

*Discover your Spiritual Gifts
abilities, talents, skills,
your passion, and
your calling*

FINDING THE LIFE YOU WERE BORN TO LIVE



by Bruce R. Edwards

Finding the Life You Were Born to Live

Unwrapping Your Gift Box

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Finding the Life, You Were Born to Live

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Forward

Throughout history, everyone has asked themselves the question, Why am I here? People want to live a life that is fulfilling and successful. The people I meet and speak with are all looking for purpose in life and how they can maximize their potential and live a life of destiny.

That's probably why you're reading this book. You want to find the life you were born to live. You want to know if there is meaning to life, you want to know your purpose and then live out your life with great success. The two are tied together purpose and success.

Many great men and women have shared insights and strategies for having success. Much has been written on the principles of success and laws of success, that's why I write this book with great apprehension and reservation. I do not presume to have all the answers about life's purpose or how to succeed in every specific endeavor or venture you embark upon, but I do believe there is a "key" foundational secret needed to unlock the purpose of your life and to live it out with success.

There are ways to become a better teacher, salesperson, business owner, etc. There are issues of character, organization, and management that are needed to help you succeed. There are strategies and techniques to help you overcome challenges and setbacks. I love the quote of Thomas Edison who when asked about his thousands of failures at inventing the light bulb replied, "I have not failed. I've just found 10,000 ways that won't work". Thomas Edison's attitude was important to his success, but it was not the key.

JCPenney built his retail empire on the principles of integrity, treating people right, and serving the customer. He is quoted as saying, "When this business was founded, it sought to win public confidence through service, for it was my conviction, as it is now, that nothing else than right service to the public results in mutual

understanding and satisfaction between customer and merchant. It was for this reason that our business was founded upon the eternal principle the Golden Rule.” While these were and are very important, they were not the key to JC Penny’s success.

Many very successful men and women in business, ministry, politics, sports, education, and others who have been successful have one thing in common. It is the key to living a fulfilling and successful life. It the reason I am writing this book. To help you find the key that will unlock success in your life – “Finding the Life You Were Born to Live.

There is a golden key to success. This key will open the door for true success in every area of life; business, work, school, relationships, hobbies, health, fitness, etc. It is not the only key to success, but it is the GREATEST key to success in life.

The key to success in life is – “TO KNOW YOUR DIVINE PURPOSE”, in other words to find the life you were born to live. That is what this book is all about. It takes you on a journey through the process of discovering God’s plan and will for your life. So, buckle up and get ready for the ride of your life.

“Always remember what is written in the Book of the Teachings (scripture). Study it day and night to be sure to obey everything that is written there. If you do this, you will be wise and successful in everything. Joshua 1:8 (NCV)

Introduction

Imagine for a moment that you're a child again, eyes wide with wonder, staring at a beautifully wrapped gift. The excitement is obvious as you untie the ribbon and tear away the wrapping paper, eager to discover what's inside. Now, what if I told you that each of us carries around a similar, yet far more extraordinary gift every day? A gift exactly crafted by the God Himself, overflowing with unique talents, passions, and callings designed just for you.

Welcome to the adventure of discovering your God-given ministry gifts and callings! Think of this book as your treasure map, guiding you through uncharted territories of your soul to reveal the priceless gems hidden within. Along the way, you'll encounter delightful surprises, "aha" moments, and perhaps a few plot twists as you uncover the divine blueprints of your life.

Why should this journey be anything less than an exhilarating quest? After all, we're talking about uncovering the very essence of what makes you, well, YOU! This is not just any run-of-the-mill textbook. No, my friend, this is an invitation to a grand adventure where you'll play detective, explorer, and discoverer of your unique spiritual DNA – all for the purpose of helping you “**Find the Life You Were Born to Live**”.

As we embark on this journey together, we'll introduce you to the S.H.A.P.E. tool and explain how to use it to discover your gifts, passions, the abilities that flow naturally from your fingertips, the quirks and qualities of your one-of-a-kind personality, and the life experiences that have shaped you into who you are today. We will take through a series of assessment tests that will guide and help you to discover the “**life you were born to live**” – your divine purpose.

In addition, you will learn about the 21 New Testament gifts: 5 Ministry Gifts, 9 Spiritual Gifts, and 7 Functional (motivation) gifts.

Then we will take all of these things and put them together to help you take the next step into a lifetime of fruitful service and ministry.

So, let's get started on this extraordinary journey of discovering the gifts and callings that God has put in you and in your life. With each page you turn, you'll get closer to unwrapping that divine gift box and discovering the "Life You Were Born to Live". Ready to dive in? Let's go—your adventure awaits!

Chapter One

Equipped for Service and His Glory

In the journey of faith, understanding how God's gifts and callings equip us for service is not just pivotal but transformative. These gifts, bestowed by divine grace, are not merely talents or skills but manifestations of God's purpose in our lives. They empower us to serve others and ultimately bring glory to His name. They are huge clues to finding the life you were born to live.

Understanding God's Gifts

God's gifts are diverse and multifaceted, tailored uniquely to each individual. They encompass ministry gifts (Ephesians 4:11-12), Spiritual gifts (1 Corinthians 12:1-6), and Functional gifts (Romans 5:12-3). These gifts are not earned but freely given by God to enable us to fulfill His purposes on earth. In the following chapters, we will dive into each of these in detail. You will discover no matter the gift whether teaching, encouragement, leadership, acts of mercy, etc. each gift is a tool for building up the body of Christ, serving others selflessly, and ultimately living the life God created you for.

Understanding God's Call

Accompanying these gifts is God's calling—a summons to live a life dedicated to Him and His kingdom. This calling is more than a profession or a task; it is a divine invitation to participate in God's redemptive plan for humanity. Just as God called Moses to lead His people out of Egypt and Paul to preach the Gospel to the Gentiles, He calls each of us to specific roles and missions in His service and gifts us and empowers us to accomplish our purpose.

Equipped for Service

When we embrace God's gifts and heed His calling, we become equipped for effective service. This empowerment is not about our abilities alone but about God working through us (Philippians 2:13). He equips us with everything we need to do His will, providing the

strength, wisdom, and courage necessary to fulfill His purposes (2 Corinthians 9:8).

Bringing Glory to God

Ultimately, the purpose of our gifts and calling is to bring glory to God. As we use our gifts in service and obedience to His calling, we reflect His character and testify to His faithfulness and goodness. When others witness the impact of God's work through us—whether in acts of kindness, words of encouragement, or transformative leadership—they are drawn to glorify Him (Matthew 5:16). The whole purpose of finding the life we were born to live is so we can glorify God. “*Therefore, whether you eat or drink, or whatever you do, do all to the glory of God.*” (1Corinthians 10:31)

Will You Answer the Call?

Embracing God's gifts and answering His calling is a journey of faith and obedience. It is a journey that transforms us from recipients of grace to instruments of His love and mercy. As we faithfully steward what He has entrusted to us, we not only serve others but also magnify His name. The question is will you answer the call? “*Many are called but few are chosen*”. (Matthew 22:14) To be chosen is a matter of choice, your choice to answer the call. I challenge you to answer the call and utilize the gifts God has given you, when you do, you will fulfill your purpose and bring glory to the God who equips and empowers us.

In this way, we align our lives with His divine plan and participate joyfully in His redemptive work. We not only find the purpose of our life, but we then begin to actually live out the life we were born to live. The following chapters are designed to help you do exactly that.

Chapter Two

Your Divine Purpose and Calling

You have a purpose. God has given you your life and made you unique and special for your purpose! No one can fulfill your purpose exactly like you can. Ephesians 2:10 tells us, “*we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them*”. Are you walking in your purpose?

God prepared, before you ever were born, a destiny that you should walk in. Discovering purpose and walking in it means connecting with the creator (God) and letting him lead you in your purpose. Your purpose is a journey not just a destination so just start walking forward toward God and He will lead you into fulfilling your destiny.

The only way you can live a life of purpose is by connecting with God. He is the source of life and the source of purpose. God is real and He wants a personal connection with you. Getting connected to God requires more than believing in His existence. God wants you to know Him, not just know about Him. You were given life because God wanted to give you the chance and the choice to choose to know Him. God never forces anyone to connect with Him, it is our choice. Since God is the Creator of your life and the Creator of this world, connecting with Him is essential to discovering purpose. He is the key.

So, how do you connect with God? You connect with God through His Son Jesus Christ. John 14:6 tells us that Jesus, “*is the way, the truth, the life no one comes to the Father except through (him)*.” In other words the only way to connect with God is through Jesus.

It is your decision and choice whether to connect with God or not. To connect with him you must personally make the decision to put your trust in Jesus Christ as your personal Savior and Lord. It is the first and most important step in discovering your purpose and the gifts and callings that has put on the inside of you. If you have not

made that decision, now is the time. Receive Jesus Christ as your Lord and Savior today!

Here is how;

Believe

Acts 16:31 tells us God's plan of salvation when a man asked the apostle Paul how to be saved. Paul told him, "***Believe in the Lord Jesus Christ and you will be saved.***" You can never earn or deserve salvation it is a gift, but you must receive that gift by grace through faith, faith is simply fully trusting in Jesus alone. (Ephesians 2:8-9)

Believe What?

Believe Jesus is the son of God, who died on the cross for all of your sins, He was buried, and on the third day He arose from that grave (the resurrection) and ascended in heaven to be seated at the right hand of the Father. (1Corinthians 15:3-4)

Believe How?

In Romans 10:9 Paul explains we must believe with the "heart" not to just mentally agree or simply know about Jesus. The heart is the very core of your being, the real you, it is where your real values and beliefs exist.

Confess with the Mouth

Paul also explains the importance of saying it with our mouth. In other words say, "Jesus is Lord". Just saying Jesus is Lord is not enough we must believe it in our heart. "***For it is with your heart that you believe and are justified, and it is with your mouth that you profess your faith and are saved.***" (Romans 10:10)

God has provided for our salvation through Jesus Christ. All we must do is receive it, by faith, fully trusting in Jesus alone as Savior (John 14:6; Acts 4:12). That is God's plan of salvation.

Will you receive it?

If you are ready to follow God's plan of salvation and place your faith in Jesus as your Savior start with this prayer.

Please forgive me, and help me avoid sinning again. I believe that your son, Jesus Christ died for my sins, was resurrected from the dead, is alive, and hears my prayer. I invite Jesus to become the Lord of my life, to rule and reign in my heart from this day forward. Please send your Holy Spirit to help me obey You, and to do Your will for the rest of my life. In Jesus' name I pray, Amen."

Chapter Three

You Are Valuable

Many people battle feelings of inferiority because of put downs they've received from others. Sometimes because of failures in life we feel unworthy. It is crucial for you to see just how God values you!

“You have been bought and paid for by Christ, so you belong to him—be free now from all these earthly prides and fears.” 1 Corinthians 7:23

There is a great illustration that demonstrates your value. Imagine if I held up a \$100.00 bill in front of a large group of people and asked them, “Who would like this \$100 bill?”

Hands would be going up across the room! After all who wouldn't want an extra \$100's. Then what if I said, “I am definitely going to give this \$100 to one of you but first, let me do this” and I proceeded to crumple the bill up in my fist.

If asked the crowd, “Who still wants it?” Would hands still go up? Sure they would.

What if I then dropped it on the floor and started to grind in into the ground with my shoe and then spit on it? If I then held up that crumpled up and very dirty \$100 bill and asked, “Now who still wants it.” Would hands still go up? For sure.

Your Value- Not Based on What You Do

Why? Because no matter what I did to the money, they still wanted it because it did not decrease in value because of what happened to it. It was still worth \$100.

Many times in our lives, we may be dropped, crumpled up, stomped on, and ground into the dirt by mistakes we make, wrong decisions, bad choices, or circumstances that come our way.

We may feel as though we're worthless. But no matter what has happened or what will happen you will never lose your value to God. You are special! You are valuable to Him! Why?

Why You Are Valuable

Your value is not based on how smart you are, how rich you are, how good-looking you are, or any other worldly standard. Your value is related to God Almighty. You were created by God – the creator of heaven and earth. The value of something is based on who made it.

For example, if I painted on a piece of canvas a picture of the Last Supper and tried to sell it, no one would pay even a penny for it. But if we could sell the painting of the Last Supper painted by **Leonardo da Vinci** it would sell for millions of dollars! What makes one painting valuable and the other not? Who painted it!

You are God's Masterpiece

Ephesians 2:10 says you are God's "workmanship", one translation says "masterpiece". You are a "masterpiece" designed and made by God Himself. **"For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them."** To be able to effectively lead yourself you need to know how valuable you are to God. Make sure you don't undervalue what God has made. At the same time make sure you don't overvalue yourself based on your own strength, accomplishments, or position. You are valuable because of who made you.

God Paid the Ultimate Price for Your

Your value is not based on your net worth or what you've done or not done. You are valuable because of who created you. You are valuable because of who has bought and paid for your life. You have been bought and paid for by Christ. God exchanged His own Son for you! You belong to Him. The Cross proves your value. Jesus didn't die for junk. You are incredibly valuable. Nobody has ever paid a greater price than God paid for you.

Jesus said, "***Look at the birds of the air, for they neither sow nor reap nor gather into their barns; yet your heavenly Father feeds them, Are you not of more value than they?***" (Matthew 6:26)

Understanding your value in God is a huge part of finding the life you were born to live. Why? Because when realize God made you His masterpiece you will realize there is a purpose for your valuable life. You are His workmanship. You are His child.

Chapter Four

You are Unique

God has made you and He made you unique. You have been wonderfully made in His image. (Psalm 139:14). God has given each person their own personality and placed in each person spiritual gifts and abilities. It is important to be who God made you to be and be the best at it.

You were created to be an original don't die a copy.

The following story demonstrates this point:

Once upon a time the animals decided they must do something heroic to meet the problems of a “new world” so they organized a school. They adopted an activity curriculum consisting of running, climbing, swimming and flying. To make it easier to administer the curriculum, all the animals took all the subjects.

The duck was excellent in swimming. In fact, better than his instructor. But he made only passing grades in flying and was very poor in running. Since he was slow in running, he had to stay after school and also drop swimming in order to practice running. This was kept up until his webbed feet were badly worn and he was only average in swimming. But average was acceptable in school, so nobody worried about that, except the duck.

The rabbit started at the top of the class in running but had a nervous breakdown because of so much makeup work in swimming.

The squirrel was excellent in climbing until he developed frustration in the flying class where his teacher made him start from the ground up instead of the treetop down. He also developed a “Charlie horse” from overexertion and then got a C in climbing and D in running.

*The eagle was a problem child and was disciplined severely.
In the climbing class, he beat all*

*the others to the top of the tree but insisted on using his own
way to get there. The moral of the story is simple everyone is
unique and gifted for what God created them to be.*

*If he created, you to be duck saint swim like crazy and don't
try to be an eagle. If you're an eagle saint soar as high as you
can and don't get upset at the squirrel because he can't fly like
you can. It takes each one being the best they can be the way
they were created. You were born an original don't become a
copy. Determine to be the best you!*

God has a specific plan for your life, a divine purpose. You have been uniquely designed and equipped by God for that purpose. There is no one else exactly like you. There is no one who can live out your exact purpose except you. That is why it is critical for you to discover your purpose and fulfill it!

You are special because you are made in the image of God. Nothing else on the earth—not trees or plants, fish, or animals—was made in God's image, only man! God has free will and He has given us free will. We get to make choices about what we will do with our lives. Choose to follow the plan God has for you.

Remember you aren't weird or odd because you are different and not like other people! You are unique! Here's the thing if you will close to God and stay committed to His wonderful and world-changing plans laid out for your life, you can do God's unique will for your life. You can be a world changer for the cause of Christ.

Chapter Five

Discovering Your God-Given Gifts *Shaped for Significance*

Discovering your God-given gifts and callings is a journey that can profoundly impact your life and the lives of those around you. It is also a fundamental element of knowing your God given purpose and calling all of which help you find the life you were born to live.

There are several different types of Spiritual Gifts assessment tools available from various sources that can help us discover what our gifts and callings are. One such tool is the S.H.A.P.E. Assessment Program. It was developed by Pastor Rick Warren and is one of the best plus it is available on several websites for you to use.

I have provided a link to a form that you can download that takes through process. I encourage to download it, follow the instructions, and fill out the assessment I believe it will be helpful in your journey of **“Finding the Life You Were Born to Live”**. The following is just a brief overview of the S.H.A.P.E. tool.

The acronym stands for Spiritual gifts, Hearth, Ailities, Personality, and Experiences, and it provides a comprehensive framework for understanding how God has uniquely crafted each individual for service.

The tool takes you through a process consisting of a survey of several statements to help identify the areas you excel in, evaluations to help determine your personality type and abilities, plus other processes all to help you identify your unique SHAPE and empower you to begin step into your purpose and live the life you were born to live. The Bible tells us, *"we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do."* (Ephesians 2:10)

This is not a test, so there are no wrong answers. The Spiritual Gifts Assessment consists of 96 statements. Some items reflect concrete actions; other items are descriptive traits; and still others are statements of belief.

God has created you and shaped your life in unique and wonderful ways so that you can experience the joy of helping the Kingdom of God “to come on earth as it is in heaven” (Matthew 6:10).

We do different things to make a living, that’s our vocation, but we all have a calling to use our gifts, talents, abilities, interests, personality, and experience to follow Jesus, to strengthen His Body, the Church, and to enlarge God’s Kingdom on earth. How we do that may be different, but object is the same to be a light and witness for Christ. When we use our abilities for God’s glory, we come to know God more fully and He is able to accomplish His work through our lives.

Discovering your God-given gifts and callings using the S.H.A.P.E. tool is a journey of self-discovery and spiritual growth. By understanding your spiritual gifts, heart, abilities, personality, and experiences, you can uncover the unique ways God has equipped you to serve. Embrace this process with optimism and faith, knowing that God has a special purpose for your life. It will be a huge help in finding the life you were born to live. As you align your service with His calling, you will not only find fulfillment but also bring glory to His name.

Here is the link to the pdf download for the S.H.A.P.E. Assessment. It will take you about 20 minutes to complete. It will help you get more out of the next chapters in the book. Also, as I mentioned several other websites have the S.H.A.P.E. tool if prefer to use one of them.

If you are reading on line you click on this link -

[S.H.A.P.E. ASSESSMENT DOWNLOAD](https://tinyurl.com/shapeassessment)

Or you can copy and paste this link into your browser –

<https://tinyurl.com/shapeassessment>

Chapter Six

The Calling of God

Your work, or vocational calling, are secondary callings. They are opportunities God gives you to use your spiritual gifts in the world, whether it be within paid employment, the home, or volunteer activities.

Your calling and your purpose are NOT the same.

Your ***CALLING*** – is the unique path God has for you that leads you toward your divine destiny (your purpose).

Your ***PURPOSE*** is key to finding and stepping into your divine calling.

- Your calling is NOT your career.
- Your calling is larger than your career. You are created for more than a title on a desk. Your career is part of your calling, but it is not the totality of your calling.
- Your calling will never focus more on you than on God. You are here for a reason. God has a unique calling for your life. And this calling is wrapped in your purpose to reflect the image and glory of God. Be obedient very day.
- **A calling from God will always result in His being glorified.**

WHAT YOUR CALLING IS NOT –

1. Your Calling Is Not **for** You
We don't choose our callings; by definition, we're called to them. Repeat: God calls us; we don't call ourselves.

2. Your Calling Is Not **from** You
God calls us; we don't call ourselves.
3. Your Calling Is Not Future Tense
4. God's call is for right **NOW**!

YOUR CALLING IS A JOURNEY

Discovering God's calling for your life is a journey, and it all starts with realizing God is at work in your life right now right where you are. Take a look at what interests you have now, what excites you, what makes you angry, where is passion, what are you good at, all these are clues to your calling. Here are 7 Steps that can help you in that process. *(plus the SHAPE assessment tool will help you)*

1. Seek God Through Prayer. God is the one who made and designed you. Doesn't make sense to seek God's guidance through prayer to help you discover your calling. Spend time in quiet reflection, asking God to reveal His plans for your life. Prayer helps you connect with God on a deeper level and opens your heart to His leading.

2. Study Scripture. The Bible is a rich source of wisdom and guidance. Passages like Jeremiah 29:11, Romans 8:28, and Ephesians 2:10 can provide insights into God's purpose for your life. Studying scripture helps you understand God's character and His promises, which are foundational to discerning your calling.

3. Reflect on Your Gifts and Talents. God has endowed each of us with unique gifts and talents. Reflect on what you do well and what comes naturally to you. Ask trusted friends and mentors for their insights into your strengths. Your gifts are often indicators of how God wants to use you.

4. Identify Your Passions. Your passions and interests can also point to your calling. What activities or causes excite you? What issues do you feel deeply about? God often aligns your calling with the passions He has placed in your heart. Reflecting on what you love to do can help clarify your purpose.

5. Examine Your Experiences. Your life experiences, both positive and negative, shape your calling. Reflect on the significant events and challenges you've faced. Consider how these experiences have prepared you for certain roles or ministries. God can use your past to equip you for future service.

6. Seek Counsel from Others. Trusted friends, family members, and spiritual mentors can offer valuable insights into your calling. They can provide encouragement, perspective, and wisdom based on their observations of your life. Seeking counsel helps you gain a broader understanding of how God might be leading you.

7. Take Action and Experiment. Sometimes, discovering your calling involves stepping out in faith and trying new things. Volunteer in different ministries, take on new responsibilities, or pursue interests that align with your gifts and passions. As you take action, you'll gain clarity and confidence in your calling.

EMBRACE YOUR CALLING

Once you have a sense of your calling, embrace it with enthusiasm and commitment. Remember that discovering your calling is an ongoing journey, and it's okay if your understanding evolves over time. Trust in God's timing and remain open to His leading. Here are 3 things you can do right now while you are in the

1. **Serve Faithfully.** Whatever your calling, serve faithfully and wholeheartedly. Whether you're called to ministry, teaching, business, or any other field, approach your work

with excellence and integrity. Your service is an act of worship and a testimony to God's work in your life.

2. **Stay Connected to God.** Maintain a close relationship with God through regular prayer, worship, and scripture reading. Staying connected to God helps you stay grounded in your calling and receptive to His guidance.
3. **Be Patient and Persistent.** Discovering and living out your calling may involve challenges and setbacks. Be patient and persistent, trusting that God is working through every situation. Remember that your calling is part of a larger plan that unfolds over time.

Discovering God's calling for your life is a journey filled with promise and potential. By seeking God, reflecting on your gifts and passions, and taking steps of faith, you can uncover the unique purpose He has for you. Embrace this journey with optimism, knowing that God has a wonderful plan for you. Remember,

1. You Are Created by God,
2. You Are Called by God, and
3. You Are Set Apart for God.

“Fear not, for I have redeemed you; I have called you by name, you are mine.” Isaiah 43:1 (ESV)

Chapter Seven

21 New Testament Gifts

We are now going to begin teaching about the “**21 Gifts of the New Testament**”. There are **3 different categories** s of gifts revealed in the New Testament. The first set is found in Romans 12 and these are classified as “functional gifts or motivational gifts”. The second set of gifts is found in 1 Corinthians 12 and they are referred to as “Spiritual Gifts”. The third set of gifts is found in Ephesians 4 and they are called “Ministry Gifts”.

Understanding these gifts will help you as you are on this journey of discovering your gifts and callings and finding your purpose. “**Finding the Life, You Were Born to Live**”. We will first look at the benefits of the gifts, list the different gifts in each category, and explain the purpose of each category of gifts. In the following chapter, we explain what each gift is, who gives the gifts, and how each operates through individual believers.

The Benefit of Understanding the Gifts of the New Testament

Understanding these God-given gifts should be a high priority in every Christian’s life. When you accurately understand the Gifts of the New Testament you will be better equipped to fulfill God’s purpose for your life and have a better grasp of God’s will for your life. You will understand what motivates other believers and how the body of Christ is to work together in unity to fulfill the plans of God. You will also use your time more effectively by focusing on the things you have been equipped to do rather than expending your energy in areas that have minimum potential. The following is a brief overview of all the gifts and then in the subsequent chapter, we will go into more detail on each of the gifts.

1. Functional Gifts

There are seven functional or motivational gifts listed in Romans 12:3-8.

“For I say, through the grace given to me, to everyone who is among you, not to think of himself more highly than he ought to think, but to think soberly, as God has dealt to each one a measure of faith. For as we have many members in one body, but all the members do not have the same function, so we, being many, are one body in Christ, and individually members of one another. Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith; or ministry, let us use it in our ministering; he who teaches, in teaching; he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness. ”

List of 7 Functional Gifts

First, notice the word “function” in verse four. This is where we derive the name “Functional Gifts”. Also, notice the 7 gifts mentioned are; 1. Prophecy, 2. Serving, 3. Teaching, 4. Exhortation, 5. Giving, 6. Leadership, and 7. Mercy. Every believer has all seven of these gifts in part however, each believer will have at least one of the gifts as their dominant focus of function and motivation.

Purpose of Functional Gifts

The purpose of these gifts is for service to God and the body of Christ. God works through us using these gifts within us to help the Church grow and remain healthy. They are a matter of function. Notice in verse 4 it says, ***“All members (believers) do not have the same function.”*** In the next few lessons, we will explain each gift and how to know which gift is yours and how they function.

2. Spiritual Gifts.

There are nine spiritual or charismatic gifts listed in 1 Corinthians 12:7-11:

But the manifestation of the Spirit is given to each one for the profit of all: 8 for to one is given the word of wisdom through the Spirit, to another the word of knowledge through the same Spirit, 9 to another faith by the same Spirit, to another gifts of healings by the same Spirit, 10 to another the working of miracles, to another prophecy, to another discerning of spirits, to another different kinds of tongues, to another the interpretation of tongues. 11 But one and the same Spirit works all these things, distributing to each one individually as He wills.

List of 9 Spiritual Gifts

Notice the 9 spiritual gifts listed are; 1. word of wisdom, 2. word of knowledge, 3. (special) faith, 4, gifts of healings, 5. working of miracles, 6. prophecy, 7. discerning of spirits, 8. different kinds of tongues, and 9. interpretation of tongues. Unlike the motivational gifts, every believer does not have these gifts. Every believer can potentially be used by God with one or more of these Spiritual gifts, however, these gifts only work by the Holy Spirit and only as He wills. They are not just natural talents or abilities, but they are supernatural gifts that the Holy Spirit gives to a believer to minister in ways that are not possible by mere natural effort.

Purpose of the Spiritual Gifts

The purpose of these 9 supernatural gifts of the Spirit is very clear they are given, ***“for the profit of all”*** or in other words to help others. (1 Corinthians 12:7). They are for building up the church and extending the Kingdom of God - spiritual gifts can have a supernatural impact on our witness to non-believers. (1 Corinthians 14) We will explain what each gift is and how they work in future newsletters

3. Ministry Gifts

There are 5 ministry gifts listed in Ephesians 4:11-12:

“And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, 12 for the equipping of the saints for the work of ministry, for the [e]difying of the body of Christ,...”

List of 5 Ministry Gifts

Notice the 5 ministry gifts listed are; 1. Apostle, 2. Prophet, 3. Evangelist, 4. Pastor, and 5. Teacher. These gifts are related to a specific calling given by Jesus to specific individuals. Every believer has motivational gifts and every believer can be used and should desire for God to use them with the Spiritual gifts, but the ministry gifts are available only to those called by God to a specific office of ministry.

Purpose of Ministry Gifts

Ministry gifts are to work together to help equip and grow believers into full spiritual maturity, so as to be effective in doing the work of the ministry. These are often referred to as the “5 Fold Ministry Gifts”. We will go into detail about these ministry gifts in the coming weeks.

Unfortunately, there's a lot of confusion and misunderstanding about these gifts. In some places, people know nothing about the gifts while others think the gifts have been done away with. In other places, people know something about the gifts of the Spirit, but their knowledge is very limited.

Jesus is our focus and completing His mission is the goal and call of the church. The gifts of the New Testament are “tools” given us by the Spirit to help us fulfill that call and serve His purposes in the church and in the world. Over the next several chapters you will have a much better understanding of what these gifts are, how they work, and how they work through you.

Chapter Eight

The Functional Gifts *(motivational gifts)*

Introduction

We are going to start our detailed explanation of the New Testament Gifts with the “Functional Gifts”. We also will go into greater detail and explanation about these gifts because every believer has these gifts operating in them with one primary gift functioning in their life. These gifts are vital for the effective function and life of the church and your primary functional gift is a huge and vital part of finding the life you were born to live.

The Ministry Gifts and Spiritual gifts are just as important, but as you will see they are more limited in the access and use of them. They also are important in finding our purpose and helping us fulfill our God-given destiny.

To start this section I want to share a story with you.

“If you see a turtle on a fencepost, you know one thing for certain: somebody helped it get up there.” In living life as a follower of Christ, I think it's safe to say - we all need a little help along the way, but even more important God wants to us to become the one He uses to lift others up on that fence post.

As we grow in our walk with the Lord, Jesus wants us, by His grace, to be less focused on self and more focused on helping others. God has put gifts in the church to help the church grow. He puts those gifts in believers.

According to First Corinthians 12:27 believers are members of the Body of Christ. As members, each one of us has an important role to play in helping the Body function and fulfill the purpose God has for the Church. God has given gifts and callings to help the body of Christ carry out the mission of the Church. One type and part of those gifts is what is called the **“Functional or Motivational Gifts”**.

Every believer has a job to do. God has empowered believers with gifts. Every gift and job are important. God created us (the body of Christ) to work together to help each other. Never underestimate your significance to the Body of Christ. You have an important job to do. God has gifted you uniquely, and He has a plan and a purpose for your life. You are needed!

The Functional Gifts are found in Romans 12, and these are the seven *motive* gifts that we will be studying as part of this course. If you have been born again by receiving Jesus Christ as your personal Savior, then you have one of the motive gifts. Romans 12:3 says,

"For I say, through the grace given unto me, to every man that is among you, not to think of himself more highly than he ought to think; but to think soberly, according as God hath dealt to every man the measure of faith."

The Greek word for measure is "*metron*," which means *an instrument of measuring*." God has measured a motive gift to you by His grace, and it was given to you when you first received Jesus. Let's continue:

"For as we have many members in one body, and all members have not the same office: so we being many, are one body in Christ, and every one members one of another"
(Romans 12:4-5).

Notice that the word "*office*" is used, rather than "*offices*." You have one office or predominate gift. God gives you these gifts when you receive the new birth, and He also measured a portion of faith which accompanies the primary gift you have. Every believer has all seven of these gifts in part, however each believer will have one of the gifts as their dominant focus of function and motivation.

"Having then gifts differing according to the grace that is given to us" (Romans 12:6a).

This verse establishes the fact that all believers do not have the same office (*gift*) in the Body. Every person has a different gift which motivates him, and he uses it to motivate others. These different gifts are given so that the Body may be complete. I need you because you have a motive gift that I may not have, and we all need each other in the Body of Christ because of the different ways in which we are motivated to minister where we are. The fullness of the Body of Christ, moving in accordance with the motive gifts, shows the fullness of the Body of Jesus. He had all seven motive gifts, because He was the spotless Son of God, and when you received Him., He gave you one of the gifts. What are the gifts?

"whether prophecy, let us prophesy according to the proportion of faith; or ministry, let us wait on our ministering: or he that teacheth, on teaching; or he that exhorteth, on exhortation: he that giveth, let him do it with simplicity; be that ruleth, with diligence; he that sheweth mercy, with cheerfulness" (Romans 12:6b-8).

God has given these seven gifts to the Body of Christ: (1) prophecy, (2) serving, (3) teaching, (4) exhortation, (5) giving, (6) ruling, and (7) mercy.

Before we begin our in-depth study of the characteristics and misunderstandings which may accompany each individual gift, let's take a short look at each one.

1. **Prophecy** — The prophecy motive is one which discerns and sees the motives of others. This is actively involved with restoring and repairing within the Body.
2. **Serving** — The motive gift of ministry has a connotation to the word "*servant*." This concerns meeting the practical needs of people within the Body of Christ.
3. **Teaching** — Teaching is the funtional gift which reveals truth. This motive gift causes people who

have it to reveal and emphasize the truth in God's Word.

4. **Exhortation** — To exhort means "*to stimulate faith*," and people with this functional gift are used to stimulate the faith of others in the Body of Christ.
5. **Giving** — The giving motive is a gift which motivates people to give in many ways. God has placed them in the Body, not only to give but to motivate others to do the same.
6. **Leadership** — Leadership is another word for "*organization or ruler*" We certainly need these people within the Body -this is the motive gift which deals with keeping things moving in an orderly fashion.
7. **Mercy** — Mercy is a very loving and personal motive gift. This gift causes the people who have it to really empathize and minister mercy to others

If, after seeing a brief explanation of each gift, your reaction is, "*I can honestly say that I've moved in all of them*," don't be surprised. I could, too. We, as a Body of believers, have moved in each gift: we've all extended mercy at some time; we have all met someone's practical need; all of us have discerned motives; I'm sure that we've all taught; certainly in our Christian lives we've stimulated someone's faith; and haven't we all given? We've given tithes and offerings and enjoyed doing it. Every person has been involved in some type of organizing, too, so you could actually say that you've contributed to the area of each gift.

As you study further, though, and begin to spiritually discern your motive gift, you will find that even though you have been used in each gift, you are being used by God in only one of them more than any other. You use your gift in a greater measure than the other gifts because it isn't something that you force - it is your gift which innately flows through you. You possess a motivational gift that

ministers to the Body of Christ, and no matter what church you attend, that desire to minister is always there. Some people may already know what their motive gift is, while many others still have no clue. Don't be shocked, though, if you think you know what it is, and you find out it is different!

PROPHECY

The first functional gift found in Romans 12 is the gift of prophecy. Even if you, don't prophesy, and are not called into the full-time ministry as a prophet, you could still have the motive gift of prophecy. This gift does not mean that you are a prophet, and it is not the charismatic spoken gift that comes forth during worship. This is a motive gift, and it is an entirely different thing.

Don't get up-tight about words being used differently. The word for faith is also used interchangeably. The Bible says that *"every man is given the measure of faith"* (Romans 12:3), but Romans 10:17 says that faith comes *"By hearing and bearing by the Word"* I Corinthians 12 calls faith a gift, and Galatians 5:22 calls faith a *"fruit of the Spirit."* Which one is right? Of course, they are all right, and this is an excellent example of one word being used interchangeably. You were born again and given a measure of faith, but that faith measure is increased by reading, feeding, and acting on God's Word. There is a special charismatic gift of faith which is designed to anoint believers and cause them to rise above difficult situations through God's power, and faith which is a *"fruit of the Spirit"* is actually translated to mean *"faithfulness."*

When you see the word *"prophet,"* or read about the gift of prophecy, and when you see the motive gift of prophecy in Romans 12, realize that you are looking at three different realms. A person may be called to be a prophet or move in the charismatic spoken gift of prophecy, but he still may or may not have the motive gift of prophecy. Prophecy means *"insight"* Prophets in the Scriptures were called *"seers"*.

Those of you who have a prophecy motive gift possess insight or the intuitive sense about the way people and situations really are. Prophecy-motivated people can discern the inner motives of people in a way that most people don't. You may know certain people who seem to look right through to the core of people and circumstances, or perhaps you've seen believers who gave you the impression that they could "*see through you.*" (Maybe you weren't sure you wanted them to see through you.) If you've ever been around this type of person, it's very possible that they had this motive gift. The basic tendency of the prophecy motive gift is to view any person, group, or occurrence in the light of moral standards and their lives before God.

It is important for you to know that prophecy is *not* a suspicious motive. In examining the benefits of a spoken gift of prophecy, you'll notice that it is used for repairing, improving, and building up the Body of Christ. Prophecy motives will help, strengthen, encourage, and comfort the Body; they will never tear down or damage. Yes, certainly this gift discerns inner motives, but not all inner motives are wrong; many inner motives are right, and this gift discerns them, too.

There are five specific manifestations of the prophecy motive gift, and by that, I mean that there are five different ways in which the prophecy motive affects others. They are:

1. Bringing people to accountability by exposing their motives;
2. Revealing their heart motivations;
3. Causing an inner conviction;
4. Bringing an awareness of God's presence; and
5. Making people fall upon their knees when repentance is necessary.

If the way in which you minister to others has this sort of effect on them, then perhaps you have the motive gift of prophecy. If this doesn't fit you at all, then maybe it helps to know and understand someone who is motivated this way, where previously you may

have thought he was too critical.

We have had many guest speakers over the years at our church. Many of these speakers were evangelist some were teachers and others were prophets of God. Even when speakers had the same calling how they ministered would be different, some would blast away, calling black "*black* " and white "*white* " with absolutely no in-between, while others would speak, and he would preach so lovingly and with such mercy that it was hard to believe he was also an evangelist. Both speakers had the same calling, yet each one preached a different message. Why? Because one had a motive gift of prophecy, and the other had a motive gift of mercy!

Here are the characteristics of the prophecy motive gift:

1. *There is a need to express the message verbally.* The person with this motive gift has a message burning in his heart, and it must be expressed out loud.
2. *They have the ability to discern peoples' characters and motives.* This person has what the world commonly calls "*insight*." They can easily discern the characters and motives of other people.
3. *They possess a divine capacity to identify, define and hate evil.* The person with this motive really comes down hard on evil and sin. They sense its presence and cannot tolerate it. If a person is being dragged down into sin, a person with the prophecy motive gift will be sure to tell them about it.
4. *They are willing to experience brokenness to prompt brokenness.* This person may really "*break*" in presenting their message and will prompt that same brokenness in other people. I am sure that David Wilkerson, a full-time minister, is an evangelist with a prophecy motive gift. He really hates the evil in this world, and does he lay it on! He is very broken by the effects of sin, and he draws the same emotion out of other people.
5. *Their authority is always based upon Scripture for validation.*

A person with a prophecy motivation will never assert their own authority. The Word of God is their authority on every situation, and if they present a stern message, it is always based on the message in God's Word. Their authority is always validated and based on Scripture.

6. *They desire outward evidence which demonstrates inner conviction.* This person wants to see an outward evidence of people repenting. They will do all that is necessary to get people to confess before God and break through to victory.
7. *They are direct, frank, and persuasive in speaking.* The prophecy motive gift in people causes them to be extremely honest and direct. They'll look you right in the eye and give you the truth about your situation, which really hits you "where you live."
8. *They are concerned for the reputation and program of God.* They set forth standards of excellence which are in keeping with God's Word. Prophecy-motivated people are the ones who say, "We can't let this nation go under," or "We can't let the schools go under."
9. *In dealing with others they experience personal identification and inward weeping for their sin.* Prophecy-motivated people love the people they counsel and feel true compassion toward them. People with this motive identify so strongly with others that they feel as though they were also involved in the sin, and they cry on the inside. A person who is busy telling you how evil everyone is and knocks the Body of Christ by trying to show off his authority is *not* motivated by the gift of prophecy. People with prophecy motives are in love with those sinners they counsel, and their number one concern is to see them escape from the bondage of sin.
10. *They are eager for others to point out their own blind spots.* They don't just run around telling everyone else what's wrong with them. Prophecy motivated people are so direct and honest that they want to know if they themselves have a blind area.

They are not only honest with others; they are honest with themselves. Once there was a man in our ministry who was brutal and cruel with his words toward others, and he told me that he was called to be a thresher in the Body of Christ. I said, "Are you sure that you aren't called to be a thrasher? I don't think you do much threshing—you are just thrashing people around." People with a prophecy motive gift are anxious to know their blind spots, and they are loving, not cruel, in their dealings with others. In Psalm 51:13, David said, ***"Then shall I teach transgressors thy ways; and sinners will be converted unto thee"*** This is exactly the attitude of a person with this motive.

Now let's examine the misunderstandings of a prophecy motive:

1. *Frankness may be viewed as harshness.* Some people are so frank that they are perceived as being very hard. Honesty can hurt, and that's why the truth must be spoken in love.
2. *Their interest in groups may be interpreted as disinterest in individuals.* Prophecy motives often discern the Body of Christ as a whole and may say, "This church needs more founding in the Word." This is not meant critically, but it can be misunderstood.
3. *Efforts to obtain results may be seen as gimmicky.* Does that bother you? Have you ever noticed that in both the Old and New Testaments, the prophets tended to use different ways to get their message across? John the Baptist was very odd and different. He was a strange looking guy, dressed in camel's hair, and he ate locusts and wild honey while living in the wilderness. If you saw him on the street today, I'm sure that you'd think he was rude, crude and uncouth. He dressed like his message: Hard! He said, "Repent! Get rid of those sins!" He even called some of the people a generation of vipers. When he asked the Pharisees who looked on during the baptisms, "What are you doing here?" he was *discerning* their motive.

Consider the Old Testament prophet, Ezekiel. God told him to cook food with human dung. Ezekiel really screamed about that, so God said, "All right, then, use animal dung." One time He told him to cut his hair, although this was forbidden his right and left side, alternately, for a certain number of days. Gimmicky!

These gimmicks were, and still are, used because they bring a visual aid lesson with the Word. People with prophecy motives want to demonstrate their message so that people will not only hear but will see what they are saying. This can be frequently misunderstood; some people feel that it isn't "*spiritual*."

4. *A strong focus on right and wrong may be judged as intolerance.* The person who is motivated by the gift of prophecy is so strong about the black-and-white that they are often accused of not giving credit for good in certain situations.
5. *Emphasis on decisions may appear as neglecting spiritual growth.* These are people who want decisions and commitments, and this is where prophecy motives concentrate, rather than on individual growth.
6. *Public boldness and strict standards may hinder personal relationships.* I don't think that people with a prophecy motive have bundles of really close friends. A lot of times their discernment can really repel people. John the Baptist had disciples, but I can't imagine that he won the popularity contest of the day. How would you like to be John the Baptist's best friend? He'd know when you were angry with your mate or had just screamed at your kids; he'd discern when you were jealous. Prophecy motives can come on strong, and some people just can't take it.
7. *Their strong desire to convey truth may appear as a lack of interest in listening to another person's point of view.* People with a prophecy motive feel so strongly about bringing out what must be revealed that sometimes they're

perceived as not being interested in the other person's side.

You'll gain further insight about this gift by studying John the Baptist in Luke 3:3-20. He also had a ministry call in prophecy, but in examining this account, I believe you will better understand the prophecy motive. Luke 3:3 says,

"And he came into all the country about Jordan, preaching the baptism of repentance for the remission of sins."

John the Baptist came looking for repentance, which certainly accompanies the motive gift of prophecy. He was dressed in camel's hair, which was part of his gimmick, and he was acutely aware of his personal unworthiness. Remember, prophecy motivated people are honest and open to their blind spots. John said, "I'm not worthy to untie the latchet of the shoes on the One coming after me." That really fits, doesn't it? Luke 3:4-6 offers an excellent example of these characteristics:

"As It is written in the book of the words of Isaias the prophet, saying the voice of one crying in the wilderness, prepare ye the way of the Lord makes his paths straight

Every valley shall be filled, and every mountain and hill shall be brought low; and the crooked shall be made straight, and the rough ways shall be made smooth; and all flesh shall see the salvation of God "

John's call was based on God's Word. He knew that he was the "voice crying in the wilderness " and that God had appointed him. He wasn't angry at the people; he was simply acting on God's Word. Prophecy motives want Scriptural truth and will not use anything less as their authority. Let's look at another characteristic set forth in Luke 3:7-8.

"Then said be to the multitude that came forth to be baptized of him, O generation of vipers, who bath warned you to flee from the wrath to come? Bring forth therefore fruits worthy of repentance. "

That's pretty plain. He was direct and frank with his message. He

wanted them to bring forth fruits worthy of repentance. Why? Because he desired to see an outward sign of their repentance. That is another characteristic which accompanies the motive gift of prophecy in Romans 12.

John the Baptist placed great emphasis on right and wrong, and he really identified evil. He got in trouble with Herod by telling him that, since the woman he lived with was his brother's wife, Herod had no right to her. He really laid things out and openly revealed evil. He called the religious people of that day a generation of vipers and discerned their real motive. There is no question that John the Baptist had a motive gift of prophecy.

He not only had the characteristics, but he also had the misunderstandings. He was always looking for accuracy, and when he was in prison for telling Herod the truth, he sent a message to Jesus, asking Him, *"Are you the One we're looking for, or should we look for another?"* Jesus sent a message back, saying, *"The eyes of the blind are opened, the lame walked, the ears of the deaf are unstopped, the poor have the Gospel preached to them."* Jesus answered with Scriptural evidence, and that was enough for John, because he lived by the Word. He wanted evidence, and he got it through Word signs which validated Jesus' ministry. I used to get up-tight about John doing that to Jesus, because I thought it wasn't right, but it doesn't bother me, now that I know it is one of the characteristics of his motive gift.

Prophecy may seem like a harsh motive gift, but there are times when the Body of Christ needs to hear that black is *"black "* and white is *"white "* without the shades of gray. The Christian walk should not consist of shades of gray, so this is a very necessary part of the Body of Christ.

Do you have this motive gift? Have you had it and not understood why you were motivated in that way, and set yourself aside? Don't set yourself aside but allow God to move through you. I'm so glad that God's Word gave us a motive gift of prophecy. If you do not have this gift, then perhaps it will help you understand the people who do have it. If you do have it, realize that you are a necessary

part of the Body, for when all seven motive gifts are together, we'll show the picture of Jesus.

SERVING

There is not one person who cannot clearly understand the functional gift of serving, which Romans 12 calls "*ministering one to another*." People in the Body of Christ who have this motive love meeting others' needs through practical assistance. Serving is demonstrated as rendering assistance, and it is a demonstration of love. These people receive fulfillment by serving others.

The motive gift of serving isn't demonstrated by words but by deeds. People who are gifted to serve are usually gifted with their hands and equipped with physical stamina that may have no regard for weariness. Servers are people who may just pick up and take off in your kitchen, whether or not you've asked them to. As soon as a server sees that there is a need, they will jump in and take care of it without asking first.

As leaders in the church it is important to put people in places their gift can flourish. Often the church makes the mistake of moving people into positions they are not gifted for. I call it "putting squared pegs in round holes and round pegs in square holes". For example, we had a person who was a true servant. He would anticipate things that needed to be done and then make sure it was taken care of. He was very faithful and dependable. We were impressed with how he could see a need and find a way to make sure it was met. He had a great heart for the Lord and the ministry, and he had proven himself to over and over. So, we decided to put him over an area of ministry that we needed help in. It ended up being a huge mistake he didn't know how to supervise people and definitely couldn't organize very well, and we wondered what was wrong. Where did we miss it – the man was smart, he had a great track record wherever he had served, why couldn't he run a small

department - why couldn't he organize people and get this thing going?" If you understand the Motivational Gifts the answer is simple – organizing is NOT part of the serving motive. Servers don't usually organize very well. They'd prefer to do things themselves and get them **finished**. This man didn't function well at organizing because we'd placed him in a position that he wasn't motivated to do. Then, we put him back where he was, and he is fulfilled and happy, moving in that position.

People with a serving motive greatly desire to help people with needs. If you have this desire, then be encouraged; you may have thought you weren't very spiritual because you wanted to concentrate on practical needs, and perhaps you've wondered what was wrong. If you have felt this way, I want you to know that there is nothing wrong! You are right on, moving in the motive gift that God gave you.

Now let's look at the serving motive characteristics:

1. *Servers are able to recall specific likes and dislikes of people.* A person who is gifted to serve remembers what people like and dislike. I think that Martha probably knew what food Jesus liked, and she probably fixed those dishes when He came over. Servers are the people who will remember what each guest likes in their coffee, whether it's cream, sugar, both, or neither.
2. *They're alert to detect and meet practical needs.* They can just sense needs, and especially practical needs which incur manual projects. They'll see needs before most people even noticed the need existed.
3. *They are motivated to meet needs as quickly as possible.* Servers don't like long-term goals. They'd rather get everything done immediately.
4. *Service motivated people have physical stamina which may disregard weariness.* These people will stay late at night until a need is fulfilled. They may be exhausted at a project's end, but they'll disregard their weariness.

5. *They are willing to use personal funds to avoid delay.* Rather than wait for the church board to approve something, they will buy it themselves. When a need exists, their instinct is to fill it themselves and pay for it with their own funds
6. *They can sense sincere appreciation and detect insincerity.* Servers know whether or not they're really appreciated. They can detect phonies.
7. *They desire to complete jobs with evidence of unexpected extra service.* Not only will a server get the job done, they'll throw in the extras. If you ask them to usher, they'll buy usher badges with the church's name printed on them. People with a service motive gift aren't just eager to do the job correctly, they enjoy doing extra things that you never asked them for. If a server came to clean your house, he'd probably defrost your refrigerator, too.
8. *Servers may be extremely involved, due to inability to say "No."* This attribute can also be a part of some of the other motive gifts. My mother used to pray that God would give me the spiritual gift of saying "no," because she said I'd accept every single invitation to teach. A serving motive is strong on this characteristic. They are so caught up in offering service, that it usually does not occur to them to draw the line.
9. *Servers experience enjoyment in reaching short-term goals.* People with this motive really receive fulfillment once they have achieved short-term goals. Long-term goals tend to frustrate them, for they don't see overall pictures, but rather the end result.
10. *They dislike time limitations on jobs.* A pastor may say "We want to get this done in two weeks," but servers have a dislike for time limitations.

These are ten characteristics of the serving motive gift. Now you'll see the twelve misunderstandings which may occur; there are many of them, for servers are very apt to be misunderstood.

1. *Quickness in meeting needs may seem to be pushiness.* Servers can often be misunderstood for this. They are immediate in actions and will jump into projects to get them done. Others may perceive this as being pushy, without discerning the actual motive to serve.
2. *Their avoidance of red tape may exclude others from jobs* They dislike long delaying processes of red tape, so servers will complete tasks which somebody else may have wanted to do. Obviously, this may cause friction.
3. *Their disregard for personal needs can create need in their families.* Servers may get so distracted with serving the Body of Christ that family-oriented service may be neglected. This is never intentional, but it can be a weakness. We've had to tell some people that they wouldn't be allowed to participate in some jobs because we did not want them to be in church so much that their families were neglected.
4. *Eagerness to serve may prompt suspicion of self-advancement.* Sometimes others may misunderstand people with this motive. They think that servers are just trying to get in good with the pastor. Again, the real motive has not been discerned.
5. *Servers may react when others don't detect and meet obvious needs.* A lady who used to shovel our walks used to get very upset with some of the people in our church. She'd say, "So-and-so ought to be doing this; they are a deacon," or "Why won't this person work in the nursery?" Service motivated people can become unhappy when others don't share their motive of meeting needs.
6. *Insistence on serving may appear as rejection of being served.* Serving motives have a very hard time accepting service. They are so busy serving everyone else that they don't realize God wants them to sit down and let others serve them.

7. *Desire for sincere appreciation may result in being easily hurt.* Once a server in our church saw a need to paint the Sunday School classroom herself. Then the Sunday School teacher didn't like the color and made this woman quite angry. As a result, she left the church and wouldn't come back, for she felt that she wasn't appreciated. It is important to appreciate the efforts of those who serve, but on the other hand, servers must be careful about these reactions.
8. *Quickness in meeting needs may interfere with spiritual lessons for others.* If a family in the church is experiencing financial pressure, they'll be over with food and money, but perhaps that family isn't tithing. God may want to tell them that they won't be blessed until they begin to obey His Word.
9. *Meeting practical needs may interfere with spiritual matters.* Servers are so concerned that everyone is happy—they want the church clean and the nursery running smoothly, but this may cause them to miss church services.
10. *Their stamina may be interpreted as insensitivity to others.* Often, they jump in to do the work without realizing that others want to help.
11. *Enjoyment of short-range goals may result in disorganization of long-range objectives.* They may hit head-on with a pastor who says they're interfering with the church's long-range goals. For instance, perhaps they're so eager to paint the nursery purple, they'll paint the wall without finding out that it was to be knocked out the next month.
12. *Desire to get things done may result in sidetracking employer's directions.* They may get into things that are not necessary at all, for their instinct is so strong to fill needs which they see. They may run in and meet a need while the pastor is dealing with the overall situation and end up getting ahead of him.

I believe that we have more people in the church who are

motivated by the serving gift than by any other gift. I also find that this is the easiest gift to discern. Martha had the motive gift of serving. In Luke 10, Martha was really up tight with her sister, Mary, because she wasn't helping to prepare the meal. Instead, she was sitting at Jesus' feet, learning the Word, and Martha had to take care of the serving all by herself. She said to Jesus, 'Don't you care that my sister has left me to serve alone?' Martha wanted everything to be perfect, but the difficulty arose when she tried to reprove Mary for not sharing her motivation, so Jesus spoke to her about it. Martha challenged Him by asking, "Don't you care?" The word "*care*" is the same word that Jesus used about the cares of the world which choke out faith. In essence, Martha was saying, "Aren't you sharing my fear, anxiety, and worry, Jesus?" Of course, He wasn't picking them up, for they would have choked His faith. Jesus said, "Martha, you are cumbered about with too many cares. Don't carry cares; cast your cares on Me."

Perhaps you feel that since Martha and Mary were in the same family, that there should have been more concern shown on Mary's part. First of all, recognize that it is a service gift misunderstanding to expect others to share that motivation. Secondly, family members within the Body of Christ may have different motive gifts. If you want an example of this, look at Moses' family: he was a prophet, Aaron was a priest, and Miriam was a poetess and singer. When I look at my own household, I never question that my husband has the motive gift of mercy. I believe with all my heart that I am motivated to teach, and while I cannot yet tell about my daughter, I am sure that my son's motive gift is either that of mercy or serving. Mary was certainly not motivated by the same gift which motivated Martha.

Martha had a tendency to do things herself, and you'll recall that as being one of the characteristics of this gift. She wasn't gifted in facilitating, for she asked Mary to help, and this is another serving motive characteristic. I think that Martha really loved to be in the kitchen, and she was probably a very clean person. When Lazarus was in the tomb and Jesus wanted the stone rolled back, the first thing Martha said was, "By this time he stinks! He's been in there

four days." Doesn't that sound like a housecleaner? She was a perfectionist.

Martha was also a bit pushy, but she never actually moved in and took over. A real server does not have the desire to rule, but they are willing to serve the one who does rule. They also have a hard time saying "*No*" to tasks, and it's possible that Martha had bitten off a little more than she could chew that day.

Don't get mad at Martha for being so busy. Servers are very necessary in the Body, and she was performing some very necessary tasks. She may have become frustrated because of concentrating more on her tasks than on the person she served, and this can be dangerous. If a server will keep in mind that he is serving *Jesus*, and not people, this will take the bitterness out of tasks. This thought is especially helpful when other people are not sincerely appreciative of the work.

Martha also saw the specific task; however, she didn't observe the long-range goal. You will recall that this is another serving characteristic, but don't be critical about it. Don't try to make servers what they're not, rather count on them in the areas where they excel.

People with a serving motive gift need sincere appreciation because they are workers, not feelers. If you consider the prophets to be seers, then servers are the workers—their hands are involved. If prophecy were the eyes, then serving would be the hands. Servers need to be told they are loved and worthwhile. They are so gifted in manual projects that we must recognize this as a talent and special ability.

Martha may have doubted whether she was loved for being herself. Perhaps she felt that she was loved because of her cooking. It often seems that servers work to gain approval and love. When you see someone serving by meeting practical needs, compliment them and make an effort at appreciating their position. To some of the other personality gifts, the servers' emphasis on things and projects may not appear spiritual. Keep in mind that these people are the ones

who do change *things*, they don't change people. This is the serving motive gift, and for those who do serve, it is definitely spiritual.

What about those non-Christians who have talents and abilities to serve? I believe that at your physical birth, God gave you talents to go with your motive gift. You're not an accident here on earth. You were divinely planned with talents and with a pound, and they flow together. If you're a server, perhaps now you understand why certain things may have hurt you in the past. You will have recognized some weaknesses to watch out for, and you will, above all, know that your motive to serve is a very spiritual motive. You are necessary and appreciated in the Body of Christ.

If you are not a server, now you'll understand the serving motive, and you'll see how God has placed these people within the Body. This will help you to accept the complimenting gifts within the Body of Christ, and you'll let them flow together, supplying each joint with what they need. Keep in mind that all seven gifts flowing together will show exactly what they need. Keep in mind that all seven gifts flowing together will show exactly what the world wants to see: JESUS.

TEACHING

A person with the functional gift of teaching is not necessarily one who is called into the full-time ministry of teaching. This person is born again and possesses a desire to teach God's Word. A person with this motive gift can be a housewife, a grocery checker, an engineer, or certainly a pastor. An apostle could have a teaching motive, but his gift involves a person with a strong desire to teach, and it results in teaching activity right where they are, whether or not it is a full-time ministry.

If you have the motive gift of teaching, you may never be called into the full-time ministry, but you could still have the motive gift.

If you do have this motive gift, then I want you to be assured that you also have the ability, because God gave you the ability at your natural birth.

Now look at the characteristics of a teaching motive gift:

1. *They believe that their gift is foundational.* They believe that the teaching of God's Word must be the foundation of ministry.
2. *They place emphasis on the accuracy of words.* Do you love word studies? I am wild over them and always read books on word studies, even before I knew about the motive gifts. Teachers are so truth-oriented that they really stress the accuracy of words.
3. *They tend to test the knowledge of those who teach them.* As people with this motive hear others teach, their tendency is to think, "Where is that in the Scriptures? Does that really apply?"
4. *They delight in research which validates truth.* Studying the Word is the number one priority of teaching motivated people. They find fulfillment in discovering new ways to establish God's precepts.
5. *Established truth is often used to validate new information.* They have a way of using good foundational truth which has already been taught to validate Scriptural revelation. Teachers keep their "*roots*" in foundational truth.
6. *They present truth in systematic sequence.* Teachers have a way of setting their message forth like this: "*Here it is-1--2-3-4.*" They are very systematic in presentation.
7. *These people really avoid illustrations from non-Biblical sources.* People who are motivated to teach avoid illustrating their presentation from any other book than God's Word. There is a need for them to stick to the Scriptures in order to maintain credibility.
8. Teachers resist Scriptural illustrations out of context. When

someone takes the Bible out of context, to a person with a teaching motivation it's like pushing the fur of a cat in the wrong direction. That really turns them off.

9. *They find greater joy in researching truth than presenting it.* Teaching motives would rather study than present material, even though they still enjoy the presentation. They are jealous about study time, for that is where they receive their fulfillment.

Now that you know the characteristics, you can follow through by gaining insight about the misunderstandings:

1. *The emphasis on accuracy of Scriptural interpretation may seem to be a neglecting of its practical application.* A person with a teaching motive gift can become so busy providing a point with accuracy that they don't apply it to your life.
2. *Involvement with research can distract from the Holy Spirit's teaching.* A person with this motive can delight in research so much that there is a danger in getting out of the Holy Spirit's teaching ministry and into the intellect.
3. *Use of knowledge to test others may seem prideful.* When teachers begin to say, "That person said so-and-so, and that's not Scriptural," people tend to react by saying, "Who do you think you are?" Teachers tend to be quite picky about what people say if it isn't Scripturally based.
4. *Their concern of imparting research details can seem unnecessary.* People that are motivated to teach love detail, and they often expect others to share that feeling. Some people want to be spared all the detail, though, and feel that it is overdone.
5. *The need for objective research may appear to lack warmth.* Sometimes teachers can seem cold and analytical, and it may appear that they don't apply their teaching. They just want to get the truth out, and may concentrate on that, rather than the

application.

If you understand these things, then you won't be so critical toward people who are teaching. Instead, you'll be praying for them. Perhaps you've identified this as your motive gift. This beautiful motive gift is for imparting truth and leading people into the truth. Its motivation is to search out and validate truth which has been declared by clarifying it. Everyone teaches differently, and not every person that teaches has a teaching motive.

I wondered what Paul's motive gift was. He was an apostle and prophet, and he also had a ministry gift of teaching, because Acts 13 says Paul was a prophet and teacher. I believe that Paul's motive gift was teaching, because he said, *"Let no man lay any other foundation than that which is laid in Christ Jesus."*

Paul felt that the foundation of all gifts was teaching, and that is a definite teaching motive characteristic. Paul tested knowledge: When he was on Mars Hill, in Acts, he said, *"I see all of these many idols you've built to your gods, but I see one to the unknown God"* He tested out their knowledge. Paul also used Scripture in context. He was a great scholar in his use of the Old Testament to give the revealed truth he received in the New Covenant.

Certainly, Paul was a researcher, because when he was in prison, he was always asking for someone to send his books. Incidentally, if you think it is wrong to use study books, then you'll think that Paul was wrong, because he used them. Paul must have thoroughly enjoyed his research for right after he became a Christian, he spent three years studying in Arabia. Maybe one of the reasons God had Paul in prison so much was so he'd have time to research and write his many epistles. After all, Paul wrote the largest part of the New Testament under divine Holy Spirit inspiration.

Teachers sometimes seem to lack warmth in their personal relationships. Acts 13 tells of Paul, Barnabas and Mark starting out on their first missionary journey, and I think it offers a fine example of this. They took Mark along because the early church did quite a bit of training and developing others for the ministry.

Mark got homesick, though, and he was sent home from the first place they visited. That really made Paul cross—he felt that Mark was just a Mama's baby! Mark went home and got involved in the ministry, and began to grow up, and when Paul and Barnabas returned from their extremely fruitful mission, Barnabas decided that they could take Mark on the next journey. Paul said, "No way. We're not taking him along again. He went home after the first city the last time." Well, Paul and Barnabas had a real disagreement about this, and finally Barnabas took Mark with him, and Paul separated from them, taking Silas along.

In the end, though, Paul made up with Mark, and **later** on he even sent for him, calling Mark, "*profitable in **the** Gospel*" He also straightened things out with Barnabas, so there was reconciliation. This example, though, really portrays the lack of warmth which may be present in the teaching motive.

Paul excelled in his use of systematic sequence too, because he tied the Old and New Testament together. In Corinthians, Paul put layer upon layer of truth in precise detail. He was burdened to teach the truth, and this is how he presented it. When he wrote to the Corinthians about an immoral situation which he'd heard about, he laid out their instructions step by step. Another time, he instructed them about their giving, and again, he was quite systematic: "one-two-three-four-this is the way you're supposed to give." Paul's burden for the Corinthians was that they receive the truth he gave them.

If ever a human being was a teacher, I think that it was Paul. He had an inborn ability to teach. He sat at the feet of Gamaliel, learning all kinds of truth before he was called into the full-time ministry. Then he was saved on the road to Damascus. God knocked him to the ground, and he came up with the motive gift of teaching! Paul, mighty teacher, has left us much that the Holy Spirit taught him, and now we can teach others.

Is this your motive gift? If it is, continue studying and learning and rely on the Holy Spirit for truth. Perhaps you have been encouraged by gaining insight about why you minister in your

particular way and why you're drawn to studying in this way. If this is not your motive gift, then I'm sure you have discerned the person who has it. With this identification, you are receiving understanding of the motive gifts which bring love and produce increase in the Body.

EXHORTATION

The gift of exhortation is an exciting gift, because exhorters are people who are usually very popular. If you have this motive gift, you are probably well-liked and loved by people. When you learned about the prophecy motive, you saw that the people with that gift probably won't be winning any popularity contests because they call out sin. An exhorter is a strong, life-related gift which comes from the word *aparaklesii*," and that comes from the word "*paraclete*." By now you probably recognize that this word means "*strengtheners*," or "*comforters*," and we all like to be strengthened and comforted.

An exhorter's motive centers on experience. They are motivated to see people grow, become mature, and be established in their personal life and social relationships. If were to sum it up briefly, you could call exhortation the '*gift of encouragement to personal progress*' Exhortation is a beautiful ability to stimulate people toward abundant living. Think of different teachers of the Word, and then think of those who want you to practically apply it to your everyday living and relationships. You will see that these people are moved and motivated by the motive gift of exhorting.

Exhorters are loved because they love people, and they are very positive in their attitude and outlook. When you study an example, you'll look at Barnabas, **who** just wouldn't give up on anyone. Exhorters are not given to much self-introspection and they remain self-accepting, even in stress. Unlike the teacher, truth is truth for the exhorter, whether it comes from the Bible or from experience. A teacher wants truth to come only from the Bible, but an exhorter

will pick up and identify experience. In our church we had a bus ministry where we would bring children from the poorer areas of our city to church on Saturdays. We wanted to really grow this outreach and make a bigger impact in our city so we looked for someone who could lead this ministry and grow it. We ended up hiring a person who I don't think there is any question that he is was exhorter. He immediately began exhorting and sharing the vision with our people and attracted hundreds of volunteers to become bus captains and neighborhood leaders and service workers. The bus ministry grew to over 1500 children coming to church every Saturday. The exhorter will rally the people for God's vision. He wants the Word to become flesh for others by confirming Scriptural truth with experience. A teacher, on the other hand, believes that the presentation of truth alone is adequate.

When exhorters speak, they need the full interest and attention of every listener, and they are offended if they don't get it. The main thrust of their gift is people, whereas the main thrust of the teacher is truth. By now you've observed that there is a strong contrast between the motive gifts of teaching and exhortation.

Now look at the exhortation gift's characteristics:

1. *Exhorters desire to visualize specific achievement and prescribe precise steps of action.* Plans and action receive a really heavy emphasis in an exhorter's life. He wants to give you steps on coming out of trials.
2. *They tend to avoid systems of information which lack practical application.* If they can't see how something can be practically applied in someone's life, they tend to put that teaching on the shelf.
3. *Exhorters have ability to see how tribulation can produce maturity.* They look for positive benefits. They are the ones who will use your trials to make something productive in your life.
4. *They are dependent on visible acceptance when speaking to groups or individuals.* Exhorters want to see people respond

and accept the truth, because they are so concerned about people being able to apply their knowledge.

5. *Use of insight from human experience in validating and applying Scripture.* People who are motivated to exhort are always on the lookout for human experience which relates to the Word. The teacher will say, Word first experience second, but the exhorter will give experience first and then the Word.
6. *They enjoy counseling those who are eager to follow steps of action.* They are happy when someone responds to their steps of action. They are excited about people, and enjoy seeing these steps bring forth positive benefits in their lives.
7. *They are grieved when teaching is not made practical.* Again, the emphasis on people's response; if an exhorter doesn't see an audience grasping the truth, they grieve on the inside. Don't criticize an exhorter about this. It lies heavily upon him when this appens.
8. *They delight in personal conferences.* They love to counsel, especially when they see the counselee taking hold of the Word and practicing it for results. I've beat myself around at times because I can't say that I love counseling, but an exhorter doesn't dread it; that's his meat. The reason counseling really turns on an exhorter is because he's always got steps to help the counselee put the Word to action in their life.

Now you can understand the characteristics of exhortation. Here are the misunderstandings:

1. *Emphasis on steps of action may seem like oversimplification.* Others may say, "*All you think is that these three steps will take care of my problem, and they won't.*" People with exhortation motives really stress the plan of action.

2. *Urgency in having plans may appear as overconfidence in them.* Some people feel that the exhorter places too much emphasis on the action, rather than on the spiritual matter behind that action.
3. *Their desire to witness through being a living example can look like disinterest in evangelism.* We have had different well-known Bible teachers teach in our church, and some would say, "You just live the life before people, and that will make them hungry for Jesus." Then we'd have someone else come and teach, and they'd say that we ought to tell everyone the reason for the hope in us and be aggressively passing out tracts. At first, I thought, "What is this?" Then I discovered that, while differently motivated people will present different views, there is a balance. There are times when people won't receive your word or a tract, but they will receive your life as a witness. There are also times when you don't have time to live the life before someone, and those are times when you should speak out. We need all seven motive gifts to keep balance within the Body of Christ. Each one gives us something that we must have, so don't ever think that you don't need the Body. One reason that some people don't discover what their motive gift is, is because they aren't active in a church. If you won't get with the Body of Christ, then you can't tell what they need from you or what you need from them. It is extremely important that you relate and interact with one specific church's pastors and congregation. If you won't be a part of the Body, you are not only hurting them by depriving them of your working part, you are also hurting yourself.
4. *Using Scripture for practical application may take it out of context.* Exhorters are so concerned about making the Word flesh in your life that they may not follow the whole context through. This can really make others critical.
5. *Their emphasis on steps of action may appear to disregard*

the feelings of those being counseled. Some people say that these people get so carried away with their steps and plans that they couldn't recognize how the other person felt. That isn't true, but they do like to emphasize action. We have a pastor on our staff with the motive gift of exhortation, and he loves to counsel people in this way. He'll say, "I told them. 1-2- 3-4-5, this is what they do, and that's what's going to happen." He really loves to counsel people and give them steps that will help them

There are seven examples of Bible exhortation which demonstrate this strong life-related emphasis of exhortation, and most of them are in Thessalonians. These are the seven things which exhortation can show you:

1. How to live. "Furthermore, then we beseech you, brethren, and exhort you by the Lord Jesus, that as ye have received of us how ye ought to walk and to please God, so ye would abound more and more" (1 Thessalonians 4:1). Paul was exhorting the Thessalonians on how-to live-in abundance.
2. How to please God. I Thessalonians 4:1 also tells you how to please God in your daily living.
3. How to live a life worthy of God "As ye know how we exhorted and comforted and charged every one of you, as a father doth his children" (I Thessalonians 2:11). Paul taught his spiritual children like a father. Perhaps you could say that an exhorter has all of the Father's "spiritual hormones."
4. How to progress in love. "And indeed, ye do it toward all the brethren which are in all Macedonia: but we beseech you, brethren, that ye increase more and more" (I Thessalonians 4:10). Exhorters are loving, and they want you to progress in love, too.
5. How to have respect for each other. They want to see respect in all your relationships. "And that ye study to be quiet, and to do your own business, and to work with your own hands, as we commanded you; that ye may walk

honestly toward them that are without and that ye may have lack of nothing" (I Thessalonians 4:11-12).

6. How to face trials. "Confirming the souls of the disciples, and exhorting them to continue in the faith, and that we must through much tribulation enter into the kingdom of God" (Acts 14:22). An exhorter is concerned about your trials, and he wants you to use them for your own maturity by using steps of action to overcome them.
7. *How to understand chastening. "For consider him that endured such contradiction of sinners against himself lest ye be wearied and faint in your minds. Ye have not yet resisted unto blood striving against sin. And ye have forgotten the exhortation which speaketh unto you as unto children, My son, despise not thou the chastening of the Lord nor faint when thou art rebuked of him"* (Hebrews 12: 3-5).

Not verse 5 it says, **"Don't despise and don't despair"** You have "double d's" and it means don't treat the teaching lightly and don't despair because of it. An exhorter doesn't want you to give up. He wants you to understand and withstand chastening.

Barnabas is an example of an exhorter, and his name meant *"son of consolation."* He was really well-loved, and his message was one which appealed to peoples' wills. Barnabas was a priest from a wealthy island called Cyprus, and he brought all of his wealth and laid it at the disciples' feet. He turned all he had over to God, and the fact that he was a priest shows that he probably had divine father-feelings and concern for people. Now you'll begin seeing that his message appealed to the will:

"Who, when he came and had seen the grace of God, was glad and exhorted them all that with purpose of heart they would cleave unto the Lord" (Acts 11:23).

Barnabas was saying, ***"Folks, let's give our wills to God and follow Him. Let's not be strong-willed and stiff-necked• surrender your***

wills to follow His desires." Sounds like an exhorter, doesn't it? He was very concerned about the growth of believers, and the way they lived. While a prophecy motive is concerned with the initial repentance, an exhorter is very concerned about the growth which follows:

"Confirming the souls of the disciples, and exhorting them to continue in the faith, and that we must through much tribulation enter into the kingdom of God" (Acts 14:22).

What was he saying? *"Come on people, let's keep growing in the things of God, let's be successful in our living, and when we go through these tribulations, remember that they're par for the course in entering God's kingdom. Let your tribulations mature and develop you."*

There is something else about Barnabas' message that was personal and practical. Here you'll see both aspects when he and Paul had a little disagreement over a young man named Mark, and another instance where he pleaded Paul's case.

"And the contention was so sharp between them, that they departed asunder one from the other; and so, Barnabas took Mirk, and sailed unto Cyprus" (Acts 15:39). "But Barnabus took him, and brought him to the apostles, and declared unto them how he had seen the Lord in the way, and that he had spoken to him, and how he had preached boldly at Damascus in the name of Jesus"

In these verses of Acts 9 and 15, Barnabas took the parts of the other people. When Paul was down on John Mark, Barnabas took his defense, yet he stood up-for Paul to the other apostles. Paul wasn't an exhorter, and God put him with Barnabas, an exhorter who loved people and wanted involvement with them. When he met Paul, who was Saul at the time, he said to the disciples, "This guy is for real. I know that he used to persecute and kill the Christians, but I've learned his testimony, and I want you to receive and accept him." Barnabas stood as an intercessor.

Another time, Barnabas told the disciples, "Listen, lees send for Saul, and he'll help us." They sent for him, and when he got there,

his ministry began to develop and mature quite rapidly. He became a teacher and a prophet, and I believe that this happened under the encouragement of Barnabas. Barnabas introduced Paul to the original disciples and started him in ministering and fulfilling God's call on his life.

At the opening of our study on the motive gift of exhortation, we looked at I Thessalonians 2:11, which says, "As ye know how we exhorted and comforted and charged every one of you, as a father doth his children." Did you see Barnabas' character in that? He was like a father to John Mark and Paul. Barnabas, the "son of consolation," was an exhorter and a beautiful example of this motive gift.

Is that you? You're going to be greatly loved. Keep maturing and developing in it. Is this someone you know? Encourage them; tell them what an encouragement they are to the Body of Christ. Compliment them and tell them how blessed you are to have a friend who is moving and stimulating the Body of Christ with the motive gift of exhortation.

GIVING

Remember every believer has all the functional gifts in them, however one of the functional gifts will be your dominate motivational gift. This doesn't mean if giving isn't your dominant gift you are exempt from flowing or demonstrated the heart of the other gifts. In other words, all the traits of the gifts should be demonstrated in our life to a degree, but there will be one of the gifts that is dominate in your life and you will be more inclined to see the characteristics of that gift operating in your life. For example, "giving"—if you don't have the gift of giving it does not mean you don't have to give. Every believer is to be a giver. We are to give generously and cheerfully however, Romans 12 says, "He that giveth, let him do it with simplicity." God has a motive gift that causes people to love giving. It a beautiful ministry, and as you

examine it further, you'll see that it involves more than just giving money. This motive gift can include giving time or giving of yourself to the work of the Lord, and some people who have this motive gift are developed in it to a very high degree.

Perhaps you have heard about people who give as much as sixty or seventy percent of their income. I believe that these people have the motive gift of giving. When they were physically born, I think they received an ability to make money; there are those people who seem to be able to touch anything, and it turns to "gold"

When givers are born again, they receive a spiritual motivation to give, and God uses their natural talent by motivating it with the desire to give and to motivate other people in giving. I think that the enemy really fights this motive gift, because he doesn't want people giving to God's Kingdom. Certainly, the devil doesn't want the Gospel blazing abroad! God uses His givers greatly in the increase of His kingdom, so the motive gift of giving is very important.

I saw something else about Barnabas' message that was personal and practical. Here you'll see both aspects when he and Paul had a little disagreement over a young man named Mark, and another instance where he pleaded Paul's case.

"And the contention was so sharp between them, that they departed asunder one from the other; and so, Barnabas took Mirk, and sailed unto Cyprus" (Acts 15:39). "But Barnabas took him, and brought him to the apostles, and declared unto them how he had seen the Lord in the way, and that he had spoken to him, and how he had preached boldly at Damascus in the name of Jesus" (Acts 9:27).

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learned his testimony, and I want you to receive and accept him." Barnabas stood as an intercessor.

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Some years ago, when we'd been telecasting for six or eight months, a man came to our services with his five children, and when my husband gave the altar call for people to receive the baptism of the Holy Spirit, this man went forward. He was filled with the Holy Spirit that night, and that was all I knew about him for quite some time. Then the people who had prayed with him saw his name on a big Chevrolet dealership, so they went in and talked with him. This is when he told the story of why he had come to our services.

He had seen the Life for Laymen telecast and was touched by the Word of God. He'd already received Jesus as his personal Savior, but he came because he wanted more and so that his family could also walk with the Lord. About a month later, he called Channel Nine, where we telecast, and said, "I would like to give one hundred dollars a week to the ministry." Later on, he doubled that amount, and although he has moved from Denver since then, God really used his giving motive to help us in the early stages of telecasting.

Giving is not carnal; it can be a very spiritual motivation. I believe

that all of us want to be able to give, and that since you've become a born-again Christian, the Holy Spirit brings out that desire, but that doesn't necessarily mean you have the motive gift of giving. Remember, as you study each of the seven motive gifts, you will see yourself in parts of each one, but only one of the gifts will be innately yours. There is one motive gift that you are more comfortable with than any others, and it flows from you in a stronger way.

As before, we will first examine the characteristics that are emphasized by the gift of giving. There are nine characteristics and five misunderstandings. Jesus had a lot to say about giving, but although many people get offended if you talk to them about giving, a person with this motive gift will get excited about it. His desire is to excite others about it, too, and it does. Here are the characteristics:

1. **These people have an ability to make wise purchases and investments.** They have received this ability in their natural talents and are motivated in it with their spiritual motive gift.
2. **They desire to give quietly to ministries and projects.** They don't want a lot of publicity about giving, and that is what Romans 12 says, for the giver to give "with simplicity." People with this motive don't make a big splash about it. Once I received a call from someone asking me, "Do you think that you are causing people to be spiritual by having them give large gifts publicly?" I said, "No, I really don't, and I'll tell you why: I think many times people come forward to give money because they are in love with Jesus, and they're confessing before men that they love to give. I don't believe they want to be showoffs at all." I do know some very secret givers who really want to make an impression on people. We've actually had some big givers who used their gifts to try to run the church. They'd say, "Marilyn, I really support this church, but if you don't do so-and-so, then I'm going to leave." They gave secretly, but

there was pressure behind their gifts. That is not a giving motive.

The Bible tells you that if you confess Jesus before men, He'll confess you to the Father, and I think confession can be done in giving. You can confess before men that you love to give to Him. I don't think it is wrong to give publicly, but I believe that the motivation behind it should be correct.

3. Givers will use their giving to motivate others to give. They want everyone to give, and they'll attempt to encourage others with their own giving. People with the motive gift of giving have even written tracts which will stimulate giving in other people, and when they counsel someone with a problem, usually the first thing they'll ask is, "Do you tithe and give offerings?" They want other people to be blessed through giving, just as they themselves are.
4. They're alert to valid needs which others may overlook. Givers are very alert towards people's needs and will watch for things that many people will miss. A missionary could present one need, and a person with this motive will look beyond and see other needs. They'll bring out money for projects that even the pastors never dreamed of. In fact, a giving motive seeks out needs that the church can give to.
5. They enjoy meeting needs without the pressure of appeals. They are already motivated to give, so they don't need the pressure of appeals. Their motivation comes from the spiritual gift that God has given them.
6. They are joyful when their gift is an answer to specific prayer. When we got ready to buy the church we now occupy, we still didn't have enough money for closing costs, and didn't realize it until the last day. We prayed about the need, and then my husband said, "We'll just go to the bank and borrow the money." The amount was only five hundred dollars, so I agreed. On the way to the bank, we had to stop by the church, first, and there was a prayer meeting going on. When we

walked in, a woman ran up to us and said, "Do we have enough money for the building?" I said, "Yes, we do.", and my husband said, "Oh, we do?" Then he told her that we were lacking only the closing costs. Her eyes brightened up and she asked, "How much are they?" Well, when we told her how much, she really beamed. This seemed pretty strange to me that she'd be so excited about our lacking the money, but then she told us why. "This morning I was praying, and the Lord spoke to me that my husband and I should give five hundred dollars. I knew he'd never be responsive to that unless it was really God, so I prayed about it and then talked to my husband. I told him I felt we should borrow five hundred dollars to give to the church for the building fund. He said that God had dealt with him last night, and he prayed, 'Lord, if this is really You, have my wife talk to me about it.' This was our confirmation!" When Wally told her that we lacked the exact amount which God had spoken to her about, you can imagine how that turned her on. Givers receive tremendous joy when their gift is an answer to specific prayer.

7. Depending on partner's counsel to confirm the gift amount. Givers seem to use a witness back and forth for a confirmation of their gift. Many times, my husband and I have depended on God to give the other a spiritual witness to match ours.
8. Givers want their gift to be of high quality. They don't want to give any old thing. They're not giving to people, they're giving to Jesus, and who wants to be sloppy with Jesus? I have never yet seen a sloppy giving motive.
9. They desire to feel like they're part of the work done through their gift. I think this is very precious. A man who gave to Life for Laymen during the early years became the chairman of our board for several years because he really identified with it. There are so many times he encouraged the Life for Laymen ministry and presented so much

strength, not only by giving his money, but by giving of himself. He wanted to feel identified with the Body through his gifts, and that is characteristic of a giving motive.

Now let's get some insight on the misunderstandings which accompany the motive gift of giving.

1. **Their emphasis on money may appear to be a focus on temporal values.** When a man has been blessed in his giving and he shares his testimony, many people will criticize him, saying, "All he ever thinks about is money." I've heard criticism about Full Gospel Businessmen because of the men testifying that God has met them financially. Givers are not focused on temporal things, but they are thrilled with the way God works in their life through giving. When we got ready to buy a new building, we presented the financial need to our church. As a result, some people mistook the presentation as an overemphasis on money, rather than on spiritual things. Two on the motive gifts, however, relate to some pretty carnal things, for God uses them to meet the carnal needs within the Body of Christ. Serving meets the practical needs and giving meets financial needs. Be careful about what you call "spiritual" or "unspiritual." Giving can be a very spiritual thing, and there is a lot of Scripture about it.
2. **The desire of increasing the ministry's effectiveness may appear manipulative.** This has happened before, but people who attempt to manipulate ministries through gifts do not possess the motive gift of giving. People who try to control churches through their giving are involved in something which can be very dangerous, and very enticing to a ministry in financial trouble, by causing them to look to that person, rather than God. When we started our church, my mother said, "Marilyn, don't look to people for your financial needs, look to God. He's your source." We've had millionaires in our church who never gave a thing. God didn't use them, but He's used some pretty unlikely people to support the ministry, including

people from outside the church whom we'd never dreamed of. God is our source. It is dangerous when men try to become the source for a ministry by enticement of gifts.

3. **Personal frugality may be interpreted as selfishness.**

Sometimes people with a strong motive to give don't live in high fashion. Is that shocking? Many people think that heavy givers should drive Cadillacs and live in a lovely section of town, but more frequently, the people who are motivated to give are very down-to-earth. Often, they are saving to give into the kingdom of God, rather than spending money on themselves. Givers may be frugal about spending money on themselves and on their family. This is not the rule, but it can be easily misunderstood. The point is that givers may be very cautious about spending personal funds yet be very liberal with God's work. God is just as liberal to them, but they still remain as before. They love to give to God. The Bible says that God loves a cheerful giver, which really means "a hilarious giver." We're not to be hilarious spenders, but we're to be hilarious givers. Some people are really hilarious spenders, but very stingy about giving. They not only do not have the motive gift of giving; they haven't been motivated by someone who has it. I've seen people with this motive gift stimulate a whole congregation to give, and they've certainly motivated me to do the same.

Giving can be called "contributing," and I believe that contributing is at the heart of the giving motive. The Greek word "metadidomi" is made up of these two parts: the root, "didonu;" means "to give," and the prefix, "meta," intensifies the gift's meaning by adding the idea of "with." This implies sharing and spending out one's life with others. It is the very freedom of givers to give of themselves which makes this motive gift so very supportive. Their gift is, essentially, a part of themselves. The Bible even says that you must first give of yourself. Contributing, of course, is not restricted to wealthy people, but it is a motive gift, given into the hearts and lives of people to meet and support the needs of the Gospel and to

motivate others in doing the same thing.

The New Testament identifies five different things about giving, and this will give you a clue about this gift's operation. Luke 3:11 speaks of sharing material things, as does Romans 1:11:

"He answereth and saith unto them, He that bath two coats, let him impart to him that bath none; and he that bath meal let him do likewise" (Luke 3: 1 1).

"For I long to see you, that I may impart unto you some spiritual gift, to the end ye may be established" (Romans 1:11).

The same Greek word is used for the people sharing finances, and this is but a representative passage:

"Wherefore he saith, when he ascended up on high, he led captivity captive, and gave gifts unto men" (Ephesians 4:8).

I Thessalonians 2:8 uses the word *metadidomi* about a man who gave of himself:

"So being affectionately desirous of you, we were willing to have imparted unto you not the gospel of God only, but also our own souls, because ye were dear unto us" (I Thessalonians 2:8).

You are to share your time, love and physical activities, according to these verses. These qualities of sharing are ones which are evident in people who flow in the motive of giving. Abraham was an excellent example of the gift of contributing. Let's look at some of his characteristics:

1. **He was called the friend of God.** Friendship emphasizes the witness, mutuality and strong supportiveness of a gift. You may have friends who are real witnesses to others because they give of themselves.
2. **God entrusted Abraham with assets.** What did God bless Abraham with? Genesis 13:2 says that he was blessed in all things. Abraham was a very wealthy man, and God blessed him because He knew that He could trust him.

3. **Abraham had a liberal spirit and was generous with others.** An example of this is the way Abraham treated his nephew, Lot. When Lot was in trouble, Abraham rescued him, and when they were deciding about who would take which area of land, he gave Lot the first choice. He thought of others before himself.
4. **Abraham tithed.** Many people will tell you that tithing is not in the New Testament and that it only applies under the law. Moses received the law, but Abraham was a tither before Moses ever appeared. You will find the word "tithe" in Hebrews. Abraham was the first tither, and he was called the "friend of God." If you want to be a friend of God, be a tither. He tithed to a priest named Melchisedec, and Jesus was after that same priesthood. When you tithe, you're giving your tithe to Jesus, so don't ever think you are giving it to the church.
5. **Abraham gave God the glory in his giving.** Abraham knew that his blessings came from God, for he spoke continuously of His goodness.
6. **Abraham gave without fanfare.** Even when Abraham was to offer Isaac, he was willing to offer him, if that was God's requirement. He didn't blow a lot of trumpets, cry a lot of tears or tell others how spiritual and humble he was. He didn't say, "God, you wouldn't make me give up Isaac, would You? You know how long I waited for him, and You said my seed would be as the sands of the sea. If I sacrifice him to You, where is the seed coming from?" Abraham obeyed God's promise and gave, because he knew it was a promise, he could trust in.
7. **Abraham wanted his assets to be used correctly.** He didn't let his money go to just any old place. Many people think that wills are unspiritual, but I don't think they are. In fact, I'd much rather see my money go into the Gospel than into the government. Of course, we're to pay our taxes, but after that, I want any possible extra going for the Lord's work. Abraham was concerned, and

he wanted his money to be taken care of after he was gone. He didn't want his money in the hands of wicked people. God told him that the land of Israel was for his seed and his seed's seed, and Abraham wanted to secure a good wife for Isaac so that the land would pass into good hands.

8. **Abraham was concerned about the price and value of things.** He checked things out. Abraham went to buy a burying place for Sarah, recorded in Genesis 23, and he made right offers for the land. I think he really showed some beautiful wisdom in the way he made this purchase.

In the New Testament, Cornelius was known for his prayers and his giving. Can God say that He knows you by your prayers and giving? In prayer and in giving, I think that the jewels of Jesus are on us, and they are in the heart of a giving motive.

LEADERSHIP

Organization

Now you're going to study the functional gift of leadership and organization. There is such a need for leadership in the Body of Christ. The Greek word here is "proistemi," which literally means "Ur rho stands in front of others" This gives the connotation *leader, a ruler, a protector, or a champion. One of the translations says that if you are a leader, you must exert as if to lead. The Revised Standard Version calls it aid " The person who has this motive gift is one comes along to make things easier and to facilitate.

A person who can set up goals and line people up to list tasks makes things easier for the Body of s. If everyone just does their own thing, there is helter-skelter, and God's work becomes complicated and disarranged. A facilitator will line things up and lead by with and through others. They organize people and things and they love to develop the church or ministry they're in. People with the motive gift of organization aren't like servers in that they don't enjoy doing tasks by themselves. They are hard workers, but they enjoy making things easy for the whole Body of Christ with ease of action and

operation.

In Titus 3:14, Paul said that organizing was maintenance:

"And let ours also learn to maintain good works for necessary uses, that they be not unfruitful"

Perhaps you could call organization the "maintenance department" of the church. They help the Body define, maintain, and carry out goals by providing leadership support so that needs are effectively met by the whole Body.

In the past 30 years, as I have worked with Pastors and ministries, I have seen a real need for better organization. If an organization lacks organization, it can never reach its full potential. Often pastors are gifted in preaching, teaching, loving the people, even maybe gifted as leader, but lacks the gift of organization. often are focused on preparing messages and pastoring the people.

Now you'll see the characteristics of the organizational motive gift:

1. People with an organizing motive see the overall picture and long-range goals. They love to examine the overall picture of a situation, and their goals are set up Accordingly.
2. They are motivated to organize only that for which they are responsible. You will not find this person trying to take over your job. They only want to take over their own responsibility.
3. They do not procrastinate. Organizers desire to complete tasks as quickly and efficiently as possible.
4. People with this motive are aware of the resources available to complete tasks. I can recall when I planned to bake and would have already begun the recipe when I'd realized that I had only three eggs, but needed four. Then I'd have to borrow from a neighbor, and they wouldn't be home. I'd go next door to another house, and that person would be out of eggs. I'd think, "Why didn't I read that recipe before I began?" You will find that an organization motive gets all the resources there first and has them ready. You'll never see an organizational motive baking a cake without already having four eggs.

5. They have an ability to know who can handle certain tasks. This is spiritual insight that enables them to pick the right people for jobs. You may think, "Oh no, not that person!" Then the person who was chosen will proceed to function and minister beautifully. Always remember that the motive gifts will stimulate natural ability, but they themselves are a spiritual ability.
6. They tend to stand on the sidelines until responsibility is turned over to them. Organizers are not pushy. They will not jump in and grab the reins without having been asked.
7. Organizers may assume responsibility if no structured leadership exists. If no one is there to supervise or lead, an organizational motive will naturally assume the position of leadership.
8. They are willing to endure reactions from workers in accomplishing tasks. Have you ever been proceeding with something strong on your heart, when someone came along and said, "What makes you think you can do that?" Did you throw in the towel? You may have, but a person motivated to rule can take static from people, because they have their mind on accomplishing the ultimate task. If an exhorter got static from people, they might really fall apart, but not a person with an organizational motive.
9. They receive fulfillment in seeing the pieces come together and watching others enjoy the finished product. They are more turned on by seeing everyone else's excitement with the accomplishments, than at what they have done themselves. That can be difficult for many people to understand, but these people receive great satisfaction with the end result of their own facilitating.
10. They desire to move toward new challenges at the completion of tasks. People who are motivated to organize are not satisfied to do just one thing and then quit. It is their natural desire to go on to another challenge, or else they may become bored. Are these people organized at home, in their garages and closets? Maybe, maybe not. Remember, this is a spiritual motive, and they'll work hard at organizing the church. Organizational motive people

are not trying to knock your individual disorganization or put you down. Their desire and challenge is that God's work be organized and that the people flow to meet challenges together.

Now examine the misunderstandings of this motive:

1. Their ability to delegate responsibility may seem to be an avoidance of work. When organizers are trying to facilitate involvement in a project, someone may ask them why they aren't doing it. Organizational motives are not lazy; anything but. They just want to see others accomplishing with ease.

2. Willingness to endure reaction may appear to be callous. Someone may say, "He doesn't care what color I want for my classroom; he just went ahead and got the job done without asking." Organizers must be careful about this. These misunderstandings are where we want people to understand us.

3. Neglect in task explanation may fail to stimulate a response. This is probably the greatest misunderstanding of the organizational motive gift. Sometimes I've heard organizers say, "We're going to do this, and we need this many people," but they don't motivate people to volunteer for the positions. These people are so highly motivated that they forget to express the same motivation that stimulates others.

4. Their viewing of people as resources may place more emphasis on projects than people. These people are so turned on about goal accomplishment, that they may wear out and tire the people involved in driving them towards the end result.

5. Desire to complete tasks swiftly may appear as insensitivity toward others' priorities. Because they want to get the task completed quickly, workers may say, "I don't want to put in that much time," and become unhappy with the organizer. They can really forget about the priorities of others, because they are so caught up in reaching their goals.

Nehemiah is the Bible's example of this beautiful motive gift. He directed the rebuilding of the walls of Jerusalem after the

Babylonian captivity. Nehemiah means "comforter," and connotes "one who comes along and gives strength." This is exactly what he did, and he had a special zeal for the cause of God's people. In Nehemiah 1:4, he said, "I've heard that the walls are down! It grieves me that the rebuilding has not been accomplished." Organizers are grieved when the goals of God's house are not met. He went to Jerusalem, and when he got there, the first thing he did was to ride around the walls at night to look at the damage. There were holes in them where the gates were down, and he actually took a survey. Remember, organizers get the material together first, and they do this by surveying the needs. Nehemiah was checking out how much wood was required and how they could go about replacing the holes. He had a real sense of timing because he didn't drag the rebuilding into a long process. He did not wail, "I don't know when we'll get those walls done. This is going to take forever."

"And the king said unto me, (the queen also sitting by him). For how long shall thy, Journey be? and when wilt thou return?" So, it pleased the king to send me, and I set him a time" (Nehemiah 2:6).

Nehemiah was the king's cupbearer, and they set times on how long he was to be gone and how long it would take to get the walls rebuilt. Organizers have an ability to work well within time limits. They don't want to drag projects out forever. Your mate may have a problem with procrastination, and you may even have problems with it, but people with the motive gift of organization will not procrastinate.

Nehemiah also didn't go to Jerusalem and rebuild the walls by himself. He motivated the people to participate:

"Then said I unto them, k see the distress that we are in, how Jerusalem lieth waste, and the gates thereof are burned with free come and let us build up the wall of Jerusalem, that we be no more a reproach. Then I told them of the hand of my God which was good upon me, as also the king's words that he had spoken unto me. And they said Let us rise up and build So they strengthened their hands for this good work" (Nehemiah 2:17-18).

By this time, Nehemiah had gathered the resources, and in Chapter three, you'll find that everyone didn't just in and do any old thing. Different people were given different assignments, and their assignments were ze2z- homes. If you lived near the Old gate, or the gate, then that was the gate which you would working on. Nehemiah organized both material resources and human resources.

In Chapters Four and six, you can read about the attack against Nehemiah, and his name was Sanballat. The root meaning of his name, understand, is - Of course, Satan never wants to see God's goals accomplished. Sanballat, Tobiah, and another man came out and aroused the people by making fun of and them. When that didn't work, they said, -We're going to fight with you, and we'll send people to attack will you're working on the wall. You'll have your backs turned, and we'll shoot arrows into them." That didn't stop Nehemiah, because he had the motive gift of organization. He set goals and moved forward, and that pressure may have been a help, rather than a hindrance because Nehemiah probably used it to advance his work. He said, "We'll just put part of the people on the ground with weapons and they will protect the people working on the wall." In the end, they were never attacked, after all.

Not only was Nehemiah strong against the enemy, he was tough enough to face disorder within his own workers. The devil is always one to attack, and he's expected, but when the attack comes from within the ranks, it is a different story for most people. When a skirmish hits from the inside, most people just want to give up. Quite a few of the workers came to Nehemiah saying, "We can't continue to work here because the money we've borrowed from our Jewish brethren has such exorbitant interest rates that we will have to sell our children and go to work to pay off the debt." Nehemiah could have said, "If that's the way these people want to act, I'll just go back and be the king's cup-bearer. Why should I see this thing through? I'm paying. my own way and I've already had more than enough static from the devil. If the people won't get with it, then forget this!" Instead, he didn't say that at all. He called the Jews together and said, You know better than this. You're breaking the law! He dealt with disorder among the workers and shaped them up with the Word of

God. Nehemiah was a tremendous man of the Word. Organizers must have the Word, for they are the ones who uphold things, and Hebrews 1:3 says that God "upholds all things by the word of his power." Reaching the goal has to be upheld by the Word, and that was one of Nehemiah's tools. No matter what the enemy brought, Nehemiah resisted it, took it to God, and plunged ahead. I understand that the walls of Jerusalem were completed in fifty-two days. That's what the motive gift of organization can do.

He also tried to make things easy for others, and one of the meanings of facilitation is "making things easier." In Chapter Five, the Bible gives an account of where Nehemiah fed the people. I can just hear him saying, "I paid the food bill. I wasn't there to make things hard for them. I was there to make it easy." Isn't he a neat facilitator? I just love Nehemiah.

Nehemiah knew how to delegate authority, too. He used wisdom on who to leave in charge when he left Jerusalem to return to Babylon. He didn't leave the task to just anyone but had insight into the men who could handle the positions of leadership. God puts this kind of wine direction in the hearts of His people who are motivated to organize.

What a beautiful motivational gift!

A woman criticized some of our administration within the school, once, and asked me if the administrator we had was lazy. I said, "No, he isn't lazy, but he is very involved in counseling people." After thinking about that, I concluded that he probably had the motive gift of exhortation, so the next time I saw that woman, I told her so. Then we prayed for God to bring us a man who was ted to organize, and God answered our prayer.

You should begin to pray that God will send the functional gifts that are lacking. He'll send people who will flow with the ones already present if they "pray in faith, according to His Word. Stop criticizing, and if your church is in need of one motive area, pray. Jesus said, "I will build My church." I am so glad He's building it, and we're not. Aren't you? Praise God for organizers.

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Nehemiah was the king's cup bearer, and they set times on how long he was to be gone and how long it would take to get the walls rebuilt. Organizers have an ability to work well within time limits. They don't want to drag projects out forever. Your mate may have a problem with procrastination, and you may even have problems with it, but people with the motive gift of organization will not procrastinate.

Nehemiah also didn't go to Jerusalem and rebuild the walls by himself. He motivated the people to participate:

"Then said I unto them, k see the distress that we are in, how Jerusalem lieth waste, and the gates thereof are burned with fire come ana let us build up the wall of Jerusalem, that we be no more a reproach. Then I told them of the hand of my God which was good upon me, as also the king's words that he had spoken unto me. And they said Let us rise up and build So they strengthened their hands for this good work" (Nehemiah 2:17-18).

By this time, Nehemiah had gathered the resources, and in Chapter three, you'll find that everyone didn't just in and do any old thing. Different people were given different assignments, and their assignments were ze2z- homes. If you lived near the Old gate, or the gate, then that was the gate which you would working on. Nehemiah organized both material resources and human resources.

In Chapters four and six, you can read about the attack against Nehemiah, and his name was Sanballat. The root meaning of his name, understand, is - Of course, Satan never wants to see God's goals accomplished. Sanballat, Tobiah and another man came out

and aroused the people by making fun of and them. When that didn't work, they said, -We're going to fight with you, and we'll send people to attack will you're working on the wall. You'll have your backs turned, and we'll shoot arrows into them." That didn't stop Nehemiah, because he had the motive gift of organization. He set goals and moved forward, and that pressure may have been a help, rather than a hindrance, because Nehemiah probably used it to advance his work. He said, "We'll just put part of the people on the ground with weapons and they will protect the people working on the wall." In the end, they were never attacked, after all.

Not only was Nehemiah strong against the enemy, he was tough enough to face disorder within his own workers. The devil is always one to attack, and he's expected, but when the attack comes from within the ranks, it is a different story for most people. When a skirmish hits from the inside, most people just want to give up. Quite a few of the workers came to Nehemiah saying, "We can't continue to work here because the money we've borrowed from our Jewish brethren has such exorbitant interest rates that we will have to sell our children and go to work to pay off the debt." Nehemiah could have said, "If that's the way these people want to act, I'll just go back and be the king's cup-bearer. Why should I see this thing through? I'm paying. my own way and I've already had more than enough static from the devil. If the people won't get with it, then forget this!" Instead, he didn't say that at all. He called the Jews together and said, You know better than this. You're breaking the law! He dealt with disorder among the workers and shaped them up with the Word of God. Nehemiah was a tremendous man of the Word. Organizers must have the Word, for they are the ones who uphold things, and Hebrews 1:3 says that God "upholds all things by the word of his power." Reaching the goal has to be upheld by the Word, and that was one of Nehemiah's tools. No matter what the enemy brought, Nehemiah resisted it, took it to God, and plunged ahead. I understand that the walls of Jerusalem were completed in fifty-two days. That's what the motive gift of organization can do.

He also tried to make things easy for others, and one of the meanings of facilitation is "making things easier." In Chapter five, the Bible

gives an account where Nehemiah fed the people. I can just hear him saying, "I paid the food bill. I wasn't there to make things hard for them. I was there to make it easy." Isn't he a neat facilitator? I just love Nehemiah.

Nehemiah knew how to delegate authority, too. He used wisdom on who to leave in charge when he left Jerusalem to return to Babylon. He didn't leave the task to just anyone but had insight on the men who could handle the positions of leadership. God puts this kind of wine direction in the hearts of His people who are motivated to organize.

What a beautiful motive gift!

A woman criticized some of our administration within the school, once, and asked me if the administrator we had was lazy. I said, "No, he isn't lazy, but he is very involved in counseling people." After thinking about that, I concluded that he probably had the motive gift of exhortation, so the next time I saw that woman, I told her so. Then we prayed for God to bring us a man who was ted to organize, and God answered our prayer.

You should begin to pray that God will send in with the motive gifts that are lacking. He'll send people who will flow with the ones already present if "Spray in faith, according to His Word. Stop criticizing, and if your church is in need of one motive area, pay. Jesus said, "I will build My church." I am so glad He's building it, and we're not. Aren't you? Praise God for organizers.

MERCY

Last but not least of the functional gifts in Romans 12 is mercy. The Bible says that we are to show mercy with cheerfulness and eagerness. We are to be excited about being merciful. The person who has this motive gift does not have to be told to show mercy. They want to, and they're happy to do it. Mercy is the motive gift that goes with cheerfulness. I looked up mercy, and I know you'll be

interested, because in the Greek, the word "eleos," means "an outward manifestation of pity," and is the translation for mercy. Mercy assumes need on the part of him who receives it. A person who is motivated by mercy's attitude is, "whether or not you deserve mercy, I want to give it.

God is rich in mercy; He's wealthy in it. His mercy does not give on the basis of what people deserve, but it is extended, even though they don't deserve it. He is merciful to both the Jews and Gentiles, and Luke 1:50 says that he is merciful to those who fear Him.

What is the difference between grace and mercy? Grace relates to your sins, and mercy relates to helping you out of trouble or affliction. When you have sinned, you need grace for the pardon and forgiveness. When you are afflicted, though, often the result of sin, you need mercy. You can say, "God! Give me mercy in this, because I don't know how to get through it." Galatians 6:16 says that you should ask mercy for one another. Jesus is merciful, and when God brings His salvation to its issue at the coming of Christ, His people will obtain mercy. The coming of Jesus is God's mercy.

In the Bible, you will find mercy and peace are found together quite often. They occur in that order, because you're not going to have peace unless God extends His mercy to you. Mercy is the act of God and peace is the resulting experience in the heart of man. Grace, remember, is God's attitude toward the law-breaker and the rebel, but mercy is His attitude toward those who are distressed.

Mercy is not getting what you deserve. We deserve hell, but because of God's mercy through Jesus we get heaven. If a policeman stops you for driving 20 mph over the speed limit you deserve a ticket and fine, but mercy instead gives you a warning. As a Pastor there have been many situations in our church and school in which I have met with people who have made mistakes and when they have been truly repentant mercy is extended. Instead of being punished they are restored and healed. James 2:13 says, "*Mercy triumphs over judgment*". We all need to be merciful. "*Blessed are the merciful, for they will receive mercy.*" (Matthew 5:7)

Mercy is not just a New Testament idea. Many people think that God was not merciful in the Old Testament, but He was. He had a Mercy Seat, and it was the cover on the Ark of the Covenant. Once a year, on the Day of Atonement, the priest would sprinkle the Mercy Seat with blood, and also the ground before it. He was saying, God will have mercy because of the slain lamb, and the shedding of its' blood, sprinkled between He and you, will bring His mercy. God said that the Mercy Seat was his footstool, and He talked with His people from above it. He can talk to you because of Jesus' blood, and Jesus shed His own blood because of His mercy for you. I Chronicles 28:11 calls the Holy of Holies the "House of the Mercy Seat." When you came SD Jesus, He became your Mercy Seat, because He shed blood. When you take His blood, He says to the "Mercy on this one!" Jesus extended not only. but mercy, so He put a motive gift of mercy within Body.

You may have watched certain people who are rich cy, and they really stimulate others to be merciful If you don't have the motive gift of mercy, remember that the Bible tells you to "put on the bowels of Now take a look at the characteristics of this e gift:

1. They possess ability to sense atmospheres of joy or distress. They can sense the atmosphere around others, both in individual people and in group situations. They are very sensitive to peoples' feelings, reactions and emotions.
2. Attraction and understanding to people in distress. I've heard people say that their children bring home every stray cat and dog on the street. They were attracted to them, and in the Body of Christ, there is a motive gift which causes people to bring in stray people who are in trouble and need help.
3. Mercy motives desire to remove hurts and bring healing. They can't stand to see people who have been shattered. It almost shatters them, so they want to run and help by offering them mercy.
4. They are more greatly concerned for mental distress than physical distress. Mercy motives are really tuned in to people's

mental afflictions and turmoil, so they are much more deeply concerned with mental and emotional healing, rather than physical.

5. They avoid firmness unless it will bring benefit. These people can be firm, but they are firm only when they know it will benefit the other person. If it will not help the situation, they'll avoid it. I used to think that this characteristic was sort of "sloppy agape," or "greasy grace," but that isn't true at all. People who are motivated by mercy can be firm but are sensitive about the timing.
6. They're sensitive to words and actions which hurt others. They select their words and actions carefully because they don't want to hurt others. They are always concerned that someone will get trampled.
7. They can discern sincere motives in other people. Don't think that a merciful person is just a soft individual. He has a spiritual ability that discerns what is behind actions and gets turned off to phonies. People with mercy motives can sense insincerity a mile away, and this discernment is similar to a prophecy motivation. It is their reaction, however, which is different.
8. People who are merciful enjoy uniting with others who are also merciful. They love being with others who have the mercy motive. I don't think that this holds true with other motive gifts being attracted to their same gift, but people with the motive gift or mercy feel a great attraction to each other. They enjoy talking about how they can show mercy and discern motivations.
9. They tend to close their spirits to those who are insensitive. When someone will not come through and be sensitive to others, but are calloused or insincere, these people have a cutoff point.

Now continue studying the mercy motive gift by examining misunderstandings:

1. Avoiding firmness may seem weak or indecisive. Because mercy motives won't come down firmly on every situation, they may be perceived as being weak or indecisive.
2. Their spiritual sensitivity may appear illogical. The mercy motive does not respond to people with their logical mind. A teaching motive is often critical of emotional response of mercy motivated people, but their motivation is spiritual, and they are led to show mercy.
3. Attraction of those in distress may be misinterpreted by the opposite sex. This can really be a danger. God has really dealt with our church about advising discretion in one-on-one situations. We don't allow men to counsel women alone or vice versa. Why? There have been too many situations where things develop beyond proper interaction often disguised as mercy and some kind of affair develops that causes major problems. Those involve learn the hard way that mercy has a stopping place.
4. Sensitivity to harmful words and actions may appear that they take another's offense. Mercy is not to pick up others' offenses. If a person has been offended because they did right, the glory of God will rest upon them, but there is no glory for the person who picks up the offense. People motivated by mercy, must be careful to extend only God's mercy and not to take sides.
5. Ability to detect insincerity may alienate people. People with the motive gift of mercy tend to be cautious with certain people because of their ability to detect insincerity. This may cause some people to find them "hard to get to know."

An excellent example of a person with a motive gift of mercy is the good Samaritan.

"And Jesus, answering said A certain man went down from Jerusalem to Jericho, and fell among thieves, which stripped him of his raiment, and wounded him, and departed leaving him half dead And by chance there came down a certain priest that way: and when he saw him he passed by on the other side. And likewise, a Levite, when he was at the place, came and looked on

him, and passed by on the other side. But a certain Samaritan, as he journeyed came where he was: and when he saw him, he had compassion on him, and went to him, and bound up his wounds, pouring in oil and wine, and set him on his own beast, and brought him to an inn, and took care of him. And on the morrow when he departed he took out two pence, and gave them to the host, and said unto him, Take care of him; and whatsoever thou spendest more, when I come again, I will repay thee." (Luke 10:30-35).

The Good Samaritan is a parable of mercy. The Good Samaritan was a man, despised by the religious people of the day, yet he extended mercy on the wounded man. He had compassion on him and wanted to help, so he poured oil and wine in his wounds to bring healing. Not only did he want the man healed, he wanted to make sure that there was time for the healing. He spent what he had. Mercy is active, it doesn't just say, "I feel sorry for you. He paid the bill for the future so that the man would not be embarrassed, and he had an insight that the innkeeper had sincere motives, and would not take the money, but eject the wounded fellow when he left. The Good Samaritan said, "If he spends any more, you can trust me, I'll repay you." Perhaps the innkeeper also had a mercy motive, and he discerned the sincerity of the Good Samaritan; he may have also felt mercy for the man who had been wounded.

"Which now of these three, thinkst thou, was neighbor unto him that fell among the thieves? And he said He that sheweth mercy on him" (Luke 10:36, 37a).

The mercy motive is a neighbor. Exhortation may have been a father, but mercy is a neighbor. The mercy motive within the Body of Christ should stimulate you to be merciful toward others.

Have you been stimulated? I trust that you have not only been stimulated in this study on motive gifts, but that you have been motivated and have spiritually discerned your own very important place in the Body of Christ.

Summary

Remember purpose of these gifts is for service to God and the body of Christ. God works through us using these gifts within us to help the Church grow and remain healthy. They are a matter of function. They are for the glory of God and not to exalt or highlight any one person.

Illustration Explaining How the Motivational Gifts Function

I believe the following story will help illustrate how the 7 motivational gifts function in real life:

Imagine seven people at the dinner table when someone accidentally spills a platter of spaghetti on one of the guests and makes a huge mess. Here is how each of those 7 people would respond in relationship to their 7 motivational gifts.

The person with the motivational gift of prophecy would say, “If you would have been more alert and careful this is wouldn't have happened. Learn from this and don't make the same mistake again” The motivation is to point out how they missed it and bring conviction of their wrongdoing.

The one with the serving gift would immediately jump up and begin cleaning up the mess. The motivation here is the heart to help meet the practical need.

The person with the teaching gift would use the event as a teaching moment and begin explaining why the accident happened and how it could be prevented in the future by simply know how to properly balance the weight. Explaining step by step how they should do it.

The one with the gift of encouragement would begin encouraging the person by exhorting them to keep trying and giving a practical way of how to do it the next time so as to avoid the mistake.

The person with the giving gift would say no problem I can buy another dish and buy another plate of spaghetti. They use their personal assets to meet the need.

The one with gift of Leading would immediately take charge and

begin directing and organizing everything from clean up, to how to replace the food, and to bring peace to everyone and the situation.

The person with the mercy gift would respond by telling the person it's okay. Don't feel badly we all have done the same thing. Everything is going to be okay.

Now, remember all of the spiritual gifts are necessary for the proper functioning of the body of Christ. And most importantly, God wants us to exhibit the characteristics of each of the gifts. God has distributed these gifts to each of us with one of them being our dominated motivational gift. Do you know which one is yours?

“Be patient with me... God's not through with me yet.” Did you know we are still under construction? As long as we are breathing God is working in us and on us. Don't be too hard on yourself or too critical of others! God is still at work. Be encouraged! ***“Being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus.”*** (Philippians 1:6)

Chapter Nine

The Spiritual Gifts

The next category of gifts we are going to study is the Spiritual Gifts. As you will see, the Spiritual Gifts are just as important as the functional gifts, however not every believer has one of these spiritual gifts the same as they all have one of the functional gifts. However, every believer should be willing and available for the Spirit of God to use them with any of the spiritual gifts. Let's take a deeper look.

The 9 Spiritual Gifts, or sometimes referred to as gifts of the spirit or charismatic gifts, are listed in 1 Corinthians 12:7-11, “***But the manifestation of the Spirit is given to each one for the profit of all: 8 for to one is given the word of wisdom through the Spirit, to another the word of knowledge through the same Spirit, 9 to another faith by the same Spirit, to another gifts of healings by the same Spirit, 10 to another the working of miracles, to another prophecy, to another discerning of spirits, to another different kinds of tongues, to another the interpretation of tongues. 11 But one and the same Spirit works all these things, distributing to each one individually as He wills.***”

Not Natural but Supernatural Gifts

The nine gifts of the spirit are; 1) word of wisdom, 2) word of knowledge, 3) the gift of faith, 4) gifts of healings, 5) working of miracles, 6) prophecy, 7) discerning of spirits, 8) tongues, and 9) interpretation of tongues. These are supernatural gifts, not natural gifts.

Given as the Holy Spirit Wills

These spiritual gifts are not given out to individuals like the motivational gifts and ministry gifts, instead these gifts are to be “manifested” (vs4) – (expressed or displayed or demonstrated) through believers by the Holy Spirit **as the Holy Spirit wills.** (end of vs 11) This is very important.

All 9 Gifts Available to All Believers

No one can decide or determine on their own when any of these gifts will be used – only the Holy Spirit can. However, believers must be willing and available for the Holy Spirit to use them. We are to “*earnestly desire the Spiritual Gifts*”. (1Corinthians 14:1) If you don't believe in the Gifts of the Spirit or don't want them or don't think you qualify for them – the Spiritual Gifts will not manifest in your life. However, if you will believe and be available – get ready God will use you in some pretty amazing ways.

Diversities of Operations and Administration of Gifts

The administration and operation of these gifts will vary and differ as the Spirit uses the personalities and uniqueness of each individual. These gifts are distributed by God's grace and are not something a person can earn. These gifts aren't reserved for a special few. However, often they will manifest more frequently through those who serve in one of the the 5 fold ministry gifts, but the manifestation of the 9 Spiritual Gifts are available to all believers.

Explaining Each Gift

For the sake of teaching and to better understand what each gift is, what their purpose is, and how they operate we will put them in 3 categories; Revelation Gifts, Power Gifts, and Vocal Gifts. As we begin explaining each gift it will be easy to see why and how each gift is put in each category.

The 3 Revelation Gifts

The revelation gifts include Word of Wisdom, Word of Knowledge, and Discerning of Spirits. These gifts reveal what is unknown or hidden in order to bring understanding or explain God's intentions or desires.

1. Word of Wisdom:

First, understand this is not talking about natural wisdom or having the ability to make wise decisions. We do need wisdom to make wise choices in life and God has promised to give us that kind of wisdom. James 1:5 tells us: *"If any of you lacks wisdom, you should ask God, who gives generously..."*.

Word of Wisdom is Future

The Gift of the Word of Wisdom is a special gift in which God by the Holy Spirit imparts a certain fact (a word) about the future as it relates to the divine plan and purpose of God. God has all wisdom and all knowledge. He knows the beginning from the end and in special situations He will, through the Holy Spirit, give a word of wisdom to someone to help warn, prepare, assist, or guide us (His church) in order to help ensure that His plan is and will be fulfilled. Sometimes the word of wisdom will be conditional. In other words the word given may or may not come to pass if certain conditions are met or not met.

There are many examples of the word of wisdom through out the Bible; Ananias in Acts 9, Philip in Acts 8, Noah in Genesis 6, Joseph in Genesis 37-50, Agabus in Acts 21, Paul in Acts 27, Peter in Acts 9, and many more.

2. Word of Knowledge:

Just like the Word of Wisdom isn't about natural wisdom the Word of Knowledge is not about gaining a great understanding of natural things. It is not knowledge gained through study or learning more about God or the Bible. The word of knowledge is the supernatural revelation by the Holy Spirit of certain facts in the mind of God.

Word of Knowledge is Present or Past

God knows everything, but He won't reveal everything He knows. However, He will give us a word, a small fragment of what He knows, just enough to help us. The Word of Knowledge is a supernatural revelation of some current or past situation in which the person would have no way of knowing in the natural.

There are many many examples in the Bible of the Word of Knowledge; Samuel in 1 Samuel 9, Elijah in 1Kings 19, Elisha in 2 Kings 5, Jesus in John 5, Peter Acts 5, and many more. Often the Word of Wisdom and Word of Knowledge work together. Several of the Word of Wisdom examples also have the Word of Knowledge in operation.

Remember, the revelation that the word of knowledge brings is never future tense — it's present or past tense. The word of wisdom, on the other hand, reveals plans and purposes concerning the future.

3. Discerning of Spirits:

The discerning of spirits is having supernatural insight into the spirit realm. This gift momentarily gives a person the ability to see or hear into the spirit world. This is not the gift of discernment and it is not about discerning the character or faults of a person, it has nothing to do with discerning people. It is called the discerning of spirits, and it deals with spirits that exist in the spirit realm - angelic, satanic, or human.

Supernatural Insight into the Spiritual Realm

The realm of the spirit is very real and although we are unable to see it with our natural senses God has provided the gift of discerning of spirits to give the Church supernatural insight into this spiritual realm, as the Spirit wills.

Given as the Holy Spirit Wills

As we teach on each of the gifts – how they operate and what their purpose is – it is important to always remember these 9 gifts of the spirit are released or expressed through believers **as the Holy Spirit decides and determines.** No person can decide when they want to use or manifest one of these gifts. It is as the Holy Spirit wills. God uses these gifts to help people and to help build the church in very supernatural ways.

The 3 Power Gifts

To help better explain and understand each gift we are putting them in 3 categories; Revelation Gifts, Power Gifts, and Vocal Gifts. Last time we explained the 3 Revelation Gifts. (you can [click here](#) to read that teaching) This time we are teaching on the 3 Power gifts which are; 1) the gift of faith, the gifts of healings, and the working of miracles.

1. Gift of Faith (special faith)

The gift of faith is a supernatural manifestation of the Holy Spirit whereby a believer is empowered with special faith to be able to believe to receive a miracle. The Gift of Faith is not the same as “Saving faith”. Every believer has faith, a general faith. We are to “live by faith”. (Romans 5:17) Saving faith and faith we are to live by comes by “hearing the Word” (Romans 1:17), not only when the Holy Spirit wills to give it as a gift.

The faith we are talking about in this lesson is — special faith — it is different than general faith or saving faith. It is a supernatural special faith. This gift of special faith is not the faith we use to believe God to answer our prayers or to receive the promises of God or to believe God for our needs to be met. The gift of faith is given as a gift by the Holy Spirit in special times of need for a miracle.

Examples of Special Faith

There are a number of examples of the gift of faith in the Bible. Daniel, when he was thrown in the lions' den. Daniel needed a miracle of deliverance from danger. Why didn't the lions devour Daniel? Daniel 6:23 says, “. . . *So Daniel was taken up out of the den, and no injury whatever was found on him, because he believed in his God.*” There is no doubt that God gave Daniel

special faith.

Peter, when he was in prison, condemned to die, was able to sleep and believe for a miracle to be delivered from death (Acts 12:6-11). Elijah received a supernatural miracle of bread and water out of no where. (1 Kings 19:4,6). Moses believed God would sustain him supernaturally for 40 days without food or water on Mount Sinai. (Exod. 34:28)

2. Working of Miracles

First, let's define what is meant by miracles. There are a lot of things we call miracles, like the beauty of a flower or the sun rise, a baby being born or someone getting saved. While all of these are amazing and miraculous in a sense they are not a miracle in the specific sense, because they are events occurring in the normal or ordinary course of nature. When the working of miracles is in manifestation, there is a divine intervention in the ordinary course of nature. Something unexplainable and out of the ordinary

Examples of Working of Miracles

The working of miracles is the release of God's power through a person to perform some kind of unbelievable wonder or astonishing feat or supernatural act. There are hundreds of examples of the working of miracles throughout the Bible.

We see this gift used in Egypt when God convinced Pharaoh to let Israel go with all of the plagues. (Exodus 7-14). The parting of the Red Sea. (Exodus 14:15ff) Jesus feeding the 5000. (John 6:5-14) Peter raising Tabitha from the dead. (Acts 9:40). Acts 19:11 says, ***“God did extraordinary miracles through Paul,...”***. Miracles still happen today whenever the Holy Spirit decides.

Special Faith Compared to the Working of Miracles

Both of these power gifts produce miracles. One is active the other

is passive. The working of miracles is active; it actively works a miracle – the name says -”Working of Miracles”. The gift of faith doesn't work a miracle, it passively receives a miracle. The Holy Spirit gives a person special faith to believe.

3. Gifts of Healings

The gifts of healings are given by the Holy Spirit for the supernatural healing of sickness and disease without any natural source or means. Most people, when they think of God's healing power are thinking of the gifts of healings, however the gifts of healings is NOT the only way to receive healing. There are many ways God has provided for a person to be healed. Remember God's will is for healing and health not sickness.

Healing Received by Faith

The number one way God heals is through a persons faith. Many times when Jesus prayed for someone to be healed he would say, *“your faith has made you whole or healed you”*. Every believer can receive healing by their faith, faith that comes by hearing the Word of God. While the gifts of healings is limited only to when the Holy Spirit wills.

The gift of faith, the gifts of healings, and the working of miracles — will very often work together. These are the power gifts – they do something. They are given as the Spirit wills and are used to help believers and to help build the church.

Reminder - Given as the Holy Spirit Will

As we've said earlier it is important to always remember these 9 gifts of the spirit are released or expressed through believers **as the Holy Spirit decides and determines.** No person can just decide on their own to use or manifest one of these gifts. It is as the Holy Spirit wills. God uses these gifts to help people and to help build the church in very supernatural ways.

3 Vocal Gifts of the Spirit

We have organized this teaching on the 9 Spiritual gifts into 3 categories; Revelation Gifts, Power Gifts, and Vocal Gifts. We have done this only as an aid to help teach and for you to be able to better remember and understand these very and important gifts given to the church for the glory of God. Now here are the 3 vocal gifts of the Spirit.

1. Different kinds of tongues.

Different kinds of tongues is a supernatural utterance in an unknown tongue. This gift enables a person to speak in languages they've never learned or understand. This gift has nothing to do with the ability or training of a person. It is a miracle of the Holy Spirit.

Often this gift is referred to as “speaking in tongues” which creates confusion and misunderstanding among many because there are different ways speaking in tongues is manifested. While the gift of different kinds of tongues (one of the 9 spiritual gifts) is speaking in tongues it is NOT the same as when a person who has been baptized WITH the Holy Spirit speaks in tongues during a time of prayer, devotion, or ministry.

This manifestation or use of speaking in tongues is available at any time whenever a believer wants to pray in the Spirit. The purpose of this kind of speaking in tongues is to; 1) Magnify God (Acts 10:45-46), 2) Edify ourselves (1Cor. 14:4; Jude 20), 3) to supernaturally speak to God, (1Cor. 14:2,14), and 4) for Spiritual refreshing (Is. 28:11-12).

The spiritual gift of “Different kinds of tongues” on the other hand is only manifested when the Holy Spirit decides and it must be used in conjunction with the gift of interpretation of tongues. The purpose of this gift when coupled with the interpretation of tongues is for edification, exhortation, and comfort – (equals the gift of prophecy) (1Cor. 14:3)

2. Interpretation of Tongues

The interpretation of tongues is a supernatural explanation and clarification of that which has been spoken through the gift of different kinds of tongues. It is not a translation, but rather an interpretation.

The purpose of the gift of interpretation of tongues is to help the church (the people) understand what was said in the unknown tongue and thus bring comfort, encouragement, and edification to the people. Again interpretation of tongues and different kinds of tongues should and need to operate together.

3. Prophecy

Don't confuse the spiritual gift of prophecy with the motivational gift of prophecy as listed in Romans 12:6 or with the office of prophet which is one of the ministry gifts listed in Ephesians 4:11. Even though the word prophecy and or the word prophet is used in all three instances they don't mean the same thing.

The spiritual gift of prophecy is to speak by the inspiration of the Holy Spirit in a way that edifies, encourages, and or comforts the person or people being spoken to. 1 Corinthians 14:3 very clearly tells us this, ***“But he who prophesies speaks edification and exhortation and comfort to men.”***

Gift of Prophecy is NOT Predicting the Future

The spiritual gift of prophecy is NOT predicting the future and it is not preaching. Preaching is the proclaiming or announcing the good news. Every believer is called to preach the gospel. (Mark 16:15) The gift of prophecy is only manifested at the will of Holy Spirit. Again the gift for prophecy is not predicting the future it is to help edify the church and to exhort and comfort the believer. As explained earlier the gift of different kind of tongues and interpretation of tongues serves the same purpose as the spiritual gift of prophesy.

Summary

Manifestation of the Gifts Should Exalt Jesus

These 3 vocal gifts along with the 3 power gifts and the 3 revelation gifts all are supernatural manifestations that help make ministry more effective and they will always exalt Jesus and lift up His Lordship. They are not to attract attention to some person, but rather to Christ.

Earnestly Desire the Gifts

We need and should have a sound and accurate understanding of these gifts. Paul warns us “not to be ignorant” about them. (1Corinthians 12:1) We are encouraged to “earnestly desire” these gifts. (1Corinthians 14:1) It's funny how instead much of the church is ignorant about the gifts and tend to avoid them rather than desire them.

I pray this and the other lessons on the gifts will help you have a better understanding and put a desire in you for the gifts to operate through you as the spirit wills.

Chapter 10

The Ministry Gifts

The ministry gifts are people appointed by Jesus and anointed to serve in an office of ministry as apostles, prophets, evangelists, pastors, or teachers. Some individuals may operate in more than one. For example, I serve in the office of pastor and teacher. Whatever God has called me to do is not a gift for me; it's a gift for the body of Christ. The Ministry Gifts often referred to as the fivefold ministry and these five offices are responsible for the equipping and perfecting of the saints, for the work of the ministry, and for the edifying of the body of Christ (Ephesians 4:11-12). The fivefold ministry is a critical part of the church and its work, and it is essential for the proper functioning of the body of Christ. Here is a brief explanation what they are and each of their purposes.

The 5-Fold Ministry Gifts Explained

The “5 FOLD MINISTRY” gifts are for TODAY!

These gifts are related to a specific calling given by Jesus to specific individuals. Every believer has motivational gifts and every believer can be used and should desire for God to use them, but the ministry gifts are available only to those called by God to a specific office of ministry.

No one can decide on their own to fill one of these offices of ministry. People are not appointed by other men or groups. Your grandma, parents, or pastor can't decide you should become a pastor or evangelist. They can affirm God's calling, but only Jesus can choose someone to fill one of these ministry offices. “HE HIMSELF GAVE SOME...”

We can use the hand as an illustration to help us better understand each of these ministry offices.



1. Apostle,

These gifts are related to a specific calling given by Jesus to specific individuals. Every believer has motivational gifts and every believer can be used and should desire for God to use them with the Spiritual gifts, but the ministry gifts are available only to those called by God to a specific office of ministry.

2. Prophet,

Prophets speak for God to the church and are usually called to speak to the church as a whole. This office is very different from the spirituals or manifestations spoken of in 1 Corinthians 12 and 14. These are not someone simply giving a prophetic utterance (1 Corinthians 14:3), though they may at times, but these are men or women who hold the office of a prophet. Many within the body may be used by God to give a prophetic utterance and not hold the office of a prophet. This office or gift can be illustrated best by the index finger – pointing, speaking strongly and authoritatively and often in rebuke to the church.

3. Evangelist,

This office/gift can be illustrated by the middle finger because it is the farthest reaching. Evangelists are soul winners, but there may be many in the body of Christ who have a burden to win souls who do not hold this office. Evangelists are not primarily soul winners but are called to stir up the church and move its people into action. Many confuse this office and think an evangelist's job is exclusively soul winning, but that is not their primary function. Much of their challenge is to encourage the church and its people to get behind their pastor, his vision, and all God is calling him and the church to do and be.

4. Pastor,

The office of the Pastor can be illustrated by the ring finger in that he is married to the church, which is his life and passion. They are committed to and their heart has been given to the church. Notice, “He gave some to be apostles, some prophets, some evangelists, and some pastors and teachers” (Ephesians 4:11). “Some pastors and teachers” – he did not say, as in the other offices/gifts, “some pastors and some teachers.” This is significant, because it is very probably one gift. Every pastor must be a teacher, but not every teacher is a pastor.

5. Teacher,

Again, every pastor should be a teacher but not every teacher is a pastor. The teacher’s heart is for truth. Their desire is to dissect the Word of God to make sure the church thoroughly understands the truth of scripture. This office gift is best illustrated by our little finger. It is able to get into those hard to reach places and dig around. A teacher’s heart and passion are for truth. They are often expositors, theologians or have a specific burden and emphasis in some special area of truth to teach the body of Christ.

Now that we've explored each role individually, let's look at the bigger picture. The five-fold ministry exists to equip the saints for the work of ministry and to build up the body of Christ. Each role complements the others, creating a balanced and effective ministry team. Apostles, prophets, evangelists, pastors, and teachers work together to nurture a mature, unified, and spiritually robust church.

Paul emphasizes that the ultimate goal is to bring believers to maturity, to the full measure of the stature of Christ. This means growing in faith, understanding, and love, so that the church can reflect the character and mission of Jesus in the world. The five-fold ministry isn't about hierarchy or titles; it's about service, growth, and unity.

FINAL THOUGHTS

Hopefully, as you have read through this book and considered all of the information and material you now have a better understanding of your purpose. You are valuable and needed.

Your gifts and callings are intertwined and collectively contribute to your overall purpose. Identifying your gifts allows you to see where you can make the most significant impact, while understanding your calling provides the motivation and direction to pursue that impact. Together, they help you live a life that is not only productive but also deeply satisfying and aligned with your core values. You won't just be trying to survive – you will be thriving in life living out your God given purpose. **You will be living the life you were born to live!**

This journey of discovery and alignment has been designed to help you step begin living a life that is true to your potential and purpose. By identifying and embracing your unique giftings and the calling God has put in you and upon you will lead you toward achieving personal fulfillment and making significant contributions to your community and beyond.

I encourage you to use the resources in the back of this book to help discover your S.H.A.P.E. As we embrace our giftings and callings together we can help make the church vibrant, healthy, and dynamic. So, let's celebrate and support one another in our diverse callings, knowing that each role is essential in God's grand design. Together, we can make a difference, one step at a time.

7 Powerful Verses about Purpose

But you are a chosen people, a royal priesthood, a holy nation, God's special possession, that you may declare the praises of him who called you out of darkness into his wonderful light.

1 Peter 2:9

For by him all things were created, in heaven and on earth, visible and invisible, whether thrones or dominions or rulers or authorities—all things were created through him and for him."

Colossians 1:16

Many are the plans in a person's heart, but it is the LORD's purpose that prevails.

Proverbs 19:21

And we know that all things work together for good to those who love God, to those who are the called according to His purpose.

Romans 8:28

Who has saved us and called us with a holy calling, not according to our works, but according to His own purpose and grace which was given to us in Christ Jesus before time began.

2 Timothy 1:9

For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them.

Ephesians 2:10

For I know the plans I have for you," declares the LORD, "plans to prosper you and not to harm you, plans to give you hope and a future.

Jeremiah 29:11

Prayer of Salvation

Dear Heavenly Father,

I come to You in the Name of Jesus.

Your Word says, “The one who comes to Me I will by no means cast out.” (John 6:37) I know You won’t cast me out. You take me in, and I thank You for that.

You said in Your Word, “Whoever calls on the name of Jesus the Lord shall be saved” (Rom. 10:13) I am calling on Your Name, and I know You have saved me.

You also said, “If we confess with your mouth the Lord Jesus and believe in your heart that God has raised Him from the dead, you will be saved. For with the heart, one believes unto righteousness, and with the mouth confession is made unto salvation.” (Rom. 10:9-10) I believe in my heart Jesus is the Son of God. I believe He was raised from the dead for my justification. I confess Him as Lord.

Because Your Word says that, “with the heart one believes unto righteousness” – and I do believe with my heart – I have now become the righteousness of God in Christ (2Cor. 5:21). I am now saved!

Thank You Lord!

Signed _____

Date _____

If you prayed that prayer or have more questions go to my website

www.bruce-edwards.com

where you will find more information and resources to help
develop your faith.

I especially recommend you download my free e-book “What’s
Next”. You will find the download link under the “Free Book” tab
on the top menu.

Congratulations and God bless!

Pastor Bruce

About the Author

Bruce Edwards is a pastor, teacher, and author with over 40 years of leadership experience in business and ministry. He has been married to his wife Trudy for over 50 years. They have two children and 6 grandchildren.

He has a master's degree in business management and a degree in pastoral ministry. He served over 28 years at Victory Christian Center in Tulsa, Oklahoma as Senior Associate Pastor. He has written over 30 books and helps pastors grow their churches.

As a pastor, he has a passion for helping people experience the abundant life provided through Jesus and is committed to teaching and communicating the principles of God's Word with clarity,



Finding the Life You Were Born to Live



God has a specific plan for your life, a divine purpose. You have been uniquely designed and equipped by God for that purpose. There is no one else exactly like you. There is no one who can live out your exact purpose except you. That is why it is critical for you to discover the life God created you to live and for you to fulfill it! This book will help you do exactly that step by step.



by Bruce R. Edwards