

Unit One: IS GOD CALLING YOU TO BE A LEADER?

Lesson One: God Calls Us To Lead

1. This course on *The Christian Leader* will help you find answers to the following questions: How can I know that I am a Christian Leader? Are Christians to be leaders or servants? How can we lead and be a servant at the same time? Is God calling you to be a Christian leader? What can you do to build the church? The answers to the last two questions will be different for each one of us.

Let's begin by thinking about the things you are doing now to lead.

What positions of leadership do you have in the church now? Maybe you are a Bible teacher, a deacon, an elder, a leader of some group like the men, women or youth of the church. You may not hold an official position of leadership, but you are helping in the work of the church. Maybe you keep the money or do some other service to help the church. Make a list of everything you do for the church on the lines below.

2. Of course, there is no right or wrong answer to the question above. There are many things to do in the church. The church needs all the help it can get. Whether you are doing only one thing or many things to help the church, all are important and necessary. And, we thank God for your willingness to help.

However, why are you helping with the church? Do you help the church because you want to help or because you feel you are required to help? Do you help because you enjoy helping or because you see it as your duty to help. There can be many reasons for helping the church.

Be honest just now and write on the lines below your reasons for helping the church. Don't write something that you think is the correct answer. Write the feelings that are in your heart. If you are not sure, then write, "I am not sure why I do these thing for the church." Don't be afraid to tell the truth. No one is going to look at your answer except maybe your group leader just to see if you have done your home work assignment. He has been instructed not to judge nor comment nor tell others the things your wrote. Later in the course, we will ask you to look at your answer to see if you have changed your mind about why you help the church.

3. If for some reason you do not enjoy or feel happy about the work you are doing to help the church, we hope that this course will enable you to find a good reason for doing the work you do, or help you to solve the problem that makes you unhappy, or maybe help you to find a different thing to do so that you will find joy in a leadership position. If you already enjoy the work you are doing, this course will help you to do it better and perhaps find more joy and satisfaction in your service to the church.

The title of our first lesson is "God Calls Us To Lead." Christians have debated for centuries whether we are called to be servants instead of rulers. Is leadership a biblical idea? Read Genesis 1:26 and answer the question below.

God created us in his image and gave us authority to _____ over the earth.

4. Part of the image of God within us is the ability to rule over the earth. God has delegated to us the responsibility of taking care of all the living things he created. We are superior to all plants and animals. We have *abilities* (skills) that we can use to care for the plants and animals. We are the stewards of God's creation. We are under God's authority and we have authority over the earth.

If God has given us the authority to rule over his creation, then he must have also given us the _____ to do it.

5. God has given us both the authority and the ability to rule over his creation. God would not ask us to do something we cannot do. Now read Matthew 5:13-16 in your Bible.

Jesus said that his followers are to be like salt and light to the world.

- a. Salt improves the _____ of food.
 - b. Light makes it possible for people to see the best _____ to walk.
- *****

6. Jesus used salt and light to teach us how to live. Just as salt improves the taste of food, our life should improve the quality of life around us. Just as light helps people see the best way to walk, our life should help people see the best way to live. Read Matthew 5:16 again.

One way that we can be salt and light to the world is to let people see our _____ so that they will _____ God.

7. Faithful followers of Christ will be like salt and light to the world. People will see their good works and praise God for the better quality of life that Christians bring to the world. We will have influence on the world when we SHOW the world that there is a better way to live.

When Jesus said we should be like salt and light to the world, he meant we should have an _____ on the world through our good works.

8. Jesus has called us to change the world through the influence of our good works. Dr. John Maxwell says that "*leadership is influence.*" We will study this important fact in a later lesson.

But think about this. If Jesus wants his followers to influence the world, do you think he may also want us to take leadership in this world? _____

8. There is a lot that can be said in answer to the above question, but basically we can say that influence is one of the keys to successful leadership. Jesus has called Christians to be a good influence on the world which may lead to opportunities for leadership.

We read in the Bible that God called certain people to take leadership of his people. Many times these people felt unworthy or unable to lead. However, that did not stop God from calling the person to lead his people.

Moses is an example of this. Moses was raised in the household of Pharaoh as the adopted son of Pharaoh's daughter. He understood the Egyptian culture. He was highly educated by the Egyptian scholars. However, he knew that the Israelite slaves were his tribesmen. One day when he saw an Egyptian slave master severely beating one of his tribesmen, he came to the rescue of the

slave and ended up killing the Egyptian. Moses fled from Egypt because he knew he could be severely punished for killing an Egyptian. He lived in the land of Midia with some shepherds.

One day God called Moses to take leadership of his tribesmen who were still slaves in Egypt. By this time Moses was 80 years old. He was married and had children. He was satisfied to live an ordinary life as a herdsman. He made excuses for why he should not be a leader of God's people. Read Exodus 3:11

Did Moses feel qualified to be a leader? _____

9. Moses felt that God had chosen the wrong person. He was not a recognized leader among his people in Egypt. He grew up separate from them and when he risked his life to save one of them, they did not respect him for it (Exodus 2:13-14). Read God's response to this excuse of Moses - Exodus 3:12.

God made it clear that he would _____ Moses when he went forth to lead.

10. God did not ask Moses to do the work alone. He promised Moses that he would be with Moses in his leadership. In fact, the success of our leadership does not depend on us, but on God using us to accomplish his purpose. We will understand this more as we go through the lessons.

Moses then brought out another excuse for not becoming a leader. Read Exodus 3:13.

Moses did not know God's _____.

11. Moses did not know enough about God to tell the people God's name. Moses did not see himself as a spiritual leader who was close to God. He had not spent time studying theological matters. He had not spent time in meditations and prayer. He was just an ordinary herdsman who happened to be well educated and a descendant of Jacob. Read God's response to his excuse in Exodus 3:14-15.

God told Moses that his name is _____ . God instructed Moses to tell the Israelites that the God of _____ had sent him.

12. God's name is "I AM" which indicates that God is eternal, without beginning or end. No other religion claimed to have this kind of God. Moses was not taking leadership of the Israelites on his own authority. He was being sent by the God of their fathers, the God of Abraham, Isaac and Jacob. Moses was being sent by the one and only eternal God.

Moses was still not convinced that he should be a leader. Read Exodus 4:1-9

Moses was afraid that the Israelites would not _____ to him nor _____ that God had called him to be their leader. (Exodus 4:1)

13. Why would the Israelites listen to Moses? Why should they believe that the God of their fathers had sent him? These were some of the concerns Moses felt as he thought about leading the Israelites.

However, God promised to convince the people by working some miraculous S _____ through Moses. (Exodus 4:8-9)

14. God enabled Moses to do some miracles that would be a sign to the Israelites and prove that God had sent him. If God calls us to lead, he will also give a sign through us that he has called us to lead. His sign will not always come in the form of miracles. God's sign to the people may be seen in the form of wise leadership decisions or powerful teaching and preaching. God only uses miracles when it is absolutely necessary to convince people.

Moses had many doubts about his ability to lead. Read Exodus 4:10.

Moses felt he did not have the ability to _____.

15. Moses could not speak eloquently (the ability to convince people). He was very slow in using his tongue to speak. How could he lead the people when he had no experience in teaching and preaching. Read Exodus 4:11-12.

God promised Moses that he would enable Moses to _____ and he would _____ him the things he should say.

16. God never calls us to do something without giving us the ability to do it. God enabled Moses to speak before the people and he taught Moses the things he should say. We never know the things we can do until we allow God to use us.

Moses made one more effort to refuse God's calling. Read Exodus 4:13-16

Moses wanted God to send _____.

17. God had an answer for everyone of Moses's excuses, yet Moses did not want to be bothered by the needs and problems of his own people. Too often we are like Moses. We respond to God's call to leadership by saying, "Let someone else do the work."

How did God feel about these words of Moses? _____

Who would help Moses lead his people? _____

18. God was angry with the attitude of Moses. However, God decided to also call Aaron, the brother of Moses, to help him do the work. God worked through Moses with Aaron as his spokesman. They first convinced the Israelites that it was God's plan for them to go to a new land. Then they convinced the Pharaoh to allow them to go. About three million Israelites were released from slavery in Egypt under the leadership of Moses.

REVISION:

a. Jesus wants us to be like salt and light, by having an _____ on the world.

b. God may be calling you to be the leader of a certain work in the church.

(1) If we feel we are not qualified we must remember that God promises to be _____ us.

(2) If we feel we do not know God well enough, remember that _____ is the one

sending us.

- (3) If we feel that people will not follow us, remember that God will give them a S_____.
- (4) If we feel we do not have the skills to do the work remember that _____ is the one who created us.
- (5) If we refuse his call and say someone else should do the work this will make God _____.

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Lesson Two: Is God Calling You?

1. There is a serious problem in the church. Many people have said they want to be Christians. However, there are not enough churches for all these people to attend. There are many churches in Africa, but most of them do not have enough leaders to meet the needs of those who attend the church.

According to the above statements, what is the greatest need of the African church?

2. The greatest need of the Church in Africa is leadership. It is easy to convince people to follow Jesus. Many want to follow, but they do not understand the things they must do. When they attend the worship service, they sing and dance and pray, but often there is no one to show them how to live. They hear the teaching and the preaching, but no one helps them to understand how it applies to their own circumstances. Some get discouraged and never come back to the church.

The church will not grow and mature unless more people come forward to help. You may say, "But no one has asked me or appointed me to do the work." Have you ever stopped to consider that maybe God is calling you? There was a time in the history of the Israelites when no one was officially appointed to be a leader. Read Judges 21:25.

What did the Israelites do when they had no leader? _____

3. Everyone does anything he wants when there is no leadership. The biggest problem with this is that it becomes easy for the enemy to take control. During this time of Israelite history, God called certain men to lead. They were not appointed by the people. They were not given titles nor treated like kings, but they met the needs of the people at that time. They led the Israelites to overcome their enemies. They were called judges because they also solved civil problems among their people. This era of history is called the Period of the Judges.

The interesting thing about the judges is that they were not A _____ by the people but they were C _____ by God.

4. These judges were not appointed by the people but they were called by God to help the people. There were no official positions of leadership to be filled. They did not have a constitution, an army nor administrative departments for government activities. They did not collect taxes nor make laws. They did follow the Law of Moses which included laws about civil matters.

Their leadership always began with a need. The king of Mesopotamia oppressed the Israelites for 8 years. God called Othniel. He saw the need to form a voluntary army and with the army he threw off the oppressions of their enemy. The Israelites had peace for 40 years (Judges 3:9-11). Othniel was the first judge.

Later, the Moabites suppressed the Israelites for eighteen years. God called Ehud, a left handed man, to do something about it. Ehud saw the need to kill Eglon, the Moabite king. After he personally killed Eglon, he organized the people to drive the Moabites out of their land. This time they had peace for 80 years.

These judges saw the _____ to do something that would bring peace to their people.

5. Our call to leadership may begin when we see a need. The need will cause a desire in our heart to do something. When we take action to meet a need, others will come along side to help us. That is when we become a leader.

Each person that God called to lead during the time of the judges had a special gift that could meet the need at that time. Deborah, the only woman judge, had the gift of wisdom and strategy. Deborah did not lead the army, but it was her strategy that won the battle against the Canaanites. Gideon had a special gift of leadership that he was not using. When the need arose, he organized the people and led them to victory over the Midianites.

Each judge had a special _____ that could meet the need of the moment.

6. God calls us to lead because he has given us a special gift that will meet a need. Sometimes we do not realize that we have a special gift. That is when God may challenge us with a specific need where our gift is needed. We should discover all of our gifts, develop them and find a place to use them. When we do something well, others will join us in the work we are doing. They will know we are doing the right thing and they will want to help. Doing something well gives us influence to lead others. Then we become a leader.

Gideon knew they had a serious problem with the Midianites, but he did not feel called to do anything about it. God told Gideon that he had the leadership skills to do something. Read Judges 6:14. After testing to be sure this was a message from God, he had a strong desire to take action. That desire gave him the courage to obey God by destroying the Midianite idols his family had adopted. That was the beginning of his leadership.

Gideon developed a strong _____ to help God's people.

7. When we see a need that must be met or a problem that must be solved and we know that our gifts can meet that need or solve that problem, we usually develop a strong desire to do something about it. This desire can give us the courage to take action. The desire can lead us to take action even when we do not have all the resources that are needed. The judges were not wealthy. They did not have authority over people. However, each judge saved the nation of Israel during his lifetime because he had a desire to help.

A leader who takes action to solve a problem, usually attract others who want to join in the effort. Many of those people feel the same desire, but they are looking for a leader they can trust, a leader who feels the same as they do and who demonstrates the ability to solve the problem. At the same time, a good leader realizes that he cannot solve the problem by himself and so he welcomes all sincere help that is offered.

Gideon was able to attract men to form an army after he had taken action against the Midianite idols his family had adopted. Ehud was able to attract help to drive out the Moabites after he had killed the king (Judges 3:27-30).

Each Judge _____ others to help after he had taken action toward meeting the need.

8. It is only after we have taken action to meet a need that others are attracted (influenced) to help. We cannot persuade others to help until we have demonstrated by our actions that we are serious. Dr. John Maxwell wisely says, "What gets talked about, gets done. What gets trained, gets done. What gets measured, gets done. What gets budgeted, gets done. What gets confronted, gets done. What gets rewarded, gets done."

It is not enough to start something, we must also finish it. Othniel threw off the oppression of the Cushites and kept peace in the land for 40 years. Ehud threw off the oppression of the Moabites and kept peace in the land for 80 years. Deborah guided the Israelites in throwing off the oppression of the Canaanites and kept peace in the land for 40 years. Gideon brought 40 years of peace. Their leadership responsibility did not end once the enemy had been conquered. There was still work to do. You see, their purpose went beyond defeating the enemy. Their purpose was much higher. They kept peace in the nation for many years.

Each judge had a long-term P _____ to fulfill.

9. We may start out meeting a need or solving a problem, but in leadership we have a higher goal, a long-term purpose to fulfill. God calls us to fulfill that long-term purpose through long-term leadership. God needs leaders who realize that their purpose goes beyond meeting the immediate needs.

REVISION:

These leaders were not appointed by the people. They were called by God. We have learned five things about the leadership of these Judges:

- a. They saw a N_____ to do something.
- b. They had a G_____ that could meet the need.
- c. They developed a strong D_____ to meet the need.
- d. They A_____ others who could help meet the need.
- e. They had a long-term P_____ to fulfill.

PERSON NOTES FOR PERSONAL GROWTH:

Is God calling you to meet a need? Ask yourself these questions:

- A. What needs do you see around you that no one is doing anything about? _____

- B. What gifts do you have that could meet these needs? _____

- C. Which of these needs do you feel strongest about? _____

- D. Who also feels strongly about this same need and might be willing to help? _____

- E. Do you know God's long-term purpose for your life? _____

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Lesson Three: Have you Discovered Your Primary Gift?

1. God has given to each one of us special gifts and abilities that can be used to build his Kingdom. It is important that we recognize and understand these gifts and that we discover where God wants us to use them. The purpose of this lesson and the next is to help you recognize or discover all the gifts that God has given to you and then to know which one is your primary gift.

The New Testament lists a variety of gifts that are given by God to his people for building his Kingdom (1 Corinthians 12:4-11, Ephesians 4:11-16, 1 Peter 4:10-11, Romans 12:3-8). You may have several of these gifts. However, there will be one of them that you do better than all the rest. For the purpose of our study and discussion, we call this your primary gift. Your primary gift will most likely determine where God is calling you to take a leadership role. Read Romans 12:6-8

God, through his mercy, has given us a P _____ gift that he wants us to use in a leadership role.

2. Our primary gift will determine where we can take a leadership role in the church. The Apostle Paul uses the human body as an illustration of the variety of gifts among the members and how those gifts determine where we take a leadership role. Read 1 Corinthians 12:12-16

Should we withdraw from the church because we are not allowed to do the work we want to do? _____

3. Just as a foot cannot do the work of a hand and an ear cannot do the work of an eye, We should not expect to serve in the church in an area where we do not have our primary skills and gifts. The problem may be that we do not recognize the primary gift we have or we do not realize the importance of our primary gift. Read 1 Corinthians 12:17-20.

God has arranged in us a primary gift for a leadership role that he _____ us to take.

4. God wants us to take a certain leadership role. He has given us a primary gift that will enable us to lead in that area of His work. There are many different things that need to be done in his Kingdom. He has divided the gifts and skills among the members so that everybody can do something to help. Now read 1 Corinthians 12:21-26.

We should not think that one area of work in the church is more _____ than another. We must have _____ concern for each area of service. If one area of service suffers, then _____ the areas of service suffer. If one area of service is honored then every area of service should _____.

5. The church is one organization. However it takes many different types of service for the church to accomplish its purpose. One type of service is not more honorable than another. We must give equal concern to all areas of service. It is just as important that the place of worship be clean as it is that the sermon be powerful. If one area of service suffers then all the areas of service will suffer. If one area of service is honored in a special way,

then all areas of service should rejoice. We need to give honor and attention to some of those areas of service that we overlook or neglect.

The church is one organization with one purpose. What is the purpose of the church? Read Ephesians 4:11-13.

We are given different gifts and different callings so that we can

- a. prepare God's people for _____.
- b. reach unity in our _____ and in our _____ of Christ.
- c. become _____ in following Christ.

6. I cannot think of a more important work to do than to prepare God's people for service, bring them to a unity in their faith and their knowledge of Jesus and bring them to maturity in their Christian life. It takes all kinds of gifts and skills to accomplish this. No one person can do it all. No one person has all the gifts necessary to do it. That is the reason we must each find our primary gift and ask God to show us where he wants us to use it. Whatever God may call us to do will be important and necessary for God's purpose to be fulfilled. Read again Romans 12:3-8

We must be careful that we do not think of ourselves more _____ than others. Each gift has a different F _____. Our gifts are different because of the G _____ of God.

7. Pride will cause us to think too highly of ourselves. We must remember that each one of us has a different function to fulfill with the primary gift God has given to us. We must also remember that it is because of the grace (mercy) of God that we have this gift. It is not something we deserve, but something that we have been given.

Use Romans 12:3-8 to complete the following statements.

If I have the gift of prophecy then I need to _____ it in proportion to my faith.

If I have the gift of serving then I need to _____.

If I have the gift of teaching then I need to _____.

If I have the gift of encouragement then I need to _____.

If I have the gift of giving then I need to give _____.

If I have the gift of leadership then I need to govern _____.

If I have the gift of mercy then I need to _____ cheerfully.

8. Whatever gift God has given to us, we need to use it. God may be calling us to serve, teach, encourage, generously give, diligently leading or show mercy cheerfully. There are other gifts in addition to these. Each gift has a different special purpose. When every gift fulfills its special purpose then the purpose of the church will be fulfilled. It is not our job to judge the importance of each gift, but it is our job to fulfill the purpose of the primary gift that God has mercifully given to us.

Most leaders have several gifts. We could call it a set of gifts. However, one gift is usually stronger than the others. This primary gift becomes the focus of our service and our leadership. The set of gifts will influence how we carry out leadership. For example, a leader might have the primary gift of teaching. He may also have the gift of administration

and the gift of showing mercy. Those gifts will influence the way he teaches and the topics he teaches. No matter which position of leadership he takes, it should involve teaching.

God calls us to a leadership position that will involve the use of our _____ gift.

9. It is very important for us to know which gift is our primary gift. If we are not using it in our leadership position, then we may not be fulfilling God's purpose for the gift. Read 1 Peter 4:8-11 to discover some other ways to evaluate if we are using our primary gift to fulfill God's purpose.

Our gift from God will fulfill its purpose if we use it to:

- a. serve _____.
- b. administer God's _____.
- c. speak the words of _____.
- d. bring _____ to God through Jesus Christ.

10. The purpose of our primary gift is to build up the church. This means it will need to serve others, administer God's mercy, speak the words of God and bring praise to God. If we are **not** using our gift in this way, John Maxwell says we are robbing ourselves by not being in the will of God. We are robbing the church of the benefits of our gift and we are robbing God of the glory he deserves.

Maybe you are not sure which gift is your primary gift. It may take you some time to discover which gift is primary for you. Here are some ways to discover your primary gift:

- a. Study these passages that list some of the gifts and ask yourself if you are good at any of them: 1 Corinthians 12:4-11, Ephesians 4:11-16, 1 Peter 4:10-11, Romans 12:3-8.
- b. Look for opportunities to help in the church. Try doing different things in the church and see which ones you can do well.
- c. Which of the things that you have done in the church give you satisfaction and happiness in your heart?
- d. Which things that you have done in the church brought forth good results?
- e. What do the leaders and the mature members say you do well in the church?

What is the overall purpose of the primary gift that God gives to us? _____

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Lesson Four: A Gifts Discovery Tool

This is not a test. There are no right or wrong answers. We only ask you to indicate the truth about your experience and the things you prefer. These facts about you will indicate the gifts that you have. There are 72 statements on pages 11 and 12 that you will respond to. You will use a number from 0 (zero) to 4 to indicate how well each statement describes you. You will write your number for each statement on the work sheet found on page 13.

Take a minute to look at the work sheet on page 13. Notice the list of numbers from 1 to 72 under **STATEMENTS**. This is where you will write your numbers. After you look at the worksheet, come back to this page to continue reading these directions.

You are going to use the numbers 0 through 4 to indicate how each statement describes you. If a statement describes you **very much**, you will write the number **4** on the line after that number on the work sheet. If the statement describes you **much**, you will write the number **3** on the line. If the statement describes you **some**, you will write the number **2** on the line. If the statement describes you **a little**, write the number **1**. If the statement **does not** describe you in any way, then write the number **0** (zero) on the line.

The number 4 indicates that the statement describes you very much and the number 0 (zero) indicates that this statement does not describe you in any way. The other numbers, 3 through 1, indicate that you are somewhere between very much and not at all like the statement. If one part of a statement describes you very much, but another part of the same statement describes you only some or a little or not at all, then you need to give yourself a lower number, but not a zero (0). Zero (0) is not a bad number and 4 is not a good number. The numbers only indicate the gifts that God has given to you.

Step one in the discovery process is to write a number on the work sheet on page 13 for each of the 72 statements. After you have written a number for each statement, you will find instructions for steps two, three, four and five at the bottom of the work sheet. You must write a number on the worksheet for each of the 72 statements before you can do steps two, three, four and five. You should allow yourself at least one hour to do all five steps.

Now turn to page 13 and do step one.

GIFTS DISCOVERY STATEMENTS:

1. I enjoy working behind the scenes, taking care of little details.
2. I usually step forward and assume leadership in a group where no leadership exists.
3. When in a group, I usually notice those who are alone and help them feel part of the group.
4. I have the ability to recognize a need and to get the job done no matter how small the task.
5. I have the ability to organize ideas, people and projects to reach a specific goal.
6. People often say I have good spiritual judgment.
7. I am very confident of achieving great things for the glory of God.
8. I enjoy giving money to those in serious financial need.
9. I enjoy ministering to people in hospitals and prisons to comfort them.
10. I often have a special understanding that offers practical solutions to difficult problems.
11. I enjoy encouraging and giving advice to those who are discouraged.
12. I have the ability to thoroughly study a passage of Scripture and then share it with others.

13. I presently have the responsibility for the spiritual growth of one or more young Christians.
14. Other people respect me as an authority in spiritual matters.
15. I have an ability to learn languages.
16. God often reveals to me the direction He desires the Body of Christ to move.
17. I enjoy developing relationships with non-Christians with the hope of telling them about Jesus.
18. Whenever I hear about needy situations, I am burdened to pray.
19. I would like to assist the church leaders so they can focus on their priority ministries.
20. When I ask people to help me with an important ministry for the church, they usually say yes.
21. I enjoy entertaining guests and make them feel welcome when they visit.
22. I look for opportunities to serve and I enjoy serving others, no matter how small the task.
23. I am a very organized person who sets goals, makes plans and achieves goals.
24. I am a good judge of character and can spot a spiritual phony.
25. I often step out and start projects that other people won't attempt, and I usually succeed.
26. I joyfully give money well above my tithe to the church.
27. I feel compassion for people who are hurting and lonely, and I like to spend considerable time with them to cheer them up.
28. God has enabled me to choose correctly between several complex options in an important decision, when no one else knew the best thing to do.
29. I am very fulfilled when I encourage others, especially if it is about their spiritual growth.
30. I enjoy studying difficult questions about God's Word, and I usually find the answers quickly.
31. I enjoy being involved in people's lives and helping them grow spiritually.
32. I would be willing and excited to start a new church.
33. I can adapt easily to cultures, languages, and lifestyles, other than my own, and would like to use my adaptability to minister to people of other tribes.
34. I will always speak up for Christian principles with conviction, even when it isn't popular.
35. I find it easy to invite a person to accept Jesus as their Saviour.
36. I have a strong desire to pray for the important issues of God's Kingdom and His will for Christians.
37. I enjoy relieving others of routine tasks so they can get important projects done.
38. I can guide and motivate a group of people toward achieving a specific goal.
39. I enjoy meeting new people and introducing them to others in the group.
40. I am very dependable for getting things done on time, and I don't need much praise or thanks.
41. I easily delegate significant responsibilities to other people.
42. I am able to distinguish between right and wrong in complex spiritual matters when other people can't seem to figure it out.
43. I trust in God's faithfulness for a bright future even when facing significant problems.
44. I wouldn't mind lowering my standard of living to give more to the church and to others in need.
45. I want to do whatever I can for the needy people around me, even if I have to give up something.
46. People often seek my advice when they don't know what to do in a situation.
47. I feel a need to challenge others to better themselves, especially in their spiritual growth, in an uplifting, rather than condemning way.
48. Others listen and enjoy my teaching of Scriptures.

49. I care about the spiritual welfare of people, and do my best to guide them toward a godly lifestyle.
50. I am accepted as a spiritual authority in other parts of the country or world.
51. I would like to present the Gospel in a language that is not my own, in a country different than my own.
52. I feel a need to speak God's biblical messages so people will know the things God expects of them.
53. I like to tell others how to become a Christian and invite them to accept Jesus as their Saviour.
54. Many of my prayers for others have been answered by the Lord.
55. I enjoy helping others get their work done, and I don't need a lot of public recognition.
56. People respect my opinion and follow my direction.
57. I would like to use my home to get acquainted with newcomers and visitors to the church.
58. I enjoy helping people in any type of need and feel a sense of satisfaction in meeting that need.
59. I am comfortable making important decisions, even under pressure.
60. People come to me for help in distinguishing between spiritual truth and error.
61. I often exercise my faith through prayer, and God answers my prayers in powerful ways.
62. When I give money to someone, I don't expect anything in return, and I often give in such a way that others will not know that I am the one who gave.
63. When I hear of people without jobs who can't pay their bills, I do something to help them.
64. God enables me to make the correct application of biblical truth to practical situations.
65. People respond well to my encouragement to become all they can be for God.
66. I am systematic in my approach to presenting Bible lessons to a group of people.
67. I help Christians, who have wandered away from the Lord, find their way back to a growing relationship with Him and get involved in a local church.
68. I would be excited to share the Gospel and form new groups of Christians in areas where there are not many churches.
69. I have no racial or tribal prejudice and I have a sincere appreciation for people very different from myself.
70. I find it relatively easy to apply biblical promises to present day situations, and I am willing to confront in love, if necessary.
71. I have a strong desire to help non-Christians find salvation through Jesus Christ.
72. Prayer is my favorite ministry in the church and I normally spend a lot of time praying.

GIFT DISCOVERY WORKSHEET

STEP ONE: Select a number from 0 (zero) to 4 for each of the 72 statements on pages 11 and 12. Write your number for each statement on the line behind the number for each statement below.

- 0 * does not describe me
- 1 * describes me a little
- 2 * describes me some
- 3 * describes me much
- 4 * describes me very much

STATEMENTS:
TOTALS

TOTALS		ROW	GIFTS			
1. _____	19. _____	37. _____	55. _____	_____	A	_____
2. _____	20. _____	38. _____	56. _____	_____	B	_____
3. _____	21. _____	39. _____	57. _____	_____	C	_____
4. _____	22. _____	40. _____	58. _____	_____	D	_____
5. _____	23. _____	41. _____	59. _____	_____	E	_____
6. _____	24. _____	42. _____	60. _____	_____	F	_____
7. _____	25. _____	43. _____	61. _____	_____	G	_____
8. _____	26. _____	44. _____	62. _____	_____	H	_____
9. _____	27. _____	45. _____	63. _____	_____	I	_____
10. _____	28. _____	46. _____	64. _____	_____	J	_____
11. _____	29. _____	47. _____	65. _____	_____	K	_____
12. _____	30. _____	48. _____	66. _____	_____	L	_____
13. _____	31. _____	49. _____	67. _____	_____	M	_____
14. _____	32. _____	50. _____	68. _____	_____	N	_____
15. _____	33. _____	51. _____	69. _____	_____	O	_____
16. _____	34. _____	52. _____	70. _____	_____	P	_____
17. _____	35. _____	53. _____	71. _____	_____	Q	_____
18. _____	36. _____	54. _____	72. _____	_____	R	_____

STEP TWO: Add up each horizontal row and write the total in the **TOTAL COLUMN**. For example, add up the numbers you wrote for statements 1, 19, 37 and 55. We call this row **A**. Write the total for row **A** on the line in front of the letter **A**. Do the same thing for each of the rows **A** through **R**.

STEP THREE: Find your three highest scores. Circle the letter beside each of your highest scores. If you have four or five high scores, then circle the four or five letters beside the highest scores. Do not circle more than five.

STEP FOUR: Turn to pages 14 And 15 where you will find a list of eighteen gifts. These gifts are listed with the same letters as the worksheet, the letters **A** through **R**. Look at your first highest score and then find the corresponding letter on pages 14 and 15. Write that gift on the line after the letter. For example, if **A** was one of your high scores then write the word **helps** on the line after the letter **A**. Do this for each one of your high scores.

Your Discovery: Your highest scores indicate which gifts are yours. The highest of all the scores is probably your primary gift. This is the area where you will be most successful in leadership. You may have more than one primary gift, but probably no more than three.

STEP FIVE: Now write the rest of the gifts on the worksheet in their proper place.

Your Discovery: Your lower scores are areas where you may not do well in leadership.

GIFTS KEY: (A - R) Definitions and Scriptural References

This list of definitions and supporting Scripture references corresponds to the characteristics referred to in the 72 statements of the Gift Discovery exercise. This is not an official list of gifts. It is one way to understand the gifts we find mentioned in the Bible.

- A. Helps** - The ability to work with and support others in their leadership efforts. Mark 15:40-41, Acts 9:36, Romans 16:1-2, 1 Corinthians 12:28
- B. Leadership** - The ability to influence others to join you in fulfilling a purpose, a mission or a plan. Romans 12:8, 1 Timothy 3:1-2, 1 Timothy 5:17, Hebrews 13:17
- C. Hospitality** - The ability to make people feel welcome, cared for and part of the group. Acts 16:14-15, Romans 12:13, Romans 16:23, Hebrews 13:1-2, 1 Peter 4:9
- D. Service** - The ability to identify and meet the practical needs of others. Acts 6:1-7, Romans 12:7, Galatians 6:10, 2 Timothy 1:16-18, Titus 3:14
- E. Administration** - The ability to coordinate and organize people and projects. Luke 14:28-30, Acts 6:1-7, 1 Corinthians 12:28
- F. Discernment** - The ability to perceive whether a person's actions originated from godly, satanic or human sources. Matthew 16:21-23, Acts 5:1-11, Acts 16:16-18, 1 Corinthians 12:10, 1 John 4:1-6
- G. Faith** - The ability to believe God with confidence for things unseen, for spiritual growth and for the acceptance of the will of God. Acts 11:22-24, Romans 4:18-21, 1 Corinthians 12:9, Hebrews chapter 11
- H. Giving** - The ability to cheerfully and generously contribute personal resources to God's work. Mark 12:41-44, Romans 12:8, 2 Corinthians 8:1-7, 2 Corinthians 9:2-7
- I. Mercy** - The ability to feel sincere sympathy and compassion in a way that results in practical relief for people's hurts, pain and suffering. Matthew 9:35-36, Mark 9:41, Romans 12:8, 1 Thessalonians 5:14
- J. Wisdom** - The ability to discern the mind of Christ and apply Scriptural truths to specific situations in order to make the right choices and help others move in the right direction. Acts 6:3 & 10, 1 Corinthians 2:6-13, 1 Corinthians 12:8

- K. Exhortation** - The ability to appropriately communicate words of encouragement, challenge, or rebuke. Acts 18:22, Romans 12:8, 1 Timothy 4:13, Hebrews 10:24-25
- L. Teaching** - The ability to employ a logical, systematic approach to biblical study in preparation for clearly communicating practical truth. Acts 18:24-28, Acts 20:20-21, 1 Corinthians 12:28, Ephesians 4:11-14
- M. Shepherd** - The ability to assume responsibility for the spiritual growth and Christian community of a group of believers. John 10:1-18, Ephesians 4:11-14, 1 Timothy 3:1-7, 1 Peter 5:1-3
- N. Church Planter** - The ability to pioneer ministries and to provide spiritual leadership over a number of churches that results in fruitful ministry. Acts 15:22-35, 1 Corinthians 12:28, 2 Corinthians 12:2, Galatians 2:7-10, Ephesians 4:11-14
- O. Missionary** - The ability to minister effectively in cultures beyond your own Acts 8:4, Acts 13:2-3, Acts 22:21, Romans 10:15
- P. Warning** - The ability to boldly declare the truth of God, regardless of the consequences, calling people to righteous living. Acts 2:37-40, Acts 7:51-53, Acts 26:24-29, 1 Corinthians 14:1-4, 1 Thessalonians 1:5
- Q. Evangelism** - The ability to share the good news of Jesus Christ with others in such a way that many non-Christians believe in Christ and are converted. Acts 8:5-6, Acts 8:26-40, Acts 14:21, Acts 21:8, Ephesians 4:11-14
- R. Intercession** - The ability to pray for significant lengths of time on a regular basis, often observing specific answers to those prayers. Colossians 1:9-12, Colossians 4:12-13, James 5:14-16

PREPARE FOR DISCUSSION:

Look again at the excuses Moses gave to God in Exodus chapters 3 and 4. What excuse are you giving to God for not taking a leadership role and what do you think his response would be?
