

DETAILED GUIDE ON

SPIRITUAL GIFTS



CLAYTON CHURCH OF CHRIST

WELCOME TO YOUR GUIDE ON SPIRITUAL GIFTS

This booklet is designed to provide you with two essential resources:

1. Understanding Your Spiritual Gifts
2. Ways to Develop Your Spiritual Gifts

UNDERSTANDING YOUR SPIRITUAL GIFTS

In this section, you will find detailed information about each spiritual gift. This includes:

- **Literal Meaning:** The specific definition of the gift.
- **Description:** An overview of what the gift entails.
- **Distinctives:** Unique characteristics that set this gift apart.
- **Traits:** Common qualities found in individuals with this gift.
- **Cautions:** Potential pitfalls to be aware of.
- **Bible References:** Scripture passages related to the gift.

This reference helps you understand your spiritual gift. If you read about a gift and you can tick most of the checkboxes because most of it feels like you, that's a good sign you have it. If not, you probably don't have that gift.

Reference: Network Participant's Guide by Bruce L. Bugbee

WAYS TO DEVELOP SPIRITUAL GIFTS

This section offers practical suggestions for nurturing and developing your spiritual gifts. Remember, each person's set of gifts is unique, so growth and maturity will look different for everyone.

May this booklet guide you in discovering and developing the spiritual gifts that God has bestowed upon you.

Reference: Unlocking Your Giftedness by Dr. J. Robert Clinton

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ADMINISTRATION

Literal Meaning: To pilot or steer a ship

Contribution: Efficiency/Execute

Description: The divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.

Distinctives:

- ☐ Develop strategies or plans to reach identified goals (eg develop strategy for cell outreach, culture)
- ☐ Assist ministries to become more effective and efficient (eg developing process: missions, disciple)
- ☐ Create order out of organizational chaos (eg standardization of leaders, flow of new ppl into cells)
- ☐ Manage or coordinate a variety of responsibilities to accomplish a task (eg community lunch)
- ☐ Organise people, tasks or events (e.g. coordinating running of camps)

Traits:

- | | |
|--|--|
| <input type="checkbox"/> Thorough | <input type="checkbox"/> Efficient |
| <input type="checkbox"/> Objective | <input type="checkbox"/> Conscientious |
| <input type="checkbox"/> Responsible | |
| <input type="checkbox"/> Organised | |
| <input type="checkbox"/> Goal-oriented | |

Cautions:

- ☐ Need to be open to adjusting their plans, so they don't stifle a leader's vision
- ☐ Could use people simply to accomplish goals without being concerned for their growth in the process
- ☐ Could fail to see God's purposes being fulfilled in the process of meeting a goal

References: 1 Corinthians 12:28, Exodus 18:13-26

HOW TO DEVELOP THE GIFT OF ADMINISTRATION

Your gift grows best when you work with someone with the gift of leadership. They provide the vision and you help develop the steps to get there, and provide the glue that holds the whole thing together. It is the unselfish loving spirit in which they serve that is remembered even more than the service which helps the local church as a whole operate more smoothly.

WAYS OF DEVELOPMENT

1. Bible Study

Study the passages that deal with servanthood and serving. Work on developing a godly inner character. Work on purifying your motives and serving cheerfully.

2. Leadership Skills

Frequently, you will be working alongside a pastor or a person with leadership gifts and you will need to supplement needed leadership expertise such as: how to develop strategies, develop change agent skills, inspire and motivate followers, develop mentoring skills, team building skills and identify/develop emerging leaders.

3. Organisational Skills

More usually these are things that you will have to be good at and repeated do: running meetings efficiently, setting up a committee, designing job descriptions and responsibilities, planning and implementing plans and crisis handling.

4. Communication Skills

Learn the skills to communicate objectives, goals and plans clearly. Writing skills are also necessary.

5. Relational Abilities

Learn the ability to resolve conflict, to skillfully negotiate, the sensitivity as it relates to motivation and how to encourage and build up personnel.

6. Get Experience

APOSTLESHIP

Literal Meaning: To be sent with a message

Contribution: Create new ministries

Description: The divine ability to start and oversee the development of new churches or ministry structures.

Distinctives:

- ☐ Pioneer and establish new ministries or churches
- ☐ Adapt to different surroundings by being culturally sensitive and aware
- ☐ Desire to minister to unreached people in other communities or countries (eg church planter)
- ☐ Have responsibilities to oversee ministries or groups of churches (leader of leaders)
- ☐ Demonstrate authority and vision for the mission of the church (eg equip other churches)

Traits:

- | | |
|---|---------------------------------------|
| <input type="checkbox"/> Adventurous | <input type="checkbox"/> Risk-taking |
| <input type="checkbox"/> Entrepreneurial | <input type="checkbox"/> Cause-driven |
| <input type="checkbox"/> Persevering | |
| <input type="checkbox"/> Adaptable | |
| <input type="checkbox"/> Culturally sensitive | |

Cautions:

- ☐ Should be aware that misusing their authority can quench the Spirit in others
- ☐ Need to be affirmed and sent by the church
- ☐ Can be demanding and pessimistic

References: 1 Corinthians 12:28-29, Ephesians 4:11-12, Romans 1:1-5, Acts 13:1-3, 14

HOW TO DEVELOP THE GIFT OF APOSTLESHIP

The gift of apostleship refers to a special leadership capacity to move with authority from God to create new ministry structures (churches and para-church) to meet needs and to develop and appoint leadership in these structures. The central thrust is to create new ministry.

WAYS OF DEVELOPMENT

1. Bible Study

To be an effective Bible student, focus on passages about the working of this gift, such as the pastoral and church epistles, leadership passages, and the book of Acts. Understand the bounds for introducing new works, appointing leaders, and evaluating genuineness. Study every apostolic function, like Barnabas at Antioch, the Jerusalem council, Titus appointing leaders, and Timothy in Ephesus. Pay special attention to Paul's concern for churches, leadership, and problem-solving. Study also Peter's door opening mandate.

2. Study The Church And The Para-Church

You should understand the nature, purposes, functions, and growth processes of both the church and para-church, and how they relate. Many books and materials cover these subjects.

3. Develop Leadership Skills

Learn to develop and implement strategies, become a change agent, master leadership styles, inspire and motivate followers, mentor others, organise effectively, build teams, and identify and develop emerging leaders.

4. Communicational Skills

You need to develop the appropriate communication skills and motivational skills.

5. Learn From Other Models

Christian biographies are a great source of learning. Observe and study others who have founded new works and establish mentoring relationships with other similarly gifted people.

6. Develop Intimacy With God

This gift requires strong faith, which comes from a deep, intentional relationship with God. Focus on hearing and obeying God's voice and demonstrating His power. Spiritual authority, given by God and recognised by followers, is based on three elements: experiential knowledge of God, godliness in character, and gifted power. This includes knowing God's character and purpose, developing a god-like character, and manifesting supernatural results in ministry (natural abilities, acquired skills, and spiritual gifts).

CRAFTSMANSHIP

Literal Meaning: To craft, design, build

Contribution: Hand skills

Description: The divine enablement to creatively design and/or construct items to be used for ministry

Distinctives:

- ☐ Work with wood, cloth, paints, metal, glass, and other raw materials
- ☐ Make things that increase the effectiveness of others' ministries
- ☐ Enjoy serving with their hands to meet tangible needs
- ☐ Design and build tangible items and resources for ministry use
- ☐ Work with different kinds of tools and are skilled with their hands

Traits:

- | | |
|--------------------------------------|--|
| <input type="checkbox"/> Creative | <input type="checkbox"/> Practical |
| <input type="checkbox"/> Designer | <input type="checkbox"/> Behind the scenes |
| <input type="checkbox"/> Handy | <input type="checkbox"/> Helpful |
| <input type="checkbox"/> Resourceful | |

Cautions:

- ☐ Could fail to see that their gift is significant and one that makes a spiritual contribution to the body
- ☐ Could use people to get things done instead of helping them grow in the process
- ☐ Should remember that the things they produce are just a means to the end and not the end itself

References: Exodus 31:1-11, 35:30-35, 40:33-38, Acts 9:36-43, 2 Kings 22 - 23:28

HOW TO DEVELOP THE GIFT OF CRAFTSMANSHIP

WAYS OF DEVELOPMENT

1. Bible Study

Study the different passages of how God has used this gift for His purpose. Tabitha as a dressmaker, or the craftsmanship involved in building the temple of God.

2. Develop The Skills In Your Craft

Work hard to become excellent and diligent to grow in your skills in the area of your craft. Take lessons, go to courses, and start new projects that expand your skills.

3. Communicate Spiritual Truth

Involve the Holy Spirit in the working of your craft. Perhaps even use opportunities to communicate spiritual and biblical truth with what you make. Use it as an opportunity to convey a spiritual message or to stir questions that opens up opportunities for a spiritual conversation.

4. A Gift of Love

Use your craft to create a gift that expresses love and care for another. It is much easier to buy things, but when you make things with your hands people understand that it is made with love. It is an expression of God's love towards them. This is especially well received by those whose love language is gifts.

5. Use It To Involve Yourself In Ministry

Identify your craft and explore ministries that require help where your skills are needed. Join these ministries, and together as a team can accomplish a greater goal for God's kingdom. You can also use your gift as a point of connection with non-Christians and getting into their social circle to build relationships and for opportunities to show the love of God and share His message.

CREATIVE COMMUNICATION

Literal Meaning: To communicate artistically

Contribution: Artistic expression

Description: The divine enablement to communicate God's truth through a variety of art forms.

Distinctives:

- ☐ Use the arts to communicate God's truth
- ☐ Develop and use artistic skills such as drama, writing, art, music
- ☐ Use variety and creativity to captivate people and cause them to consider Christ's message
- ☐ Challenge people's perspective of God through various forms of the arts
- ☐ Demonstrate fresh ways to express the Lord's ministry and message

Traits:

- | | |
|--|---|
| <input type="checkbox"/> Expressive | <input type="checkbox"/> Creative |
| <input type="checkbox"/> Imaginative | <input type="checkbox"/> Unconventional |
| <input type="checkbox"/> Idea oriented | <input type="checkbox"/> Sensitive |
| <input type="checkbox"/> Artistic | |

Cautions:

- ☐ Need to remember that art is not for art's sake, but it's to glorify God and edify others
- ☐ Could find evaluation and constructive criticism difficult to accept
- ☐ Might be uncooperative (because of ego, pride, or individualism) and need to work at being a team player

References: 2 Samuel 6:21-23, 2 Kings 3:11-16

HOW TO DEVELOP THE GIFT OF CREATIVE COMMUNICATION

WAYS OF DEVELOPMENT

1. Deepen Your Relationship with God

Through prayer, worship and bible study seek divine inspiration. Ask for guidance on using your creative gifts to serve and glorify God.

2. Regularly Practice Creative Skills

- Writing:
 - Keep a journal to refine your thoughts.
 - Write devotionals, poems, or stories that convey spiritual truths.
 - Participate in writing workshops or groups.
- Speaking:
 - Practice delivering creative speeches or sermons.
 - Use storytelling to make messages engaging.
 - Record and review your speaking to improve.
- Art:
 - Explore painting, drawing, or digital media.
 - Create artwork with spiritual themes.
 - Share your art for feedback and encouragement.

3. Engage Your Audience

- Relatable Stories:
 - Use personal stories to illustrate spiritual points.
 - Address common struggles and experiences.
- Visuals:
 - Use illustrations, slides, or videos to enhance messages.
 - Apply metaphors and analogies for clarity.
 - Create impactful visual aids.
- Interactive Methods:
 - Encourage participation through questions and discussions.
 - Use multimedia presentations for engagement.
 - Incorporate activities to reinforce your message.

DISCERNMENT

Literal Meaning: To make a distinction/differentiate

Contribution: Clarification

Description: The divine enablement to distinguish between truth and error. It is able to discern the spirits, differentiating between good and evil, right and wrong.

Distinctives:

- ☐ Distinguish truth from error, right from wrong, pure motives from impure
- ☐ Identify deception in others with accuracy and appropriateness
- ☐ Determine whether a word attributed to God is authentic
- ☐ Recognise inconsistencies in a teaching, prophetic message or interpretation
- ☐ Are able to sense the presence of evil

Traits:

- | | |
|-------------------------------------|--------------------------------------|
| <input type="checkbox"/> Perceptive | <input type="checkbox"/> Decisive |
| <input type="checkbox"/> Insightful | <input type="checkbox"/> Challenging |
| <input type="checkbox"/> Sensitive | <input type="checkbox"/> Truthful |
| <input type="checkbox"/> Intuitive | |

Cautions:

- ☐ May struggle with how to express their perceptions, feelings or insights
- ☐ Could be harsh when confronting others, instead of speaking truth in love
- ☐ Need to confirm their perceptions before speaking

References: 1 Corinthians 12:10, Acts 5:1-4, Matthew, 16:21-23, Luke 13:10-17 (discerning sickness caused by evil spirit), Hebrews 5:14 (developed with maturity)

HOW TO DEVELOP THE GIFT OF DISCERNMENT

This gift is an important gift that works well in conjunction with other gifts. It is used in conjunction with prophecy to determine its accuracy and source. In conjunction with teaching to determine the source behind it. It can also be used in healing ministry.

WAYS OF DEVELOPMENT

1. Bible Study

Develop an overall mastery of the Scriptures. Your knowledge of truth serves as a backdrop for the operation of this gift. Also, focus on the passages where there is mention of evil spirits operating.

2. Develop Analytical Skills

Work to learn skills that will allow you to break things down and look at the individual parts as well as the whole. Having the right kind of questioning spirit is very important. The following types of questions are important: what is God doing or saying here, what assumptions are being made and is this based on sound Biblical foundations?

3. Develop Spiritual Disciplines

Any of the spiritual disciplines that help you quiet your own voice and centre in on what the Holy Spirit is saying is important. It is important for you to learn to distinguish between God's own voice, your voice and the enemies' voice.

4. Use Available Research

Study materials written by practitioners in the area of dealing with spiritual warfare and or healing (especially those of demonic origin). There are several books you can read.

5. Get Mentoring

This is crucial to developing maturity in this gift. It is in the context of interaction with others, accountability and feedback that growth can occur in this gift. Many problems occur in the development and practice of this gift because there is no objective feedback or accountability.

6. Gain Experience

Put yourself into learning situations with other gifts.

ENCOURAGEMENT

Literal Meaning: To come alongside of

Contribution: Affirmation

Description: The divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith

Distinctives:

- ☐ Come to the side of those who are discouraged to strengthen and reassure them
- ☐ Challenge, comfort or confront others to trust and hope in the promises of God
- ☐ Urge others to action by applying biblical truth
- ☐ Motivate others to grow
- ☐ Emphasise God's promises and have confidence in His will

Traits:

- | | |
|--------------------------------------|--------------------------------------|
| <input type="checkbox"/> Positive | <input type="checkbox"/> Reassuring |
| <input type="checkbox"/> Motivating | <input type="checkbox"/> Supportive |
| <input type="checkbox"/> Challenging | <input type="checkbox"/> Trustworthy |
| <input type="checkbox"/> Affirming | |

Cautions:

- ☐ Can sometimes be overly optimistic, too simplistic, or flattering
- ☐ Should first take time to understand where others are and what they really need
- ☐ May want to just say 'positive' things to others and avoid being confrontational when it's needed

References: Romans 12:8, Acts 11:22-24, 15:30-32

HOW TO DEVELOP THE GIFT OF ENCOURAGEMENT

Your gift of encouragement can be expressed in three ways: admonishment, encouragement or comfort. Most people with this gift either begin with a strong admonition or a comfort bent. Either way, you should grow to be wholistic in your encouragement. This gift demands that you know Biblical truth and its application, because it is the truth of God that is the most encouraging as truth will set people free!

WAYS OF DEVELOPMENT

1. Bible Study

Examine biblical passages to understand how biblical truth applies to aiding people. For instance, delve into the Psalms to grasp the diverse emotions and challenges individuals encounter in their journey with God, and learn how God meets them in these moments. Explore how different Psalms can offer solace to those in similar circumstances. Similarly, study Job, Ecclesiastes, and the Parables of Jesus. The deeper your understanding of applying truth to life based on biblical examples, the more naturally you will incorporate these lessons into your own life.

2. Apply Scripture From Memory

Memorise verses which will prove helpful to you as you use this gift (e.g. Proverbs 9:8, 10:17). This gift can have a powerful impact when truth which first a situation is sensitively applied. When a person knows Scripture and brings it to mind orally it carries great authority.

3. Study and Apply Motivational Skills and Empathy

Deliberately acquire motivational and empathy skills. Because of its applicational nature, it deals a great deal with motivation. You should study communication skills that deal with motivation.

4. Linking Up With A Mentor

Seek out a mentor who has this gift. Watch how they encourage, how they communicate and how they are sensitive to the people they are encouraging.

5. Learn to Be Sensitive to the Holy Spirit

Be ready to be prompted to encourage both in small groups and individual situations. Seize the opportunities presented to you to also share with others your experiences with God. Learn how to grow your weaker side of encouragement (i.e. admonishment, comfort or encouragement).

EVANGELISM

Literal Meaning: To bring good news

Contribution: The Good News

Description: The divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship

Distinctives:

- ☐ Communicate the message of Christ with clarity and conviction
- ☐ Seek out opportunities to talk to unbelievers about spiritual matters
- ☐ Challenge unbelievers to faith and to become fully devoted followers of Christ
- ☐ Adapt their presentation of the gospel to connect with the individual's needs
- ☐ Seek opportunities to build relationships with unbelievers

Traits:

- | | |
|--|--|
| <input type="checkbox"/> Sincere/Serious | <input type="checkbox"/> Spiritual |
| <input type="checkbox"/> Candid | <input type="checkbox"/> Confident |
| <input type="checkbox"/> Respectful | <input type="checkbox"/> Commitment-oriented |
| <input type="checkbox"/> Influential | |

Cautions:

- ☐ Need to remember the Holy Spirit, not guilt, is the motivator in a person's decision for Christ
- ☐ Should avoid becoming critical of others by remembering that we are all 'witnesses', but we are not all 'evangelists'
- ☐ Need to listen to people carefully, because the same approach is not appropriate for everyone

References: Ephesians 4:11, Acts 8:26-40, Luke 19:1-10, Acts 21:8

HOW TO DEVELOP THE GIFT OF EVANGELISM

The gift of evangelism in general refers to the capacity to challenge people through various communicative methods (persuasion) to receive the Gospel of salvation in Christ so as to see them respond by taking initial steps in Christian discipleship. The central thrust is to introduce others to the Gospel.

WAYS OF DEVELOPMENT

1. Bible Study

Be an overall student of the Bible, focusing especially on passages about the doctrine and process of salvation. Memorise key verses and know the story of Jesus and salvation thoroughly. Study how people came to Christ in the book of Acts, including their beliefs, actions, and the use of power, love, and word gifts in evangelism.

2. Develop Sensitivity To Peoples Needs

Training that makes you sensitive to people's needs is valuable. While many see evangelism as confrontational, friendship evangelism—building long-term relationships and demonstrating God's love—is growing. Training in friendship evangelism is crucial for those with this gift who don't operate publicly.

3. Communicational Skills

Recognise that people hear and respond differently. Gain skills in various methods and means of communicating the Gospel. Be receptor oriented in your communication planning but Spirit sensitive as you communicate.

4. Relational Skills

Gain skills in relating to a wide diversity of people. Learning to identify and develop emerging leaders in the area of evangelism. Learn as much about personality types, various approaches to learning, and how different types of people respond differently as you can.

5. Study Other Approaches

Survey various evangelistic approaches. Discern strengths and weaknesses. Learn as much as you can.

6. Get Mentoring

Develop relationships with people who have this gift and are operating more effectively than you. Get them to take you with them. Learn all that you can.

7. Gain Experience

Pray for opportunities, be sensitive to the Holy Spirit's guidance, and regularly seek feedback to learn from your successes and mistakes.

FAITH

Literal Meaning: To trust, have confidence, believe

Contribution: Confidence

Description: The divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfil His purposes

Distinctives:

- ☐ Believe the promises of God and inspire others to do the same
- ☐ Act in complete confidence of God's ability to overcome obstacles
- ☐ Demonstrate an attitude of trust in God's will and His promises
- ☐ Advance the cause of Christ because they go forward when others will not
- ☐ Ask God for what is needed and trust Him for His provision

Traits:

- | | |
|-------------------------------------|------------------------------------|
| <input type="checkbox"/> Prayerful | <input type="checkbox"/> Positive |
| <input type="checkbox"/> Optimistic | <input type="checkbox"/> Inspiring |
| <input type="checkbox"/> Trusting | <input type="checkbox"/> Hopeful |
| <input type="checkbox"/> Assured | |

Cautions:

- ☐ Need to act on their faith
- ☐ Should remember that those who speak with reason and desire to plan do not necessarily lack faith
- ☐ Should listen to and consider the counsel of wise and Spirit filled believers

References: 1 Corinthians 12:9, 13:2, 2 Kings 6:8-23, 5:24-34, Acts 27

HOW TO DEVELOP THE GIFT OF FAITH

Your gift seeks to clarify the nature of our unseen God and what He expects from His followers. When you use this gift it communicates about God and you demonstrate the authenticity, credibility, power and reality of the unseen God. Usually, it is not so much the content of the word you give that is important, as the challenge to trust God in it that is important.

WAYS OF DEVELOPMENT

1. Bible Study

Increase your general knowledge of the Great Miracle Working Faithful God. Learn about the great stories of the Bible, and study the concept of faith and its impact on people's lives. Do a special study on the promises of God in the Bible and the people of faith with the emphasis on what it meant for them to trust God.

2. Christian Biographies

Read and learn the inspiring lessons on God's faithfulness from reading real-life biographies. It is a way of consciously stirring up faith. George Muller's biography should be read by all, J. Hudson Taylor, Henrietta Mears and Smith Wigglesworth is also a worthy life to study.

3. Developing Spiritual Disciplines

A spiritual disciple who promotes intimacy with God is worth developing. Learning to hear clearly from God is one of the keys to developing faith. The disciplines that are related to prayer are central.

4. Keep A Record of God's Faithfulness

Keep a record of God's answers to prayer. This collection of answered prayers will go a long way to stir faith and help maintain faith in difficult times. From time to time go back, review the major faith happenings that were completed and it will afresh your level of faith.

5. Develop Mentoring Relationships

Develop relationships with like-minded people who can pray with you, encourage you and hold you accountable.

GIVING

Literal Meaning: To give part of, share

Contribution: Resources

Description: The divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. People with this gift do not ask, 'How much money do I need to give to God?' but 'How much money do I need to live on?'

Distinctives:

- ☐ Manage their finances and limit their lifestyle in order to give as much of their resources as possible
- ☐ Support the work of ministry with sacrificial gifts to advance the kingdom
- ☐ Meet tangible needs that enable spiritual growth to occur
- ☐ Provide resources, generously and cheerfully, trusting God for His provision
- ☐ May have a special ability to make money so that they may use it to further God's work

Traits:

- | | |
|---|--|
| <input type="checkbox"/> Stewardship oriented | <input type="checkbox"/> Trusts in God |
| <input type="checkbox"/> Responsible | <input type="checkbox"/> Disciplined |
| <input type="checkbox"/> Resourceful | <input type="checkbox"/> Charitable |

Cautions:

- ☐ Need to esteem their gift, remember that giving money and resources is a spiritual contribution to the body of Christ
- ☐ Need to remember the church's agenda is determined by leaders, not by the giver's gift
- ☐ Need to guard against greed

References: Romans 12:8, Luke 21:1-4 (widow), Acts 4:32-37 (Barnabas)

HOW TO DEVELOP THE GIFT OF GIVING

One or more persons with this gift can work wonders both in supplying resources and in modelling for others in the body. Recognising that God is the source and owns all, makes all the difference in having a liberal giving spirit. Developing a sensitivity to hear God direct the giving is the key to the effective use of this gift.

WAYS OF DEVELOPMENT

1. Bible Study

Study the texts related to giving. For example the parables of the Unjust Steward, the rich man and Lazarus, the book of Acts and the instances of giving etc.

2. Dedicate Yourself To God

Use your natural abilities and acquired skills to maximum potential so that you have resources to give to others. Ensure that you do not confuse generosity with poor stewardship. Dedicate your business and personal finances in a special way. Determine early that your resources will make a significant contribution to Christianity.

3. Get Mentoring

Get someone who can hold you accountable for your giving. Enter into partnerships with others who are like-minded.

4. Work Hard On Inner Character

Develop strong integrity, honesty and obedience as lifestyle characteristics. Develop cheerfulness in giving and work on giving with pure motives. Sometimes after resources and power have accumulated a person will stray from those first convictions and promises to God. Guard your heart.

5. Develop Sensitivity To Special Needs

Learn to be directed in your giving by God. He will use circumstances to prompt you, inner promptings, restless feelings, and resonant feelings with some mission thrust to move you to give. Learn to hear His voice about Giving.

6. Get Involved In Ministry

Start giving as God directs you and learn to grow in faith and giving.

HEALING

Literal Meaning: To restore instantaneously

Contribution: Wholeness

Description: The divine enablement to be God's means for restoring people to wholeness

NOTE: The Greek word is actually plural, 'healings' which indicates that different kinds of healings are possible with this gift (i.e. emotional, relational, spiritual, physical etc)

Distinctives:

- ☐ Demonstrate the power of God
- ☐ Bring restoration to the sick and diseased
- ☐ Authenticate a message from God through healing
- ☐ Use healing as an opportunity to communicate a biblical truth and to see God glorified
- ☐ Pray, touch or speak words that miraculously bring healing to one's body

Traits:

- | | |
|--|-------------------------------------|
| <input type="checkbox"/> Compassionate | <input type="checkbox"/> Humble |
| <input type="checkbox"/> Trusts in God | <input type="checkbox"/> Responsive |
| <input type="checkbox"/> Prayerful | <input type="checkbox"/> Obedient |
| <input type="checkbox"/> Full of faith | |

Cautions:

- ☐ Need to remember that it is not always their faith or the faith of the sick that determines a healing, but God who determines it
- ☐ Need to know that God doesn't heal some people and we don't know why
- ☐ Need to persevere in faith that the heart of God is to heal even though you don't see breakthrough

References: 1 Corinthians 12:8, 28, 30, Acts 3:1-6, Acts 28:8 (Paul @ Malta)

HOW TO DEVELOP THE GIFT OF HEALING

The gifts of healings refers to the supernatural releasing of healing power for curing all types of illnesses. The central thrust is to release God's power to heal.

WAYS OF DEVELOPMENT

1. Bible Study

You want to immerse yourself in every incident of healing recorded in the Bible. There is much to be learned from these stories. In particular, study the issue of faith. Study especially the passages in the Gospels that deal with the conception of the power of the Lord being present for healing. Evidently one can discern when this condition is present. Developing sensitivity to this will increase the level of faith.

2. Study What Others Have Written

There is a wide variety of books written in this area. Pick up a wide selection of them. Look at various viewpoints regarding the theology and practice of this gift. Build a foundation of knowledge that will allow you to operate with confidence before God. Read broadly in the inner healing literature. Read also about inner healing via an acquired skills framework of counselling.

3. Observe The Gift In Others

There are many healing approaches and models. We would encourage you to observe as many different ones as possible. Get around people who are praying for the sick. Learn everything that you can. Explore and investigate.

4. Get Mentoring

Find someone who operates in this gift and develop a mentoring relationship. Go to ministry situations and learn from their example.

5. Practice Spiritual Disciplines

Any discipline that helps you focus in on what God is doing will help. Learning to see or discern what God is doing in a situation is key to operating in effectiveness. Also, faith is so crucial to the release of this gift. Any discipline that inspires, encourages or increases faith is very helpful.

6. Get Experience

Pray for as many sick people as you can. Learn from each experience. Keep notes and reflect on what you are learning in each situation. Try to join a ministry team and travel to a campaign with a noted healer.

HELPS

Literal Meaning: To take the place of someone

Contribution: Support

Description: The divine enablement to accomplish practical and necessary tasks that free up, support and meet the needs of others. (ability to unselfishly meet the needs of others through practical means)

Distinctives:

- ☐ Serve behind the scenes wherever needed to support the gifts and ministries of others
- ☐ Seek the tangible and practical things to be done and enjoy doing them
- ☐ Sense God's purpose and pleasure in meeting everyday responsibilities
- ☐ Attach spiritual value to practical service
- ☐ Enjoy knowing that they are freeing up others to do what God has called them to do

Traits:

- | | |
|------------------------------------|---|
| <input type="checkbox"/> Available | <input type="checkbox"/> Loyal |
| <input type="checkbox"/> Willing | <input type="checkbox"/> Dependable |
| <input type="checkbox"/> Helpful | <input type="checkbox"/> Whatever it takes attitude |
| <input type="checkbox"/> Reliable | |

Cautions:

- ☐ Need to esteem their gift, remembering that doing practical deeds is a spiritual contribution to the body of Christ.
- ☐ Find it difficult to say 'no'
- ☐ Need to be responsive to the priorities of leadership instead of setting their own agendas

References: 1 Corinthians 12:28, Romans 12:7 Acts 6:1-4, Romans 16:1-2

HOW TO DEVELOP THE GIFT OF HELPS

Unselfishly coming to the aid of a person in need demonstrates the love of God. Some people in the body are gifted both with the inner attitude and the abilities to help others in need. You are someone who demonstrates God's love over and over their lifetimes. This gift manifests through practical ways of God's love that can be recognised by a world around us that needs love. You demonstrate the reality of relating to this God.

You can do much to help out other people with leadership gifts. Without your supportive gift of helps, much would be left undone in the body and your contribution would keep things from falling through the cracks. And what's more, you will help us understand about the love of God.

WAYS OF DEVELOPMENT

1. Bible Study

Study the passages that deal with servanthood and serving. In your devotional life, work on developing your inner character so that you help cheerfully, willingly recognizing that your help is a ministry that you are offering to God. Work to develop purity in your motives. Memorise 1 Peter 4:11 and remember when you use your gift in this way you are glorifying God.

2. Develop A Lifestyle That Is Oriented Around Helping Others

Let people know that you want to help. Make your services available. Learn to be creative in ways that you help people.

3. Sensitivity

Ask God to give you a keen sensitivity to needs in the body that need help. Meet the ones you can. But develop links to others with helps gifts so that together many needs can be solved.

4. Understand Your Strengths and Weakness

How can you help? What kinds of things can you do? What kinds of things can't you do? Are there any skills that you could pick up that would aid you in this type of ministry?

5 . Gain Ministry Experience

This is not a theoretical gift. It is seen in practice.

HOSPITALITY

Literal Meaning: To love strangers

Contribution: Acceptance

Description: The divine enablement to care for people by providing fellowship, food and shelter.

Distinctives:

- ☐ Provide an environment where people feel valued and cared for
- ☐ Meet new people and help them to feel welcomed
- ☐ Create a safe and comfortable setting where relationships can develop
- ☐ Seek ways to connect people together into meaningful relationships
- ☐ Set people at ease in unfamiliar surroundings

Traits:

- | | |
|-----------------------------------|-------------------------------------|
| <input type="checkbox"/> Friendly | <input type="checkbox"/> Caring |
| <input type="checkbox"/> Gracious | <input type="checkbox"/> Responsive |
| <input type="checkbox"/> Inviting | <input type="checkbox"/> Warm |
| <input type="checkbox"/> Trusting | |

Cautions:

- ☐ Should avoid viewing their gift as just 'entertaining'
- ☐ Need to remember to ask God who He wants them to befriend and serve
- ☐ Should be careful not to cause stress in their own family when inviting others into their home

References: 1 Peter 4:9-10. Romans 12:13, Hebrews 13:1-2

HOW TO DEVELOP THE GIFT OF HOSPITALITY

The use of this gift is extremely important, especially in our society where the concept of family is challenged, relationships are compartmentalised and isolation is common. This gift is important, especially with international students and families migrating to Australia and are looking for an alternative family. It is a practical way of showing God's love.

WAYS OF DEVELOPMENT

1. Bible Study

Study the passages that surround God's commands to be hospitable to one another. Study the cultural and social context of the ancient world so you can understand better the powerful impact of hospitality in the early church.

2. Explore Hospitality in Different Cultures

Broaden your understanding and experience of hospitality in different cultures. Much of the Asian and Eastern culture of hospitality is probably much closer to the biblical expression of hospitality than the Australian context. Also, learn how different cultures receive hospitality - it will broaden your awareness of cultural sensitivities also.

3. Availability To Host New People

Create margin in your life so that you are available to respond to unexpected encounters with people who are new to church, cell group or workplace and would appreciate your hospitality. You can organise a weekly time after the church service to invite new people along so they feel part of the church family.

4. Host Their Spiritual Journey

Often during these unstructured and relational moments can open the door for evangelistic opportunities or a chance to model the Christian life that helps someone else's discipleship. Be conscious and intentional in seizing these opportunities because it is in these contexts that much of Jesus' ministry often happens.

5. Connect Them With The Wider Body

You have a key role to create a culture of hospitality in your life group and the church. Use these opportunities to invite and involve others in your hospitality ventures. It is practising what it means to be the family of God. The use of your hospitality gift can become a strategic way of positioning people to be ministered by God by the wider body.

INTERCESSION

Literal Meaning: To plead on behalf of someone

Contribution: Protection

Description: The divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results

Distinctives:

- ☐ Feel compelled to earnestly pray on behalf of someone or some cause
- ☐ Have a daily awareness of the spiritual battles being waged and pray
- ☐ Are convinced God moves in direct response to prayer
- ☐ Pray in response to the leading of the Spirit, whether they understand it or not
- ☐ Exercise authority and power for the protection of others and the equipping of them to serve

Traits:

- | | |
|-------------------------------------|--|
| <input type="checkbox"/> Advocate | <input type="checkbox"/> Trustworthy |
| <input type="checkbox"/> Caring | <input type="checkbox"/> Burden bearer |
| <input type="checkbox"/> Sincere | <input type="checkbox"/> Spiritually sensitive |
| <input type="checkbox"/> Peacemaker | |

Cautions:

- ☐ Should avoid feeling that their gift is not valued, by remembering that interceding for others is their ministry and spiritual contribution to the body of Christ
- ☐ Should avoid using prayer as an escape from fulfilling responsibilities
- ☐ Need to avoid a 'holier-than-thou' attitude sometimes caused by extended times of prayer and spiritual intimacy with God

References: Romans 8:26-27, John 17:9-26 , 1 Timothy 2:1-2, Colossians 4:12-13

HOW TO DEVELOP THE GIFT OF INTERCESSION

The gift of intercession is a spiritual ability to earnestly pray for others, standing in the gap on their behalf, and seeking God's intervention in their lives. Their key characteristics are:

- **Deep Compassion:** feel a profound empathy and concern for the needs of others.
- **Persistent Prayer:** engage in regular, fervent, and sustained prayer sessions.
- **Discernment:** often sense specific needs and urgencies in others' lives, sometimes even before being told.
- **Spiritual Warfare:** are equipped to pray against spiritual strongholds and seek God's protection and deliverance.

WAYS OF DEVELOPMENT

1. Prayer and Fasting

Regularly dedicate time for prayer and consider fasting to deepen focus and spiritual sensitivity.

2. Study Scripture

Engage deeply with the Bible to understand God's promises and principles about prayer.

3. Study What Others Have Written

There is a wide variety of books written in this area. Pick up a wide selection of them. Look at various viewpoints regarding the theology and practice of this gift. Some suggestions are Rees Howells (*The Intercessor*), Dutch Sheets (*Intercessory Prayer*) or Andrew Murray (*The Ministry of Intercession*).

4. Join Prayer Groups

Participate in or lead prayer groups to practice and enhance intercessory prayer.

5. Seek Mentorship

Learn from experienced intercessors who can guide and support your development.

By cultivating the gift of intercession, individuals can powerfully contribute to the spiritual well-being and growth of others, becoming vital channels of God's grace and intervention.

INTERPRETATION

Literal Meaning: To translate, interpret

Contribution: Understanding

Description: The divine enablement to make known to the body of Christ the message of one who is speaking in tongues

Distinctives:

- ☐ Respond to a message spoken in tongues by giving an interpretation
- ☐ Glorify God and demonstrate His power through this miraculous manifestation
- ☐ Edify the body by interpreting a timely message from God
- ☐ Understand an unlearned language and communicate that message to the body of Christ
- ☐ Are sometimes prophetic when exercising an interpretation of tongues for the church

Traits:

- | | |
|--------------------------------------|---|
| <input type="checkbox"/> Worshipful | <input type="checkbox"/> Spiritually intimate |
| <input type="checkbox"/> Responsive | <input type="checkbox"/> Sensitive |
| <input type="checkbox"/> Devoted | <input type="checkbox"/> Faithful |
| <input type="checkbox"/> Responsible | |

Cautions:

- ☐ Need to remember that the message being interpreted should reflect the will of God and not man
- ☐ Should remember that this gift is to provide edification, it's to build up the church
- ☐ Use it in an orderly manner in conjunction with tongues

References: 1 Corinthians 12:10, 14:5, 14:26-28, Dan 5:1-30

HOW TO DEVELOP THE GIFT OF INTERPRETATION

The gift of interpretation of tongues refers to the ability to spontaneously respond to a giving of an authoritative message in tongues by interpreting this word and clearly communicating the message given. The central thrust is to interpret a message given in tongues.

WAYS OF DEVELOPMENT

1. Bible Study

Study the 1 Corinthians passages, chapters 12-14, concerning this area of gifting in detail. Come up with a clear Biblical understanding of these gifts.

2. Expose Yourself To Other Literature Concerning These Gifts

Learn about the different kinds of tongues. Learn about the different viewpoints regarding these gifts. Cover this from as many different viewpoints as possible. Don't just read the material that is written by your group. Why have these gifts been so controversial? What are the issues?

3. Explore The Practice Of These Gifts

Go visit as many different places where these gifts are practised and observe them in action. Ask questions of the leaders overseeing the meeting. Ask individuals who are operating in these gifts. Explore and investigate. There are many different approaches and models that are used. How do they work? Why? How do you know when to release it or not? How do you recognise an interpretation?

4. Be Open To God Using You In This Way

Learn to be obedient. Get feedback after each ministry situation where you release one of these gifts.

5. Validity

From time to time, ask a person operating in discernings spirits to check up on your use of tongues for validity.

KNOWLEDGE

Literal Meaning: To know

Contribution: Awareness

Description: The divine enablement to bring truth to the body through a revelation or biblical insight

Distinctives:

- ☐ Receive truth which enables them to better serve the body
- ☐ Search the Scriptures for insight, understanding and truth
- ☐ Have an unusual insight or understanding that serves the church
- ☐ Organise information for teaching and practical use
- ☐ Gain knowledge which was not attained by natural observation or means

Traits:

- | | |
|--------------------------------------|--|
| <input type="checkbox"/> Inquisitive | <input type="checkbox"/> Reflective |
| <input type="checkbox"/> Responsive | <input type="checkbox"/> Truthful |
| <input type="checkbox"/> Observant | <input type="checkbox"/> Spiritually sensitive |
| <input type="checkbox"/> Insightful | |

Cautions:

- ☐ Need to be careful of this gift leading to pride (knowledge puffs up)
- ☐ Should remember that it's God's message, not theirs, when they give a word of knowledge to the church
- ☐ Need to remember with the increasing of knowing comes the increasing of pain (Ecc 1:18)

References: 1 Corinthians 12:8, Mark 2:1-12, 1 Samuel 9:15-20, John 1:45-50, John 4:7-25

HOW TO DEVELOP THE GIFT OF KNOWLEDGE

The word of knowledge gift refers to the capacity or sensitivity of a person to supernaturally perceive revealed knowledge from God which otherwise could not or would not be known and apply it to a situation. The central thrust is getting revelatory information.

WAYS OF DEVELOPMENT

1. Bible Study

This can be done at a devotional level. The guidelines of the Scriptures are important in helping set boundaries for this gift. Study any passage where this gift is possibly operating (Acts 5:3; 16:28; 18:9; 20:25,29,30; 21:10; 27:22-26).

2. Work On Your Weak Side In Using This Gift

Remember, those using the gift of the word of knowledge typically operate along a continuum, often favouring one side over the other, with the less favoured side called the weak side.

Word of Knowledge	Knowledge
-----	-----
situational word (a sovereign word)	accumulated knowledge (comes from what you've learnt)

Identify where you typically operate and intentionally develop the other end of the spectrum. For example, if you operate in the word of knowledge side, you might want to set up some study projects that will give you understanding and perspective on various ministry situations. If you operate on the knowledge side, you may want to learn to hear God speak in situations and open to learning how to hear His voice in that way.

3. Get Mentoring

People receive words of knowledge in various ways - there had been reports of getting words from God in forms of mental images of headlines, an inner voice, visual pictures, or feeling others' symptoms in healing situations. Investigate, observe, and learn from those who operate in this gift.

4. Gain Experience

Open yourself to God's guidance and track your progress by writing what you learn. Act on promptings to become more sensitive to true words of knowledge.

5. Develop Some Spiritual Disciplines

Observing silence, solitude, prayer (especially intercession), and meditation are crucial disciplines for learning to hear from God.

LEADERSHIP

Literal Meaning: To stand before

Contribution: Direction

Description: This is a God-given capacity and responsibility to influence people towards God's purpose. The goal of leadership is to raise disciples who can follow the leadership of God in their lives.

Distinctives:

- ☐ Provide direction for God's people or ministry
- ☐ Motivate others to perform to the best of their abilities
- ☐ Present the 'big picture' for others to see
- ☐ Model the values of the ministry
- ☐ Take responsibility and establish goals
- ☐ Release and empower others to follow the leadership of God over their lives

Traits:

- | | |
|--------------------------------------|--------------------------------------|
| <input type="checkbox"/> Influential | <input type="checkbox"/> Persuasive |
| <input type="checkbox"/> Diligent | <input type="checkbox"/> Motivating |
| <input type="checkbox"/> Visionary | <input type="checkbox"/> Goal setter |
| <input type="checkbox"/> Trustworthy | |

Cautions:

- ☐ Should realise their relational credibility takes time and is critical for leadership effectiveness
- ☐ Should remember that servant leadership is the biblical model, the greatest being the servant of all
- ☐ Do not need to be in a leadership 'position' to use this gift
- ☐ Should be careful to bring people to follow God's leadership over their lives, not your leadership

References: Romans 12:8, Hebrews 13:17, Luke 22:25-26, 1 Tim, Titus

HOW TO DEVELOP THE GIFT OF LEADERSHIP

A person operating with a ruling gift demonstrates the capacity to exercise influence over a group so as to lead it toward a goal or purpose with a particular emphasis on the capacity to make decisions and keep the group operating together.

Central thrust - influencing others towards vision.

WAYS OF DEVELOPMENT

1. Bible Study

You need to have a general knowledge of the Bible. There are a number of leadership passages that are important. Look at the organizational passages concerning the worship of Israel, the organization of Israel through Moses, etc. Look at key leaders in the Bible and learn leadership lessons from their lives (Moses, David, Nehemiah, Daniel, Joseph, Paul).

2. Leadership Skills

You will have to understand how to apply leadership principles at a local church level. Here are some of the things you can do to gain expertise in leadership issues: how to develop strategies, develop change agent skills, how to inspire and motivate followers, develop mentoring skills, team building skills, and learning to identify and develop emerging leaders.

3. Organisational Skills

You will especially need to hold things together in terms of structural needs. Here are some of the things you can do to tighten up the local church organizationally: running meetings efficiently, setting up a committee, designing job descriptions and responsibilities, planning and implementing plans, and crisis handling.

4. Communicational Skills

People will not automatically buy your ideas about organizing the local church. You will need to learn how to communicate in such a way as to motivate people and implement your ideas. Here are some topics that can aid you in this: communicating objectives, goals, and plans clearly, and writing skills.

5. Relational Abilities

You will need to relate to leaders over you, peer leaders, and supportive leadership under you. Relational skills are imperative. Here are some: conflict resolution, learning how to skillfully negotiate, learning sensitivity as it relates to motivation, and learning how to encourage and build up personnel.

MERCY

Literal Meaning: To have compassion

Contribution: Care

Description: The divine enablement to cheerfully and practically help those who are suffering or in need, having compassion that is moved to action

Distinctives:

- ☐ Focus upon alleviating the sources of pain or discomfort in suffering people
- ☐ Addresses the needs of the lonely and forgotten
- ☐ Extend love, grace and dignity to those facing hardships and crisis
- ☐ Serve in difficult or unsightly circumstances and do so cheerfully
- ☐ Concern themselves with individual or social issues that oppress people

Traits:

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> Empathetic | <input type="checkbox"/> Compassionate |
| <input type="checkbox"/> Caring | <input type="checkbox"/> Sensitive |
| <input type="checkbox"/> Responsive | <input type="checkbox"/> Burden-bearing |
| <input type="checkbox"/> Kind | |

Cautions:

- ☐ Need to be aware that rescuing people from their pain may be hindering God's work in them
- ☐ Need to guard against feeling 'unappreciated' since some of the people helped will not show or express any appreciation
- ☐ Should guard against becoming defensive and angry about the sources of others' pain
- ☐ Need to be aware of the place of discipline in loving people

References: Romans 12:8, Mark 10:46-52

HOW TO DEVELOP THE GIFT OF MERCY

Those with this gift understand what Jesus meant when He said in Matthew 9:13 'But go and learn what this means: I desire mercy, not sacrifice'. A hurting world needs to know that God loves them and your gift probably more than any other demonstrates this love.

WAYS OF DEVELOPMENT

1. Bible Study

Gaining general knowledge about God's dealings with people is helpful. There are many stories where God's mercy is evident. Focus on the texts where God releases mercy. Study them all.

2. Expose Yourself To Mercy-Centered Ministries

Get around people and places where mercy-centered ministry is going on. There are individuals, groups, churches, or organizations that operate in mercy-centered ministry. Catching the spirit of what is being done can help develop your own sense of compassion for those who are hurting (e.g. Cafe Care)

3. Enter Into Mentoring Relationships

If you can find an individual who operates in this gift, try to establish a mentoring relationship with him/her. Especially try to be with them in ministry situations and observe how mercy is released. People with these gifts often work in communities which minister in the inner city (eg St Kilda Gatehouse, Salvation Army).

4. Relational Skills

Develop skills that will allow you to be sensitive to people and to relate to people how are hurting. This will probably already be natural to you. But it is the sense of the various needs that you will grow in.

5. Gain Experience

Get involved and learn to release mercy. A good place to start is a small group which has a caring concern as one of its main agenda items. Internships or at least on the job training in communities focusing on people's needs would be the next step.

MIRACLES

Literal Meaning: To do powerful deeds

Contribution: God's Power

Description: The divine enablement to authenticate the ministry and message of God through supernatural interventions that glorify Him.

Distinctives:

- ☐ Speak God's truth and have it authenticated by an accompanying miracle
- ☐ Express confidence in God's faithfulness and ability to manifest His presence
- ☐ Bring the ministry and message of Jesus Christ with power
- ☐ Claim God to be the source of the miracle and glorify Him
- ☐ Represent Christ and through the miracle, point people to a relationship with Christ

Traits:

- | | |
|--------------------------------------|--|
| <input type="checkbox"/> Bold | <input type="checkbox"/> Authoritative |
| <input type="checkbox"/> Venturesome | <input type="checkbox"/> Prayerful |
| <input type="checkbox"/> God fearing | <input type="checkbox"/> Responsive |
| <input type="checkbox"/> Convincing | |

Cautions:

- ☐ Need to remember that miracles are not necessarily caused by faith
- ☐ Should avoid viewing this gift as a personal responsibility, remembering that God determines the location and timing of His deeds
- ☐ Need to guard against the temptation to call on the Lord's presence and power for selfish purposes

References: 1 Corinthians 12:10, 12:28-29, John 2:1-11, Luke 5:1-11, Acts 16:16-18

HOW TO DEVELOP THE GIFT OF MIRACLES

The workings of powers, gift of miracles, refers to the releasing of God's supernatural power so that the miraculous intervention of God is perceived and God receives recognition for the supernatural intervention. Central thrust - the releasing of God's power to give authenticity.

WAYS OF DEVELOPMENT

1. Bible Study

You want to immerse yourself in every incident of a miracle that is recorded in the Bible. There is much to be learned from these stories. In particular, study the issue of faith. Study the end result of these demonstrations of God. Study the person through whom it came. Study its connection to spiritual authority.

2. Study Any Materials That You Can Find On This Topic

Especially read stories about miracles and how God has met needs in unusual ways. Christian biographies are a great source in this regard Eg God's Generals by Robert Liardon

3. Interview And Talk To People Who Have Experienced A Miracle

Go to places where people believe in the miraculous and find out who has experienced a miracle. Listen to the stories. Learn. Let your faith be raised.

4. Casualties

Be aware that a number of people who use this gift, especially against the spirit world often become casualties. In the end, those spirit beings they overcome them. One thing you should do if you are involved in an on-going ministry working of powers, especially in terms of exorcism, is to have a solid core of prayers behind you. You should also seek the gift, discernings of spirits, or team up with someone who has it.

Explanation:

All of the things mentioned above serve to do one thing. Build your faith which in turn raises your expectations. In this context, God does miracles. Can you develop the gift of miracles? We don't think you can make a miracle happen but we do know that you can definitely stop God from releasing a miracle through unbelief and doubt.

PROPHECY

Literal Meaning: To speak before

Contribution: Conviction

Description: The divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance or edification. There may be immediate or future implications.

Distinctives:

- ☐ Expose sin or deception in others for the purpose of reconciliation
- ☐ Speak a timely word from God causing conviction, repentance and edification
- ☐ See truth that others often fail to see and challenge them to respond
- ☐ Warn of God's immediate or future judgment if there is no repentance
- ☐ Understand God's heart and mind through experiences He takes them through

Traits:

- | | |
|---|--|
| <input type="checkbox"/> Discerning | <input type="checkbox"/> Authoritative |
| <input type="checkbox"/> Compelling | <input type="checkbox"/> Convicting |
| <input type="checkbox"/> Uncompromising | <input type="checkbox"/> Confronting |
| <input type="checkbox"/> Outspoken | |

Cautions:

- ☐ Need to be aware that listeners may reject the message if it's not spoken in love and for their edification
- ☐ Need to avoid pride, which can create a demanding or discouraging spirit that hinders the gift
- ☐ Should remember that discernment and Scripture must support and agree with each prophecy

References: Romans 12:6, 1 Corinthians 12:10-28, 1 Corinthians 13:2, Acts 11:27-30, 21:10-14

HOW TO DEVELOP THE GIFT OF PROPHECY

A person operating with the gift of prophecy has the capacity to deliver truth (in a public way) either of a predictive nature or as a situational word from God in order to correct by exhorting, edifying or consoling believers and to convince non-believers of God's truth. Central thrust - to provide correction or perspective on a situation.

WAYS OF DEVELOPMENT

1. Bible Study

The gift of prophecy requires deep immersion in the Word of God. Consider yearly projects such as: mastering Scripture interpretation tools, gaining a comprehensive understanding and study of each book in the Bible, studying different literary types (parables, figures, idioms, etc), and focusing on predictive passages and books related to prophecy (e.g., 1 and 2 Kings, the 17 prophetic books, the Gospels (Jesus as a prophetic voice), Romans 9-11, 1 and 2 Thessalonians, 1 Timothy 4:1-10, 2 Timothy 3:10-17, 2 Peter, Jude, Revelation).

2. Study Other Books on the Gift of Prophecy

Explore books on the gift of prophecy in Biblical times and today. Gather information from magazines and newsletters of prophetic ministries, and consider teaching tape series on prophecy.

3. Observing Others and Getting Mentoring

Observe those who operate in the gift of prophecy, exposing yourself to various expressions and models of prophecy. You can also learn online Eg www.accessibleprophecy.com

4. Keeping A Journal

Given its nature of receiving and releasing divine revelation, it's vital to maintain accurate records of both receiving and giving. Good record-keeping ensures accuracy in evaluation and allows for reflection. Maintaining a journal helps track prophetic activity effectively.

5. Communicational Skills

This is a crucial area of development in this gift. There are many mistakes and/or possible abuses of this gift. Learning to communicate sensitively, carefully and accurately with integrity are all skills to be learned.

6. Gaining Experience

This gift can be developed and improved in releasing it to the Body. Experience is a valuable teacher. Given the potential risks, accountability should be built into your ministry.

SHEPHERDING/PASTOR

Literal Meaning: To shepherd a flock

Contribution: Nurture

Description: The divine enablement to nurture, care for, and guide people toward ongoing spiritual maturity and becoming like Christ

Distinctives:

- ☐ Take responsibility to nurture the whole person in their walk with God
- ☐ Provide guidance and oversight to a group of God's people
- ☐ Model with their life what it means to be a fully devoted follower of Jesus Christ
- ☐ Establish trust, loyalty, and confidence through long term relationships
- ☐ Lead and protect those within their span of care

Traits:

- | | |
|--------------------------------------|-------------------------------------|
| <input type="checkbox"/> Influencing | <input type="checkbox"/> Protective |
| <input type="checkbox"/> Nurturing | <input type="checkbox"/> Supportive |
| <input type="checkbox"/> Guiding | <input type="checkbox"/> Relational |
| <input type="checkbox"/> Discipling | |

Cautions:

- ☐ Should remember that God judges those who neglect or abuse their oversight responsibilities
- ☐ Need to be aware that the desire to feed and support others can make it difficult to say 'no'
- ☐ Should realise that some of those being nurtured will grow beyond the shepherd's own ability and need to be freed to do so

References: Ephesians 4:11-12, 1 Peter 5:1-4, John 10:1-18, 1 Tim 3, Titus 1, 1 Samuel 30

HOW TO DEVELOP THE GIFT OF SHEPHERDING/PASTOR

Your gift demonstrates God's loving concern and care for members of a group. It also encourages their growth in Christ through your modelling of maturity, protection from error and upholding biblical truth.

WAYS OF DEVELOPMENT

1. Bible Study

Become an overall student of the Bible and how the Bible relates to every facet of life from money, relationships, communication, marriage, family, character, work etc. You want to have a strong overall understanding of how people move toward maturity in their faith and life. Study the biblical references of God's leaders as shepherds and how God has been a shepherd to His people.

2. Develop A Genuine Love For Your People

Ministry comes out of our heart, and for the shepherd their ministry comes out of the genuine love they have for the people. Learn to love the, enjoy discovering who they are as people, their ambitions in life, their struggles and how you can help them. Notice when someone is missing. Your love will be expressed by your level of sacrifice.

3. Develop Relational Skills

There is much to learn and develop in the area of communicating, relating and learning how to show care to a group of people. Everybody receives care in different ways and you should develop a good understanding of their love language and show care in a way that is well received by them. You should also learn how to resolve conflict.

4. Seek Opportunities To Expand Your Care

Even though you may not have the title of a small group leader, or a pastor, you will find the one who uses their shepherding gift will win the heart and loyalty of the people. Seize every opportunity to expand your span of care, and the opportunity to lead cell group when it arises. Grow in your leadership skills to learn how to care effectively over a growing number of people.

5. Gain Experience/Find a Mentor

Experience is a great teacher. Just start caring for the one in front of you. Get involved in small groups. Be attentive in learning from your experience and also learn from a mentor.

TEACHING

Literal Meaning: To instruct

Contribution: Application/clarify truth

Description: The divine enablement to understand, clearly explain, and apply the Word of God, causing greater Christlikeness in the lives of listeners

Distinctives:

- ☐ Communicate biblical truth that inspires greater obedience to the Word
- ☐ Challenge listeners simply and practically with the truths of Scripture
- ☐ Present the whole counsel of God for maximum life change
- ☐ Give attention to detail and accuracy
- ☐ Prepare through extended times of study and reflection

Traits:

- | | |
|--|-------------------------------------|
| <input type="checkbox"/> Disciplined | <input type="checkbox"/> Practical |
| <input type="checkbox"/> Perceptive | <input type="checkbox"/> Analytical |
| <input type="checkbox"/> Teachable | <input type="checkbox"/> Articulate |
| <input type="checkbox"/> Authoritative | |

Cautions:

- ☐ Should avoid pride that may result from their 'superior' biblical knowledge and understanding
- ☐ Could become too detailed when teaching and fail to make life application
- ☐ Should remember that their spirituality is not measured by how much they know

References: Romans 12:7, 1 Corinthians 12:28-29, Acts 18:24-28, 2 Timothy 2:2

HOW TO DEVELOP THE GIFT OF TEACHING

A person who has the gift of teaching is one who has the ability to instruct, explain, or expose Biblical truth in such a way as to cause believers to understand the Biblical truth. The central thrust is to clarify truth.

WAYS OF DEVELOPMENT

1. Hermeneutics (science of interpreting the Bible)

Teachers must master a system of hermeneutical principles based on the grammatical-historical approach to the Bible and maintain consistency in studying and interpreting Scriptures.

2. Bible Study

Teachers should systematically master the Bible over time, setting growth projects such as learning Scripture interpretation tools, understanding each book's theme and structure (the person of God, leadership, justice, healing, etc), and interpreting various biblical literary types (parables, figures and idioms, Hebrew poetry, etc).

3. Teaching Philosophy

There are valuable teaching books worth studying, including classics like Gregory's "The Seven Laws of Teaching," and modern works like Carl Scafer's "Excellence in Teaching" (an abridgment of Gregory's book). Additionally, Howard Hendrik's "Teaching to Change Lives" is excellent. These resources provide insights into teaching dynamics and principles to enhance effectiveness.

4. Communicational Skills

Master feedback techniques and use them in all your teaching. Be conscious of the learners in the teaching process. When you sense they aren't learning, find out why. Discipline yourself to prepare thoroughly. Be flexible to change any teaching plan or methodology.

5. Observing Various Teaching Models

Seek formal or informal mentoring, analysing both their strengths and weaknesses. Avoid negative traits and incorporate positive ones that align with your natural style. Engage in conversations with other teachers to share successes, failures, and techniques. Pay attention to those who communicate effectively on emotional and volitional levels, and learn techniques for doing so.

6. Gaining Experience

Utilise your gift in small group settings both within and outside the church. Seek feedback and evaluate your teaching honestly. Develop sensitivity to the Holy Spirit's guidance and its impact on listeners. A teacher operating in gifted power can expect to sense the Holy Spirit's movement during teaching, allowing for freedom to modify and follow His prompting, resulting in empowered teaching.

TONGUES

Literal Meaning: Tongue, language

Contribution: A Message

Description: The divine enablement to receive a spontaneous message from God in public worship and to speak it in an unknown language that is then made known to the church through the gift of interpretation

Distinctives:

- ☐ Express with an interpretation a word by the Spirit which edified the church
- ☐ Communicate a message given by God for the church
- ☐ Speak in a language they have never learned or do not understand
- ☐ Worship the Lord with unknown words too deep for the mind to comprehend
- ☐ Experience an intimacy with God which inspires them to serve and edify others

Traits:

- | | |
|-------------------------------------|--------------------------------------|
| <input type="checkbox"/> Worshipful | <input type="checkbox"/> Devoted |
| <input type="checkbox"/> Prayerful | <input type="checkbox"/> Spontaneous |
| <input type="checkbox"/> Responsive | <input type="checkbox"/> Receptive |
| <input type="checkbox"/> Trusting | |

Cautions:

- ☐ Should remain silent in the church if there is no gift of interpretation.
- ☐ Should avoid expecting others to manifest this gift which may cause inauthenticity of the Spirit.
- ☐ Should remember that all the gifts, including this one are to edify others.

References: 1 Corinthians 12:10/28-30, 13:1, 14:1-33, Acts 2:1-11

HOW TO DEVELOP THE GIFT OF TONGUES

The gift of tongues refers to a spontaneous utterance of a word from God in unknown words (to the individual giving the word) to a group of people. The central thrust is speaking a message in an unknown tongue.

WAYS OF DEVELOPMENT

1. Bible Study

Study the 1 Corinthians passages, chapters 12-14, concerning this area of gifting in detail. Come up with a clear Biblical understanding of these gifts.

2. Expose Yourself To Other Literature Concerning These Gifts

Learn about the different kinds of tongues. Learn about the different viewpoints regarding these gifts. Cover this from as many different viewpoints as possible. Don't just read the material that is written by your group. Why have these gifts been so controversial? What are the issues?

3. Explore The Practice Of These Gifts

Go visit as many different places where these gifts are practiced and observe them in action. Ask questions of the leaders overseeing the meeting. Ask individuals who are operating in these gifts. Explore and investigate. There are many different approaches and models that are used. How do they work? Why? How do you know when to release it or not? How do you recognise an interpretation?

4. Be Open To God Using You In This Way

Learn to be obedient. Get feedback after each ministry situation where you release one of these gifts.

5. Validity

From time-to-time ask a person operating in discernings of spirits to check up on your use of tongues for validity.

WORD OF WISDOM

Literal Meaning: To apply truth practically

Contribution: Guidance

Description: The divine enablement to effectively apply spiritual truth to meet a need in a specific situation (to know the mind of God in a given situation, communicate it clearly in application to meet the need of a situation)

Distinctives:

- ☐ Focus on the unseen consequences in determining the next steps to take
- ☐ Receive an understanding of what is necessary to meet the needs of the body of Christ
- ☐ Provide divinely given solutions in the midst of conflict and confusion
- ☐ Hear the Spirit provide direction for God's best in a given situation
- ☐ Apply spiritual truth in specific and practical ways

Traits:

- | | |
|-------------------------------------|---------------------------------------|
| <input type="checkbox"/> Sensible | <input type="checkbox"/> Fair |
| <input type="checkbox"/> Insightful | <input type="checkbox"/> Experienced |
| <input type="checkbox"/> Practical | <input type="checkbox"/> Common sense |
| <input type="checkbox"/> Wise | |

Cautions:

- ☐ Could fail to share the wisdom that God has given them
- ☐ Need to avoid having others develop a dependence upon them, which may weaken their faith in God
- ☐ Need to be patient with others who do not have this gift

References: 1 Corinthians 12:8, 2:3-14, 1 Kings 3:16-18, Mt 22:15-22, Acts 15:5-27

HOW TO DEVELOP THE GIFT OF WORD OF WISDOM

The word of wisdom gift refers to the capacity to know the mind of the Spirit in a given situation and to communicate clearly the situation, facts, truth or application of the facts and truth to meet the need of the situation.

Central thrust -applying revelatory information.

WAYS OF DEVELOPMENT

1. Bible Study

Develop a comprehensive understanding of Biblical truth, which typically grows with experience and maturity, especially through consistent engagement with the Word. Devotional life and interaction with the book of Psalms, Proverbs, and James are crucial for those operating in this gift. Continuously practice seeking wisdom as outlined in James 1:5-6, and let the principles of James 3:15-17 shape your approach to the Word of Wisdom.

2. Work On Your Weak Side In Using This Gift

A person using the gift of word of wisdom usually operates along the continuum below.

Word of Wisdom	Wisdom
-----	-----
situational word	accumulated wisdom
(a sovereign word)	(comes from experience)

Identify your primary operating area and intentionally develop the opposite end of the spectrum. For wisdom, study Proverbs, applying truth to life. For the Word of Wisdom, be alert to Holy Spirit promptings, providing clear solutions to situations. These may be modified past ideas or entirely new ones, accompanied by a sense of insight or intuition. Expect on-the-spot answers and recognise how wisdom can influence church decision-making, often coupled with leadership.

3. Get Mentoring

Find someone who operates in this gift effectively. Get them to mentor you. Observe how they operate. Ask them how they got the word of wisdom, how they knew to give it, etc.

4. Develop Some Spiritual Disciplines

Silence, solitude, prayer (especially intercession), meditation, and learning to hear from God are essential disciplines. Guard your devotional life as this gift requires a developed inner connection with God's presence. Prioritise prayer, focusing on Psalms and Proverbs. The Word of Wisdom becomes more effective with maturity, so regularly evaluate your spiritual growth to remove any barriers.

5. Gain Ministry Experience

Be ready for God to use this gift. Be sensitive to the prompting of the Holy Spirit.