

Understanding and Unleashing Spiritual Gifts

6-Week Study – Wednesday
6:30 p.m.- 8 p.m.

SPEAKING GIFTS

Led by: Pastor Robert A. O’Neal III, Shepherd’s Way
Christian Church

1 Timothy 4:14 - Do not neglect the gift that is in you, which was given to you by prophecy with the laying on of the hands of the eldership.

What is a “Spiritual Gift”? Special abilities, Spirit given, to every Christian, enabling the individual to perform a special service in the body of Christ.

9) Discerning of Spirits (or Discernment)

1 Corinthians 12:10 “... to another discerning of spirits...”

1. DEFINITION:

- a. *Gk. Diakrisis – judicial estimation, to separate thoroughly, discriminate, judge [literally – “to separate or make a distinction, differentiate]*
- b. **DEFINITION:** *the God-given ability to recognize truth or error within a person, message or event.*
- c. **ANOTHER DEFINITION:** *The special ability to know with assurance whether certain behaviors purported to be of God are in reality divine, human or satanic. [Wagner]*
- d. *To clearly distinguish truth from error by judging whether the behavior or teaching is from God, Satan, human error, or human power.*

2. DISTINCTIVES:

- a. Distinguish truth from error, right from wrong, pure motives from impure
- b. Identify deception in others with accuracy and appropriateness
- c. Determine whether a word attributed to God is authentic
- d. Recognize inconsistencies in teaching, prophetic message, or interpretation
- e. Are able to sense the presence of evil

3. PEOPLE WITH THIS SPIRITUAL GIFT

- a. Some who have this gift may be reluctant to use it because it requires a good deal of courage.
- b. One manifestation of this gift could be differentiating between demon influence and mental illness.
- c. One is able to determine what is of divine, satanic, or human derivation to a degree that is greater than that provided by a good grasp of Bible truth, ordinary sensitivity to the Holy Spirit, plain common sense, or trained critical faculties.

4. I TEND TO...

PLUS -

- *Realize that whatever is supernatural is not necessarily of God.*
- *Find it easy to “read” others, and are most often right.*
- *know a true believer when I meet one.*
- *be able to identify what originates from God, humans, or the devil.*
- *be able to separate good from bad when they are mixed.*
- *Spot lies, even when presented by a seemingly honest person. Recognize inconsistencies in others.*

- *Spot purity and truth, and endorse it.*
- *Easily identify people's true motives and agendas.*
- *Perceive when the truth is twisted or communicated with error.*

MINUS -

- *Sometimes believe I have all the answers.*
- *Become proud of my ability to make judgments.*
- *Rely too much on my own insight.*
- *Expect other people to rely on my insights.*
- *present my perceptions harshly.*
- *Perpetrate slander or cause division between believers.*

5. SCRIPTURAL ROLE MODELS TO STUDY

- Peter** (with Ananias and Sapphira - [Acts 5:1-10](#); with Simon the Sorcerer – [Acts 8:23](#))
- Paul** ([Acts 16:17-18](#))
- Priscilla and Aquila**

6. HOW IS IT THE RESPONSIBILITY OF ALL BELIEVERS? [Hebrews 5:14](#); [Acts 17:11](#); [1 John 4:1-6](#); [Phil. 1:10](#)

7. OPPORTUNITIES TO USE THIS GIFT: Consultant, good on a church board or steering committee, interview people seeking ministry positions, evaluate quality and maturity of an established ministry.

8. TRAITS

- Perceptive
- Insightful
- Sensitive

- Intuitive
- Decisive
- Challenging

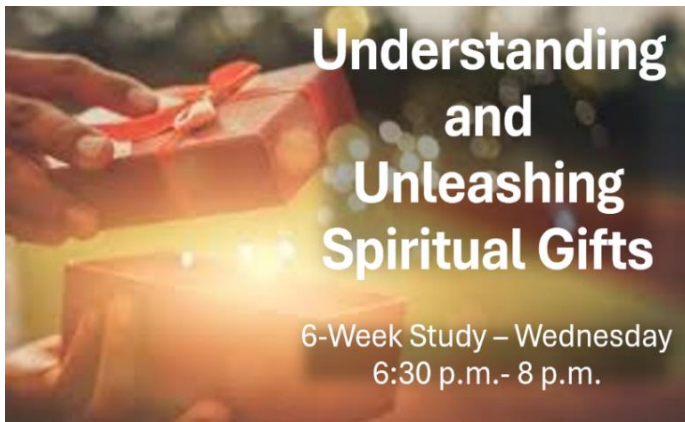
- Truthful

9. CAUTIONS

- May struggle with how to express their perceptions, feelings, or insights*
- Could be harsh when confronting others, instead of speaking the truth in love*
- Need to confirm their perceptions before speaking*
- If unguarded, this one could result in character assassination and harsh criticism. This will not happen if we remember that all gifts are of grace and for the benefit of the church and must be exercised in love.*

10. OBSERVATIONS ABOUT THIS GIFTING

- Detecting insincerity and wrong motives, authenticity and honesty, in another person is part of a discerning nature.*
- People with the gift of discernment need to be cautious in designing or implementing solutions. They may be correct in their perceptions but ineffective in their approach, unless accompanied by other appropriate gifts.*
- People with this gift may need to work through self-righteousness and defensiveness which can easily breed.*
- There needs to be an understanding of the difference between judging to condemn and judging to correct with mercy and truth.*
- References:** [1 Corinthians 12:10](#); [Acts 5:1-4](#); [Acts 16:16-18](#); [Matthew 16:21-23](#)



SERVING GIFTS

Led by: Pastor Robert A. O’Neal III

1 Timothy 4:14 “Do not neglect the gift that is in you, which was given to you by prophecy with the laying on of the hands of the eldership.”

What is a “Spiritual Gift”? Special abilities, Spirit given, to every Christian, enabling the individual to perform a special service in the body of Christ.

10) Administration

1 Corinthians 12:28 “And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues.”

1. DEFINITION:

- a. DEFINITION: To steer the body toward the accomplishment of God-given goals and directives by planning, organizing, and supervising others.
- b. The gift of Administration is the divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.
- c. *From Dr. Bennett: Administration and leadership is closely and sometimes joined, but they are not the same thing. We know this from the Greek language. The word “administration” is the word steerman. It indicates one who’s able to organize the resources of the body of Christ and use them effectively. Here’s a man who can stand behind the scenes and maybe behind a desk and organize a financial program, building program, using the resources of the church to the very best advantage to get the gospel out and to build people up in the faith. “Leadership” means “one out in front.” Here’s the visible person, the platform man, the motivator. Here’s a person who is able to catalyze people and get them moving in one direction with his voice and with his words – speaking, moving, visible, active, charisma, different. The church has to have both. A man could be an effective administrator of the church and really not be able to get out in front of people too much.*
- d. Greek Word: kubernesis – to steer, guide, helmsmen. EXTRA: A helmsman is in charge of getting the ship to its destination; responsible to the owner.

2. DISTINCTIVES:

- a. Develop strategies or plans to reach identified goals.
- b. Assist ministries to become more effective and efficient
- c. Create order out of organizational chaos
- d. Manage or coordinate a variety of responsibilities to accomplish a task
- e. Organize people, tasks, or events

3. I TEND TO...

PLUS -

- *be systematic, organized, often thinking in terms of time-lines or flow charts.*
- *want to help others by shouldering administrative details.*
- *be a self-starter, being willing to take responsibility where others are not.*
- *be more goal-oriented than I am people-oriented.*
- *recognize which responsibilities I can delegate to others and which require my personal attention.*
- *enjoy seeing people achieve goals as a team.*
- *anticipate possible problem areas that might interfere with the accomplishment of a long-range goal.*
- *appreciate the fact that people have competing priorities or time obligations.*
- *not require personal credit for my efforts because I feel repaid by the successful completion of the project*

MINUS -

- *rely too much on my natural organizational ability or my skills from the secular workplace and too little on the Holy Spirit.*
- *sometimes begin to see a project as mine, not the lord's*
- *become dictatorial, monopolizing control over all areas of a project.*
- *get angry when things are not achieved at my prescribed rate of accomplishment.*
- *forget to encourage my assistants.*
- *disparage others who are threatened by change or who don't have the gift of administration.*

4. SCRIPTURAL ROLE MODELS TO STUDY

- a. Joseph ([Gen. 37-50](#))
- b. Moses' Father-in-law

5. HOW IS IT THE RESPONSIBILITY OF ALL BELIEVERS? [Lk. 14:28ff](#)

6. **OPPORTUNITIES TO USE THIS GIFT:** Children's director, age-level coordinator, nursery coordinator, assistant to pastor, presiding at meetings as chairperson, personnel management/placement, organizing outreaches, director of VBS, director of a variety of ministries, oversee business matters of the church

7. TRAITS

- | | | |
|----------------------|------------------------|------------------------|
| • <u>Thorough</u> | • <u>Organized</u> | • <u>Conscientious</u> |
| • <u>Objective</u> | • <u>Goal-oriented</u> | |
| • <u>Responsible</u> | • <u>Efficient</u> | |

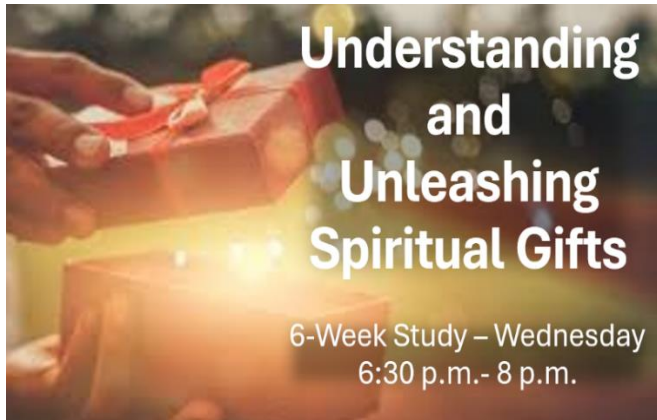
8. CAUTIONS

- a. *People with the gift of administration must work at balancing task and people. There can be a tendency to get so caught up in the process that people are overlooked or misused.*
- b. *Need to be open to adjusting their plans, so that they don't stifle a leader's vision.*
- c. *Could use people simply to accomplish goals without being concerned for their growth in the process.*
- d. *Could fail to see God's purposes being fulfilled in the process of meeting a goal.*

REFERENCES: see [1 Corinthians 12:28](#); [Acts 6:1-7](#); [Exodus 18:13-26](#); [Titus 1:5](#)

SERVING GIFTS

Led by: Pastor Robert A. O'Neal III



1 Timothy 4:14 "Do not neglect the gift that is in you, which was given to you by prophecy with the laying on of the hands of the eldership."

What is a "Spiritual Gift"? Special abilities, Spirit given, to every Christian, enabling the individual to perform a special service in the body of Christ.

11) Leadership

Romans 12:8 "he who shows mercy, with cheerfulness."

1. DEFINITION:

- a. DEFINITION: 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.
- b. EXTRA [from Dr. Bill Bennett] Administration and leadership is closely and sometimes joined, but they are not the same thing. We know this from the Greek language. The word "administration" is the word steerman. It indicates one who's able to organize the resources of the body of Christ and use them effectively. Here's a man who can stand behind the scenes and maybe behind a desk and organize a financial program, building program, using the resources of the church to the very best advantage to get the gospel out and to build people up in the faith. "Leadership" means "one out in front." Here's the visible person, the platform man, the motivator. Here's a person who is able to catalyze people and get them moving in one direction with his voice and with his words – speaking, moving, visible, active, charisma, different. The church has to have both. A man could be an effective administrator of the church and really not be able to get out in front of people too much.
- c. **DEFINITION: The gift of Leadership is the divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God.**
- d. Greek Word: proistemi – to stand before, to preside, be over (literally the one who stands upfront)

2. DISTINCTIVES:

- Provide direction for God's people or ministry
- Motivate others to perform to the best of their abilities
- Present the "big picture" for others to see
- Model the values of the ministry
- Take responsibility and establish goals
- **Do not need to be in a leadership "position" to use this gift.**

3. I TEND TO...

PLUS -

- *see the “big picture.”*
- *be able to articulate goals.*
- *be known for my integrity and wisdom.*
- *be able to identify the gifts of others that will contribute to an effort.*
- *be a good delegator.*
- *have the heart of a servant, not a dictator.*
- *work well with others and encourage unity of purpose.*

MINUS -

- *become proud of my position of power.*
- *become autocratic, denying the input of others.*
- *lose effectiveness if I forget to delegate responsibilities.*
- *lose impetus if I become bogged down in administrative details.*
- *criticize the weaknesses of those who work under me.*
- *neglect to encourage those who work under me.*

4. SCRIPTURAL ROLE MODELS TO STUDY

A. Nehemiah

5. How is it the Responsibility of all Believers? **1 Tim. 3:4,5,12; Eph. 5:23**

6. OPPORTUNITIES TO USE THIS GIFT: Pastor, elder, care group leader, leader of a variety of target groups, overseer

7. TRAITS

- Influential
- Diligent
- Visionary

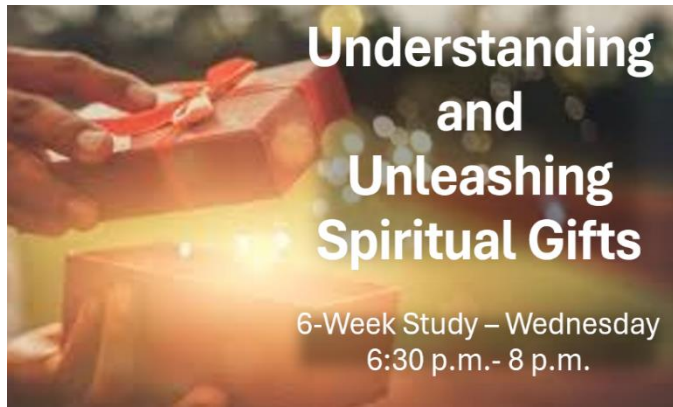
- Trustworthy
- Persuasive
- Motivating

- Goal setter

8. CAUTIONS

- *A person with the gift of leadership should avoid being placed in a position that requires devotion to details and implementation of particulars.*
- *There needs to be an understanding on the limits of a spiritual leader’s authority. Gifted leaders do not manipulate or coerce (Mk. 10:42-45). Rather, because they know where they are going, they generate a confidence.*
- *Should realize their relational credibility takes time and is critical for leadership effectiveness.*
- *Should remember that servant leadership is the biblical model, the greatest being the servant of all.*

References: see **Romans 12:8; Hebrews 13:17; Luke 22:25-26; 1 Timothy 4: 12-16; 1 Thessalonians 5: 12**



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What is a “Spiritual Gift”? Special abilities, Spirit given, to every Christian, enabling the individual to perform a special service in the body of Christ.

12) Serving (or, Ministry)

Romans 12:6-7 “Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith; ⁷ or ministry, let us use it in our ministering”

1. DEFINITION:

- a. *DEFINITION: The gift of service is the special ability that God gives to certain members of the body of Christ to identify the unmet needs involved in a task related to God’s work, and to make use of available resources to meet those needs and help accomplish the desired goals.*
- b. *EXTRA [from Dr. Bill Bennett] It’s an entirely different word from the word “helps,” though written by the same man. There’s no relationship between the two words. The word “serving” or “ministry” is the same word as our word “deacon.” Here is a special ministry that God has placed within an ordained body of men in his church. What is this gift? It is the God-given ability to serve in a supporting role, in order to free the pastor – not from work, but TO his work. I think it’s that important. I think that God is saying to pastor and people in today’s church that the ordained men of the church should realize that they are to serve the flock of God. The pastor is the feeder. He cannot visit everyone who needs a visit. He must have time to study and pray, so he can feed and speak that word of wisdom and knowledge and he can be God’s man. Or you can just destroy him with that which the ordained body of men have been placed in God’s church to perform.*
- c. **Greek Word:** diakonia – deacon, attendant (‘diako’=to run errands)
- d. **DEFINITION: To identify undone tasks in God’s work, however menial, and use available resources to get the job done**

2. DISTINCTIVES:

- Service is not a one-an-one person-centered gift like the gifts of mercy and helps. It is more task-oriented.
- The gift of service is often used with other natural skills such as carpentry. Photography. Printing. Etc.

3. I TEND TO...

PLUS -

- *enjoy fellowship in the context of doing projects.*
- *prefer active tasks to passive ones such as listening or reading.*
- *find fulfillment when helping Christian leaders succeed in their projects.*
- *accept humble, behind-the-scenes, routine tasks, although I dislike repetition.*

- *contribute my own time, talent, and finances to projects, especially if it helps avoid red tape.*
- *do more than I'm asked to do.*
- *anticipate needs before they arise and recommend solutions*
- *have a good memory for details in my project areas.*
- *be able to identify the abilities, gifts, and talents of others as they relate to my area of service.*
- *be more concerned with my task than with my rank or position in the church.*

MINUS -

- *volunteer too readily, sometimes overcommitting myself or my family/friends without asking them first.*
- *Fail to complete projects or ministry goals due to overcommitment.*
- *not comprehend others' reluctance to serve.*
- *overidentify my self-worth with the project I am doing.*
- *become too possessive of my service.*
- *feel rejected or "used" when not thanked.*

4. **SCRIPTURAL ROLE MODELS TO STUDY** Martha ([Lk. 10](#); [In. 12](#))

5. **HOW IS IT THE RESPONSIBILITY OF ALL BELIEVERS?** [Titus 3:14](#); [Heb.6:10-12](#)

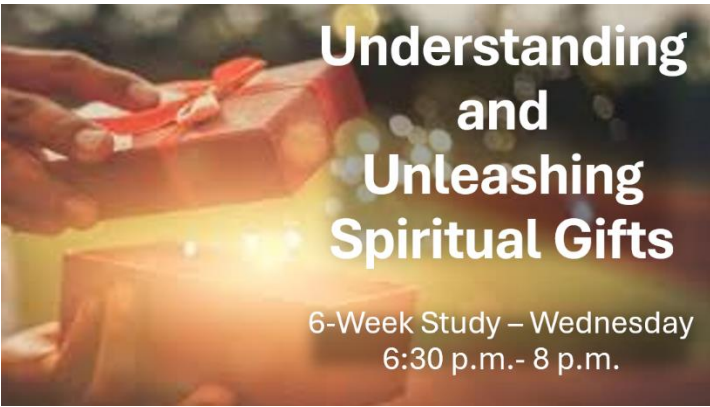
6. **OPPORTUNITIES TO USE THIS GIFT OPPORTUNITIES FOR USING THIS GIFT**

- a. ***AT SWAY: Board of Trustees; Next Steps Ministry; New Believers Ministry; Prayer Ministry; Altar Ministry; Men & Women's Ministry; Deacon's Ministry; Youth & Teens Ministry; Ministers Ministry; Mission's & Outreach; Care Ministry; Usher Ministry; Connect Ministry; sound technician, usher, maintenance of facilities, preparing meals, deacon***

7. **CAUTIONS**

- isolating themselves excessively from relationship with others in lieu of doing behind-the-scenes work*
- not receiving from others as well as giving*
- not being able to say no to the physical needs around them*

References: see [Romans 12:6-7](#); [1 Peter 4:10-11](#)



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What is a "Spiritual Gift"? Special abilities, Spirit given, to every Christian, enabling the individual to perform a special service in the body of Christ.

13) Helps

1 Corinthians 12:28 "And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues."

1. DEFINITION:

- a. **DEFINITION:** *The divine enablement to accomplish practical and necessary tasks which free up, support, and meet the needs of others.*
- b. **EXTRA** [from Dr. Bill Bennett] Notice it is plural (helps). This indicates a variety of good deeds. Helps is probably the most widely distributed gift in the church. For instance, I have a ministry of teaching and preaching. But there's much behind the scenes help that must go on in order for me to do this. One man said, "I have pastored many years but never ran a mimeograph machine one hour." Somebody's got to run a mimeograph machine. Somebody's got to keep little babies. Somebody has to cook, somebody has to keep this building. Somebody has to turn on the lights in order for us to do the bigger things. You say, "But no one ever praises me, and I don't get any plaque for this. The faithful person who helps is going to get a great reward in the world to come. Many people not seen in this world will be the big people in eternity. Jesus says that in Matthew 10:42. Helps is a wonderful gift and you should not despise it at all..
- c. The Spirit-given ability to serve the Lord and His people in a supporting role in order that others may be freed to their greater spiritual ministry.
- d. Greek Word: antilepsis – laying hold of, to be a partaker of; relief, succor; partake, support
- e. Literal meaning: To take the place of someone. Someone with this gift **enjoys relieving others of routine duties.**

2. DISTINCTIVES:

- a. *By not carrying the weight of decision-making, people with the gift of helps are free to help others get the job done.*
- b. *A person with the gift of helps will tend to display a servant attitude, loyalty, attention to detail, and responsiveness to the initiative of others.*
- c. *Unlike the gift of mercy, the recipients of those exercising the gift of helps are not the down and out but other Christians exercising their gifts.*
- d. *The gift of helps is more people-oriented while the gift of service is more task-oriented.*
- e. *Serve behind the scenes wherever needed to support the gifts and ministries of others*
- f. *Seek the tangible and practical things to be done and enjoy doing them*
- g. *Sense God's purpose and pleasure in meeting everyday responsibilities*
- h. *Attach spiritual value to practical service*

i. Enjoy knowing that they are freeing up others to do what God has called them to do

3. I TEND TO...

PLUS -

- *volunteer readily, spontaneously, and generously.*
- *understand how time-consuming small tasks can be.*
- *be able to sense where my contributions can be valuable.*
- *be task oriented.*
- *enjoy completing my assumed tasks.*
- *show my love for others more in deeds than in words.*
- *not be a very skilled organizer.*
- ***prefer not to delegate to others.***
- *avoid seeking reward or attention, although I appreciate a quiet “thank you.”*

MINUS -

- *have trouble saying “no” to others.*
- *become overinvolved or overextended, sometimes to the point of failing to complete my previous commitments.*
- *I serve others so much that I neglect my personal needs.*
- *Volunteer in areas where I am less than competent.*
- *Sometimes not let others help enough.*
- *sometimes feel weary and “used.”*

4. SCRIPTURAL ROLE MODELS TO STUDY Epaphroditus (*Phil. 2:25-30*)

5. HOW IS IT THE RESPONSIBILITY OF ALL BELIEVERS? *Gal. 5:13; Rom. 12:10*

6. OPPORTUNITIES TO USE THIS GIFT: Any practical, supportive role, from setting up to cleaning up.

7. TRAITS

- | | | |
|--|--|---|
| <ul style="list-style-type: none">• <u>Available</u>• <u>Willing</u>• <u>Helpful</u> | <ul style="list-style-type: none">• <u>Reliable</u>• <u>Loyal</u>• <u>Dependable</u> | <ul style="list-style-type: none">• <u>Whatever-it-takes Attitude</u> |
|--|--|---|

8. CAUTIONS

- Feelings of insignificance
- Need to esteem their gift, remembering that doing practical deeds is a spiritual contribution to the body of Christ
- Need to be responsive to the priorities of leadership instead of setting their own agendas

References: see *1 Corinthians 12:28; Romans 12:7; Acts 6:1-4; Romans 16:1-2; Mark 15:40-41*