

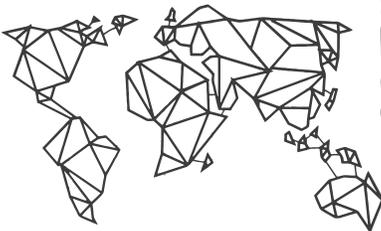


<sup>1</sup> Bruce Bugbee, *What You Do Best in the Body of Christ: Discover Your Spiritual Gifts, Personal Style, and God-Given Passion - Revised and Expanded Edition* (Grand Rapids, MI: Zondervan, 2005), 26.

Notes:

## GREAT COMMISSION LEADERSHIP

### HOMEWORK PACKET ELEVEN



## LEADING WITH YOUR SPIRITUAL GIFTS

*You might not know yet what your ministry is. You may not know how to minister. But you are a minister if you are a follower of Christ. God has created you, a new person in Christ, to fulfill some specific ministry needs.<sup>1</sup>*

**Bruce Bugbee**

## BEFORE GOING ANY FURTHER, IS CHRIST ON THE THRONE?

If not, make sure He is!

## MEMORY VERSE

*So whether you eat or drink or whatever you do, do it all for the glory of God.*

**1 Corinthians 10:31 [NIV]**

## GOD'S GIFTS FOR HIS GLORY

Great Commission Leaders use God's gifts to lead well. Jesus taught that His Holy Spirit would empower His followers to accomplish His will (Acts 1:8). The Holy Spirit empowers you for ministry and gives you specific talents and gifts to accomplish the purpose He has for you. Tychicus knew the gifts God had given him and used them well in his ministry. Paul knew Tychicus well, having traveled and ministered with him (Acts 20:4). He described him to both the Ephesians (Eph. 6:21-22) and Colossians (Col. 4:7-8) as a faithful servant and a competent encourager. He earned this reputation working alongside Paul and other leaders like Titus (Titus 3:12). Tychicus was gifted with the spiritual gifts of serving and encouragement and he used those well, furthering God's kingdom in every way possible. No matter what your gifts are, use them to serve God and His body rather than for your own glory!

## ALL GOOD GIFTS COME FROM GOD

That's what we're told in James 1:17. Before diving in to the topic of spiritual gifts get your heart in the right place. Read Mt. 7:7-11, Jn. 1:16, Eph. 1:3, 2:8-9 and Ps. 84:11. Take a few moments to remember some of the good gifts God has given you. Thank Him for those good gifts. Begin this appointment with a sense of thankfulness and humility.

<sup>2</sup> Mark Ross, "In Essentials Unity, In Non-Essentials Liberty, In All Things Charity," <http://www.ligonier.org/learn/articles/essentials-unity-non-essentials-liberty-all-things/> (accessed January 29, 2013).

<sup>3</sup> Stephen R. Covey, A. Roger Merrill, and Rebecca R. Merrill, *First Things First* (New York, NY: Fireside, 1994), 13

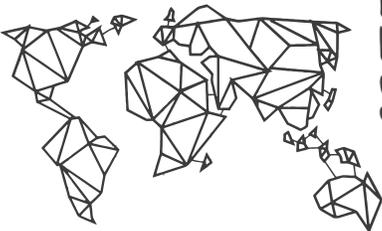
Notes:

No good thing you have comes from yourself; it is all from Him! We must start this conversation about the gifts with a perspective of gratitude and humility. So much damage has been done in the Body of Christ by people who considered their perspective on the gifts or their gifts themselves to be more important than their brothers and sisters in Christ. We must approach this topic with humility, realizing that neither our perspectives nor gifts are more important than unity in the Body. As it has often been stated, "In essentials unity, in non-essentials liberty, in all things charity."<sup>2</sup> We must remember that, "the main thing is to keep the main thing the main thing."<sup>3</sup> Instead of fighting each other on this peripheral issue we need to humbly consider others better than ourselves (Php. 2:3). After discussing the gifts Paul tells the Romans, in Romans 12:10, "Be devoted to one another in brotherly love. Honor one another above yourselves" (NIV). All ministry must be done from a perspective of humility. The areas you feel "gifted" in will be the areas you're most likely to struggle with pride in. Humility is essential.

- **Have you ever allowed God's various gifts to you to become more important than Him, your brothers and sisters in Christ or the purpose you're called to? Why?**
  
- **Have you ever allowed pride about your gifts to limit your leadership?**
  
- **How is God humbling you in ministry right now?**

## THE SPIRITUAL GIFTS

So what are the spiritual gifts? God gives specific gifts to different believers which, when used together with other believers, enable the Body as a whole to accomplish what God has called us to—The Great Commission. No believer has all the gifts; only Jesus does. We must





<sup>4</sup> Stephen R. Covey, A. Roger Merrill, and Rebecca R. Merrill, *First Things First* (New York, NY: Fireside, 1994), 13

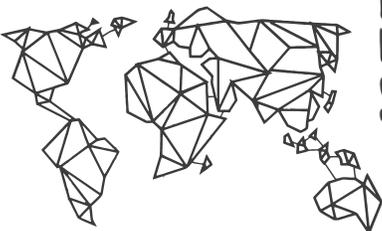
Notes:

work together as a Body to glorify Him and show Him to the World. There are many different extremes concerning the gifts and most all of those extremes are a little too extreme. No matter what you believe about the gifts remember that other believers are your brothers and sisters regardless of their perspective. Again, "The main thing is to keep the main thing the main thing."<sup>4</sup> That's great advice concerning the gifts. This week, we'll discuss the gifts from a balanced and scriptural perspective and conclude with a spiritual gift survey to help you discover your gifts.

- **Have you ever made your perspective or gifts bigger than they should be? Why?**
  
- **Read 1 Cor. 1:27. What do you on your own have to offer God? Does He need you? Why does He choose to use you?**
  
- **What is the point of Rom. 12:3, and how does that relate to Paul's description of the Body in verses 4-5, the gifts in verses 6-8, and life and ministry in verses 9-21?**

## WHAT THE BIBLE SAYS ABOUT THE GIFTS

The main passages in Scripture which discuss the gifts are Rom. 12:1-8, 1 Cor. 12:1-31, 14:1-4, and Eph. 4:1-16 (they are also briefly addressed in 1 Peter 4:8-11). Each passage starts with the foundation for the gifts: Avoiding idolatry and worldliness and worshiping God, walking in humility (see 1 Cor. 12:1-3, Rom. 12:1-3, and Eph. 4:1-2). Worship is submission to God, living for His purposes. You must be more focused on obeying God and His Word and following His call on your life than you are on your gifts. Know your calling, know your purpose and then use your talents and gifts to accomplish what God has called



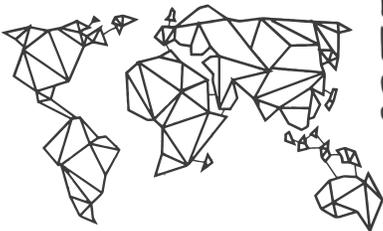
Notes:

you to. Remember, God will only reveal the specifics when you are being obedient to the general. The gifts are not the source of joy or passion in your walk. Your passion, zeal and spiritual fervor come not from gifts but from loving and serving the Lord (Rom. 12:11).

- **Overemphasis on the gifts is idolatry—worshiping the gifts over the gift-Giver—the creation over the Creator. Have you ever overemphasized the gifts, and if so, why?**
  
- **Under-emphasis on the gifts is ignorance and burying what God gives you (Mt.25:24-25). Have you ever under-emphasized the gifts, and if so, why?**

Each passage describes the context for the gifts: Being committed to the Body of Christ, using your gifts and talents to build His Body. Rom. 12:4-5, 1 Cor. 12:12-31, and Eph. 4:3-6,11-13 all tell us to maintain unity and peace in the Body and to be committed to the Body serving the Body with all God has given us.

- **Read 1 Cor. 12:12-27. What is the point of this passage?**
  
- **What happens when each part does it's own thing in pride and separated from the rest of the Body?**
  
- **What happens when each part does it's own part in humility and in cooperation with the rest of the Body?**



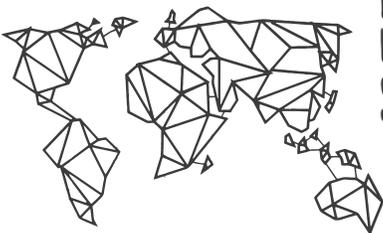
Notes:

Each passage defines the different gifts and explains that not all are for all members. Rom. 12:6-8, 1 Cor. 12:4-11 and Eph. 4:7-13 describe many different gifts. It is important to note that there are major differences among believers concerning some of these gifts. The few that are debated make up less than half of a percent of the New Testament. They are a very minor issue in Scripture and not something Christians should divide over. We will continue this discussion with an emphasis on those gifts that are generally agreed upon by all believers and trust you will go to God's Word concerning the others. The bottom line: Keep the main thing the main thing!

- **How can you make sure to keep your perspectives on and exercise of the gifts from creating disorder and disunity in the Body of Christ (Remember 1 Cor. 14:33 & 40)?**
  
- **Scripture is very clear that different people have different gifts (Rom. 12:6, 1 Cor. 12:8-10 and 27-30). Are you thankful for and stewarding the gifts God has given you?**

Each passage concludes with the context of Loving each other. Rom. 12:9-10, 1 Cor. 13:1-8, and Eph. 4:14-16 go back to the main thing—love for God and love for others—both of which can be accomplished through encouraging other believers and winning the lost to Christ. This involves being obedient to God in areas you might not feel “gifted.” For example, give, encourage, serve, and share your faith even if you don't feel gifted in those areas.

- **How can an understanding of the context of the Body and unconditional love keep believers from overemphasizing the gifts and making them an issue of division?**



<sup>5</sup> Aubrey Malphurs, *Being Leaders: The Nature of Authentic Christian Leadership* (Grand Rapids, MI: Baker Books, 2003), 173-226.

<sup>6</sup> Michael Todd Wilson and Brad Hoffmann, *Preventing Ministry Failure* (Downers Grove, IL: InterVarsity Press, 2007), 192.

<sup>7</sup> [www.strengthsfinder.com](http://www.strengthsfinder.com)

Notes:

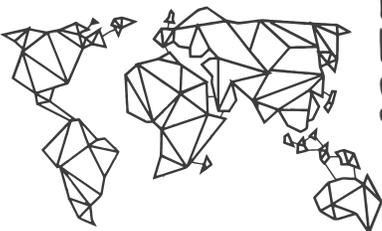
## DISCOVERING YOUR TALENTS & GIFTS

You are unique and created for a unique purpose. There are no cookie-cutter Christians. God has given you different gifts and talents. These are good and to be used, grown and invested for a purpose. The more you walk in obedience the more you'll discover how and where you're gifted. Have the right perspective—keep your eyes on Christ, worship God, and serve Him in humility. Be committed to the Body of Christ, using your gifts and talents to build His Body. Cultivate the different gifts and talents He gives you, loving and serving others with those gifts.

Be obedient in all areas Scripture describes, but also know where God has uniquely gifted you. Invest more time and energy in the areas that you're gifted than you do in those that you're weak in (but again, be obedient even in areas you're not particularly strong). Make sure to recruit team members that have strengths you don't have; they'll balance you and strengthen the team. The application section coming up next will help you discover some of the areas God has gifted you. As you grow in Christ, the Holy Spirit will give you whatever gifts He wants you to have (1 Cor. 12:11) and He won't take them back or change His mind about it (Rom. 12:11). As you begin to find some of the ways God has uniquely gifted you to lead, don't neglect them (1 Tim. 4:14) and make sure to "kindle" them and cultivate those areas (2 Tim. 1:6).

In addition to your spiritual gifts, God has given you unique talents and a personal style of leadership designed exactly for your purpose. Aubrey Malphurs' book, *Being Leaders*<sup>5</sup>, includes 16 leadership style audits (on pages 173-226). The StrengthsFinder resources<sup>7</sup> and the MinistryStyles Personality Analysis (get a basic version of this on Page 192 of *Preventing Ministry Failure*<sup>6</sup>) also are some great tools. Another great strengths test can be found at <https://richardstep.com/richardstep-strengths-weaknesses-aptitude-test/>. Each of these resources will help you get an even better picture of how God has specifically designed you to lead.

*Remember, your weaknesses, inability, failures and past present no challenge to God's will for your life. Your willingness does. Be willing to be and do what God made you for. You don't have what it takes but God's Spirit in you does so be the leader He made you to be and turn this world upside down for Him!*



Notes:

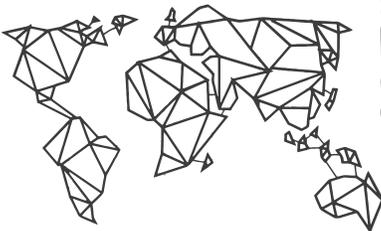
## ACT NOW

### DISCOVER YOUR SPIRITUAL GIFTS

Complete the following spiritual gift survey. Then, set goals and action plans below. Read each statement and rate it with a score of 1 to 5 (1=I disagree with this statement | 5=I agree with this statement) in the scoring section following the questions. Add up the columns in the scoring section & compare them to the gift descriptions!

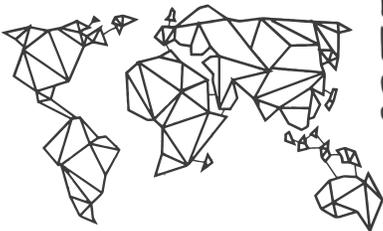
DISAGREE / AGREE

- ① ② ③ ④ ⑤ 1. I make decisions quickly and rarely second guess them.
- ① ② ③ ④ ⑤ 2. I am an outgoing person and always making new friends.
- ① ② ③ ④ ⑤ 3. I am the person people come to with their problems.
- ① ② ③ ④ ⑤ 4. I recognize needs as soon as I see them.
- ① ② ③ ④ ⑤ 5. I like doing things for people that are sick or need my help.
- ① ② ③ ④ ⑤ 6. I want what I say and do to inspire others to obey God better.
- ① ② ③ ④ ⑤ 7. I often do jobs that don't get noticed and I'm OK with that.
- ① ② ③ ④ ⑤ 8. I usually put others' needs above my own.
- ① ② ③ ④ ⑤ 9. I am good at making Scripture understandable to others.
- ① ② ③ ④ ⑤ 10. I rarely struggle with doubt.
- ① ② ③ ④ ⑤ 11. I am organized, diligent, take the initiative and will stop at nothing.
- ① ② ③ ④ ⑤ 12. I am intentional about trying to share my faith.
- ① ② ③ ④ ⑤ 13. I naturally see others' strengths, abilities and talents.
- ① ② ③ ④ ⑤ 14. I know that all I have comes from God and want to be wise with His resources.
- ① ② ③ ④ ⑤ 15. I go the extra mile for people that have special needs.
- ① ② ③ ④ ⑤ 16. I can't stand hearing people speak or teach Scripture incorrectly.
- ① ② ③ ④ ⑤ 17. I enjoy using the talents God has given me to help others.
- ① ② ③ ④ ⑤ 18. I love helping groups of people grow into a close-knit community.
- ① ② ③ ④ ⑤ 19. I am excited for opportunities to share what I learn with others.
- ① ② ③ ④ ⑤ 20. I am optimistic, not pessimistic.
- ① ② ③ ④ ⑤ 21. I can lead groups at whatever level they're at.
- ① ② ③ ④ ⑤ 22. I like inviting my non-Christian friends to church and other Christian events.
- ① ② ③ ④ ⑤ 23. I have to be there for others when they are going through hard times.
- ① ② ③ ④ ⑤ 24. I am good at budgeting my money and give on a regular basis.
- ① ② ③ ④ ⑤ 25. I often pray for the needs people around me have.



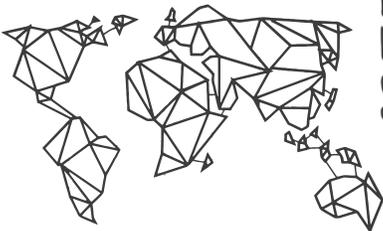
Notes:

- ① ② ③ ④ ⑤ 26. I have very strong convictions about problems in society and government.
- ① ② ③ ④ ⑤ 27. I like hands-on projects.
- ① ② ③ ④ ⑤ 28. I could see myself spending many years with the same group, helping them grow.
- ① ② ③ ④ ⑤ 29. I spend a lot of time studying the Bible in depth.
- ① ② ③ ④ ⑤ 30. I live my life expecting God to pull amazing things off in and through me.
- ① ② ③ ④ ⑤ 31. I like coming up with plans to help groups catch the vision and move to accomplish it.
- ① ② ③ ④ ⑤ 32. I'm passionate about helping others work through barriers they have to putting their faith in Christ.
- ① ② ③ ④ ⑤ 33. I share motivational Scripture more often than deep theological truths.
- ① ② ③ ④ ⑤ 34. I want the money I give to be used effectively.
- ① ② ③ ④ ⑤ 35. I seem to be a magnet for people that are either needy and depressed or excited and overjoyed.
- ① ② ③ ④ ⑤ 36. I feel the need to talk to friends when I see sin or hypocrisy in their lives.
- ① ② ③ ④ ⑤ 37. I would rather do what someone else asks me to do than decide who does what.
- ① ② ③ ④ ⑤ 38. I feel a strong need to protect people I am leading.
- ① ② ③ ④ ⑤ 39. I feel constrained teaching from someone else's notes and would rather prepare my own.
- ① ② ③ ④ ⑤ 40. I am always excited about taking risks that might scare others.
- ① ② ③ ④ ⑤ 41. I can see how each person can contribute to the team and its goals.
- ① ② ③ ④ ⑤ 42. I enjoy meeting new people.
- ① ② ③ ④ ⑤ 43. I like affirming others and helping them see how valuable they are.
- ① ② ③ ④ ⑤ 44. I am quick to give when I hear of a need someone has.
- ① ② ③ ④ ⑤ 45. I often do things for people that probably couldn't return the favor.
- ① ② ③ ④ ⑤ 46. I am passionate about knowing, speaking and challenging others towards truth.
- ① ② ③ ④ ⑤ 47. I am a task-oriented person.
- ① ② ③ ④ ⑤ 48. I think relationships are more important than events and things that need to be done.
- ① ② ③ ④ ⑤ 49. I sometimes have a hard time being relatable to those that aren't at my level.
- ① ② ③ ④ ⑤ 50. I'm not afraid to raise money for missions trips or projects.



Notes:

- ① ② ③ ④ ⑤ 51. I can motivate others to accomplish goals.
- ① ② ③ ④ ⑤ 52. I can be critical of Christians that don't share their faith.
- ① ② ③ ④ ⑤ 53. I often have meaningful and deep conversations with many different friends.
- ① ② ③ ④ ⑤ 54. I feel spread thin at times because I am giving so much of myself away.
- ① ② ③ ④ ⑤ 55. If a friend is going through a hard time I do everything I can to encourage them.
- ① ② ③ ④ ⑤ 56. It can be hard for me to see the good in other people or groups.
- ① ② ③ ④ ⑤ 57. I am a "jack of all trades."
- ① ② ③ ④ ⑤ 58. I like helping groups of people grow over time in a structured environment.
- ① ② ③ ④ ⑤ 59. I often hear back from people that they have learned from what I've shared.
- ① ② ③ ④ ⑤ 60. I can't stand when other believers minimize God's ability in their lives.
- ① ② ③ ④ ⑤ 61. I am always thinking of new ideas, strategies and how to make things work.
- ① ② ③ ④ ⑤ 62. I enjoy spending time with non-Christians and look for opportunities to share with them.
- ① ② ③ ④ ⑤ 63. I often share advice with others.
- ① ② ③ ④ ⑤ 64. I feel hurt when people don't recognize my contribution or thank me for my gifts.
- ① ② ③ ④ ⑤ 65. I try to avoid conflict.
- ① ② ③ ④ ⑤ 66. I can be very critical of people or groups that aren't on track.
- ① ② ③ ④ ⑤ 67. I sometimes feel like people use me.
- ① ② ③ ④ ⑤ 68. I can get so focused on my "group" that I forget about those "outside."
- ① ② ③ ④ ⑤ 69. I have an insatiable appetite for learning.
- ① ② ③ ④ ⑤ 70. I find it easy to trust God, no matter what situations I am going through.
- ① ② ③ ④ ⑤ 71. I can come across as overbearing and uncaring.
- ① ② ③ ④ ⑤ 72. I find myself talking about Jesus in most of my conversations.
- ① ② ③ ④ ⑤ 73. I can't stand it when others are negative or critical.
- ① ② ③ ④ ⑤ 74. I am OK with having less so that I can give more.
- ① ② ③ ④ ⑤ 75. I feel overwhelmed when I hear of catastrophes and injustice.
- ① ② ③ ④ ⑤ 76. I like to challenge groups of believers about sensitive issues.



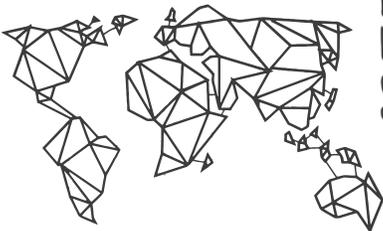
Notes:

- ① ② ③ ④ ⑤ 77. I feel a sense of duty when asked to do various jobs that need to be done.
- ① ② ③ ④ ⑤ 78. I am a patient person.
- ① ② ③ ④ ⑤ 79. I feel very strong and confident in my grasp of the Bible.
- ① ② ③ ④ ⑤ 80. I spend a lot of time praying.
- ① ② ③ ④ ⑤ 81. I am often asked to lead.
- ① ② ③ ④ ⑤ 82. I'm interested in finding new ways to convey the gospel.
- ① ② ③ ④ ⑤ 83. I feel all Biblical teaching should be practical and applicable to daily life.
- ① ② ③ ④ ⑤ 84. I enjoy giving money, possessions, time and whatever other resources I can.
- ① ② ③ ④ ⑤ 85. I make time to visit people that are sick or going through hard times.
- ① ② ③ ④ ⑤ 86. I want people to be convicted and repentant after listening to me speak.
- ① ② ③ ④ ⑤ 87. I serve as soon as I see or hear of a need, regardless of what it is.
- ① ② ③ ④ ⑤ 88. I love helping others take steps they need to take.
- ① ② ③ ④ ⑤ 89. I love to read.
- ① ② ③ ④ ⑤ 90. I rarely worry.

**Complete the spiritual gift survey by filling out the scoring section on the next page, and discover some of the areas God has uniquely prepared you to lead effectively for Him!**

*Note: This spiritual gifts survey is only a tool. Your gifts will become more apparent the longer you follow and serve God. While this is meant to give you a little perspective on how God has wired you, it is by no means the final description of who God made you to be.*

*The 10 gifts we have included in this list are just some of the major gifts listed in Romans 12:6-8, 1 Corinthians 12:8-10, and Ephesians 4:11. It should also be noted that there are even more gifts not listed in those three passages (i.e. hospitality in Rom. 12:13). Remember, all good gifts come from God (James 1:17). If you have different gifts not listed in this survey, we encourage you to steward those well according to Scripture. We trust God will give you wisdom about all the spiritual gifts He gives you. We encourage you to go to God's Word as you seek to better understand the gifts and the various ways in which God has gifted you. Jesus is THE example of all the gifts and only He has them all. You are unique! We hope this helps. Our greatest hope is that you'll use your gifts for Him and His Great Commission!*



## SPIRITUAL GIFT SURVEY | SCORING SECTION

→ **Step 1: Using your answers from this survey, fill out the table below.**

SPIRITUAL GIFTS SURVEY SCORING GUIDE

1	2	3	4	5	6	7	8	9	10
11	12	13	14	15	16	17	18	19	20
21	22	23	24	25	26	27	28	29	30
31	32	33	34	35	36	37	38	39	40
41	42	43	44	45	46	47	48	49	50
51	52	53	54	55	56	57	58	59	60
61	62	63	64	65	66	67	68	69	70
71	72	73	74	75	76	77	78	79	80
81	82	83	84	85	86	87	88	89	90

→ **Step 2: Add up the columns in Step 1, Placing the totals in the table below.**

TOTALS

A	B	C	D	E	F	G	H	I	J
---	---	---	---	---	---	---	---	---	---

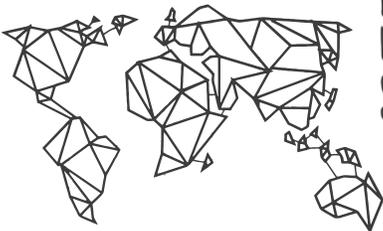
→ **Step 3: Using the totals from Step 2, and the spiritual gift descriptions on the next page, rank your top three spiritual gifts from highest to lowest.**

» Gift 1:

» Gift 2:

» Gift 3:

→ **Step 4: Discuss these strengths with the person discipling you and ask them to find ways to help you step out in these areas. You can use the Spiritual Gift Growth Plan on page 13 to help with this.**



Notes:

## SPIRITUAL GIFTS DESCRIBED

### A | LEADERSHIP

Leading by organizing people, groups, and events and setting the vision, direction, and course for a group. *Biblical example: Moses.*

### B | EVANGELISM

Sharing the Good News of Jesus' gift of salvation with those who don't yet have a relationship with Him. *Biblical example: Paul.*

### C | ENCOURAGEMENT

Encouraging, supporting, and building up other believers by affirming them in any way possible. *Biblical example: Mordecai.*

### D | GIVING

Giving your time, talent, and resources to help others. *Biblical example: Barnabas.*

### E | MERCY

Showing love and sympathy for others. *Biblical example: Boaz.*

### F | PROPHECY

Boldly sharing the truth with other believers and challenging them to live lives of obedience to God. *Biblical example: Jeremiah.*

### G | SERVING

Doing whatever needs to be done to help the team reach the goal and make others' lives easier. *Biblical example: Ruth.*

### H | PASTORING

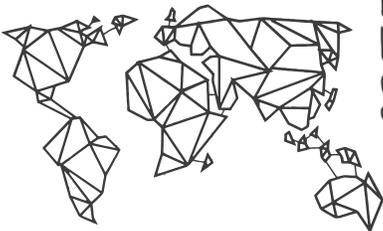
Overseeing a group of believers, and, over time, helping them grow as the Body of Christ. *Biblical example: Peter.*

### I | TEACHING

Learning and teaching God's Word. *Biblical example: Nehemiah.*

### J | FAITH

Trusting God for more than most are willing to and living life with that type of perspective. *Biblical example: Elijah.*



Notes:

## SPIRITUAL GIFT GROWTH PLAN

List your top gifts (identified in Step 3, page 11), and set some goals and action plans to grow in them.

### GIFT 1:

- List a SMART (Specific, Measurable, Attainable, Relevant & within a Time-frame) Great Commission goal for this strength and an action plan for achieving it.

SMART Goal:

Action plan:

### GIFT 2:

- List a SMART (Specific, Measurable, Attainable, Relevant & within a Time-frame) Great Commission goal for this strength and an action plan for achieving it.

SMART Goal:

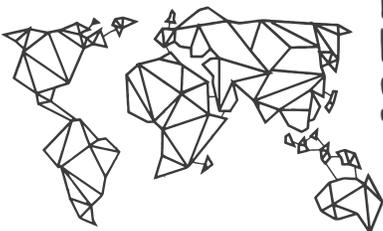
Action plan:

### GIFT 3:

- List a SMART (Specific, Measurable, Attainable, Relevant & within a Time-frame) Great Commission goal for this strength and an action plan for achieving it.

SMART Goal:

Action plan:



<sup>8</sup> G. T. Doran, *There's a S.M.A.R.T. Way to Write Management's Goals and Objectives* (Management Review, Volume 70, Issue 11, 1981), 35-36.

Notes:

## PERSONAL GROWTH

→ Write out this lesson's memory verse (also, write it out several more times this week):

→ List a SMART (Specific, Measurable, Attainable, Relevant & within a Time-frame) goal<sup>8</sup> for this lesson and action plans for achieving it.

SMART Goal:

Action plan:

Action plan:

Action plan:

→ How are you staying close to Jesus, walking by faith and in integrity, trusting Him and the power of His Spirit in life and ministry rather than yourself, and how can you more?

→ Jesus insisted that serving Him and serving others was the highest attribute of leadership (Mt. 20:25-28). How are you growing as a servant leader?

→ How will this lesson help you better accomplish the Great Commission and multiply Christ-like multipliers?

→ List any last thoughts and then put everything you learned in this lesson in God's hands, trusting Him to build these things into your life.

