



**CCN LEADERSHIP TRAINING SERIES
LEADERSHIP SEMINAR JULY 10, 2001**

**SPIRITUAL GIFTS:
ALIGNING YOUR MINISTRY TO YOUR PEOPLE
Getting the Right People in the Right Places for the Right Reasons**

Bruce Bugbee
Founder, Network Ministries International

PART I: What You Do Best in the Body of Christ

A. Discovering Your “Call”

1. Passion
2. Spiritual Gifts
3. Personal Style

B. Your Servant Profile

John 15:8, 15:11, Colossians 3:17

You can have...

1. _____
2. with _____
3. with _____!

C. *Passion* Indicates *Where* You Should Serve
Psalm 37:3-5, Galatians 5:15-16, Philippians 2:1-3

What do you think of when you hear the name of...

Assume that your heart's desire is the will of God...

1. At the end of your life, where would you want to know you had made a difference?
2. What conversation would keep you talking late into the night?
3. What would you most like to do for others?
4. What piece of God's heart has He put into your heart?

| |
|-----------------------------------|
| I have a passion to or for |
| |
| |
| |

D. *Spiritual Gifts Indicate What You Will Do Best*

I Corinthians 12-14, Romans 12, Ephesians 4, I Peter 4

Which three of these spiritual gifts do you see most in your life and ministry?
Read through all the descriptions, then indicate what three are most evident
in your ministry and life by circling their names.

| <u><i>Spiritual Gift</i></u> | <u><i>Contributes</i></u> | <u><i>Description</i></u> |
|------------------------------|---------------------------|--|
| Administration | Efficiency | The divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry. |
| Apostleship | New Ministries | The divine enablement to start and oversee the development of new churches or ministry structures. |
| Craftsmanship | Hand Skills | The divine enablement to creatively design and or construct items to be used for ministry. |
| Creative Communication | Artistic Expression | The divine enablement to communicate God's truth through a variety of art forms. |
| Discernment | Clarity | The divine enablement to distinguish between truth and error. It is the ability to discern the spirits, differentiating between good and evil, right and wrong. |
| Encouragement | Affirmation | The divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith. |
| Evangelism | The Good News | The divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship. |
| Faith | Confidence | The divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes. |
| Giving | Resources | The divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. People with this gift do not ask, "How much do I need to give God?" but "How much do I need to live on?" |
| Healing | Wholeness | The divine enablement to be God's means for restoring people to wholeness (emotional, relational, spiritual, physical, etc.). |
| Helps | Support | The divine enablement to accomplish practical and necessary tasks which free up, support, and meet the needs of others. |
| Hospitality | Acceptance | The divine enablement to care for people by providing fellowship, food, and shelter. |

| <u>Spiritual Gift</u> | <u>Contributes</u> | <u>Description</u> |
|-----------------------|--------------------|--|
| Intercession | Protection | The divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results. |
| Interpretation | Understanding | The divine enablement to make known to the body of Christ the message of one who is speaking in tongues. |
| Knowledge | Awareness | The divine enablement to bring truth to the Body through revelation or biblical insight. |
| Leadership | Direction | The divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God. |
| Mercy | Care | The divine enablement to cheerfully and practically help those who are suffering or are in need--compassion moved to action. |
| Miracles | God's Power | The divine enablement to authenticate the ministry and message of God through supernatural interventions which glorify him. |
| Prophecy | Conviction | The divine enablement to reveal truth and proclaim it in a timely manner for understanding, correction, repentance, or edification. There may be immediate or future implications. |
| Shepherding | Nurture | The divine enablement to nurture, care for, and guide people toward on-going spiritual maturity and becoming like Christ. |
| Teaching | Application | The divine enablement to understand, clearly explain, and apply the word of God, causing greater Christ-likeness in the lives of listeners. |
| Tongues | A Message | The divine enablement to speak, worship or pray in a language unknown to the speaker. Able to receive a spontaneous message from God which is made known to his Body through the gift of interpretation. |
| Wisdom | Guidance | The divine enablement to apply spiritual truth effectively to meet a need in a specific situation. |

My spiritual gifts are

D. *Personal Style* Indicates *How You Will Best Serve*

Psalm 139:13-16

A. _____ B. _____

How are you ENERGIZED?

- | | | |
|--|---------------------|------------------------|
| 1. When doing a task, I tend to (circle one) | Focus on the goal | Focus on relationships |
| 2. I get more excited about (circle one) | Advancing a cause | Creating community |
| 3. I place a higher value on (circle one) | Action | Communication |
| So, are you more energized through... | TASK ACCOMPLISHMENT | or PEOPLE INTERACTION |

How are you ORGANIZED?

- | | | |
|---|---------------------------|--------------------------|
| 1. I prefer to set guidelines that are (circle one) | general | specific |
| 2. I prefer to (circle one) | leave my options open | settle things now |
| 3. I accomplish tasks better (circle one) | by working it out as I go | by following a set plan |
| So, are you more organized through... | an UNSTRUCTURED approach | or a STRUCTURED approach |

| |
|------------------------------|
| My personal style is: |
| _____ |
| _____ |
| _____ |

PART II: Equipping Leaders Who C.A.R.E
Ephesians 4:11-16

A. Ephesians 4:11-12

v.11 Gifts given for the purpose of _____ .

The primary use of an equipping gift is expressed in a way that _____ and _____ someone else to accomplish a task or serve a person.

v.12 Equipped saints _____ one another, and in turn _____ the body of Christ.

The primary use of a serving gift is expressed in a way that a person or task is affected _____ by the gift.

_____ (v.11) equip _____ (v.12).

B. Ephesians 4:13-16

When Equippers equip Servers to serve, the body of Christ becomes a unified, Christ-like, stable, truth-speaking, need-meeting, growing, loving community

Consider...

What happens when we get a server/worker (v.12) in the role of an equipper/leader (v.11)?

What happens when we get an equipper/leader (v.11) in the role of a worker/server (v.12)?

C. Characteristics of Equippers and Servers

Equippers

1. Equippers focus their efforts on developing _____ to serve.
2. Equippers are fulfilled when they see God use someone they _____ to meet a need.
3. Equippers are _____ about selecting ministry partners.
4. Equippers are passionate about getting _____ believer into faithful, fruitful and fulfilling service.
5. Equippers work themselves out of a job by _____ themselves with another equipped person.

Servers

1. Servers focus their efforts on serving others _____.
2. Servers are fulfilled when God uses them to meet a need _____.
3. Servers are content to work with those who express _____.
4. Servers are passionate about using _____ gifts in an area of meaningful service.
5. Servers may leave a _____ in the ministry team when they leave their position.

D. Characteristics of Equippers and Users

Equippers

1. Equippers see servers as an _____ in themselves.
2. Equippers see the _____ as a means to develop servers as disciples.
3. Equippers relate to _____ something.
4. Equippers invest in the servers they _____.
5. Equippers create a _____ following.

Users

1. Users see servers as a _____ to an end.
2. Users see servers as a _____ to get the _____ done.
3. Users relate to _____ something.
4. Users invest in those servers who _____ most.
5. Users _____ through workers.

6. Equippers _____ and
_____ servers they lead.

6. Users cause servers to feel _____
and eventually _____ .

E. C.A.R.E.

1. Calling Forming Your Team... inviting them to come aboard

- Vision

- Identification

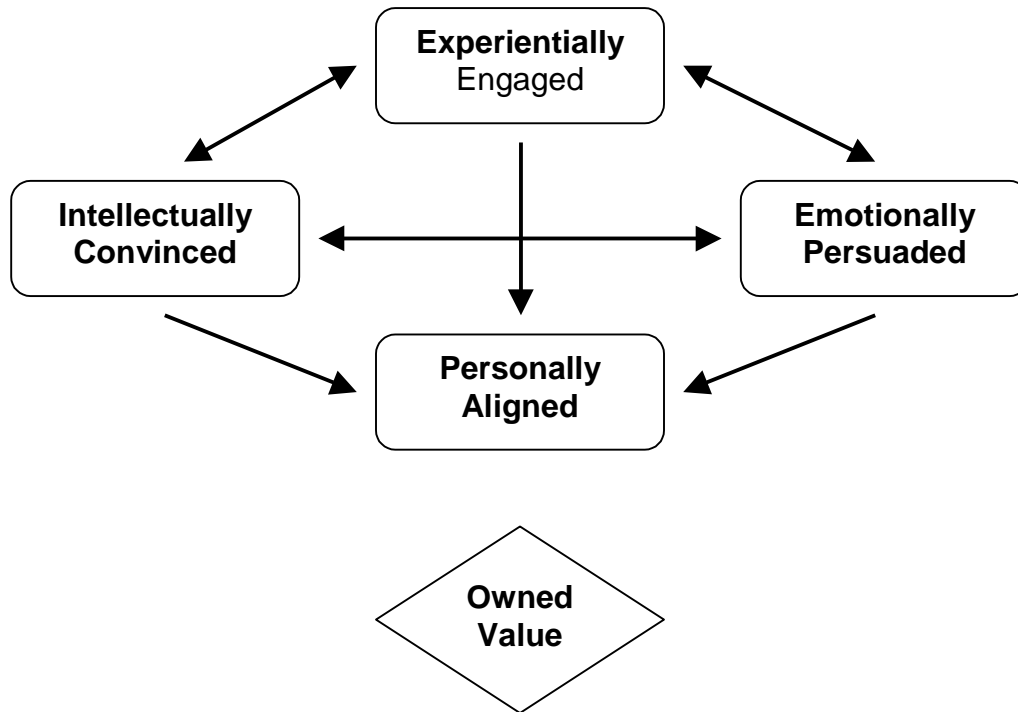
- Invitation

2. Assimilating Building Your Team... assisting them on board

- Orientation

- Grouping

- Training



How are YOU getting the Right People in the Right Places for the Right Reasons through leaders who C.A.R.E.?

We will do what we do best in the body of Christ when we are Aligned by Grace!

Contact information:

Bruce Bugbee & Associates
Network Ministries International
25108 B Marguerite Pkwy., Ste. 217, Mission Viejo, CA 92692
800.588.8833 949.588.1588 FAX 949.768.8076
<http://www.networkministries.com>
email nmi@networkministries.com

Submit questions to CCN's presenters by
Phone: 650-938-7802 Fax: 650-960-8527 Email: questions@ccnonline.net