

EQUIPPING SPIRITUAL GIFTS

“ And he gave the apostles, the prophets, the evangelists, the Pastors and Preachers, to equip the saints for the work of ministry for building up the body of Christ.” Ephesians 4:11-12

The equipping gift is seen in the individual who is mature and field-tested so that the church now recognized this person as being able to equip other believers for ministry

Apostle	<p>Pioneer; one who establishes, one who is sent or “set” to bring order and structure where there was disorder and chaos; one who gathers people; functions as trail-blazer, leader, ambassador, governor or father, team builder and activator of others.</p> <p>Equips: by establishing; putting in order, building structure; gathering communities; providing tracks to run on, to build and to plant, active, coordinate, team build.</p>
Prophet	<p>One who speaks the truth; one who receives fresh revelation from God and communicates it for God; Who brings hidden things to light.</p> <p>Equips: by revealing; receives revelation and hears from God, points, provides vision; more forth telling than foretelling.</p>
Evangelist	<p>One who brings new life and awakening, initially leading unbelievers to Christ and continually leading believers in revival.</p> <p>Equips: by awakening, rallying the church to do the work of evangelism, casting the net, including connecting-particularly including new people. Remind us of the lost world and takes us there.</p>
Pastor	<p>Caregiver; one who shepherds God’s people in health and maturity.</p> <p>Equips: by building community to care for each other; team building; fighting off enemies; protecting’ feeding the word, caring for needs.</p>
Teacher	<p>One who systematically instructs from God’s Word in a way that feeds, warn, protects, comforts and nurtures God’s people; one who brings clarity.</p> <p>Equips: by motivating, teaching, feeding on God’s Word and activating, encouraging, connecting with and empowering new teachers.</p>



OVERVIEW OF THE SPIRITUAL GIFTS

All spiritual gifts are Holy Spirit empowerments in a believer’s life for exalting Christ and building up the Church.

Three subdivisions to help with understanding:

1. Motivational gifts (Romans 12:6-8)
2. Manifestation Gifts (1 Corinthians 12:7-10)
3. Equipping gifts (Ephesians 4:11-12)

MOTIVATIONAL SPIRITUAL GIFTS

These seven motivational gifts are supernatural abilities given to the church and distributed to believers when they are born again. These gifts are in one or two categories: gifts of speaking and gifts of service. Every believer seems to possess at least one or more of these gifts.

Speaking

Prophecy

Teaching

Exhortation

Service

Service

Giving

Leadership

Mercy

Word of Wisdom	The supernatural ability to receive a revelation from the Holy Spirit that gives proper judgement for action
Word of Knowledge	The supernatural revelation of facts (past, present or future) which were not learned through the effort of the natural mind but through the Holy Spirit.
Faith	The supernatural understanding of what God intends to do (before He does it) and the courage to tackle a seeming impossible job to accomplish it.
Healings	The supernatural curing of physical illness without medical help. (This gift is plural and could well refer to physical, emotional and mental healing.)
Miracles	The supernatural power displayed so as to override or contradict "the laws of nature" and thereby bring praise to God. Literally, "being able to do works of power".
Prophecy	The supernatural ability to receive a revelation from God and communicate it to people on God's behalf
Discernment of Spirits	The supernatural insight into the invisible realm to discern and distinguish between holy and unholy spirits; to discern the difference between the flesh, the Spirit and the devil.
Various Tongues	<p>The supernatural ability to speak in a new language, primarily in praise to God, and to edify both the believer who uses it and those who hear it.</p> <p>There are at least three varieties of tongues:</p> <ol style="list-style-type: none"> 1. The private use of tongues glorifies Christ and the believer who uses the gift (1 Corinthians 14:4) 2. When the gift of tongues is used in the corporate worship setting, it should always be interpreted in order to give understanding to the group. (1 Corinthians 14:27) 3. At times the gift of tongues can be used as a way of preaching the glories of God to unbelievers if they know the language of the tongue being spoken. In this case, it is obvious that no interpretation is required. Pentecost is a perfect example Acts 2
Interpretation of Tongues	The supernatural ability to interpret the tongue when used in the church context so that we might understand the message of God in the moment (1 Corinthians 14:27)

SPEAKING GIFTS

Mercy

The motivation to sympathize, empathize, and identify with someone with a desire to bring comfort to those in difficulty and distress. To rejoice with those who rejoice. Weep with those who weep.

Examples: Mary, Good Samaritan

Expression: Discerns the motives of people. Looks for the good. Non-critical. Able to sense spiritual, emotional atmosphere in a group. Attracted to people who are hurting, in distress, “hard cases”. Asks specific questions to draw out deeper feelings. Strong compulsion to remove hurt, relieve distress. Peacemaker. Motivated to have people enter into right relationships with one another. Careful to avoid hurting others through words and actions. Easily detects insincerity. Thoughtful. Trusting. Compassionate. Enjoys sharing deep feelings and “heavy” conversations.

Faults: Lacks firmness. Tends to be indecisive. Avoids confrontation. Can be guided by emotion rather than logic. Tender, sensitive, easily hurt. Carries the burdens of others to one’s own distress in body or mind. Extremely loyal friend to the exclusion of others. Must be careful in ministering to opposite sex. Compassion can be misunderstood. Subject to severe mood swings. Closes his/her spirit to others if he/she senses insincerity or misunderstanding. Develops spiritual bond with those of like spirit. Becomes so involved in certain projects that he/she loses sight of other responsibilities. Resists sudden change so as to not offend some.

MANIFESTATION SPIRITUAL GIFTS

The nine spiritual gifts listed in 1 Corinthians 12 are distinctly called “manifestations” or “expressions”. Clearly the context for 1 Corinthians 12 & 14 is the corporate worship of believers where these gifts are empowered and distributed “to each one individually as He (the Holy Spirit) wills”

Prophecy

The motivation to fix a problem by pointing out what, why, who, when and how. The ability to discern character and motives bringing people to accountability before God. Literally means “to speak forth” It brings clarity. Things are seen as black and white. Won’t compromise. Scripture is only basis for truth.

Examples: John the Baptist, Jeremiah, Leonard Ravenhill, Billy Graham

Expression: Shoots for the jugular vein of sin. Welcomes brokenness in his own personal life. Looks for evidence of brokenness in others. Persuasive and convincing in speech. Grieves over sin. Calls for change. Desires immediate action.

Faults: Appears self-assured, abrasive. Overly frank, blunt, judgmental, outspoken, fails to notice progress, looking for perfect end results. Goal conscious, pushy, intolerant of different opinions. Strict standards prevent close friendships. Makes others feel inadequate.

Teaching

The motivation to search out and defend truth. Diligent in detail. Given to systematic teaching, accuracy of words, logical sequence.

Examples: Paul, Apollos, John Stott, Ray Stedman

Expression: Despises scripture out of context. Bases spiritual maturity in the Body on the use of this gift. Finds as much joy in the research as in the presentation of the material. A keen nose for heresy. Favors teaching Christians to evangelizing unbelievers. Uses biblical illustrations rather than contemporary.

Faults: Can neglect practical application; not much “how to”. May become boring, legalistic, dogmatic, lacking warm personality. Has unfinished projects, book, possible intellectual pride.

Exhortation

The motivation to support, to stimulate faith, infuse hope, and affirm faith in others. Encouraging spiritual growth in others. Geared toward the practical, step-by-step application of God's Word. Counseling.

Examples: Barnabas, Bill Gothard

Expression: Positive. Loves people. Good discipler. Geared toward problem solving. Visualizes specific achievements and gives steps of action. Grieves when teaching lacks practical application. Thrives on "hard cases" Able to see purpose in suffering, conflict, trials. Prefers applying truth rather than searching. Enjoys one-on-one ministry as much as public preaching. Will discontinue counseling if no change is seen. Ordinarily a positive person with positive attitude. Willing to share personal failure.

Faults: Needs positive feedback, affirmation when talking to people or preaching. Can take scripture out of context because of overemphasis on application. Can be gullible and non-discerning. His counsel sometimes comes across as cut and dried because of steps of action. Can be independent, overconfident, opinionated and manipulative.

SERVICE GIFTS

Service

The motivation to see people's immediate practical needs and to demonstrate love by meeting their needs. Genuine affection. Operates behind the scenes. Willing to let others take the credit.

Examples: Martha

Expression: Alert to detecting practical needs; quick to meet those needs. Enjoys manual projects, detailed person, meticulous, task oriented. Sticks with a project until it's finished. Can be a perfectionist. Geared towards short-term rather than long-term goals. Responds to appreciation. Takes initiative, does more than is asked to do. Wants quiet praises and is embarrassed by public recognition.

Faults: Appears self-assured, abrasive. Overly frank, blunt, judgmental, outspoken, fails to notice progress, looking for perfect end results. Goal conscious, pushy, intolerant of different opinions. Strict standards prevent close friendships. Makes others feel inadequate.

Giving

The motivation to entrust personal assets to others for the furtherance of Christ's work. Able to make quick decisions regarding the immediate needs of others. Takes genuine interest in the needs of strangers. Give money, possessions, time, energy and love to others in order to advance the kingdom.

Examples: Dorcas (Acts 9:36-42)

Expression: Loves to give quietly without others knowing. Wants to be a part of the work contributed to, continues in prayer, continues watchful. Takes delight when the gift is in answer to specific prayer. Desires gifts to be of a high quality. Rejects pressure appeals. Appreciates leading of the Holy Spirit. Ability to handle personal finances with wisdom and frugality. Quick to volunteer where help is needed. Depends on spouse's counsel to confirm the amount of gift. Gives in addition to tithe. May appear selfish when not motivated to give.

Faults: May focus on temporal needs rather than spiritual values. May be critical of works invested in. Desires control. May be judgmental of others who do not give as much. At times misunderstood by family members who think they are reckless with investment. Tend to spoil their children. Appear to flaunt their wealth. Might tend to seek power.

Leadership

The motivation to coordinate the activities of others for the achievement of both immediate and long range goals. To preside over, lead, standing in front of, distinguish major objectives. To organize resources for the best results and ASAP.

Examples: Nehemiah, Paul

Expression: Visionary. Wants to be authorized to lead. Quickly knows what can't be delegated. Sees abilities in others; likes to facilitate their functioning. Willing to endure criticism to see a job through. Goal-oriented. Finds fulfillment in seeing people fit together on a common project. Continually looks for new challenges when old ones are finished. At times accused of being lazy because of good delegation. Well organized. Works well through outlines, charts, diagrams. Willing to let others get the credit in order to get the job done.

Faults: Others may feel misused if they don't see the vision. Sometimes is insensitive to people, pressuring them to finish the task. Guilty of seeing people as resources, projects become more important than people. Tend to get hyper-extended. Neglects domestic duties. Abhors routine tasks. Upset with others who don't share vision. Accused of not depending on the Holy Spirit or of putting God in a box.