



# CODE BLUE

TRAINING FOR LOCAL LEADERS

MODULE THREE

## SPIRITUAL FORMATION

Session 1 - Spiritual Journey  
Session 2 - Spiritual Disciplines  
Session 3 - Spiritual Gifts



## LEADER'S MANUAL

The Salvation Army

Australia Territory



## SPIRITUAL FORMATION

### SESSION 3: SPIRITUAL GIFTS

#### AIM:

This session is designed to help participants gain an awareness of their basic spiritual gifts. Using the Wagner-Houts Spiritual Gift Inventory, participants will be able to couple these findings with those from their personality type indicator (Module One) and their personal passions. They will also discuss practical ways to develop their gifts in their local ministries.

Parts of this material have been adapted from *Accelerate: Taking Leadership to the Next Level* (produced by the former Mobilise for Mission Department, Australia Eastern Territory)

#### TIME NEEDED:

One and a half hours to two hours

#### MATERIALS NEEDED:

Spiritual gifts inventory, personality type table (from previous module, if available), overhead projector/multi-media, whiteboard and markers, bibles.

#### NAVIGATING THE SESSION:

Text in **blue** is for your information. It is also directing you to do something.

Text in **red** is for you to “read out” or “answers” for participants to fill in.

Text in **black** also appears in the participants’ notes and can be followed as you read aloud.

This symbol  indicates a slide is available to display via multimedia.

During this session there will be times when you may need to divide into smaller groups for discussion.

## INTRODUCTION

The lists of gifts given by the Holy Spirit are an integral part of the scriptures – there is nothing new about the importance, use and development of them. However, in The Salvation Army the process for personal discovery of these gifts (for the individual & corps community) has been a relatively new one.

In this session we look at a biblical base for spiritual gifts, plus introduce participants to the Wagner Hout’s spiritual gifts inventory. This is a well-used spiritual gifts test – perhaps the most comprehensive (and most used) in asking questions relating to the gifts listed in the New Testament.

Some in the group may know their gifts or have done other questionnaires - perhaps without the benefit of accompanying teaching or application. The development and use of each person’s gifts is as important – if not more – than the discovery.


## 1. OPENING ACTIVITY – WORK HISTORY (10 MINUTES)

Using the whiteboard to record responses, have participants begin to name jobs (employment) they have had over the years. Encourage them to think of their entire work history. Write each occupation on the whiteboard.

You will find a varied and interesting list that may be a surprise to the group.



The key objective in this activity is to stress that people generally do jobs they are good at, qualified in or passionate about. Why should it be any different in the church? Often we sell ourselves (and the church) short by not finding out what we are good at and working in that area.

Have the group examine the list they have made and then lead a discussion with the following questions: 

1. What surprises you about the vastness of this list? Comment on the variety of employment you see listed.
2. Have you found that over the years you have begun to hone your skills into one particular area of work? Would people say they are 'good' at what they do?
3. How did some of you come to have these jobs? Were training and qualifications involved? Have some continued on a family business?
4. Has anyone ever applied for a position for which they were not qualified or experienced in? Would anyone now consider doing that? Why or why not?
5. Think now of jobs you do in the Corps. Are you qualified for these? Have you done the same job for many years or carried on a role in family tradition?
6. How is the path of our professional employment different from our ministry roles in our Corps?

*"No local congregation will be what it should be,  
What Jesus prayed it should be;  
What the Holy Spirit gifted it and empowered it to be,  
Until it understands spiritual gifts."*

**John MacArthur, Pastor,  
Grace Community Church**

## **2. WHAT IS A SPIRITUAL GIFT? (15 MINUTES)**



This definition comes from the man who developed the questionnaire we will do later in the session. We will break this quote up and see how the statements in it 'match up' with scripture.

*"A spiritual gift is a special ability given by the Holy Spirit to every member of the body of Christ according to God's grace for use within the context of the body."*

**C. Peter Wagner**

"... A special ability ..."

1 Corinthians 12:4

Romans 12:4 & 6

"... given by the Holy Spirit ..."

1 Corinthians 12:7,8,11

"... to every member of the body of Christ ..."

1 Corinthians 12:7,12-14

Each Christian has at least one gift - possibly more. People who are new Christians may not be aware that gifts and abilities they had before they accepted Christ can now be redirected to serve God in a more deliberate way.



(Allow time for discussion on this point. There may be differing views on when a person receives a spiritual gift. Some scholars say gifts come at the point of conversion, others say gifts are dormant until conversion).

“... according to God’s grace ...”

Romans 12:6

Ephesians 4:7

What is the group’s understanding of this phrase?

“... for use within the context of the body .”

Ephesians 4:16

1 Corinthians 12:18

‘Within the context of the body’ also refers to service that extends beyond the bounds of the local church.

In summary...spiritual gifts are:

- by God’s decision
- given, not earned
- given to all, not just a few
- given to the Church (the body of Christ) for use to reach the world.

## **GOOD STEWARDSHIP OF GIFTS (15 MINUTES)**

Discovering our spiritual gifts is the first part of a life-long journey. To make them effective they need to be developed and used. This is part of our stewardship - carefully attending to all God has given to us.

So it is our responsibility to:

- Discover our gifts
- Develop our gifts
- Use our gifts
- Understand that our gifts do not exclude us from other responsibilities that come with professing Christianity (such as caring for one another and sharing our faith)

**Four steps to help you discover your spiritual gifts:**

(This is just the beginning!)

The comments in brackets give a ‘how’ for each concept

- **Remain** open to operating in as many gift areas as possible. (Perhaps I could try this)
- **Examine** your motives for the area of ministry you are working in (Why am I doing this?)
- **Evaluate** your effectiveness (Am I good at this? Is it working?)
- **Seek** and **accept** confirmation from the body of Christ. (Do others think I’m in the right role?)



## Pairs discussion

Before introducing the inventory, break the group into pairs and ask them to briefly discuss the following questions:

1. Do you already know what your spiritual gifts are? If not, what is your leaning?
2. How are you seeking to develop them?
3. Have you had an experience where you have been aware of a gift, but have not used it? What has been the result?

## 4. THE WAGNER-HOUTS SPIRITUAL GIFTS INVENTORY (25—30 MINUTES)



This 325-question inventory deals with the 25 spiritual gifts listed throughout the New Testament. It also includes a new listed gift, Worship Leading, which cites Old Testament Scripture. The inventory has its own instructions and your responses transfer over to the results page for ease of scoring.

You may need to walk around the group and help with some questions, although most are self-explanatory. Scoring is a four-point scale, giving participants opportunity to say at what level they do or do not operate in that particular activity.

After initial completion of the inventory, allow time for participants to transfer their dominant three and subordinate three gifts onto the last page. There are also some reflective questions on the inventory they may like to answer.

- What did the inventory suggest your primary gifts are?  
(Participants to share findings)
- Have any of these gifts been confirmed (over your life and ministry) by others?
- Were there any surprises?
- Does anyone have the gift of leadership?
- Are any of you operating in your 'subordinate' gifts (numbers 3-6)? If so, you may be doing well in ministry, but could be even more effective.

## 5. BENEFITS OF KNOWING YOUR SPIRITUAL GIFTS (20 MINUTES)

### Personal Benefits:

*"We ask to know the will of God without guessing that his will is written into our very being. We understand that will when we discern our gifts."*

Elizabeth O'Conner, Author

- Once you know and use your spiritual gifts, you can develop a [spiritual job description](#).
- By knowing your gifts and using them accordingly, you will be better able to accomplish God's purpose for your life. Sounds daunting, but your gifts will help show you what to do:

If God has given you the spiritual gift of encouragement, he wants you to encourage.





If God has given you the spiritual gift of teaching, he wants you to teach.

If God has given you the spiritual gift of leadership, he wants you to lead.

Your gifts help the mission of your life make sense.

- Once you have a sense of your spiritual job description, your ministry can become more focused.

Your spiritual gifts define your best contribution or expression within the body of Christ - your most excellent act of worship. They identify roles within the church community. Otherwise, it is easy to get involved with other activities to the neglect of specific gifting.

- When you know and use your spiritual gifts, your ministry will be more fruitful and fulfilling.
- As you develop your gifts (by actually using them more) you will become better at what you do. The key is to make a start.
- When you are operating in your gift area, you will often experience an amazing joy.
- When you are operating in an area that is 'made' for you, the energy you feel will be natural and not forced. You won't be so tired!

*"When you are operating in your gift and passion, you will experience maximum effectiveness and minimum weariness."*

*"When you are NOT operating in your gift and passion, you will experience maximum weariness and minimum effectiveness."*

**Wayne Cordeiro, Pastor**

#### Church Benefits:

- There is more unity and harmony in churches that teach and develop gift-based ministries.
- There is less pride and false humility in churches with gift-based ministries.
- There is maturity and growth in churches that teach and develop gift-based ministries.

Discuss in groups of three why you think this may be the case.

#### Kingdom Benefits:

- God is glorified and people are edified.  
(To edify means to build up; to encourage. When we use our gifts, others in the church should be encouraged, not discouraged or hurt.)



There is more to discovering who we are and what we can contribute than just spiritual gifts. **SHAPE** is a tool used in some membership classes to help people think broadly about what they can offer to God through the local Corps. The five letters stand for:

- **Spiritual gifts** (what we have learned today)
- **Heart**  
What are you passionate about? What do you have a heart for?  
What motivates you?  
What excites or concerns you the most?
- **Abilities**  
What are your skills?  
What do you have experience in/with?  
What are your specialised abilities?
- **Personality**  
(more information in Module one - Leadership)  
What sort of role is your personality geared toward?
- **Experiences**  
What has made you who you are today?  
What experiences have shaped you?  
(more information Module Three – Spiritual Formation)

Participants may want to answer these questions at home, or if there is time, in groups of three or four.

## 6. THE GIFT OF LEADERSHIP (5 MINUTES)



What do I do if I am in a leadership position and I don't have the gift of leadership? (This is also covered in Module One). It may make more sense now that you have discovered some of your gifts and affirmed gifts in others in the group.

Some suggestions:

- If possible, change to work in your gift area;
- Surround yourself with people (mentors, friends) who possess the gifts you are weak in. Get their feedback on your leadership, even if they are not part of your team.
- Build a team of people with differing gifts. Allow those in your team to operate in their gifts (don't suppress them)
- Accept that there are some gifts you do not have. Be transparent with your team about this.

## 7. PRAYER (5-10 MINUTES)

**Prayer ideas:**

- use the prayer below,
- have an open prayer time,
- allow those with the gift of intercession to pray for others,
- pray in groups
- pray in silence



Lord, thank you for the amazing array of gifts  
you have poured out upon your people.  
And thank you for giving a special gift to me,  
so I can participate in the church according to your perfect plan.  
Please help me to recognise my gift.  
If I have ignored it, forgive me. If I have suppressed it, stir it up.  
Direct my thoughts toward my appropriate area of service,  
And empower me to become everything you created me to be:  
Fruitful, joyful, loving, faithful and grateful.  
In Jesus' name, Amen.

**Bruce Bugbee, Pastor & Author**