



**THE GIFT THE CHURCH DESPERATELY  
NEEDS - WEEK 1  
Title**

**Opening prayer**

**Prayer for the persecuted church:**

**Prayer for a local church:**

This morning we pray for our brother Kasey Crawford and Elevation Church.

**Closing prayer**

**INTRO:** Let's begin with the least controversial gift in the Bible, the gift no one really wants, but the gift the church desperately needs and

**can't do without. What gift would that be? First, an overview.**

When it comes to lists of the gifts, there are at least four different New Testament passages listing various gifts God gives His children to build His church and His kingdom. (Romans 12:6-8; Ephesians 4:7-11; 1 Peter 4:7-11; and 1 Corinthians 12)

Now, the thing about these lists is that they are not uniform. They don't cover the same

ground, though there is some overlap. So, we're going to spend December (and maybe even January) looking at God's gifts to you, which become your gifts to others. We'll be looking at how these gifts function in your life as a Christian.

Everyone has a gift mix.

Now, we're doing this series, so we can avoid some of the faulty models of service.

**Staff Run Model** - “Isn’t this what we hired you for?” The staff is expected to be “all things to all people” which is a perfect recipe for burnout. Especially, because no one enjoys doing what they are not gifted at doing.

**Desperate Volunteer Model** - “Hey, you’re a warm body, you’re needed in Children’s Ministry!” At least every slot is filled... kind of. Because you’ll have people in a position doing something that they’re not gifted at doing, so they’re probably not going to be doing it well, and since it’s not what they’re gifted at doing,

they're probably not going to be doing it passionately either.

**Chaos Model** - This is kind of a combination of the Staff Run and Desperate Volunteer Model. It operates on the premise of the squeaky wheel. The thing that gets attention is the thing in chaos.

That's why we're doing this series, so we can avoid those models in the future.

**Team Approach - Putting the right people with the right gift mix in the right place. That's what we're hoping to do as we build the church with this model.**

**When the local church is not built around the right people with the right gift mix in the right place it often produces a spiritually unhealthy environment. The church should be built around the spiritual gifts that God has given us, since those gifts are for the building up the body.**

**When we don't use our gifts in conjunction with a local body of believers we are like a child that's been given a toy, but who refuses to share with others. That is the childish mentality of those who think they can function in ministry apart from the church and there are tons of Christians out there who think this way. The Apostle Paul and the Apostle Peter say a couple of things about Christians using their gifts in the context of a local church. As a matter of fact, there is no other way they talk about using the gifts other than in the context of a local church.**

# **Ephesians 4:14**

**<sup>14</sup> so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes.**

**The Peter adds:**

**1 Peter 4:10**

**<sup>10</sup> As each has received a gift, use it to serve one another, as good stewards of God's varied grace:**

## **1 Corinthians 12:27-28 (NIV)**

**<sup>27</sup> Now you are the body of Christ, and each one of you is a part of it. <sup>28</sup> And God has placed in the church...**

Where has God placed His gifts? In the church, the local body. The idea that you can

**be part of the spiritual body of Christ without being part of a physical local body of Christ is not just a dumb idea, it's simply unbiblical.**

**So, if you think I'm being a little too hard in regard to a Christian using his or her gift mix in the context of the local church, your argument is with Scripture. God has said to you through the Apostle Peter, "I've given you a gift, use it to serve one another." Who are the "one anothers"? The local body of believers.**

**This series is about identifying God's gifts to you. And we must always remember, they are God's gifts. That's the best way to think about them, so that when you're operating in your gift, you have to depend upon God to do so, since it's His gift.**

**And we don't want to confuse gifts with talents. You might have a talent for carpentry. You don't have the gift of carpentry. If you have the gift of mercy, you can take your talent and help people for the cause of Christ.**

Generally speaking, there are three categories of gifts in the Bible:

- Ascension gifts (five-fold gifts — pastors, teaches, evangelists, Apostles and prophets)
- Functional gifts (motivational gifts)
- Gifts of the Holy Spirit (operational gifts)

## 1. Ascension Gifts (The Five-Fold Ministry of the Church)

**Ephesians 4:11 (NKJV)**

**<sup>11</sup> And He Himself gave some *to be* apostles, some prophets, some evangelists, and some pastors and teachers,**

What's key here is that He gave some. Not all, but some. Some pastors also have the gift of teaching, but not all pastors are good teachers. They teach, but they are better at pastoring than teaching because that is their primary gift. It's not to say they can't teach, but it's not their main passion, because it's not their main gift.

The same thing can be said for evangelists. Evangelists generally aren't good line-by-line preachers of the Word. But they are gifted at telling their story and weaving the gospel into that and, most importantly, calling for a response to Jesus Christ and getting one. Now, this doesn't mean that all of us don't engage in evangelism or teaching or caring for others (which is part of pastoring), but some have the primary gift of evangelizing or teaching or pastoring.

But we have all been given supernatural gifts by the Holy Spirit.

## 2. Functional gifts (Motivational Gifts)

### **Romans 12:4-5 (ESV)**

**<sup>4</sup> For as in one body we have many members, and the members do not all have the same function, <sup>5</sup> so we, though many, are one body in Christ, and individually members one of another.**

**So, not all of us function the same way in the local body, because of our gift mix. Now, two things are important here.**

**First, if a believer is not connected to a local body they are not functioning in their gifts as God intended and their lives will reflect as much.**

**Second, to function as you should in the body of Christ you have to know your gift mix. When you discover your gift mix you will be**

motivated to use your gifts and you'll leave the arena of insecurity, because you'll understand your position, your place in the body of Christ.

If you're a hand, you'll go, "Oh, I belong on the end of the arm. That's why I like to grab things." There's a self-understanding that comes with knowing our gifts.

But God has made both humanity and His gifting of humanity diverse, including the body of Christ.

## **Romans 12:6-8**

**<sup>6</sup> Having gifts that differ according to the grace given to us, let us use them: if prophecy, in proportion to our faith; <sup>7</sup> if service, in our serving; the one who teaches, in his teaching; <sup>8</sup> the one who exhorts, in his exhortation; the one who contributes, in generosity; the one who leads, with zeal; the one who does acts of mercy, with cheerfulness.**

**God has placed everything we need in the Body of the local church. Now, that's an amazing fact, but it only becomes amazing in daily life when we develop our gifts.**

**If you're on a bike, even if you're moving at the slowest rate of speed possible you're still able to balance. But if you're on a bike — try and balance it without moving. That's the idea with spiritual gifts. You have to be moving forward with them. You have to be developing your gifts. You have to be trusting God as you use them.**

## **2 Timothy 1:6**

**6 For this reason I remind you to fan into flame the gift of God, which is in you through the laying on of my hands,**

In other words, develop it, use it.

Here's how the Passions & Gifts test we're using is designed.

- Diagrams

So, let's begin to break down the functional (or motivational) gifts. And we'll begin with the least controversial gift in the Bible, the gift no one really wants, but the gift the church desperately needs and can't do without. What gift would that be? Let's see if you can pick it out from this list.

## **1 Corinthians 12:28 (ESV)**

**<sup>28</sup> And God has appointed in the church first apostles, second prophets, third teachers, then miracles, then gifts of**

**healing, helping, administrating, and various kinds of tongues.**

Do any of those gifts kind of standout as “this one is not like the others?” The rest are kind of flashy gifts, except for this one — administration. Has there ever been a Christian in the history of the church who has prayed, “Oh, dear, Lord, please, please, please grant me the gift of administration?”

Let’s look at this gift, first by defining it: Administration is the special supernatural

Functional Gift that God gives to certain members of the body of Christ to plan, organize, and direct the activities to implement His will.

Good Biblical Examples: Joseph and Nehemiah

### Characteristics:

- Ability to see overall picture and clarify long-range goals.
- Motivation to organize that for which he is responsible.
- Desire to complete tasks as quickly as possible.
- Awareness of resources available to complete a task.
- Ability to know what can and cannot be delegated.

- Tendency to stand on sidelines until given authority to take over.
- Tendency to assume responsibility if no structured leadership exists.
- Willingness to endure reactions from workers in order to accomplish ultimate tasks.
- Fulfillment in seeing others coming together
- Enjoy completed tasks and a desire to move on to a new challenge when a previous task is completed.
- Willingness to be accountable to the whole body, seeking and executing its guidelines.

## Potential Weaknesses

- Delegating responsibilities may appear as laziness.

- Willingness to endure reaction may appear as callousness.
- Neglect in explaining why tasks must be done, which may prompt workers to think they are being misused.
- Viewing people as resources may make it appear that projects are more important than people.
- Desire to complete tasks swiftly may appear to be insensitive to the schedules, weariness and priorities of workers.

## **Principle Function:**

**Provides leadership and administration to their team.**

A good Administrator is a good manager and a good manager knows where you are today, where you would like to be in the future and where to make adjustments along the way.

## Responsibilities

- Oversee all other positions on their team.
- Perform other team members duties, if needed.
- Keep all confidentiality.
- Be a leader that the group trusts. Be a leader that leads with love and care rather than acting like a drill sergeant in the army.

- Help your team engage in spiritual warfare.

Now, let's look at the gift that is the opposite of administration — the gift of mercy.

## **Romans 12:8**

**⁸ the one who exhorts, in his exhortation; the one who contributes, in generosity; the one who leads, with zeal; the one who does acts of mercy, with cheerfulness.**

Mercy can be defined as the supernatural Functional Gift that God gives to certain

members of the body of Christ to respond wholeheartedly with extraordinary compassion to those who are in need, particularly spiritually.

Good Biblical Examples:  
John the Beloved and the Good Samaritan

### Characteristics:

- Looks for the good in people. Is non-critical.
- Senses the spiritual and emotional atmosphere of a group.
- Is attracted to people who are hurting or in distress.
- Wants to remove hurts and relieve distress.

- Is motivated to help people to have right relationships with one another.
- Loves opportunities to give place to others.
- Takes care with words and actions to avoid hurting others.
- Easily detects insincerity in others.
- Is drawn to others with the gift of compassion.
- Is thoughtful & loves to do things for others. Remembers special occasions.
- Trusting. Expect others to be honest and reliable.
- Lack firmness unless they see how it will bring benefit.

## Potential Weaknesses:

- Tends to be indecisive.
- Tends to be guided by emotions more than logic.

- The tenderness and sensitivity can cause them to take up another person's offense.
- Can be easily hurt by others.
- Can let the empathy for the suffering of others infiltrate own mind or body. Other's problems become your problems.
- May exhibit pity when the person in need requires exhortation or reproof and therefore may hinder healing or growth.
- May concentrate more on the physical needs than on helping the people spiritually.
- May concentrate more on soul-winning and ignore the physical needs.

## Principle Function:

Provide motivation and compassion for their team members and individuals within the church body and also serve as a recruiter for their team.

## **Mercy Responsibilities:**

- Helping the church reach out and see the needs of individuals are taken care of in a kindhearted manner.
- Contacting team members and visitors by letter or phone (calling 4-13 people each week) to be a compassionate listener and prayer warrior.
- Reach out to the community through outreach ministries to see souls won.

**Closing - What is the primary reason people in the church do not use their gifts? Unbelief. You don't believe God is compassionate and gracious and that He wants to show that compassion and grace through you. The Lord is slow to anger, but you don't believe He wants to display His patience through you. The Lord is abounding in steadfast love and faithfulness, but you don't believe He wants to pour out His love on those around you because they're such horrible sinners. The Lord Jesus Christ came to seek and to save the lost. The Lord Jesus Christ delights to**

**save sinners. Believe it. Believe Him and start operating in the gifts He has given you because He's given them to you for the sake of others who might come to know how great this Giver of Gifts really is.**