



# Leadership Webinar: Spiritual Gifts

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Grace Chinese Christian Church

# Paul Speaks of Differing Types of Gifts

## **Motivational Gifts**

- Prophecy
- Service
- Teaching
- Exhortation
- Giving
- Organization
- Mercy

## **Functional Gifts**

- Word of wisdom
- Word of knowledge
- Faith
- Healing
- Miracle-working
- Prophetic speech
- Discernment of spirits
- Speaking in tongues
- Interpretation of tongues

# How Might Spiritual Gifts Be Used?

Let's imagine different gifts on a hospital visit!

- ❖ PROPHECY – What is God trying to say to you through this illness? Is there unconfessed sin to deal with?
- ❖ SERVICE – Here's a gift; I brought your mail; I fed your dog; I watered your plants, and washed dishes.
- ❖ TEACHING – I did some research on your illness and I believe I can explain what is happening and, maybe what you can do to deal with it.
- ❖ EXHORTATION – Let's think of how we can use what you're learning through this to help others in the future?
- ❖ GIVING – Do you have insurance to cover this kind of illness? Needs?
- ❖ ORGANIZATION – Don't worry, I've got four others covering what it usually only takes you to do.
- ❖ MERCY – I can't begin to tell you how I felt when I learned you were sick.

# Motivational Gift of Prophecy

1. Needs to express thoughts and ideas verbally, especially with regard to right and wrong
  2. Tends to make quick judgments and to speak up quickly
  3. Has an amazing ability to sense when someone is not what they appear to be (and reacts harshly)
- Peter spoke more often than other disciples in the Gospels and was spokesman for the early church (Acts 2:4; 3:12).
  - Peter spoke FIRST more than any other disciple (Matthew 14:28; 15:25; 16:26; 17:4, 19:27; 26:33; John 6:68; 13:6).
  - Peter's condemnation of the deception of Ananias and Sapphira resulted in their death (Acts 5:3-10).

# Prophecy (continued)

4. Desires to reject those who offend so that justice will be done and others will be warned
  5. Is generally open about personal faults and failures, being honest with oneself as well as with others
  6. Tends to be impulsive in actions and to be wholeheartedly involved in whatever one chooses to do
- Peter was reluctant to forgive his offender and asked how much he had to forgive (Matthew 18:2).
  - Peter fell at Jesus' knees and said, "Depart from me, for I am a sinful man, O Lord." (Luke 5:8).
  - Peter was eager to walk on water (Matthew 14:28). After forbidding Jesus to wash his feet, he wanted Him to wash everything else (John 13:6-15).

# Prophecy (completed)

7. Tends to be painfully frank correcting others

8. Desires to give open evidences of loyalty and total commitment

9. Willing to suffer for doing what is right

10. Is very persuasive in defining what is wrong (doesn't mince words)

- Peter rebuked Jesus Himself for action Peter didn't think was right to take (Mark 8:31-33).

- Peter assured Jesus he would never deny Him (Matthew 26:33)

- Peter rejoiced in suffering shame for Jesus when he was beaten (Acts 5:29-42).

- God brought conviction to thousands as Peter preached (Acts 2:14-47).

# Abusing Prophecy

- Trying to correct those for whom you are not responsible
- Jumping to conclusions about words, deeds, and motives
- Obsessing over “evidence” to support your initial condemnation
- Being more concerned about exposing an offender than restoring one



# Abusing Prophecy

- “Cutting off” one who has failed
- Dwelling on the negative rather than the positive
- Lacking discipline with regard to speaking out at inappropriate times
- Demanding an immediate response to a rebuke
- Condemning themselves
- Being suspicious of others



# Motivational Gift of Service

1. Able to see practical needs and desires to meet them
  2. Enjoys serving when it frees others to do other important ministries (not just to keep busy)
  3. Tends to disregard personal health and comfort in serving others
- Paul confirmed Timothy's capacity for meeting needs (Philippians 2:20).
  - Timothy served Paul so Paul could carry on the ministry (Philippians 2:22, I Corinthians 16:10, Acts 18:5).
  - Timothy served in spite of his physical ailments and weaknesses (I Timothy 5:23).

# Service (continued)

4. Has difficulty saying "No," resulting in a tendency to feel overbooked or get sidetracked

5. Especially enjoys providing for physical needs and comforts, as well as having an ability to remember likes and dislikes

6. Needs appreciation to confirm that services are both appreciated and valued satisfactory

- Timothy was warned twice by Paul not to allow himself to get sidetracked (I Timothy 4:9, 21).

- Timothy was instructed to bring Paul his cloak, books, and parchment (II Timothy 4:13).

- Paul gave Timothy more instruction and praise than any other helper (I Timothy 4:6, 16, II Timothy 1:2-9, 3:10, 14).

# Service (completed)

7. Has a strong desire to be with others because it provides more serving opportunities
  8. Enjoys short-range projects, but has a tendency to become frustrated with long-range responsibilities
  9. Has a tendency to feel inadequate and less qualified for spiritual leadership due to his/her "down-to-earth" ministry
- Timothy seems always to work with others (Acts 16:2, 17:14-15, 19:22, 20:4, I Thessalonians 1:1+).
  - On two occasions, Paul had to urge Timothy to stick with the task (I Timothy 4:16, II Timothy 2:3).
  - Paul had to reassure Timothy that he was qualified by ordination and training (I Timothy 4:14, II Timothy 3:10-14, II Timothy 1:5).

# Abusing Service

- Neglecting home responsibilities to help others
- Accepting too many jobs at once
- Wearing oneself down physically
- Being too persistent in giving unrequested help to others
- Going around proper authorities to get the job done



# Abusing Service

- Excluding others from the chance to help on some jobs
- Providing premature help before God has finished disciplining someone
- Becoming hurt by the ingratitude of those who have been helped
- Getting “sidetracked” before all the tasks are done



# Motivational Gift of Teaching

1. Needs to validate truth and certify statements made by others
  - Luke's intent in writing was to help all be CERTAIN about truth (Luke 1:4).
2. Tends to validate new truth by testing against established systems of truth
  - Luke correlates Christ's words to Old Testament prophecies and his own writing to other accounts (Luke 1:1-3).
3. Gives teaching credentials before teaching and wants them from others before listening
  - Luke emphasizes his qualifications at the start of his gospel (Luke 1:2-3).

# Teaching (continued)

4. Desires to present truth in a systematic sequence
  5. Loves researching and giving as many facts on a subject as possible
  6. Emphasizes the importance of accuracy in reporting/sharing
- Luke tried to present the gospel in a chronological approach (Luke 1:1-3).
  - Luke's gospel is the longest and includes material left out of the others. He emphasizes the completeness of his work (Acts 1:1).
  - Luke gives precise descriptions of events, conversations, and physical conditions [as with a "great fever" in Luke 4:38].

# Teaching (completed)

7. Is often alert to factual details not noticed or mentioned by others

8. Tends to remain silent until information has been heard, observed, and discussed

9. Needs to exercise diligence and endurance in research and preparation

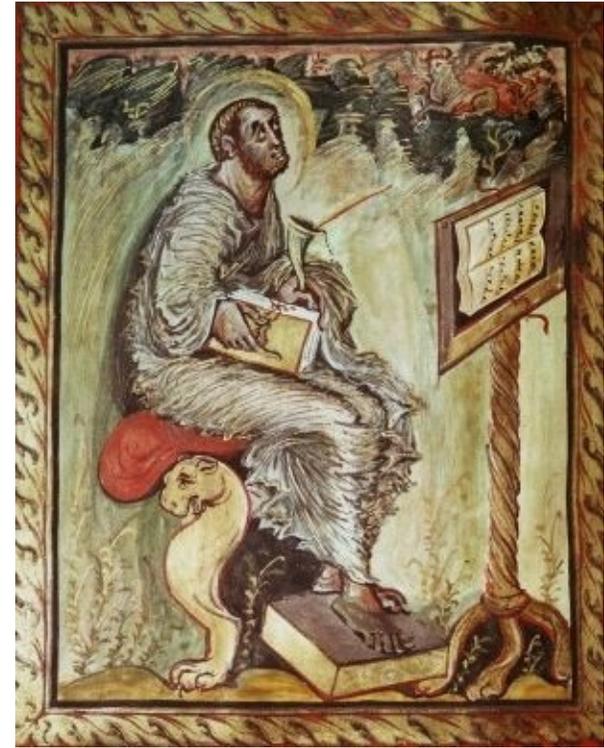
- Luke's gospel has more names, offices, cities, dates, etc. than any of the other gospels.

- As opposed to other gospel writers, Luke doesn't interject his personal comments.

- Luke demonstrated his faithful determination by remaining with Paul in prison until the end (II Timothy 4:10-11).

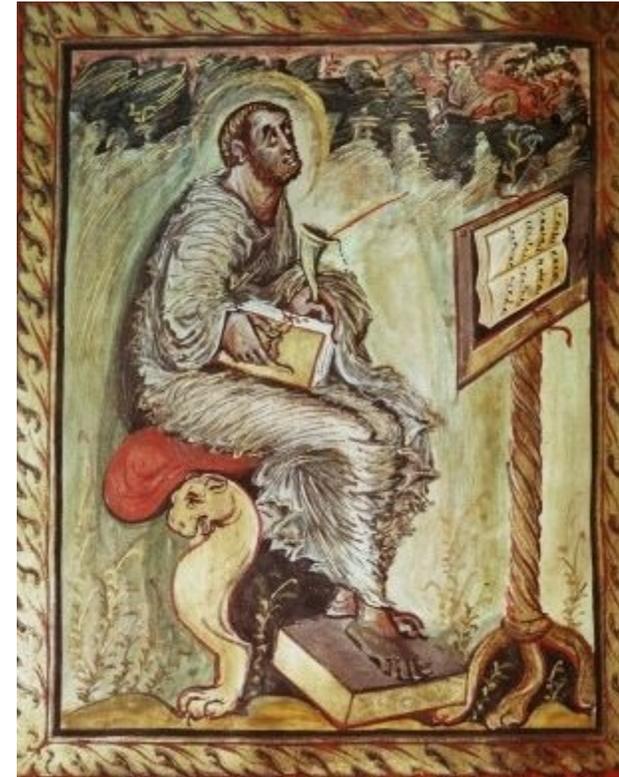
# Abusing Teaching

- Becoming too proud of their knowledge
- Discounting the practical wisdom of those with a lack of formal education
- Developing a culture of skepticism because of his/her critical methodology
- Focusing on minor technical flaws and undermining otherwise sound teaching
- Retreating into an ivory tower of books



# Abusing Teaching

- Depending on rational methodology over the Holy Spirit
- Giving too much information without enough practical application
- Boring listeners with too much detail



# Motivational Gift of Exhortation

1. Motivated to urge people to their full spiritual maturity in Christ
  - Paul wanted everyone to attain maturity in Christ (Romans 12:1-2; I Corinthians 1:4-8; Colossians 1:28-29, etc.).
2. Able to discern where a person is in spiritual growth and to speak to that level
  - Paul saw the Corinthians as spiritual infants (I Corinthians 3:1) and Philippians as growing (Philippians 3:13-14).
3. Desires to give precise, practical steps of action in urging people to grow spiritually
  - Paul gives legal, marital, and business advice (I Corinthians 6:1-10, I Corinthians 7:1-16), (Colossians 3:22-4:1).

# Exhortation (continued)

4. Desires to explain truth with logical reasoning to make it more likely to be accepted
  5. Has capacity to visualize spiritual achievement for people and use this to motivate them for action
  6. Desires face-to-face discussion to ensure a positive hearing and response
- Paul uses the rhetorical question (Romans 6:1, 7:24, 8:33-35, Galatians 3:9) and syllogisms (I Corinthians 15:12-19) to convey truth.
  - Paul used his life as an example for fellow workers (Philippians 3:17, II Timothy 4:7-8, I Corinthians 11:1).
  - Paul liked to see and confer with other believers (I Thessalonians 2:17, 3:10, II Timothy 1:4, etc.).

# Exhortation (completed)

7. Can identify with people of different types and backgrounds in order to gain a wider hearing

8. Motivated to bring harmony between diverse groups of believers

9. Recognizes in personal problems the heavenly sandpaper that enables further spiritual growth

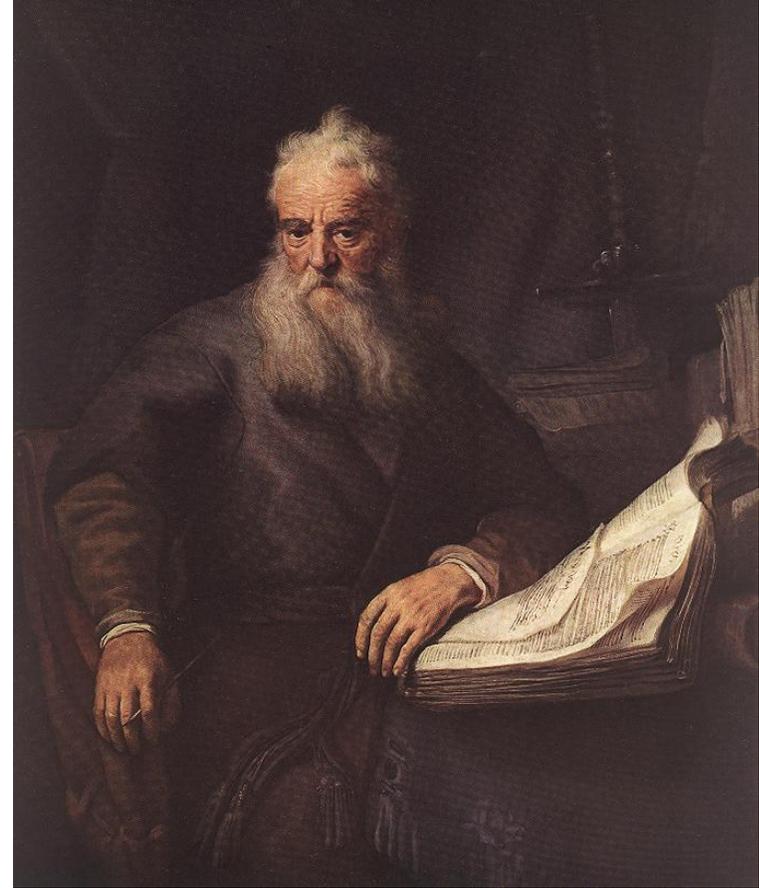
- Paul adapted for his audience (I Corinthians 9:19-23, Acts 17:16ff, Galatians 2:1-2, etc.).

- Paul emphasized reconciliation between opposing groups (I Corinthians 3:3-4, Philippians 2:2, II Corinthians 9:12-14).

- Paul recognized that his infirmities and weakness released power in his life (II Corinthians 1:5, 4:17, 12:9).

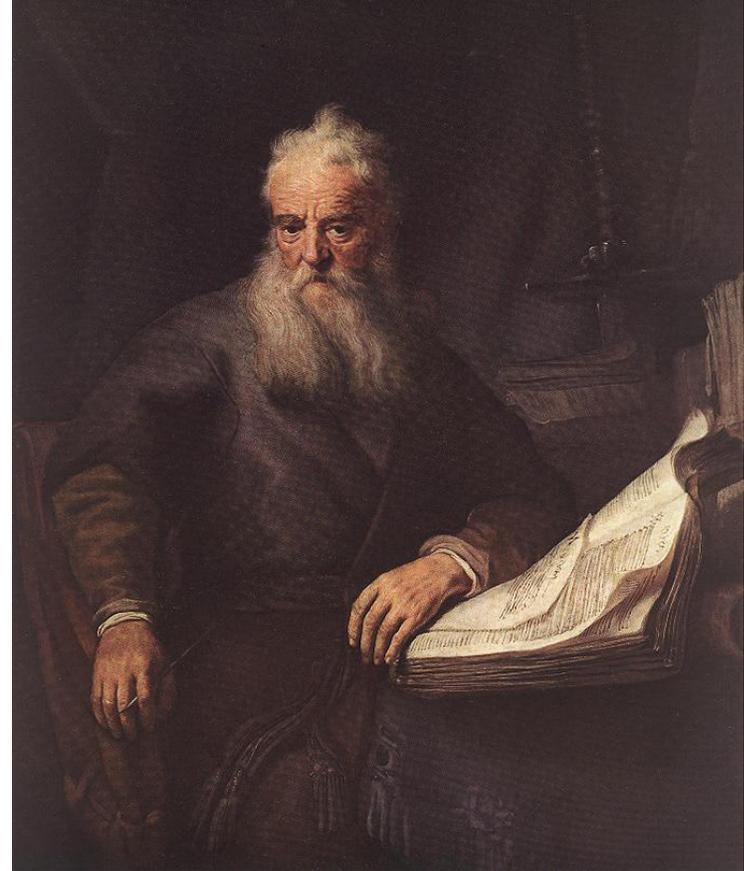
# Abusing Exhortation

- Prematurely raising others' expectations
- Stealing “family time” to counsel others
- Treating people as “projects” not persons
- Sharing private stories as illustrations without permission
- Starting new projects before properly dealing with existing projects



# Abusing Exhortation

- Causing others to depend more on them than Holy Spirit
- Trusting visible results rather than a change of heart
- Neglecting proper emphasis on Bible doctrines
- Prematurely offering counsel



# Motivational Gift of Giving

1. Discerns wise investments to have more money to give
  - Matthew's gospel says more about money than any other (Matthew 6:20-21, 24, 31-33, 10:8-10, 14:13-21, 15:32-39, 16:26, etc.).
2. Desires to give quietly without public notice
  - Matthew is the only gospel writer who emphasizes the need to give secretly (Matthew 6:2-4).
3. Motivated to give to the Lord, not influenced by human giving campaigns
  - Matthew notes that when we give to the needs of other believers, we give to Christ (Matthew 25:35-46).

# Giving (continued)

4. Desires to give gifts of high quality and value

5. Has capability for testing faithfulness and wisdom by how funds are handled

6. Tends to practice personal frugality and be content with basics

- Matthew records in greater detail the costly gifts given to Jesus (Matthew 2:11, 26:6-13, 27:57-60).
- Matthew reveals the foolishness and rebellion of those who misuse their resources (Matthew 21:33-34, 25:14-30).
- Matthew had wealth and wealthy friends, but he chose to leave all to follow Jesus (Luke 5:27-32).

# Giving (completed)

7. Is alert to what other people do with their money and resources

8. Has capacity for seeing financial needs overlooked by others

9. Desires to use giving as a way of motivating others to give

- Matthew is the only Gospel writer who explains how the religious leaders spent the 30 pieces of silver (Matthew 27:3-8; 28:11-15).
- Matthew records Jesus' condemnation of the Pharisees for not supporting their aged parents (Matthew 15:3-7) and details the fairness of paying ALL the laborers (Matthew 20:1-16)
- Matthew was a tax collector. His job was to motivate people to give (Luke 5:29).

# Abusing Giving

- Giving too sparingly to their own family
- Causing family to resent gifts to others
- Listening to non-scriptural counsel on money-management
- Putting pressure on those who don't have as much to give
- Being judgmental rather than helpful to those who don't use funds well



# Abusing Giving

- Controlling people or ministries through their gifts
- Corrupting people by being too generous
- Investing in “projects” which do not provide sufficient benefits in ministering to people



# Motivational Gift of Administration

1. Able to visualize the final result of a major project
  - Nehemiah visualized the goal of rebuilding the wall of Jerusalem as a first step to recovery (Nehemiah 1:2-3, 2:5).
2. Capable of breaking down major goals into smaller, achievable tasks
  - Nehemiah accomplished the huge rebuilding task by having smaller groups work on smaller sections (Nehemiah 3:1-31).
3. Assesses the resources needed to reach a goal
  - Nehemiah created a logical requisition of resources from the king (Nehemiah 2:6-8, 10:32-39, 12:44, and 13:3).

# Administration (continued)

4. Tends to remove himself/herself from distracting details in order to focus on the ultimate goal
  5. Has willingness to endure negative reaction from others in order to reach the goal
  6. Needs loyalty and confidence from those directed and served or loses confidence
- Nehemiah didn't get involved in the actual building project, but he removed the obstacles that would hinder the workers (Nehemiah 5:1-13).
  - Nehemiah had internal and external opposition (Nehemiah 4:18, 6:5-14, 13:4-9).
  - Nehemiah required oaths of cooperation from the people (Nehemiah 5:1-13).

# Administration (completed)

7. Knows what should and shouldn't be delegated to others

8. Able to inspire and encourage workers by cheerfulness

9. Has joy and fulfillment in seeing everything come together

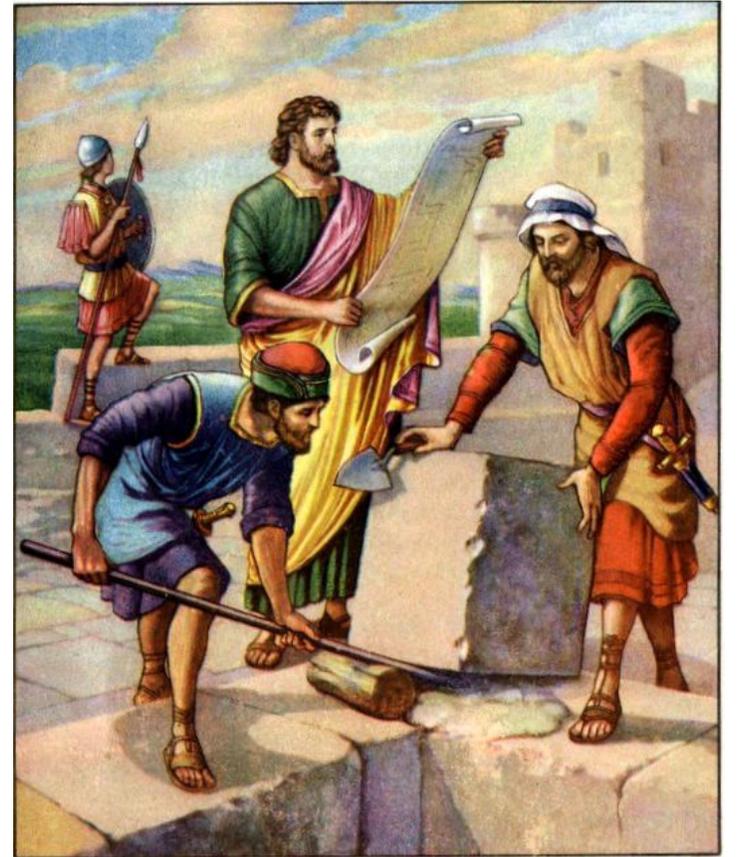
- Nehemiah delegated the work on the walls, but personally dealt with the opposition (Nehemiah 4:13).

- Nehemiah had a cheerful spirit and was skillful in challenging and encouraging his workers (Nehemiah 4:14).

- Nehemiah expressed his joy in the completed task by appointing singers and scheduling a revival (Nehemiah 7:1-2, 8:1-18, 12:27-43).

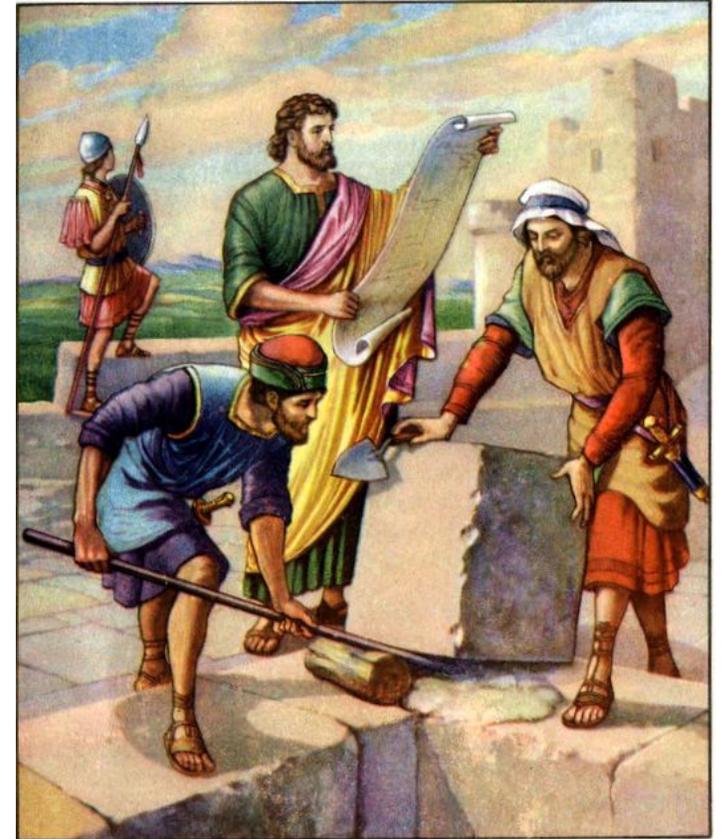
# Abusing Administration

- Viewing people as resources not persons
- Using people to meet personal ambitions
- Showing favoritism to one's own "loyalists"
- Taking charge of projects that haven't really been directed by God



# Abusing Administration

- Delegating too much work to others
- Overlooking serious character flaws to retain valuable workers
- Being unresponsive to suggestions from others
- Failing to give proper explanations and praise to co-workers



# Motivational Gift of Mercy

1. Able to see genuine love and vulnerability in relationships
  2. Needs deep friendships with mutual commitment
  3. Tends to react harshly when intimate friends are rejected
- John uses the word love more than it is used in any other book of the Bible.
  - John had a very close relationship with Jesus and Peter, referring to himself as the disciple Jesus loved (John 13:23, 19:26, 20:2, 21:7, etc.).
  - John and James wanted Jesus to call fire from heaven to consume the Samaritans who rejected Jesus (Luke 9:54).

# Mercy (continued)

4. Has greater concern over mental joy or distress than the physical counterpart
  - John wrote to give readers: joy, fellowship, hope, confidence, and cast out fear (I John 1:3-4, 3:2, 17, 4:18).
  - Even many of the disciples confided in John (John 13:23-26).
  - John sought out the closest physical place to Christ (John 3:23).
5. Tends to attract people who are having emotional stress and want to confide
6. Needs to measure acceptance by physical, emotional closeness

# Mercy (completed)

7. Desires to remove the causes of hurts even when it might reduce the chance to grow from them
  8. Tends to avoid tough decisions unless eliminating greater hurts
  9. Works well as a team with those with the spiritual gift of prophecy
- John wanted to stop believers from hating and hurting each other (I John 3:11-15).
  - John was initially a "follower," but after a crisis, he became very bold and decisive (Acts 4:13, 19-20).
  - John spent more time with Peter than any other disciple (Luke 22:8, Acts 3:1-11, 4:13-19, 8:14).

# Abusing Mercy

- Failing to be firm and decisive when necessary
- Taking up the offenses of other people
- Making decisions based on emotion rather than based on a rational interpretation of Scripture
- Allowing improper affection to be formed with those of opposite sex



# Abusing Mercy



- Cutting off others because of perceived insensitivity to others
- Reacting negatively when God uses suffering as heavenly sandpaper
- Being too sympathetic to those outside of God's will
- Establishing possessive friendships with others