



GIFTED



A SPIRITUAL
GIFTS GUIDE

CITY BIBLE CHURCH

GIFTED

A guide to help you discover your spiritual gifts within community.

(C) Agora Church

Every person who has come to know Christ personally has been “gifted” in at least 3 ways.

- Firstly, along with all people, we are gifted life itself. The breath of life, the times and places we live, the natural make-up of our body and personality (Acts 17:25-28).
- Then the greatest gift has been offered, the gift of eternal life through a relationship with Jesus Christ. This gift is a new life; we receive by faith when we believe that he gave his life for ours when he died on the cross (Romans 6:23; 1 Peter 3:18).
- And lastly having believed in Jesus, we receive the Holy Spirit who comes to indwell us and gives us gifts with which to serve each other (Ephesians 1:13-14).

These gifts of the Holy Spirit, or spiritual gifts, are given so that the body of Christ (the church community) would be built up to be healthy and complete. The gifts are also given so that this healthy body would bring glory to God (1 Peter 4:10-11).

These “spiritual gifts” can be seen in two ways.

- Firstly, they are gifts that each one receives. An example of this would be the gift of encouragement – this is the Spirit empowered ability to stand alongside others and speak God’s truth as it relates directly to them. Though all followers of Jesus are called to be encouragers, some are gifted at this.
- But the second way to consider spiritual gifts is that you and I are each given as gifts to the church. Taking our example of the gift of encouragement, the Spirit empowered encourager is a gift to the church. This focus is less on the gift given to the individual, and more on the individual given to the church.

In this guide you will find a series of helpful exercises to help you discover what your spiritual gift or gifts might be. Most of the exercises are for you to complete personally, along with an opportunity to have other people who you know, write in your guide how they see you. Included in this guide is a “Spiritual Gifts Survey” used under license from Ministry Tools Resource Center, as well as a gifts definition page that gives more detailed descriptions of each gift. This survey has been chosen from a selection of resources available online that we think it best fits our CBC community. After this guide has been completed there will be an opportunity for everyone to meet with a key CBC leader and their spouse in a consultation to discuss what you have discovered about your gifts and where you can use them. At the end of this guide there is a tear-away section that you can give to those you meet with at the consultation to provide a snapshot of this guide as a whole.

The purpose of this guide is to help us all to use the gifts we have received, to serve each other for the glory of God. The completion of this guide may just be the beginning for you, or a continuation of what is already your lifestyle.

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Spiritual Gifts Definitions

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Heart: Discovering Your True Passion

God has given you a heart and a passion that draws you towards things you really care about!

- What drives you?
- Who you care about?
- What needs are you passionate about meeting? (spiritual, emotional, physical, relational, educational, vocational)
- What cause do you desire to help accomplish?

Which specific CBC ministries do you have a heart for? (Check up to three passions per category)

Care Ministries

- Sickness Support
- Hospital / Hospice Visits
- Counseling
- Meals
- Fitness
- Divorce / Grief

Church Operations Support

- Administration / Finance
- Communications
- Building Maintenance
- IT, Information Systems
- Business Support / Development
- Health & Safety

Community Outreach

- Food Bank
- Service Projects
- Meals for Need
- Immigrants & Refugees
- Prison Ministry
- C.A.P
- Alpha

Connections/First Impressions

- Greeters
- Connect Desk
- New Comers
- Hospitality (Food)
- Host Team
- Coffee Team

Global Outreach

- Missions Team
- Mission Financial Support
- Mission Trips
- Operation Christmas Child

Spiritual Development

- Seekers
- New Believers
- Life Groups
- Mentoring
- Bible Studies
- Discipleship
- Spiritual Formation

Prayer

- Prayer Team
- Sunday Prayer

Worship and Events

- Music Arts
- Spanish Language
- Technical
- Production
- Drama
- Visual Arts

Leadership & Relationships

- Ministry / Leadership Development
- Mentoring
- Coaching
- Networking/Resourcing

Other:

Which life stages or demographics are you interested in working with (Check up to three options)?

- Infants (0-1)
- Preschool / Toddler (2-4)
- Children (5-10)
- Intermediate (11-12)
- High School (13-18)
- Young Adults (18-25)
- Adults (25-65)
- Seniors (65+)
- Men
- Women
- Singles
- Young Families
- Married Couples
- Divorcees
- Widows/Widowers
- Other _____

Which social causes or issues are you most passionate about (Check up to three options)?

- At Risk Children
- Youth In Crisis
- Divorce / Widow Support
- Environment
- Immigrant & Refugee Support
- Financial Advice
- Prison
- Justice
- Multi-Cultural Community
- International Need
- Poverty / Homelessness
- Other _____

Is there a unique contribution or dream you have for CBC or a calling you believe God has placed in your soul? (Explain below in 2-3 sentences):

Abilities: Discovering What You Are Naturally Good At

God has given you incredible strengths and natural abilities that you can use for His work!

- What are you good at?
- What skill sets do you have?
- What do you have experience in?

Which specific abilities could you use in ministry? (Check up to three abilities per category)

Administrative and Technical

- Accounting and Financial
- Bookkeeping
- Data Entry
- Editing
- Filing
- IT-App/Web Dev.
- Receptionist / PA
- Special Projects
- Technical Support
- Business Administration

Construction / Maintenance

- Carpentry
- Electrical
- Engineering
- Gardening
- General Cleaning
- Landscaping Painting
- Plumbing
- Facility Care / DIY

Leading Groups

- Preschool
- Primary School
- Intermediate School
- High School
- Young Adults (18-25)
- Adults
- Men
- Women

Ministry Support

- Customer Service
- Service Coordination
- Event Setup
- Food Prep / Service
- Translation
- Transportation

Professional / Other

- Work Safe
- HR Management
- Law Enforcement
- Lay Counseling
- Medical / Nursing / Emergency
- Mental Health
- Mentoring
- Social Work
- Teaching

Visual Arts & Communications

- Advertising
- Crafts
- Decorating
- Graphic Design
- Journalism / Writing
- Photography
- General Communications
- Radio, Television
- Set Design
- Videography
- Web Content
- Web Design
- Social Media
- Preaching
- Teaching

Music Arts & Technology

- Audio/Sound
- Guitarist
- Keyboardist
- Lighting
- Media Presentation
- Percussionist
- Production
- Set Construction
- Vocalist
- Other _____

Personality: Discovering Who You Are

Each person has been made in the image of God and who we are “our personality” matters to Him and is a part of his design. He desires to journey with us and knows just how best our personality combined with our passions and gifts will minister to people. One common way of describing a person’s personality is to plot it out on four different scales. This particular assessment will look at how you relate to others, how you structure your life, how you take in information, and how you make decisions. There is not a right or wrong answer, because God designed you and your personality in a wonderfully unique way and with wonderful purposes in mind!

- How do you relate to others?
- How do you structure your life?
- How do you take in information?
- How do you make decisions?

Please read the descriptions below and answer the questions on your personal style as honestly as you can:

How we relate to others:

Introverted: Persons who are introverted may enjoy being around other people, but they find that it drains them emotionally, and it takes time in solitude to replenish their energy.

Extraverted: Persons who are extraverted gain emotional energy from being in the company of other people, and although they may enjoy times of solitude, it is being with people that energizes them.

Introverted	1	2	3	4	5	6	7	Extraverted
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How we structure our lives:

Controlled: Persons who tend to prefer outcomes to processes. These types of people are interested in creating structure, deadlines, and on moving on to the next thing. They will typically use checklists, goals, and specific plans to make sure that they know where they are going.

Spontaneous: Persons who tend to prefer processes to outcomes. These types of people are usually more interested in seeing where the process leads them and “going with the flow.” Deadlines and schedules are less important to them and the creative process is typically the most important aspect of the project.

Controlled	1	2	3	4	5	6	7	Spontaneous
------------	---	---	---	---	---	---	---	-------------

How we take in information:

Intuitive: Persons who are often self-described as “innovative.” Intuitive people tend to prefer visual modes of learning and use of metaphor and imagery. They often come to an understanding of complex concepts in a moment, without exactly knowing the process. They tend to be more interested in what “might be” than “what is.”

Sensing: Persons who are often self-described as “practical.” They tend to gather information as a process of facts, data, and experience. They typically are more interested in “what is” than “what might be.”

Intuitive 1 2 3 4 5 6 7 Sensing

How we make decisions:

Thinking: Persons who make choices and decisions by focusing on facts, data, and experience, with less regard to the way in which their decision will affect other people.

Feeling: Persons who make choices and decisions by focusing on how their actions will affect other people. Though they do not disregard facts, data, and experience, their decisions are much more dependent on their affects.

Thinking 1 2 3 4 5 6 7 Feeling

What other interesting things would you also say about yourself?

Experiences: Discovering Where You Have Been

God has been with you through the ups and downs and wants you to learn from your experiences! Personally and relationally, occupationally and educationally as well as spiritually. God has shaped your life for a greater purpose than just yourself. He has made you to uniquely affect the Kingdom of God in positive ways with your spiritual gifts, heart, abilities, personality, and experiences!

My most meaningful experiences with God include... (Explain below in 2-3 sentences):

I have really sensed God using me when... (Explain below in 2-3 sentences):

Some personal experiences that have helped shaped me are... (Explain below in 2-3 sentences):

Some roles that I have fulfilled that have helped shape me are... (Explain below in 2-3 sentences):

Some training/education I have undertaken that has shaped me... (Explain below in 2-3 sentences):

Spiritual Gifts Survey: Introduction & Instructions

Below are the instructions for the spiritual gifts survey provided by Ministry Tools Resource Centre. Please read through these thoroughly following each step.

The spiritual gifts test is completed by choosing a number from the choices at the top of the page which best describes them. Example below:

No Desire Toward it 1	Almost Never True 2	Sometimes True 3	Almost Always True 4
--	---	-----------------------------------	--

It is important that you respond to each statement for the test to be valid. For results that most honestly reflect you as an individual and the gifts God has given you, you should respond based on how they feel within, not according to what is expected because of a position you hold or how you feel they ought to be. That means, regardless of your past/present ministry experience, you should not have mostly all 1's.

Don't take great lengths of time wrestling with each question, instead write down the number that comes to mind first between 1-4 for results that will best represent your giftings. Once you have completed the survey the instructions for collating, scoring and understanding your results immediately follow. Once the results are added up, the gifts that have a score of over 10 are gifts that you potentially may have. If most of the gifts score above 10 or none of them do then the results need to be considered inconclusive and we would encourage you to take the survey again, or discuss this with someone in the church who you'd consider a mentor.

If you are struggling understanding the questions or how this works then please feel free to contact your life group leader or someone on staff at CBC by emailing office@cbc.net.nz and the person who would best be in touch will contact you as soon as possible.

As you head into the survey take a moment to ask the Spirit to help you answer each question as honestly as you can and to guide you in the process. We would also encourage you to not read over the definitions of the gifts at the end of the booklet until after having completed the spiritual gifts survey. The reason for this is so that the definitions don't influence your answers in the survey.

Once you have completed this booklet and as mentioned above, there will be an opportunity for you to meet up with a key CBC leader to help you understand your results, listen to what God has revealed to you and figure out what that looks like at CBC or your surrounding community.

Thanks so much for taking the time to work through this booklet and survey! We are praying that it will bless you and be the beginning of an exciting journey with God, as you discover the gifts He has given you by His Spirit, and what using them might look like.

No Desire Toward it 1	Almost Never True 2	Sometimes True 3	Almost Always True 4
---------------------------------	----------------------------------	----------------------------	-----------------------------------

1. Very good at organizing and coordinating activities.
2. Would be eager to start a new church or new ministry endeavor.
3. People look to you for help in figuring out right from wrong.
4. Have a strong desire to share your faith with unbelievers.
5. People often come to you with their personal problems for counsel.
6. Trust God for great things.
7. Enjoy giving to those in serious financial need.
8. God places people on your heart who are ill so you can pray for them.
9. Others know they can call upon you to assist them.
10. Make strangers feel welcomed.
11. Known as a scholar of the bible.
12. People respect you and follow your direction.
13. Have a tender heart toward the needy and will often do what you can to help.
14. Have seen impossible situations altered through your prayers.
15. Enjoy the challenge of living and working in another culture.
16. Concerned for the spiritual welfare of other believers.
17. Able to sense the direction God desires for his people to move and share it with others.
18. Enjoy pitching in on service projects.
19. Able to organize your thinking in such a way as to systematically present a bible lesson to others.
20. Able to see how the bible relates to daily life and how to apply biblical principles to different situations.
21. Able to delegate responsibilities to other people so as to best accomplish set goals.
22. Seen and respected as an authority in spiritual matters.
23. Able to spot a spiritual phony.
24. Enjoy being with non-christians because of the hope of sharing Christ with them.
25. Enjoy encouraging those who are discouraged and down-hearted.
26. Have a confident expectation that God will accomplish what He says.
27. Cheerfully give well above a tithe to the work of the Lord.
28. Have seen your prayers be used as the channel through which God brings about his work of healing in people's lives.
29. Feel more comfortable helping someone behind the scenes to get prepared than to do the actual teaching or leading.
30. Tend to approach newcomers and visitors.
31. Enjoy searching for answers to difficult questions in God's word.
32. Good at setting goals and seeing the direction a group of people should take.
33. Enjoy visiting the sick and shut-in.
34. God uses you to accomplish things that are beyond human means.
35. Able to easily and quickly adapt to the customs and lifestyles of another land.
36. Take responsibility for the spiritual growth and well-being of those under your sphere of ministry.
37. Speak up for what is biblically right even when people think you are narrow-minded and oppose your principles.
38. Usually volunteer to help with tasks that need to be done.
39. Enjoy diligent study so as to accurately teach the word.
40. Known for your insight and ability to solve problems.
41. Good at organizing people, ideas, and resources to accomplish a specific goal.
42. Desirous of seeing churches form in areas where there are none.
43. Known for good spiritual judgment.
44. Inviting others to accept Christ as Savior comes easy.
45. Often challenge others to reach their potential in Christ.
46. Step out in faith where others will not go.
47. Known for generosity and sometimes sacrificial giving.

No Desire Toward it 1	Almost Never True 2	Sometimes True 3	Almost Always True 4
---------------------------------	----------------------------------	----------------------------	-----------------------------------

48. Often used by God in the healing process of those with physical, mental, emotional, or spiritual needs.
49. Eager to relieve others of routine tasks so they can move on to more essential areas of their ministry.
50. Enjoy having guests to your home and make them feel comfortable.
51. Able to take information from several sources and come up with an answer or a thesis about a subject.
52. Able to guide and motivate people to join in the achievement of your goals.
53. Tend to look out for those who are neglected and alienated.
54. God has worked through you in miraculous ways, causing others to be convinced of the power of God and to be strengthened in their faith.
55. Able to learn foreign languages without too much difficulty.
56. Willing to give of your own time to be available for the needs of others.
57. Compelled to communicate God's message from the word so people know what God expects of them.
58. Willing to work at a task regardless of how simple or trivial it may seem.
59. Others comment on how much they have enjoyed, learned, or grown under your teaching.
60. Able to offer practical solutions to difficult problems.
61. Good at planning strategies to most effectively pursue a vision.
62. Known for your pioneering spirit.
63. Seek to prevent false teaching and confusion from overtaking the church.
64. Ready and eager to tell others how to become a Christian.
65. Available to talk with others.
66. See God answer prayer a lot.
67. Often give anonymously to those in need.
68. Your prayer and counsel tend to emphasize people's need to be restored to wholeness.
69. Enjoy helping others get their work done.
70. Enjoy meeting new people.
71. Take great joy in discovering Bible truths on your own.
72. If in a group where there is no leader, you will assume leadership.
73. Empathize with those who are embarrassed and humiliated and seek to comfort them.
74. Have seen God repeatedly use you in ways that have no other explanation than that it was God.
75. Appreciate and desire to minister to people different from you.
76. Provide long-term help for certain believers to aid them in their walk with the Lord.
77. Not afraid to announce God's judgment on sin.
78. Feel a sense of satisfaction in seeing a job through to completion.
79. Able to thoroughly study Scripture and share your findings with others.
80. Seem to know what to do when others around you do not know what choices to make.
81. Often find yourself in a place of leadership.
82. Want to take the Gospel into places where it has not yet been proclaimed.
83. Desirous of protecting the body from error.
84. Frequently instrumental in leading others to a saving knowledge of Jesus Christ.
85. Encourage others to go on with the Lord.
86. Your faith inspires others.
87. Willing to lower your standard of living in order to help out.
88. People seek you out to have you pray for restoration of their health, relationships, and other hurts.
89. Genuinely glad to assist others.
90. Able to extend a warmth that makes people feel at ease in strange or awkward settings.
91. Like to study and do research.
92. A goal-setter.
93. Like to spend time with those who are lonely or hurting.
94. God frequently responds to your prayers with a miracle.
95. Feel comfortable when around people different from you.

No Desire Toward it 1	Almost Never True 2	Sometimes True 3	Almost Always True 4
---------------------------------	----------------------------------	----------------------------	-----------------------------------

96. Desirous of protecting those in your care from evil influences and guiding them in the ways of God.
 97. Speak boldly and with conviction what you believe God wants people to know.
 98. Very dependable for getting things done.
 99. Able to make the Bible clear and relevant for others.
 100. Often sought out for your opinions.

If you have repeatedly had any of the following experiences, simply place a check mark beside the appropriate letter on the response sheet. If you do check any of them off then please raise this at your consultation so that they can be discussed in more detail and a process of discernment entered into with the leadership of CBC.

101. I have spoken in a language I do not understand, and someone has spoken out to interpret what I had just said.
 102. When I hear people speak in tongues, I feel the Spirit revealing his message to me, and I speak it aloud, interpreting it for the church.
 103. I regularly feel drawn to the giving up of material things and pursuing a lifestyle that focuses on helping those in need and living in solidarity with them.
 104. I often consider a life of singleness and think it is possible, in order to pursue God's calling on my life?

Instructions: For Scoring Your Gifts Survey

Scoring codes:

A = Administration	G = Giving	M = Mercy	S = Teaching
B = Apostle	H = Healings	N = Miracles	T = Wisdom
C = Discernment	I = Helps	O = Missionary	U = Tongues
D = Evangelist	J = Hospitality	P = Pastor	V = Interpretation
E = Exhortation	K = Knowledge	Q = Prophecy	W = Voluntary Poverty
F = Faith	L = Leadership	R = Service	X = Singleness

- 1) After responding to the test statements on the 'Response Sheet' for the spiritual gifts test, add up the numbers across each row of answers. Put the total on the corresponding line under 'Totals' for each row.
- 2) Circle the letter to the right of the highest total. You may have more than one row totaling this same amount. Circle each of those letters.
- 3) Match the letter(s) you have circled with the code above. Write down the name of the gift(s) in the box at the bottom of the response sheet. What is written down may very well be the spiritual gift(s) of the person taking the test.

Note: If most of the gifts score above 10 or alternatively none of them do, then the results should to be considered inconclusive and we would encourage you to take the survey again. However, if all your results score lowly then very possibly the highest total may be the gift(s) but totals below 10 or lower should be seen as tentative.

- 4) If there are any totals with no more than a one-point gap from the highest total, yet still above ten, you may want to write that gift(s) down as a possible gift(s) as well. If, however, you find that this yields more than six gifts, you probably should go with only the highest total as the more conclusive gift(s).

Response Sheet: Gifts Scoring

INSTRUCTIONS:

Rate yourself for each statement using the number at the top that most reflects you. Put your score on the line by the corresponding number below. Try to score based on what is really within you and not simply on ministry experience. You must respond to each statement for the test to be valid.

					TOTALS
1. _____	21. _____	41. _____	61. _____	81. _____	_____ A
2. _____	22. _____	42. _____	62. _____	82. _____	_____ B
3. _____	23. _____	43. _____	63. _____	83. _____	_____ C
4. _____	24. _____	44. _____	64. _____	84. _____	_____ D
5. _____	25. _____	45. _____	65. _____	85. _____	_____ E
6. _____	26. _____	46. _____	66. _____	86. _____	_____ F
7. _____	27. _____	47. _____	67. _____	87. _____	_____ G
8. _____	28. _____	48. _____	68. _____	88. _____	_____ H
9. _____	29. _____	49. _____	69. _____	89. _____	_____ I
10. _____	30. _____	50. _____	70. _____	90. _____	_____ J
11. _____	31. _____	51. _____	71. _____	91. _____	_____ K
12. _____	32. _____	52. _____	72. _____	92. _____	_____ L
13. _____	33. _____	53. _____	73. _____	93. _____	_____ M
14. _____	34. _____	54. _____	74. _____	94. _____	_____ N
15. _____	35. _____	55. _____	75. _____	95. _____	_____ O
16. _____	36. _____	56. _____	76. _____	96. _____	_____ P
17. _____	37. _____	57. _____	77. _____	97. _____	_____ Q
18. _____	38. _____	58. _____	78. _____	98. _____	_____ R
19. _____	39. _____	59. _____	79. _____	99. _____	_____ S
20. _____	40. _____	60. _____	80. _____	100. _____	_____ T
				101. _____	_____ U
				102. _____	_____ V
				103. _____	_____ W
				104. _____	_____ X

Your Results:

My top three results are:

- 1.
- 2.
- 3.

What are your first thoughts about these results?

*Refer to appendix for spiritual gifts definitions at back of guide.

Community: How Do Others See me

One of the key ways that help us mature in our faith as a follower of Jesus is being in community. Often others see the Spirit working in us better than we see it in ourselves and so this next section is an opportunity to have others speak into our lives and say what they see God doing in us. We'd like you to ask two people who know you well to fill out this page such as your life group leader, mentor, a spiritual friend or ministry leader.

NAME:

NAME:

Heart: What are they passionate about?

Abilities: What are they naturally good at?

Personality: What strengths do you see in their personality?

Gifts: What Spiritual Gifts do you already see in them?

Reflection & Summary: What's Next?

This final page is a summary of all that you have just been through as well as potentially the start of the rest of your journey. This booklet is simply a tool to help you further discover what God may be calling you into and which gifts He has given to you to build others up.

Below are the different categories of this booklet with space for you to summarise what came out of each one for you. Feel free to simply list what you ticked or to write a little around each one. Finally, as mentioned at the beginning of this guide there will be an opportunity for you to meet with a key CBC leader and their spouse in a consultation to discuss what you have discovered about your gifts.

Name:	Email:	Mobile:
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Heart: (List or write about the different passions that you ticked)

Abilities: (List or write about the different skills that you ticked)

Personality: (Circle again where you feel you sit on the different personality scales and feel free to write under each one anything you may want to add)

Introverted	1	2	3	4	5	6	7	Extraverted
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Controlled	1	2	3	4	5	6	7	Spontaneous
------------	---	---	---	---	---	---	---	-------------

Intuitive	1	2	3	4	5	6	7	Sensing
-----------	---	---	---	---	---	---	---	---------

Thinking	1	2	3	4	5	6	7	Feeling
----------	---	---	---	---	---	---	---	---------

Gifts: (List your top three lifeway gifts survey results)

- 1.
- 2.
- 3.

Below tick the boxes that best describe where you are now at and describe what this could look like for you:

- Having done this, I now have a developing sense of how God wants to use me in CBC.
Describe:

- Having done this, I now have a developing sense of how God wants to use me in my community.
Describe:

- I feel I have had confirmed that what I have been working towards is where God is leading me.
Describe:

- I can see myself working in the following community, CBC ministries or church life.
Describe:

- I have no more clarity in this area and have no idea what to do next.

Where to Next?

Fantastic! As a leadership team at church we have been praying that this has been helpful for you. Our next step is simply for one of the leadership team and their spouse to meet with you to briefly talk through this document and where you believe the Lord is leading you. We will plan a number of nights at church to do this so please make attending one of these a priority. As you process this we would encourage you pray through this and seek God's direction.

SPIRITUAL GIFTS DEFINITIONS

ADMINISTRATION: 1 Cor. 12:28 - to steer the body toward the accomplishment of God-given goals and directives by planning, organizing, and supervising others (Greek Word: kubernesis - to steer, guide, helmsmen).

APOSTLE: Eph. 4:11; 1 Cor. 12:28 - to be sent forth to new frontiers with the gospel, providing leadership over church bodies and maintaining authority over spiritual matters pertaining to the church (Greek Word: apostolos - 'apo'=from 'stello'=send; one sent forth).

DISCERNMENT: 1 Cor. 12:10 - to clearly distinguish truth from error by judging whether the behavior or teaching is from God, Satan, human error, or human power.

EVANGELISM: Eph. 4:11 - to be a messenger of the good news of the Gospel (Greek Word: euaggelistes - preacher of gospel; eu=well, angelos=message - messenger of good).

EXHORTATION: Rom. 12:8 - to come along side of someone with words of encouragement, comfort, consolation, and counsel to help them be all God wants them to be (Greek Word: paraklesis - calling to one's side).

FAITH: 1 Cor. 12:8-10 - to be firmly persuaded of God's power and promises to accomplish His will and purpose and to display such a confidence in Him and His Word that circumstances and obstacles do not shake that conviction.

GIVING: Rom. 12:8 - to share what material resources you have with liberality and cheerfulness without thought of return.

HEALING: 1 Cor. 12:9,28,30 - to be used as a means through which God makes people whole either physically, emotionally, mentally, or spiritually.

HELPS: 1 Cor. 12:28 - to render support or assistance to others in the body so as to free them up for ministry.

HOSPITALITY: 1 Pet. 4:9,10 - to warmly welcome people, even strangers, into one's home or church as a means of serving those in need of food or lodging (Greek Word: philoxenos - love of strangers; 'philos'=love; 'xenos'=stranger).

INTERPRETATION OF TONGUES: 1 Cor. 12:10; 14:27, 28 - to translate the message of someone who has spoken in tongues.

KNOWLEDGE: 1 Cor. 12:8 - to seek to learn as much about the Bible as possible through the gathering of much information and the analyzing of that data.

LEADERSHIP: Rom. 12:8 - to stand before the people in such a way as to attend to the direction of the body with such care and diligence so as to motivate others to get involved in the accomplishment of these goals.

MERCY: Rom. 12:8 - to be sensitive toward those who are suffering, whether physically, mentally, or emotionally, so as to feel genuine sympathy with their misery, speaking words of compassion but more so caring for them with deeds of love to help alleviate their distress.

MIRACLES: 1 Cor. 12:10,28 - to be enabled by God to perform mighty deeds which witnesses acknowledge to be of supernatural origin and means.

MISSIONARY: Eph. 3:6-8 - to be able to minister in another culture.

PASTOR: Eph. 4:11 - to be responsible for spiritually caring for, protecting, guiding, and feeding a group of believers entrusted to one's care.

PROPHECY: Rom. 12:6; 1 Cor. 12:10; Eph. 4:11 - to speak forth the message of God to His people (Greek Word: prophetes - the forth-telling of the will of God; 'pro'=forth; 'phemi'=to speak).

SERVICE: Rom. 12:7 - to identify undone tasks in God's work, however menial, and use available resources to get the job done (Greek Word: diakonia - deacon, attendant 'diako'=to run errands).

SINGLENES: 1 Cor. 7:7,8 - to voluntarily remain single without regret and with the ability to maintain controlled sexual impulses so as to serve the Lord without distraction resulting in a deep sense of fulfillment.

TEACHING: Rom. 12:7; 1 Cor. 12:28; Eph. 4:11 - to instruct others in the Bible in a logical, systematic way so as to communicate pertinent information for true understanding and growth.

TONGUES: 1 Cor. 12:10; 14:27-28 - to speak in a language not previously learned so unbelievers can hear God's message in their own language or the body be edified.

VOLUNTARY POVERTY: 1 Cor. 13:3 - to purposely live an impoverished lifestyle to serve and aid others with your material resources.

WISDOM: 1 Cor. 12:8 - to apply knowledge to life in such a way as to make spiritual truths quite relevant and practical in proper decision-making and daily life situations.