

Discovering Your Unique Ministry Contribution

SERVANT GIFT PROFILE Compiled for Christ's Church ministry

Step 1: Recognize God's description of ministry (four major pillars)

1. Every member of the body of Christ is a minister (Eph. 4:16: "*according to the proper working of each individual part...*")
2. Every ministry is important (1 Cor. 12:18-22: "*if the whole body were an eye, where would the hearing be?*")
3. Every member is interdependent (all are commanded to practice the "*one another's*")
4. Ministry is the expression of your unique gift mix (1 Pet. 4:10 – "*as each one has received a special gift...*")

Step 2: Understand the definition of spiritual gifts: They are supernatural serving empowerments given to every believer (Rom. 12:6; 1 Cor. 12:7) by the Holy Spirit (1 Cor. 12:7, 11) for the spiritual benefit of others (Rom. 12:3-8; 1 Cor. 12:7, 25-26; Eph. 4:11-16; 1 Pet. 4:10-11).

Step 3: Understand the design of spiritual gifts: Spiritual gifts have various purposes depending upon the gift God gave you. Notice the various nuances God has designed for gifts to accomplish.

1. Evangelism: *"*Apostles*" (1 Cor. 12:28; Eph. 4:11) and "*evangelists*" (Eph. 4:11) were given to share the gospel effectively with others and plant churches.
2. Equipping: The leadership gifts (Eph 4:11) are given to "*equip the saints to do the work of ministry*" (v. 12) so that believers can grow, become more faithful and fruitful in living for Christ (Eph. 4:11-12)
3. Edification: All gifts are given for "*the building up of the body of Christ*" (Eph. 4:12; 1 Cor. 14:12, 26) and for God's people to work in unity (Eph. 4:13 – "*until we all attain to the unity of the faith...*")
4. Encouragement: Some are gifted to come along side of others and provide counsel or comfort (Rom. 12:8; 1:11-12)
5. Exaltation: All gifts are given to honor and glorify the Lord as they are actively used to bring God's blessing and benefit to others (1 Pet. 4:11)
6. *Evidence: Some gifts (miracles, healings, languages, interpretation of languages, Apostles, Prophets) had a temporary purpose which authenticated the truthfulness of God's message or the messenger (Mk. 16:17-18; Heb. 2:3-4; Acts 2:22; 2 Cor. 12:12; Eph. 2:20; 3:5; 1 Cor. 13:8-10; 14:20-22).
 - The gift of Apostle is included in this list as it required men to be chosen by Christ (Mk. 3:13-19; Gal. 1:1), an eyewitness of the resurrected Lord (Acts 1:21-22; 1 Cor. 9:1), to perform signs, wonders and miracles (2 Cor. 12:12). They were foundational to the establishment of church (Eph. 2:20).
 - Prophets and gift of prophecy had a revelatory aspect (writing Scripture, predicting the future) that was fulfilled when God's Word was completed. The Prophets were also part of the foundation of the church (Eph. 2:20). The gift of prophecy is still operational as a gift for proclaiming God's completed Word, not for proclaiming new truth from God. This proclamation must be tested (1 Cor. 14:29-33; 1 Thess. 5:20-21; 1 Jn. 4:1-3), but not quenched or despised (1 Thess. 5:20).
 - The use of these sign gifts fulfilled their purposes when God's Word was completed, however there are some who believe these gifts are still operational and are known as continuationists.

Step 4: Review the diversity of spiritual gifts. There are 20 different spiritual gifts listed in four passages (Rom 12:3-8; 1 Cor 12:7-11, 28-30; Eph 4:11) with another passage that highlights categories of gifts (1 Pet 4:10-11: speaking or serving gifts)

*see step 3 (#6) for explanations of these gifts and the statement following this list of gifts

1. *Apostles (Eph 4:11; 1 Cor. 12:28)
2. *Prophets (Eph 4:11; 1 Cor. 12:28) or prophecy (Rom. 12:6; 1 Cor. 12:10).
3. Evangelists (Eph. 4:11)
4. Pastor-teachers (Eph. 4:11)
5. Service (Rom. 12:7)
6. Teaching (Rom. 12:7)
7. Exhortation (Rom. 12:8)
8. Giving (Rom. 12:8)
9. Leading (Rom. 12:8)
10. Showing Mercy (Rom. 12:8)
11. Word of wisdom (1 Cor. 12:8)
12. Word of knowledge (1 Cor. 12:8)
13. Faith (1 Cor. 12:9)

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| 14. *Gifts of healing (1 Cor. 12:9, 28, 30) | 18. *Interpretation of tongues/languages (1 Cor. 12:10, 30) |
| 15. *Effecting of miracles (1 Cor. 12:10, 28-29) | 19. Helps (1 Cor. 12:28) |
| 16. Distinguishing of spirits (1 Cor. 12:10) | 20. Administration (1 Cor. 12:28) |
| 17. *Kinds of tongues/languages (1 Cor. 12:10, 28, 30) | |

*These gifts were temporary in nature and fulfilled their purpose in authenticating God's message and messenger when God's Word was completed. God's Word is now the sole source of truth and guidance (Mark 16:17-18; Hebrews 2:3-4; Acts 2:22; 2 Cor. 12:12; Eph. 2:20; 3:5; 1 Cor. 13:8-10; 14:20-22). See Step 3 (#6) for additional explanation.

Other gifts suggested (due to the use of the word "*gift*" or a connection in context with gifts) are hospitality (1 Pet 4:9-11 due to the "*just as*" phrase in v. 10 that links this with the gifts); singleness (1 Cor. 7:7); marriage (1 Cor. 7:7); casting out demons (Mark 16:17-18); physical protection (Mark 16:17-18), and music ("*a psalm*" – 1 Cor. 14:26)

Step 5: Be aware of the some of the dangers of spiritual gifts:

1. Undiscovered gifts (1 Cor. 12:1: "*Now concerning spiritual gifts, brethren, I do not want you to be unaware*")
2. Unused gifts (1 Tim. 4:14: "*do not neglect the spiritual gift within you...*")
3. Unappreciated gifts (1 Cor. 12:14-27 – "*and the eye cannot say to the hand, 'I have no need of you' ...*")
4. Uncontrolled gifts (1 Cor. 13-14 was written to address the misuse and abuse of certain gifts)
5. Unrelated gifts: Be careful not to confuse the gifts of the Spirit with the fruit of the Spirit (Gal. 5:22-23), natural talents, Christian roles, or spiritual maturity.

Step 6: Seek to discover and exercise your spiritual gifts. God provides little to no specific instruction on how to discover your gift, yet He does provide biblical principles that can help identify your giftedness. Answer the following questions:

1. What do you learn by reading the biblical instruction about spiritual gifts? Read through the following passages on spiritual gifts: Rom 12:3-8; 1 Cor 12:7-11, 28-30; Eph 4:11-16; 1 Pet 4:10-11
2. What God-given desires, interests, passions, or abilities do you observe about yourself as you serve in ministry and interact with others?
3. Is there a specific focus, group, or area you have a burden for?
4. If you couldn't fail, in what area of ministry would you most like to participate?
5. What kind of ministry do you find a sense of joy and fulfilment in doing?
6. What do others around you observe about your ministry skills?
7. What noticeable results do you see in the lives of others as you serve?

Step 7: Request the discerning perspective of those who know you the best. Give the Spiritual Gift Assessment (on the following page) to a spouse, family member or friend and ask them to record their observations. You may want to give this assessment to more than one person to gain a broader perspective.

Spiritual Gift Assessment

Name of Observer: _____

Relationship: _____

Give this assessment to someone who knows you well in the faith (e.g., spouse, family member, friend) and invite them to share their observations about your spiritual giftedness. Read the gift descriptions below and mark one of the following letters in the space provided.

- Y = Yes, I observe signs of this gift
N = No, I do not observe this gift
P = Possibly, I observe traits of this gift
? = I do not know, have not observed

- _____ **PROPHECY:** The divine enablement to proclaim God's biblical truth with power and clarity in a timely and culturally sensitive way for correction, repentance, and edification.
- _____ **EVANGELIST:** The divine enablement to effectively communicate the gospel of Jesus Christ to unbelievers in such a way that they respond in faith.
- _____ **PASTOR-TEACHER:** The divine enablement to communicate God's truth in such a way that people's lives are nurtured and motivated to grow in the faith.
- _____ **WORD OF KNOWLEDGE:** The divine enablement to discover, analyze and clarify biblical truth.
- _____ **WORD OF WISDOM:** The divine enablement to understand and apply biblical truth accurately to a given situation.
- _____ **EXHORTATION:** The divine enablement to encourage and counsel others to make God-honoring changes that honors God's Word and meets their need.
- _____ **TEACHING:** The divine enablement to communicate scriptural truth with accuracy, simplicity and wisdom.
- _____ **FAITH:** The divine enablement to discern the Lord's will and act on it with an unwavering trust in God's ability.
- _____ **DISTINGUISHING OF SPIRITS:** The divine enablement to distinguish between truth and error and the divine, human, or satanic origin.
- _____ **HELPS:** The divine enablement to help those in need.
- _____ **SERVING:** The divine enablement to assist in practical ways causing things to run efficiently and effectively.
- _____ **GIVING:** The divine enablement to contribute personal resources to the ministry with a selfless spirit and great generosity.
- _____ **LEADERSHIP:** The divine enablement to attract, lead and motivate people to accomplish the work of the ministry.
- _____ **ADMINISTRATION:** The divine enablement to organize, plan, and execute the tasks of ministry that accomplish the desired mission.
- _____ **SHOWING MERCY:** The divine enablement to minister cheerfully and compassionately to people who are suffering and in need.