

THE GIFTS OF THE HOLY SPIRIT

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Table of Contents

Introduction.....	4
Motivational Gifts / Functional Gifts.....	8
Manifestation Gifts / Freeing Gifts.....	17
Ministerial Gifts / Fitting Gifts.....	21
Appendix A: Harmonizing the Functional Gifts.....	33
Appendix B: 12 Characteristics of each Functional Gift.....	36
Appendix C: Details of the Freeing Gifts.....	50
Appendix D: Functional Gifts Assessment.....	55

STUDY OF THE GIFTS OF THE HOLY SPIRIT

In the scripture we are told not to be ignorant of the spiritual gifts (1 Corinthians 12: 1) “Now concerning Spiritual Gifts, brethren, I would not have you ignorant.” Yet the majority of us know very little about the gifts. The discussion and debates usually are about what the gifts are and which of the gifts are for today, leaving us ignorant and more important, unable to use them.

In the physical body we recognize that to be whole we need to have hands, feet, legs, arms etc. The Spiritual Body is no different. We need all the things of God. God helps in our weakness. He helps us pray right. Nothing can separate us from the love of God. He gives us His own inner characteristics, the “fruits of the spirit”. He gives us gifts that are valuable to the Body of Christ. All of this is so we are able to achieve a deeper level of self-acceptance and purpose in life. We need to learn what the gifts are and how to begin to exercise them in order that we can experience personal fulfillment and a deep sense of peace within.

Three-fold Growth

Most of us speak of Spiritual gifts in broad terms. We should understand that they are really broken down into three categories.

Romans 12: 6-8 Motivational Gifts ...Functioning Gifts

“Gifts that differ according to the grace given to us”

- | | |
|----------------|-------------------------------|
| 1. Prophecy | 5. Giving |
| 2. Service | 6. Organizing (Administrator) |
| 3. Teaching | 7. Mercy |
| 4. Exhortation | |

1 Corinthians 12: 8-10 Manifestation Gifts ...Freeing Gifts

“But to each one is given the manifestation of the Spirit for the common good”

- | | |
|----------------------|--------------------------------------|
| 1. Word of Wisdom | 6. Prophecy |
| 2. Word of Knowledge | 7. Discerning of Spirits |
| 3. Faith | 8. Various Tongues (Prayer Language) |
| 4. Healings | 9. Interpretation of Tongues |
| 5. Miracles | |

1 Corinthians 12: 28 Ministry Gifts ...Fitting Gifts

Ephesians 4: 11-12

“God hath set some in the Church”

- | | |
|------------------------|-------------------------------|
| 1. Apostles | 7. Healings |
| 2. Prophets | 8. Helpers |
| 3. Evangelists | 9. Administrator |
| 4. Pastors | 10. Tongues (Public Language) |
| 5. Teachers | 11. Interpretation of Tongues |
| 6. Workers of Miracles | |

Three-fold Growth

On the date of our spiritual birth, we receive our first spiritual gift. The scriptures say we are “a new creature, old things are passed away”. (2 Corinthians 5: 17) This new life, new nature is possible because the Holy Spirit now dwells in us. He gives to us, even though it may be unknown at the time, a spiritual gift that can change our attitudes, temperament, and even our actions. These are Motivational Gifts... Functioning Gifts.

Some believers make the mistaken conclusion that after this spiritual birth that this is all there is to the life as a Christian. The scripture, however, tell us differently. “Renew your mind” (Romans 12) and “be renewed in the spirit of your mind” (Ephesians 4: 23). Once new birth comes, we are given the opportunity as the disciples were to receive the guidance of the Holy Spirit on the day of Pentecost. They were empowered and made productive by the Freeing Gifts of the Holy Spirit. And so are we.

Not only does the scripture tell us that our mind must be renewed but it says “Let this mind be in you which was in Christ Jesus (Philippians 2: 5). So it is scripturally commanded that we possess the mind of God. In order to have the mind of Christ Jesus the believer must continue to yield to the Holy Spirit that the Holy Spirit might become the teacher in our lives. It is only as we have the teaching of the Holy Spirit and yield to this teaching that we will move into the mind of Christ. Bringing us to the place of being the server and not the served. In Hebrews 5: 12 Paul says let us be the teachers, not still the pupils.

The main reason for the Holy Spirit gifts is this is God's way of equipping His believers to minister in His Body. Any other way is wrong, inferior and will not work. A believer who properly understands, yields to and uses the gifts of the Holy Spirit becomes truly the sons of God.

What Spiritual Gifts Are Not

1. Spiritual gifts are not natural talent. Natural talents, as with all creation comes from God. But let us remember that many atheists have superb talent. And also just because a talent is dedicated to the Lord does not make it a spiritual gift. (1 Corinthians 12: 4)
2. Spiritual gifts are not fruits. Fruits are what is produced by our gifts. God does at times give an extra measure of something and in a sense a gift. Example: love for someone who is unloving. Or self-control when this is needed. But these are not Spiritual gifts.
3. Spiritual gifts are not Christian roles. Christian roles are the things we do and are expected to do. All Christians exhort one another in love. All Christians are to be givers, all to serve. Christian roles however are not Spiritual Gifts (1 Thess. 4: 17)

Definition of the Gifts

Spiritual gifts are a special super-natural ability given by the Holy Spirit to every member of the Body of Christ for us to use in the context of the Body. Unbelievers do not have Spiritual gifts.

QUESTIONS MOST FREQUENTLY ASKED

1. Don't I have the Holy Spirit in the first experience, Born-Again?

Yes. He comes into our life at the time of our new birth. This starts the progress for us to once more become the express image of God our Father. Nothing is done without the Holy Spirit. Acts 8: 12-17, Acts 9: 1-7, Acts 19: 1-7 talks of the Pentecostal experience, which is the second experience in God. 1 Corinthians 6:19, Luke 22:30 speaks of the Tabernacle experience, which is the third experience in God. What we hear in these scriptures is all these happenings are done by us letting the Holy Spirit take hold of more and more of us. Yet it all begins with our new birth.

2. Is being filled with the Holy Spirit the same as the Baptism of the Holy Spirit?

Yes and No. Being baptized with the Holy Spirit is a non-repeatable initial event received by Faith. Sometimes people use the words being filled with the Spirit as this one time event. However scripture also speaks of being filled on a daily basis. To be a fully and effective disciple of Christ, it is a daily happening. It does not matter what words you use. Charles Wesley called it a "Second Blessing". Whatever is used, we need more of the Holy Spirit in our lives.

3. What about tongues? Do I have to speak in Tongues if I accept the second experience?

First we must see that there are two distinct types of gifts given where Tongues and Interpretation is concerned.

In 1 Corinthians 12, Paul writes that the Holy Spirit has gifts to give us as believers. Private gifts to be used in our life as we need them. It is our privilege to accept these gifts or, if we choose, not to accept them. In order to understand these gifts I have come to call this gift of Tongues a **Prayer Language**. A way of praying that by-passes my intellect and mind, letting the Holy Spirit pray the perfect prayer without "me" getting in the way. The Interpretation is the illumination of that perfect prayer.

Now in 1 Corinthians 14, Paul writes here about gifts the Holy Spirit gives to certain members of the Body of Christ for use in edifying the Church. This gift of Tongues is a public gift to be used in the Church and must have an Interpretation. In order to better understand this gift, I have come to call this Tongue a **Ministry Gift**. For Paul states that this gift of Tongues is to be used in the Church for the unbelievers to show forth God's glory. The Interpretation is to give God's message to this unbeliever. We as believers should be able to hear God's prophecy from His people.

In sharing about this subject of Tongues and Interpretation, Paul adds that he thanks God that he speaks in his Prayer Language more than others. This is something he needs in his life. However he says in the Church that he would want to speak words of understanding more than speak in Tongues, so he might better teach the things of God to His people.

In seeing two gifts we can better understand what we are asking and what to not ask. So these questions actually should not be, do I have to speak in Tongues? Instead, they should be why would I not want to have a **Prayer Language**?

MOTIVATIONAL GIFTS OR FUNCTIONAL GIFTS

Romans 12: 6-8. These gifts are the basic drive and direction you have. They are the way you are motivated. One for all Born-Again Christians. It is the inner drive and capacity that God has given to everyone without exception at the time of Salvation. Jesus death gave us these gifts.

1. Prophecy Declaring truth. The desire to proclaim God's truth and point out sin.
2. Serving The desire to meet the practical needs of others.
3. Teaching The desire to search out God's truth and to clarify it for others
4. Exhortation The desire to tell others how to apply God's truth to their daily lives, to live by faith
5. Giving The desire to use money and personal possessions for God's work. Desire to entrust money to other ministries.
6. Organizing The desire to organize, coordinate and administer the activities of others (Administrator) to accomplish God's work.
7. Mercy Desire to identify and feel with others, to comfort them and deliver them from distress.

UNDERSTANDING THE MOTIVATIONAL GIFTS OR FUNCTIONAL GIFTS

If we are serving with a sense of weariness, begrudging or anger (why doesn't some one else do this?), we are probably not being motivated by our gift, but by a sense of duty. We shouldn't be doing what we are trying to do. It's someone else's responsibility.

Awareness of our God given motivational gift (functioning gift) allows us to see why people respond to us the way they do, or why we are misunderstood. Also we need to understand if we are misusing our gift and walking in the flesh vs the Spirit.

Reasons we have not discovered our Motivational Gift ... Functional Gift

1. Unresolved conflicts
2. Not involved in serving. Gift won't come to the top.
3. Trying to imitate someone else
4. Failure to analyze what you do and the motivation of it.
5. Confusing ministry gifts with motivational gifts.

How do we develop Motivational Gifts ... Functional Gifts

1. Don't. In developing, you are only using human energy. Using your flesh and this is not productive.
2. Learn to walk in the Spirit. Relax. Things will be easy as you just want to serve God.
3. Know the characteristics of these gifts and all gifts. Ask the Spirit to show you things you do and what you care about.

PROPHECY (2%)

MOTIVATIONAL GIFT...FUNCTIONAL GIFT

Characteristics: Does not always foretell the future, but speaks forth the truth.

1. Can express thoughts and feelings in a clear and correct verbal way especially when they see right and wrong
2. Ability to identify motives of others and to reject dishonesty; discernment
3. Openness about personal faults and failures. Honest about self and the need for a clear conscience
4. Genuine concern for the reputation and program of God
5. Painfully direct when correcting someone else; sees ultimate consequences
6. Persuasive and strong in appeal for outward change
7. Word must be used correctly
8. Will give open evidence of loyalty and commitment
9. Willingness to experience brokenness

Example: Peter

Misunderstandings:

1. May appear intolerant, insensitive and inconsiderate
2. May seem disinterested in others point of view
3. Frankness may be viewed as harsh
4. Thought to use gimmicks
5. Emphasis on decisions appear to be neglecting spiritual growth
6. Boldness and strict standards hinder personal relationship

God's answer is Romans 12:9 "Let your love be genuine".

SERVICE (30%)

MOTIVATIONAL GIFT...FUNCTIONAL GIFT

Characteristics:

1. Alertness to detect practical needs and meet them
2. Receives joy in serving when it frees others to do more important things
3. Tendency to disregard personal health and comfort
4. Need for appreciation to confirm that service is necessary and satisfactory
5. Strong desire to be with others, further opportunities to serve
6. Enjoyment of short range projects, frustrated with long term projects
7. Tendency to feel inadequate and unqualified for spiritual leadership

Examples: Stephen and Phillip

Misunderstandings:

1. Quickness in meeting needs may appear pushy
2. Avoidance of red tape may exclude others
3. Disregard for personal needs and that of family
4. Eagerness in serving may prompt suspicion of self advancement
5. May react to people who don't detect obvious needs
6. May appear to reject being served
7. Desire to sense sincere appreciation may result in being hurt
8. May interfere with spiritual lessons when meeting needs
9. May be judged as not interested in spiritual matters

God's answer: Romans 12:10 "Love one another with brotherly affection and then outdo one another in showing honor."

What does the person with the Gift of Service look like when functioning in the:

<u>Spirit</u>	<u>Flesh</u>
Very alert	Unconscious and insensitive
Hospitable	Loner – isolated
Generous	Stingy
Joyfulness	Self pity
Flexible	Resistant
Available	Self centered
Endurance	Ready to quit
Blessing to others	Not fit to be around

TEACHER (8%)

MOTIVATIONAL GIFTS...FUNCTIONAL GIFTS

Characteristics:

1. A desire to verify important statements; are they true and accurate
2. A desire to present information in a systematic and logical sequence
3. Alert to false teachers
4. Goes to primary source to validate truth
5. Emphasis on importance and accuracy of words
6. Delights in researching and reporting as many facts as possible on a subject
7. Alert to discover factual details not noticed or mentioned by others
8. A concern that truth be presented in balanced way
9. Tends to be silent until information has been heard and digested

Example: Matthew

Misunderstandings:

1. Focus on only one aspect of a subject can lead to a limited view of a principle
2. A tendency to burden listeners with details
3. May ignore the practical personal aspects of an issue
4. Can begin to trust the mind for discernment
5. Balance may be lost by studying a matter out of context

God's answer: Romans 12:11 "Never flag in zeal, be aglow with His Spirit, serve the Lord".

What does a person with the Gift of Teaching look like when they are functioning in the:

<u>Spirit</u>	<u>Flesh</u>
Self control; give themselves wholly to task	Self indulgent
Reverent... in awe of God's Word	Disrespectful
Diligent to details and cross referencing	Slothful
Dependable; consistent level of excellence	Inconsistent

EXHORTATION (5%)

MOTIVATIONAL GIFTS... FUNCTIONING GIFTS

Characteristics:

1. Desire to urge people to full potential in Christ
2. Ability to visualize spiritual achievement for people
3. Ability to discern where a person is in their level of growth and speak on that level
4. Desire to give precise steps of action in urging people toward maturity
5. Tendency to welcome personal tribulation as chief motivation of spiritual growth
6. Tendency to avoid systems that lack personal application
7. Desire for face to face discussion in order to determine a positive response
8. Ability to discover insight from personal experience which can be validated and amplified in scripture
9. To bring harmony between diverse groups of Christians
10. Enjoyment with those eager to follow steps of action

Example: Paul

Misunderstandings:

1. Steps of action may appear to “over simplify” problem
2. Urgency in giving steps may appear as over confidence
3. May appear as non-evangelistic
4. May appear to take scripture out of context
5. Emphasis on “steps” may tend to disregard persons feelings

God’s answer: Romans 12:12 “Rejoice in hope, patient in tribulation, continuing steadfastly in prayer”.

What does a person with the Gift of Exhortation look like when they are in the:

<u>Spirit</u>	<u>Flesh</u>
Godly wisdom	Natural inclinations
Discernment	Critical, judgmental
Faith	Presumption
Discretion	Simple Mindedness, gullible
Love	Selfishness
Creative	Under-achievement
Enthusiasm	Apathy

GIVING (5%)

MOTIVATIONAL GIFTS...FUNCTIONAL GIFTS

Characteristics:

1. Keen ability to make wise purchases and investments
2. Desire to give quietly without public notice
3. Enjoyment in meeting needs without pressure appeals
4. Desire to use gifts to motivate others to give
5. Ability to test faithfulness and wisdom by how others handle funds
6. Tendency to practice frugality and be content with basic necessities of life
7. Joy when gift is the answer to your prayer
8. Dependency on the counsel of others to confirm amount of gift
9. Will give gifts of high quality
10. Want to feel like they are a part of what they are giving to

Example: Barnabas

Misunderstandings:

1. Frugality, planning ahead, visualizing, thoughtfulness is misunderstood as selfish
2. Effective use of gift depends on fear of the Lord
3. May be viewed as using gift to control lives and ministries
4. Must caution to not focus more on quality of gift than the meeting of the need
5. Could excuse personal luxuries on basis of generosity
6. If they react negatively to all appeals may miss the mind of the Lord

God's answer: Romans 12:13 "Contribute to the needs of the saints and practice hospitality".

What does a person with the Gift of Giving look like when they are in the:

<u>Spirit</u>	<u>Flesh</u>
Thrifty	Extravagant
Resourceful	Wasteful
Contented	Covetousness
Punctual, on time with gift	Tardy
Tolerant	Prejudiced
Cautious	Rashness
Grateful	Unthankfulness

ORGANIZING...ADMINISTRATOR (15%)

MOTIVATIONAL GIFTS...FUNCTIONAL GIFTS

Characteristics:

1. Ability to visualize a completed project
2. Self-starter
3. Ability to gather resources needed for project
4. Understands delegation
5. Focuses on major goals, avoids minor details, knows where time is best spent
6. Willingness to endure pressures of leadership of being out front
7. Is loyal and expects loyalty from those involved with him
8. Tends to assume responsibility
9. Desires to complete task as soon as possible
10. Finds joy and fulfillment when parts come together
11. Looks for new challenge when project is over

Example: John

Misunderstandings:

1. Delegation may be viewed as laziness
2. Single minded may be viewed as callousness
3. Business like attitude may cause people to feel used
4. Project can appear more important than people
5. The push to complete the work may seem indifferent to others schedules

God's answer: Romans 12:14 "Bless those who persecute you, bless them and do not curse them".

What does a person with the Gift of Administrator look like when they are in the

<u>Spirit</u>	<u>Flesh</u>
Orderly	Chaotic
Initiative	Apathetic
Responsibility	Unreliable
Humility, effective leader	Pride, dictatorial
Decisive	Double minded
Determined	Faint hearted, fearful
Loyal	Unfaithful

MERCY (30%)

MOTIVATIONAL GIFTS...FUNCTIONAL GIFTS

Characteristics:

1. Ability to feel an atmosphere of joy or distress in an individual or group
2. Tendency to be attracted to and understand people experiencing mental and emotional distress
3. Desire to remove hurts and being healed, rather than look for benefits of hurts
4. Greater concern for mental distress than physical
5. Sensitivity to words or actions that will hurt others
6. Tendency to react harshly when intimate friends are rejected
7. Ability to sense genuine love and a greater vulnerability to lack of love
8. Need for deep friendships with which there is mutual commitment
9. Need to measure acceptance by physical closeness and quality time together
10. Enjoyment and unity of those sensitive to needs of others
11. Tendency to avoid firmness until he sees how it will bring benefit and avoid greater hurt

Example: Luke

Misunderstandings:

1. Sensitivity to spirit and feelings of others may cause some to feel they are guided by emotions alone
2. An avoidance of firmness may appear to be weakness and indecisiveness
3. Sensitivity to words and actions causing others hurts may appear to be taking up another's offense
4. Ability to detect insincere motives may cause some to think he's hard to get to know
5. Attraction and understanding of those in distress may be misinterpreted by those of the opposite sex

God's answer: Romans 12:15 "Rejoice with those who rejoice and weep with those who weep".

What does a person with the Gift of Mercy look like when they are in the

<u>Spirit</u>	<u>Flesh</u>
Attentiveness; knows environment	Unconcern
Sensitivity	Callousness
Fairness	Partial, choosing sides
Compassion	Total indifference
Gentleness	Hardness
Deference; submit and respectful to others	Rudeness
Meekness	Anger

MANIFESTION GIFTS OR FREEING GIFTS

1 Corinthians 12: 7-11. The freeing gifts are the manifestation of the Holy Spirit in your life. It sometimes is called the Baptism or the infilling of the Holy Spirit for the individual life. It is the witness to His presence in our lives and freeing us to serve God.

Sometimes when we get the Baptism of the Holy Spirit, we do not understand that we get many Gifts beside just a Prayer Language. There are nine gifts and they are to be used to set us free from the burdens of our every day.

1. Word of Wisdom

It is a gift of revealing the knowledge of the things of God to your heart concerning situations and circumstances in your life. It is the revelation of understanding the mind of God. This is a Word, not the whole thing, as we act in faith.

The Gift of the Word of Wisdom can tell you when you need to watch where you are, or what you are doing. Example: The Holy Spirit tells us that one of our children are in a difficult place so to watch them close. It is a powerful gift.

2. Word of Knowledge

It is the gift of the ability to act and speak according to the revealed knowledge given with the gift of the Word of Wisdom. This is a Word, not the whole thing, as we walk in faith.

The Gift of the Word of Knowledge also is a gift that tells you things. Is someone lying to you or are you hearing truth. Many times, we attend church service, but something is a little off. Listen to the Holy Spirit and believe what He is telling.

3. Faith

It is the gift of confidence in God to save you, keep you and deliver you in all circumstances and situations in your life. It is faith beyond where you stand.

The Gift of Faith is there to help us through a difficult time in our life. Faith that has power to hold you together. The Holy Spirit can show you ways of holding on when you don't know how.

4. Gifts of Healing

Gifts of healing is a divine intervention of God into your human life to cure illness and restore health. Note this is plural, which indicates many types of healing.

The Gift of Healing can be a gift to restore not just a sickness or health issue, but it can heal the mental healings we need to be whole and to serve God as He directs us. Many times I have prayed for the energy to do what God has called me to do and it is done and much to my surprise. Try and think of those times when the Holy Spirit has lifted you up when you were down.

5. Miracles

A gift of divine intervention of God that alters or changes the ordinary course of your life situation or circumstances.

The Gift of Miracles. So often we miss our miracles because we just accept them as they just happen. But the Holy Spirit knows exactly where you are and what you need in your life. It is all about serving in the Kingdom. Some of the greatest miracles are changing your attitude toward something you want to do, and it was not right for you. It is marvelous how those things happen.

6. Prophecy

A gift of a direct message from God speaking His truth about events, situations, circumstances in your life.

The Gift of Prophecy is so great because the Holy Spirit speaks to us in a direct way that we know in our heart of hearts this is coming from the Father God. It is so strong that we must do or say what He wants us to do. This can be something just for you, or something you must share with the Body.

7. Discernment

The gift of the ability to distinguish between God's Spirit and Evil or oppressive spirits.

The Gift of Discernment is for me one of the best, in that it helps me to know what is true and what is untrue. Who I can trust and who I should not trust. Discernment gives us the ability to judge rightly the things of God. It is your ability to walk in a clear and present place.

8. Tongues (Prayer Language)

It is the gift to pray in an unknown language for edifications and freeing your soul and spirit. By-passing your mind to pray the perfect prayer to God.

The Gift of Tongues is my prayer language when I do not know what to pray for, or I know that my prayer will be a selfish prayer. The Holy Spirit helps me to reach the Father God in a better way than in my single prayer.

9. Interpretation

It is the gift of the ability to know the meaning of the words you have prayed in your Prayer Language.

The Gift of Interpretation goes right along with my prayer language. The Holy Spirit gives us the interpretation of what I just prayed. We should count on this as it is our way of understanding the will of God and not our will. Knowing God's will is the most important part of walking in the Kingdom.

In receiving these gifts, it is sometimes called receiving the Baptism or the Infilling of the Holy Spirit. It is the witness to the Holy Spirit's presence in our lives and freeing us to serve God.

Now I know that many believers and churches teach that this experience is not for today. The discussion and debate can go on and on. Jesus said "the power of hell shall not prevail against it" (the Church). Without the power of the Holy Spirit, we can only be humanistic in our walk. The be Charismatic is to be Spiritually endowed, divinely inspired. The Holy Spirit's job is to propagate the truth and edify the church and the individual. To have this experience is simply to allow the fulfilling of the calling of God on our lives that we might have the Holy Spirit's divine power to overcome the world, as Jesus said we would, and live in God's kingdom.

WORK OF THE HOLY SPIRIT

It is through the work of the Holy Spirit that God's will is done on earth. It is apparent from scripture that our common need in life is our need for the Holy Spirit, for unless we are led by the spirit we shall become the victims of the circumstances of life. The good news is that our Lord promises to meet that need in life by giving us His Holy Spirit. Luke 11: 13

Without the Holy Spirit we are doomed to becoming victims of the circumstances of life. We are powerless to be His witness. This is why we call them Freeing Gifts. We must be freed from anything that keeps us from serving, witnessing and walking in Christ Jesus. Jesus Resurrection gave us the Holy Spirit overcoming power.

The Bible says we are given the "Gifts of the Spirit". Since we can not divide the Holy Spirit, all these gifts are ours so we can be saved and can participate in His victory over all that would destroy us. So, all of these gifts including tongues are given to us for these reasons.

WHAT IS THE PURPOSE (PURPOSES) OF TONGUES?

The primary function is to improve our capacity to express ourselves to God and to receive from Him. It is for self-edification and devotional. 1 Corinthians 12: 4-5. Edification to the soul and spirit and not the mind. Certainly experience verifies that if we pray in a devotional way in our gift of tongues, it frees us from tension, anxiety and worry.

Paul says that our understanding or knowledge is one of the primary stumbling blocks to faith. This is the gift from God which enables us to by-pass this particular stumbling block when our faith is “hung up” because of our own knowledge. We think our mind is all knowing and thus we can begin “judging” the scriptures and the acts of God by our mind instead of permitting them to judge us. It passes our mind and goes to our Spirit and Soul.

As the Holy Spirit gives the gift of interpretation, we are then enlightened in our understanding. Here Paul says that he who speaks in a tongue “should pray for the power to interpret his own tongue”. 1 Corinthians 14:13.

THE MINISTRY GIFTS OR FITTING GIFTS

Gifts given to individuals as God wants and needs to meet the needs of the Body.

1 Corinthians 12:8 and Ephesians 4: 11-12

What is meant by the Body?

The Body is a group of people existing at many levels, “where two or more are together in my name, there I am.” Let me challenge your thinking to see the term Body in a broader sense than just a Church setting. The true definition of a Spiritual Body is people joined together to function for the express purpose of acknowledging Jesus as Lord and Savior, striving to serve Him.

1. Apostle

One sent forth from the Church or Holy Spirit for specific Christian service. Bringing people into the understanding of God’s truth and to disciple them.

2. Prophet

One who calls God’s people back to God’s Word as their way of life. They have the ability to receive and communicate a message of God to His people.

3. Evangelist

One whose heart aches for the lost, and who proclaims God’s good news in Christ to non-Christians. They have a special ability to share the gospel in such an effective way people come to faith in Jesus.

4. Pastor

One who oversees and cares for the needs of Christians. The ability to assume long term personal responsibility for the spiritual welfare of a group of believers.

5. Teacher

One who searches out and clarifies God’s truth. The ability to communicate the gospel in such a way that people will learn.

6. Workers of Miracles

One who performs supernatural deeds for God. The special ability to serve as human intermediary to perform powerful acts that will alter a life situation.

7. Healing

One whom God uses as an instrument for His divine healing to others. The special ability to serve as a human intermediary to cure illness and restore health apart from the use of natural means.

8. Helper

One whom the Holy Spirit uses as His earthly instrument in ministering to others. He helps the Holy Spirit do His work on earth.

9. Administrator

One who guides and directs the business and activities of the Church. The special ability to “understand” where God wants a particular Body unit to go and how they are to get there.

10. Tongues

One who speaks God’s truth to others in various languages. A supernatural utterance to receive and release God’s message to the unbelievers.

11. Interpretation of Tongues

One who translates the tongues of others into spiritual truth. Supernatural understanding and the ability to speak what is being said in a tongues message.

At the time of our Tabernacle experience, the Holy Spirit gives us the understanding of Jesus Ascension, so that we can live in a “abundant life” (John 10:10) through our continued belief in Jesus and His Ascension to the “right hand of the Father”, waiting for us to make our enemies His footstool (Hebrews 10:13). It is with the work of the Holy Spirit that brings us in full union with God. We now become one with Him. Spirit, Soul, and Body.

Some believers make the mistaken conclusion that after the second experience, this is all there is to life as a Christian. The scriptures however tell us differently. “Renew your mind” (Romans 12:2) and “let this mind be in you which also in Christ Jesus” (Phillipians 2:5). So it is scripturally commanded that we possess the mind of God. In order to have the mind of God, the believer must continue to submit and yield to the Holy Spirit teaching in our lives. It is only as we are taught by the Holy Spirit will we move into the mind of God.

In following the Holy Spirit’s leading, He gives us more gifts. Spiritual gifts to equip us to being the server and not the served (Hebrews 5:12). These spiritual gifts are recorded in Ephesians 4: 11-12. “God hath set some in the Church”. These gifts are to be used in the church, in the Body of believers. I have come to call these spiritual gifts Fitting gifts as these gifts are to be used to serve and minister to the Body, the church.

Only as we come to the end of ourselves (“I must decrease that He must increase”), will I totally walk in the will and the ways of God. There is an old song that has a line that says, “when He looks at me He sees not what I use to be, but He sees Jesus”.

This three fold growth is to bring us finally to a place of contentment with our life with God. We receive our first spiritual gift at the time of our spiritual birth, Functioning gift. We are given gifts of the Holy Spirit as we deepen our walk with God, Freeing gifts. We are finally given the last gifts so that we are ready to walk in God’s abundance and truth, Fitting gifts.

MINISTERIAL GIFTS...FITTING GIFTS

Ephesians 4: 11-12 and I Corinthians 12: 28

1. Apostle

One sent forth from the church for a specific mission.

2. Prophet

One whom God has given the ability to receive and communicate a message of God to His people.

3. Evangelist

One whom God has given the special ability to share the Gospel in such an effective way people come to faith in Christ.

4. Pastor

One whom God has given the ability to assume a long term personal responsibility for the spiritual welfare of a group of believers.

5. Teacher

One whom God has given the ability to communicate the Gospel in such a way that people will learn.

6. Worker of Miracles

One whom God has given the special ability to serve as a human intermediary to perform powerful acts that will alter a life situation.

7. Healings

One whom God has given the special ability to serve as a human intermediary to cure illness and restore health apart from the user of natural means.

8. Helper

One whom God has given a great desire to see that the Holy Spirit completes His work on this earth.

9. Administrator

One whom God has given the special ability to "Understand" where God wants a particular Body unit to go and how they are to get there.

10. Tongues

One who is given a supernatural utterance to receive and release a Godly message in an unknown tongue.

11. Interpretation

One who is given a supernatural understanding and the ability to speak what is being said in a tongue's message.

MINISTERIAL GIFTS...FITTING GIFTS

APOSTLE

Heading the list of all the ministry gifts is Apostle. An Apostle is one who is sent out officially from the Body to do a special mission. The Greek word, Apostle, means: one sent forth, a sent one. Jesus was the greatest example of one sent. A true Apostle is always one with a commission, not one merely who goes out, but one who is sent. Acts 13 gives us a picture of Paul and Barnabas being sent out as Apostles to the Gentiles. (1) To be an Apostle one must have a personal experience with the Lord, something very deep, real beyond the ordinary. (2) The work of an Apostle is foundation laying. Primarily they do two things, (a) communicate the gospel to those who have never heard, (b) to lead or advocate a new movement or idea in the Body. (3) An Apostle's ministry will embrace all the gifts. This will provide in the Apostle the ability to give good spiritual leadership. Are there Apostles now? Yes. (1) If they were limited for a time period the Bible would have said so. (2) All of these ministry gifts were given for the perfecting of the saints. This includes Apostles. (3) They were given "till we all come into the unity of the Faith". We have not come into unity.

PROPHET

A Prophet is one that God has given the ability to receive and communicate a message of God to His people. Prophecy means to speak forth or to speak for another. The Greek meaning is: one who speaks from a sudden inspiration from God at the moment. A Prophet speaks by direct divine inspiration, an immediate revelation, not something he thought of, but something given at the spur of the moment by sudden inspiration. Herin lies the distinguishing fact between the ministry gift of Prophet and one functioning as a Prophet (sudden inspiration and just inspiration). Any spirit-filled believer can manifest this gift as the Spirit wills. They may or may not have the functional gift of Prophet. If God chooses a functioning Prophet to speak in the Prophet ministry, you can be sure it will be strong. (1) The person with the ministry Prophet gift can only tell what the Holy Spirit is saying. They do not know everything about everybody and everything that happens around them. The Lord only tells us what He wants us to know.

(2) It is a public and body ministry. For all Prophecy must be open to correction by the Body. Remember Prophecy comes through a human pipe and it can pick up parts of the pipe. Again it must be done for the correction of the Body, nothing secretive. The Prophet will give two types of Prophecy, (1) general to edify, to exhort and to confront, and (2) specific to instruct, to guide and to lead.

EVANGELIST

An Evangelist is one that God has given the ability to share the gospel in such a way that men and women become Disciples of Jesus and responsible members of the Body. To proclaim and present the Gospel does not particularly require a spiritual gift. We should all be doing this as the need arises. But proclaiming and presenting the gospel with unusual effectiveness so that regularly week in and week out new people come to the faith in Christ and commitment to the body, does require a supernatural help through a spiritual gift. One of the notable characteristics of an Evangelist is that no matter what scripture or how they talk, they always end up preaching about Jesus. That is their calling. That is their message. Phillip is our best example of an Evangelist in the Bible. (1) People were drawn to him. They knew who to talk to about Jesus. (2) He always preached the Word. (3) He has a strong burden for others.

The Evangelist does not establish a church, nor impart the Holy Spirit. Their job is to get the people to Jesus. Then the other gifts take them from there. The Evangelist's favorite theme is salvation in its simplest form.

PASTOR

A Pastor is one that God has given the special ability to assume a long term personal responsibility for the spiritual welfare of a group of believers. The Pastor of a group of Christians is the person responsible under Jesus who is the Master Shepherd, for teaching, feeding, healing the wounds, developing unity, helping people find their gifts and doing whatever else is necessary to see that they continue in the faith and grow in their spiritual lives. The Greek meaning of the word literally means "shepherd". Several names for shepherd are elder, overseer, presbyter. It is helpful to distinguish between the Office of Pastor and the Gift Pastor. Most of us only think of the Office Pastor as the staff position in the church. It is the Holy Spirit who makes men Pastors, not man. The point I am making here is that there are men and women with the gift of Pastor who do not have the office of Pastor. In many churches or bodies the gift is not seen among lay people simply because no one is looking. The most outstanding characteristic of a Pastor is a love for people, a shepherd's heart. People understand love. Pastors must love the people. Most spirit led Pastors will function in the gifts of wisdom and knowledge for to have the right answer is the key to an Pastor's job. Without the ministry gift of Pastor operating then all other ministry is practically in vain. No matter how

great the evangelist is and how many he gets saved, if there is not somebody to shepherd the lambs, to pastor and take them on with God, they're apt to fall by the wayside. No other office is given so much instruction in the New Testament. There is not a higher, more respected or more needed office that God could call you to than the office of Pastor. It is a noble cause.

TEACHER

A Teacher is one that God has given the ability to communicate the gospel to the Body in such a way as to bring health and wholeness and in such a way that they will learn. Note the difference in the functional gift of teaching which is to communicate so that others will learn. Any Christian can and should share with others what they know about and of the Bible. But this is not the teaching gift. The ministry gift of teaching is a divine gift. It is not a natural ability, not a natural desire to teach nor is it a learned thing... it is given. The person who has the gift of ministry teaching is one who in teaching will leave the people refreshed and with knowledge and power of the Holy Spirit. It adds to their life. Apollos is our best example as a teacher in the Bible. It says in scripture, "he helped them much". Therefore the work of a teacher is to build up, not tear down. The teaching ministry is more important than working of Miracles or gifts of healing for these things will never establish a Christian in the faith.

WORKERS OF MIRACLES AND HEALINGS

A person with the ministry gift of miracles God has given the special ability to serve as human intermediaries to perform powerful acts that will alter the ordinary course of life situation.

A person with the ministry gift of healing God has given the special ability to serve as human intermediaries to cure illness and restore health apart from the use of natural means.

In one sense the gift of healing can be understood as a specialized manifestation of the gift of miracles, however, healing is dealing with human illness and miracles with human situations. Therin lies the difference and why I believe that the Bible mentions them separately

The persons who have these ministry gifts are not the ones who perform miracles or healings, they are the vessels to perform the miracles and healings for others. The power comes from God.

No one fully understands God's position on sickness and health, nor why terrible situations happen to people. But over and over in the scriptures Jesus healed and set free all people who came to Him. Jesus' ministry was not finished, He said we will "do greater works than I". It is absolutely necessary for God to continue to give new life. We don't need patched up lives but new ones.

The ministry gifts of worker of miracles and healings usually are placed in people who have ministries in the five-fold ministry (Apostles, Prophets, etc). But do not put God in a box. This does not mean these gifts are confined to those ministries. There are three ways we see the manifestation of these gifts take place in people's lives, (1) laying on of hands, (2) God's intervention directly, (3) prayer led by the Holy Spirit.

We are made up of a three-fold nature so we should not restrict the worker of miracles and healings to one, but all three.

HELPER

One whom God has given a great desire to see that the Holy Spirit completes His work on this earth. In doing this they are willing to give, invest their energies, their talents or whatever it takes to help others (1) in salvation, (2) in the imparting of the Holy Spirit, (3) in growing spiritually.

The Greek meaning for the word Helper means, "a helper, or a reliever, an aid". Someone once referred to the gift of helper to the fourth man with the stretcher, talking of course about the story of the paralyzed man lowered down from the roof for Jesus to heal him.

An interesting thing to note is that right in the middle of this ministry gift listing... right in the midst of Apostle, Prophets, etc, we find the ministry of helpers. Could it be because it is such a profound gift? I believe it is so for these people must have the real equipment of divine grace and power. Some of the examples of these people are, (1) those who work in a church office, who see that things get done easily and no one thinks about them, (2) persons who feel the leading to send cards, letters, notes, etc. Things that just encourage you, (3) people who have an intercessory ministry of prayer for others, or ministries, (4) music ministries who travel with a leading Evangelist, (5) people who visit nursing homes, prisons, (6) those people who write the sermons or books for famous Christians and never so much as get a by-line. Who is Leola Linkous or Irmy Griswalk? But you know their bosses Rex Hubbard and Robert Schuller.

It is a powerful and wonderful gift to be called to do things for others in the name of Jesus with Jesus sometimes the only person who knows.

ADMINISTRATOR

One who God gave the special ability to "understand" where God wants a particular Body unit to go and how they are to get there. It is just a knowing, a clear understanding of what needs to be done (immediate and long range) for the spiritual growth of that Body. Not only do they understand but God also gives them the ability and wisdom to devise and execute effective and proper plans to bring about God's perfect plan in the life of this Body. The Greek

word for Administration is the word for Helmsman. The Helmsman is the person in charge of getting the ship to its destination. That's exactly what an Administrator is and does do. A person with the Administrator gift enjoys, (1) working hard and long on plans, (2) relating to people ideas and helping them to do their job more correctly, (3) overseeing details. Because of this understanding and the love to work out details they will find easier ways and more effective ways of doing things. Always with the aim of getting the Body to its destination.

Now this gift may appear to be lacking in supernatural elements yet all gifts come from a supernatural source given by the same spirit and given by grace. It may not be so spectacular but it is just as supernatural.

TONGUES AND INTERPRETATION

Tongues is a supernatural utterance God has given to a person to receive and release a Godly message in a language never learned by the person, not understood by the mind of the person, nor necessarily always understood by the hearer.

Interpretation is a supernatural ability God has given a person to understand and speak what is being said in a tongues' message. Tongues and Interpretation go together.

Like the Apostle, Prophet, etc, the Holy Spirit enables this person to do this so that just as with these gifts, it is to minister to the Body. In using the gift of Tongues and Interpretation God can call our attention to His power. We know it is God. That is why Tongues and Interpretation are used primarily for the ministering to the unbeliever.

Tongues and Interpretation will always be done in an assembly of believers, (1) for the body, (2) for an individual.

Tongues and Interpretation like Prophecy, you will hear two types of messages, (1) general to exhort, to encourage, and to edify, (2) specific, to instruct, to guide, to lead.

To meet the deep needs of God's people by going past the mind's understanding and blocking is what the ministry of Tongues and Interpretation can and will do for us. It is a powerful supernatural way of invading our lives.

UNDERSTANDING THE MINISTERIAL GIFTS ... FITTING GIFTS

1. These gifts come in variation and degrees

Example of degrees: As a new Christian, you may have shared openly and willingly your conversion, but then suppose people have hurt you in this effort. Due to this, you change to the point of even pulling back. The desire is still there, but it has been tempered.

Example of variation: An Evangelist can be personal or public. It can be for 10 people or 10,000 people. Teaching can be for personal or public too. Plus it could be for adults, children, youth, or seniors.

2. Ministerial Gifts / Fitting Gifts are used in different ways

Each of us are touched in many ways. Each of us learn in different ways. Some by sight, hearing, feeling or thinking. So God's plan is perfect in that to serve in the body (using the Ministerial / Fitting Gifts), it can be done in song, writing, acting, teaching, drawing, etc. We may now see people with natural talents being used by God as part of the Ministerial / Fitting Gifts. However, the gift is from the Holy Spirit. Not natural talents.

Example: The need in the Body is for a healing ministry. The Holy Spirit empowers you to minister to the Body in this matter. You are a talented writer and through this avenue you minister the gift of Healing.

3. Ministerial / Fitting Gifts are not Offices

Offices pertain to jobs to be done. A person who has the job of Pastor may certainly have the gift of Pastor, but not necessarily. It is just a job that needs done. Holding the job of Sunday School Teacher or Evangelist Chairman does not indicate that these persons have these Ministerial / Fitting Gifts. However, if this person holding this job has the gift of Teacher or Evangelist, you will certainly recognize the difference.

4. The work of the Apostle is foundation laying. As such, the Apostle's ministry will embrace all the ministering gifts: Teacher, Evangelist, Preaching, etc. The ability to minister in different gifts helps to give good spiritual leadership.

Two theories concerning the Ministerial / Fitting Gifts

1. Channel Theory: This theory says that Ministerial / Fitting gifts are only a temporary possession which the Lord gives a person for a time and then removes them. They are removed when there is no longer that need in a particular Body of believers. The channel theory is that the gift is only there for the needs of the Body of believers at a certain time. As the Body grows and moves on, the need for other Ministerial / Fitting gifts arise.
2. The Dominant and Subordinate Theory: This theory says that a believer is given a certain gift / gifts which last a lifetime for them. They are permanent gift/gifts. For different reasons, the gift/gifts might vary as the circumstances change. One will be very dominant and one subordinate. Then the one subordinate will become dominant and the other subordinate. Usually this is done because of the needs of the Body and the area which the person is ministering.

FUNCTIONAL GIFTS

(Basic drive or direction.
Your motivation.)

One for all Born-again persons.
The way we will serve our Lord.
Romans 12: 6-8

1. PROPHECY

The desire to proclaim God's
truth and point out sin.

2. SERVING

The desire to meet the practical
needs of others.

3. TEACHING

The desire to search out God's
truth and to clarify it for others.

4. EXHORTATION

The desire to tell others how to
apply God's truth to their daily
lives, to live by faith.

5. ORGANIZING

The desire to organize and
administer the activities of
others to accomplish God's
work.

6. GIVING

The desire to use money and
personal possessions for God's
work. Desire to entrust money
to others for ministry.

7. MERCY

The desire to identify and feel
with others, to comfort them
and deliver them from distress.

FREEING GIFTS

(Manifestation of the Holy
Spirit)

All...For the individual to
witness to the Holy Spirit
presence in our lives and freeing
us to serve.

1 Corinthians 12:7-11

1. WORD OF WISDOM

Gift of truth about how to live
life according to God's
principles.

2. WORD OF KNOWLEDGE

Gift of knowing God's answer
for a specific question or
problem.

3. FAITH

Gift of assurance in situations
and in circumstances.

4. GIFTS OF HEALING

Note the plural: gifts of freedom
from diseases and illness.

5. MIRACLE

Gift of God freeing you from any
situation or condition so you
can serve Him.

6. PROPHECY

The gift of truth from the Holy
Spirit to you so that you can
serve God according to God's
will instead of yours.

7. DISCERNMENT

The gift of the ability to
distinguish between God's Spirit
and evil or oppressive spirits.

8. TONGUES

Gift of "Prayer Language" for
edification of the believer and
enables him to pray when he
does not know how to pray.

9. INTERPRETATION OF TONGUES

The gift of interpreting your
own "Prayer Language" so you
can know God's will for your life.

FITTING GIFTS

(Where and how we will
minister / serve in the Church /
Body)

One or more for the individual
as God needs to serve the
Church / Body.

Ephesians 4: 11, 12

2 Corinthians 12: 15

1. APOSTLE

One sent forth from the
Body/Church for specific
Christian service.

2. PROPHET

One who calls God's people
back to God's word as their way
of life.

3. EVANGELIST

One who proclaims God's good
news in Christ to non-Christians.

4. PASTOR

One who oversees and cares for
the needs of the Christians.

5. TEACHER

One who searches out and
clarifies God's truth.

6. WORKER OF MIRACLES AND HEALINGS

One who performs supernatural
deeds for God. Miracles in
situation, Healings in illness /
sickness.

7. HELPER

One whom has a great desire to
see that the Holy Spirit
completes His work on this
earth.

8. ADMINISTRATOR

One who guides and directs the
business and activities of the
Church / Body.

9. TONGUES

One who speaks God's truth to
non-believers in an unknown
language.

10. INTERPRETATION OF TONGUES

One who translates the tongues
into spiritual truth.

APPENDIX A:

HARMONIZING ALL OF THE FUNCTIONAL GIFTS IN OUR LIVES

“Having gifts that differ according to the grace given to us, let us use them... live in harmony with one another; do not be haughty, but associate with the lowly, never be conceited.” (Romans 12: 6 and 16)

THE PROBLEM:

The Functional Gifts in Romans 12 are divided into the same 3-fold ministry as was Jesus earthly ministry: PREACHING, TEACHING, and HEALING. Although there is some overlapping, primarily:

1. A prophet “proclaims the gospel” (Preaching)
2. A teacher and an exhorter “explains the gospel” (Teaching)
3. While those with the gifts of serving, giving, administration and mercy “apply the gospel” to special needs (Healing)

Christ gives us different functional gifts to ensure that none of His ministry of preaching teaching and healing will be neglected. Also, he makes these gifts so dominant and so strong in each one of us that each aspect of His 3-fold ministry will have many zealous advocates throughout the church. But because of that, many churches end up like the church in Corinth with separate factions choosing up sides and bickering about almost everything that comes up. Of course, this hinders the work of Christ on earth. In order for the full ministry of Jesus to be carried on without discord and dissension, we must learn how to harmonize all of the Functional Gifts in the Church of Jesus Christ.

THE NEW TESTAMENT’S PERFECT EXAMPLE OF A PERSON WHERE ALL OF THESE GIFTS ARE HARMONIZED: JESUS CHRIST.

Jesus, the perfect man, who was full of the Holy Spirit, exemplified all of the Functional Gifts perfectly:

1. Jesus came into Galilee “proclaiming” the kingdom of God.
2. He came with “A servant’s heart”; because he came “to serve, not to be served.”
3. He also “explained the gospel” in moving detail and simplicity as he taught through his incomparable parables.
4. He also applied the gospel to the daily lives of people and exhorted them to begin this abundant “way of life” through faith.

5. Jesus made all of this possible by living and illustrating the perfect life of stewardship and giving himself completely to God's ministry on earth.
6. Jesus created and organized his followers into the ideal "body" to follow Him, a replica of his own Body on earth.
7. Yet, running through it all was a compassion and sensitivity for people and an outflowing of mercy like this world has never seen or known before.

Only in Jesus do we see the perfect harmony of all of these Functional Gifts of the Spirit.

GOD'S ANSWER FOR HARMONIZING ALL OF THESE GIFTS IN US: SANCTIFICATION

Jesus Christ promises us His Holy Spirit so He can sanctify us in the use of all of the Functional Gifts. He wants to give all of us His perfect character, which so perfectly exemplifies all of the gifts, to replace the lop-sided characters we now have. This is why Paul has spent so much time on this process of sanctification in Romans 6 through 8 before telling us about the Functional Gifts. "Sanctification" is the Bible's name for replacing our weaknesses with the strengths of Christ. It is the Bible's name for replacing our imperfections with the perfections of Jesus Christ.

There is now way we can perfect ourselves in these areas. There is no way a bold, frank prophet can make himself loving; or a sensitive, merciful person can keep from wearing his feelings on his sleeve.

Christ does not want His Church to be a conglomeration of individuals where each is pushing his own thing, alienating others, and hurting others and ignoring the contributions of others. But Christ wants us to be a smooth functioning body where each person has the prophet's zeal, the servant's heart, the teacher's mind, the exhorter's zest for life, the giver's sense of stewardship and financial acumen, the administrator's drive and orderliness, and the merciful's sensitivity and feelings. In short, Jesus wants each member of His Church to have the Spirit, and the mind, and the love of Jesus Himself; and He has provided a way for this to happen through what the Bible calls "SANCTIFICATION". Truly, Jesus wants us to be and Has provided a way for us to be "His Body here on earth"; and that way is "SANCTIFICATION".

Sanctification does not mean that the primary thrust of our ministry will change, for we shall always function from the stance of our dominant Functional Gift. But it does mean that we shall stop being lop-sided, and start being well-rounded. It does mean that we will no longer give in to the dangers that accompany each gift, but will be able to keep them under control through the power of the Living Christ living in us. Therefore, instead of using our gifts to alienate people, as so many of us are doing today; we shall start using them for the purpose they were given: TO RECONCILE OTHERS TO GOD AND TO THEIR FELLOW MEN.

POINT: "THE BEST OF ALL IS, GOD IS WITH US!"

God is with us to sanctify us and perfect us, so we can carry on the 3-fold ministry of Jesus Christ and God's Kingdom can come upon this earth as it is in heaven!

Additional Scriptures:

1 Thes. 5:23 (By God)

Hebrews 2:11 (By Jesus)

I Peter 1:2 (By Holy Spirit)

Hebrews 9:14

John 17:17, 19 (By Truth)

I Tim 4: 4,5 (By Prayer)

APPENDIX B: 12 CHARACTERISTICS OF EACH FUNCTIONAL GIFT

THE GIFT OF PROPHECY

“Having gifts that differ according to the grace given to us, let us use them; if prophecy, in proportion to our faith... Let (your) love be genuine; hate what is evil, hold fast to what is good”.

1. PROPHECY (Zeal) 2% - New Testament example of a Prophet is Simon Peter. Read the first ten chapters of Acts and the books of 1 and 2 Peter.

The five propositions proclaimed by a prophet:

1. First and foremost, God’s grace has now been shown to us in Jesus Christ, who is the Son of God. INCARNATION (Jesus took the form of a human)
2. “But you,” says Peter staring at the crowd, “crucified God’s Son on a cross and killed him!” CRUCIFIXION (Death for our sins)
3. But the sinful acts of man cannot thwart the grace of almighty God; so God raised Jesus from the dead. RESURRECTION (Rose again, to sit at the right hand)
4. “We”, says Peter, “who saw this saving act of God in Christ, are here to witness to it”. WITNESSING (Knowledge and evidence)
5. “Now”, says Peter as his final proposition, “God has kept His promise and has poured out His Holy Spirit upon us that you might be saved”. HOLY SPIRIT

The twelve distinguishing characteristics of a person with the functional gift of Prophecy are:

1. He is both verbal and articulate. He has the ability to verbalize the basic propositions of our faith in clear, concise language.
2. He possesses a boldness and frankness that is sometimes frightening, which makes him a very public person.
3. His talk is straight, and his standards are strict.
4. He repeatedly uses scripture to substantiate and validate the truth he proclaims.
5. He has the ability to discern the evil character and motives of others. (Such as Peter did with Ananias and Sapphira, Chapter 5 of Acts).
6. He also has the ability to pinpoint, identify, and define that which is evil.
7. He has a burning desire to break the self-will of others.
8. He insists upon his listeners giving some kind of outward demonstration or evidence of their acceptance of the truth he has proclaimed.
9. He exercises the other spiritual gifts (ministerial gifts) in the same bold, frank, frightening way. (Again as Peter did in the gift of healing as the Beautiful Gate, Chapter 3 Acts).

10. A Prophet almost totally ignores the criticism of others. He has a very thick skin, and will not be sidetracked simply because others want him to change.
11. Until Peter's vision at Joppa, and his experience with the Gentiles in Cornelius' house, he is almost totally unaware of the personal feelings and needs of others.
12. At times, the Prophet appears down right "hard hearted", and will compromise with no one.

The danger of the gift of Prophecy is that you are more propositional rather than relational. You don't see people, you see more in situations and circumstances. You can get caught up in the plan and not the people.

God's answer for this danger is Romans 12:9 – Let your love be genuine.

POINT: Unless a person with the functional gift of prophecy learns how to temper his boldness, frankness and insensitivity with the love of Christ, he will do more harm than good! But when he does learn to temper his proclamation of the Gospel with love, he is God's most powerful weapon against evil and for good.

THE GIFT OF SERVING

“Having gifts that differ according to the grace given to us, let us use them; ... or serving let us use it in our serving... (but) love one another with brotherly affection (and then) outdo one another in showing honor”. (Romans 12: 6, 7 & 10)

2. SERVING (Servant’s Heart) 30% - New Testament examples of the gift of Serving are the seven deacons, especially Stephen and Phillip of Chapter 6 of Acts.

The gift of serving deals with meeting the physical and practical needs of others. (On the other hand, the gift of mercy deals with meeting the psychological and emotional needs of others.) By far the largest percentage of Christians will have either the gift of serving or the gift of mercy; because these gifts are the most needed ones.

The twelve distinguishing characteristics of a person with the gift of Serving are:

1. A burning desire or almost compulsion to meet the practical needs of others and of the church. This is why the seven deacons were chosen, and why Martha worked herself into exhaustion.
2. He has real insight into the practical needs of others, and can recognize those needs when others cannot.
3. Since it is very hard for a Server to ever say “No” when he sees a need he has a tendency to get involved into many things, and often spreads himself too thin.
4. A Server often gets so involved in meeting the practical needs of others that he tends to neglect their spiritual needs. This happened to Martha, and also happened to the Deacon Phillip when he went to Samaria as a missionary, and why the church in Jerusalem had to send Peter and John there after him to lay hands on Phillip’s converts so they would receive the Holy Spirit. (Chapter 8 of Acts).
5. His desire to help others also causes him to neglect his own spiritual growth because of his compulsion to be “busy” with some practical job. This is why Jesus said to Martha, “Mary has chosen the best portion”.
6. A Server expects everyone else to be just as dedicated and just as energetic in serving as he is (note Martha, Luke 10). This often causes others to think that a Server is “pushy”.
7. Usually the immediate job is so important to a Server that it becomes “the end” instead of a “means to the end”, causing a Server to become confused about his priorities. This too is what happened to Martha.
8. One of the most distinct characteristics of a Server is that he wants to get the job done as quickly as possible like both Martha and Phillip so he can go on to the next job. This is perhaps the most distinguishing characteristic between a Server and an Administrator, who have many of the same characteristics; but a Server is pre-occupied with immediate

goals, while an Administrator usually sees the big picture, and is concerned about long range goals.

9. The pre-occupation with immediate goals, and this desire to get the immediate job done quickly makes it hard for a Server to work under the direction of others, and makes him absolutely detest going through “red tape”, which he will go to any length to avoid.
10. Servers always have tremendous physical stamina, and can keep going when everyone else stops to rest. And again, Martha is a good illustration of this.
11. Servers are extremely sacrificial people. In fact, they are the most sacrificial of all Christians, and think nothing of sacrificing their own time and money to get the job done. No doubt this is why the first Christian martyr was one of the seven chosen to be Servers (Deacons) – Stephen.
12. But this sacrificial nature of a Server can become a fault instead of an asset, for it tends to make a Server judgmental of others whom he thinks should sacrifice in the same way. This is especially true between a Server and other members of his family whom he expects to sacrifice in the same way so he can get on with his serving. Consequently, his family often feels neglected as the Server runs off to do something for someone else or for the church.

The danger of the gift of Serving is he is more job oriented than people oriented. He tends to undermine his relationships in order to get a job done.

God’s answer for this danger is Romans 12:10 – “Love one another with brotherly affection (and then) outdo one another in showing honor.”

1. Jesus says in the Upper Room that anyone who works for Him must have “A Servant’s Heart”, (that is a heart for people), because the end must always be RECONCILIATION (right relationships); not a job.
2. This is why the first Church set 3 requirements for every Server: a good reputation, filled with the Holy Spirit, and wisdom; because wisdom in the Bible means knowing how to use God’s gifts.
3. This is why Paul admonishes every Server: “Love one another with brotherly affection; (and then) out do one another in showing honor.” (Romans 12:10).

POINT: Christ not only sends us His Holy Spirit to give us the gifts we need to do His work on earth, but He also sends us His Holy Spirit to change our hearts so we shall begin to do that work right and for the right reason. He sends us His Holy Spirit to give us “A SERVANT’S HEART”, which is His own heart. A heart that wants to give instead of to get. A heart with genuinely brotherly affection. A heart which motivates us to “outdo one another for the right reason,” that is, for the reason of reconciliation with God and with other people! This “SERVANT’S HEART” is the one requirement which every person with the Gift of Serving must possess before he can be a co-worker with God on earth and reach his potential in life!

THE GIFT OF TEACHING

“Having gifts that differ according to the grace given to us, let us use them... he who teaches, in his teaching... Never flag in zeal, be aglow with the Spirit, serve the Lord”. (Romans 12: 6-7 and 11)

3. TEACHING (Teacher’s Mind) 8% - New Testament example of the gift of Teaching was the Apostle Matthew.

Dr. William Barclay, in his introduction to the Gospel of Matthew in his “Daily Study Bible Series” says that “the greatest of all characteristics of Matthew is that he is supremely the teaching Gospel writer. Matthew is the supreme teacher.

The twelve distinguishing characteristics of a person with the gift of Teaching are:

1. He always presents his material in a systematic way. This is perhaps the single most distinguishing and outstanding characteristic of a person with the gift of teaching.
2. A Teacher will always insist upon all like thoughts fitting together in context. Every person with the gift of teaching is painfully disturbed when others take material out of context and use it as the basis for teaching or preaching.
3. Matthew not only collects and systematizes the teachings of Jesus, but he also arranges them in a way where they are easy for the reader to remember and memorize. Good examples of this is the Sermon on the Mount and the “seven woes” in chapter 23.
4. A Teacher always insists upon using words accurately. You can almost see a person with the gift of teaching flinch when a speaker uses a word wrong or mispronounces it. The right use of words is extremely important to a person with the gift of teaching.
5. A Teacher honestly believes that his gift of teaching must be the basis for everything else in Christianity.
6. Matthew quotes more scripture than any other gospel writer in order to validate the truth he presents. This is another distinct characteristic of a Teacher.
7. A Teacher will go to great lengths to fit all new truth into the framework of truth already established, and already accepted.
8. A Teacher tends to be more theoretical than practical. This is because he gets so involved in the theory of truth that he fails to explain the practical aspects of it. No doubt, this is why many people say that the Sermon on the Mount is idealistic and not livable, but to Matthew, it is the most realistic way of life there is.
9. A Teacher genuinely loves researching the truth. Often the research is even more appealing to a person with the functional gift of teaching than actually presenting the material. He clearly loves to dig out the truth.

10. A Teacher will inevitably insist upon knowing the authority before accepting a new truth. For example, when you tell him something new, he is apt to answer with “what is your authority for that?” This trait tends to make others think of a Teacher as cold and pedantic.
11. A Teacher naturally tends to become proud of his learning, for he is constantly acquiring more of it. If a teacher is not aware of this danger, he tends to make his brain his God.
12. Finally, a Teacher is tempted to neglect the work of the Holy Spirit in interpreting the truth of scripture and depend only upon his own learning. This, because of what he learns through his own scholarship and research, becomes so important to him that he forgets that scripture is “revealed truth”, and comes alive for us and be the “living word for us” only when we permit the author Himself... the Holy Spirit ... to be our “divine interpreter”.

The danger of the gift of Teaching is that you tend to be material-minded instead of people-minded.

God’s answer for this danger is Romans 12:11 – “never flag in zeal; be aglow with His Spirit; serve the Lord.”

POINT: Unless a person with the gift of teaching is “aglow with the Spirit”, that is actually alive in the Spirit and the Holy Spirit alive in him, while he is doing his research and his teaching, he will give in to the temptation of thinking his material is the most important thing of all, instead of using the material as a “means” to help his students come into a right relationship with God and with other people; which must be the goal of all teaching or the teacher is not serving the Lord; but is serving his own ego. Then it is only a short step to that place where he makes his own brain his God!

THE GIFT OF EXHORTATION

“Having gifts that differ according to the grace given to us, let us use them... he who exhorts, in his exhortation... Rejoice in your hope, be patient in tribulation, be constant in prayer”. (Romans 12: 6, 8 and 12)

4. EXHORTATION (Zest for Life) 5% - New Testament example of the gift of Exhortation is the Apostle Paul.

A Christian exhorter is one who strongly urges others to live by faith, and earnestly advises them exactly how to do it! Exhortation, in a Christian sense, is the practical application of Christian truth to daily living. An exhorter explains how to make Christian theory into a daily way of life. He tells others how to make Christian truth into a workable, living reality.

The twelve distinguishing characteristics of a person with the gift of Exhortation:

1. Above all, he is practical. That is, he emphasizes that Christianity is a daily way of life, instead of a philosophy or religion. In fact, an Exhorter is painfully bored by preaching and teaching which is theoretical instead of practical.
2. An Exhorter's constant theme is “What is impossible with men is possible with God”. The one note the Exhorter constantly repeats is “Legalism is death, grace is life!”. This is why he continually denounces “a life of law” and strongly urges “a life of grace”.
3. Faith for an Exhorter, then, is not simply a mental or verbal confession, but it is acceptance of God's grace for every situation of life.
4. Consequently, an Exhorter is prone to view suffering and trouble as man's opportunity to grow in grace, and he cannot understand why others can't see this also. Of course, this often causes others to think that he is hard and calloused.
5. An exhorter not only sees man's predicament as sin and what sin has done to him, but he is also able to visualize and verbalize what that person can be when God perfects him with His sanctifying love. (Think of all that Paul wrote).
6. An Exhorter is very much aware of his listeners and craves their approval and acceptance of his message. An exhorter is always eager to hear how his listeners react to his message.
7. An exhorter's methodology is to give specific prescriptions or specific projects to others for overcoming their specific problems and weaknesses. This is the way an Exhorter preaches, teaches, and counsels. He states the problem, then says, “Here's God's answer: 1, 2, 3.”
8. An Exhorter thinks nothing about taking scripture out of context to support that answer, which is exactly opposite from a Teacher.
9. An Exhorter is very persevering, as long as others listen to him, but when their interest wanes, he also loses interest in them and goes on to someone else.

10. He is never satisfied just with stating a theoretical truth, but he must go on to apply the truth to daily living. It is Paul, the Exhorter, who not only tells us about love, but who tells us what love means in our practical relationship with other people. Paul gives us 15 different attributes of love in the 13th chapter of 1 Corinthians. It is Paul also, who tells how the Holy Spirit ministers to us through the gifts and fruit of the Spirit, although it is assumed by all of the other New Testament writers.
11. Failure is hard for an Exhorter to take. In fact, it crushes him and he is prone to write-off those people who let him down, or cause him to fail, just as Paul did with John Mark who turned back on the first missionary journey.
12. Success to an Exhorter is like manna from heaven! He seeks out and gives his attention to those who accept his prescriptions and who apply them to their lives, like Paul did with Timothy. An Exhorter emphasizes that which is succeeding and looks over and neglects his projects that fail.

The danger of the gift of Exhortation is that you tend to be success oriented, instead of need oriented. You tend to emphasize your formulas or prescriptions for problems, rather than relationship with people.

God's answer for this danger is Romans 12:12 – "Rejoice in your hope; be patient in tribulation; be constant in prayer."

This is what God revealed to Paul about himself while he was sorting things out in Arabia, and this is why he admonishes all exhorters with admonition in Romans 12.

POINT: Any time an exhorter gives his advice and it is not followed, his first thought is to give up on that person, that group, or that congregation and go on to someone else who will follow it. But Paul says, "Don't lose hope, be patient even in failure and put your trust in God by constant prayer instead of in your own formulas, projects and prescriptions."

The exhorter's greatest struggle is with what the world calls "success", measured by worldly standards; so an exhorter is constantly in danger of doing the right things for the wrong reasons. This, in my opinion, was "the thorn in Paul's flesh" ("flesh" means natural man), it was his natural temptation as an exhorter. It was the messenger from Satan trying to undermine his Spiritual gift of exhortation by tempting him to give in to the "flesh". But the good news which Paul discovered, and passes on to us, is that no matter how much the devil tempts us, if we turn to God in prayer that His grace is sufficient! God's grace will give us victory over these temptations and enable an exhorter to use his functional gift of exhortation right. If we turn to God in prayer, then our very weaknesses will give God the opportunity that He needs to exercise His power through our Spiritual gift: "My grace is sufficient for you, for my power is made perfect in weakness!" (II Corinthians 12:9)

THE GIFT OF GIVING

“Having gifts that differ according to the grace given to us, let us use them... he who contributes, in liberality... (but) contribute to the needs of the saints, practice hospitality”.
(Romans 12: 6, 8 and 13)

5. GIVING (Sense of Stewardship) 5% - New Testament example of the gift of Giving is Barnabas.

All Christians are called to be faithful Christian stewards, which means to put God first in use of time, talents and money. This is why the Bible emphasizes the tithe, and requires that the tithe come off of the top and not be simply “leftovers”. But the Bible is also clear that certain Christians are chosen by God to function in the Body of Christ as “Givers” and, therefore, are given the Spiritual gift of Giving or Contributing as their primary “Functional Gift”.

We first meet Barnabas in chapter 4 of Acts. His name was Joseph, and the apostles called him “bar-Nabas”, which means in Hebrew “son of encouragement”, which is the perfect name for a person with the gift of giving: Barnabas – “bar-Nabas” – he who encourages others in their ministry with his giving.

The twelve distinguishing characteristics of a person with the gift of Giving are:

1. A Giver has the ability to make money and accumulate assets. God never calls us to do anything without first giving us the power to do it. Barnabas was a land owner and a man of means.
2. A Giver supports and undergirds the ministry of others as his primary call and ministry, which means that he must put his trust in his fellow men and their particular ministries.
3. A Giver wants to have a definite part in the ministry he supports. Consequently, sometimes others think he is trying to control that ministry with his money, when in fact, he is simply being sure his investment is not wasted, which is another example of his good sound business practices.
4. A Giver is very discerning about the ministries which other people propose to him. In fact, it often appears that he can tell beforehand whether a ministry will succeed or fail, even when others are totally in the dark about it.
5. A Giver absolutely refuses to be pressured into giving. In fact, the surest way to turn off a Giver and get a no is to put pressure on him. This refusal by a Giver to respond to special appeals and pressure often leads some to think he is selfish, when in fact, he is the most generous of all Christians.
6. A Giver sometimes will use his giving to motivate others to give to the same cause if he thinks this is essential to get the ministry off of dead center.
7. But, most often, a Giver wants to avoid publicity and prefers to give quietly. He doesn't need the glory that an Exhorter needs to keep going, for he already has this in his ability to make money and to succeed in business.

8. Above all, a Giver wants to be led by God in his or her giving. So, his greatest joy comes from learning that his gift is in answer to prayer, or is confirmed by official action of those God has placed in authority in the church. Of course, this desire to be led by God often causes relatives to be jealous and think that they do not get their fair share of his gifts.
9. Not only does a Giver want his decisions confirmed by the church, but it is extremely important to him for his decisions to also be confirmed by his mate, his wife or husband.
10. It upsets a Giver to see others waste money, because he is able to envision how this money can be used for ministry.
11. A Giver receives so many appeals and requests for giving that his natural temptation is to say “no” when he is offered an opportunity to give. Without the mind and Spirit of Christ, he will give in to this temptation and become calloused and hardened to the misfortunes and needs of others.
12. Without eternal vigilance a Giver will develop a tendency to categorize all of his giving into different causes and ignore the needs of individuals.

The danger of the gift of Giving is that you become cause-oriented, instead of people-oriented. It's the danger of being cause-oriented instead of relational.

God's answer to this danger is Romans 12:13 – “Contribute to the needs of the saints; and practice hospitality.”

Here the Bible is telling every Giver to be a “people person”, not just a “cause person”. It is telling a Giver that his greatest treasure is to be found in people, because God's greatest treasure is people.

Because he heeded this admonition, Barnabas found an exciting, fulfilling ministry; but because Ananias refused to heed it, he was doomed to death.

In one sense, Barnabas is by far the greatest person, other than Jesus himself, in the whole New Testament. For without Barnabas almost every other ministry we read about in the New Testament could not have happened: (1) Barnabas under-wrote the organization of the first Church in Jerusalem and the ministry of Peter, (2) he is responsible for getting the first Christian deacons started in their ministry of serving, (3) and for starting the first church outside of Palestine, the Church of Antioch, (4) for Paul being accepted as a member of the Christian Church and (5) Paul's first missionary journey. Without Barnabas there could have been no Paul, and 13 of the 27 New Testament books that Paul wrote. (6) Barnabas is responsible for saving John Mark for ministry, which means he is responsible for the first Gospel to be written, the Gospel of Mark; which is foundation for both the Gospels of Matthew and Luke.

POINT: Without the gift of giving, hardly anyone else can carry on a ministry, because resources are essential for almost every ministry!

THE GIFT OF ADMINISTRATION

“Having gifts that differ according to the grace given to us, let us use them... he who gives aid, with zeal... Bless those who persecute you; bless and do not curse them”. (Romans 12: 6, 8 & 14)

6. ADMINISTRATION (Drive and Orderliness) 15% - New Testament example of Administration is James, the brother of Jesus, and John Mark

This gift of Administration is referred to many different names in different translations of the Bible, such as: Revised Standard Version “One who gives aid”, King James Version “One who rules”, New English Bible “Gift of administration”, and in others as “an organizer”, “one who is in authority”, “one who presides”, and “one who leads”. I think the “Administrator” best describes the overall characteristics of this gift.

James, the brother of Jesus, was the acknowledged leader of the first Christian Church. John Mark was the acknowledged leader of the great Church in Rome following the persecution by Nero, and author of the Gospel of Mark.

The twelve distinguishing characteristics of an Administrator are:

1. First and foremost, an Administrator is a “man of action”. He gets things done. The primary concern of an Administrator is to keep things moving toward his ultimate goal. Unfortunately, “men of action” as they move, just can’t avoid bumping into other people and stepping on others. So an Administrator makes more enemies than almost anyone else, except perhaps, a Prophet. Therefore, an Administrator is apt to have enemies and malcontents continually at him in an effort to get even with him.
2. Not only is the word “immediately” important to an Administrator, but so is the word “authority”. An Administrator is very authoritative. An Administrator wants everyone under authority, so he can continually check up on them.
3. An Administrator will step forward and assume responsibility and leadership if no structured leadership exists.
4. An Administrator has the ability and the willingness to delegate responsibility and authority.
5. An Administrator has the ability to see the overall picture, and clarify long range goals.
6. An Administrator is especially gifted in organizing that for which he is responsible. Remember, one of the names by which this gift is called is organizer. (book of James is so organized).
7. An Administrator gets more criticism and more heat as a result of his gift than all others put together. You can’t make important decisions without offending and alienating

other people. It's the administrative decisions in a church that cause most of the dissension.

8. An Administrator is eager to complete a task as soon as possible, and get on to the next to be done.
9. An Administrator is able to discern the personnel resources available to him for the task at hand. That is, he is able to "see" in the people around him, those who can best do the job. Again, God never calls us to do a job without equipping us to do it. So God equips an Administrator with this special gift of discernment about people.
10. An Administrator is a stickler for following the rules he has devised or adopted.
11. An Administrator is able to sit quietly by and listen to others discuss a task or problem, and then go right to the heart of it and pinpoint the answer that is needed.
12. Finally, pressure is "meat and drink" for an Administrator, and he does his best work under pressure.

The danger of an Administrator is that you tend to be more action oriented, than people oriented. Because you are a "man of action", whose primary drive is to get things done, and in doing this almost always finds you on the "hot seat" with others, you are subject to react in kind to those who oppose you, instead of acting according to God's guidance and will.

God's answer to this danger is Romans 12:14 – "Bless those who persecute you; bless them and do not curse them." That is, don't let other people control your life, but be under complete control and dominion of God.

POINT: No one ever makes a friend out of an enemy (or wins another for Christ) by treating him like an enemy or an antagonist; but the only way to make a friend out of an enemy is to treat him like a friend!

THE GIFT OF MERCY

“Having gifts that differ according to the grace given to us, let us use them... he who does acts of mercy, with cheerfulness... Rejoice with those who rejoice, weep with those who weep”.

(Romans 12:6, 8 and 15)

7. MERCY (Sensitivity and Feelings) 30% - New Testament example of a person with the gift of Mercy is Luke.

Remember, that by far the most prevalent functional gifts among Christians are the gifts of serving and mercy; because they are the most needed. Approximately one-third of those reading this will have the gift of serving and another one-third the gift of mercy.

Luke is often called the most beautiful book in the world, and Luke alone has recorded the beautiful hymns in the birth story of Jesus which we call “The Magnificat” of Mary and “The Benedictus” of Zachariah, which are universally used in liturgy throughout the church today. This deep sensitivity in one of the most distinguishing characteristics of a person with the gift of mercy from a person with the gift of serving. A Server has no compunction about “pushing” another to get the job done, but this is totally contrary to the character of a person with the gift of mercy.

The twelve distinguishing characteristics of a person with the gift of Mercy are:

1. A person with the gift of Mercy is an extremely sensitive person, both to the feelings of others, and his own feelings. He has what we call “empathy”, the ability to walk in another’s shoes, or get inside another’s skin. At the same time, his own feelings are easily hurt, which often causes others to be less than frank with him for fear of hurting him. This keen sensitivity gives a person with this gift of mercy a very deep appreciation of beauty.
2. He is very interested in people, and has an innate love for people. You will recall that a Prophet is also interested in people, but he is interested in them in mass, while a person with the gift of Mercy prefers a one-on-one relationship.
3. He is especially attracted to people in distress.
4. A person with the gift of Mercy emphasizes the healing ministry above all other aspects of ministry; which means, that he also emphasizes prayer more than any other group of Christians.
5. But his interest in healing is not concerned only with the physical, or even primarily with the physical, for his deepest concern is about the mental and inner distress and anguish of others.

6. Because he will go to almost any length to keep from hurting the feelings of others, this makes a person with the gift of mercy a very indecisive person. He must learn to deal with this fault before he can exercise real leadership in the church.
7. Because of his extreme concern for the outcasts and “down and outers”, he has a tendency to ignore that “up and inners” also hurt and also have just as many needs.
8. A person with this gift is the most tolerant of all Christians.
9. There is a basic tenderness and kindness about a person with the gift of Mercy, which exemplifies itself in speaking words of endearment and in touching other persons. A person with this gift must recognize the danger here for such familiarity can easily be misunderstood, or be the cause of jealousy by a mate.
10. Because a person with the gift of Mercy has an eagerness to help others in distress, which at times is almost compulsory, other people may begin to think of him as a person who “butts in where he has no business”. So again, the proper restraint must be used to avoid this.
11. A person with the gift of Mercy is a very sacrificial person. Like a Server, it is almost impossible for him to say “no”, but whereas a Server sacrifices to get a job done, a person with the gift of Mercy sacrifices to alleviate pain and suffering of others.
12. Finally, a person with the gift of Mercy is very aware of persons with kindred spirits, and is genuinely drawn to them. On the other hand, he also seems to have an innate ability to discern insincerity in other people, or when another person is faking concern for others and he is turned off by such a person.

The danger for a person with the gift of mercy is that you tend to be more feeling oriented than logical. Consequently, you are constantly tempted to live by feeling alone, instead of balancing your life between feelings and logic.

God’s answer for this danger is Romans 12:15 – “Rejoice with those who rejoice and weep with those who weep”. That is, live a balanced life by being open to joy, as well as pain; to success, as well as failure; and to affluence as well as poverty.

POINT: A person with the gift of Mercy must balance his life with a cheerful heart and a rejoicing spirit, or his life will degenerate into a “Poor Me!” complex. The Christian is the bearer of good news and our feelings and spirit must reflect that good news!

APPENDIX C: MANIFESTATION GIFTS...FREEING GIFTS

I Corinthians 12: 7-11

The Freeing Gifts are the manifestation of the Holy Spirit in your life. It is the Baptism of the Holy Spirit for the individual. It is the witness to His Presence in our lives and freeing us to serve Him. It is done by His power and nothing else.

1. Word of Wisdom

It is a gift of revealed knowledge of understanding the Mind of God.

2. Word of Knowledge

It is a gift of the ability to act and live according to the revealed Wisdom.

3. Faith

It is the gift of faith to believe beyond where you are.

4. Gifts of Healing

Note the plural. It is God's gift of intervention to cure illness and restore health.

5. Miracles

It is a gift of God altering or changing the ordinary course of a life situation or circumstance.

6. Prophecy

It is the gift of God speaking directly His truth about events, situations, circumstances, etc.

7. Discernment

The gift or the ability to distinguish between God's Spirit and evil or oppressive spirits.

8. Tongues

It is the gift to pray in an unknown language for edification and freeing. (Prayer Language)

9. Interpretation of Tongues

The gift of interpreting your prayer language so you can know not only in your spirit but your mind God's will for your life.

MANIFESTATION GIFTS...FREEING GIFTS

WORD OF WISDOM AND KNOWLEDGE

Knowledge is the revealed knowledge of the things of God to your heart concerning situations and circumstances in your life. It is the revelation of understanding the mind of God.

Wisdom is the ability to act and speak according to this revealed knowledge of God. It is knowledge put into action. It is the experience of living by the mind of God.

A gift is a whole thing. This is the word of wisdom and knowledge. God has all knowledge and wisdom. He gives to us only a fragment of these mysteries. It is a word... a part.

There are three types of words of knowledge and wisdom, (1) natural, (2) learned, (3) supernatural. Supernatural is the type expressed here. This word of knowledge and wisdom is those things beyond our own realm of knowing. It is outside the normal knowledge of you.

The word of knowledge and wisdom is information received within yourself by the Holy Spirit. You can share this information. You may even use this information to minister, yet 75% of the word of knowledge and wisdom is not even vocal, it is inward.

The word of knowledge and wisdom comes to us by vision, dreams, conversation, impressions, the Bible, prophecy, interpretation, preaching, and teaching. Remember this is revealed knowledge and the ability to use it wisely.

FAITH

Faith is the confidence in God to save you, keep you and deliver you in all circumstances and situations of your life.

There are three types of faith, (1) saving, (2) walking, (3) supernatural. Supernatural is the type expressed here. It is faith to believe beyond where you are. Stepping out to what God wants not knowing how it will be done. Departing from what is usual or normal. It is the ability to see (sense) what God wants done and to sustain unwavering regardless of all obstacles.

Faith can only operate within the individual. You can not give anyone your faith. Faith may influence others but it can only act within your life.

This supernatural faith does not make anything easy, but it does assure you that all things are possible.

GIFTS OF HEALING

Gifts of Healing is a divine intervention of God into a human life to cure illness and restore health. Note this plural which indicates many types of healings... mental, emotional and spiritual (body and soul).

There are two operational levels of healing, (1) the body, (2) the individual. The individual is the level expressed here.

God's main purpose for us is to conform us to the image of Christ where we serve, and are not served. Therefore, our lives need healings from our infirmaries so that we are whole and able to do the things God has called us to do.

We do not fully understand God's position on sickness and health. We do get sick, we do have disease and we do become ill. Yet God's message to us by the scriptures is that God does and can heal us. Not one person in the New Testament was refused a healing.

MIRACLES

A miracle is a divine intervention of God that alters or changes the ordinary course of a life situation or circumstances.

Because God is God and not held by the very sovereignty of His universe nor by His own laws of nature, etc, He can and does step into our world and change whatever he so wills to do. God created the laws of nature by which He operates the world, but when (1) it serves His purpose, (2) because of His mercy, (3) because of His love, He intervenes to overrule and thus performs a miracle.

There are two operational levels of miracles, (1) the body, (2) the individual. The individual level is the level expressed here.

This gift of miracles is to bring us out of those life situations and circumstances that keep us from being whole and from not understanding the fullness of God in our lives.

PROPHECY

Prophecy is a direct message uttered, spoken from God of His truth concerning events, situations, circumstances. All Prophecy calls the people to God and His ways, not so much does it call them from sin but from doing things that they have substituted for His ways. Things such as ritual or having false priorities.

There are three operational levels of Prophecy, (1) the Prophet – one who is motivated to tell God's truth, (2) the body, (3) for the individual. The individual level is the level expressed here.

In this level of operation Prophecy is a direct truth about your life, your circumstances or your situation. It is for private use and not public. As with the Word of Wisdom and Knowledge, you can share this message with others and you may even use this information to minister or to call you to some action. Yet it is a message for your life.

There are two modes (directions, styles, expression) that Prophecy will come; (1) general – this involves all or is applicable to the whole of God’s truth, (2) specific – this will refer to a particular category or area of God’s truth.

The message of Prophecy can come to us by (1) a prophecy given to the body, or a tongues interpretation, (2) vision, (3) dreams, (4) conversation, (5) witness or impressions, (6) preaching, (7) teaching.

Prophecy is a higher anointing (God’s presence) than just our private prayer language interpretation and even a greater one than the public tongues interpretation. For in these ways, it takes two ways for God to speak to us. Prophecy there is only one way. We must never take it lightly. There is some check that can be used to make sure it is true prophecy and not false. The feeling, mood or form of all prophecy is to comfort, not bring discomfort. It may produce conviction which is uncomfortable, but there will be no condemnation. Satan leaves no way out. God always provides a way. Basically God’s message will be to (1) exhort, (2) reform, (3) instruct, (4) edify, (5) assure, (6) comfort, and (7) encourage.

Remember, God is the same yesterday, today, and tomorrow, so the prophecy can deal with the past, present, or the future. It is the message of God’s truth.

DISCERNMENT

Discernment is the ability to distinguish between God’s Spirit and the evil spirit.

The words “discerning of the spirit” means in Hebrew – to think, to judge, divide and distinguish. Thus when we combine this meaning it says one who judges or distinguishes through a situation to a decision. A person who can discern correctly the truth of the spiritual level and integrity of circumstances, situations and others.

There are three types of discernment, (1) natural, (2) learned, and (3) supernatural.

Supernatural is the type expressed here. This discernment is when you know beyond your logic and what you have learned that something is not right or is right and then with the heart listen as the Holy Spirit speaks the truth. True Holy Spirit discernment knows right and wrong. It is also that ability to know when you hear, see, etc. this truth even when your logic and learning have told you otherwise. For many this is one of the first signs of the Baptism of the Holy Spirit.

Discernment is only for the individual. You can not give it to anyone. You may agree together on the same truth discerned, but it only comes to individuals by the Holy Spirit. The person

functioning in the gift of discernment can distinguish what has been raised up by God and that which pretends to be. They can read a religious book and detect anything wrong no matter how small. They can hear a sermon and put their finger on any deficiency in the truth. They can listen to a teaching and not be taken in if it is not truth. They can tell whether atmosphere in a service is mere emotion or emotion based on truth. They can tell what the motive of a message is rather than just how right it sounds.

TONGUES

Tongues is a supernatural utterance in a language you have never learned to speak nor understand by the mind.

Tongues has nothing to do with the mind or the intellect of man. It is a vocal miracle. The mind of man has become so blurred from the fall of man and it acts as a censor. Tongues can not be censored by the mind because it does not understand it.

The gift of speaking in tongues and interpretation are distinctive to this dispensation in which we live. This dispensation started with the day of Pentecost. No Jesus didn't speak in tongues, no John the Baptist didn't speak in tongues. For they were still under the old covenant.

There are two levels of operation for tongues, (1) the body, (2) the individual. The individual is the type expressed here. The individual level of tongues which is often called prayer language is our way as individuals to open up the heart of our inner man (spirit) which all too often is closed by hurt, lack of understanding and even our own language. Your spirit communicates with God. Your spirit talks to God out of the depths of you.

Some points about tongues (prayer language) – (1) Prayer language is a step of faith. We must accept that God wants to give this to us and then act upon it. (2) Prayer language just doesn't come. It just doesn't flow out of our mouth, we control it, if and when we want it. (3) Prayer language is also a thing of obedience of following the Holy Spirit. Practice makes perfect.

INTERPRETATION

Interpretation of tongues (prayer language) is the supernatural ability to know the meaning of the words, and/or the message that was spoken in the tongues (prayer language).

The interpretation is just as supernatural as is the tongues (prayer language). The primary function of tongues is to improve our capacity to express ourself to God and to receive from Him. We do this by by-passing our minds with the prayer language enlightening our spirit. Yet in order to give us the total understanding which we need, we are given the interpretation of this prayer language

UNDERSTAND THE BASIC MOTIVATION OF EACH SPIRITUAL GIFT

If each of the seven motivational gifts were represented in a family and someone dropped the dessert on the floor, here is what each one might say and why they would say it.

PROPHET

"That's what happens when you're not careful!"
(Motivation: To correct the problem.)

MERCY

"Don't feel badly. It could have happened to anyone."
(Motivation: To relieve embarrassment.)

SERVER

"Oh, let me help you clean it up"
(Motivation: To fulfill a need.)

TEACHER

"The reason that it fell is that it was too heavy on one side."
(Motivation: To discover why it happened.)

EXHORTER

"Next time let's serve the dessert with the meal."
(Motivation: To correct the future.)

GIVER

"I'll be happy to buy a new dessert."
(Motivation: To give to a tangible need.)

ORGANIZER

"Jim, would you get the mop. Sue, please help pick it up; and Mary, help me fix another dessert."
(Motivation: To achieve the immediate goal of the group.)



UNDERSTAND HOW EACH GIFT RESPONDS IN A SITUATION

If seven Christians representing each of the motivational gifts visited a sick person in the hospital, here is what each one might say, based on the perspective of his gift.

SERVER

"Here's a little gift! Now, I brought your mail in, fed your dog, watered your plants, and washed your dishes."

TEACHER

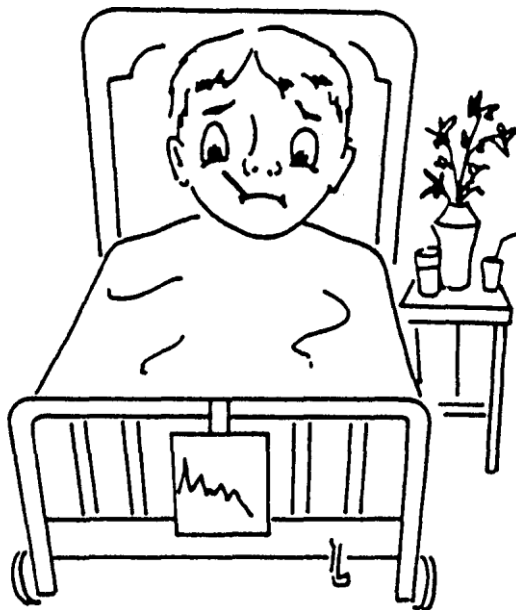
"I did some research on your illness and I believe I can explain what's happening."

MERCY

"I can't begin to tell you how I felt when I learned you were so sick. How do you feel now?"

ORGANIZER

"Don't worry about a thing. I've assigned your job to four others in the office."



GIVER

"Do you have insurance to cover this kind of illness?"

EXHORTER

"How can we use what you're learning here to help others in the future?"

PROPHET

"What is God trying to say to you through this illness? Is there some sin you haven't confessed yet?"

UNDERSTAND HOW GIFTS ARE TO BE USED IN THE CHURCH

If seven Christians met together to organize the ideal church and each Christian represented a different motivational gift, here is what they would probably emphasize based on their spiritual outlook.

WHAT WE NEED IN OUR CHURCH:

PROPHET

Well prepared sermons exposing sin, proclaiming righteousness, and warning of judgement to come.

GIVER

Generous programs of financial assistance to missionaries and other ministries.

SERVER

Practical assistance to every member of the church to encourage them and to help them fulfill their responsibilities.

ORGANIZER

Smooth running organization throughout the church so that every phase will be carried out decently and in order.

TEACHER

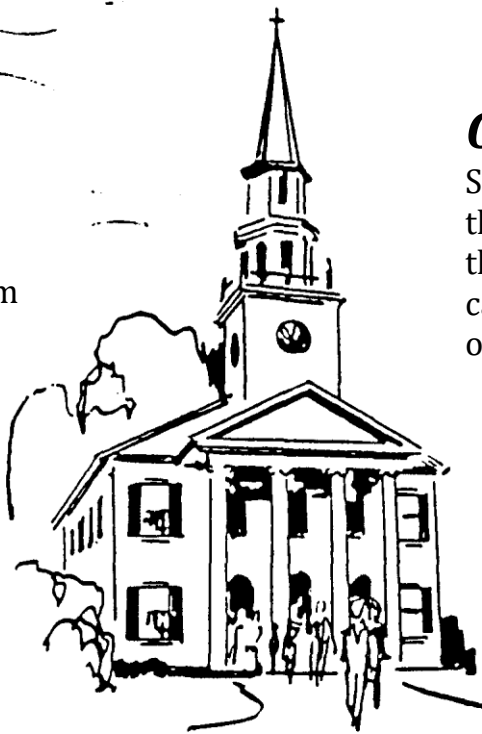
In-depth Bible studies with special emphasis on the precise meaning of words.

EXHORTER

Personal counseling and encouragement for every member to assist them in applying Scriptural principles to their daily living.

MERCY

Special outreach and concern for the precise and varying feelings of individuals with a readiness to meet their needs.



Which one of these seven persons best describes you?

Person Number 1

- ☐ You want to make sure that statements are true and accurate
- ☐ You desire to gain as much knowledge as you can
- ☐ You react to people who make unfounded statements
- ☐ You check the credentials of one who wants to teach you
- ☐ You use your mind to check out an argument
- ☐ You enjoy spending hours doing research on a subject
- ☐ You like to tell others as many facts as you can on a topic
- ☐ You pay close attention to words and phrases
- ☐ You tend to be silent on matters until you check it out
- ☐ You like to study material in a systematic sequence

Person Number 2

- ☐ You can visualize the final result of a major undertaking
- ☐ You enjoy coordinating the efforts of many to reach a common goal
- ☐ You can break down a large task into achievable goals
- ☐ You are able to delegate assignments to others
- ☐ You see people as resources that can be used to get a job done
- ☐ You are willing to endure reaction in order to accomplish a task
- ☐ You require loyalty in those who are under your supervision
- ☐ You remove yourself from petty details to focus on the final goal
- ☐ You can encourage your workers and inspire them to action
- ☐ You move on to a new challenge once a job is finished

Person Number 3

- ☐ You see actions as either right or wrong
- ☐ You react strongly to people who are not what they appear to be
- ☐ You can usually detect when something is not what it appears to be
- ☐ You can quickly discern a person's character
- ☐ You feel a responsibility to correct those who do wrong
- ☐ You separate yourself from those who refuse to repent of evil
- ☐ You explain what is wrong with an item before you sell it
- ☐ You let people know how you feel about important issues

- O You enjoy people who are completely honest with you
- O You are quick to judge yourself when you fail
- O You are willing to do right even if it means suffering alone for it

Person Number 4

- O You can sense when people have hurt feelings
- O You react to those who are insensitive to other's feelings
- O You are able to discern genuine love
- O You desire deep friendships in which there is mutual commitment
- O You seem to attract people who tell you their problems
- O You find it difficult to be firm or decisive with people
- O You tend to take up offenses for those whom you love
- O You need quality time to explain how you feel
- O You want to remove those who cause hurts to others
- O You often wonder why God allows people to suffer

Person Number 5

- O You motivate people to become what you see they could be
- O You like to give counsel in logical steps of action
- O You can usually discern a person's level of spiritual maturity
- O You enjoy working on projects to help people grow spiritually
- O You sometimes raise expectations of results prematurely
- O You dislike teaching which does not give practical direction
- O You like to see the facial responses of those whom you counsel
- O You often take "family time" to counsel others
- O You enjoy giving examples from the lives of others
- O You soon give up on those who do not follow your counsel
- O You find it hard to follow through on projects you have started
- O You identify with people where they are in order to counsel them

Person Number 6

- O You notice the practical needs of others and enjoy meeting them
- O You enjoy serving to free others for more important things
- O You are willing to neglect your own work to help others
- O You sometimes go beyond your physical strength in serving others
- O You can remember the likes and dislikes of others

- ☐ You can usually detect ways to serve before anyone else can
- ☐ You will even use your own funds to get a job done quickly
- ☐ You do not mind doing jobs by yourself
- ☐ You do not want public praise, but you do need to feel appreciated
- ☐ You find it difficult to say no to those who ask for help
- ☐ You like to put extra touches on the job you do

Person Number 7

- ☐ You are very frugal with money for yourself and your family
- ☐ You enjoy investing money in the ministries of other people
- ☐ You have an ability to make money by wise investments
- ☐ You desire to keep your giving a secret
- ☐ You react negatively to pressure appeals for money
- ☐ You like to encourage others to give with your gifts
- ☐ You want the ministries you support to be as effective as possible
- ☐ You enjoy giving to needs which others tend to overlook
- ☐ You sometimes fear that your gifts will corrupt those who get them
- ☐ You desire to give gifts of high quality
- ☐ You enjoy knowing that your gifts were specific answers to prayer

Which person did you check the most?

1. Teacher
2. Organizer ... Administrator
3. Prophet
4. Mercy
5. Exhorter
6. Server
7. Giver