



# **Connection Church Spiritual Gifting Guide**

**1st Edition  
June 1, 2024**



# Why Spiritual Giftings?

*As part of Connection Church's 2024 planning meeting, we discussed and chose our spirit-led priorities for the year. They included the following:*

## **2024 Connection Church Spirit-led Priorities:**

- Guiding members through spiritual gifting discovery.
- Continue growing further intimacy & discipleship within the church body; and
- Equip & encourage one another in the outward expression of our faith (share the Gospel in the ways God created us to do so) – collectively & individually.

We believe that *The 3-Colors of Ministry* book published by NCD Discipleship Resources is a great tool to start the discussion and discovery of our church body's individual and collective spiritual giftings. We appreciate this book's trinitarian approach to identifying and developing of spiritual gifts.

### What is a spiritual gift?

***A spiritual gift is a special ability that God gives, according to His Grace, to each member of the body of Christ to be used for the development of the Church.***

In this manual you will find a condensed, customized version of the information provided in *The 3-Colors of Ministry* book intended only for our church body to use for internal discovery and growth. We have made slight modifications and updates to some of the materials originally found in the book to aid in better understanding our local, contextual gifting make-up.

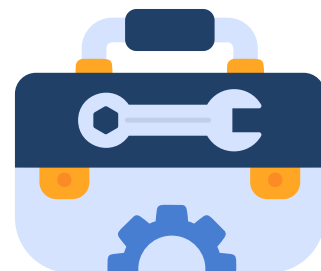
### Important Note:

The original source book was geared more toward bigger, institutional church operations. While we have modified this to fit our body's "Kingdom-based" approach, there are still elements & language that reflect the original source. In those instances, please "turn to wonder" and reflect on how they can be applied to our approach.

### Just a tool.

It is important to remember that this is simply a tool for us to use. Nothing more. It is not the a place to find our identity or purpose, but an instrument to aid us in communion with God and each other. Ultimately, it is in that communion that we find the deeper things of life.

Additionally, our hope is that this tool will also aid us in encouraging one another in the outward expression of our faith (share the Gospel in the ways God created us to do so) – collectively & individually.





# Three ways to experience God

*We have added the John Mark Comer information about prayer (How can we see an invisible God?)*

Our God is One God that has revealed Himself in three different ways: as Creator (green), in Jesus (red), and in the Holy Spirit (blue). As pure white light shining through a prism refracts into different colors of a spectrum, so God has revealed different aspects of His nature in these three major ways.

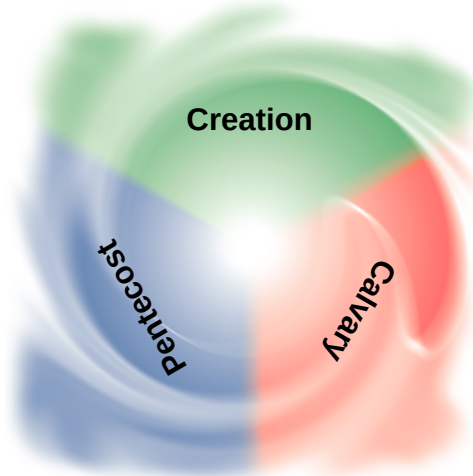


Through this prism we are able to see God fully, celebrating His Kingdom and Church. While also challenging ourselves to create a balance within ourselves in the way we experience God individually.

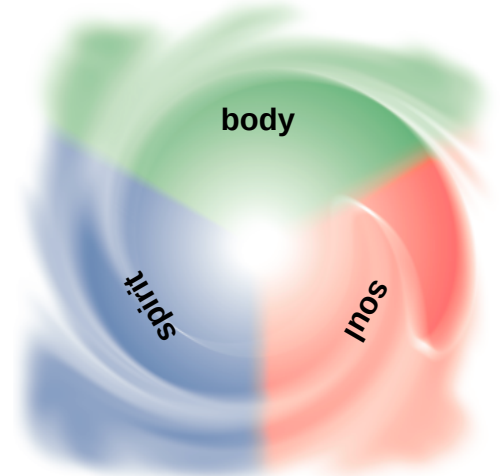


# Three ways to experience God

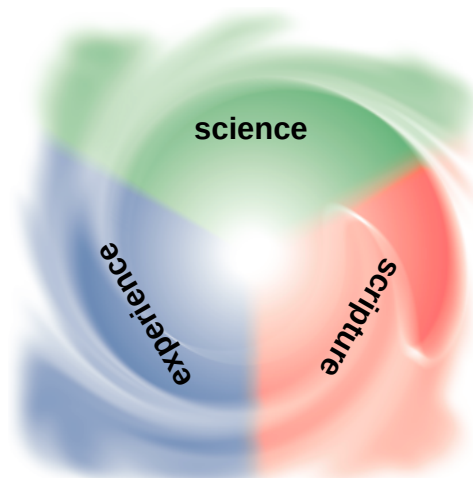
The three colors stand for three different dimensions of life. Our goal should be to invite God into each of these areas, at which we form a balanced approach in following Christ. We will not always radiate all of the three colors, but more importantly, we should desire to do so. We will only experience greater fullness if all three dimensions are integrated into our lives.



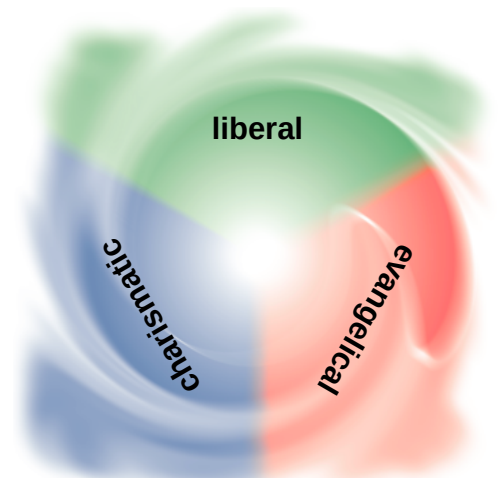
Three works of God



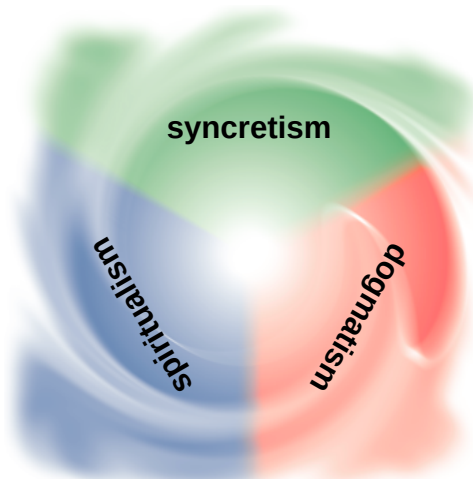
Three dimensions of life



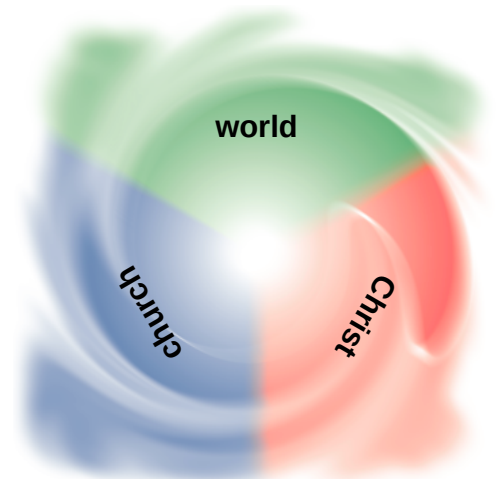
Three authorities



Three tendencies



Three dangers



Three conversions





# The dimensions of ministry

How does all of this relate to gift-oriented ministry? If we approach this subject from the perspective that there is one God who has revealed Himself in three different ways, the consequences are far-reaching. Each of the three colors corresponds to one dimension of ministry. It is essential for all of us to find out in which of these three areas we are already strong, and in which areas we need further growth.

In 1 Corinthians 12:4-6, Paul introduces a truly “trinitarian” view of spiritual gifts. *“There are different kinds of spiritual gifts, but the same Spirit is the source of them all. There are different kinds of service, but we serve the same Lord. God works in different ways, but it is the same Creator God who does the work.”*

In the diagram below you can see how these verses relate to the three colors, **blue**, **red**, and **green**. Spiritual gifts are related to the Holy Spirit (blue area). Service is related to the Lord, a term that in the New Testament usage usually refer to as Jesus (red area). God’s works refer to “effects” of the Creator God (green area). It should be noted that the whole idea of this passage is not to separate these three dimensions, but to stress that they belong inextricably together. Problems typically start as soon as we isolate one of these dimensions from the other.

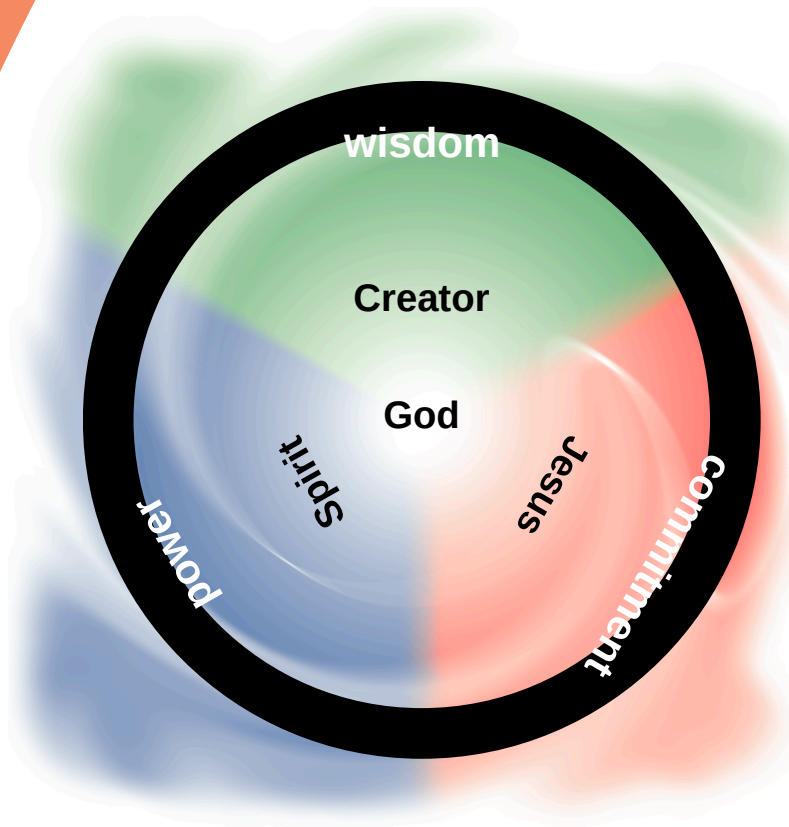
<i>There are different kinds of <b>spiritual gifts</b>, but the same <b>Spirit</b>.</i>	<b>Spirit</b> → <b>gifts</b>	<b>power</b>
<i>There are different kinds of <b>service</b>, but the same <b>Lord</b>.</i>	<b>Jesus</b> → <b>service</b>	<b>commitment</b>
<i>There are different kinds of <b>working</b>, but the same <b>God</b>.</i>	<b>Creator</b> → <b>working</b>	<b>wisdom</b>

This might seem rather abstract, but as soon as we look at the concept behind, it becomes eminently practical. In order to describe these concepts, the 3-Colors of Ministry Book has chosen the terms power, commitment, & wisdom. “Power is related to the area of spiritual gifts (blue); “Commitment” to the area of service (red); and “wisdom” to the area of creation (green).



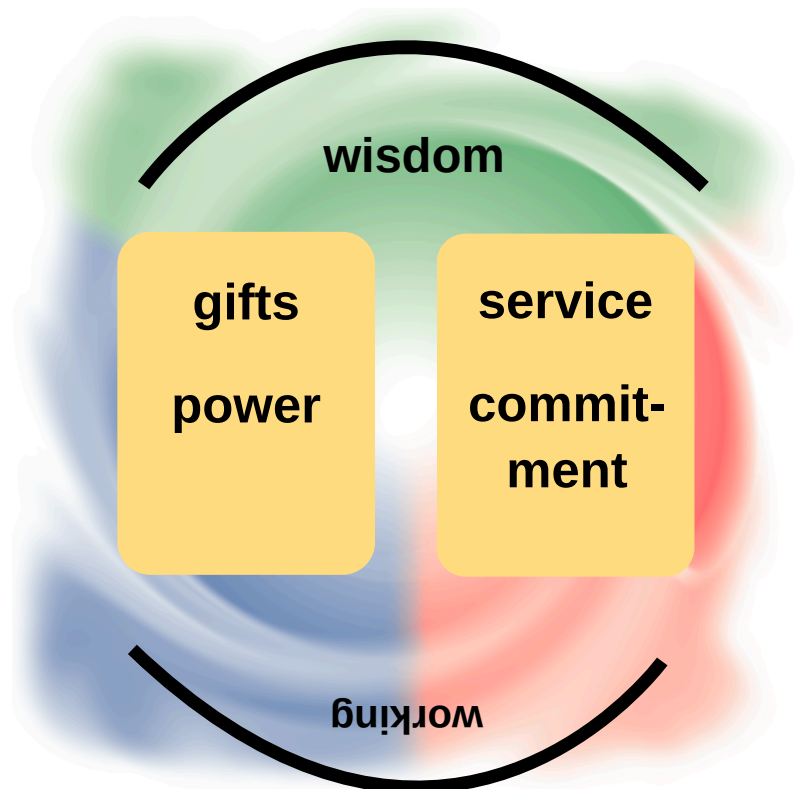
# The dimensions of ministry

Below are additional diagrams to help visualize this concept.



This diagram shows the three dimensions of ministry (power, commitment, and wisdom) and how they relate to the three colors blue, red, and green. Depending on your present “state of being”, you can determine what you most need in order to become more balanced. For some, the greatest need is empowerment; for others, commitment; and for still others it is wisdom.

This diagram shows that “gifts/power” and service/commitment” form two poles that must be related to each other. What brings them together properly is the “wisdom” found in the green segment, in other words, in God’s creation.



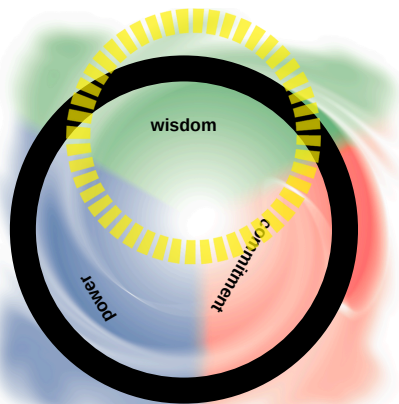


# Our State of Being

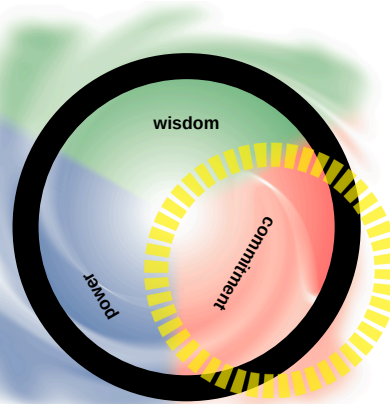
As we dive into pursuing the unique ways God has gifted us, as well as find a balanced approach to following Jesus, it is important for us to find our current baseline. We call this our “State of Being”. We all have had different life experiences, encounters with God, and grew up in different church traditions that formed our current state of being. There is no “right” place to be when getting started. This State of Being is simply meant to show you where you currently are on your journey.

We have provided six biblical examples (on the following pages), each representing one of the six possible scenarios (graphically listed below):

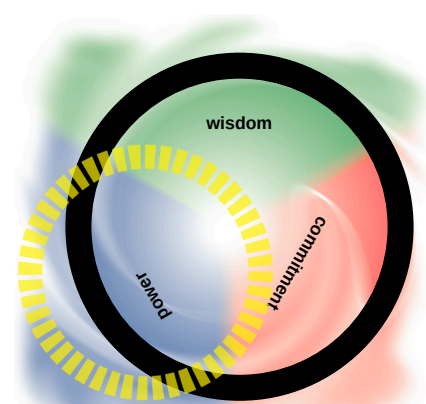
- Strong in wisdom - weak in power and commitment
- Strong in commitment - weak in power and wisdom
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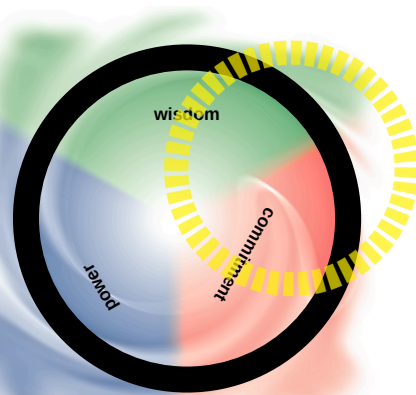
*Skeptical Believer*



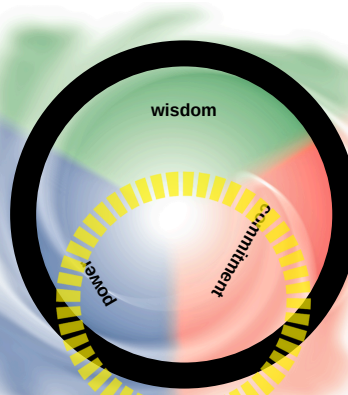
*Controlling Believer*



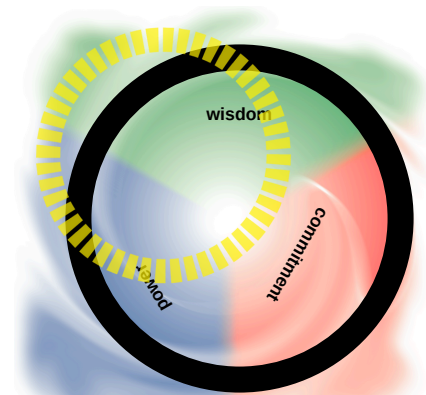
*Spiritualizing Believer*



*Burned Out Believer*



*Fanatical Believer*

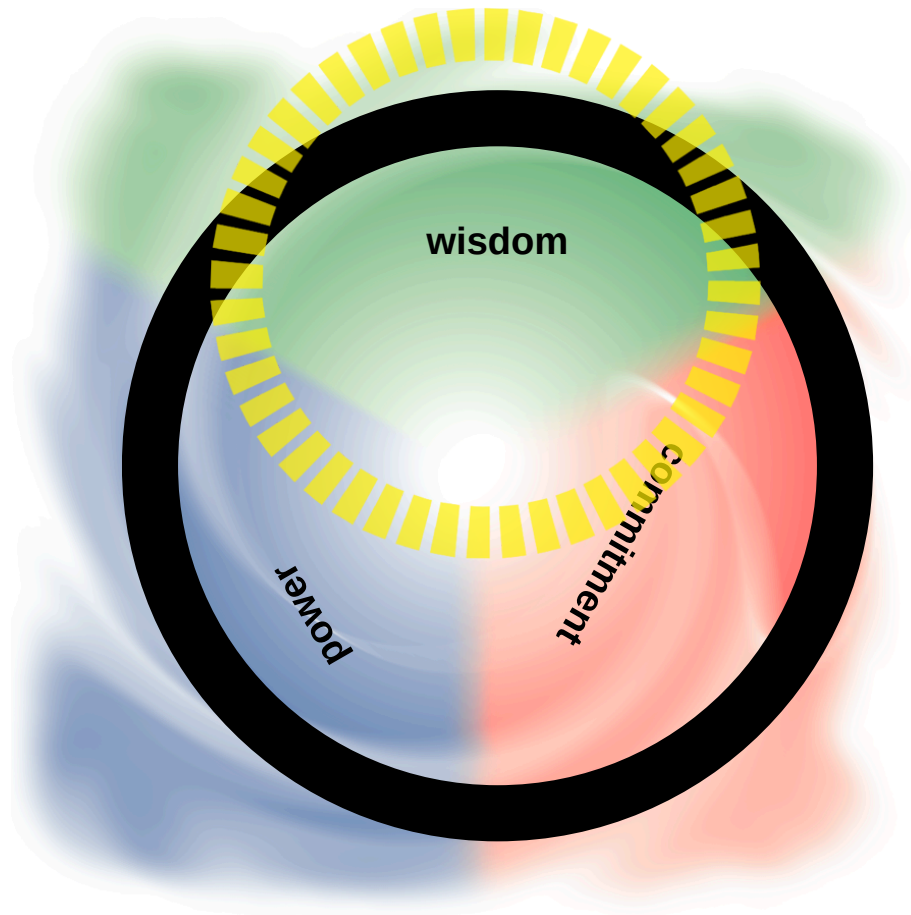


*Detached Believer*



# State of Being: *Skeptical Believer*

## Biblical Example: Thomas



While the Skeptical Believer is strong in wisdom, his or her primary need is for growth in both power and commitment.

If you belong to this category, the process of mentally relating the gifts that you will identify in the blue segment to concrete tasks in the red segment will not be too difficult for you. For representatives of other starting points this can be an extremely difficult task and you could help them in their endeavor. However, you must relate your gifts to real tasks and just hold the right theories on the subject. You have much more spiritual potential than you are using right now, Your church could profit so much from your wisdom.

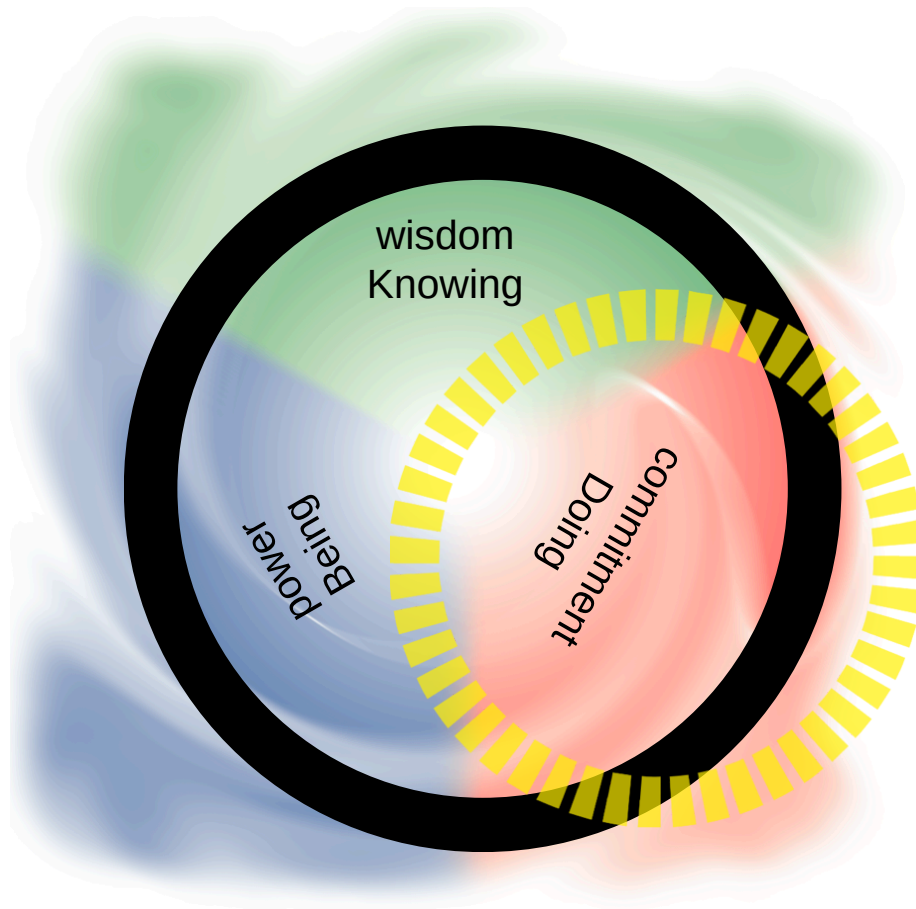
We need people like Thomas in our churches/lives, people who are simply not willing to take things for granted. They want to know reasons. They want to see proofs. None of us should criticize them for this, even if it might disturb the peace of the majority at times. Rather, all of us would be well advised to learn from their perspective.

Scriptures for study: John 14:5-6; John 20:22-29



# State of Being: *Controlling Believer*

## Biblical Example: Martha



While the Controlling Believer is strong in commitment, his or her primary need is for growth in both power and wisdom.

You are already very committed in your ministry, but you often lack power. Simply discovering your spiritual gifts from the blue segment and reorganizing your existing ministry involvements in the light of your new discoveries in the green segment, could result in a spiritual breakthrough for you. Maybe you need to discontinue your involvement in some ministries and substitute them with others. Your level of commitment will be of tremendous help in this process. You may also find that you are filled with new enthusiasm for your remaining ministries.

A fine biblical example of commitment is Martha. In Luke 10:38-42, we read that Martha opened her home to Jesus and, unlike her sister Mary, served him at the table. This is characteristic of people like her. Their strength is commitment. Without the unselfish dedication of the “Martha’s” of this world, we would probably close most of our churches.

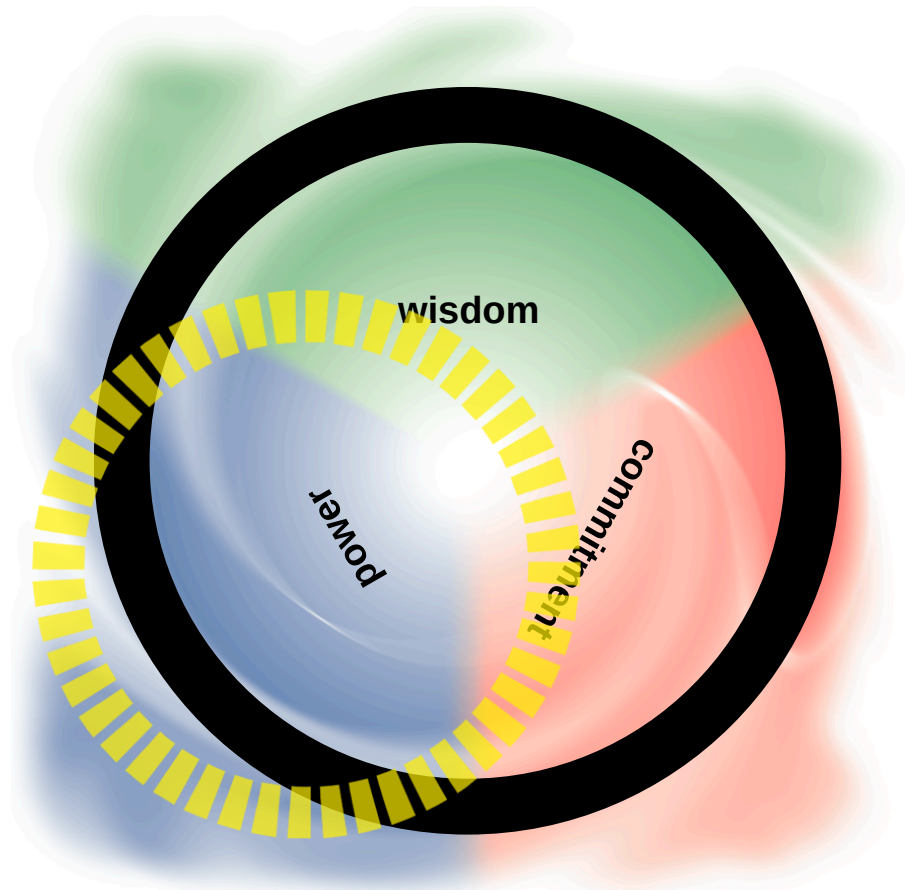
Scriptures for reading: Luke 10:38-42; John 12:3





# State of Being: *Spiritualizing Believer*

## Biblical Example: Mary



While the Spiritualizing Believer is strong in power, his or her primary need is for growth in both wisdom and commitment.

There is so much more power in you than is already released for the benefit of others. When you enter this gift discovery process, you will probably identify many gifts of which you are already aware. Your problem may not be so much that you don't use them, but that you are far too reluctant to relate your wonderful gifts to concrete tasks in the red segment within your church in a strategic way with the green segment. This would empower you even more. Put it to the test.

We read in John's record of the story of Mary that she poured a whole pint of nard on Jesus's feet and whipped them with her hair. It is stressed that while Martha was serving, Mary simply "sat at the Lord's feet listening to what he said". This behavior fits well with people like Mary. They have a strongly developed sensitivity to the spiritual dimension, the blue segment. They can drop everything and throw caution to the wind. They can become excessive. It is understandable that Judas criticized Mary for this: "Why wasn't this perfume sold and the money given to the poor? It was worth a year's wages". People like Mary don't care if they are confronted with such criticisms. They are driven by their inner conviction that they are spiritually correct. I understand why some people feel like they're going to go crazy when they have to deal with such people. While others are active, worried, and concerned, they just sit there "wasting" time and money! But this is exactly their strength.

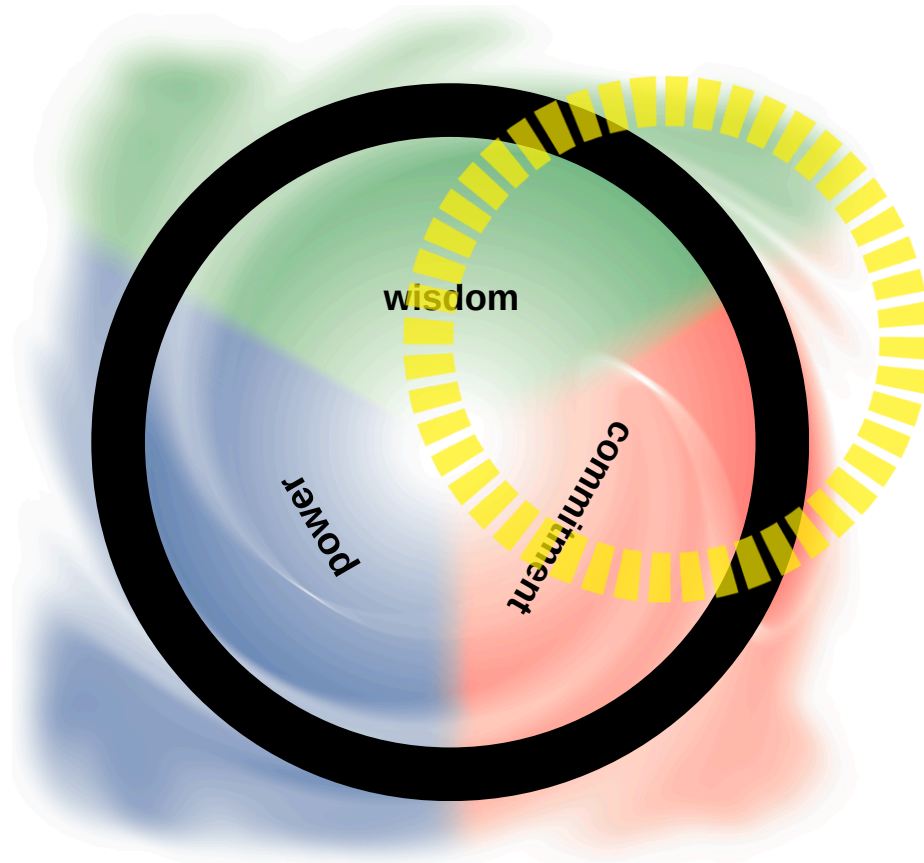
Scripture for reading: John 12:3-8; Luke 10:39





# State of Being: *Burned Out Believer*

## Biblical Example: Moses



While the Burned-out Believer is strong in both wisdom and commitment, his or her primary need is for growth in power.

You place a high value on commitment, and your sense of duty seems to be highly developed. Moreover, you are capable of reflecting on your own and others' ministry involvements. People in leadership positions often share your starting point. What you may tend to neglect are your emotions. Focusing your attention on that area could make you stronger. It is highly probable that the simple act of gift discovery will have a more dramatic result in your life than it will have for representatives of any of the other five starting points.

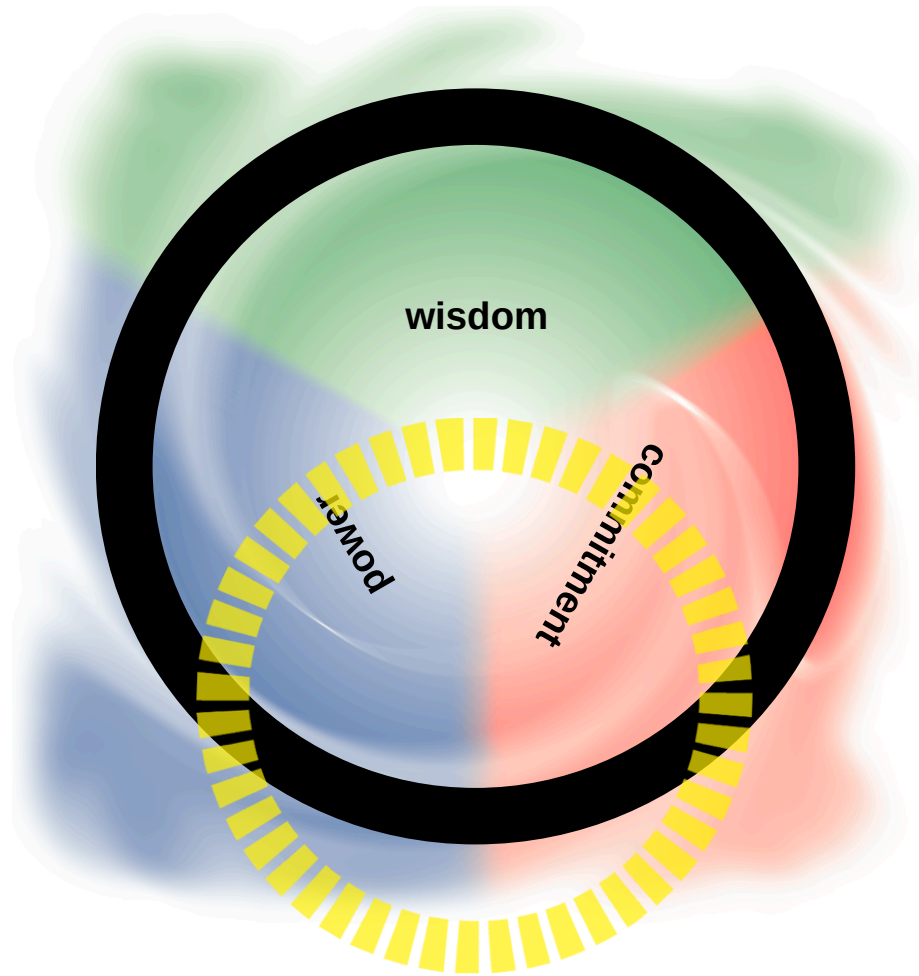
Moses serves as a terrific illustration of a "burned-out believer". Wisdom was certainly not his weakness. Acts 7:22 tells us that he had been "educated in all the wisdom of the Egyptians," and we can find traces of this throughout the whole Bible. Similarly, commitment was not an area of weakness for him. Anyone studying Moses' life will be amazed at his deep level of dedication.

Scriptures for reading: Exod 4:10, Exod 17:10-13, Exod 18:18; Heb 11:24-25



# State of Being: *Fanatical Believer*

Biblical Example: Peter



While the Fanatical Believer is strong in both power and commitment, his or her primary need is for growth in wisdom.

You are quite active in ministry, but not everything that you do is very well thought through. Probably even the approach of this assessment will be “too theoretical” for you. Trust us; that is not true! The “theory” of this assessment could be especially beneficial for you. When studying, pay special attention to those areas that you don’t like that much. Most likely you will find the key to further spiritual growth right there. Don’t regard certain concepts as “unspiritual” just because they might be unfamiliar to you.

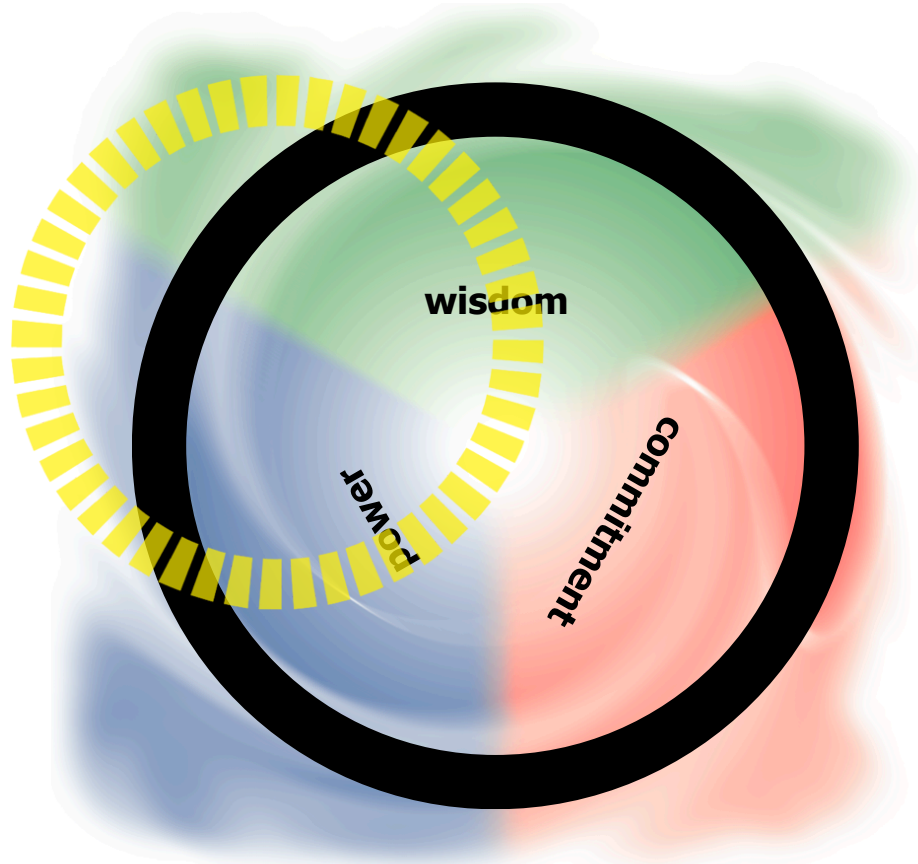
People like Peter are not lacking commitment and they are ready to take risks for the Lord. We should note that Peter was the only disciple to leave the boat to meet Jesus, who was walking on water. And we shouldn’t forget that he was probably the only disciple who followed Jesus right into the courtyard, whereas all the others disappeared. What courage, and what love for the Lord. In the entire book of Acts, hardly another person’s ministry is accompanied by as many supernatural signs and wonders and Peter’s. He was clearly a man of both power and commitment.

Scriptures for reading: Matt. 14:28, 26:69-75; John 18:10-11; Luke 22:51; Matt. 16:18



# State of Being: *Detached Believer*

## Biblical Example: Jonah



While the detached believer is strong in both power and wisdom, his or her primary need is for growth in commitment.

It is probably not a strange exercise for you to identify your spiritual gifts in the blue segment with the help of a scientific questionnaire influenced by the green segment. In contrast to other Christians, you probably enjoy this kind of exercise. Your area of focus should be commitment. This doesn't necessarily mean that you aren't active; maybe you are. But if you are, your activities are almost exclusively determined by yourself, and not so much by the expectations and needs of others. Commitment to other people will be the key to your success.

Whatever Jonah did, he bore fruit. Having heard Jonah's testimony, and especially after having thrown him overboard, the men on the ship "greatly feared the Lord, and they offered a sacrifice to the Lord and made vows to him". This was a direct consequence of Jonah's ministry. When he finally preached God's message to the people of Nineveh, the result was remarkable. The people of Nineveh repented. Now, it is true that Jonah didn't like this outcome very much, but it was, nonetheless, the result of his extremely powerful ministry.

Scripture for reading: Jonah 1:16, 3:5, 4:1-2



# Three different categories of gifts

As we look at the categories of gifts that the 3-Colors of Ministry Book provides us, it is important to note that the Bible itself does not teach any of these gift categories specifically, but it is simply a tool to explain the multi-faceted teaching of the New Testament. No one has to adopt this tool. However, a trinitarian view of gifts can be quite helpful for discovering certain tendencies in our church.

If you take this gifting assessment, you will discover in which of these three areas your personal gifting lies. For you as an individual, these pieces of information might not be that relevant since you can - and should - simply accept the gifts that God has given you. However, as our whole church body conducts the gifting assessment, it can be eye-opening to analyze as a whole body which colors are more represented than others. The results will likely reflect the culture of our church, including its blind spots.

	Green segment	Red segment	Blue segment
Biblical paradigm	Creation	Calvary	Pentecost
Key term	work	word	wonder
Primary focus	world	Christ	church
Receptive group	liberals	evangelicals	charismatics

The table above shows the different tendencies regarding spiritual gifts that we find in various groups. Since God wants His Church to reflect his fullness, He endows the Church with gifts in all three areas.



# The Green Gifts

The gifts listed in the green category relate primarily – but not exclusively – to God’s revelation in creation. That is the major reason why they can be found outside the Christian context as well. However, they become “spiritual” gifts at the moment we apply them to tasks that serve the kingdom of God.

One sub-category of these gifts relates primarily to **developing life-giving environments**:

- Giving
- Hospitality
- Mercy
- Voluntary Poverty

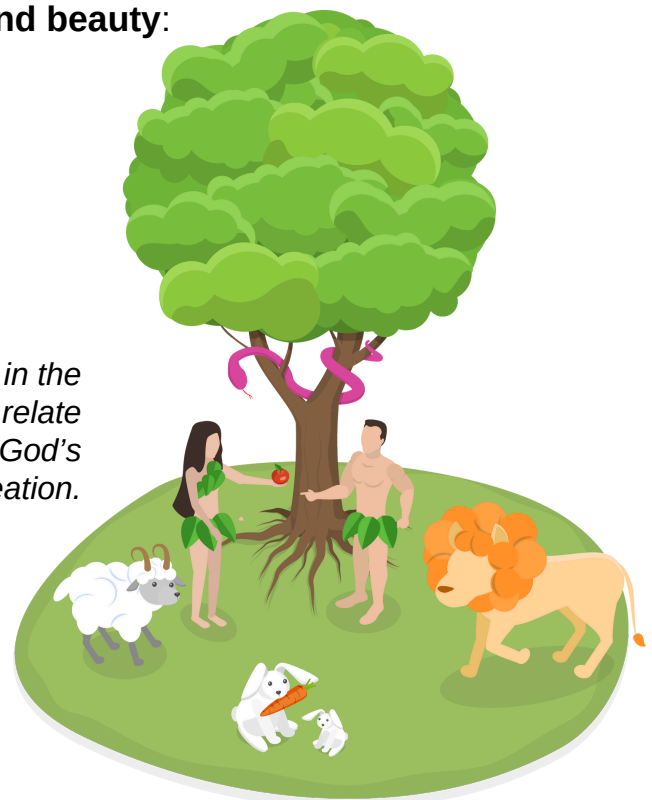
A second sub-category addresses the area of **developing ideas and systems**:

- Knowledge
- Organization
- Wisdom

A third sub-category relates to **developing things of purpose and beauty**:

- Artistic creativity
- Craftsmanship
- Music

*The gifts listed in the green category relate primarily to God’s revelation in creation.*





# The Red Gifts

The gifts listed in the red category relate to proclaiming the gospel and helping people grow in their knowledge of Christ. That is the major reason why you will find in this category those gifts that enable us to fulfill various leadership roles in the church.

One sub-category of these gifts relates to **sharing the good news:**

- Evangelism
- Missionary

A second sub-category encompasses gifts for **sharing the way forward:**

- Apostle
- Counseling
- Leadership
- Shepherding
- Teaching

A third sub-category can be used for **sharing the load:**

- Helps
- Service
- Singleness

*The gifts listed in the red category relate to proclaiming the gospel and helping people grow in their knowledge of Christ.*







# The Blue Gifts

The gifts listed in the blue category demonstrate the power of God. Many of them transcend the limits of rationality in order to show God's power over nature and to minister to people whose needs could not be met by conventional means.

One sub-category of the blue gifts relate to **renewing trust in God:**

- Faith
- Prayer
- Suffering

A second sub-category are for the purpose of **renewing connections with God:**

- Discernment
- Interpretation
- Prophecy
- Tongues

A third sub-category lead to **renewing through the power of God:**

- Deliverance
- Healing
- Miracles

*The gifts in the  
blue category  
demonstrate the  
supernatural working  
of God.*





# Spiritual Giftings List

**Artistic  
Creativity**  
**Craftsmanship**  
**Giving**  
**Hospitality**  
**Knowledge**  
**Mercy**  
**Music**  
**Organization**  
**Voluntary  
Poverty**  
**Wisdom**

**Apostle**  
**Counseling**  
**Evangelism**  
**Helps**  
**Leadership**  
**Missionary**  
**Service**  
**Shepherding**  
**Singleness**  
**Teaching**

**Deliverance**  
**Discernment**  
**Faith**  
**Healing**  
**Interpretation**  
**Miracles**  
**Prayer**  
**Prophecy**  
**Suffering**  
**Tongues**



# Artistic Creativity

*Developing things of purpose and beauty*

***This gift enables you to use artistic expression for the edification of others.***

The gifts listed in the green category relate primarily – but not exclusively – to God’s revelation in creation. That is the major reason why they can be found outside the Christian context as well. However, they become “spiritual” gifts at the moment we apply them to tasks that serve the kingdom of God.

The gift of artistic creativity appears in a great variety of forms such as dance, sculpture, pottery, pantomime, music, composition, and writing. In contrast to the gift of craftsmanship, the gift of artistic creativity focuses on the creative element. Whatever the medium used, it is only a means to the end of expressing a specific idea or feeling.

## Scripture references

Exodus 31:1-11, 2 Samuel 6:12-16, 1 Kings 7:14

## Possible tasks

Layout of church publications, pantomime, developing public relations materials, web development, new forms of worship, arts and crafts group, drama, video projects, interior decoration, lyrics, musical composition ...

## Questions

- Can you recall examples of how your own faith has been enriched through artistic creativity (painting, music, prose, etc.)?
- To what extent is it possible to exercise this gift in your own church, work, and personal life?

## Personal Notes:

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# Craftsmanship

*Developing things of purpose and beauty*

***This gift enables you to use a trade or craft for the good of the body of Christ.***

The gifts listed in the green category relate primarily – but not exclusively – to God's revelation in creation. That is the major reason why they can be found outside the Christian context as well. However, they become “spiritual” gifts at the moment we apply them to tasks that serve the kingdom of God.

The gift of craftsmanship can be used in a multitude of ways (gardening, building, car repair, as well as tasks that might be traditionally seen as “female” tasks, such as sewing, etc.). Observe, however, that not everyone who is skillful with his or her hands has this gift. People who don't have this gift might love crafts, but they don't experience the overwhelming joy that arises from exercising their gift for the benefit of others. This joy of ministering to others, however, is characteristic of those who have the spiritual gift of craftsmanship.

## Scripture references

Exodus 30:22-31, 2 Kings 12:11-13, 2 Chronicles 34:9-13, Acts 18:3

## Possible tasks

Building, gardening, helping others with odd jobs in the neighborhood, maintenance, technical team, foreign missions, sewing projects ...

## Questions

- Should your church exclusively call upon church members with this gift, or should it also contract professionals from outside the church?
- Which Christians do you know with this gift? Do they understand their skill as being a spiritual gift? How are they using it to build up the body of Christ?

## Personal Notes:

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# Giving

*Developing life-giving environments*

***This gift enables you to give material things cheerfully and generously to others.***

The gifts listed in the green category relate primarily – but not exclusively – to God's revelation in creation. That is the major reason why they can be found outside the Christian context as well. However, they become “spiritual” gifts at the moment we apply them to tasks that serve the kingdom of God.

You don't need a special gift to tithe regularly. There are individuals, however, that give a significant percentage beyond their tithe to the kingdom of God. The gift of giving is not to be confused with the gift of voluntary poverty, even if these two frequently appear together in one's gift mix.

## Scripture references

Luke 3:11, Luke 21:1-4, John 12:3-8, Acts 4:32-37, Acts 20:35, Romans 12:8, 2 Corinthians 8:2-5

## Possible tasks

Finance committee member, supporting missionaries, treasurer, full-time financial adviser, tithe coordinator, assisting in crises, supporting special projects ...

## Questions

- Have you ever experienced God's special blessing as a result of some gift you gave? Did this experience motivate you to give more? If so, how?
- Have you received a gift? Did this experience motivate you to give more? If so, how?

## Personal Notes:

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# Hospitality

*Developing life-giving environments*

***This gift enables you to maintain an open home, offering food and lodging to guests.***

The gifts listed in the green category relate primarily – but not exclusively – to God's revelation in creation. That is the major reason why they can be found outside the Christian context as well. However, they become "spiritual" gifts at the moment we apply them to tasks that serve the kingdom of God.

People with the gift of hospitality are usually happier when they have guests than when they don't. Please note that it is not a prerequisite that you possess this gift to maintain an open home and be friendly to visitors. Hospitality is to be exercised by all Christians as one of the universal Christian responsibilities. Those with this gift, however, are able to make their guests really feel at home. Most of them can create this atmosphere even outside their own homes.

## Scripture references

Genesis 18:1-8, Matthew 10:11-14 and 40, Matthew 25:35, Luke 10:38-42, Romans 12:9-13, Titus 1:7-8, 1 Peter 4:9-10, Hebrews 13:1-2, 3 John 5-10

## Possible tasks

Small group host, caring for the homeless, worship service greeter, ministry to the underprivileged, retreat leadership, church exchanges, hosting guests, preparing accommodations for groups, youth ministry ...

## Questions

- Have you ever been hosted by someone with this gift? Describe how you felt.
- Do you think you could have this gift and still feel nervous/anxious about hosting a gathering?

## Personal Notes:

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# Knowledge

*Developing ideas and systems*

***This gift enables you to generate, collect, and analyze ideas which are important for the health of the church.***

The gifts listed in the green category relate primarily – but not exclusively – to God's revelation in creation. That is the major reason why they can be found outside the Christian context as well. However, they become “spiritual” gifts at the moment we apply them to tasks that serve the kingdom of God.

Christians differ in their understanding of the gift of knowledge. Some understand knowledge (and wisdom) to be supernatural insight into specific situations. This phenomenon certainly exists, but in this book it is addressed under the gift of prophecy. Christians with the gift of knowledge develop new ideas that are valuable for the church. Sixty-six percent of those with the gift of knowledge also have the gift of teaching—a particularly useful gift mix.

## **Scripture references**

Romans 15:14, 1 Corinthians 8:1-2, 1 Corinthians 12:8, 1 Corinthians 13:2 and 8-10, 2 Corinthians 12:7, Ephesians 3:14-19

## **Possible tasks**

Church growth research, seminar preparation, writing, long-term planning, Bible study, journalism, theological studies, academic work, creative evangelistic outreach ...

## **Questions**

- Whom do you know with the gift of knowledge? Are they using their gift for church development? In what ways?
- Do those with the gift of knowledge derive their insights from natural or supernatural sources? Are both sources valid for the church? Explain.

## **Personal Notes:**

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# Mercy

*Developing life-giving environments*

***This gift enables you to demonstrate empathy through practical deeds toward those who are troubled in mind, body, or spirit.***

The gifts listed in the green category relate primarily – but not exclusively – to God’s revelation in creation. That is the major reason why they can be found outside the Christian context as well. However, they become “spiritual” gifts at the moment we apply them to tasks that serve the kingdom of God.

The gift of mercy can be distinguished from the gift of helps or service in that it typically reaches out to those on the perimeter of society. While Christians with the gift of counseling minister primarily through loving words, those with the gift of mercy seek to meet the needs of others through loving action. In many cases, this gift is still undiscovered. Our research indicates that 13 percent of all Christians have the gift of mercy as a part of their gift mix.

## Scripture references

Matthew 25:37-40, Mark 9:41, **Luke 10:33-37**, Acts 9:36-42, Romans 12:4-8, James 1:27, James 2:14-17

## Possible tasks

Counseling sessions, intercessory prayer, ministry to the underprivileged, prison ministry, foreign missions, ministry to single mothers/fathers, ministry to the handicapped, hospital/sick calls, ministry to the chemically dependent ...

## Questions

- What is the difference between the gift of mercy and the corresponding universal Christian responsibility? Consider several situations in which every Christian should practice mercy and several that are particularly for those with the gift of mercy.
- How do people demonstrate that they have this gift? Record several distinctive characteristics.

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# Music

*Developing things of purpose and beauty*

***This gift enables you to play a musical instrument or to use your voice in singing for the glory of God and the edification of others.***

The gifts listed in the green category relate primarily – but not exclusively – to God’s revelation in creation. That is the major reason why they can be found outside the Christian context as well. However, they become “spiritual” gifts at the moment we apply them to tasks that serve the kingdom of God.

The gift of music doesn’t involve composing music or writing lyrics (that ability belongs to artistic creativity), but rather singing and playing music itself. The Old Testament mentions a variety of roles that apply to this gift: instrumentalists (1 Chron. 15:20f; 2 Chron. 29:26), vocalists (1 Chron. 15:19), worship leaders (Neh. 12:46), and choir directors (1 Chron. 15:22).

## Scripture references

Deuteronomy 31:14-23, 1 Samuel 16:14-23, 1 Chronicles 16:41-42, 2 Chronicles 5:12-14, Psalm 150, 1 Corinthians 14:26, Ephesians 5:18-20, Colossians 3:15-17

## Possible tasks

Worship leader, instrumentalist, music teacher, worship team, street outreach, choir director, choir member, planning worship services, vocal soloist, evangelistic outreach ...

## Questions

- Is the gift of music a precondition for singing in the choir? Why, or why not?
- Does someone with this gift need to practice more, or less than someone without it? Why?

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# Organization

*Developing ideas and systems*

***This gift enables you to understand goals for specific areas of ministry and to draft effective plans toward reaching these goals.***

The gifts listed in the green category relate primarily – but not exclusively – to God’s revelation in creation. That is the major reason why they can be found outside the Christian context as well. However, they become “spiritual” gifts at the moment we apply them to tasks that serve the kingdom of God.

The Greek word for “organizer” can also be translated “steerer,” the person on a ship whose job it is to mediate between the captain and the rest of the crew. The difference between the gift of leadership and the gift of organization relates to the difference between the captain and the steerer of a ship. The captain makes the basic decisions regarding the route of the ship, and the helmsman guides the ship safely to her intended destination.

## Scripture references

Exodus 18:13-27, 1 Corinthians 12:28

## Possible tasks

Area superintendent, overseer of ministry area(s), church growth planning, organization of events (such as workshops, conferences, concerts), finances, church celebrations, evangelistic campaigns, coordination of small groups, librarian, leadership in ministry teams, creative worship forms, project planning, preparing church retreats, computer work ...

## Questions

- Which tasks in your church could be carried out more effectively if people with this gift were to get involved?
- What, if anything, stands in the way of delegating these tasks to someone with the gift of organization?

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# Voluntary Poverty

*Developing life-giving environments*

***This gift enables you to deny yourself material well-being so that you can maintain a standard of living that parallels the poor.***

The gifts listed in the green category relate primarily – but not exclusively – to God’s revelation in creation. That is the major reason why they can be found outside the Christian context as well. However, they become “spiritual” gifts at the moment we apply them to tasks that serve the kingdom of God.

In our understanding of the gift of voluntary poverty, the word “voluntary” is essential. Not everyone with a modest lifestyle has this gift. Rather, the gift of voluntary poverty is exercised by those who could maintain a higher standard of living but consciously choose not to. Don’t confuse this gift with that of “giving.” It is true that almost everyone who has the gift of voluntary poverty also has the gift of giving (92% have “giving” among their five most prominent manifest gifts). The inverse is not true, however. Our research states that only 15% of the Christians with the gift of giving also have the gift of voluntary poverty.

## **Scripture references**

Acts 2:44-45, Acts 4:32-37, 1 Corinthians 13:3, 2 Corinthians 6:10, Philippians 4:11-13

## **Possible tasks**

Foreign missions, ministry to the underprivileged, ministry to the homeless and refugees, community outreach, living in a monastery, pioneer work ...

## **Questions**

- Reflect on the life of someone like Mother Teresa. Do you think that this lifestyle is a great personal sacrifice for that person? Or do you think that perhaps he or she is happier living that way?
- Should every Christian lead a simple lifestyle, or only those who have this gift?

## **Personal Notes:**

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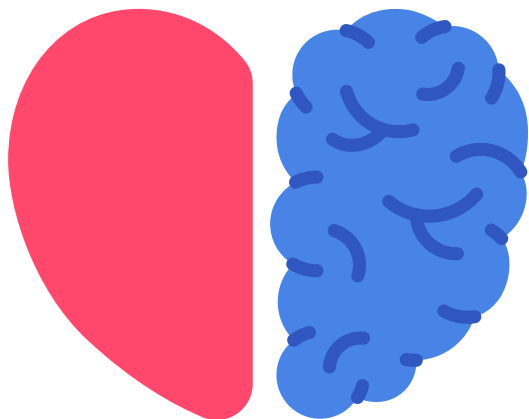
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# Wisdom

*Developing ideas and systems*

***This gift enables you to help others apply existing knowledge to specific situations.***

The gifts listed in the green category relate primarily – but not exclusively – to God’s revelation in creation. That is the major reason why they can be found outside the Christian context as well. However, they become “spiritual” gifts at the moment we apply them to tasks that serve the kingdom of God.

The gift of wisdom is to be distinguished from the gift of knowledge. Those with the gift of knowledge treat spiritual matters like a medical researcher who seeks to gain insight into physiology, genetics, or the effect of a vaccine through his or her lab work. Those with the gift of wisdom, on the other hand, can be compared to a physician who offers a diagnosis and applies the medical research to each individual case. Caution: Some Christians refer to a “word of wisdom” when they really mean a prophetic utterance.

## Scripture references

1 Kings 3:5-28, 1 Corinthians 12:7-8, James 3:13-18

## Possible tasks

Counseling, conflict resolution, prayer team, career consulting, training courses, gift consulting, seminars, coaching, online forums, church consulting ...

## Questions

- When have you personally benefited from people that have this gift? Record the details of this experience.
- Would it be valuable for your church to seek out a church consultant? Write down the advantages and disadvantages.

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# Apostle

*Sharing the way forward*

***This gift enables you to be recognized as a spiritual leader by a variety of churches.***



The gifts listed in the red category relate to proclaiming the gospel and helping people grow in their knowledge of Christ. That is the major reason why you will find in this category those gifts that enable us to fulfill various leadership roles in the church.

The gift of apostle is by no means limited to the original twelve apostles. The New Testament offers examples of other men and women in apostolic ministry. An apostle's responsibility typically extends beyond his or her own local church. Their authority is independent of any office they may hold. People with this gift distinguish themselves through their farsighted perspective.

## **Scripture references**

Matthew 10:2-15, John 13:12-17, Acts 8:14-25, Acts 14:14-15, Acts 15:1-6, Romans 16:7, 1 Corinthians 12:28-29, 2 Corinthians 12:12, Galatians 1:1, Ephesians 4:11

## **Possible tasks**

Church planting, church consulting, long-term planning, regional/denominational responsibilities, interdenominational work, foreign missions ...

## **Questions**

- Does each regional or national church leader (e.g., bishop, superintendent, etc.) have to have an apostolic gift? Why, or why not?
- How does the New Testament help you understand the Apostolic gift?

## **Personal Notes:**

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# Counseling

*Sharing the way forward*

***This gift enables you to serve others through comfort, admonition, and encouragement, so that they experience help and healing.***

The gifts listed in the red category relate to proclaiming the gospel and helping people grow in their knowledge of Christ. That is the major reason why you will find in this category those gifts that enable us to fulfill various leadership roles in the church.

The gift of counseling tries to combine the two dimensions of the Greek word “*parakaleo*” which can mean both “admonition” and “encouragement.” This gift is different from the gift of shepherding in that the ministry of counseling doesn’t require a long-term relationship with the people who receive the ministry. Those with this gift only use it for a limited time period while seeking the personal and spiritual well-being of another. Then they apply this gift in a different situation with a different person. It’s interesting to note that 41% of Christians who have this gift also have the gift of hospitality.

## Scripture references

John 4:1-42, Acts 14:21-22, Romans 12:6-8, 2 Corinthians 1:3-7, 1 Thessalonians 2:11, 1 Thessalonians 5:14, 1 Timothy 5:1

## Possible tasks

Integrating new Christians, hospital ministry, counseling team, small group ministry, gift consulting, prayer team, challenging passive Christians, substance abuse counseling, ministry to the underprivileged, family counseling, seniors ministry, telephone counseling, internet forums, supervision, prison ministry, hospice ministry ...

## Questions

- Does every Christian who wants to counsel need training in psychology? Why, or why not?

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# Evangelism

*Sharing the Good News*

***This gift enables you to communicate the gospel to non-Christians in a manner conducive to leading them to faith.***

The gifts listed in the red category relate to proclaiming the gospel and helping people grow in their knowledge of Christ. That is the major reason why you will find in this category those gifts that enable us to fulfill various leadership roles in the church.

Our research confirmed the thesis held by C. Peter Wagner that exactly 10% of the Christians in each local congregation have the gift of evangelism. Christians who discover this gift should be given enough time to exercise it and, in most cases, should be released from other tasks.

## **Scripture references**

Acts 8:5-6, Acts 8:26-40, Acts 14:13-21, Romans 10:14-15, Ephesians 4:11

## **Possible tasks**

Preaching, open houses, visitation ministry, counseling, radio ministry, internet forums, foreign missions, church planting team, ministry to the underprivileged, evangelistic home groups, music or band ministry, children's evangelism, ministry to internationals ...

## **Questions**

- As you reflect on how you came to faith, which person(s) had the greatest influence on your decision? Why?
- Do you think that they had the gift of evangelism? What makes you think so?

## **Personal Notes:**

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# Helps

*Sharing the load*

***This gift enables you to place your own gifts at the disposal of other people, thus releasing them to concentrate more on their ministry.***

The gifts listed in the red category relate to proclaiming the gospel and helping people grow in their knowledge of Christ. That is the major reason why you will find in this category those gifts that enable us to fulfill various leadership roles in the church.

The gift of helps, like the gift of mercy, focuses on individuals. In contrast to the gift of mercy, however, this gift is not so much intended for the benefit of the underprivileged. Rather, it is more commonly used to lighten the work load of other Christians (most frequently leaders), allowing them more time to exercise their own gifts. The gift of helps should also be distinguished from the gift of service. Service aims at serving organizations; helps aims at helping individuals.

## Scripture references

Exodus 18:21-22, Numbers 11:16-17, Luke 10:38-42, Romans 16:1-2, 1 Corinthians 12:28

## Possible tasks

Telephone ministry, supporting leaders, secretarial help, helping families move into new homes, web support, custodial service ...

## Questions

- In what way could the the church body be aided if the gift of helps was consistently exercised?
- According to our research, 13% of all Christians have the gift of helps. Do the Christians in your church who have this gift know that it is a spiritual gift?

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# Leadership

*Sharing the way forward*

***This gift enables you to set goals for the church and to communicate them in such a way that others volunteer to achieve them.***

The gifts listed in the red category relate to proclaiming the gospel and helping people grow in their knowledge of Christ. That is the major reason why you will find in this category those gifts that enable us to fulfill various leadership roles in the church.

The trademark of a leader is that others follow him or her of their own free will rather than by coercion. Christians with this gift usually don't have to stress their "leadership authority" (in most cases, this is an indication that one does not have this gift). It is interesting that 68 percent of all Christians with this gift also have the gift of organization.

## **Scripture references**

Exodus 18:13-27, Romans 12:8, 1 Thessalonians 5:12-13, 1 Timothy 3:1-7, 1 Timothy 5:17-22

## **Possible tasks**

Pastor, elder, worship service leader, department leader, long-term planning, church planting, pioneer work, initiating new ministries ...

## **Questions**

- Consider those in your church in leadership positions. Do these individuals have the gift of leadership? How can you tell?
- Reflect on others you may know who possess this gift. Which gifts are frequently combined with the gift of leadership?

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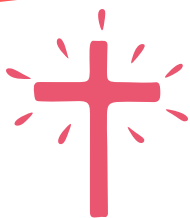
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# Missionary

*Sharing the Good News*



***This gift enables you to utilize your other gifts in a second culture.***

The gifts listed in the red category relate to proclaiming the gospel and helping people grow in their knowledge of Christ. That is the major reason why you will find in this category those gifts that enable us to fulfill various leadership roles in the church.

Christians with the gift of missionary enjoy leaving their own culture in order to establish a new home and ministry in a foreign culture. This gift can be exercised in a foreign country, as well as within a different social group in their home country. The gift of missionary should not be confused with the gift of evangelism. Only 8 percent of all Christians whom God has blessed with the gift of missionary have the gift of evangelism too.

## Scripture references

Acts 9:13-17, Acts 14:21-28, 1 Corinthians 9:19-23, Galatians 1:15-17, Galatians 2:7-14, Ephesians 3:6-8

## Possible tasks

Ministry to the underprivileged, ministry to internationals, foreign missions, church planting, intercultural dialogue, ministry to specific target groups ...

## Questions

- What exactly is the difference between the gift of missionary and the gift of evangelism?
- "Everyone should become a foreign missionary if God has not called them to stay home." What do you think of this statement?

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# Service

*Sharing the load*

***This gift enables you to recognize where your participation is needed and to make sure that the most urgent jobs gets done.***

The gifts listed in the red category relate to proclaiming the gospel and helping people grow in their knowledge of Christ. That is the major reason why you will find in this category those gifts that enable us to fulfill various leadership roles in the church.

In contrast to the gift of helps, which usually focuses on assisting an individual (very often a leader), the gift of service is directed toward groups and organizations. Christians with the gift of service typically have an eye for things that need to be done, and they are willing to fulfill that need themselves. Every group benefits from Christians who exercise this gift. The gifts of service and helps are among the gifts that are most frequently paired together. According to our research, 81% of Christians who have the gift of service also have the gift of helps.

## Scripture references

Luke 10:38-42, Luke 22:24-27, Acts 6:1-7, Romans 12:6-7, 1 Timothy 3:8-13

## Possible tasks

Odd jobs, gardening, caring for guests, cooking and baking, maintenance, typing/computer work, tape ministry, baby-sitting, emergency ministry ...

## Questions

- Which tasks in your church and/or community could be carried out more successfully if those with the gift of service were actively applying their gifts?
- What obstacles in your church are hindering those with this gift from consistently exercising it?

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# Shepherding

*Sharing the way forward*

***This gift enables you to assume long-term, personal responsibility for the spiritual well-being of a group of people.***

The gifts listed in the red category relate to proclaiming the gospel and helping people grow in their knowledge of Christ. That is the major reason why you will find in this category those gifts that enable us to fulfill various leadership roles in the church.

The gift of shepherding—in contrast to the gift of counseling—involves a long-term commitment to a group of fellow Christians. Contrary to widespread opinion, this gift is not necessary for a pastor of a local church. Our research indicates that the gift of shepherding is relatively widespread, appearing in 12% of the gift mixes of all Christians. Interestingly, 43% of all Christians with the gift of shepherding also have the gift of teaching.

## Scripture references

John 10:1-15, Acts 20:28-31, Ephesians 4:11, 1 Thessalonians 5:12-13, 1 Timothy 4:11-16, Hebrews 13:7,17 and 20-21, 1 Peter 5:1-5

## Possible tasks

Gift consultant, children's church, small group leader, youth ministry, assimilating new Christians, informal gatherings, training programs ...

## Questions

- Twelve percent of all Christians have this gift. Why do you think this gift is so prevalent?
- Leading small groups is an ideal ministry for those who have this gift. In your opinion, do the small group leaders of your church have this gift? Are there individuals in your church with the gift of shepherding who haven't yet found any relevant tasks in which they can exercise this gift?

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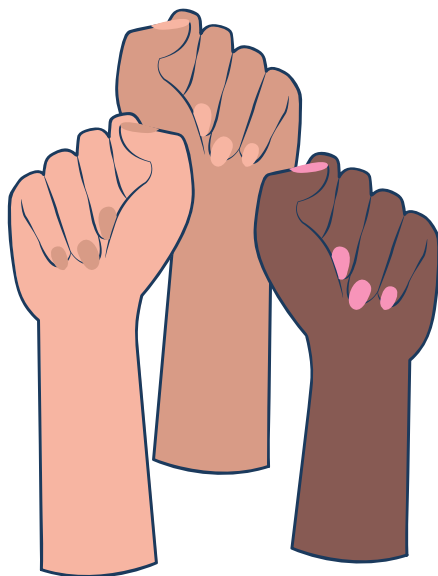
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# Singleness

*Sharing the load*

***This gift enables you to live happily as a single while contributing more effectively to the kingdom of God.***

The gifts listed in the red category relate to proclaiming the gospel and helping people grow in their knowledge of Christ. That is the major reason why you will find in this category those gifts that enable us to fulfill various leadership roles in the church.

The gift of missionary and the gift of singleness are two gifts which, in contrast to all other gifts, can only be exercised meaningfully in combination with other gifts. In other words, they cannot stand on their own. Anyone with the gift of singleness will likely be able to exercise his or her other gifts more effectively. Those with this gift are happier in their singleness than they would be if they were married.

## Scripture references

Matthew 19:10-12, 1 Corinthians 7:7-8, 1 Corinthians 7:32- 35, 1 Timothy 4:1-5

## Possible tasks

Since the gift of singleness is intended to make other gifts more effective, it is theoretically possible to combine any task with it. However, those involved in foreign missions, church planting, and similar pioneer work may particularly profit from this gift since a great degree of flexibility is required in these ministries. This kind of flexibility is often difficult to harmonize with family concerns.

## Questions

- Do you think there is too much pressure for Christians to be married?
- How do people with this gift deal with loneliness?
- Do you agree they are more effective in their other giftings?

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# Teaching

*Sharing the way forward*

***This gift enables you to communicate truth in a manner that enables others to learn and contributes to the health of the church.***

The gifts listed in the red category relate to proclaiming the gospel and helping people grow in their knowledge of Christ. That is the major reason why you will find in this category those gifts that enable us to fulfill various leadership roles in the church.

Characteristic of the gift of teaching is the fact that others actually learn. Just knowing a lot (which may be an indication of the gift of knowledge), should not be confused with the gift of teaching. Those with the gift of teaching are focused on the questions and concerns of their audience, and manage to impart their knowledge in an interesting and stimulating manner.

## **Scripture references**

Acts 18:24-28, Romans 12:6-7, 1 Corinthians 12:28-29, Ephesians 4:11-14, James 3:1

## **Possible tasks**

Small group ministry, seminars, training courses, Bible studies, new members/baptism class, online work, church growth training ...

## **Questions**

- Why do you suppose the Bible suggests that teachers will be subject to more severe judgement?
- Reflect on the various teachers, professors, and pastors that you know. Which of them has the gift of teaching? How can you see this gift in their lives?

## **Personal Notes:**

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# Deliverance

*Renewing through the power of God*

***This gift enables you to help people suffering from demonic oppression experience deliverance.***

The gifts listed in the blue category demonstrate the power of God. Many of them transcend the limits of rationality in order to show God's power over nature and to minister to people whose needs could not be met by conventional means.

Power over evil spirits is given to each Christian (Mark 16:15-18). Yet, experience indicates that God uses some Christians more than others in exercising this power. The gift of discernment should be present in any group that is involved in a ministry of deliverance.

## **Scripture references**

Matthew 10:1, Matthew 12:28-29 and 43-45, Mark 5:1-20, Mark 9:28-29, Mark 16:17, Luke 10:17-20, Acts 8:5-8, Acts 16:16-18, Acts 19:13-16

## **Possible tasks**

Exorcism, ministry to the underprivileged, prayer team ministry, counseling, evangelistic events, foreign missions ...

## **Questions**

- Are you convinced that there are demons active in the world today? Why? Have you ever experienced the influence of demons in any perceptible manner?
- Is it possible for Christians to be oppressed by demons? Why, or why not?

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# Discernment

*Renewing connections with God*

***This gift enables you to know for sure whether a given behavior originates from a divine, human or satanic source.***

The gifts listed in the blue category demonstrate the power of God. Many of them transcend the limits of rationality in order to show God's power over nature and to minister to people whose needs could not be met by conventional means.

The gift of discernment is part of God's providential protection against error. It can express itself on a natural level by enabling Christians to distinguish between truth and deception. It can also provide them with insight into the deepest sources of truth and deception, thus entering into the supernatural realm.

## **Scripture references**

Matthew 16:22-23, Acts 5:1-10, Acts 8:18-24, Acts 13:6-12, Acts 16:16-22, 1 Corinthians 12:10, 1 Thessalonians 5:19- 22, 1 John 4:1-6

## **Possible tasks**

Public relations, counseling, deliverance ministry, ministry to the underprivileged, church board member, evangelistic campaigns, preaching, prayer team ministry, long-term planning, interreligious dialogue ...

## **Questions**

- What role does discernment play in helping the church body feel safe?
- How and when is this gift used in your church?

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# Faith

*Renewing trust in God*

***This gift enables you to discern, with an unusual degree of confidence, the will of God for the future development of ministry.***



The gifts listed in the blue category demonstrate the power of God. Many of them transcend the limits of rationality in order to show God's power over nature and to minister to people whose needs could not be met by conventional means.

While it is every Christian's calling to trust the Lord in all of life's challenges, God has blessed some people with a special gift of faith. These individuals literally have a "mountain-moving" faith (Matt. 17:20). They don't shy away from uncertainties and risks when they are convinced of the will of God. People with this gift are often visionaries who initiate new developments.

## Scripture references

Matthew 8:5-13, Matthew 17:20b, Matthew 21:18-22, Romans 4:18-21, 1 Corinthians 12:9, James 1:5-8

## Possible tasks

Prayer group leader, church board member, long-term planning, church planting, creative ideas team, denominational leadership, church leadership for missions, pioneer work, initiating new ministries, evangelism ...

## Questions

- Whom do you know with this gift? Do they motivate or frustrate you when you are around them?
- Do people with this gift help you grow your own faith?

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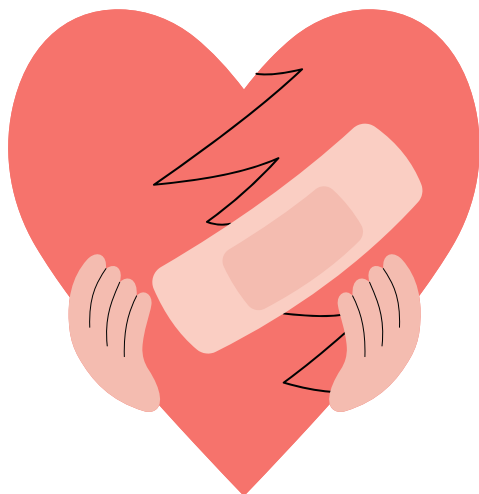
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# Healing

*Renewing through the power of God*

***This gift enables you to serve as God's instruments for restoring the health of others without the aid of medical tools.***

The gifts listed in the blue category demonstrate the power of God. Many of them transcend the limits of rationality in order to show God's power over nature and to minister to people whose needs could not be met by conventional means.

While the New Testament admonishes all believers to pray for the sick (Mark 16:18), God has given some people the special gift of healing. It is always God who does the healing; men and women can only pray to this end. The gift of healing can appear in different variations. There are certain individuals, for example, that God uses to heal wounds of the soul ("inner healing").

## Scripture references

Mark 2:1-12, Mark 8:22-26, Mark 16:17-18, John 9:1- 12, John 14:12-14, Acts 3:1-8, Acts 14:8-15, Acts 28:8-9, 1 Corinthians 12:9 and 28-30, James 5:14-15

## Possible tasks

Counseling, prayer team, evangelism team, visiting the sick ...

## Questions

- Are you aware of any supernatural healings in your own circle of friends and acquaintances? Did you react with joy or skepticism at the news of healing?
- Are you aware of cases in which certain persons were not healed, despite long periods of prayer? How do you interpret these situations?

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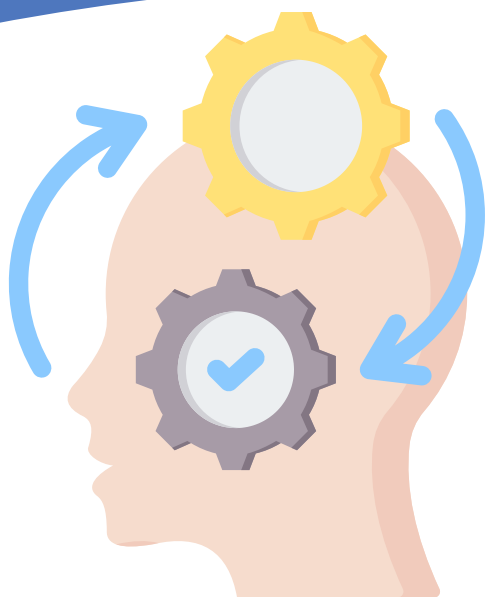
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# Interpretation

*Renewing through the power of God*

***This gift enables you to make known in a commonly understood language a message originally communicated in tongues.***

The gifts listed in the blue category demonstrate the power of God. Many of them transcend the limits of rationality in order to show God's power over nature and to minister to people whose needs could not be met by conventional means.

Some Christians with the gift of interpretation interpret the messages that another person has given in tongues; some interpret their own statements. According to the New Testament, a public message in tongues is meaningless without the corresponding interpretation (1 Cor. 14:27-28). Our research indicates that 82% of all Christians with this gift also have the gift of prophecy.

## Scripture references

1 Corinthians 12:10, 1 Corinthians 12:27-31, 1 Corinthians 14:1-5, 1 Corinthians 14:12-19, 1 Corinthians 14:26-28

## Possible tasks

Prayer groups, worship service team, spiritual warfare ...

## Questions

- According to the Bible, must an interpretation be provided every time someone speaks in tongues?
- In your opinion, why is it that this gift is used in some churches and not in others?

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# Miracles

*Renewing through the power of God*

***This gift enables you to serve as a human instrument through whom God performs powerful acts that surpass natural laws.***

The gifts listed in the blue category demonstrate the power of God. Many of them transcend the limits of rationality in order to show God's power over nature and to minister to people whose needs could not be met by conventional means.

Whereas the gift of healing might not necessarily break physical laws (the focus is just that healing takes place without the use of medical tools), it is characteristic of the gift of miracles that laws of nature are—in the eyes of the observer—surpassed. Wherever God works a miracle through this gift, it is his goal to communicate a specific message to his people.

## Scripture references

Exodus 14:21-31, 1 Kings 18:21-40, Matthew 14:28-33, Matthew 24:23-24, Luke 10:17-20, John 14:2-14, Acts 9:36-42, Acts 19:11, Acts 20:9-12, Romans 15:18-19, 1 Corinthians 12:10 and 28, 2 Corinthians 12:12

## Possible tasks

Foreign missions, spiritual warfare, prayer ministry ...

## Questions

- What is the difference between the gift of miracles and the gift of healing?
- Have you ever observed a concrete example of this gift being exercised? If so, what effect did it have on you?

## Personal Notes:

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# Prayer

*Renewing trust in God*

***This gift enables you to pray for concrete requests over long periods of time, and to receive visible answers far more frequently than most people.***

The gifts listed in the blue category demonstrate the power of God. Many of them transcend the limits of rationality in order to show God's power over nature and to minister to people whose needs could not be met by conventional means.

The gift of prayer belongs to those gifts that the Bible does not explicitly label as "spiritual gifts." Yet, experience demonstrates that there are Christians who have a unique power in prayer. While it is every Christian's privilege and duty to pray, those with this gift are able to spend many hours praying intensively, and they enjoy every minute of it.

## Scripture references

Daniel 6:11-12, Daniel 9:1-4, Luke 11:1-13, Acts 16:19-34, Colossians 4:12-13, 1 Timothy 2:1-4, James 5:16-18

## Possible tasks

Prayer groups, leading prayer vigils, spiritual warfare, prayer chains, intercession for specific requests, prayer ministry at specific events ...

## Questions

- Do you regard prayer to be work, or is it rather relaxing for you? Describe the feelings you had during your last extended prayer time.
- When you hear of people who spend many hours a day in prayer, do you react more positively, or negatively? Why?

## Personal Notes:

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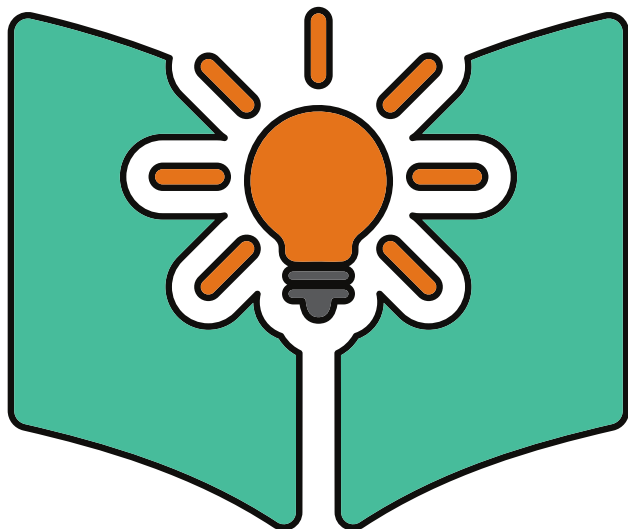
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# Prophecy

*Renewing connections with God*

***This gift enables you to receive a message from God by the Holy Spirit and to communicate it to other people.***

The gifts listed in the blue category demonstrate the power of God. Many of them transcend the limits of rationality in order to show God's power over nature and to minister to people whose needs could not be met by conventional means.

In contrast to common usage, the gift of prophecy does not only refer to the foretelling of future events. Instead, it enables people to serve as the vehicle for a divine message regarding a concrete situation. Please notice that some Christians use terms like "word of knowledge," "word of wisdom," "image," or "vision" for what is referred to here as the gift of prophecy.

## Scripture references

Deuteronomy 13:1-5, Deuteronomy 18:18-22, 1 Samuel 3:1-21, Matthew 7:15-20, Matthew 24:11 and 23-24, Acts 15:32, 1 Corinthians 12:28-29, 1 Corinthians 14:3 and 22-40, 2 Peter 1:19-21, 1 John 4:1-6, Revelation 1:1-3

## Possible tasks

Foreign missions, evangelistic events, long-term planning, outreach to the underprivileged, worship team, prayer team, small groups, counseling, prayer chains ...

## Questions

- What do you think of the following thesis: "Whenever our pastor preaches on Sunday morning, the gift or prophecy is being practiced"?
- Some Christians make the following assertion: "Since the completion of the New Testament, there is no longer any need for the gift of prophecy; and, as a result, it no longer exists." How do you react to this statement?

## Personal Notes:

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# Suffering

*Renewing trust in God*

***This gift enables you to suffer for your faith while at the same time maintaining a joyful, victorious spirit.***

The gifts listed in the blue category demonstrate the power of God. Many of them transcend the limits of rationality in order to show God's power over nature and to minister to people whose needs could not be met by conventional means.

The gift of suffering involves more than just a willingness to follow Christ to the point of death, although this may be included. While every believer experiences pain and suffering at times, God endows certain Christians with a special ability to maintain a victorious mindset, even in the midst of intense suffering. The familiar phrase "the blood of the martyrs is the seed of the church" expresses well the relationship between this spiritual gift and church growth.

## Scripture references

Matthew 5:10-12, Acts 7:54-60, Acts 8:1-4, Acts 20:22-24, Acts 21:4-14, 1 Corinthians 13:1-3, 2 Corinthians 1:8-11, 2 Corinthians 11:21b-33, 2 Corinthians 12:9-10, Philippians 1:12-14, 1 Peter 2:20-25, 1 Peter 4:12-16

## Possible tasks

Intercession, foreign missions, pioneer ministry ...

## Questions

- The Greek word martyrs can be translated either "martyr" or "witness." What is the relationship between these two words?
- Do you know any Christians whose suffering has strengthened your own faith?

## Personal Notes:

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# Tongues

*Renewing connections with God*

***This gift enables you to use a language you have never learned, either in your personal prayer times or for a public message.***



The gifts listed in the blue category demonstrate the power of God. Many of them transcend the limits of rationality in order to show God's power over nature and to minister to people whose needs could not be met by conventional means.

The gift of tongues comes in two different variations, either as personal prayer or as a public utterance. The second variation should only be exercised with an interpreter (1 Cor. 14:27-28). Caution: In the Three-Color Gift Test, the gift of tongues is treated in the same way as all of the other gifts. Christians who only occasionally pray in tongues will probably not find tongues among their manifest gifts. It will only occur as a manifest gift if speaking in tongues is a significant part of one's spiritual life.

## Scripture references

Mark 16:17, Acts 2:1-13, Acts 10:44-48, **Acts 19:1-7**, Romans 8:26-27, 1 Corinthians 12:10 and 28-30, 1 Corinthians 14:4-6 and 26-28

## Possible tasks

Prayer ministry, spiritual warfare ...

## Questions

- In your opinion, why do some Christians insist that the gift of tongues doesn't exist today?
- Could the gift of tongues be useful in your own spiritual life?

## Personal Notes:

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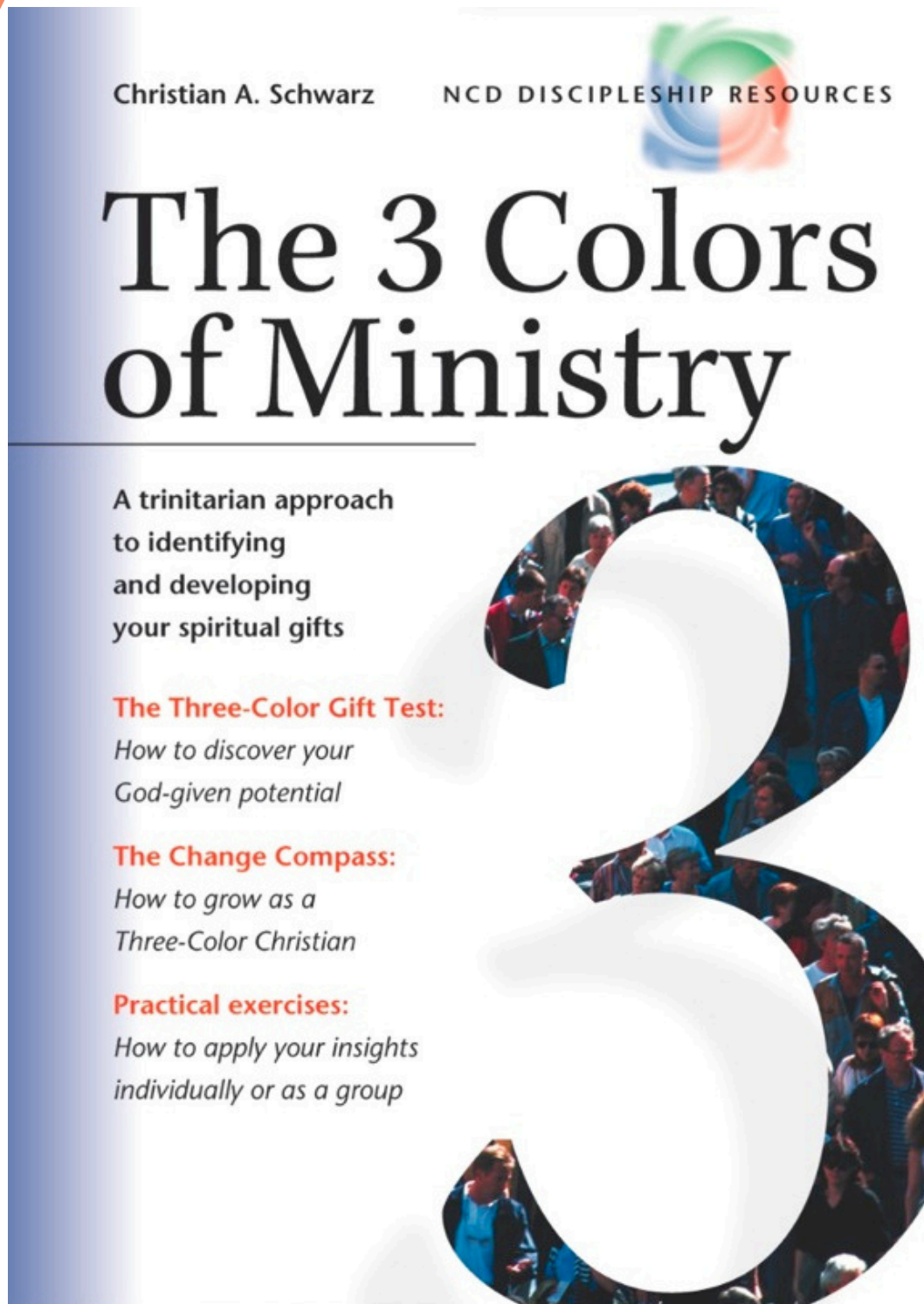
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# Our Primary Resource



For a deeper dive into the information provided in this manual consider buying "*The 3-Colors of Ministry Book*".  
The link to purchase this book and other related materials is listed below:

[3colorsofministry.org](http://3colorsofministry.org)