

# Developing Your Gifts—The Ministry Gifts

## **3 REASONS TO DEVELOP YOUR SPIRITUAL GIFTS**

- Direction and purpose for your life and the freedom to embrace and enjoy who you are.
- The joy that results from impacting lives.
- Accountability as you will be held responsible for the stewardship of your gift.

## **YOUR SPIRITUAL GIFT ACTION PLAN**

- Commit to discover, develop, and deploy your spiritual gift in a local body of believers.
- Study the gift passages in God’s Word and the definitions of the gifts in this handout.
- Pray seriously seeking divine guidance.
- Seek quality counsel → invite a friend on your journey.
- Take some of the assessments found within this handout.
- Test the waters for 6-8 weeks.
- Examine the fulfillment (joy) factor.
- Recognize God’s evidence blessing (fruitfulness).

## **Pastor Chip Ingram’s Paradigm—I Corinthians 12:4-6**

<sup>4</sup>There are different kinds of **GIFTS**, but the same Spirit. <sup>5</sup>There are different kinds of **SERVICE**, but the same Lord. <sup>6</sup>There are different kinds of **WORKINGS**, but the same God works all of them.

<b>“GIFTS”</b> <b>Motivational</b> <i>Romans 12</i>	<b>“SERVICE”</b> <b>Ministry</b> <i>Ephesians 4 / I Corinthians 12:28</i>	<b>“WORKINGS”</b> <b>Manifestation</b> <i>I Corinthians 12:8-11</i>
<ul style="list-style-type: none"> <li>• Prophecy</li> <li>• Service</li> <li>• Teaching</li> <li>• Encouragement/Exhortation</li> <li>• Giving</li> <li>• Leadership</li> <li>• Mercy</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Apostles</b> / Apostles</li> <li>• <b>Prophets</b> / Prophets</li> <li>• <b>Evangelists</b></li> <li>• <b>Pastor/Teacher</b> / Teacher</li> <li>• Workers of Miracles</li> <li>• Gifts of Healing</li> <li>• Helping</li> <li>• Administration</li> <li>• Tongues</li> </ul>	<ul style="list-style-type: none"> <li>• Word of Wisdom</li> <li>• Word of Knowledge</li> <li>• Faith</li> <li>• Healing</li> <li>• Miracles</li> <li>• Prophecy</li> <li>• Discernment</li> <li>• Tongues</li> <li>• Interpretation of Tongues</li> </ul>

### ***Three Kinds of Gifts from Chip’s Paradigm***

1. Every believer has a “gift-mix” of primary **MOTIVATIONAL** gifts (Romans 12). *We are to concentrate on discovering and developing these gifts.*
2. That motivational gift (drive and ability) can express itself through a variety of **MINISTRY** gifts. (Ephesians 4:11 and I Corinthians 12:28ff)
3. When we exercise our motivational gift through our ministry gifts, the Holy Spirit determines what **MANIFESTATION** (or effects) will most benefit people. (I Corinthians 12:7-11)

### ***A Helpful and Practical Paradigm***

- It narrows down the gifts to 7 primary gifts that provide the thrust for the exercise of the other gifts.
- This can help bring clarity, as one doesn’t get lost in a huge list. (The Left column is so helpful.)

### ***An Imperfect Paradigm***

- There is not one complete/exhaustive teaching of spiritual gifts in the New Testament.
- Separating the gifts out like this can be a bit of a stretch—especially the two right columns.
  - Some gifts show up in more than one column (Prophecy is in all three!)
- Any way the gifts are divided up is going to have pluses and minuses about it.

# The Ministry Gifts (Ephesians 4 & I Corinthians 12:27-31)

**Apostleship** ~ Eph 4:11-14; I Cor 12:27-31; Acts 1:21-22;

The divine enablement to start churches or other ministries and oversee their development. The ability to minister cross-culturally with the goal of planting churches.

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

The divine enablement to proclaim God's truth with power and clarity in a timely and culturally sensitive fashion. The focus is for correction, repentance, and edification. It is the ability to reveal God's Word accurately.

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

The ability to be an unusually effective instrument in leading unbelievers to a saving knowledge of Christ. Some with this gift are most effective in personal evangelism, while others may be used by God in group evangelism or cross-cultural evangelism.

**Pastor/Teacher** ~ John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3

A person with this spiritual gift has the ability to lead, nourish, protect, and care for the personal and spiritual needs of a "flock" of believers.

- *Not all people with the office of pastor (elder) have or need the gift of pastoring or shepherding*
- *Many with this gift do not have or need the office.*
- *This gift also includes teaching ability and is the only dual gift in the list.*

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

The divine enablement to understand and give detailed explanation of biblical truth primarily to bring understanding and clarity to others. It's the ability to search out and validate truth which has been presented.

**Helps** ~ 1 Corinthians 12:28

The ability to enhance the effectiveness of a ministry or members of the body. This is the only use of this word in the New Testament and it appears to be distinct from the motivational gift of service. Some writers suggest that while the gift of service is more group oriented, the gifts of helps is more person oriented.

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

This word only appears once in the New Testament and is used outside of scripture for the helmsman who steers a ship towards its destination. This suggests that the spiritual gift of administration is the ability to steer a church or Christian organization toward the fulfillment of its goals by managing its affairs and implementing necessary plans—organizing multiple tasks and groups of people to accomplish projects.

- Leadership often asks the "what" question (big picture destination).
- Administration asks the "how" question (what steps do we need to take to get there).

## **SPIRITUAL GIFT ASSESSMENT**

- The Seven motivational Gifts plus evangelism and shepherding
  - <https://gifts.churchgrowth.org/spiritual-gifts-survey/>



Material gleaned from *Your Divine Design* by Chip Ingram → <https://livingontheedge.org/broadcast-series/your-divine-design/> and "Beyond the Assessment: How to Truly Discover and Deploy Your Purpose and Thrive in Your Gifts" by Kevin Wilson <https://firescholars.seu.edu/maml/50/>

## Other Potential Gifts

These are found in the scriptures but do not show up in the passages about Spiritual Gifts.

**Craftsmanship** – [Exodus 30:22, 31:3-11](#); [2 Chronicles 34:9-13](#); [Acts 18:2-3](#)

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

**Hospitality** – [Acts 16:14-15](#); [Romans 12:13, 16:23](#); [Hebrews 13:1-2](#); [1 Peter 4:9](#)

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

**Intercession** – [Hebrews 7:25](#); [Colossians 1:9-12, 4:12-13](#); [James 5:14-16](#)

The gift of Intercession or praying for others is the divine strength or ability to pray for someone, something, or someplace, believing for profound results.

**Missions** – [Acts 8:4, 13:2-3, 22:21](#); [Romans 10:15](#)

The gift of missions is the divine strength or ability to reach others in your region or outside of your culture.

**Worship (Music)**

[Deuteronomy 31:22](#); [1 Samuel 16:16](#); [1 Chronicles 16:41-42](#); [2 Chronicles 5:12-13, 34:12](#); [Psalm 150](#).

The gift of music/worship is the divine strength or ability to sing, dance, or play an instrument primarily for the purpose of helping others worship God.

## **DEVELOPING YOUR GIFT DEMANDS THAT YOU EXERCISE THEM BY INVOLVEMENT IN...**

- People's lives and needs
- A small group community
- Ongoing practice, training, and education
- Regular risk-taking opportunities
  - You got to be willing to jump into the water