

## 1. Prophecy

### A. Definition –

1. Declaring the truth - **Forth telling the truth** – NOT foretelling – John the Baptist the last OT foretelling prophet

Take the Word of God and cause it to shine (meaning in Greek)/to speak directly into a person's life, to make the Word come alive to a person

No new words – not God said to me or thus saith the Lord

Purpose to edify, build up, increase our faith, to convict, to exhort us to do something (quit talking about it, just do it), to comfort (God loves us, ministers to the Church, God is faithful, God is in control)

2. Person who has the gift of prophecy often sees things in sharp contrast (black and white – this is what the Bible says – don't mess around)

3. Aren't noted for tack or diplomacy

4. Bold person, outspoken, very persuasive, see sin clearly, more serious minded, don't hold back, don't mince words, not known to have a sense of humor

B. In Jesus' life – Jesus reads Isaiah in the synagogue – Today this Scripture is fulfilled – already been spoken

C. In NT – Luke 1:57, Acts 2 (Peter)

### Tests for false prophets:

1. Does prophecy line up with Scripture – it will never contradict Gods' Word

2. Does it line up with the facts – not weird – the Lord says you are my wife

3. Does it honor Jesus

### D. Pitfalls

1. Has issue with sensitivity – not sensitive to other's feelings – just want to speak the truth

2. Doesn't like compromise in relationships – can be condemning – don't care how people think

3. Often wrong but not intentionally – over confident, don't admit that they are wrong

4. Grieves that people don't listen – why don't they change - gets discouraged

5. Excitement and over confidence and wants to keep sharing – chaos and confusion can happen

## **PROPHET (Principle of Design)**

- Sees things in black and white (right and wrong). Committed to truth regardless if anyone agrees.
- Taps into the MIND of God.
- Takes initiative and enjoys things that are new. Not good at maintaining things.
- Verbally expressive and can be compulsive about it.
- Judges and evaluates everything, even situations that do not directly impact her.
- Needs to have a goal, a reason to live, and an objective.
- Tends to be a visionary.
- Has a compulsion for honesty, integrity, and transparency. Is tolerant of perceived rebellion, hypocrisy, and denial, especially in leadership.
- Has a large range of emotion. Intense, passionate extremes.
- Can embrace a problem and figure out how to repair it. Can re-build, not just criticize.
- Needs time to refuel and re-energize and process.
- Isn't designed to meet people's needs.
- Easier for prophet to condemn than to help correct with love and patience.
- The prophet goes through more difficult times than other gifts in order to purify and sanctify the heart. Higher level of sacrifice will be required.

### Major Weaknesses

- Judgmental. Critical toward others and even more of themselves.
- Unforgiving. Not willing to overlook the failures and weaknesses of others.
- Bitterness. Enduring battlefield for the prophet. Can have an unforgiving spirit that is destructive.
- Non-relational. Tends to value principles and truth as more important than relationships.

### Mature Gift of Prophet

Confronts sin boldly, "let there be light," embraces sonship, and eradicates the "orphaned heart" thinking. Trailblazers! Passion for excellence and restoration. Has learned to endure.

### Carnal Prophet

Overreacts, isolated, withdrawn, hopeless, and wounded. Focuses on problems around them. Quits relationships. Negative.

### Battlefield

Fractured relationships.

### Legitimacy Lie

*I can solve my own problems better than God.*

### Biblical example of prophet — Peter — Acts 5:29 - 42

Also Enoch, Elijah, Ezekiel, Caleb, James, brother of Christ, Naomi and Miriam

## 2. Service

### A. Definition

1. Practicing the truth – to wait on, see a need and meet it
2. Personal joy to meet someone's needs, to take care of things, to fix things
3. Doesn't like to be up front – prefers to be behind the scenes
4. Loves to see things go smoothly
5. Often says tell me what you want done and I'll do it or just goes ahead and does it without asking
6. Good planner – look ahead at how you can serve more
7. Tend to finish what you start and will work overtime to do it
8. Likes to share in someone else's success (likes boss to look good)

B. In Jesus' life Mark 10 – Jesus came to serve not to be served; John 13:15 Washes disciples feet

C. In early church – Acts 6 serving widows in daily distribution of food – taking care of practical needs; Acts 9:36 – Dorcus – made things with her hands

### D. Pitfalls

1. Often fall in trap of busyness – need to learn to say no
2. Prone to be manipulated by guilt so do what you don't have time for
3. Has tendency to do things by self – has a hard time delegating – forget ministry is about people and not tasks
4. Can be easily irritated – no one is helping you
5. Tendency to be known as bossy – bark orders since sees everything that needs to be done
6. Tendency to get burned out
7. Can have feelings of inferiority – gift not very important

## **SERVANT (Principle of Authority)**

- Sees external needs of comfort and food and is quick to meet those needs.
- Is a team player. Is relatively free from the desire to build her own kingdom.
- Is very practical. Is committed to the present moment to meet present needs.
- Has difficulty saying “no” to competing demands. Usually overcommitted in scheduling.
- Finds it hard to accept excellence in her work, to affirm himself, or to receive affirmation from others. Tends to find something to apologize for when serving others.
- Sees the best in others.
- Attracts dishonor, especially in the home. Tends to be the one who is talked down to and has jokes made about them.
- Is competitive in areas that are considered safe to the servant, such as games or children’s sports teams. Otherwise dedicated to seeing others succeed more than her.
- Has purity of motive. Is straightforward, honest, and can be trusted.
- Can be in a sinful environment without getting personally defiled.
- Low maintenance, doesn’t strive.

### Major Weaknesses

- Battle for self-worth. Doesn’t see her innate value and doesn’t believe God’s truth about herself or her call.
- Worry/anxiety. Takes on other people’s problems and worries about it.
- Enabling. Does a task instead of teaching others to do it and releasing it.

### Mature Servant

God pleaser, not man pleaser. God can trust the servant with unparalleled spiritual authority. Walks in true humility, no guile, free to admit mistakes.

### Carnal Servant

Poor self-image, over commits, walks in poverty spirit. Thinks in self-defeating terms. Shame — performance oriented.

### Battlefield

Mindset of victimization, feeling like a victim rather than a victor.

### Legitimacy Lie

*I am legitimate when I build a platform of success under others.*

### Biblical example of servant — Esther — Esther 8-9

Joseph (husband of Mary), Barnabus, Timothy, and Ananias (ministered to Paul)

## **TEACHER (Principle of Responsibility)**

- Needs to validate truth for herself. Loves knowledge.
- Taps into the TRUTH of God.
- Wants first-hand details. Values precision in sharing details. Usually articulate, good at writing.
- Processes and makes decisions slowly. Can slow down impulsive people who jump to conclusions.
- Is a very safe person emotionally and is sometimes confused with the gift of mercy. The difference is the teacher tends to be led in their head and mercy to be led by their heart.
- May think that knowledge can “save.”
- Has a deep commitment to family and tradition.
- Values reason, accuracy, balance; loyalty important.
- Seen as safe because she is patient with those in sin.
- Has a wonderful sense of humor.
- Tends to be the last one to speak in a group. She will listen and observe, then summarize the whole picture.
- Tends to feed her mind, more than her spirit.
- Tends toward selective responsibility. Can be extremely responsible and reliable in one area, but does not carry that same behavior over to other areas.

### Major Weaknesses

- Passive. Unwilling to impose responsibility on others. Can be soft on sin and too patient with people who are doing wrong.
- Struggles with issues of timeliness and responsibility in selective areas. Procrastinates on practical things.
- Can be soft on sin and doesn't like to ask others for help.
- Wants to live by sight, not by faith.
- Intimacy and prayer may be a major battle for the teacher.
- Poor boundaries, doesn't plan for further.
- Can be immobilized by fear or risk.

### Mature Teacher

Relationship with truth, ability to access hidden manna in the word of God. Walks in healthy loyalty. Releases truth that empowers and equips.

### Carnal Teacher

Accepts what has been documented, ritual, stays stuck in “old wine.” Arrogant in knowledge. Unhealthy loyalty, perverted by enemy to keep them in toxic relationships.

### Battlefield

Selective responsibility.

### Legitimacy Lie

*I know I have the truth and it gives me power. I am right and have complete and accurate information.*

### Biblical example of teacher — Luke — Luke chapters 1-5

Daniel, Isaiah, Levi, Samuel

### 3. Teaching

#### A. Definition

1. Explaining the truth – interprets and presents God’s Word understandably
2. Wants to influence or change the mind of a person – teaching for life change – participates in the ministry of the Holy Spirit in sanctification -
3. Teach by word of mouth – not limited to Bible teaching – can be home schooling, public school teaching, etc.
4. Love and find joy in studying and learning – love to dig deep to help people understand
5. Want to have a clear meeting of the minds – want to know that people get what they were trying to get across
6. Get involved in the detail, sometimes more than you want – like accuracy
7. Have a hard time giving a simple answer to a simple question
8. Ask a lot of questions themselves
9. Have a lot of discipline
10. Notice a lack of information in a particular area and try to fix it.
11. Quickly figure out what a paragraph means, can digest it, and deliver it to someone else

B. In Jesus’ life – primary thing Jesus did – Mark 1, 6, 12, Luke 24 even after resurrection

C. In early Church – Acts 2:42 – apostles expositional teaching to encourage spiritual growth, protect against sin and false doctrine – teaching not based on style, feelings, flesh but on substance

#### D. Pitfalls

1. Can get lazy in preparation because teaching comes so naturally – need to wait on a fresh Word from the Lord
2. Can become a fact dumper – forget teaching changes lives, not just fills them with information
3. Can lack humility by feeling smarter than others – have more knowledge
4. Can lack integrity because don’t practice what you teach
5. Can forget one’s audience – make something complicated that should be explained simply or vice versa
6. Can get irritated easily with slower learners
7. Can get discouraged because feel like not making an impact – lives aren’t changing

## 4. Exhortation

### A. Definition

1. Applying the truth – to strengthen, encourage, comfort, come alongside someone to help them move forward in their walk with Jesus – applying the Word to everyday living
2. Can be used in discipleship, relationships, mentoring, etc. – wants to advise, help, lead – to go through something together with the person
3. Two sides – encouragement but also pushing people on. – people often want to stay where they are
4. Love people – prefers one on one time
5. Are readily available to people
6. Can see potential in people – can see past the outward
7. Sensitive to people's feelings even when they have to give a strong word-like to be careful in what they say
8. Very prayerful
9. Want to see deeper in people's lives – really want to help

B. In Jesus Life – Rev. 2:1 Church in Ephesus Rev. 3:1 Sardis

C. In the early church Acts 4:3-3 Barnabas, Acts 5 Peter exhorts Ananias

### D. Pitfalls

1. Can easily be discouraged – pour into someone and person doesn't listen to you; people will avoid you because sick of being pushed
2. Can over commit themselves- see some need in someone and want to help – need to say no or find someone else to help
3. Can be overwhelmed by all the many needs of people because have sensitivity to need
4. Can lack or break confidentiality
5. Can begin to give your own opinions (If I were in your shoes or when I went through this 30 years ago) Don't lean on own understanding

Good guidelines when open the Word to someone or counselor

1. Don't make their decisions for them – share only what God's Word says and pray they will do it; recognize that stumbling is part of the learning process
2. Learn to listen carefully; don't interrupt, to ask questions; don't formulate an answer first before they are done
3. Fight tendency for person to become dependent on you (emotionally attached in the wrong way) – move them on to become attached to Jesus
4. Protect yourself from emotionally entanglement especially with the opposite sex – set up guards
5. Reinforce them with homework and to do the work – emphasize that you can't go on until they do certain steps

## **EXHORTER (Principle of Sowing and Reaping)**

- Has the ability to cross every kind of barrier (social, racial, economic, religious) and relate to people wherever they are).
- Is horizontal in her focus and intensely people-oriented.
- Has the ability to share her faith easily and in difficult situations.
- Has a big vision for reaching the world.
- Enjoys being around people. Is extroverted, outgoing, a party looking for someplace to happen.
- Is a master communicator.
- Is not intimidated by new ideas and new truth.
- Is a visionary. Tends to see a broader picture.
- Is a master of reconciliation.
- Works hard and is intensely busy. Functions on little sleep. Is involved in many projects.

### Major Weaknesses

- People pleasing. Unwilling to confront because of fear of rejection.
- Poor time management. Tends to take on too much.
- Compromise. May settle for doing what is good instead of God's best.

### Mature Exhorter

Mobilizes, influences, and inspires people to reach their full potential in God. God pleaser. Life-giving relationships, earned authority in persevering and for embracing pain.

### Carnal Exhorter

Uses influence to achieve their personal agenda and goals. Unwilling to embrace pain and has self-serving relationships. Unwilling to address sin in the camp because of rejection. Can be superficial.

### Battlefield

Denial, accepting responsibility for their own failures.

### Legitimacy Lie

*I am legitimate when people want and need to be around me.*

Biblical example of exhorter — Paul — 2 Cor. 10:15-16, 8:16-18

Moses, Jeremiah, Solomon

## 5. Giving

- A. Definition – Supporting the Truth – to impart or share one’s resources with others
  - 1. To support the truth that God Himself is the real giver
  - 2. Motivated by a love of giving and meeting the physical needs of people
  - 3. Usually prefer to be private about their giving
  - 4. See their ministry as eternal investment in Gods kingdom and storing up treasures in heaven
  - 5. Are very visionary – can see how things can be done on a bigger scale with only a little help
  - 6. Often have financial matters on their minds a lot –proper management of money and concern about waste
  - 7. Give from the heart and not for personal gain
  
- B. In Jesus’ life – His whole life is one of giving sacrificially from humbly giving up His place in Heaven to giving up His earthly life on the cross
  
- C. In the early church Luke 8:1- God raises up people to support Jesus, Acts 16 – Lydia seller of purple cloth
  
- D. Pitfalls
  - 1. May have a tendency to take ownership of things given – want to dictate what to do with it
  - 2. Tempted to be heavy handed in the church where you give – need to be in full control of the ministry you support
  - 3. Tempted and overtaken by pride –give to be recognized instead of just giving to the Lord
  - 4. Can be taken advantage of i.e. televangelism soliciting

### Principles of giving:

- 1. Determine to give no matter what your income is – giving is a part of worship
- 2. Giving is an individual matter
- 3. Giving is a private matter between you and the Lord
- 4. Plan and predetermine what you will give – don’t give out of emotion or impulse-consult the Holy Spirit
- 5. Give proportionally what you have

## **GIVER (Principle of Stewardship)**

- Has a generational worldview. Is focused on trying to prepare the way for her family and others after her.
- Is nurturing. Creates a family environment to foster relationships.
- Is very independent. Stands alone. Does not look to other people for help and sometimes not even to God.
- Resists being conned, manipulated, or guilt-tripped into action. Tendency to feel manipulated when others withhold information from her.
- Is able to relate to a wide range of people. Natural networker.
- Gives well and wisely, not impulsively.
- Detects problems in themselves but not others.
- Tends to be frugal with family members, which can cause friction.
- Desires to keep life private.
- Not confrontational by nature. Doesn't like to deal with old problems.
- Tends to find bargains, good deals, or discounts before making purchases.
- May tend to see money as a source of security.
- Can birth, nurture, and protect new things and new ideas. New things arise and grow at a greater pace than other gifts.

### Major Weaknesses

- Independence. Does not need others. May not acknowledge needs to God.
- Hypocrisy. May appear to do the right things, but may not deeply pursue holiness.
- Control and manipulation. Desires to control based on fear of the unknown and risk. Tries to manipulate God and people.

### Mature Giver

Trusts God; sees themselves as a conduit of blessings. Builds, provides for future, balanced generosity. Takes financial risk based on faith. Stands against destructive forces of excess and indulgence.

### Carnal Giver

Too frugal, puts trust in money/possessions. Shallow relationships, overly cautious. Decisions based on fear, not faith.

### Battlefield

Wants to stand alone, independent of others.

### Legitimacy Lie

*I am legitimate when others need me (I can provide for them).*

### Biblical example of a giver — Job — Job 16:20-21

Abraham, Jacob, Matthew

## 6. Leadership or administration

- A. Definition – Organizing the truth – to motivate, inspire, direct, organize others in the work of the kingdom
  - 1. Skilled in areas of managing people and resources
  - 2. Organized – see things to be accomplished
  - 3. Motivated by goals – like tasks and deadlines
  - 4. Like to write things down – often have calendars and to-do lists
  - 5. Self starters
  - 6. Overlaps with the gift of service
  - 7. Resourceful person – know what and how to get what is needed
  - 8. Frustrated to see things unfinished – want to see things done as quickly and smoothly as possible
  - 9. Very committed –don't give up in the middle
  - 10. See big picture – larger perspective- how will this affect this and that, next year, etc. – can count the cost
  - 11. Good with people – want to serve them well – good with getting people to work for them – delegate well
  - 12. See potential in people
  
- B. In Jesus' Life Mark 6:32 – feeding of the 5000
  
- C. In the early church – Acts 6:1
  
- D. Pitfalls
  - 1. Runs the risk of planning the Holy Spirit out of it – to ask God what He wants to do
  - 2. Risks lording it over others
  - 3. Risk using intimidation and manipulation to get something done
  - 4. Risk getting irritated and grouchy because people not living up to your expectations
  - 5. Risks getting lazy and procrastinating because can get more done than most
  - 6. Risk getting tired and burned out and discouraged –have to learn to say no and do only what the Lord tells you to do

## **LEADER/ ADMINISTRATOR(Principle of Freedom)**

- Thrives under pressure and puts the people around him under the same pressure. Can be motivational or abusive.
- Is skilled at time management. Gets the job done.
- Can be loose on ethics when the end justifies the means.
- Can use imperfect people and draw the best out of them without allowing their brokenness to damage the goal of a project or group.
- Takes a vision and puts together an effective plan. Is an implementer, not necessarily a visionary.
- Is an empire-builder. Wants to make anything bigger and better.
- Focuses on the immediate task.
- Can be task-oriented and falls short in nurturing, shepherding, and correcting what is spiritually wrong.
- Is willing to be vindicated by God, and not man.
- Can withstand strong opposition.

### Major Weaknesses

- Insensitivity. Since she is goal-oriented, she may fail to nurture those around her and may apply pressure without moderation.
- Ethics and integrity. The end justifies the means.
- Compromise. Settling for her agenda instead of God's agenda.
- Always looking for more things to do.

### Mature Ruler

High moral integrity, shares authority and leadership with others. Life giving. Doesn't push people beyond their limits. Nurtures.

### Carnal Ruler

Leads or governs by control. Applies constant pressure at work/home/ministry. Can't receive correction/they are right. Too busy with multiple interests. Self-reliant. (Great commission becomes greater than Great commandment)

### Battlefield

Exploitation = Use (a situation or person) in an unfair or selfish way. Overwork or underpay.

### Legitimacy Lie

*I am successful when I have authority over others.*

### Biblical example of the ruler — Nehemiah — New 1:11, chapter 2

Noah, Boaz, Joseph (son of Jacob)

## 7. Mercy

- A. Definition – ministering the truth – show compassion, empathy, and mercy to person in difficult circumstance – come alongside in tough times
  - 1. Motivated by human need – want to deliver someone from a difficult situation and restore to wholeness
  - 2. Identifies with person's infirmities – connection
  - 3. Sensitive to sorrow and misery more than others - often sees them praying with others
  - 4. Expressive of own feelings – live more on a feeling level (I feel this or that, not I think)
  - 5. Are often surrounded by people who are burdened
  - 6. Often feel people's hurts more than they do – cries a lot even just hearing about them
  - 7. Comes with need to feel loved and be appreciated so drawn to people who need love
  - 8. Good listener
  - 9. Even burdened by hurt animalsGravitates so caring careers like nursing, social work
  
- B. In Jesus' life – His whole ministry Matt 15,17,20
  
- C. In early church - Acts 3:1
  
- D. Pitfalls
  - 1. Need to be careful not to become overly sensitive person because live in a world of feelings – need to develop a thick skin and a soft heart
  - 2. Need to be careful not to live life by your feelings, to make decisions from them – can fall into depression and self pity
  - 3. Need to understand that feelings don't always tell the truth – live by faith and trust God to bring down strongholds
  - 4. Need to be careful not to be depressed by all the hurts of the world – guard your heart
  - 5. Careful not to become emotionally entangled or let anyone get too dependent on you – need to point them to Jesus

## **MERCY (Principle of Fulfillment)**

- Taps into the HEART of God.
- Gets along with everybody easily. Rarely has enemies.
- Is a safe person for those who are wounded. Can be approached by complete strangers.
- Craves intimacy of soul and physical touch; vulnerable to physical needs.
- Tends to be slow to make transitions based on emotional processing.
- Hears from God but has difficulty explaining the "why." Operates on subjective and intuitive feelings.
- Hates to confront.
- Can become a people-pleaser and enabler.
- May attract abuse and exploitation because of his kindness, niceness, and willingness to allow injustice to happen.
- Prone to stubbornness.
- Can easily enter into the presence of God. Has a predisposition to worship.

### Major Weaknesses

- Impurity. Desire for intimacy and physical touch may lead to impurity.
- Enabling. Wants to protect others from pain.
- Compromise. Willing to live with mixture of holy and unholy without calling people to do what is right.
- Non-confrontational. May tolerate abuse and exploitation because he is willing to allow injustice to continue.

### Mature Mercy

God pleasing, free from fear of man. Knows the heart of God. True empathy. Observes appropriate boundaries. Sanctifies the environment with a pure presence.

### Carnal Mercy

Flees pain and the discipline of God. Embraces dangerous people. Man pleasers. Inappropriate intimacy. Motivated by fear and feelings. Can overreact from insecurity.

### Battlefield

Stubbornness, futility (seeing no results).

### Legitimacy Lie

*When I have earned God's or people's favor through self-sacrifice.*

Biblical example of mercy — John — 1 John 1:3, 2:24

*Adam, David, Ruth*