

Copyright © information:
© 2001 Project WorldReach © 2001 SEAN
all rights reserved

Train & Multiply™

Project WorldReach (T&M™ ministry operation)
Dr. George Patterson (Originating Author)
SEAN International



Contact: **Project WorldReach PWR™**

474 - 800 - 15355 - 24th Ave
Surrey BC, Canada
V4A 2H9

E-mail: pwr@trainandmultiply.com

Website: <http://www.trainandmultiply.com>

Spiritual Gifts



Pastoral Leader Training Booklet

60

Train & Multiply™



T&M™

Pray for grace to harmonize the use of diverse gifts in a church united in love by the Holy Spirit.

A spiritual gift is a special grace that each Christian receives from God to do Christ's work. How marvelous that God does His work through us! Glory to His name!

GIFTS ARE FOR SERVICE

"Each one should use whatever gift he has to serve others, faithfully administering God's grace in its various forms."

(1 Peter 4:10)

Peter tells us we should act as God's stewards, serving others with the gifts God has given us.

Why do we receive gifts?

- ☐ To build up our self-image.
- ☐ To serve others.

- How will you help members to use their gifts in the meetings, or in the community?

- What will you do to make sure that all the believers fulfill their respective ministries during the week (not only during the services)?

- How will you encourage the new members of the church, so that they start to work for Christ?

- What will you do to make sure that every manifestation or ministry involving spiritual gifts will be carried out decently and in order in your church?

PRACTICAL WORK

With prayer, write your answers to the following questions, and carry out your plans.

- What will you do to help each believer in your congregation to identify and develop their gifts?

- Write an outline for teaching you will give about gifts.

- How will you help the more timid and humble members to take part more fully in public services and in ministry?

According to 1 Peter 4:10, quoted above, who should use their gifts to serve others?

- ☐ Only church leaders.
- ☐ All believers.

Every believer in Christ serves the Lord by serving God's people according to the gifts they have received.

GIFTS ARE FOR BUILDING UP

"But to each one of us grace has been given as Christ apportioned it." This is why it says: "When he ascended on high, he led captives in his train and gave gifts to men."

"What does 'he ascended' mean except that he also descended to the lower, earthly regions. He who descended is the very one who ascended higher than all the heavens, in order to fill the whole universe.

It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of

Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. ”

(Ephesians 4:7-12)

According to this Scripture, who gives the gifts? _____

Who receives them? _____

Why? (See the last sentence in the passage you just read from Ephesians 4.)

The Lord gives gifts to every believer. These God-given abilities are for some type of ministry, to build up the congregation.

1 Corinthians 12:4-9 shows that the gifts come from the three Persons of the Holy Trinity; Father, Son and Holy Spirit.

4. Write the references of three Bible passages that teach about gifts:

5. Does God give the same gifts to every believer? _____

6. How do we recognize false prophets?

7. What gifts did Philip have?

8. A gift is of value only when we use it with:

- ☐ love.
- ☐ scholarly words.

God can give many other gifts. Some can be for one special occasion; others are received for long periods, or for life. Are there any other gifts the Lord has given your church?

SUMMARY TEST

1. What are spiritual gifts for?

2. Why does a church stagnate when the pastor insists on doing everything?

3. Who gives spiritual gifts? _____

According to Ephesians 4:7-12, the Lord gives gifts to fulfill the work of:

- apostles (“sent ones” who penetrate new fields),
- prophets (with special messages from God),
- evangelists (who win people to Christ, publicly and in private),
- pastors (who shepherd God’s people as overseers),
- teachers (who apply God’s Word to our lives and ministries).

This passage reveals that God does not expect only the leaders to do ministry; they are to prepare God’s people for the work of ministry, so that the body of Christ may be built up.

The gifts are for the following purposes:

- To convince the sinner of the real state of his heart, (1 Corinthians 14:24-25) and of God’s power.

- To serve.
- To build up Christ's Body, the church.
- To do God's work in the world.

Who should work so that the church grows?

- ☐ Only preachers and pastors.
- ☐ All believers in Christ.

Each member has his own ministry in the body.

In some cases, the gifts have a more "supernatural" character, and others are more "natural." The Lord works miracles through some people, and enables others to serve in more everyday ways, such as cleaning the meeting place.

In all cases, gifts should be used in the love, power, and under the guidance of the Holy Spirit, who gives and anoints the use of each gift. He makes us grow in the gifts as we use them.

Who can play musical instruments? _____

Compose songs? _____

Sing special hymns in the services? _____

The Gift (or natural talent) of Art and Design

Exodus 35:30 to Exodus 36:1.

Who can design evangelistic posters, furniture or decorations for the meeting place, etc?

Present dramas or sketches to evangelize and teach?

The Gift of Hospitality
(providing lodging or food)

1 Peter 4:9, Romans 12:13, Romans 16:23, Acts 16:14-15,
Hebrews 13:1-2.

Who can offer hospitality to Christian workers?

Receive orphans or the elderly into their homes?

Serve as usher or receptionist, greeting new believers and visitors
specially, so that they feel welcome, and come back again?

The Gift (or natural talent) of Music and Song

1 Corinthians 14:26, Psalm 150.

THE GIFTS ARE TO DO GOD'S WORK

☐ Read Romans 12:3-5. Mark the box when you have done so.

Why should we not boast of having received spiritual gifts? (verse 3)

Who gives the gifts? _____

Why could we not all have the same gifts and functions? (verse 4-5)

The following list of gifts comes from Romans 12:6-8 and 1 Corinthians 12.

Mark those gifts that you use the most in your ministry, with an “X”:

- ☐ prophesy (communicate messages from God)
- ☐ serve (help others)
- ☐ teach (interpret and apply God’s Word)
- ☐ exhort (encourage and motivate others)
- ☐ give (especially generous giving)
- ☐ leadership (directing or taking responsibility)
- ☐ showing mercy (helping the needy)
- ☐ wisdom (counseling)
- ☐ knowledge
- ☐ faith (for prevailing prayer and vision)
- ☐ healing the sick
- ☐ working miracles
- ☐ discernment (of spirits)
- ☐ speaking in tongues
- ☐ interpretation of tongues (giving the meaning)

Note: According to 1 Corinthians 14:26-28, in church meetings, up to three people can speak in tongues, and these must be interpreted, so that all the church is edified.

Who gives messages in tongues to the congregation?

The Gift of Interpretation of Tongues (giving the meaning of messages given in tongues during meetings)

1 Cororinthians 12:10, 1 Corinthians 12:30,
1 Corinthians 14:26-28.

Who give the congregation the meaning of messages in tongues?

Recognize and refute any false doctrine or other error?

Discern between the manifestations of the Holy Spirit and those of unclean spirits?

Distinguish between the gifts of the Holy Spirit and fleshly emotions?

The Gift of Speaking in Tongues
(languages that one does not know, which, if
spoken publicly, are interpreted)

1 Corinthians 12:10, 1 Corinthians 12:28, 1 Corinthians 14:4-25,
Acts 2:1-13, Acts 10:44-46, Acts 19:1-7, Mark 16:17.

GOD GIVES US DIFFERENT GIFTS

Read 1 Corinthians chapters 12, 13 and 14. The apostle corrected some of the Corinthians' errors in the use of gifts. He taught their proper use.

Why should gifts not provoke divisions? (1 Corinthians 12:4-11)

- ☐ It is the same God who gives all gifts.
- ☐ Some gifts deserve more praise.

With what are church members compared? (1 Corinthians 12:12-26)

- ☐ With prophets and kings who were very talented.
- ☐ With different parts of the human body.

Who gives different gifts to those who are members of the Body of Christ? (1 Corinthians 12:18)

- ☐ The pastor.
- ☐ The church council.
- ☐ God.
- ☐ The Apostle Paul.

God gives the gifts according to His own will.

How do we discover our own gifts? Through obediently serving Christ, and carrying out different ministries, we find out what each one does well. A healthy church creates opportunities for all believers to develop their gifts. It confirms the ministry God has for each member.

The gifts edify the whole body. God gives the gifts according to the congregation's needs, for it to grow in love and unity. A church will stagnate if all the members are not given freedom to develop their ministries.

God gives us new gifts when the opportunities arise. For example, Philip began with the gift of service, when he helped the needy (Acts 6:1-6); later he used the gifts of evangelist and miracles. (Acts 8:4-38)

Do all believers receive some gift? (1 Corinthians 12:7)

The Gift of Miracles

(signs to confirm the Gospel and glorify God)

1 Corinthians 12:10, 1 Corinthians 12:28, Acts 9:36-42,
Acts 19:11-20, Acts 20:7-12, Romans 15:18-19,
2 Corinthians 12:12.

Who experiences miracles in their ministry? _____

The Gift of Discernment

**(distinguishing between the work of
evil spirits and the work of God's Spirit)**

1 Corinthians 12:10, Acts 5:1-11, Acts 16:16-18, 1 John 4:1-6,
Matthews 16:21-23.

Who can warn the believers about the wolves who come to divide the church?

Who in your church can pray for special needs? _____

Intercede for others? _____

Ask God's help for members of the government?

Give assurance to those with doubts and worries?

The Gift of Healing (through God's power)

1 Corinthians 12:9-10, Acts 3:1-10, Acts 5:12-16, Acts 9:32-35,
Acts 28:7-10.

Who in your church desires to pray for the healing of the sick?

For what purpose do we receive gifts? (1 Corinthians 12:7)

- ☐ So we can feel important.
- ☐ So we can be noticed.
- ☐ So we can all benefit, and for God's glory.

Gifts are not to feed our pride, nor draw attention to us, but rather to build up all the congregation.



Gifts help us to function as members (active parts) of a body. The church is Christ's Body; we are members of it. We are arms, feet, ears and legs. In a healthy body the different members are coordinated by the head. The Head of the Church is Jesus Christ. A church serves Jesus Christ when we work together in harmony, in obedience to our Head. The Holy Spirit does not give us gifts to glorify Himself or the preacher, but rather to glorify Jesus Christ. (John 15:26-27, John 16:13-14)

The Holy Spirit glorifies:

- ☐ Himself.
- ☐ the Lord Jesus Christ.
- ☐ us.



A pastor who misunderstands the teaching on gifts tries to do all the work himself. He does not allow other believers to share in decisions, have ministries nor take responsibility. He weakens the body, by suppressing God's gifts.

A prophet ignorant of teaching on gifts thinks that only his messages are important. He tries to dominate the church.

But in fact, each member has gifts for some ministry. We should help all to discover and develop their respective gifts. Even the most humble member has gifts, and should have responsibilities in the body.

The Gift of Knowledge **(to discern and teach spiritual things)**

1 Corinthians 2:14, 1 Corinthians 12:8, Acts 5:1-11,
Colossians 2:2-3, 2 Corinthians 11:6, John 4:17-18.

Who in your church can verify its needs, so that the leaders can deal with them?

Who in your church have the ability to identify the causes of personal problems?

The Gift of Faith **(to pray effectively, and achieve great things for God)**

1 Corinthians 12:9, 1 Corinthians 13:2, Matthew 17:20, Matthew 21:21-22, Acts 11:22-24, Acts 27:21-25, Hebrews 11, Romans 4:18-21.

The Gift of Wisdom (guiding with wisdom given by the Holy Spirit)

1 Corinthians 2:1-13; 1 Corinthians 12:8, Acts 6:3, James 1:5-6,
2 Peter 3:15.

Who in your church can counsel those who have problems?

Who in your church can counsel the Christian workers?

Counsel young people with problems? _____

Counsel engaged couples, or married couples with problems?

Recognize the need for special projects? _____



What does the mistaken pastor do?

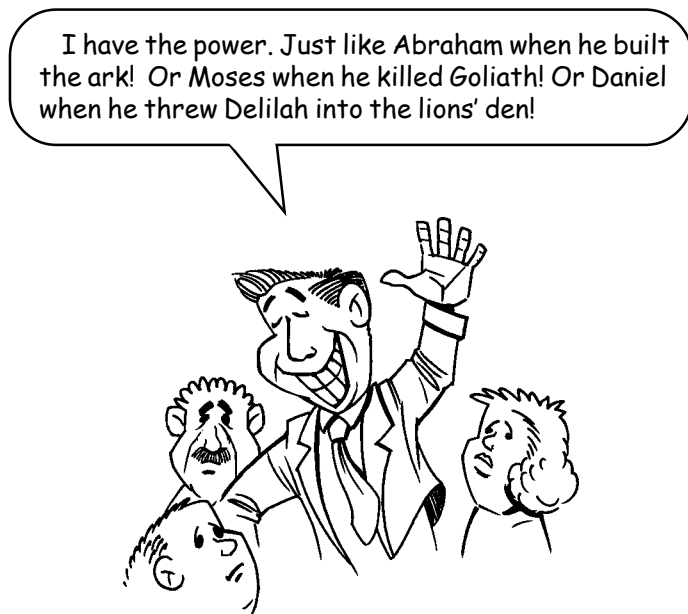
- ☐ Encourages the member's gifts.
- ☐ Hinders or fails to encourage members' gifts.

Beware of those who seek spiritual gifts so as to be the center of attention. The Lord Jesus warned us that even wicked men would perform miracles in His name. (Matthew 7:21-23)

Prophecy is a gift of the Holy Spirit, but Jesus warned us of false prophets. Being a pastor is a gift, but the Bible warns us to keep away from false pastors, teachers and apostles.

Satan imitates the gifts. Jesus warns us that we would know true prophets by their fruits.

True gifts unite and build up the congregation to obey the Lord Jesus Christ in harmony and love, but those with false gifts bring division and pride.



The power of the Holy Spirit has nothing to do with how loudly we can shout!

Guide the congregation in the Lord's way? _____

Baptize, and preside at the Lord's Supper? _____

Be an example in the ministry, to inspire people to work for Christ?

Reconcile brethren who do not get on well with each other?

Watch over all the flock to prevent problems and ward off wolves?

Train leaders and workers? _____

Visit new believers to instruct and encourage them?

Prepare other believers in the work of evangelization?

The Gift of Being a Pastor (shepherding elder who leads the flock)

Ephesians 4:11-14, 1 Timothy 3:1-7, John 10:1-18, 1 Peter 5:1-3.

Who in your church can seek the lost sheep, those gone astray, or not attending meetings?

Feed the flock with God's Word?

The Lord gives each believer power to use their gift. This is a spiritual power.

The power of the Holy Spirit is seen in:

- ☐ the good results of our ministry.
- ☐ how loud we shout.

Do not confuse the gifts with the fruits of the Spirit. The gifts are different for each believer. The fruit is the same for all. The fruit of the Spirit is love, peace, joy and other virtues that the Holy Spirit produces in each believer who abides in Jesus Christ. (Galatians 5:22-23) It is the very nature of Jesus Christ in us.

All believers guided by the Holy Spirit have:

- ☐ the same gifts.
- ☐ the same fruit.

Each Christian should have the same fruit of the Spirit, but the Lord gives different gifts to each one.

The fruit has to do with the Christian's character. The gifts are special capacities that God gives to Christians so that they can work for Him. It is possible for a Christian to have gifts, without showing much fruit in his character. He should seek to grow the fruit of the Spirit, before seeking many gifts. The fruit of the Spirit is summed up in love. The gifts should be used in a life filled with love for others. Otherwise they have no value.

Which is most important?

- ☐ The fruit of the Spirit.
- ☐ The gifts of the Spirit.

Compare your answer with 1 Corinthians 12:31 and 1 Corinthians 13:1-3.

The Gift of Being an Evangelist
(announcing the Gospel, witnessing to
Jesus Christ)

Ephesians 4:11-14, 2 Timothy 4:5, Acts 8:5-6, Acts 8:26-40, Acts 21:8.

Who in your church can explain the Gospel with love, clarity and authority?

Take new believers to witness to Christ to their relatives and friends?

Proclaim the good news of salvation in Christ by radio, in newspapers, periodicals, leaflets, letters, in the streets, etc.?

Visit widows, orphans, the fallen, those in jail or sick?

Restore a fallen believer? _____

The Gift of Being an Apostle
(being sent by God to evangelize and plant new churches)

Ephesians 4:11-12, 1 Corinthians 3:6-10, 1 Corinthians 9:19-23
1 Corinthians 12:28, 2 Corinthians 5:20-6:10, 2 Corinthians 13:9-10, Acts 14:21, Romans 10:15.

Who in your church can plant new daughter churches?

Go to disciple other people groups or cultures?

**GIFTS AND THEIR
RESPECTIVE MINISTRIES**

When you have taught your congregation about the gifts and the fruit, write the names of those members who manifest a gift, beside the corresponding ministry in the list on the following pages. If nobody is fulfilling a ministry yet, leave the lines empty. Ask those who serve to read the verses given for each ministry, to help them understand and develop their gifts. (1 Corinthians 14:1)

The Gift of Service (helping others)

Luke 8:2-3, Mark 15:40-41, Romans 12:7, Romans 16:1-2,
1 Corinthians 12:28, 2 Timothy 1:16-18, Acts 6:1-7, Acts 9:36,
Titus 3:13-14, Galatians 6:10.

Who can serve in the following ministries in your church?

(Fill in the names)

Note: You may list more than one person for many of these questions.

Do odd jobs for an elderly or sick person? _____

Build, do maintenance, or repair the church meeting place?

Clean the meeting place? _____

Write letters, or reproduce studies? _____

Fence the yard around the meeting place, or look after the outside property?

Bring flowers for the services, or decorate the room?

Help the members to agree on plans and goals for the church?

Evaluate the church's work, to measure and improve its development and impact?

Lead a group in a specific ministry (e.g. a choir or music group)?

The Gift of Showing Mercy (helping the needy, sick, fallen or discouraged)

Romans 12:8, Mark 9:41, Acts 11:28-30, Acts 16:33-35,
Luke 10:33-35, Matthew 20:29-34, Matthew 25:34-40.

Who in your church can help the needy, sick or discouraged?

Who in your church can foster loving relationships between all the members of the body?

Organize and coordinate the work of the church, so that everybody works together in harmony as one body?

Organize the youth, women or men, to work for the Lord?

Organize or coordinate teaching for the congregation?

Coordinate a program of personal evangelism?

Prepare the table for the Lord's Supper? _____

Do business errands for the church? _____

Act as Treasurer, Secretary or Deacon?

Take care of smaller children? _____

Help neighbors in their needs? _____

Plan informal fellowship meetings, with helpful entertainment and outings, so that members develop stronger friendship and love for each other?

Organize the collection of offerings in cases of widespread catastrophe or emergencies?

Help the poor get better jobs, develop agriculture, health, etc.?

Teach adults to read and write? _____

Other? _____

The Gift of Prophecy

(receiving and communicating God's message)

1 Corinthians 12:10,28, Corinthians 14:24-33, Ephesians 4:11-14, Romans 12:6, Luke 7:26-27, Acts 11:27-28, Acts 13:1-3, Acts 15:32, Acts 21:8-11.

Who in your church gives liberally and cheerfully, without everyone knowing about it?

Who in your church can encourage the believers to give more liberally?

Organize work or activities to collect funds? _____

The Gift of Leadership

(to administer the church, coordinate, help all to work and grow as a united body, making and carrying out plans to reach goals)

1 Timothy 5:17, Acts 6:1-7, Acts 7:10, Romans 12:8, Hebrews 13:17, Luke 9:51-52, Luke 14:28-30, 1 Corinthians 12:28, Titus 1:5.

Encourage Christian workers in times of discouragement or laziness?

Correct disobedient Christians? _____

Foster courage in times of danger or problems?

Make posters for the meeting-place, with biblical verses or encouraging words?

The Gift of Giving (giving liberally and joyfully for special needs)

Romans 12:8, 2 Corinthians 8, 2 Corinthians 9, Mark 12:41-44.

Who can give genuine prophecies in your church meetings?

Communicate God's message to other people outside the service (during the week)?

Interpret God's will to the unconverted? _____

Help the church to understand its responsibilities towards other churches, the community and the government?

Note: All true prophecy will agree with Scripture. God never contradicts Himself. Let other believers judge its authenticity. (1 Corinthians 14:29)

The Gift of Teaching

(making obedient disciples of Jesus Christ)

Romans 12:7, 1 Corinthians 12:28, Ephesians 4:11-14,
Colossians 3:16, Acts 18:24-28, Acts 20:20-21.

The gift of teaching is not only to give more information to the student.
The Scriptures forbid our being only hearers of the Word.
(James 1:22) A biblical teacher makes disciples, teaching them to
obey all that Jesus commanded us.

The teacher who rightly uses the gift of teaching acts as a model in the
work, so that his disciples imitate him, and take part in the work.

The gift of teaching is used to:

- ☐ make active disciples.
- ☐ make passive students.

Who in your church can make disciples of the new believers, helping
them to obey the Lord's commands?

Act as elder, teaching and guiding the people, using God's Word?

Who can write Bible studies? _____

Instruct those training as pastors? _____

Instruct children in the Lord's way? _____

The Gift of Exhortation (encouraging and motivating the believers to work and live for Christ)

Romans 12:8, 1 Timothy 4:13, Hebrews 10:25, Acts 14:22.

Who in your church can encourage the believers to live and work for
Christ?
