

SPIRITUAL GIFTS

Discussion Guide

Everyone has a spiritual gift! The more that every member of the body of Christ discovers and uses their unique spiritual gift, the more Christ will be revealed to the watching world. This is a two-week guide to lead your community through understanding, identifying, and activating their spiritual gifts.

The first week will dive into the scriptural basis for spiritual gifts. Where are they in the Bible? How are they used? This first week also ends by sharing an online survey for everyone in your community to see what their spiritual gifts might be.

The second week is focused on the results of the surveys. In order to get the most out of this discussion, it is important that everyone in your community completes the survey and has their results ready when you meet!

Spiritual gifts are not simply talents or passions. They are directly connected to the Holy Spirit! We will be praying for you as leaders and for your communities that the Holy Spirit would work in clear and powerful ways as you all grow deeper in knowing each other and knowing God!

Week 1

What are “spiritual gifts”?

Instructions

Take time to read through the passages several times. Then read through questions, asking the Holy Spirit which questions and sections He would like you to focus on. Ask that God would enable you to recognize where he is moving in the hearts of others. It's your job as a facilitator to take your group where the Spirit is moving.

You might not cover all this material, *and that's ok!!* The goal is not to get through this guide but rather to discuss the passage as the Spirit leads you. Here is a hint on how I develop these guides: I always provide a few more questions than you probably need.

Ground Rules

- Let's create a **safe place**. It's okay to disagree. What it said here, stays here.
- Let's be **engaged** and avoid being on our phones (unless reading Scripture)
- Let's **listen well** to each other. For introverts: it's okay to be quiet. For extroverts: be conscious of how much time you take to talk.
- Let's be **respectful**. Let's avoid cross-talking and fixing.

Open in Prayer

Ask the Spirit of God to guide your time together.

Opening Question

- What is the last thing that you “re-gifted”?

Bible Discussion

Read Mark 10:45

- What is the reason Jesus came to earth?
- How did Jesus use his life?
- How can you follow Jesus' example of serving based on this verse?

Read 1 Corinthians 12

- What things do all Christians have in common?
- Where do spiritual gifts come from?
- What spiritual gifts are named in this passage?
- Who decides the particular spiritual gift each person receives?
- What is the metaphor Paul uses for how the church is organized?
- How does being a part of “one body” affect how you exercise a spiritual gift?

Read Romans 12:3-8

- What spiritual gifts are named in this passage?
- The phrase “not think of himself more highly than he ought to think” can be confusing. How would you rephrase it? What character trait is Paul highlighting?

- How does the metaphor of the church as a body help understand spiritual gifts?
- What should we do with our spiritual gifts?

Read 1 Peter 4:10-11

- According to these verses, who has received a spiritual gift?
- What is the outcome of exercising spiritual gifts?

Read Ephesians 4:11-16

- What roles are described in this passage? What are the purposes of these roles?
- What kinds of things are we protected from when we exercise the roles described?

Group Discussion

- Are there Christians who don't have a spiritual gift?
- Why do you think spiritual gifts are connected to the Holy Spirit?
- How would a spiritual gift be different from a skill or a talent?
- Where would someone use a spiritual gift?

Spiritual Gifts Survey

Before your next meeting, ask everyone in your MC to take this [Spiritual Gifts Survey](#) (you can also use the QR code). If your people would prefer a paper copy, you can download the same [survey here](#). Please instruct people to take special note of their **top 3 gifts** as well as their **bottom 3 gifts**.



On the following page is a **list and definitions** for the spiritual gifts in this survey. Feel free to share with you MC!

Group Prayer

Close your time out in prayer. If the Spirit leads someone to open up about something, lean into that area as your closeout in prayer.

Spiritual Gifts List

Adapted from a list created by Lifeway Christian Resources

Leadership - Leadership aids the body by leading and directing members to accomplish the goals and purposes of the church. Leadership motivates people to work together in unity toward common goals (Rom. 12:8).

Administration - Persons with the gift of administration lead the body by steering others to remain on task. Administration enables the body to organize according to God-given purposes and long-term goals (1 Cor. 12:28).

Teaching - Teaching is instructing members in the truths and doctrines of God's Word for the purposes of building up, unifying, and maturing the body (1 Cor. 12:28; Rom. 12:7; Eph. 4:11).

Knowledge - The gift of knowledge manifests itself in teaching and training in discipleship. It is the God-given ability to learn, know, and explain the precious truths of God's Word. A word of knowledge is a Spirit-revealed truth (1 Cor. 12:28).

Wisdom - Wisdom is the gift that discerns the work of the Holy Spirit in the body and applies His teachings and actions to the needs of the body (1 Cor. 12:28).

Prophecy - The gift of prophecy is proclaiming the Word of God boldly. This builds up the body and leads to conviction of sin. Prophecy manifests itself in preaching and teaching (1 Cor. 12:10; Rom. 12:6).

Discernment - Discernment aids the body by recognizing the true intentions of those within or related to the body. Discernment tests the message and actions of others for the protection and well-being of the body (1 Cor. 12:10).

Exhortation - Possessors of this gift encourage members to be involved in and enthusiastic about the work of the Lord. Members with this gift are good counselors and motivate others to service. Exhortation exhibits itself in preaching, teaching, and ministry (Rom. 12:8).

Shepherding - The gift of shepherding is manifested in persons who look out for the spiritual welfare of others. Although pastors, like shepherds, do care for members of the church, this gift is not limited to a pastor or staff member (Eph. 4:11).

Faith - Faith trusts God to work beyond the human capabilities of the people. Believers with this gift encourage others to trust in God in the face of apparently insurmountable odds (1 Cor. 12:9).

Evangelism - God gifts his church with evangelists to lead others to Christ effectively and enthusiastically. This gift builds up the body by adding new members to its fellowship (Eph. 4:11).

Apostleship - The church sends apostles from the body to plant churches or be missionaries. Apostles motivate the body to look beyond its walls in order to carry out the Great Commission (1 Cor. 12:28; Eph. 4:11).

Service/Helps - Those with the gift of service/helps recognize practical needs in the body and joyfully give assistance to meeting those needs. Christians with this gift do not mind working behind the scenes (1 Cor. 12:28; Rom. 12:7).

Mercy - Cheerful acts of compassion characterize those with the gift of mercy. Persons with this gift aid the body by empathizing with hurting members. They keep the body healthy and unified by keeping others aware of the needs within the church (Rom. 12:8).

Giving - Members with the gift of giving give freely and joyfully to the work and mission of the body. Cheerfulness and liberality are characteristics of individuals with this gift (Rom. 12:8).

Hospitality - Those with this gift have the ability to make visitors, guests, and strangers feel at ease. They often use their home to entertain guests. Persons with this gift integrate new members into the body (1 Pet. 4:9).

Week 2

Sharing Your Spiritual Gifts

Instructions

This guide is a way to help facilitate a discussion around their results from the [Spiritual Gifts Survey](#). We have created a structure to walk you through **3 rounds** of sharing and conversation, but don't feel like you have to follow it exactly! If conversation flows organically, just make sure that **every person has a chance** to share what their survey results are.

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Open in Prayer

Ask the Spirit of God to guide your time together.

Spiritual Gifts Discussion

Remind your group of this definition of **spiritual gifts**:

A spiritual gift is any ability that is empowered by the Holy Spirit and used in any ministry of the church.

If you can, start the discussion with insights from the previous week's discussion on spiritual gifts found in scripture.

- What does the Bible say about spiritual gifts?
- Who has a spiritual gift?
- Where do we exercise our spiritual gifts?
- How are we instructed to use our spiritual gifts?

Round One - *Go around and have everyone share what their **top and bottom three** gifts are.*

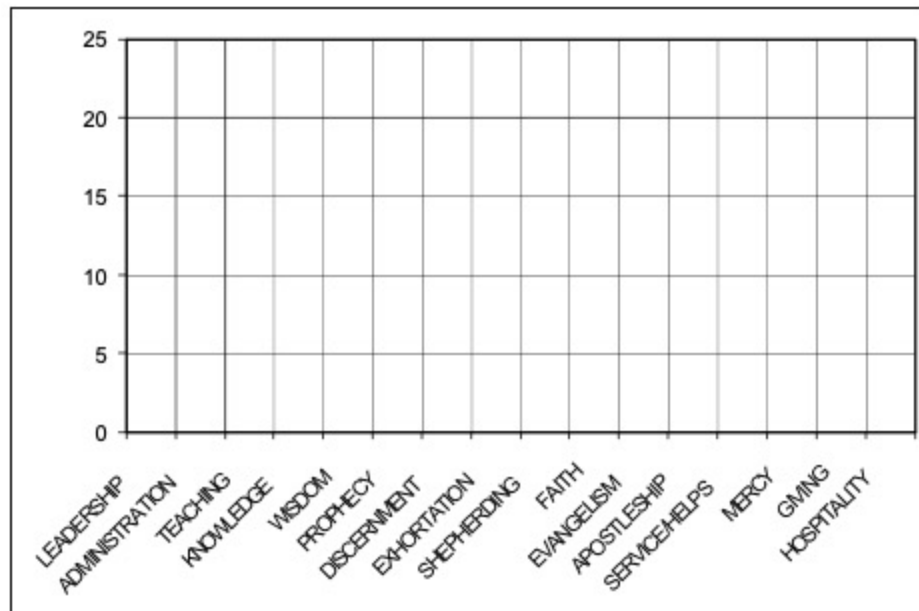
- Do you agree with your results? Do you disagree with any results?
- Were you surprised by a particular result?
- Have you used one of your top gifts in the past?

Round Two - *Ask others to **affirm** peoples' results.*

- Do you agree with the results other people have?
- Have you seen ways that other people have already exercised their gifts?

Round Three - *Take a step back and assess your **group as a whole**.*

- What gifts are shared between people? What gifts are not present in your group?
- It may be helpful to chart everyone's results on a graph. The visual representation can help everyone see what areas are strongest/weakest as a community.



Group Discussion

- What are ways that you can exercise your specific spiritual gift inside your MC?
- What are ways you can exercise your specific spiritual gift in your neighborhood or workplace?

Group Prayer

Close your time out in prayer. If the Spirit leads someone to open up about something, lean into that area as your closeout in prayer.