



FACILITATOR GUIDE

OBJECTIVES

By the end of this module, you will be able to:

1. Motivate members of your church to discover their respective gifts.
2. Apply spiritual gifts to the context for the benefit of the church and the community.

TIME FOR SHARING & PRAYER

Read 1 Corinthians 12: 4 -11

Even though there is diversity of services (gifts), according to v. 6, who is behind the giving of those gifts?

What are 'some of the gifts given' through the work of the Spirit?

DO: Welcome the group back.

SAY: In a few minutes, we will take time to review your hard work, ask questions, and share with one another.

Today's module is called **Body Mobilized According to Their Gifts**

By the end of this module, you will be able to

1. Motivate members of your church to discover their respective gifts.
2. Apply spiritual gifts to the context for the benefit of the church and their community.

TIME FOR SHARING & PRAYER

SAY: Before we get too far in the module, we want to spend some time in God's Word, give opportunities for testimonies, and prayer. Let's begin.

ASK: Who would like to read 1 Corinthians 12: 4 -11?

ASK: (Allow time for responses before moving to the next question.)
Even though there is diversity of services (gifts), according to v. 6, who is behind the giving of those gifts?

What are 'some of the gifts given' through the work of the Spirit?

SAY: Given this context, the words "service" and "given" refer to the work of the Holy Spirit through spiritual gifting.

In this module, we will see the importance of the discernment and use of those gifts in the membership, the body of Christ.

Before we get to the process of learning how to mobilize according to gifts, would anyone like to share a testimony or information on the report on how God has transformed you or another?

DO: Collect Healthy Church Reports and have participants report on implementing their action plans from the previous module.

DO: Pray.

**Session 1:
Biblical Foundation**

1. SHARED LEADERSHIP |
Romans 12:6-7; Romans 15:14

“The members of the Church work in unity, utilizing their gifts to serve their congregation and cause an impact in their community.”

LEADERS ENCOURAGE MEMBERS REGARDING THEIR GIFTS

TEACHING <i>WHY?</i>	EQUIPPING <i>WHOM?</i>	EMPOWERING <i>HOW?</i>

Session 1: Biblical Foundation

1. SHARED LEADERSHIP | Romans 12:6-7; Romans 15:14

SAY: In these passages, we can see there are various gifts, and we recognize that gifts are for the building up of the church.

ASK: Who would like to read Romans 12:6-7 and Romans 15:14?

SAY: According to the passages, it should be noted that the use of believers' gifts correlates to the measure of faith.

ASK: Here's a common question: Are gifts and talents the same thing?

SAY: Natural talents and spiritual gifts are closely related. A believer with a musical talent can also have the spiritual gift of edification and use music to encourage and inspire other believers to grow closer to the Lord. A person who is a talented organizer may also have the gift of leadership for supervising church activities in a way that believers grow and reach non-believers.

ASK: Will someone read the quote?

“The members of the Church work in unity, utilizing their gifts to serve their congregation and cause an impact in their community.”

SAY: LEADERS ENCOURAGE MEMBERS REGARDING THEIR GIFTS.

There are far too many inactive Christians in the established churches that are not serving nor involved in ministry activities. When the members of the body are not trained to find their God-given places for service and ministry, the church experiences a major issue of “unemployment” among the faith community.

DO: Working in groups, read Exodus 18:13-26 and develop the three instructions given in the passage. Afterwards, have the groups report out.

TEACHING <i>WHY?</i>	EQUIPPING <i>WHOM?</i>	EMPOWERING <i>HOW?</i>

2. CONGREGATION AND "MINISTRY UNEMPLOYMENT"

Read 1 Corinthians 12:4-6

List some of the differences that the Apostle Paul mentions that you can see in your own church setting:

Different GIFTS	Different SERVICE (MINISTRY)	Different WAYS

Read 2 Timothy 2:1-2

Note how closely this model follows the advice the Apostle Paul gives to Timothy.

2. CONGREGATION AND "MINISTRY UNEMPLOYMENT"

SAY: Sometimes a congregation gets used to not working because it thinks that God has just called the pastor to do ministry. This happens more in the well-established churches than in the ones that are recently planted. It is important to teach, choose, and empower leaders from the beginning so that this mistaken concept does not find root.

Truly, the members of the church have many things to occupy their time, and some frequently utilize the excuse of being too busy to be involved in the church's ministry. Others may have been involved in the wrong type of service, which did not fit their giftedness, and now they want nothing to do with service or ministry. These are just a couple of the reasons why it is so important to guide people in the discovery and training in different functions to which God has given them gifts and talents to be developed.

DO: Divide participants in groups of 2-3. Read 1 Corinthians 12:4-6 and list some of the differences that the Apostle Paul mentions that you can see in your own church setting:

Different GIFTS	Different SERVICE (MINISTRY)	Different WAYS

ASK: What did you find from the 1 Corinthians passage?

SAY: We may need to rethink how we view the members of our congregation. We should focus on recognizing each member as an individual God has sent to the church and accompany them in their personal journey of self-discovery as they mature as Christians. We have the privilege of guiding them to serve according to their gifts and talents, responding to the opportunities God presents.

ASK: Will someone read 2 Timothy 2:1-2? As we read it, note how closely this model follows the advice the Apostle Paul gives to Timothy.

3. COACH PEOPLE INSTEAD OF CARRYING OUT EVENTS

Read Ephesians 4:1-3

CHARACTER	CONSIDERATIONS

4. MINISTRY BASED ON GIFTS

Read 1 Peter 4:10-11

Write down ways to minister in the local church through individual spiritual gifts.

3. COACH PEOPLE INSTEAD OF CARRYING OUT EVENTS

SAY: If we, as a church, want our strategies to focus on people, we must focus on training, thereby increasing the number and effectiveness of communicators of the Gospel (people who can communicate the Good News both in personal conversations and public places).

ASK: Will someone read Ephesians 4:1-3?

ASK: What are the directions given to us by Ephesians 4:1-3 concerning the character of the people we teach, equip, and empower?

ASK: What are some other considerations that must be kept in mind concerning the church?

CHARACTER	CONSIDERATIONS

4. MINISTRY BASED ON GIFTS

SAY: Christians who do not use their gifts are, in general, inactive believers. They are not doing the things which God has created, equipped, and called them to do. Inactive Christians are not healthy Christians!

One of the characteristics of a Spirit-guided church should be having the highest possible percentage of active members in some ministry, based on the gifts they possess. Fulfilling the ministry (learning and doing things that intersect the mission with the world), motivates people, which produces stronger and enthusiastic faith.

DO: Read 1 Peter 4:10-11 and write down ways to minister in the local church through individual spiritual gifts.

EIGHT KEY CHARACTERISTICS THAT MUST EXIST FOR THE LOCAL CHURCH TO EFFECTIVELY MOBILIZE

A clear and inspiring objective. When everybody works for a shared goal, the energy of the team grows and it gives a sense of a common purpose among the members of the team.

A structure designed to reach the goal. The team should be organized in a way that helps the team achieve the set goals.

Competent team members. A winning team always has competent team members, people who understand well their responsibilities and work.

A shared commitment. Each team member understands that sometimes individual preferences must be sacrificed for the good of the team.

A cooperation environment. The team must promote good communication and the desire to help others.

A standard of excellence. Efficient teams do not accept mediocre results; they work with excellent judgment.

External support and recognition. The teams that have support and recognition from others tend to develop better objectives.

Fundamental leadership on principles. When the leadership takes decisions based on principles, it acquires trust. Consequently, the team works better and achieves its goals.

Session 2: Tools

SPIRITUAL GIFTS SURVEY (30 MIN.)

Directions

This is not a test, so there are no wrong answers. The Spiritual Gifts Survey consists of 80 statements. Some items reflect concrete actions; other items are descriptive traits; and still others are statements of belief.

- Select the one response you feel best characterizes yourself and place that number in the blank provided. Record your answer in the blank beside each item.
- Do not spend too much time on any one item. Remember, it is not a test.
- Usually, your immediate response is best.
- Please give an answer for each item. Do not skip any items.
- Do not ask others how they are answering or how they think you should answer.
- Work at your own pace.

Your response choices are:

5	Highly characteristic of me/definitely true for me
4	Most of the time this would describe me/be true for me
3	Frequently characteristic of me/true for me—about 50 percent of the time
2	Occasionally characteristic of me/true for me—about 25 percent of the time
1	Not at all characteristics of me/definitely untrue for me

Begin the survey here:

1. I have the ability to organize ideas, resources, time, and people effectively. ____
2. I am willing to study and prepare for the task of teaching. ____
3. I can relate the truths of God to specific situations. ____
4. I have a God-given ability to help others grow in their faith. ____
5. I possess a special ability to communicate the truth of salvation. ____
6. I can make critical decisions when necessary. ____
7. I am sensitive to the hurts of people. ____
8. I experience joy in meeting needs through sharing possessions. ____
9. I enjoy studying. ____

10. I have delivered God's message of warning and judgment. ____
11. I can sense the true motivation of persons and movements. ____
12. I have a special ability to trust God in difficult situations. ____
13. I have a strong desire to contribute to the establishment of new churches. ____
14. I take action to meet physical and practical needs rather than merely talking about or planning to help. ____
15. I enjoy entertaining guests in my home. ____
16. I can adapt my guidance to fit the maturity of those working with me. ____
17. I can delegate and assign meaningful work. ____
18. I have an ability and desire to teach. ____
19. I am usually able to analyze a situation correctly. ____
20. I have a natural tendency to encourage others. ____
21. I am willing to take the initiative in helping other Christians grow in their faith. ____
22. I have an acute awareness of the emotions of other people, such as loneliness, pain, fear, and anger. ____
23. I am a cheerful giver. ____
24. I spend time digging into facts. ____
25. I feel that I have a message from God to deliver to others. ____
26. I can recognize when a person is genuine/honest. ____
27. I am a person of vision (a clear mental portrait of a preferable future given by God). I am able to communicate vision in such a way that others commit to making the vision a reality. ____
28. I am willing to yield to God's will rather than question and waver. ____
29. I would like to be more active in getting the Gospel to people in other lands. ____
30. It makes me happy to do things for people in need. ____
31. I am successful in getting a group to do its work joyfully. ____
32. I can make strangers feel at ease. ____
33. I can plan learning approaches. ____

34. I can identify those who need encouragement. ____
35. I have trained Christians to be more obedient disciples of Christ. ____
36. I am willing to do whatever it takes to see others come to Christ. ____
37. I am attracted to people who are hurting. ____
38. I am a generous giver. ____
39. I can discover new truths. ____
40. I have spiritual insights from Scripture concerning issues and people that compel me to speak out. ____
41. I can sense when a person is acting in accord with God's will. ____
42. I can trust in God even when things look dark. ____
43. I can determine where God wants a group to go and help it get there. ____
44. I have a strong desire to take the Gospel to places where it has never been heard. ____
45. I enjoy reaching out to new people in my church and community. ____
46. I am sensitive to the needs of people. ____
47. I have been able to make effective and efficient plans for accomplishing the goals of a group. ____
48. I often am consulted when fellow Christians are struggling to make difficult decisions. ____
49. I think about how I can comfort and encourage others in my congregation. ____
50. I can give spiritual direction to others. ____
51. I can present the Gospel to lost people in such a way that they accept the Lord and His salvation. ____
52. I possess an unusual capacity to understand the feelings of those in distress. ____
53. I have a strong sense of stewardship based on the recognition that God owns all things. ____
54. I help others understand God's Word and apply it to their lives. ____
55. I can sense when a person is acting under God's leadership. ____
56. I try to be in God's will continually and be available for His use. ____
57. I feel that I should take the Gospel to people who have different beliefs from me. ____
58. I have an acute awareness of the physical needs of others. ____

59. I am skilled in setting forth positive and precise steps of action. ____
60. I like to meet visitors at church and make them feel welcome. ____
61. I explain Scripture in such a way that others understand it. ____
62. I can usually see spiritual solutions to problems. ____
63. I welcome opportunities to help people who need comfort, consolation, encouragement, and counseling. ____
64. I feel at ease in sharing Christ with nonbelievers. ____
65. I can influence others to perform to their highest God-given potential. ____
66. I recognize the signs of stress and distress in others. ____
67. I desire to give generously and unpretentiously to worthwhile projects and ministries. ____
68. I can organize facts into meaningful relationships. ____
69. God gives me messages in line with Scripture to deliver to His people. ____
70. I can sense whether people are being honest when they tell of their religious experiences. ____
71. I enjoy presenting the Gospel to persons of other cultures and backgrounds. ____
72. I enjoy doing little things that help people. ____
73. I can give a clear, uncomplicated presentation. ____
74. I have been able to apply biblical truth to the specific needs of my church. ____
75. God has used me to encourage others to live Christ-like lives. ____
76. I have sensed the need to help other people become more effective in their ministries. ____
77. I like to talk about Jesus to those who do not know Him. ____
78. I can make strangers feel comfortable in my home. ____
79. I have a wide range of study resources and know how to secure information. ____
80. I feel assured that a situation will change for the glory of God even when the situation seems impossible. ____

SCORING YOUR SURVEY (5 MIN.)

Follow these directions to determine your score for each spiritual gift.

Place in each box your numerical response (1-5) to the item number that is indicated in the space.

For each gift, add the numbers in the boxes and put the total in the TOTAL box.

LEADERSHIP	6	+	16	+	27	+	43	+	65	=	TOTAL
ADMINISTRATION	1	+	17	+	31	+	47	+	59	=	TOTAL
TEACHING	2	+	18	+	33	+	61	+	73	=	TOTAL
KNOWLEDGE	9	+	24	+	39	+	68	+	79	=	TOTAL
WISDOM	3	+	19	+	48	+	62	+	74	=	TOTAL
PROPHECY	10	+	25	+	40	+	54	+	69	=	TOTAL
DISCERNMENT	11	+	26	+	41	+	55	+	70	=	TOTAL
EXHORTATION	20	+	34	+	49	+	63	+	75	=	TOTAL
SHEPHERDING	4	+	21	+	35	+	50	+	76	=	TOTAL
FAITH	12	+	28	+	42	+	56	+	80	=	TOTAL
EVANGELISM	5	+	36	+	51	+	64	+	77	=	TOTAL
APOSTLESHIP	13	+	29	+	44	+	57	+	71	=	TOTAL
SERVICE/HELPING	14	+	30	+	46	+	58	+	72	=	TOTAL
MERCY	7	+	22	+	37	+	52	+	66	=	TOTAL
GIVING	8	+	23	+	38	+	53	+	67	=	TOTAL
HOSPITALITY	15	+	32	+	45	+	60	+	78	=	TOTAL

GRAPHING YOUR PROFILE (5 MIN.)

For each gift, place a mark across the bar at the point that corresponds to your TOTAL for that gift.

For each gift, shade the bar below the mark that you have drawn.

The resulting graph gives a picture of your gifts. Gifts for which the bars are long are the ones in which you appear to be strongest. Gifts for which the bars are very short are the ones in which you appear not to be strong.

	5	10	15	20	25
LEADERSHIP					
ADMINISTRATION					
TEACHING					
KNOWLEDGE					
WISDOM					
PROPHECY					
DISCERNMENT					
EXHORTATION					
SHEPHERDING					
FAITH					
EVANGELISM					
APOSTLESHIP					
SERVICE/HELPING					
MERCY					
GIVING					
HOSPITALITY					

EVALUATING OUR MOBILIZED BODY ACCORDING TO THEIR GIFTS

The following tool uses a 1-10 scoring system, in which 1 represents complete disagreement or the lowest score, and 10 represents excellence or strong agreement.

SAY: Let's review our Take Your Church's Pulse measurement result for this healthy characteristic. Was this an area of strength for our church or is this an area of weakness? Are there certain questions from the survey that we should pay special attention to as we prepare our action plan?

MOBILIZED BODY ACCORDING TO THEIR GIFTS											
1.	The church helps its members to discover their spiritual gifts.	1	2	3	4	5	6	7	8	9	10
2.	The leadership of the church trains the membership according to their discovered gifting.	1	2	3	4	5	6	7	8	9	10
3.	The church provides clear information to those who wish to serve according to their interests and talents.	1	2	3	4	5	6	7	8	9	10
4.	I feel the church does everything possible so that I use my gifts appropriately.	1	2	3	4	5	6	7	8	9	10
5.	Individuals have been trained to serve or lead in the congregation and in the community.	1	2	3	4	5	6	7	8	9	10
6.	There are ample opportunities of service and ministry for those who wish to serve.	1	2	3	4	5	6	7	8	9	10
7.	Our ministerial structure is well-suited for mobilizing people to serve.	1	2	3	4	5	6	7	8	9	10

Session 3: Action Plan and Goals

Based on what you learned in this module, create an action plan with clear goals for you and your local church.

For Pastors:

Have you identified a leader to mentor as a future church planter? Y or N

If yes, did you meet this month? Y or N

For Review:

Did you turn in the Healthy Church Report this month? Y or N

Look at the 7 Take Your Church's Pulse (TYCP) questions for this module (Session 4) and review your overall measurements.

What are your areas of strength (scores greater than 7)? _____

What are areas for growth (scores equal to or fewer than 7)? _____

Begin to develop an action plan. An action plan for implementing today's materials into your respective ministries is important and should be a habitual process for every step forward in your ministry. Based on what you learned in this module, create an action plan with clear goals for you and your local church.

An acronym that is helpful in planning is to develop **SMART** goals:

Specific: It describes specifically what I plan to do.

Measurable: I will be able to tell whether it was done or not.

Appropriate: Is it in line with God's will?

Realistic: It considers my limitations and availability.

Time-bound: It mentions an exact time period.

Example:

- By the end of the month, I will preach a sermon on integrated faith so that people will realize that God should be a part of every portion of life.
- By the end of the year, financial giving will increase by 5% from the previous year.
- In 6 months, 12 new believers will be saved.
- By next week, we will develop a plan for small groups that will start next fall.

Coming Up: Stronger Churches Module 5

You will learn about holistic stewardship of the resources that God has given us.

Healthy Church Report	MONTHLY GOAL	MONTHLY RESULT
SHARED THE VISION How many people inside and outside the church has the vision been shared with?		
LEADERS How many leaders has the church trained for small groups and ministry?		
SPIRITUAL GIFTS How many people has the church trained to use their spiritual gifts?		
TITHE How many people has the church asked to tithe toward the mission of the church?		
PRAYER How many people has your church prayed for in the community?		
SHARE FAITH How many people has the church trained to share their faith?		
SMALL GROUPS How many people has the church brought into small groups?		
COMMUNITY MINISTRIES How many people has the church brought into ministries that serve the community?		
NEW MEMBERS How many people has the church welcomed into relationships in the church?		
WORSHIP How many people has the church invited to worship each week at your church?		

How to Use Reports

- 1. REPORTING** - Included in each module is a tabulation sheet with ten metrics for measuring entitled *Healthy Church Report*. As the participant progresses through the modular training a new measurement is revealed on the tabulation sheet for monthly reporting. Monthly reporting is a key part of the training. This provides accountability and focus on what matters most for the training participants. If the participants know ahead of time what will be asked of them at the next module, they are more likely to do those activities that lead to the results to be reviewed.
- 2. PASTOR TRACK MENTORING** - Pastors are encouraged during the training to identify and mentor a future leader to be a church planter. Each month of the modular training the pastor is asked if a leader has been identified and if they have met for mentoring (see www.multiplicationnetwork.org/resources/ministry-toolbox/203-mentoring-workshop-2 for mentor training material). At the end of the Stronger Churches modular training: Pastors are encouraged to turn in a church planter profile report (<https://www.multiplicationnetwork.org/resources/ministry-toolbox/159-church-planter-profile>) and churches are encouraged to plant a church by sending the new leader for More Churches Modular training.