

FROM LIGHTBULB TO LASER BEAM

LEADER'S GUIDE

***A STUDY THAT SEEKS TO HELP THE BELIEVER IDENTIFY AND USE
HIS GOD-GIVEN ABILITIES TO STRENGTHEN HIS LOCAL CHURCH***

MARTIN PURYEAR

FROM LIGHTBULB TO LASER BEAM

The Spiritual Gifts

SEMINAR FORMAT

Our Purpose

Our Course Objectives

Our Goals

[Have someone read these three sections: page 2.]

These three sections are meant to orient you to the course, presenting its purpose and how we intend to achieve it. You will notice that every reborn follower of Christ has a unique God-given calling, closely connected to his spiritual gifts and passion.

ORIENTATION

No local church is perfect. But every local church should have as one of its goals to get as close to that mark as possible.

? So, what does a perfect local church look like? If you could snap your fingers and make a church know what it ought to know, and be what it ought to be, and do what it ought to do, what would it be like?

Ephesians 4:11-16 helps us answer this question.

[Have someone read Ephesians 4:11-16.]

AND HE GAVE SOME AS APOSTLES, AND SOME AS PROPHETS, AND SOME AS EVANGELISTS, AND SOME AS PASTORS AND TEACHERS, FOR THE EQUIPPING OF THE SAINTS FOR THE WORK OF SERVICE, TO THE BUILDING UP OF THE BODY OF CHRIST; UNTIL WE ALL ATTAIN TO THE UNITY OF THE FAITH, AND OF THE KNOWLEDGE OF THE SON OF GOD, TO A MATURE MAN, TO THE MEASURE OF THE STATURE WHICH BELONGS TO THE FULLNESS OF CHRIST. AS A RESULT, WE ARE NO LONGER TO BE CHILDREN, TOSSED HERE AND THERE BY WAVES AND CARRIED ABOUT BY EVERY WIND OF DOCTRINE, BY THE TRICKERY OF MEN, BY CRAFTINESS IN DECEITFUL SCHEMING; BUT SPEAKING THE TRUTH IN LOVE, WE ARE TO GROW UP IN ALL ASPECTS INTO HIM WHO IS THE HEAD, EVEN CHRIST, FROM WHOM THE WHOLE BODY, BEING FITTED AND HELD TOGETHER BY WHAT EVERY JOINT SUPPLIES, ACCORDING TO THE PROPER WORKING OF EACH INDIVIDUAL PART, CAUSES THE GROWTH OF THE BODY FOR THE BUILDING UP OF ITSELF IN LOVE. (EPHESIANS 4:11-16)

- ? According to this passage, what are some of the characteristics a local church should strive to have? *[united in faith, spiritually maturing, striving to maintain doctrinal stability, lovingly reminding one another of God's Truth, with each one doing his part to strengthen the body]*

This course, "From Lightbulb to Laser Beam" cannot accomplish Ephesians 4:11-16. There is not *one* course that can. But it is designed to cultivate within the body a "proper working of each individual part" (verse 16).

So, let's get started!

FARMER BROWN'S GARDEN

[Have a few read this section: pages **7-10**.]

This little story is meant to address a very common problem that exists in many local churches ... worldwide.

- ? What is that problem? *[All the members are not serving with the church. Those who are willing to serve are not doing so out of their strengths. And many pastors do not understand their role within the body ... "to equip the saints for the work of service."]*

[Summarize their answers.]

Some Servants Are Not Serving

The "Henrietta, Porky, Billy and Daisy" Factor

[Have someone read this section: page **10**.]

Our Eternal Focus Is Blurred by Temporal Distractions

[Have someone read this section: pages **10-11**.]

We just read, "... one reason many church members are not ministering within the Body of Christ is because *they have allowed their hearts* to be choked out by the weeds of this world's attractions."

- ? How does one "allow" his heart to have the passion it does (whether good or bad)? Is that really something he can control? *[One does not choose to have a sin nature. He was born with one. As a result, none of his passions will be Christ-centered. Nevertheless, he is responsible for channeling his affections toward what is right and proper.]*

[To direct one's heart toward the things of God, one must first be saved through faith in Christ. Afterwards, being one who is now indwelt by the Spirit of God, the desire toward the things of God must be cultivated by spending time in fellowship with Him through prayer and His Word ... and to spend time with other believers who have that same passion for Christ.]

[So, yes. For a believer to have a passion for Christ, he must "keep seeking the things above, where Christ is." But if he allows himself to be distracted by "the things that are on earth," he will cultivate a passion for the world.]

[Summarize their answers.]

- ? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

- ? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]

"For Me to Minister Is Not All That Necessary"

[Have someone read this section: page 11.]

- ? If a follower of Christ does not believe that his gift is all that important, what can be done to change that mindset? *[(a) Encourage him to memorize and repeat to himself 1st Corinthians 12:14-17, 22. (b) Help him think through the ways his gift could be used to strengthen to the Body of Christ (that is, how the church would suffer if that gift did not exist.)]*

[Summarize their answers.]

- ? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

- ? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]

Some Servants Are Not Serving Properly

The “Barker” Factor

Willingness Does Not Mean Giftedness

[Have someone read these sections: page **11-12**.]

- ? Why would someone agree to serve in a ministry for which he is not suited? [*He does not know what ministry he is suited. Pressure is put on him to accept a ministry for which he knows he is not gifted but no one else was willing to do. If it is a high-profile ministry, he may like the attention it would bring him.*]

[Summarize their answers.]

- ? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

- ? Was there anything that was *confusing* to you or that you *disagreed* with?”

[Be sure to discuss each issue that is brought up.]

The Proper Service of the Pastor

The “Nelly” Factor

Professional Versus Laity

[Have someone read these two sections: pages **12-13**.]

- ? According to Ephesians 4:11-12, who is responsible to do “the work of service”? [*the saints*]

[Summarize their answers.]

- ? Are pastors included in the category of “saints”? [*Yes. Because they, too, are saints, they should be using their gifts “for the equipping of the saints.”*]

[Summarize their answers.]

- ? According to this passage in Ephesians, what is the final goal the church should have when all the believers are using their gifts within (and on the outside of) the church? [*the body of Christ will be "built up."*]

[Summarize their answers.]

- ? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

- ? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]

Summary

[Have someone read this section: page **13**.]

The Calling of God Upon Our Lives

[Have someone read these three sections: page **14**.]

There are different ways to employ each gift. As a result, two people may have the same gift but not the same passion.

- ? Can you think of an example of this? [*One may have a passion to teach four-year-olds but not have a passion to teach forty-year-olds.*]

[Summarize their answers.]

- ? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

- ? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]

AN INTRODUCTION TO THE SPIRITUAL GIFTS

Let's Get Started

[Have someone read 1st Peter 4:10]

[Have an open discussion of these six questions: page 15.]

1. **From where** do spiritual gifts come? (1st Corinthians 12:1, 11)

[Spiritual gifts are sovereignly ("just as He wills") given by the Holy Spirit of God.]

2. **Why** did God give spiritual gifts to His Church? (1st Corinthians 12:7)

["for the common good" (of the church in its welfare and witness) The members of the Lord's spiritual body are given spiritual gifts to use for the strengthening and maturing of the entire body so that Her witness to a lost world would be effective. (Her witness is included as part of the purpose since Christ also gave "evangelists" to the church [and since propagation of the Gospel is Her Great Commission].)]

3. Should every believer have a **ministry** within his local church? (Ephesians 4:11-16)

*[Yes. "for the equipping of the saints for the work of service" (vs. 12)]
["according to the proper working of each individual part" (vs. 16)]*

4. Does every believer have at least one **spiritual gift** to fulfill that ministry?

(1st Corinthians 12:7, 11)

["to each one is given the manifestation of the Spirit"]

(Ephesians 4:7)

["to each one of us grace was given" (in the context of giving gifts)]

(1st Peter 4:10)

["each one has received a special gift"]

5. Is every gift important and necessary to the local church? (1st Corinthians 12:14-22)

[Especially, ". . . the members of the body which seem to be weaker are necessary" (verse 22).]

6. How is the church affected if the believer does **not know or use** his spiritual gift? (1st Corinthians 12:26)

[If one member of the body suffers, all the members suffer with it. This verse expresses the need we have for each other (implying also that if one doesn't exercise his gift, the entire body suffers.)

Therefore, it is important that each member of Christ's body know and use his spiritual gift(s) (1) for the welfare of the entire body. Just like the saying "a chain is only as strong as its weakest link," our local church is only as strong as its weakest member. If one member neglects his spiritual gift, the whole body suffers.

Furthermore, the Church, (2) to fully have a Christ-like witness, must use all the spiritual gifts. We will then be a healthy, growing witness for the sake of the Kingdom of God.]

[Summarize their answers.]

- ? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

- ? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]

Basic Understanding of the Gifts

Every Human Being, Lost or Saved, Is the Recipient of a God-Given Natural Ability

What, then, is a Spiritual Gift?

[Have someone read these two sections: page 16.]

- ? Would someone be willing to summarize – in your own words – these two sections?

These two sections connect a *spiritual* gift to its corresponding *natural* ability. That is, a spiritual gift is a *natural* gift which, after the rebirth, has a *transformed purpose* ... a *spiritual* purpose ... one that is now used to strengthen the Kingdom of God.

- ? Do you have any thoughts on this?

[Give them time to think and answer.]

How Does One Discover His Gift?

[Have someone read this section: page 16.]

- ? What must one be willing to accept as he tries out various ministries in search of his gift?
[He must be willing to accept constructive criticism and (perhaps) failure. He must be willing to accept the fact that it will take time.]

[Summarize their answers.]

- ? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

- ? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]

1st Corinthians 13:1-8

[Have someone read this section: page 17.]

There is a truth found within 1st Corinthians 13 that we should not miss this. The Apostle Paul inserted this chapter about divine love in the middle of his discussion on one's use of his spiritual gift (chapters 12 and 14).

- ? Why does he do that? What is his point? *[If the motive behind our labor is not love for one another, then even the fullest use of our spiritual gifts will "profit us nothing."]*

[Summarize their answers.]

- ? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

- ? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]

THE INDIVIDUAL SPIRITUAL GIFTS

[Have someone read this section: page 18.]

[Have someone read footnotes 1 and 2, page 18.]

ADMINISTRATION

"The Planner"

[Ask someone ahead of time to record the group's answers once we get to the section "Usage."]

[Have someone read the "Key Verse," 1st Corinthians 12:28, page 19.]

AND GOD HAS APPOINTED IN THE CHURCH, FIRST APOSTLES, SECOND PROPHETS, THIRD TEACHERS, THEN MIRACLES, THEN GIFTS OF HEALINGS, HELPS, ADMINISTRATIONS, VARIOUS KINDS OF TONGUES (1ST CORINTHIANS 12:28).

We see from this verse that administration is a spiritual gift.

[Have the same person read the "Description," page 19.]

Administration is the ability to organize the church ... Her strategies and Her programs. This gift belongs to those whom God has given the skill of orderliness. They cannot tolerate disorganization.

(This gift should not be confused with the gift of leadership. Not all administrators can lead people; nor are all leaders of people organized. See Titus 1:5)

Since God has given these gifted people to His Church, He apparently knows that the local church needs those who can **organize her ministries**.

? Comments or questions?

[Have another person read "Strengths" and "Limitations," page 19.]

? Can you think of any other characteristics a person with this gift would have – either strengths or weaknesses – that are not listed here?

Under "Usage" on page 20, you were asked to record how this gift could be used to strengthen a local church.

? What did you come up with?

[Have someone read 1st Corinthians 14:40, page **20**.]

BUT ALL THINGS MUST BE DONE PROPERLY AND IN AN ORDERLY MANNER (1ST CORINTHIANS 14:40).

All believers – and not just those gifted as administrators – are to plan. Those who are gifted in this way can provide the rest of us with a model to follow.

? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]

LEADERSHIP

"The Delegator"

[Ask someone ahead of time to record the group's answers once we get to the section "Usage."]

[Have someone read the "Key Verse," Romans 12:6-8, page **21**.]

AND SINCE WE HAVE GIFTS THAT DIFFER ACCORDING TO THE GRACE GIVEN TO US, LET EACH EXERCISE THEM ACCORDINGLY: ... HE WHO LEADS, WITH DILIGENCE (ROMANS 12:6-8).

We see from this verse that leadership is a spiritual gift.

[Have the same person read the "Description," page **21**.]

Leadership is the ability to guide ... to direct ... to "navigate" believers within the church. It belongs to those that God has appointed in the church with authoritative oversight. This gift is not to be misused as an overbearing dictatorship but used to lovingly guide (not harshly drive) and care for the flock. (Compare 1st Thessalonians 5:12-13; 1st Timothy 5:17; Hebrews 13:7,17; 1st Peter 5:1-4.)

Notice that the *administrator* provides the leader with the organized plan; the *leader* implements the plan by involving people to accomplish it.

Since God has given these gifted people to His Church, He apparently knows that the local church needs those who can **guide believers within the body**.

? Comments or questions?

[Have another person read "Strengths" and "Limitations," page **21**.]

? Can you think of any other characteristics a person with this gift would have – either strengths or weaknesses – that are not listed here?

Under "Usage" on page **22**, you were asked to record how this gift could be used to strengthen a local church.

? What did you come up with?

[Have someone read Proverbs 16:32, page **22**.]

HE WHO IS SLOW TO ANGER IS BETTER THAN THE MIGHTY; AND HE WHO RULES HIS SPIRIT, THAN HE WHO CAPTURES A CITY (PROVERB 16:32).

All believers – and not just those gifted to lead – are to lead. Those who are gifted in this way can provide the rest of us with a model to follow.

? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]

Perhaps you thought of someone in your church that matches these descriptions. If so, you may want to approach that person to encourage him or her to use that gift for the sake of Christ and His church. That encouragement may be just what he needs to move him to act. But remember, this is not the time to flatter. Be honest.

KNOWLEDGE

"The Researcher"

[Ask someone ahead of time to record the group's answers once we get to the section "Usage."]

[Have someone read the "Key Verse," 1st Corinthians 12:7, 8, page **23**.]

BUT TO EACH ONE IS GIVEN THE MANIFESTATION OF THE SPIRIT FOR THE COMMON GOOD ... AND TO ANOTHER THE WORD OF KNOWLEDGE ACCORDING TO THE SAME SPIRIT (1ST CORINTHIANS 12:7, 8).

We see from this verse that knowledge is a spiritual gift.

[Have the same person read the "Description," page **23**.]

Knowledge is the ability to acquire the facts of the Bible and to understand them. This is the academic side of the Christian faith. It is upon their important work of research and interpretation that the other members of the Body build their faith.

Since God has given these gifted people to His Church, He apparently knows that the local church needs those who can **acquire and understand facts of the Bible**.

? Comments or questions?

[Have another person read "Strengths" and "Limitations," page **23**.]

? Can you think of any other characteristics a person with this gift would have – either strengths or weaknesses – that are not listed here?

Under "Usage" on page **23**, you were asked to record how this gift could be used to strengthen a local church.

? What did you come up with?

[Have someone read 2nd Timothy 2:15, page **24**.]

BE DILIGENT TO PRESENT YOURSELF APPROVED TO GOD AS A WORKMAN WHO DOES NOT NEED TO BE ASHAMED, HANDLING ACCURATELY THE WORD OF TRUTH (2ND TIMOTHY 2:15).

All believers – and not just those gifted as researchers – are to be knowledgeable. Those who are gifted in this way can provide the rest of us with a model to follow.

? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]

WISDOM

“The Applier”

[Ask someone ahead of time to record the group's answers once we get to the section “Usage.”]

[Have someone read the “Key Verse,” 1st Corinthians 12:7-8, page 25.]

BUT TO EACH ONE IS GIVEN THE MANIFESTATION OF THE SPIRIT FOR THE COMMON GOOD. FOR TO ONE IS GIVEN THE WORD OF WISDOM THROUGH THE SPIRIT ... (1ST CORINTHIANS 12:7, 8).

We see from this verse that wisdom is a spiritual gift.

[Have the same person read the “Description,” page 25.]

Wisdom is the ability to understand and apply the deep spiritual truths of God to present-day life. Those with this gift gain these insights from the Scriptures, from life's experiences, and from creation.

Since God has given these gifted people to His Church, He apparently knows that the local church needs those who can **apply God's Truth to life's experiences**.

? Comments or questions?

[Have another person read “Strengths” and “Limitations,” page 25.]

? Can you think of any other characteristics a person with this gift would have – either strengths or weaknesses – that are not listed here?

Under “Usage” on page 25, you were asked to record how this gift could be used to strengthen a local church.

? What did you come up with?

[Have someone read James 1:5, and another Proverbs 1:5, page 26.]

BUT IF ANY OF YOU LACKS WISDOM, LET HIM ASK OF GOD, WHO GIVES TO ALL MEN GENEROUSLY AND WITHOUT REPROACH, AND IT WILL BE GIVEN TO HIM (JAMES 1:5).

A WISE MAN WILL HEAR AND INCREASE IN LEARNING, AND A MAN OF UNDERSTANDING WILL ACQUIRE WISE COUNSEL (PROVERB 1:5).

All believers – and not just those gifted as appliers – are to be wise. Those who are gifted in this way can provide the rest of us with a model to follow.

? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]

EXHORTATION

"The Motivator"

[Ask someone ahead of time to record the group's answers once we get to the section "Usage."]

[Have someone read the "Key Verse," Romans 12:6-8, page **27**.]

AND SINCE WE HAVE GIFTS THAT DIFFER ACCORDING TO THE GRACE GIVEN TO US, LET EACH EXERCISE THEM ACCORDINGLY: ... HE WHO EXHORTS, IN HIS EXHORTATION ... (ROMANS 12:6-8).

We see from this verse that exhortation is a spiritual gift.

[Have the same person read the "Description," page **27**.]

Exhortation is the ability to effectively motivate others to obey God in a spirit of love. This sometimes requires a firm rebuke and often it requires great patience.

Since God has given these gifted people to His Church, He apparently knows that the local church needs those who can **encourage, comfort and challenge others**.

? Comments or questions?

[Have another person read "Strengths" and "Limitations," page **27**.]

? Can you think of any other characteristics a person with this gift would have – either strengths or weaknesses – that are not listed here?

Under "Usage" on page **27**, you were asked to record how this gift could be used to strengthen a local church.

? What did you come up with?

[Have someone read Hebrews 3:13, page **28**.]

BUT ENCOURAGE ONE ANOTHER DAY AFTER DAY, AS LONG AS IT IS STILL CALLED "TODAY," LEST ANY ONE OF YOU BE HARDENED BY THE DECEITFULNESS OF SIN (HEBREWS 3:13).

All believers – and not just those gifted as motivators – are to lovingly appeal to a person's will to get him to act. Those who are gifted in this way can provide the rest of us with a model to follow.

? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]

TEACHING

"The Explainer"

[Ask someone ahead of time to record the group's answers once we get to the section "Usage."]

[Have someone read the "Key Verse," Romans 12:6-7, page 29.]

AND SINCE WE HAVE GIFTS THAT DIFFER ACCORDING TO THE GRACE GIVEN TO US, LET EACH EXERCISE THEM ACCORDINGLY: ... HE WHO TEACHES, IN HIS TEACHING (ROMANS 12:6, 7).

We see from this verse that teaching is a spiritual gift.

[Have the same person read the "Description," page 29.]

Teaching is the ability to clearly explain the truths of the Bible. Those who have this gift have a passion for study. They are not necessarily eloquent in speech, but they must be able to clearly communicate the Word of God.

Since God has given these gifted people to His Church, He apparently knows that the local church needs those who can **clearly explain the truths of the Bible**.

? Comments or questions?

[Have another person read "Strengths" and "Limitations," page 29.]

- ? Can you think of any other characteristics a person with this gift would have – either strengths or weaknesses – that are not listed here?

Under “Usage” on page **30**, you were asked to record how this gift could be used to strengthen a local church.

- ? What did you come up with?

[Have someone read Matthew 28:19-20, page **30**.]

GO THEREFORE AND MAKE DISCIPLES OF ALL THE NATIONS, BAPTIZING THEM IN THE NAME OF THE FATHER AND THE SON AND THE HOLY SPIRIT, TEACHING THEM TO OBSERVE ALL THAT I COMMANDED YOU; AND LO, I AM WITH YOU ALWAYS, EVEN TO THE END OF THE AGE (MATTHEW 28:19-20).

All believers – and not just those gifted as teachers – are to be able to explain God's truths. Those who are gifted in this way can provide the rest of us with a model to follow.

- ? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

- ? Was there anything that was *confusing* to you or that you *disagreed* with?”

[Be sure to discuss each issue that is brought up.]

Perhaps you thought of someone in your church that matches these descriptions. If so, you may want to approach that person to encourage him or her to use that gift for the sake of Christ and His church. That encouragement may be just what he needs to move him to act. But remember, this is not the time to flatter. Be honest.

MERCY

“The Empathizer”

[Ask someone ahead of time to record the group's answers once we get to the section “Usage.”]

[Have someone read the “Key Verse,” Romans 12:6-8, page **31**]

AND SINCE WE HAVE GIFTS THAT DIFFER ACCORDING TO THE GRACE GIVEN TO US, LET EACH EXERCISE THEM ACCORDINGLY: ... HE WHO SHOWS MERCY, WITH CHEERFULNESS ... (ROMANS 12:6-8).

We see from this verse that mercy is a spiritual gift.

[Have the same person read the "Description," page **31**.]

Mercy is the ability to cheerfully care for needy people, especially the sick and afflicted. Those who have this gift do not come to another's aid simply out of a sense of duty. They are deeply moved with compassionate kindness.

Since God has given these gifted people to His Church, He apparently knows that the local church needs those who can **cheerfully care for needy people**.

? Comments or questions?

[Have another person read "Strengths" and "Limitations," page **31**.]

? Can you think of any other characteristics a person with this gift would have – either strengths or weaknesses – that are not listed here?

Under "Usage" on page **32**, you were asked to record how this gift could be used to strengthen a local church.

? What did you come up with?

[Have someone read Matthew 5:7, page **32**.]

BLESSED ARE THE MERCIFUL, FOR THEY SHALL RECEIVE MERCY. (MATTHEW 5:7)

All believers – and not just those gifted to show empathy – are to be merciful. Those who are gifted in this way can provide the rest of us with a model to follow.

? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]

FAITH

"The Truster"

[Ask someone ahead of time to record the group's answers once we get to the section "Usage."]

[Have someone read the “Key Verse,” 1st Corinthians 12:7, 9, page 33.]

BUT TO EACH ONE IS GIVEN THE MANIFESTATION OF THE SPIRIT FOR THE COMMON GOOD ... TO ANOTHER FAITH BY THE SAME SPIRIT (1ST CORINTHIANS 12:7, 9).

We see from this verse that faith is a spiritual gift.

[Have the same person read the “Description,” page 33.]

Faith is the ability to believe God to supply specific (and sometimes extremely difficult) needs. They persist in their undaunted trust when most others have given up (because of unchanged circumstances or long delays). Those with this gift can lay hold of God in a special way, to depend upon Him to a greater degree.

Since God has given these gifted people to His Church, He apparently knows that the local church needs those who can **trust God to supply specific needs**.

? Comments or questions?

[Have another person read “Strengths” and “Limitations,” page 33.]

? Can you think of any other characteristics a person with this gift would have – either strengths or weaknesses – that are not listed here?

Under “Usage” on page 34, you were asked to record how this gift could be used to strengthen a local church.

? What did you come up with?

[Have someone read Romans 12:3, page 34.]

FOR THROUGH THE GRACE GIVEN TO ME I SAY TO EVERY MAN AMONG YOU NOT TO THINK MORE HIGHLY OF HIMSELF THAN HE OUGHT TO THINK; BUT TO THINK SO AS TO HAVE SOUND JUDGMENT, AS GOD HAS ALLOTTED TO EACH A MEASURE OF FAITH (ROMANS 12:3).

All believers – and not just those gifted to trust God to supply specific needs – are to grow in faith. Those who are gifted in this way can provide the rest of us with a model to follow.

? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

? Was there anything that was *confusing* to you or that you *disagreed* with?”

[Be sure to discuss each issue that is brought up.]

Perhaps you thought of someone in your church that matches these descriptions. If so, you may want to approach that person to encourage him or her to use that gift for the sake of Christ and His church. That encouragement may be just what he needs to move him to act. But remember, this is not the time to flatter. Be honest.

GIVING

"The Provider"

[Ask someone ahead of time to record the group's answers once we get to the section "Usage."]

[Have someone read the "Key Verse," Romans 12:6, 8, page 35.]

AND SINCE WE HAVE GIFTS THAT DIFFER ACCORDING TO THE GRACE GIVEN TO US, LET EACH EXERCISE THEM ACCORDINGLY: ... HE WHO GIVES, WITH LIBERALITY (ROMANS 12:6, 8).

We see from this verse that giving is a spiritual gift.

[Have the same person read the "Description," page 35.]

Giving is the ability to cheerfully distribute one's material goods to aid others who are unable to supply their own needs, with no thought of return or gain for self. It has nothing to do with how much the giver possesses. Some poor Christians have this gift.

Since God has given these gifted people to His Church, He apparently knows that the local church needs those who can **cheerfully meet others' needs**.

? Comments or questions?

[Have another person read "Strengths" and "Limitations," page 35.]

? Can you think of any other characteristics a person with this gift would have – either strengths or weaknesses – that are not listed here?

Under "Usage" on page 36, you were asked to record how this gift could be used to strengthen a local church.

? What did you come up with?

[Have someone read 2nd Corinthians 9:6-8, page 36.]

NOW THIS I SAY, HE WHO SOWS SPARINGLY SHALL ALSO REAP SPARINGLY; AND HE WHO SOWS BOUNTIFULLY SHALL ALSO REAP BOUNTIFULLY. LET EACH ONE DO JUST AS HE HAS PURPOSED IN HIS HEART; NOT GRUDGINGLY OR UNDER COMPULSION; FOR GOD LOVES A CHEERFUL GIVER. AND GOD IS ABLE TO MAKE ALL GRACE ABOUND TO YOU, THAT ALWAYS HAVING ALL SUFFICIENCY IN EVERYTHING, YOU MAY HAVE AN ABUNDANCE FOR EVERY GOOD DEED (2ND CORINTHIANS 9:6-8).

All believers – and not just those gifted as providers – are to give. Those who are gifted in this way can provide the rest of us with a model to follow.

? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]

HELP / SERVICE

"The Aider"

[Ask someone ahead of time to record the group's answers once we get to the section "Usage."]

[Have someone read the "Key Verses," 1st Corinthians 12:28, Romans 12:6-8, 1st Peter 4:11, page **37**.]

AND GOD HAS APPOINTED IN THE CHURCH, FIRST APOSTLES, SECOND PROPHETS, THIRD TEACHERS, THEN MIRACLES, THEN GIFTS OF HEALINGS, HELPS, ADMINISTRATIONS, VARIOUS KINDS OF TONGUES (1ST CORINTHIANS 12:28).

AND SINCE WE HAVE GIFTS THAT DIFFER ACCORDING TO THE GRACE GIVEN TO US, LET EACH EXERCISE THEM ACCORDINGLY: ... IF SERVICE, IN HIS SERVING ... (ROMANS 12:6-8).

... WHOEVER SERVES, LET HIM DO SO AS BY THE STRENGTH WHICH GOD SUPPLIES; SO THAT IN ALL THINGS GOD MAY BE GLORIFIED THROUGH JESUS CHRIST, TO WHOM BELONGS THE GLORY AND DOMINION FOREVER AND EVER. AMEN (1ST PETER 4:11).

We see from these verses that help / service is a spiritual gift.

[Have the same person read the "Description," page **37**.]

Help / Service is the ability to help others in a practical way. Those with this gift often labor “behind the scenes.” They serve with the attitude, “Just give me something to do and I’ll do it.”

Since God has given these gifted people to His Church, He apparently knows that the local church needs those who can **help others in a practical way**.

? Comments or questions?

[Have another person read “Strengths” and “Limitations,” page 37.]

? Can you think of any other characteristics a person with this gift would have – either strengths or weaknesses – that are not listed here?

Under “Usage” on page 38, you were asked to record how this gift could be used to strengthen a local church.

? What did you come up with?

[Have someone read Galatians 5:13 and Ephesians 4:11-12, page 38.]

FOR YOU WERE CALLED TO FREEDOM, BRETHREN; ONLY DO NOT TURN YOUR FREEDOM INTO AN OPPORTUNITY FOR THE FLESH, BUT THROUGH LOVE SERVE ONE ANOTHER (GALATIANS 5:13).

AND HE GAVE SOME AS APOSTLES, AND SOME AS PROPHETS, AND SOME AS EVANGELISTS, AND SOME AS PASTORS AND TEACHERS, FOR THE EQUIPPING OF THE SAINTS FOR THE WORK OF SERVICE, TO THE BUILDING UP OF THE BODY OF CHRIST (EPHESIANS 4:11-12).

All believers – and not just those gifted to aid – are to help and serve. Those who are gifted in this way can provide the rest of us with a model to follow.

? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

? Was there anything that was *confusing* to you or that you *disagreed* with?”

[Be sure to discuss each issue that is brought up.]

DISCERNMENT OF SPIRITS

"The Perceiver"

[Ask someone ahead of time to record the group's answers once we get to the section "Usage."]

[Have someone read the "Key Verse," 1st Corinthians 12:7, 10, page 39.]

BUT TO EACH ONE IS GIVEN THE MANIFESTATION OF THE SPIRIT FOR THE COMMON GOOD ... AND TO ANOTHER THE DISTINGUISHING OF SPIRITS" (1ST CORINTHIANS 12:7, 10).

We see from this verse that the discernment of spirits is a spiritual gift.

[Have the same person read the "Description," page 39.]

Discernment of spirits is the ability to distinguish between the spirit of truth and the spirit of error, whether something is from God or from Satan.

Since God has given these gifted people to His Church, He apparently knows that the local church needs those who can **distinguish between whether something is from God or from Satan.**

? Comments or questions?

[Have another person read "Strengths" and "Limitations," page 39.]

? Can you think of any other characteristics a person with this gift would have – either strengths or weaknesses – that are not listed here?

Under "Usage" on page 40, you were asked to record how this gift could be used to strengthen a local church.

? What did you come up with?

[Have someone read 1st Thessalonians 5:20-21 and 1st John 4:1, page 40.]

DO NOT DESPISE PROPHETIC UTTERANCES. BUT EXAMINE EVERYTHING CAREFULLY; HOLD FAST TO THAT WHICH IS GOOD (1ST THESSALONIANS 5:20-21).

BELOVED, DO NOT BELIEVE EVERY SPIRIT, BUT TEST THE SPIRITS TO SEE WHETHER THEY ARE FROM GOD; BECAUSE MANY FALSE PROPHETS HAVE GONE OUT INTO THE WORLD (1ST JOHN 4:1).

All believers – and not just those gifted with discernment – are to be able to distinguish between the spirit of truth and the spirit of error. Those who are gifted in this way can provide the rest of us with a model to follow.

? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]

Perhaps you thought of someone in your church that matches these descriptions. If so, you may want to approach that person to encourage him or her to use that gift for the sake of Christ and His church. That encouragement may be just what he needs to move him to act. But remember, this is not the time to flatter. Be honest.

THE GIFTS IN ACTION

[Assign these 11 parts to be read, one per person: pages **41-42**.]

HOW TO DISCOVER YOUR SPIRITUAL GIFTS

The Spiritual Gifts Reviewed

[State the name of the gift, then have a *volunteer* put into his own words how each gift could be described.]

Administration is the ability to organize the church ... Her strategies and Her programs.

Leadership is the ability to guide ... to direct ... to "navigate" believers within the church.

Knowledge is the ability to gather and understand the facts of the Bible.

Wisdom is the ability to apply the deep spiritual truths of God to present-day life.

Exhortation is the ability to effectively motivate others to obey God in a spirit of love.

Teaching is the ability to clearly explain God's Word.

Mercy is the ability to cheerfully care for needy people, especially the sick and afflicted.

Faith is the ability to trust God to supply specific (and sometimes extremely difficult) needs.

Giving is the ability to cheerfully distribute one's material goods to aid others who are unable to supply their own needs, with no thought of return or gain for self.

Help / Service is the ability to cheerfully help the needy in a practical way.

Discernment of spirits is the ability to perceive whether something is from God (proclaimed by one committed to God's Truth) or from Satan (proclaimed by a deceiver).

Questionnaire

[Now, have the group turn to pages **44-45**]

[Have each group member state his bottom-line conclusion: what he / she believes to be his / her gift(s)]:

? _____, after answering these seven questions on pages **44-45**, what do you believe is your spiritual gift(s).

? Are there any in this group that would like to add to or change what _____ said was his / her gift?

[After each group member states what he / she believes is his / her gift(s)]:

Next time, I will ask each of you to report to the group your answers to the questions on page **54**.

HOW TO USE YOUR SPIRITUAL GIFTS TO STRENGTHEN YOUR LOCAL CHURCH

[Have someone read (1), top two paragraphs.]

[Have each group member give his / her answers to questions (1) and (2): page **51**.]

Please turn to page **51**.

? _____, remind us of what you believe "Your gift or gifts" to be? This is question (1).

? In what way would you like to use each gift you have ("Your Preferred Ministries"). The question is not "What are you *willing* to do?" but rather, "What do you have a *passion* to do?"

? _____, if you only had time to do just one of these ministries, which one would it be?
This is question (2).

? If you only had time to do twos, what would the second ministry be?

[After every group member has answered these questions:]

For next time, I am asking each of you to answer the questions on page 52.

Specific Plans to Begin Your Chosen Ministry

[Have each group member give his / her answers: page 52.]

? If everyone in your local church knew and used his gift to the fullest, what do you think your church would be like?

[Have someone read footnote 3, page 52.]

? Do you think there is ever a time for someone to say "Yes" to a ministry that requires a gift he does not have? If so, in what situation would he do that?

GOD'S CALLING UPON YOUR LIFE TO STRENGTHEN YOUR LOCAL CHURCH

[Have someone read page 53.]

So now, there is one final step to take and that is to fill in the blanks:

God has called me to strengthen my local church by [You may want to consult what you wrote on page 51, (2).]

[Have each group member report on what he / she believes is God's *calling* upon his / her life: page 53.]

[Close the meeting by praying for each member of this group as he or she seeks to cultivate his / her calling.]

APPENDIX A: THE MIRACULOUS GIFTS

Gifted Church Officers

[Have someone read this section: page 54.]

? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]

Miraculous Gifts

Speaking in Tongues

[Have someone read this section: pages **54-56**.]

[Have someone read footnote **4**, page **57**.]

? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]

Interpreting Tongues

[Have someone read this section: page **56**.]

? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]

Healing and Exorcisms

Conclusion

[Have someone read these two sections: page 56.]

? Was there any information from this section that was especially *interesting* or *helpful* or *new* to you?

[Give them time to think and answer.]

? Was there anything that was *confusing* to you or that you *disagreed* with?"

[Be sure to discuss each issue that is brought up.]