

The Spiritual Gifts Upfront Gifts

"What you do speaks so loud that I cannot hear what you say"

Ralph Waldo Emerson

"If anyone speaks, he should do it as one speaking the very words of God."

1 Peter 4:11a

According to the *Cambridge Dictionary of American Idioms* the phrase *two sides of the same coin* refers to different but closely related features of one idea. For example, comedy and tragedy are two sides of the same coin. Both are closely related to the theatrical arts; they represent two ways of looking at the world and two ways of living in it.

There are two sides of the same coin when it comes to spiritual gifts. Some gifts are *upfront gifts* and others are *behind the scene gifts*. This chapter will focus on the upfront gifts; the next will look at behind the scene gifts. The Bible doesn't put the spiritual gifts into categories; nevertheless, looking at the two sides of the same coin will make it easier to understand and remember the spiritual gifts.

Believers with upfront gifts literally stand before the church when using their gifts. Pastors stand before their congregation every Sunday and use their spiritual gifts for all to see. Those with upfront gifts are more likely to receive recognition and appreciation for their service. Typically, the upfront gifts involve speaking – using words to impact others. The upfront gifts include apostleship, evangelism, leadership, miracles, prophecy, teaching, tongues, and interpretation of tongues. Sometimes these gifts may be used in a private setting, but they generally are employed in public.

Apostleship

Epaphroditus was sent back and forth between the church at Philippi and Paul with messages and gifts¹

A believer with the spiritual gift of apostleship is "one sent forth." It's when the Holy Spirit is sent by God to undertake specific and needed work undertake. Their underlying drive is the desire to go *somewhere* and do *something* God wants. Some of them are sent to deliver a message, such as sharing the Good News. These people tend to serve as short or long-term missionaries. Others are sent by God to start something new. They tend to be church planters and the founders of new Christian ministries.

Since the 1990s Jim Tomberlin, founder of MultiSite Solutions, has pioneered the multi-site church model. Jim travels the world to consult and coach with churches in implementing this model. He now recognizes how God prepared him for this unique assignment. He grew up in a military family stationed primarily in Germany and enjoyed cross-cultural experiences. Later God called him to serve as senior pastor of an international church in Germany. But it was his experience as senior pastor in

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Colorado Springs where he first became passionate about multiple sites for a single church. He went on to pioneer four regional sites at Willow Creek Community Church in Chicago.

Jim has the spiritual gift of apostleship that he views in three dimensions. First, apostles love to serve in cross-cultural environments bringing people together with diverse backgrounds. Next, apostles are spiritual entrepreneurs that love to start new churches or ministries. Finally, apostles enjoy the challenge of turning around churches and ministries that are faltering. They get things done and will not allow anything to stand in the way of their mission. Therefore, at times, they can be viewed as pushy and abrasive because of their passion to fulfill their vision. Jim says, *“Apostles are the pioneers that get the car moving, but tend to become bored once things are in motion. Then they start looking for something else to start or revitalize.”*

Do you have the gift of apostleship? Have you been asked to deliver a message or complete a task outside of your church? Have you been on a mission trip? Have you started a new church or new ministry in a church? If you answered yes to any of the questions above, you may have the gift of apostleship.

Spiritual Gifts: Evangelism

The Holy Spirit sent Philip to a man who was reading the Bible to explain the gospel to him.²

The literal meaning of evangelist is *a bringer of good tidings*. It's when the Holy Spirit works through believers to share the gospel with others. Their underlying drive is to introduce others to Christ. All Christians are to evangelize; but not every Christian has the gift of evangelism. Believers with this gift love to tell others about Jesus Christ and lead them to Him. They have spiritual radar that spots evangelistic opportunities; moreover, they find it natural to initiate spiritual conversations and invite people to receive Christ.

Steve Gillen is the Campus Pastor at Willow Creek North Shore in Northfield, Illinois. He defines the gift of evangelism as *“the supernatural ability to help people understand faith and come to a commitment to Christ.”* He believes, *“All the gifts are the heart of God, but evangelism is the side of God where He goes out of His way to find the Lost Sheep.”* Steve considers spiritual gifts to be an amazing partnership where God invites us to be part of His work. When Steve uses his gift, he feels more connected to God and more passionate about the things of God.

For years Steve didn't think evangelism was one of his gifts since he equated it with standing on a stage and leading hundreds to Christ. Then a friend, Randy Frazee, told him, *“Steve, the key to this is that you got to get to know your neighbors.”* It took 2 years, but at the end of that time Steve had built

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relationships with about 30 neighbors. Now he recognizes that evangelism is *“all about creating an environment where great conversations can happen.”*

Once, as Steve met over coffee with a friend, Don Kye, he sensed he should tell Don to read the Book of Mark. Two weeks later Don’s wife Kathy threw a Bible at him and said, *“Here, why don’t you read this.”* Don flipped it open to Mark and the first verse he saw was about fear - exactly what he was feeling. The couple later met with Steve and Kathy admitted that she didn’t much like the Bible. Suddenly Steve had a mental picture of Max Lucado’s book 3:16. He promised to get her the book only to discover there was only one left in the church’s bookstore. He grabbed it, gave it to Kathy, and two weeks later she came to faith. She confessed, *“I didn’t know what 3:16 meant.”* Steve replied, *“My confession to you is, ‘I never read the book.’”*

Do you have the spiritual gift of evangelism? Are you always on the lookout for evangelistic opportunities? Do you find it easy to initiate spiritual conversations? Are you bold in asking people to accept Christ? Have others accepted Jesus Christ through your ministry? If you answered yes to any of these questions, you may have the gift of evangelism.

Spiritual Gifts: Leadership

James, half-brother of Jesus, made a ruling on an issue at the Council at Jerusalem that all accepted.³

The spiritual gift of leadership literally means *to stand before*. It’s when the Holy Spirit works through believers to cast a vision of a preferred future. Their underlying drive is to influence others toward a preferred future. Leaders paint word pictures that motivate others to make it a reality. They also know which job to assign which people based on their strengths.

Greg Hawkins is Executive Pastor of Willow Creek Community Church in South Barrington, IL. He describes his position as chief strategist for the church, including the main campus and five regional sites. Through collaborative leadership, Greg helps bring about the desired change that moves an organization *“from here to there.”* His role as leader is to draw out the best ideas, develop the structure needed, provide meaning for people’s engagement, and tap into the sparks that get things moving. His core desire is to bring about positive change with an underlying drive to achieve the intended outcomes.

Ten years ago Greg led a large capital campaign to raise \$50 million to build a new auditorium, launch regional campuses, and expand worldwide ministry. He recruited the leadership team, worked with outside consultants, and led hundreds of volunteers. The church not only met its goal of \$50 million, the final amount raised was \$80 million. Greg pointed out, *“I can’t take credit for the outcome since only God could bring about such a result.”* He challenges believers with the gift of leadership to be bold and accept various leadership opportunities. He believes you will know it’s your gift when others

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affirm it and when God blesses it over and above your own efforts. His final advice is, *“Leaders must challenge others to bring their best everyday and to believe their best days lie ahead.”*

Do you have the spiritual gift of leadership? Do you inspire believers to work together toward a common goal? Do you position people based on how God designed them? Do you see spiritual results through your leadership? If you answered yes to any of the preceding questions, you may have the gift of leadership.

Spiritual Gifts: Miracles

A crippled man wanted money. Peter said, “What I have I give you. In the name of Jesus Christ, walk.”⁴

The spiritual gift of miracles means *to put forth power*. The dictionary defines a miracle as an act or event that is contrary to natural laws. A miracle occurs when God chooses to release His power through a believer to demonstrate His control over matter, nature, disease, demons and death. The primary purpose of a miracle is to validate God’s existence as a testimony to unbelievers. The underlying drive is to confirm the gospel by demonstrating His power. It’s not meant for Christians, but intended for evangelistic outreach. Jesus performed approximately 40 miracles during his earthly ministry. We don’t know the exact number because, *“There are so many other things Jesus did. If they were all written down, each of them, one by one, I can’t imagine a world big enough to hold such a library of books.”⁵*

Mark and his family formerly attended my church, but now serve as missionaries in Russia. He smuggling Bibles into Russia was illegal, and Mark would be deported and warned to never come back to the country. As the customs official looked through Mark’s bag the Bibles were in plain view. Mark desperately prayed that God would intervene to protect him in this situation. The official sorted through the items in the suitcase, closed the lid and stamped Mark’s passport allowing him to enter the country. Mark firmly believes, as do I, that God performed a miracle that day. Only in heaven will we know if someone witnessed this event and accepted Christ.

Do you have the gift of miracles? Do you believe that God could perform a miracle through you? Has God done the impossible through you? Has He altered a natural law through you as a platform to share the gospel? Above all, through your ministry do people: 1) come to Christ; 2) become more like Him; or 3) draw closer to Him? If you answered yes to any of the preceding questions, you may have the gift of miracles.

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Spiritual Gifts: Prophecy

Agabus accurately predicted a worldwide famine and Paul's arrest by the Romans.⁶

The literal meaning of the spiritual gift of prophecy is *speaking forth the mind and counsel of God*. The underlying drive is to declare God's rebuke, comfort or revelation. It's when the Holy Spirit works through believers to: 1) convict of sin; 2) console people in sorrow; or 3) declare God's plans in a specific situation.

After my wife died I held my own personal pity party complaining about the unfairness of it all. "Oh, woe is me. How could God do this to me?" Eventually, I'd had enough of God, the Bible, and the church. So I stopped going to church ... for a year! Looking back I imagine myself as a two-year old throwing a temper tantrum. "OK God ... you want to hurt me? Well two can play that game. I'm going to hurt you right back. I'm not going to church anymore. Take that!" I'm pretty sure my temper tantrum didn't rock God's world; but it did mine. I grew increasing isolated, sullen, and self-absorbed.

One day Debbie Pio, a church staff member, sat me down and said, "Steve, I'm tired of you mumbling and grumbling about how terrible life is. So I'm going to ask you 4 questions: Is there a God ... or not? Does He love you ... or not? Does He have a plan for your life ... or not? Will you trust Him ... or not? It's your choice." Her words hit home and I was convicted of my sin. I asked God to forgive me for my selfishness and lack of faith. I recommitted myself to Him and felt a huge weight come off my shoulders.

Do you have the gift of prophecy? Have you received and proclaimed messages you knew came from God? Has God directed you to convict or console believers? Has He asked you to declare His plans? Do you stand alone in declaring God's message despite criticism? Above all, through your ministry do people: 1) come to Christ; 2) become more like Him; or 3) draw closer to Him? If you answered yes to any of the preceding questions, you may have the gift of prophecy.

Spiritual Gifts: Teaching

Apollos knew the Bible, but not Christ. When he accepted Him, his teaching was even more effective.⁷

The spiritual gift of teaching literally means *to give instruction*. It's when the Holy Spirit works through believers to make the Bible so clear that people understand and apply it. The underlying drive is to clarify truth so people apply it to their lives. Believers with this gift not only preach, they teach Sunday school, Bible classes, and small groups.

Sibyl Towner is the founder of *One Life Maps*,⁸ and author of *Listen to My Life*, that helps people grow and take action by documenting their life story. She also serves as a Director of The Springs, a Christian retreat center in Oldenburg, Indiana.⁹ Sibyl uses a facilitative teaching style where she knows

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the subject, but learns with others collaboratively. "True teaching involves instruction plus experience that offers immediate testing of content and an assignment for application," she added. Sibyl always co-teaches because it checks her ego, helps improve her teaching, and allows her to develop others.

Sibyl stresses that it's a great privilege and responsibility to be a teacher. Teachers work with people who need and want to know something, and the teacher guides them to learn it. "You can teach content, but who you are comes through. You can't separate out the person from the subject. You teach as much about who you are as about what you know," she said. The Holy Spirit works through the teacher to bring about transformation and insight in listeners. Recently a 70 year old, who took Sibyl's *Listen to My Life* seminar, decided she was going to serve in India. People never stop learning.

Sibyl believes that the best way to identify your spiritual gifts is in a small group. She suggests that small groups intentionally assign members to various responsibilities - administrative tasks, caring for ill members, Bible teaching, hosting the meetings, etc. For a year have each member assume the various responsibilities until they find the gift that makes "their insides sing."

Do you have the gift of teaching? Do you acquire biblical insights easily and share them effectively? Do you make Bible truths easy to understand and apply personally? Do you explain God's Word with clarity, conciseness and impact? Above all, through your ministry do people: 1) come to Christ; 2) become more like Him; or 3) draw closer to Him? If you answered yes to any of the preceding questions, you may have the gift of teaching.

Spiritual Gifts: Tongues

*Paul spoke in tongues more than others, but preferred speaking intelligible words.*¹⁰

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Huh? These symbols look like gibberish. Now try to pronounce them! The string actually has a message. It says, *The Spiritual Gift of Tongues* in the language [font] of Wingdings. It's a metaphor for speaking in tongues.

The spiritual gift of tongues means to *speak a language unknown to the speaker*. It's when the Holy Spirit works through believers to praise God, bring a message to believers, or witness to unbelievers. In this last case it's a sign gift used for private worship or evangelistic outreach.

Bud, a retired bank executive, is co-founder of a two-year leadership development program for Christian men in their 30s. He defines the spiritual gift of tongues as "God's Spirit within me speaking to God through me without going through my mind first." A few months after Bud committed his life to Jesus, a neighbor gave him a book about speaking in tongues. The book interested him and he began to see the desirability of the gift. One day the gift came to him in his private devotions.

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According to Bud, there are three forms of the gift of tongues. First, the most common form is using it in private prayer. Sometimes, when Bud has a burden on his heart too deep for words, he prays in tongues and "... *the Spirit himself intercedes for [him] with groans that words cannot express.*"¹¹ A second, less common form, is speaking a message in tongues during a public meeting. But when this occurs, it's essential that an interpretation of the message be given.¹² The final form is when believers speak in languages unknown to them, but their audience hears the message in their own languages. Bud experienced this form only once when a church elder was praying for an individual. The elder spoke in tongues, but the person heard the message in his native Russian language.

Bud stresses that speaking in tongues is a legitimate gift for today. In fact, the Apostle Paul says, "*I would like every one of you to speak in tongues ...*"¹³ Some skeptics, however, argue that tongues divide the church by somehow making those who have it believe they're superior to others. But Bud replies, "*I've never known a single person with the gift who thinks this way. The gift of tongues doesn't make me a better Christian than anyone else, but it is very meaningful to me.*"

Do you have the spiritual gift of tongues? Do you praise God during your devotions using an unknown language? Have you delivered a message to the Church in an unknown language? Above all, through your ministry do people: 1) come to Christ; 2) become more like Him; or 3) draw closer to Him? If you answered yes to any of the preceding questions, you may have the gift of tongues.

Spiritual Gifts: Interpretation

*"If there is no interpreter, the speaker should keep quiet in the church and speak to himself and God."*¹⁴

According to Greek mythology, Mercury was the messenger of the gods. A believer with the gift of interpretation is literally a messenger of God. Interpretation means to translate words spoken in a foreign tongue into the language of the listeners. The gift of tongues involves a heavenly language that defies human understanding spoken by the Spirit through a believer with groans that words cannot express.

Percy Burns, a retired pastor says, "*The spiritual gift of interpretation is when someone speaks in an unknown tongue and God uses someone else to explain the message.*" There are two types: a literal interpretation, and, more commonly, a general theme interpretation. Typically the person speaking in tongues also gives interpretation; but at other times one person speaks in tongues and someone else gives interpretation. Percy believes that interpretation is the least used of all the gifts because some are afraid that "people won't understand." He encourages believers to push and see if the door is open; in other words, try it and see if it's your gift.

The Spiritual Gifts

Upfront Gifts

Percy was officiating at the wedding of two prominent with 19 people in the wedding party. At the very end of the wedding someone in the congregation began speaking in tongues. Afterwards Percy stepped between the wedding party and the congregation and explained, *"What you just heard was the New Testament gift of tongues. Ordinarily it is followed by an interpretation."* Suddenly, the Spirit of God came upon him and he brought the interpretation related to God's blessing on the couple and His plans for using them in ministry. With their permission, Percy gave an invitation and six people came forward to receive Christ. The event caused a great stir in the community because many in the congregation were secular people.

While the gift of tongues captures people's attention, interpretation brings understanding. It builds believer's faith in God and a greater intimacy with God. Percy asserts, *"We are in a season where there is a hunger again for intimacy with God; a hunger again to hear from God; and a hunger to receive guidance from God based on Scripture."* He declares, *"I want believers to know the value, power, and wonder of the spiritual gift of interpretation."*

Do you have the spiritual gift of interpretation? Do you know what people are saying when speak in tongues? Can you explain accurately the contents of a message spoken in tongues? Above all, through your ministry do people: 1) come to Christ; 2) become more like Him; or 3) draw closer to Him? If you answered yes to any of the preceding questions, you may have the gift of interpretation of tongues.

Summary

The Bible doesn't place the spiritual gifts into categories; however, they are helpful in understanding and remembering the spiritual gifts. The *Upfront Gifts* are typically used in a public setting and involve speaking - using words. These *Upfront Gifts* include apostleship, evangelism, leadership, miracles, prophecy, teaching, tongues, and the interpretation of tongues. All spiritual gifts are equally important and vitally needed in the Church.

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*"An unsung hero is a person who makes a substantive yet unrecognized contribution
a person whose bravery is unknown or unacknowledged."*

Dictionary

*If anyone serves, he should do it with the strength God provides,
so that in all things God may be praised through Jesus Christ.*

1 Peter 4:11b

One of the most cherished movies of all-time is the 1939 classic film *The Wizard of Oz*. The story is magical; the characters are remarkable; the actors are superb; and the music is unforgettable. It's a film you can watch time and again without ever growing tired of it.

The meeting between Dorothy and her companions and the Great Oz is among my favorite scenes. While the Wizard's voice is booming and the fireworks are exploding, Dorothy's dog unveils the secret to the great man's power. Toto pulls back a curtain to reveal an ordinary man pulling dials and levers to unleash the impressive display. If you overlook the trickery involved, the scene emphasizes an important truth. It's what happens behind-the-scenes that makes possible what happens upfront. People with behind-the-scenes gifts are the unsung heroes of the Church.

Administration

Moses was doing everything. His father-in-law Jethro suggested a plan to delegate responsibilities to others.¹⁵

The spiritual gift of administration literally means *guiding the helm*. A ship needs a strong hand at the helm to pilot, guide and steer the vessel. Believers with this gift act as guides in a local church. They chart the course to a destination. They don't decide on the target; they determine the best way to get there.

Carol Chapin isn't on a church staff despite having 60 hours of seminary study in Bible and Theology; instead, she serves as a lay volunteer using her spiritual gift of administration. Carol defines the gift as *"a passion, burden, and vision for an event or experience that must be planned, organized, and implemented."*

The primary objective is to start and see to completion a project, event, ministry, or class which has at its core an existing need, whether spiritual or physical. In fact, Carol must have a personal interest in the need before agreeing to become involved, otherwise using this gift becomes mechanical. The person with the gift of administration will have an excitement and anticipation to find and identify people with particular gifts and abilities, and then mobilize them to make a unique contribution to the work at hand.

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Carol has been used by God over the years to co-lead a Katrina serving team, co-lead a VBS and Women's Ministry, participate in organizing an evangelism training seminar, and help launch adult education classes. She always has looked for gifted people who could uniquely contribute to make the event or ministry a success. She also has been able to see this gift very useful in the family as she coordinates family events, rehearsal dinners, anniversary parties, or plans home improvement projects.

Those with the gift of administration have a passion for timely, accurate, and effective communication. They must be attentive to details and exhibit creativity and flexibility. They are often dreaming of new events/learning experiences that may not be a part of the church's culture....yet!

Do you have the gift of Administration? Have you developed a plan to complete a church project? Have you set timelines, assigned jobs, supervised progress, and made necessary adjustments for a church project? Above all, did the outcome have a spiritual impact on others? In other words, did people come to Christ, become more like Christ, or draw closer to Him? If so, you may have this gift.

Encouragement / Encouragement

Ananias & Sapphira sold land & gave money to the church. Peter knew they had selfish motives.¹⁶

The spiritual gift of encouragement literally means *to call to one's side*. It means to care, comfort, confront, challenge, and correct. Believers with this gift care deeply about others. They come alongside to comfort those who are hurting spiritually or emotionally. They also confront and challenge them to correct their mistakes.

My son, Jon Lake, is the Director of Operations for our church's children's ministry. He describes the spiritual gift of encouragement from three perspectives. First, it urges people to move forward toward greater spiritual growth and consistent Christian living. Next, it makes people feel welcome and a part of things, letting them know that they matter to God. Finally, God uses the life experiences of the person with this gift to help people in similar situations.

Jon identified his gift by serving in ministry and noticing where God showed up. He also received affirmation from people who know him well and love him deeply. He explains, "*The longer you serve in ministry the more opportunities you have to see God show up through you.*" Jon explained that the gift of encouragement and exhortation are two sides of the same coin; in fact, they are the two sides of God. He is a God of love who sometimes encourages us with tender love; but at other times, He is a God of justice who exhorts us to return to him through tough love.

Everyone goes through hardship or loss at some point in life and needs encouragement and motivation to get past the issue and back on track. Many years ago there was a woman serving in

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Promiseland who had lived a tough life. On many Sunday mornings Jon sensed God nudging him to go and find the woman to remind her how much God loved her. These divine appointments went on for several years until one Sunday the person came to find Jon. Tears streamed down her face as she told him a story he will never forget. Only a few days earlier she was standing near some railroad tracks intending to take her life by throwing herself in front of the train. At the last second she thought about Jon, and how much he loved her, and decided she couldn't do it and cause Jon so much pain. Jon explains, *"She was spared only through the power of God. He chose to show up through my gift of encouragement to save her life."* In summary, he said, *"In the very center of this gift is the word love. Because it's God loving his people enough to work through them to love others. The gift of encouragement helps draw people closer to Him or bring them back to them."*

Do you have the gift of Encouragement? Have you come alongside others and encouraged them to not give up? Have you challenged them to walk faithfully with Christ? Above all, did the outcome have a spiritual impact on others? In other words, did people come to Christ, become more like Him, or draw closer to Him? If so, you may have this gift.

Giving

*Barnabas sold his land gave the money to the church in Jerusalem to help the needy among them.*¹⁷

The spiritual gift of giving literally means to *share a thing with anyone*. It is the Holy Spirit working through believers to donate or supply resources to those in need. The gift not only includes money, it also involves time and talent. Believers with this gift give anonymously and joyfully.

Jay Yoo is a Christian businessman that God has blessed financially. He grew up poor and remembers a time when someone helped him financially; now he wants to help others in the same way, too. Jay's mission is "to bless people in ministry with resources to further His Kingdom." He explains, *"I have a tender heart and when I see people in need, my heart goes out to them. I pray asking God to show me some tangible way I can help out."* For Jay it's not only about the giving; it's about drawing closer to God and being obedient to His whispers. He has found that as he gives to others, God gives him even more money to bless even more people.

Years ago some of Jay's friends started a new ministry to work with disadvantaged youth in the inner city. Jay helped finance the startup and became friends with an African-American high school sophomore named Tony. When Tony received a college scholarship, Jay drove him hundreds of miles to his new university. After graduation, Tony joined the staff of a well-known college ministry and Jay continues to provide financial support. When someone gave Tony a car that needed repairs, Jay paid to fix up the car so Tony could use it in ministry. Jay concludes, *"When I give, there's a connection between me and God that's so strong and evident that I just want to give more."*

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Do you have the spiritual gift of giving? Do you supply material resources to help the needy? Do you give anonymously and joyfully? Above all, does the outcome have a spiritual impact? If so, you may have this gift.

Healings

Peter told a paralytic, "Jesus Christ heals you. Get up and take care of your mat." The man obeyed.¹⁸

The spiritual gift of healing means to restore *to health and wholeness*. It is the Holy Spirit working through believers to free people from illness. The gift is plural, "healings." There are different types of healing - physical, mental, emotional, relational, and spiritual. Healing is primarily meant to validate God's Word to unbelievers.

Dr. Joan Funk is a clinical psychologist in the northern suburbs of Chicago. She wrote out her responses to my questions about the gift of healing and her answers have been edited and included with her permission.

"The gift of healing is a special God-given ability to apply truth and love to life, resulting in more wholeness. It's given to heal hearts and relationships, and to make God's kingdom better. My gift of emotional, relational, marital, and spiritual healing is not about me; it was God's choice to give me this gift, not about my worthiness. It is out of my own ongoing personal healing that I am able to help others.

"As a clinical psychologist, I listen, give empathy, encourage, support, inspire, speak truth, comfort, etc. I listen to the soul of another human being, trying to be sensitive to what is inside of them inside of me, and to the whispers of God, all at the same time. I am there to help them discover and work out what is keeping them stuck.

"Healing is helping the person see who he or she really is. It is helping them know who they are without the distortions of wounds or lies from the past. It is mirroring back their strengths and helping them identify those in little and big ways. It is speaking aloud the good things in them, to find their strength and voice to live out their purpose on earth. It is noticing and caring about them. Healing may be helping them experience great mercy and forgiveness and making a U-turn to go a better way with a lighter heart.

"One example was a newer Christian who came to me to help her with her anxiety. She was a fear-based person with daily worries, mostly about possible future catastrophes. We worked on relaxation and distracting her negative thoughts to positive thoughts very intentionally throughout the day. Slowly, she began to feel hopeful for change as she actively sought to immediately push out the negative thoughts by replacing them with peaceful, loving, joyful thoughts or experiences. She started

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viewing each day as an adventure, to discover the “good news” of Jesus, and become more closely attached to Him and then to others in her life. She learned the value of living in the present and finding the beauty and goodness of this day, knowing “*worry robs today of its strength*,” as Corrie ten Boom said.

“I am humbled that I am invited into that sacred place deep inside, when a person trusts me enough to open up and talk about what is in their soul. I sense this is a sacred journey in which they and God have let me be alongside them, and I am in awe to be part of it.”

Do you have the spiritual gift of healing? Do you restore health in an indisputable and inexplicable way? Do you set people free from different kinds of illness? Above all, does the outcome have a spiritual impact? If so, you may have this gift.

Helps

*Gentile believers objected to the food distribution. Seven godly men were chosen to assume this task.*¹⁹

The spiritual gift of helps means *to serve in practical ways*. It is the Holy Spirit working through believers to perform necessary tasks that support ministry. People with this gift willingly set up chairs, prepare mailings, type the church newsletter, perform clerical tasks, and many other jobs. Moreover, they work joyfully knowing that what they do makes ministry happen.

God gave Mike Yantis the spiritual gift of helps which he defines as “*the recognition and execution of what needs to be done*.” He grew up in a small church where people served in many roles because it was necessary. Often these tasks didn’t align with a person’s interest or abilities. Consequently, Mike performed a lot of tasks he didn’t enjoy and concluded that he didn’t have the gifts of helps. When he married and moved to another city, Mike attended a church with a much different ministry philosophy. The emphasis was on serving in a ministry best suited to your interests and abilities. The pastor gave a sermon describing each of the spiritual gifts, and Mike realized that the gift of helps described him perfectly. He began intentionally using this gift at his church and became convinced it was his gift.

One time Mike volunteered to paint a young couple’s apartment when they were away on vacation. It’s this type of serving experience, where there is a direct benefit to the people served, that makes the gift of helps come alive for him. The gift of helps is not about completing a task, but about the relational component. Mike says, “*It’s a way of connecting people by building a small community of like-minded workers who share a common giftedness and passion*.” He explains that people who are doers sometimes find it hard to connect with people, but it’s easier for them when they come together around a common task.

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God has equipped believers to respond to needs, just in different ways. Mike urges others with the gift of helps to get involved knowing that they can have an impact on others. He concludes, *"All gifts are important in the Church as a way to minister to one another."*

Do you have the spiritual gift of helps? Do you do necessary tasks behind the scenes? Do you have a joyful, willing attitude knowing you free up others for ministry? Above all, does the outcome have a spiritual impact? If so, you may have this gift.

Hospitality

Abraham saw 3 travelers and asked them to stay awhile. He gave them water, milk, bread, cheese and meat.²⁰

The spiritual gift of hospitality literally means *to welcome strangers*. It's the Holy Spirit working through believers to create settings that promote fellowship. Believers with this gift host people they don't know, or don't know well, for food or shelter.

My sister-in-law, Gail Hanaoka, explains, *"Hospitality is opening up your home to others to welcome them with God's love."* The key is making your home a place where people feel comfortable, loved, and cared for, along with good food and conversation. Being with people is much more important than the food, the cleanliness of the house, the menu, or the activities. Gail says, *"You don't want people to come away with, 'Well, they're a really nice family.' You want them to come away saying, 'Wow, they really love God and are sharing His love.'"*

When Gail was growing up, some Christian neighbors consistently opened up their home to missionaries. She never said, *"God, I wish I could do that when I get older."* But God knew her desire to open up her home to others, and He made it come true. He also gave her a husband, Rich, who has also has the gift of hospitality, and then provided a house to do ministry.

In 1989, when Rich and Gail bought their house, they had an immediate opportunity to house a Vietnamese refugee family of five. Rich and Gail both felt that there was a need, they had the space, and they should do it. After several days the son asked, *"How much are you getting paid to do this?"* Rich and Gail replied, *"We're not getting paid anything; we're doing it because we want to."* The son didn't believe them for two whole years; but later he became a Christian along with his entire family.

The parents, now in their 60s, have gone on several mission trips back to Vietnam to share the gospel. Now they're waiting on God to provide funding so they can spend their retirement years telling people in Vietnam and Malaysia about Jesus Christ.

The Spiritual Gifts Behind the Scenes Gifts

Do you have the gift of hospitality? Do you invite strangers over for food or lodging? Are they welcomed, valued and safe? Above all, does the outcome have a spiritual impact? If so, you may have this gift.

Intercession

*Nehemiah heard that conditions in Jerusalem were terrible. He wept, mourned, fasted and prayed.*²¹

The spiritual gift of intercession is plural, and literally means *a seeking, asking, and entreating to God or to man*. It's when the Holy Spirit works through believers to pray on behalf of others. In 2 Corinthians 1:11 the Greek word *charisma* [spiritual gifts; denoting extraordinary powers] is used in connection with prayer. *"Then many will give thanks on our behalf for the gracious favor [charisma] granted us in answer to the prayers of many."*

People with this gift are "prayer warriors." They pray because they love to pray. Their prayers are fervent and consistent. When answers come, they thank God reverently and humbly. If they are unanswered, these people continue to pray obediently.

Debbie defines the spiritual gift of intercession as, *"A helping hand to connect someone to God in prayer."* Her first response in any situation is to pray; praying is like breathing to her. She says, *"I delight in talking to God and bringing needs and joys – everything - to Him."* The gift of intercession is important because it brings glory to God by naming Him and trusting Him. It's a way of spreading God's love by *"carrying each other's burdens."*²² For Debbie, praying for others is who God created her to be and part of the good works He planned for her to do.²³ As she says, *"This is what I was made for."*

In the summer of 1992 a church staff member named Bob took part in a service at Debbie's church. She knew that Bob would soon be teaching her fourth grade daughter in Sunday school. Debbie wrote Bob a note of encouragement and offered to pray for him. He suggested that Debbie has the spiritual gift of intercession, and gave her a cassette tape that helped her understand the need for intercessory prayer. This began a 10-year ministry partnership in which Bob would send Debbie specific prayer requests, and Debbie would faithfully intercede for him.

Debbie says, *"It always amazes me when my seemingly tiny action makes such a huge impact. I know that it's not me; it's the Lord working through me as I pray for others."* The gift of intercession is life-giving to others in the church and to Debbie as an intercessor. She explains, *"There is no greater joy than the joy of knowing that I've been used by God."* Since 1997 Debbie has prayed for me whenever I've taught a seminar. When I give her feedback from the seminars, Debbie shares my excitement at seeing God moving in people's lives and is grateful to have had a part in His work.

The Spiritual Gifts Behind the Scenes Gifts

Do you have the spiritual gift of intercession? Is prayer your first response in any situation? Do you pray regularly, expectantly, and fervently? Above all, does the outcome have a spiritual impact? If so, you may this gift.

Mercy

The Good Samaritan aided an injured man of another ethnicity by getting medical care & paying for it.²⁴

The spiritual gift of mercy literally means to *help the afflicted*. It's when the Holy Spirit works through believers to care for the hurting with cheerful acts of compassion. Those with this gift come alongside the broken and seek to lighten their load.

Nancy Weinert, the mother of 2 adult children, defines the spiritual gift of mercy as, "*Empathy in action.*" Realtors say that selling a house comes down to "location, location, location." Nancy says that mercy is all about "compassion, compassion, compassion." There are needy people everywhere – inside and outside of the Church – who need food, clothing, housing, legal assistance, housing, and emotional support. Nancy says that, "*Every once in awhile I'll be walking down the street and God will say, 'Look at them. What's going on in their life? You have so much. The fields are ripe unto harvest.'*" Nancy stresses that the great thing about the gift of mercy is that it can be used anywhere, at any time of the day or night.

A series of events convinced Nancy that her spiritual gift is mercy. She went on a mother-daughter mission trip to a Mexican orphanage. Nancy's own heart was moved when her daughter wanted to give away everything she had to these impoverished children. Later, a woman at her church entered the hospital for an extended period. Nancy organized a meals-on-wheels program where 20 women provided meals to this family for a year and a half. Finally, she found her niche working in the PADS ministry that provides food and shelter for the homeless during the winter months.

Sometimes Nancy feels overwhelmed because people's pain is so real. She explains, "*I've had pain in my life and I know that it's so important to have people in your life to share your pain, talk thing over, and unburden yourself.*" When she is feeling overloaded she asks God, "*How do You want me to use this gift today?*" Then she focuses what God directs her to do, and doesn't feels so overwhelmed with the many needs around her.

Do you have the spiritual gift of mercy? Do you deeply feel people's pain and try to alleviate it? Do you care for the sick, hurting, lonely, forgotten, or dying? Above all, does your MERCY have a spiritual impact? If so, you may have this gift.

The Spiritual Gifts Behind the Scenes Gifts

Shepherding

Paul sent Timothy to Ephesus to oversee the church he established there.²⁵

The spiritual gift of shepherding means to *guide, nurture, and protect a flock*. It's when the Holy Spirit works through believers to oversee the spiritual welfare of a group of believers. Shepherds assume responsibility for a group of believers over a period of time. They help people grow spiritually and intervene when struggles, pain or needs threaten a member's progress.

Marty Howe is a shepherd's shepherd whose gift of shepherding is a true blessing to our church. He defines shepherding simply as, "*Caring for people.*" It means having ears and eyes to see and respond a situation where a person needs some care. The response varies with the situation – making a phone call; sending a card; or giving a pat on the back. Marty affirms that shepherding is his gift whenever God's whispers to him to help someone. When Marty obeys this whisper, God blesses both the person served and Marty himself. But the most important aspect of shepherding is helping people with their spiritual development by providing them with their next steps. Marty quotes his pastor, Bill Hybels, who says, "*People matter to God, so they matter to me.*"

A while ago his pastor asked Marty and his wife Kathy to "*serve in the bullpen as relief pitchers.*" The pastor explained that after service people lined up to speak with him, and the second person in line is sometimes left waiting. Marty and Kathy's role was to engage that person in conversation until the pastor was free. It was through this experience that Marty first realized that God has given him the spiritual gift of shepherding.

Marty and Kathy are partners in ministry, and their gifts complement one another. Kathy has the gift of hospitality and provides a welcoming environment for Marty to care for others. Since 2006 the Howes have hosted a once a month a "Table" gathering attended by 30 adults and their children. They share a meal and conversation – centered around a couple of questions – often based on the message series at church. Recently Marty encouraged these people to get involved in a compassion event to serve single mothers. One couple volunteered to utilize their photography background to take pictures of the moms and their children. The single moms were overjoyed to have these photos taken, and the event was a tremendous blessing to the photographers, too.

Do you have the gift of shepherding? Have you watched over the spiritual life of a group of believers? Do you serve as an example to and build relationships among a group? Above all, does your shepherding have a spiritual impact? If so, you may have this gift.

Summary

Although the Bible doesn't categorize spiritual gifts, they are helpful in understanding and remembering them. The *Behind the Scenes Gifts* are typically used in a private setting and involve

The Spiritual Gifts
Behind the Scenes Gifts

doing - taking action. These *Behind the Scenes Gifts* include administration, encouragement/exhortation, giving, healing, helps, hospitality, mercy, intercession, and shepherding. All spiritual gifts are equally important and vitally needed in the Church.

The Spiritual Gifts Support Gifts

*A tree's roots serve to anchor the trunk and branches of the tree.
This enables the tree to have a firm base so it can grow upwards toward the sunlight.²⁶*

*From him the whole body, joined and held together by every supporting ligament,
grows and builds itself up in love, as each part does its work.
Ephesians 4:16*

Although the exact number is unknown, it's estimated that there about 6.5 trillion trees in the world. That's not surprising since trees play such an important part in our ecosystem. They produce oxygen and reduce carbon dioxide making life possible on our planet. Without trees, there would be widespread soil erosion, increased temperature, and a dwindling number of plants and animals. In many parts of the world, trees are the primary energy source and an important building material. Without question, trees are essential to life on earth.

In a similar way, the *support gifts* of discernment, faith, knowledge, and wisdom play a critical role in the Church. Like trees, the support gifts make life possible and fruitful in the Church. They prevent spiritual erosion, increase the spiritual temperature, and protect the Church from spiritual harm. The support gifts are a source of spiritual energy and are the building material needed to increase church growth.

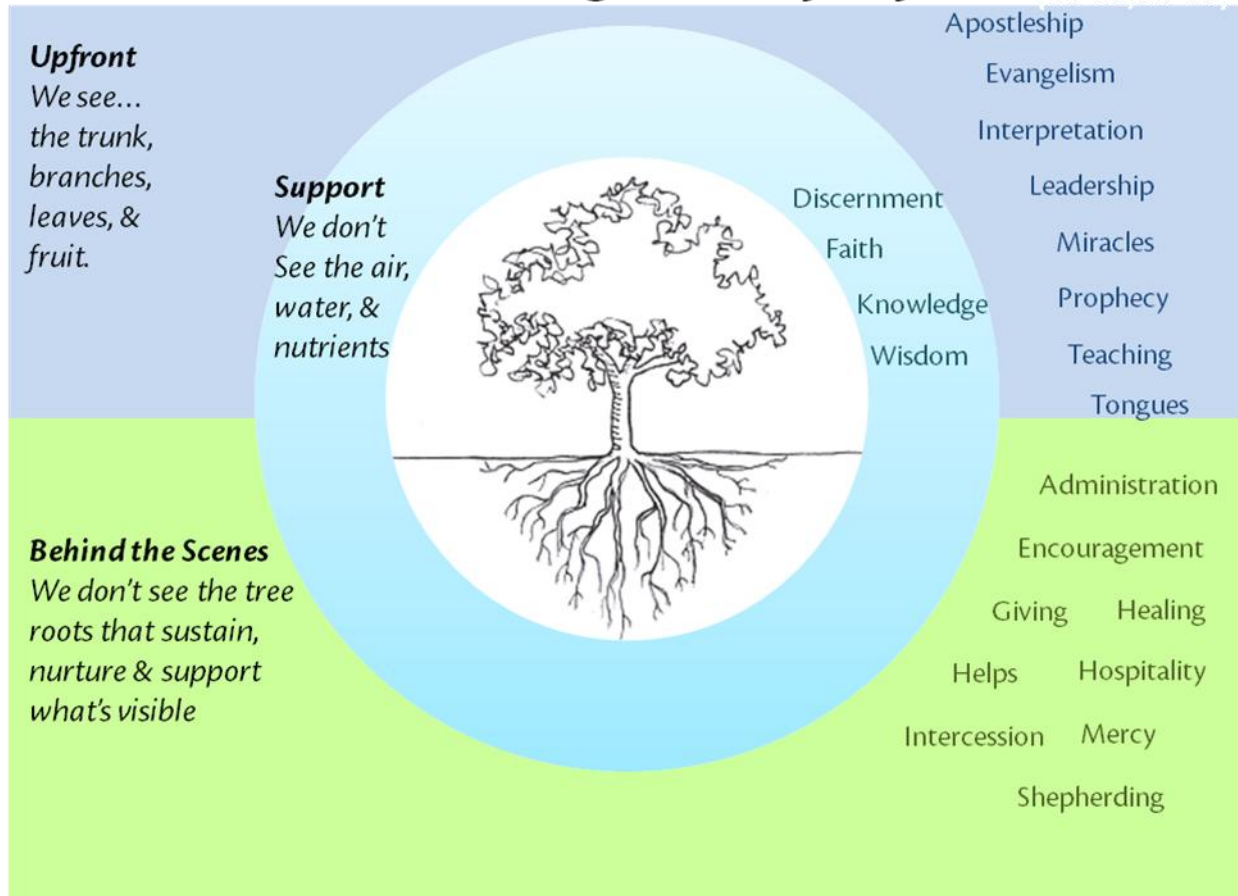
The four support gifts do not stand by themselves, but come alongside other gifts to support their use in ministry. For example, believers with the gift of intercession typically have the gift of faith. Those with the teaching gift usually have either the gift of knowledge or wisdom. The gift of discernment tends to be associated with the gift of prophecy or encouragement. Many other combinations are possible and are sometimes are referred to as a *gift mix*.

The Tree Analogy

A tree is the perfect analogy to explain how the three categories of gifts work together. The tree represents the Church as a whole. The upfront gifts are the parts of the tree we see – the trunk, branches, leaves, and fruit - that noticed and appreciated. The behind-the-scenes gifts are similar to the parts of the tree we don't see – the roots - that nurture and sustain the tree without fanfare. Finally, the support gifts are like the substances the tree needs to grow and prosper - air, water and nutrients. Without roots, the tree would not remain alive. The diagram below summarizes the roles of the gift categories as related to the parts of a tree.

The Spiritual Gifts
Support Gifts

Three Categories of Gifts



Spiritual Gifts: Discernment

Ananias & Sapphira sold land & gave money to the church. Peter knew they had selfish motives.²⁷

In 1895 the German physicist named Professor Wilhelm Roentgen invented the x-ray machine. Incredibly, doctors could see inside the human body. Using this machine doctors are able to make a more accurate diagnoses and save lives. The spiritual gift of discernment is like a spiritual x-ray. Believers with this gift can see inside a person's heart. They sense if someone's intentions are good or evil; they know if their words are true or false; and they perceive if people are God's sheep or wolves in sheep's clothing. Discernment is an invaluable gift that protects the church from harm as an early warning system that something's wrong. It helps avoid problems and maintain unity in the Body. Roy Chapin is Pastor of Adult Ministries at Willow Creek Community Church – North Shore, in Northfield, Illinois. He defines discernment as *“the movement of the Holy Spirit that allows a believer to see inside and outside someone’s life situation.”* If you have this gift you know if people are being truthful and whether their motives are pure. But he cautions, *“You can’t see any more than you see in yourself.”* He advises believers with this gift to work on their own life issues and gain a deep

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understanding of the Bible to see reality through its lens. Discernment helps church leaders make great decisions, fuels a strategic mindset, and develop a high capacity to impact the world.

One time, as Roy listened to a speaker, he sensed that the person had experienced sexual abuse earlier in life. The speaker hadn't said anything that hinted at previous experiences with sexual abuse. Roy just knew God had revealed this information to him through the gift of discernment. Roy heard the same speaker a year later who revealed that sexual abuse had occurred in the past. Roy stressed that the purpose of discernment isn't to judge others, but to show them the love of God in tangible ways. In serving others the believer with discernment also experiences God's blessings. Roy explains, "Having the gift of discernment is an extra opportunity to know God better and love Him more deeply."

Do you have the gift of discernment? Are you able to see inside others to know their inner motives? Do you know when someone is telling the truth or lying? Can you sense that something is good or evil, or right or wrong? If so, you may have the gift of discernment.

Spiritual Gift: Faith

Jesus told Peter to get out of the boat & walk on water. Peter obeyed and actually walked on water.²⁸

In 1859 Jean Francois Blondin said he would cross Niagara Falls on a tightrope. Halfway across, he did a back-flip and continued on safely. The crowd cheered. Throughout that year Blondin repeatedly crossed the Falls - blindfolded, in chains, and on a bicycle. Displaying a wheelbarrow, he asked, "Who believes I can safely cross?" Every hand went up. Blondin asked one spectator. "Do you believe?" "Yes I do." "Are you certain?" "Yes! "Absolutely certain?" "Absolutely!!" "Then get in the wheelbarrow."

Only a person with deep faith in Blondin would get in the wheelbarrow. How about you? If God was pushing the wheelbarrow, would you get in? The believer with the spiritual gift of faith believes that God is always trustworthy, and this trust goes beyond human faith. The Holy Spirit enables the person to see God's vision and trust Him to fulfill it.

Phyllis Lake was an only child born during the Great Depression. Her parents both worked, and Phyllis was often alone. After graduating high school she married and within a year gave birth to the first of three sons. The family moved from Chicago to an affluent suburb where the schools were better. Their neighbors were all wealthier financially, but Phyllis never complained, but found her wealth in raising her sons.

After her husband retired, the couple moved to Florida to care for her aging parents. Phyllis accepted Christ as her Savior and became active at her church. She discovered that her spiritual gifts were intercession and faith. As a prayer warrior she often asked God to bring the other family members to Christ. God answered her prayers as each one separately came to Christ as adults.

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Her husband died in 1999 and Phyllis spent her time enjoying spending time with other widows. In the summer of 2006 the doctors discovered that cancer had spread throughout her body. On March 20, 2007 she died peacefully at home surrounded by her children. Phyllis Lake was my Mom. In some ways she lived an unremarkable life, but her life and prayers impacted many people. Once I asked her if she was afraid to die. She smiled and said, *"No, I'm just going to close my eyes, and when I open them I'll see Jesus."*

Do you have the spiritual gift of faith? Do you believe that God will fulfill His promises without fail? Do you exhibit faith in every situation of your life? Do you trust that when God doesn't do something now, He will someday? If so, you may have the gift of faith

Spiritual Gifts: Knowledge

Jesus asked, "Who do you say I am?" Peter replied, "You are the Christ, the Son of the living God."²⁹

Founded in 1800, the Library of Congress is our national library with the largest collection of books in the world. It contains over 32 million books, 61 million manuscripts, 1 million government publications, and millions of newspapers, maps, sheet music, sound recordings, photographs, and other resources. If you read a book nonstop for 6 hours each, it would take 193,996,992 hours to read the entire collection. Like the Library of Congress, believers with the gift of teaching possess a lot of information on various topics, especially the Bible. .

The literal meaning is to *speak known or revealed truth*. It's when the Holy Spirit works through a believer to deliver God's truth at the exact moment it's needed. People with this gift have a broad storehouse of information and experiences, including Bible verses, stories, analogies, illustrations, and quotations.

Over the years Christian friends have told me, and I agree, that I have the gift of knowledge. I love studying the Bible to discover spiritual principles I can share with others. For whatever reason, God has allowed me to gather a diverse collection of personal stories, illustrations, diagrams, analogies, and memorized Bible verses. Often God brings one of these items to mind when I'm teaching a class or talking to a friend.

Once, in a class on how to teach the Bible, I had a sudden thought that I should compare developing a lesson plan to the process of building a house. The Bible serves as the foundation of the lesson with introductory section similar to the first floor. Both elements are critical to building a strong lesson. I pointed out that the main teaching section is similar to the walls of the house in providing its' clear definition. Finally, the roof was compared to the conclusion of the lesson. If done properly, the lesson ends with a summary that covers everything in the lesson. Using this analogy wasn't something I planned, but it seemed to work well.

The Spiritual Gifts Support Gifts

Do you have the spiritual gift of knowledge? Do you possess an extensive collection of stories, illustrations, and verses? Do you use your Bible knowledge and experiences to bring clarity to issues? Do you sense the best moment to share the information with others? If so, you may have the gift of knowledge.

Spiritual Gifts: Wisdom

As Jews argued with Stephen, they couldn't stand up to his wisdom or to the Spirit by whom he spoke.³⁰

Imagine that some night God said to you, "Ask for whatever you want Me to give you."³¹ What an incredible opportunity - like winning the lottery! You could ask for anything - wealth, riches, fame, honor, long life, and so on. Picture yourself having all the power, promotions, possessions, prestige, pleasure you've ever wanted. You could cure cancer, learn why tragedies occur, or ask for world peace. What would you ask for?

Incredibly, God actually gave King Solomon this very opportunity.³² Solomon replied, "Give me wisdom and knowledge, that I may lead this people, for who is able to govern this great people of yours?"³³ His answer is in itself wisdom at its finest. "God gave Solomon wisdom—the deepest of understanding and the largest of hearts. There was nothing beyond him, nothing he couldn't handle."³⁴ Moreover, because Solomon asked for wisdom God gave even gave him the things he didn't request. "And I will also give you wealth, riches and honor, such as no king who was before you ever had and none after you will have."³⁵

The spiritual gift of wisdom means to see life and apply truth from God's perspective. It's when the Holy Spirit works through believers to apply biblical truth to specific needs in the Body. Believers with this gift often have others come to them for advice.

Years ago I wanted to leave my job and start another career. I asked for advice from the men in my small group. After explaining my situation, my friends shared their recommendations. Frank Ley, the last one to speak, said, "I'm not going to tell you what to do, but here's a principle to help you decide. Don't run FROM something; run TO something."

Frank's counsel cut through the fog to the bottom line issue. I planned to quit over a conflict with my school board. Basically, I wanted to escape a stressful situation, but didn't even have an alternate career in mind. My friend's gift of wisdom helped me decide to stay and work through the conflict.

Do you have the gift of wisdom? Do you apply biblical principles to problems, issues, or conflicts? Do you find that many people come to you for counsel? Do you apply biblical principles to problems,

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issues or conflicts? Do you provide sound biblical advice in situations where others are unsure? If so, you may have the gift of wisdom.

Summary

The four support gifts – discernment, faith, knowledge, and wisdom – play a vital role in the life of the Church. These gifts are like the nutrients that, while unseen, provide the Church with nourishment to sustain spiritual life. The support gifts don't stand alone, but support the upfront and behind the scenes gifts in making their impact more effective.

The spiritual gift of discernment enables believers to see inside a person like a spiritual x-ray. They protect the church by sensing a person's truthfulness, motives, and commitment to Christ. Those with the gift of faith believe with all their hearts that God will fulfill His promises. They help the Church focus on God's Word as the ultimate Source of truth. God has given those with the gift of knowledge a deep love of Scripture and a wide assortment of life experiences. They draw on these resources to help believers mature in Christ. Finally, the gift of wisdom allows believers to apply biblical truth to specific life situations. They provide sound advice to those struggling with difficult issues.

For 23 years the Sears Tower in Chicago was the tallest building in the world. It rises a quarter mile into the sky and encompasses two city blocks with over 4 million square feet of office and commercial space. The building was built with enough concrete to pave a highway four-lanes wide and 10 miles long. The building's foundation is 100 feet deep using 200 circular caissons to support the building's weight. In a similar way the support gifts support the building up of the Church by laying a strong foundation in the bedrock of Jesus Christ.

Support gifts are the critical to the building up of the church. They are like caissons that hold up support a tall building by sinking concrete-filled tubes into bedrock. The gift of faith is needed in every aspect of the Church, but especially to increase the number of people that come to Christ. Teaching and wisdom help believers mature in their faith and live out the Christian life in their daily lives. Finally, discernment protects the Church from spiritual attacks that come from within and without the Church.

The support gifts also are similar to the beams that connect the various parts of the building's structure. Each gift by itself is incapable of supporting the functions of the Church; but in combination with the upfront and behind the scenes gifts they make the church strong, interdependent, and effective. Once you have identified your primary spiritual gift, notice if the God uses one or more of the support gifts in combination with your top gift.

Spiritual Gifts Endnotes

The Upfront Gifts

- ¹ Philippians 2:19,25
- ² Acts 8:26–40
- ³ Acts 15:12–21
- ⁴ Acts 3:1–10
- ⁵ John 21:25 (Msg)
- ⁶ Acts 11:28 and 21:9–11
- ⁷ Acts 18:24–28
- ⁸ <http://www.onelifemaps.com/>
- ⁹ The Springs, 8173 Davison Road, Oldenburg, IN 47036. 812.527.2138 <http://www.thespringsindiana.org>
- ¹⁰ 1 Corinthians 14:18-19
- ¹¹ Romans 8:26
- ¹² “If there is no interpreter, the speaker should keep quiet in the church and speak to himself and God.” (1 Corinthians 14:28)
- ¹³ 1 Corinthians 14:5a
- ¹⁴ 1 Corinthians 14:28

The Behind the Scenes Gifts

- ¹⁵ Exodus 18
- ¹⁶ Acts 5:1–11
- ¹⁷ Acts 4:32–37
- ¹⁸ Acts 9:32–35
- ¹⁹ Acts 6:1–6
- ²⁰ Gen 18:1–7
- ²¹ Nehemiah 1
- ²² “Help carry each other’s burdens. In this way you will follow Christ’s teachings.” Galatians 6:2 (GWT)
- ²³ “God has made us what we are. In Christ Jesus, God made us to do good works, which God planned in advance for us to live our lives doing.” Ephesians 2:10 (NCV)
- ²⁴ Luke 10:25–37
- ²⁵ 1 Timothy 1:1–7

The Support Gifts

- ²⁶ http://www.ehow.com/about_4710293_tree-roots.html
- ²⁷ Acts 5:1–11
- ²⁸ Matthew 14:22–32
- ²⁹ Matthew 16:13–20
- ³⁰ Acts 6:8–10
- ³¹ 2 Chronicles 7:7b
- ³² 2 Chronicles 1:7-12
- ³³ 2 Chronicles 1:10
- ³⁴ 1 Kings 4:29 (Msg)
- ³⁵ 1 Chronicles 1:12b