

1. Who has Spiritual Gifts?

- 1.1. Every Christian:
 - 1.1.1. "Now to each one the manifestation of the Spirit is given for the common good."
- 1 Cor 12:7
 - 1.1.2. "Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms." - 1 Peter 4:10

2. What is a spiritual gift?

- 2.1. **Wayne Grudem:** *a spiritual gift is any ability that is empowered by the Holy Spirit and used in any ministry of the church.*
 - 2.1.1. This broad definition includes both **gifts that are related to natural abilities** (such as teaching, showing mercy or administration) and **gifts that seem to be more "miraculous" and less related to natural abilities** (such as prophecy, healing or distinguishing between spirits).
 - 2.1.2. The reason is that when Paul lists spiritual gifts (Rom. 12:6-8, 1 Cor 12:8-10, 28, Eph 4:11) he includes both kinds of gifts.
 - 2.1.3. Yet not every natural ability that people have is included here because Paul is clear that all spiritual gifts must be empowered "by one and the same Spirit" (1 Cor 12:11), that they are given "for the common good" (1 Cor 12:7), and that they are all to be used for "building up" (1 Cor 1:26) the church.¹
- 2.2. **Churchgrowth.org:** *Spiritual gifts are tools God gives Christians to do the work of ministry – to fulfill the Great Commission to reach, baptize, and teach and to minister to one another. Every Christian receives at least one gift at the moment of salvation... A spiritual gift is the primary channel by which the Holy Spirit ministers through the believer. It is a supernatural capacity for service to God – and He gives you a supernatural desire to perform the duties of that gift.²*

3. What is the purpose of Spiritual Gifts?

- 3.1. **Wayne Grudem:** *Spiritual gifts are given to equip the church to carry out its ministry until Christ returns, and to give a foretaste of the age to come.³*
- 3.2. **Churchgrowth.org:** *Spiritual gifts are tools for building the church. They are a source of joy in your Christian life and influence your motives. A spiritual gift is a divine calling with a divine responsibility, because what God has gifted you to do, He has called you to do, and what He has called you to do, He has gifted you to do.*

¹ Grudem, Wayne. Systematic Theology: An Introduction to Biblical Doctrine, 2nd Edition, 2020, pg 1255.

² These definitions were provided on the report I (Kristal) received after doing an on-line survey at gifts.churchgrowth.org, but are not on the main webpage or articles for this organization and website.

³ Grudem, p 1258.

4. What are the Spiritual Gifts?

4.1. In chart format (Grudem, p 1259)

1 Cor 12:28	1 Cor 12:8-10	Eph 4:11	Rom 12:6-8	1 Peter 4:11
1. apostle 2. prophet 3. teacher 4. miracles 5. kinds of healings 6. helps 7. administration 8. tongues <i>Note: We consider "Apostle" to be an office, not a gift.</i>	9. word of wisdom 10. word of knowledge 11. faith (5) gifts of healing (4) miracles (2) prophecy 12. distinguishing between spirits (8) tongues 13. interpretation of tongues	(1) apostle (2) prophet 14. evangelist 15. shepherd - teacher <i>Note: this list gives 4 kinds of persons in terms of offices or functions, not strictly speaking, four gifts. The gifts would be prophecy, evangelism & teaching.</i>	(2) prophecy 16. serving (3) teaching 17. encouraging 18. contributing 19. leadership 20. mercy	Whoever speaks (covering several gifts) Whoever renders service (covering several gifts)

4.2. In Classification Format (<https://churchgrowth.org/how-many-spiritual-gifts-are-there>)

- **Miraculous Gifts (can't be exercised 'at will' & may be for a unique need or event)⁴**
 - **Apostle** - see notes in chart above - this gift is the most controversial to define! - #1
 - **Tongues** - divine ability to speak in other languages or a heavenly prayer language - #8
 - **Interpretation of tongues** - #13
 - **Miracles** - altering natural outcomes supernaturally by prayer, faith & divine direction - #4
 - **Healing** - act as an intermediary in faith, prayer, and laying-on hands for healing - #5
- **Enabling Gifts (gifts which all Christians have the ability to develop⁵)**
 - **Faith** - ability to believe in God for unseen supernatural results in every arena of life - #11
 - **Discernment** - ability to identify falsehood, motivation or spiritual forces at work - #12
 - **Wisdom** - ability to understand and clarify situations often through applying scripture - #9
 - **Knowledge** - ability to bring truth to a situation by supernatural revelation - #10
- **Team Gifts (team or task-oriented gifts for use in your daily life or ministry⁶)**
 - **Evangelism** - passionately leading others to the saving knowledge of Christ - #14
 - **Prophecy** - boldly and fearlessly proclaiming God's truth - #2
 - **Teaching** - making clear the truth of God's Word with simplicity & accuracy - #3
 - **Exhortation** - motivating others to action, application and purpose - #17
 - **Shepherding** - overseeing, training, feeding, coaching/leading - #15
 - **Serving** - providing practical help both physically and spiritually - #6, #16,

⁴ Grudem, p. 1265.

⁵ <https://churchgrowth.org/the-enabling-gifts-in-your-life/>, accessed December 22, 2025. Although he doesn't have a separate category of "enabling gifts", Wayne Grudem suggests: "spiritual gifts may vary in strength. If we think of any gift ... we should realize that within any congregation there will likely be people who are very effective in the use of that gift (perhaps through long use and experience), others who are moderately strong in that gift, and those who probably have the gift but are just beginning to use it. This variation in strength in spiritual gifts depends on a combination of divine and human influence. The divine influence is the sovereign working of the Holy Spirit ... the human influence comes from experience, training, wisdom and natural ability in the use of that gift" (Grudem p. 1262). Definitions of miraculous & enabling gifts are from <https://giftstest.com/allgifts> Dec 22, 2025.

⁶ <https://churchgrowth.org/defining-your-spiritual-gifts/>, accessed December 22, 2025.

- **Mercy-showing** - identifying with and comforting those in need - #20
- **Giving** - releasing material resources to further the work of the church - #18
- **Administration** - organizing, administering, promoting, leading - #7, #19

5. What are YOUR Spiritual Gifts?

After taking the [survey](#), record your top 3 *team* gifts below:

I.

II.

III.

Share your results with the group of people at your table.

- What is your own reaction to your results: Surprise? Affirmation of what you've always assumed? Other?
- Do you think a test like this is helpful - for you / for those you are leading? Why or why not?

6. Where can I / should I use my Spiritual Gifts at Northview?

When discerning where and how you can and should use your spiritual gifts, it is helpful to consult the results of a spiritual gift inventory and also think through the following acronym: SHAPE⁷

S - Spiritual Gifts

H - Heart - the bundle of desires, hopes, interests, ambitions, dreams, and affections you have. It's what you love to do and what you care about most.

A - Abilities - the natural talents you were born with. God wants you to do what you're able to do.

P - Personality - You'll use your gifts in ways that are different from anybody else.

E - Experiences - Lessons you have learned which have helped you mature and minister to others going through similar situations.

- *To think through SHAPE in our context, please see the worksheet entitled:*
 - *Serving at Northview: Volunteer Opportunities organized by Spiritual Gift.*

**** Quick Disclaimer!!** Many of the spiritual gifts are expected of all Christians (eg. giving, serving, sharing our faith), so we should be willing to serve and invest outside of our core gifts. With that being said, as noted on page one, our core gifts are those given to us by the Spirit, and we will be most energized and derive the most joy in serving Jesus and His church

⁷ <https://www.pastorrick.com/current-teaching/devotional/what-your-shape-reveals-about-you-2025>

as we operate using those gifts. We will thrive and help the church best if our long-term, regular areas of service are in areas in which we are the most gifted.

7. Where can I / should I use my Spiritual Gifts in the community (Abbotsford, Mission, Chilliwack, Langley)?

- 7.1. Serve with one of our Class A Partners: Cyrus Center, Inasmuch Refugee Services, Safe Families
- 7.2. Serve where you are planted:
 - 7.2.1. In your vocation: Business, Teaching, Construction, Healthcare etc.
 - 7.2.2. In your volunteer opportunities: At your neighbourhood school, on your child's sports team or extra-curricular activity, supporting a local club or society, at MCC or Gleaners!
 - 7.2.3. In your neighbourhood and family, as people need to hear the gospel and receive mercy, support, exhortation, or a prophetic word!

8. How does Northview "Equip the Saints for the work of Ministry?"

- 8.1. Inside the Church: An Interview with Craig Van Herk
- 8.2. Outside the Church: Gospel Shaped Work
- 8.3. Outside the Church: Sam Thiessen & various youth leaders

9. Informal Equipping Pathways

- Bible Studies to ground people in God's word
- TLC Semester (Theology, Life & Culture Classes)
- Prayer Team Training
- Table Leader for Bible Studies Training
- VERS Training
- Sermon Writing Cohorts
- Sermon Reviews & Previews for Lay Leaders

10. Formal Equipping Pathways: <https://northviewinstitute.org/>

- Leadership Development Certificate (CBC / Northview)
- Ministry Apprenticeship Program
- Master of Arts in Biblical Leadership

- Master of Divinity