

14

Unit 4 – The Gifts

Motivational/Natural/Functional/Redemptive Gifts

“For as we have many members in one body, but all the members do not have the same function, so we, being many, are one body in Christ, and individually members of one another. 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; or ministry, let us use it in our ministering; he who teaches, in teaching; he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness”
(Romans 12:4-8 NKJV).

As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God. If anyone speaks, let him speak as the oracles of God. If anyone ministers, let him do it as with the ability which God supplies, that in all things God may be glorified through Jesus Christ, to whom belong the glory and the dominion forever and ever. Amen
(1 Peter 4:10-11 NKJV).

Some shy away from Christian brothers and sisters because they don't understand them, know where they are coming from, or realize why they think the way they do. The reason they think differently is because they are gifted differently. So, Lesson 14 builds an understanding of the motivational gifts, which are different from manifestational gifts and from the ministry gifts, which are offices in the church. Why study the differences? To better understand each other, develop better relationships, promote a working environment, and build up the kingdom.

Motivational/natural/functional/redemptive gifts are four terms for the same thing. They are called motivational gifts because they motivate people into action. Also called natural gifts because they are the natural way God gifted all people before they were born—a part of their makeup that cannot be changed any more than a leopard can change his spots. Also called functional gifts because they determine how each function within the body of Christ. They are also called redemptive gifts because they are God's design, His redemptive and redeeming love for each person—a birthright. I originally learned about these gifts from Bill Gothard, who called them motivational gifts, so I will continue to use that term throughout the lesson.

Lay ministers, it is imperative that Christians acknowledge these gifts and respect them. If everyone operates in his God-given gifts, the church, workplace, and community will run smoothly with nothing lacking. After this lesson, expect to appreciate Christian brothers and sisters far more than previously. Knowing motivational gifts and how those gifts affect how people think, act, and react will help build better understanding, even between spouses, families, friends, co-workers, and church members.

Spiritual Gifts Comparison Overview

I. Motivational/Natural/Functional/Redemptive Gifts (Given by God)

Read Romans 12:4-8 and 1 Peter 4:8-11. There are seven gifts that work in the body of believers (the church). These gifts work outside the church as well. They are given by God, through His grace. Each is born with gift tendencies, and the Holy Spirit develops these more after the Spirit baptism. The purpose of motivational gifts is to motivate believers to work in the area that promotes happiness. Each member has a function and all gifts are operated in love.

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|-----------------------|------------------------------|
| 1 Prophet/prophecy | 5. Contributor/giver |
| . Server/service | 6. Leadership/administration |
| 2 Teacher | 7. Mercy |
| . Encourager/exhorter | |
| 3 | |

II. Manifestational Gifts (Given by the Holy Spirit)

These nine gifts can be operational after Spirit baptism/infilling and are given to people by the Holy Spirit as He wills (vv. 6-7, 11). All gifts are operated in love.

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| 1. Word of wisdom | 6. Prophecy (noun; <i>prophesy</i> is a verb) |
| 2. Word of knowledge | 7. Distinguishing between spirits/
discernment |
| 3. Supernatural faith | 8. Tongues |
| 4. Healing | 9. Interpretation of tongues |
| 5. Miracles/miraculous powers | |

Read 1 Corinthians 12:12-31. The Gifts are to be operated in love (verse 13) to minister to people in need. The gifts should create unity amid diversity in the congregation. (The eye needs the hand, the head needs the feet, and so on.) Because one is gifted, he needs to be a servant to all in his congregation. Gifts are not given to make anyone into a super-Christian.

III. Ministry Gifts / People in the Five-Fold Ministry (Given by Jesus)

Read Ephesians 4:7-16. Ministry gifts are real people, like pastors, who are gifts to their congregations. Now focus on vv. 11-12. There are five gifts of ministry delegated to the church by Jesus through His grace. These are persons in the church called to positions of ministry. Each office is operated in love (verse 15). Prophets are given direct revelation (truth) by God to communicate with man. Apostles are sent forth as ambassadors with a truth message; apostles plant churches and govern them. Apostles travel from church to church and check on missionaries and congregations to keep them on track, in line with the Word of God, and out of error. Jesus does the appointing. Read 1 Corinthians 12:28.

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|----------------|------------|
| 1. Apostles | 4 Pastors |
| 2. Prophets | . Teachers |
| 3. Evangelists | 5 |

Review –

Fill in the blank with which member of the Godhead is the agent of the gifting:

Motivational gifts are given by _____ (born with them). On the other hand, *manifestation gifts* are given by the _____ after the Spirit baptism. These spiritual gifts help operate the church and all gifts help people. *Ministry gifts* are people—pastors, evangelists, teachers, apostles, and prophets—chosen by _____ to teach and govern His church.



Motivational Gifts

Re-read Romans 12:4-8. This passage teaches about motivational gifts. Motivational gifts cause the drives and energies within the Christian believer that urge the person to function in a unique way whether at home, school or work, or within the church congregation. By God's design, church members do not each have the same function. Each gift is Christ's character within the believer. The best way to know which gift a person has is to note which activity, ministry, or service brings the greatest joy, refreshes, and energizes. Observe the local congregation, note which job in the church makes each member the happiest. Observe who meets the needs of others. Look at what jobs people commit to and stick with for years. While there is only a selection of these gifts mentioned in the Bible, many people believe that there are thousands of gifts and combinations of gifts that are unique and shown only through that person.

1. Prophet – One who sees truth, is a declarer of truth, and can discern motives behind actions.
2. Servant/server – One who meets practical needs of people and is fulfilled in serving others.
3. Teacher – One who confirms truth, teaches the truth, and lives the truth.
4. Exhorter/encourager – One who stimulates faith and encourages a closer walk with the Lord.
5. Giver – One who recognizes resources that can be given; one who loves to give.
6. Administration/organizer/ruler/leader – One who leads or coordinates workers or projects.
7. Mercy – One who senses the needs or woundedness of others and responds to the hurt.

One gift is usually a person's chief motivating drive, but all believers should demonstrate all from time to time, while being conformed to the image of Christ and under direction of the Holy Spirit. Which gifts do you think you have? 1. _____ 2. _____

Read and summarize:

1. Prophecy (1 Cor. 14:1-3) _____
2. Serving (Gal. 5:13) _____
3. Teaching (Col. 3:16) _____
4. Exhortation/Encourager (Heb. 3:1) _____
5. Giving (Luke 6:38; 2 Cor. 9:6-8) _____
6. Administration/Leadership (1 Tim. 3:1-7; 5:17) _____
7. Mercy (Romans 12:8; Col. 3:12) _____

Some other gifts mentioned in the Bible:

- The *gift of hospitality* – inviting guests or strangers in a friendly, welcoming, and warm manner.
 The *gift of helps* – the ability to work behind the scenes to make events come together smoothly.
 The *gift of celibacy* – the ability to remain single to do the work of the kingdom.
 The *gift of martyrdom* – to give up your life on earth for the cause of Christ and His kingdom.



Glory Stories

Not to make us look good, but to make Him look good!

I've been to Rome; I've been to Naples...

For thirty-two years, I taught world geography at high and middle school levels. I loved world geography, loved teaching, loved my school, and loved the kids—but teaching is the hardest job you will ever love. My favorite time of each new unit was “map day.” We had black pens to label the nations, red pens to label the cities, green pens to label the plains, brown pens to label the mountains, orange pens to label the plateaus, and blue pens to label all the major rivers and water bodies. Map day was peaceful as the only sound was colored pencils filling in those big blue oceans.

One day we were studying Europe, and each student had a map pack with European nations outlined in it. This day we were on Italy. One of my young men, Dwayne, was labeling the cities of Rome, Naples, Genoa, Venice, and other Italian cities. Suddenly, he blew up in frustration and hurled his map pack toward the front of the room. It slammed up against the blackboard and landed in the floor. He yelled out, “Why are you making me do this map? I will never get out of Vinton, Virginia!”

I gracefully bent over and picked up the map, walked it back to his desk, straightened it out, and with calm and gentle wording said, “Dwayne, that is not true, you will get out of Vinton, and you will go to the places on this map!” He continued his coloring and labeling that class period and many more. He graduated from high school and I didn’t see him again for years.

One day I was teaching my last class of the day, seventh period, when I heard a loud thundering voice coming from the other end of the hall: “I’ve been to Rome, I’ve been to Naples, I’ve been to Genoa, and I’ve been to Venice!” And there was my big burly student coming down the hall, celebrating his return to the high school to inform his world geography teacher that he had visited every city we put on that map that day and many more cities as a part of a United States Navy tour in the Mediterranean Sea.

The teacher and student relationship is a bond like no other because of so many hours spent working together. That trip back to school was a God-moment for him and me. My simple words had come true! I am not a prophet, but I was that day! The genuineness of the hugs, the smiles, and the gracious words of thanks made teaching worth the trouble and each student seem even more precious. He did indeed get out of Vinton! He did indeed visit all the Italian cities that we put on the map that very day. Is God cool or what!