

Motivational Gifts

explaining the **7 Gifts**
of romans 12
by Pastor Bruce Edwards

EXPLAINING THE MOTIVATION GIFTS

*“And whatever you do, do it heartily, as to the
Lord and not to men,”*

Colossians 2:23

By Pastor Bruce R. Edwards

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INTRODUCTION

“If you see a turtle on a fencepost, you know one thing for certain: somebody helped it get up there.” In living life as a follower of Christ I think it's safe to say - we all need a little help along the way, but even more important God wants to us to become the one He uses to lift others up on that fence post.

As we grow in our walk with the Lord, Jesus wants us, by His grace, to be less focused on self and more focused on helping others. God has put gifts in the church to help the church grow. He puts those gifts in believers.

According to First Corinthians 12:27 believers are members of the Body of Christ. As members each one of us have an important role to play in helping the Body function and fulfill the purpose God has for the Church. God has given gifts and callings to help the body of Christ carry out the mission of the Church. One type and part of those gifts is what is called the **“Motivational Gifts”**.

Every believer has a job to do. God has empowered believers with gifts. Every gift and job are important. God created us (the body of Christ) to work together to help each other. Never underestimate your significance to the Body of Christ. You have an important job to do. God has gifted you uniquely, and He has a plan and a purpose for your life. You are needed!

The Motivational Gifts are found in found in Romans 12, and these are the seven *motive* gifts which we will be studying as part of this course. If you have been born again by receiving Jesus Christ as your personal Savior, then you have one of the motive gifts. Romans 12:3 says,

"For I say, through the grace given unto me, to every man that is among you, not to think of himself more highly than he ought to think; but to think soberly, according as God hath dealt to every man the measure of faith."

The Greek word for measure is "*metron*," which means *an instrument of measuring*." God has measured a motive gift to you by His grace, and it was given to you when you first received Jesus. Let's continue:

"For as we have many members in one body, and all members have not the same office: so we being many, are one body in Christ, and every one members one of another"
(Roman 12:4-5).

Notice that the word "*office*" is used, rather than "*offices*." You have one office, or predominate gift. God gives you these gifts when you received the new birth, and He also measured a portion of faith which accompanies the primary gift you have. Every believer has all seven of these gifts in part, however each believer will have one of the gifts as their dominant focus of function and motivation.

"Having then gifts differing according to the grace that is given to us" (Romans 12:6a).

This verse establishes the fact that all believers do not have the same office (*gift*) in the Body. Every person has a different gift which motivates him, and he uses it to motivate others. These different gifts are given so that the Body may be complete. I need you because you have a motive gift that I may not have, and we all need each other in the Body of Christ because of the different ways in which we are motivated to minister where we are. The fullness of the Body of Christ, moving in accordance with the motive gifts, shows the fullness of the Body of Jesus. He had all seven motive gifts, because

He was the spotless Son of God, and when you received Him., He gave you one of the gifts. What are the gifts?

"whether prophecy, let us prophesy according to the proportion of faith; or ministry, let us wait on our ministering: or he that teacheth, on teaching; or he that exhorteth. on exhortation: he that giveth, let him do it with simplicity; be that ruleth, with diligence; he that sheweth mercy. with cheerfulness" (Romans 12:6b-8).

God has given these seven gifts to the Body of Christ:

- (1) prophecy, (2) serving, (3) teaching, (4) exhortation, (5) giving, (6) ruling, and (7) mercy.

Before we begin our in-depth study of the characteristics and misunderstandings which may accompany each individual gift, let's take a short look at each one.

1. **Prophecy** — The prophecy motive is one which discerns and sees the motives of others. This is actively involved with restoring and repairing within the Body.
2. **Serving** — The motive gift of ministry has a connotation to the word "*servant*." This concerns meeting practical needs of people within the Body of Christ.
3. **Teaching** — Teaching is the motive gift which reveals truth. This motive gift causes people who have it to reveal and emphasize the truth in God's Word.
4. **Exhortation** — To exhort means "*to stimulate faith*," and people with this motive gift are used to stimulate the faith of others in the Body of Christ.
5. **Giving** — The giving motive is a gift which motivates people to give in many ways. God has placed them in the Body, not only to give, but to motivate

others to do the same.

6. **Ruling** — Ruling is another word for "organization." We certainly need these people within the Body -this is the motive gift which deals with keeping things moving in an orderly fashion.
7. **Mercy** — Mercy is a very loving and personal motive gift. This gift causes the people who have it to really empathize and minister mercy to others

If, after seeing a brief explanation of each gift, your reaction is, "*I can honestly say that I've moved in all of them,*" don't be surprised. I could, too. We, as a Body of believers, have moved in each gift: we've all extended mercy at some time; we have all met someone's practical need; all of us have discerned motives; I'm sure that we've all taught; certainly in our Christian lives we've stimulated someone's faith; and haven't we all given? We've given tithes and offerings and enjoyed doing it. Every person has been involved in some type of organizing, too, so you could actually say that you've contributed to the area of each gift.

As you study further, though, and begin to spiritually discern your motive gift, you will find that even though you have been used in each gift, you are being used by God in only one of them more than any other. You use your gift in a greater measure than the other gifts because it isn't something that you force - it is your gift which innately flows through you. You possess a motivational gift that ministers to the Body of Christ, and no matter what church you attend, that desire to minister is always there. Some people may already know what their motive gift is, while many others still have no clue. Don't be shocked, though, if you think you know what it is, and you find out it is different!

Are you wondering whether motive gifts are the same as talents? All of you have received talents at birth, but the Bible sets forth a strong difference between talents and motive gifts. In studying talents, you can easily examine the Parable of the Talents. In this account, three men received talents as follows: one man was given ten talents, one received five talents, and the third man received only one talent. They were not to compete with each other but were expected to develop what they had received. The men with five and ten talents both invested and developed theirs and came up with more, but the man who had one talent buried and hid his and did nothing with it. The Lord was very displeased with this man because he didn't use what he had. Notice, though, that each man received a different amount, and they were required to return only what was given with increase.

Obviously, some people are more talented than others. Some people are so talented that it seems unfair. I've seen people like this, and it can make you envious and almost jealous. Whatever they do seems effortless, where as I have to practice and work hard to do the same thing. I played sports growing up and there was a friend I had who was so gifted and talented. He didn't have to practice as much or work as hard to play better than the rest of us. I remember going to school some of my class mates would get "A's" without studying. I would have to cram the night before an exam to eke out a "B". Their ability to think and recall information was part of the God given ability they had. Talents and abilities are not the same as the motivational, ministry, and spiritual gifts.

The Parable of the Pounds, in Luke, sets forth another principle. God is showing you that the nobleman in this account did not give different amounts to his men. He gave every man one pound. When you were born again, God didn't give you talents—you received those at physical birth. God did, however, give you a pound (*a gift*), and He wants

an increase on that. You have all received different measures of talent, but every born-again person has *one* motive gift, and you are to develop, increase, and bear interest on it. You are to use your motive gift to meet the needs in the Body of Christ and shine forth the light of Jesus. When you do that, the Body won't lack, for you'll be supplying the Body with what God intended for you to supply.

Ephesians 4 really shows the Body of Christ in completion. The joints make supply and increase, and motive gifts are meant to touch and minister to the joints within the Body of Christ. This is the ministry which brings forth increase in the Body, exactly as the Lord intended. I want to encourage you. Whether or not you have a lot of talents (perhaps you have more than you realize), if you are a Christian, you have been given one motive gift, and God wants you to walk in the fullness to which He's called you, showing forth Jesus!

Can some people overlook, or miss discerning their gift? This can certainly happen, and there are several reasons for it. Some people cannot recognize the office to which God has called them because there is unrepented sin in their life, and they are not in a position of spiritual discernment. Some people cannot recognize their office because they are not involved with and in the Body of Christ. Finally, there are times when people are so busy imitating someone else's motive gift, that it becomes difficult for them to find their own.

As you learn about these motivational gifts you will begin to discern the motive gift in operation, you will begin to see Jesus, and this will encourage others in the Body to develop their own gifts. You will be walking in the completeness in which God has called you to walk. You'll even recognize the motive gifts in your children, your

spouse, and your pastor. The wonderful part in being able to discern others' places within the Body is that you'll be able to pray for God to mature them in their gifts.

The motivational gifts in Romans 12 are God's design to perfect the members in the Body of Christ. He wants you to understand and fulfill the position He's given you. Even churches can be transformed, for in exercising the gifts God has given them, each member of the Body will be working together where they are needed.

When people begin to recognize their gift and use it they will become more content and the church will begin to function more efficiently. Every gift is important and when functioning properly are a great blessing to the body of Christ.

GIFT OF

Prophecy

The first motive gift found in Romans 12 is the gift of prophecy. Even if you, don't prophesy, and are not called into the full-time ministry as a prophet, you could still have the motive gift of prophecy. This gift does not mean that you are a prophet, and it is not the charismatic spoken gift which comes forth during worship. This is a motive gift, and it is an entirely different thing.

Don't get up-tight about words being used differently. The word for faith is also used interchangeably. The Bible says that *"every man is given the measure of faith"* (Romans 12:3), but Romans 10:17 says that faith comes *"By hearing and bearing by the Word"* I Corinthians 12 calls faith a gift, and Galatians 5:22 calls faith a "fruit of the Spirit." Which one is right? Of course, they are all right, and this is an excellent example of one word being used interchangeably. You were born again and given a measure of faith, but that faith measure is increased by reading, feeding, and acting on God's Word. There is a special charismatic gift of faith which is designed to anoint believers and cause them to rise above difficult situations through God's power, and faith which is a *"fruit of the Spirit"* is actually translated to mean *"faithfulness."*



*THE GIFT OF PROPHECY
MEANS TO EXHORT,
ENCOURAGE, COMFOR
WITH A WORD FROM
THE LORD..*

When you see the word *"prophet,"* or read about the gift of prophecy, and when you see the motive gift of prophecy in Romans 12, realize that you are looking at three different realms. A person may be called to be a prophet, or move in the charismatic spoken gift of prophecy, but he still may or may not have the motive gift of prophecy. Basically, prophecy means *"insight"* Prophets in the Scriptures were called *"seers"*

Those of you who have a prophecy motive gift possess insight, or the intuitive sense about the way people and situations really are. Prophecy motivated people can discern the inner motives of people in a way that most people



THE GIFT OF PROPHECY IS NOT PREDICTING THE FUTURE. IT IS NOT THE OFFICE OF A PROPHET.

don't. You may know certain people who seem to look right through to the core of people and circumstances, or perhaps you've seen believers who gave you the impression that

they could "*see through you.*" (Maybe you weren't sure you wanted them to see through you.) If you've ever been around this type of person, it's very possible that they had this motive gift. The basic tendency of the prophecy motive gift is to view any person, group, or occurrence in the light of moral standards and their lives before God.

It is important for you to know that prophecy is *not* a suspicious motive. In examining the benefits of a spoken gift of prophecy, you'll notice that it is used for repairing, improving, and upbuilding the Body of Christ. Prophecy motives will help, strengthen, encourage, and comfort the Body; they will never tear down or damage. Yes, certainly this gift discerns inner motives, but not all inner motives are wrong; many inner motives are right, and this gift discerns them, too.

There are five specific manifestations of the prophecy motive gift, and by that, I mean that there are five different ways in which the prophecy motive affects others. They are:

1. Bringing people to accountability by exposing their motives;
2. Revealing their heart motivations;
3. Causing an inner conviction;
4. Bringing an awareness of God's presence; and

5. Making people fall upon their knees when repentance is necessary.

If the way in which you minister to others has this sort of effect on them, then perhaps you have the motive gift of prophecy. If this doesn't fit you at all, then maybe it helps to know and understand someone who is motivated this way, where previously you may have thought he was too critical.

We have had many guest speakers over the years at our church. Many of these speakers were evangelist some were teachers and others were prophets of God. Even when speakers had the same calling how they ministered would be different, some would blast away, calling black "*black*" and white "*white*" with absolutely no in-between, while others would speak, and he would preach so lovingly and with such mercy that it was hard to believe he was also an evangelist. Both speakers had the same calling, yet each one preached a different message. Why? Because one had a motive gift of prophecy, and the other had a motive gift of mercy!

Here are the characteristics of the prophecy motive gift:

1. *There is a need to express the message verbally.* The person with this motive gift has a message burning in his heart, and it must be expressed out loud.
2. *They have the ability to discern peoples' characters and motives.* This person has what the world commonly calls "*insight.*" They can easily discern the characters and motives of other people.
3. *They possess a divine capacity to identify, define and hate evil.* The person with this motive really comes down hard on evil and sin. They sense its presence and cannot tolerate it. If a person is being dragged down

into sin, a person with the prophecy motive gift will be sure to tell them about it.

4. *They are willing to experience brokenness to prompt brokenness.* This person may really "break" in presenting their message and will prompt that same brokenness in other people. I am sure that David Wilkerson, a full-time minister, is an evangelist with a prophecy motive gift. He really hates the evil in this world, and does he lay it on! He is very broken by the effects of sin, and he draws the same emotion out of other people.
5. *Their authority is always based upon Scripture for validation.* A person with a prophecy motivation will never assert their own authority. The Word of God is their authority on every situation, and if they present a stern message, it is always based on the message in God's Word. Their authority is always validated and based on Scripture.
6. *They desire outward evidence which demonstrates inner conviction.* This person wants to see an outward evidence of people repenting. They will do all that is necessary to get people to confess before God and break through to victory.
7. *They are direct, frank, and persuasive in speaking.* The prophecy motive gift in people causes them to be extremely honest and direct. They'll look you right in the eye and give you truth about your situation, which really hits you "where you live."
8. *They are concerned for the reputation and program of God.* They set forth standards of excellence which are in keeping with God's Word. Prophecy motivated people are the ones who say, "We can't let this

nation go under," or "We can't let the schools go under."

9. *In dealing with others they experience personal identification and inward weeping for their sin.* Prophecy motivated people love the people they counsel and feel true compassion toward them. People with this motive identify so strongly with others that they feel as though they were also involved in the sin, and they cry on the inside. A person who is busy telling you how evil everyone is and knocks the Body of Christ by trying to show off his authority is *not* motivated by the gift of prophecy. People with prophecy motives are in love with those sinners they counsel, and their number one concern is to see them escape from the bondage of sin.

10. *They are eager for others to point out their own blind spots.* They don't just run around telling everyone else what's wrong with them. Prophecy motivated people are so direct and honest that they want to know if they themselves have a blind area. They are not only honest with others; they are honest with themselves. Once there was a man in our ministry who was brutal and cruel with his words toward others, and he told me that he was called to be a thresher in the Body of Christ. I said, "Are you sure that you aren't called to be a thrasher? I don't think you do much threshing—you are just thrashing people around." People with a prophecy motive gift are anxious to know their blind spots, and they are loving, not cruel, in their dealings with others. In Psalm 51:13, David said, ***"Then shall I teach transgressors thy ways; and sinners will be converted unto***

thee" This is exactly the attitude of a person with this motive.

Now let's examine the misunderstandings of a prophecy motive:

1. *Frankness may be viewed as harshness.* Some people are so frank that they are perceived as being very hard. Honesty can hurt, and that's why the truth must be spoken in love.
2. *Their interest in groups may be interpreted as disinterest in individuals.* Prophecy motives often discern the Body of Christ as a whole and may say, "This church needs more founding in the Word." This is not meant critically, but it can be misunderstood.
3. *Efforts to obtain results may be seen as gimmicky.* Does that bother you? Have you ever noticed that in both the Old and New Testaments, the prophets tended to use different ways to get their message across? John the Baptist was very odd and different. He was a strange looking guy, dressed in camel's hair, and he ate locusts and wild honey while living in the wilderness. If you saw him on the street today, I'm sure that you'd think he was rude, crude and uncouth. He dressed like his message: Hard! He said, "Repent! Get rid of those sins!" He even called some of the people a generation of vipers. When he asked the Pharisees who looked on during the baptisms, "What are you doing here?" he was *discerning* their motive.

Consider the Old Testament prophet, Ezekiel. God told him to cook food with human dung.

Ezekiel really screamed about that, so God said, "All right, then, use animal dung." One time He told him to cut his hair, although this was forbidden his right and left side, alternately, for a certain number of days. Gimmicky!

These gimmicks were, and still are, used because they bring a visual aid lesson with the Word. People with prophecy motives want to demonstrate their message so that people will not only hear but will see what they are saying. This can be frequently misunderstood; some people feel that it isn't "*spiritual*."

4. *A strong focus on right and wrong may be judged as intolerance.* The person who is motivated by the gift of prophecy is so strong about the black-and-white that they are often accused of not giving credit for good in certain situations.
5. *Emphasis on decisions may appear as neglecting spiritual growth.* These are people who want decisions and commitments, and this is where prophecy motives concentrate, rather than on individual growth.
6. *Public boldness and strict standards may hinder personal relationships.* I don't think that people with a prophecy motive have bundles of really close friends. A lot of times their discernment can really repel people. John the Baptist had disciples, but I can't imagine that he won the popularity contest of the day. How would you like to be John the Baptist's best friend? He'd know when you were angry with your mate or had just screamed at your kids; he'd discern when you were jealous. Prophecy motives can come on strong, and some people just can't take it.

7. *Their strong desire to convey truth may appear as a lack of interest in listening to another person's point of view.* People with a prophecy motive feel so strongly about bringing out what must be revealed that sometimes they're perceived as not being interested in the other person's side.

You'll gain further insight about this gift by studying John the Baptist in Luke 3:3-20. He also had a ministry call in prophecy, but in examining this account, I believe you will better understand the prophecy motive. Luke 3:3 says,

"And he came into all the country about Jordan, preaching the baptism of repentance for the remission of sins."

John the Baptist came looking for repentance, which certainly accompanies the motive gift of prophecy. He was dressed in camel's hair, which was part of his gimmick, and he was acutely aware of his personal unworthiness. Remember, prophecy motivated people are honest and open to their blind spots. John said, "I'm not worthy to untie the latchet of the shoes on the One coming after me." That really fits, doesn't it? Luke 3:4-6 offers an excellent example of these characteristics:

"As It is written in the book of the words of Isaias the prophet, saying the voice of one crying in the wilderness, prepare ye the way of the Lord makes his paths straight Every valley shall be filled, and every mountain and hill shall be brought low; and the crooked shall be made straight, and the rough ways shall be made smooth; and all flesh shall see the salvation of God "

John's call was based on God's Word. He knew that he was the "voice crying in the wilderness " and that God had appointed him. He wasn't angry at the people; he was simply acting on God's Word. Prophecy motives want Scriptural truth and will not use anything less as their authority. Let's look at another characteristic set forth in Luke 3:7-8.

"Then said he to the multitude that came forth to be baptized of him, O generation of vipers, who hath warned you to flee from the wrath to come? Bring forth therefore fruits worthy of repentance. "

That's pretty plain. He was direct and frank with his message. He wanted them to bring forth fruits worthy of repentance. Why? Because he desired to see an outward sign of their repentance. That is another characteristic which accompanies the motive gift of prophecy in Romans 12.

John the Baptist placed great emphasis on right and wrong, and he really identified evil. He got in trouble with Herod by telling him that, since the woman he lived with was his brother's wife, Herod had no right to her. He really laid things out and openly revealed evil. He called the religious people of that day a generation of vipers and discerned their real motive. There is no question that John the Baptist had a motive gift of prophecy.

He not only had the characteristics, but he also had the misunderstandings. He was always looking for accuracy, and when he was in prison for telling Herod the truth, he sent a message to Jesus, asking Him, *"Are you the One we're looking for, or should we look for another?"* Jesus sent a message back, saying, *"The eyes of the blind are opened, the lame walked, the ears of the deaf are unstopped, the poor have the Gospel preached to them."* Jesus answered with Scriptural evidence, and that was enough for John, because he lived by the Word. He wanted evidence, and he got it through Word signs which validated Jesus' ministry. I used to get up-tight about John doing that to Jesus, because I thought it wasn't right, but it doesn't bother me, now that I know it is one of the characteristics of his motive gift.

Prophecy may seem like a harsh motive gift, but there are times when the Body of Christ needs to hear that black is *"black "* and white is *"white "* without the shades of gray. The

Christian walk should not consist of shades of gray, so this is a very necessary part of the Body of Christ.

Do you have this motive gift? Have you had it and not understood why you were motivated in that way, and set yourself aside? Don't set yourself aside but allow God to move through you. I'm so glad that God's Word gave us a motive gift of prophecy. If you do not have this gift, then perhaps it will help you understand the people who do have it. If you do have it, realize that you are a necessary part of the Body, for when all seven motive gifts are together, we'll show the picture of Jesus.

GIFT OF

SERVING

There is not one person who cannot clearly understand the motive gift of serving, which Romans 12 calls "*ministering one to another*." People in the Body of Christ who have this motive love meeting others' needs through practical assistance. Serving is demonstrated as rendering assistance, and it is a demonstration of love. These people receive fulfillment by serving others.

The motive gift of serving isn't demonstrated by words but by deeds. People who are gifted to serve are usually gifted with their hands and equipped with physical stamina that may have no regard for weariness. Servers are people who may just pick up and take off in your kitchen, whether or not you've asked them to. As soon as a server sees that there is a need, they will jump in and take care of it without asking first.

As leaders in the church it is important to put people in places their gift can flourish. Often the church makes the mistake of moving people into positions they are not gifted for. I call it "putting squared pegs in round holes and round pegs in square holes". For example, we had a person who was a true servant. He would anticipate things that needed to be done and then make sure



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it was take care of. He was very faithful and dependable. We were impressed with how he could see a need and find a way to make sure it was met. He had a great heart for the Lord and the ministry, and he had proven

himself to over and over. So, we decided to put him over an area of ministry that we needed help in. It ended up being a huge mistake he didn't know how to supervise people and definitely couldn't organize very well, and we wondered what was wrong. Where did we miss it – the man was smart, he had a great track record wherever he had served, why couldn't he run a small department - why couldn't he organize people and get this thing going?" If you understand the Motivational Gifts the answer is simple –

organizing is NOT part of the serving motive. Servers don't usually organize very well. They'd prefer to do things themselves and get them **finished**. This man didn't function well at organizing because we'd placed him in a position that he wasn't motivated to do. Then, we put him back where he was, and he is fulfilled and happy, moving in that position.

People with a serving motive greatly desire to help people with needs. If you have this desire, then be encouraged; you may have thought you weren't very spiritual because you wanted to concentrate on practical needs, and perhaps you've wondered what was wrong. If you have felt this way, **I** want you to know that there is nothing wrong! You are right on, moving in the motive gift that God gave you.



*SERVERS DON'T USUALLY ORGANIZE VERY WELL. THEY WOULD PREFER TO DO THINGS THEMSELVES AND GET THEM **FINISHED**.*

Now let's look at the serving motive characteristics:

1. ***Servers are able to recall specific likes and dislikes of people.*** A person who is gifted to serve remembers what people like and dislike. **I** think that Martha probably knew what food Jesus liked, and she probably fixed those dishes when He came over. Servers are the people who will remember what each guest likes in their coffee, whether it's cream, sugar, both, or neither.
2. ***They're alert to detect and meet practical needs.*** They can just sense needs, and especially practical needs which incur manual projects. They'll see needs before most people even noticed the need existed.

3. ***They are motivated to meet needs as quickly as possible.***
Servers don't like long-term goals. They'd rather get everything done immediately.
4. ***Service motivated people have physical stamina which may disregard weariness.*** These people will stay late at night until a need is fulfilled. They may be exhausted at a project's end, but they'll disregard their weariness.
5. ***They are willing to use personal funds to avoid delay.***
Rather than wait for the church board to approve something, they will buy it themselves. When a need exists, their instinct is to fill it themselves and pay for it with their own funds
6. ***They can sense sincere appreciation and detect insincerity.***
Servers know whether or not they're really appreciated. They can detect phonies.
7. ***They desire to complete jobs with evidence of unexpected extra service.*** Not only will a server get the job done, they'll throw in the extras. If you ask them to usher, they'll buy usher badges with the church's name printed on them. People with a service motive gift aren't just eager to do the job correctly, they enjoy doing extra things that you never asked them for. If a server came to clean your house, he'd probably defrost your refrigerator, too.
8. ***Servers may be extremely involved, due to inability to say "No."***
This attribute can also be a part of some of the other motive gifts. My mother used to pray that God would give me the spiritual gift of saying "no," because she said I'd accept every single invitation to teach. A serving motive is strong on this characteristic. They are so caught up in offering service, that it usually does not occur to them to draw the line.
9. ***Servers experience enjoyment in reaching short-term goals.***
People with this motive really receive fulfillment once they have achieved short-term goals. Long-term goals

tend to frustrate them, for they don't see overall pictures, but rather the end result.

10. *They dislike time limitations on jobs.* A pastor may say "We want to get this done in two weeks," but servers have a dislike for time limitations.

These are ten characteristics of the serving motive gift. Now you'll see the twelve misunderstandings which may occur; there are many of them, for servers are very apt to be misunderstood.

1. *Quickness in meeting needs may seem to be pushiness.* Servers can often be misunderstood for this. They are immediate in actions and will jump into projects to get them done. Others may perceive this as being pushy, without discerning the actual motive to serve.
2. *Their avoidance of red tape may exclude others from jobs.* They dislike long delaying processes of red tape, so servers will complete tasks which somebody else may have wanted to do. Obviously, this may cause friction.
3. *Their disregard for personal needs can create need in their families.* Servers may get so distracted with serving the Body of Christ that family-oriented service may be neglected. This is never intentional, but it can be a weakness. We've had to tell some people that they wouldn't be allowed to participate in some jobs because we did not want them to be in church so much that their families were neglected.
4. *Eagerness to serve may prompt suspicion of self-advancement.* Sometimes others may misunderstand people with this motive. They think that servers are just trying to get in good with the pastor. Again, the real motive has not been discerned.

5. *Servers may react when others don't detect and meet obvious needs.* A lady who used to shovel our walks used to get very upset with some of the people in our church. She'd say, "So-and-so ought to be doing this; they are a deacon," or "Why won't this person work in the nursery?" Service motivated people can become unhappy when others don't share their motive of meeting needs.
6. *Insistence on serving may appear as rejection of being served.* Serving motives have a very hard time accepting service. They are so busy serving everyone else that they don't realize God wants them to sit down and let others serve them.
7. *Desire for sincere appreciation may result in being easily hurt.* Once a server in our church saw a need to paint the Sunday School classroom herself. Then the Sunday School teacher didn't like the color and made this woman quite angry. As a result, she left the church and wouldn't come back, for she felt that she wasn't appreciated. It is important to appreciate the efforts of those who serve, but on the other hand, servers must be careful about these reactions.
8. *Quickness in meeting needs may interfere with spiritual lessons for others.* If a family in the church is experiencing financial pressure, they'll be over with food and money, but perhaps that family isn't tithing. God may want to tell them that they won't be blessed until they begin to obey His Word.
9. *Meeting practical needs may interfere with spiritual matters.* Servers are so concerned that everyone is happy—they want the church clean and the nursery running smoothly, but this may cause them to miss church services.

10. *Their stamina may be interpreted as insensitivity to others.* Often, they jump in to do the work without realizing that others want to help.
11. *Enjoyment of short-range goals may result in disorganization of long-range objectives.* They may hit head-on with a pastor who says they're interfering with the church's long-range goals. For instance, perhaps they're so eager to paint the nursery purple, they'll paint the wall without finding out that it was to be knocked out the next month.
12. *Desire to get things done may result in sidetracking employer's directions.* They may get into things that are not necessary at all, for their instinct is so strong to fill needs which they see. They may run in and meet a need while the pastor is dealing with the overall situation and end up getting ahead of him.

I believe that we have more people in the church who are motivated by the serving gift than by any other gift. I also find that this is the easiest gift to discern. Martha had the motive gift of serving. In Luke 10, Martha was really up tight with her sister, Mary, because she wasn't helping to prepare the meal. Instead, she was sitting at Jesus' feet, learning the Word, and Martha had to take care of the serving all by herself. She said to Jesus, "Don't you care that my sister has left me to serve alone?" Martha wanted everything to be perfect, but the difficulty arose when she tried to reprove Mary for not sharing her motivation, so Jesus spoke to her about it. Martha challenged Him by asking, "Don't you care?" The word "*care*" is the same word that Jesus used about the cares of the world which choke out faith. In essence, Martha was saying, "Aren't you sharing my fear, anxiety, and worry, Jesus?" Of course, He wasn't picking them up, for they would have choked His faith. Jesus said, "Martha, you are cumbered about with too many cares. Don't carry cares; cast your cares on Me."

Perhaps you feel that since Martha and Mary were in the same family, that there should have been more concern shown on Mary's part. First of all, recognize that it is a service gift misunderstanding to expect others to share that motivation. Secondly, family members within the Body of Christ may have different motive gifts. If you want an example of this, look at Moses' family: he was a prophet, Aaron was a priest, and Miriam was a poetess and singer. When I look at my own household, I never question that my husband has the motive gift of mercy. I believe with all my heart that I am motivated to teach, and while I cannot yet tell about my daughter, I am sure that my son's motive gift is either that of mercy or serving. Mary was certainly not motivated by the same gift which motivated Martha.

Martha had a tendency to do things herself, and you'll recall that as being one of the characteristics of this gift. She wasn't gifted in facilitating, for she asked Mary to help, and this is another serving motive characteristic. I think that Martha really loved to be in the kitchen, and she was probably a very clean person. When Lazarus was in the tomb and Jesus wanted the stone rolled back, the first thing Martha said was, "By this time he stinks! He's been in there four days." Doesn't that sound like a housecleaner? She was a perfectionist.

Martha was also a bit pushy, but she never actually moved in and took over. A real server does not have the desire to rule, but they are willing to serve the one who does rule. They also have a hard time saying "No" to tasks, and it's possible that Martha had bitten off a little more than she could chew that day.

Don't get mad at Martha for being so busy. Servers are very necessary in the Body, and she was performing some very necessary tasks. She may have become frustrated because of concentrating more on her tasks than on the person she served, and this can be dangerous. If a server will keep in mind that he is serving *Jesus*, and not people, this will take the bitterness out

of tasks. This thought is especially helpful when other people are not sincerely appreciative of the work.

Martha also saw the specific task; however, she didn't observe the long-range goal. You will recall that this is another serving characteristic, but don't be critical about it. Don't try to make servers what they're not, rather count on them in the areas where they excel.

People with a serving motive gift need sincere appreciation because they are workers, not feelers. If you consider the prophets to be seers, then servers are the workers—their hands are involved. If prophecy were the eyes, then serving would be the hands. Servers need to be told they are loved and worthwhile. They are so gifted in manual projects that we must recognize this as a talent and special ability.

Martha may have doubted whether she was loved for being herself. Perhaps she felt that she was loved because of her cooking. It often seems that servers work to gain approval and love. When you see someone serving by meeting practical needs, compliment them and make an effort at appreciating their position. To some of the other personality gifts, the servers' emphasis on things and projects may not appear spiritual. Keep in mind that these people are the ones who do change *things*, they don't change people. This is the serving motive gift, and for those who do serve, it is definitely spiritual.

What about those non-Christians who have talents and abilities to serve? I believe that at your physical birth, God gave you talents to go with your motive gift. You're not an accident here on earth. You were divinely planned with talents and with a pound, and they flow together. If you're a server, perhaps now you understand why certain things may have hurt you in the past. You will have recognized some weaknesses to watch out for, and you will, above all, know that your motive to

serve is a very spiritual motive. You are necessary and appreciated in the Body of Christ.

If you are not a server, now you'll understand the serving motive, and you'll see how God has placed these people within the Body. This will help you to accept the complimenting gifts within the Body of Christ, and you'll let them flow together, supplying each joint with what they need. Keep in mind that all seven gifts flowing together will show exactly what they need. Keep in mind that all seven gifts flowing together will show exactly what the world wants to see: JESUS.

GIFT OF

TEACHING

A person with the motive gift of teaching is not necessarily called into the full-time ministry of teaching. This person is born again and possesses a desire to teach God's Word. A person with this motive gift can be a housewife, a grocery checker, an engineer, or certainly a pastor. An apostle could have a teaching motive, but his gift involves a person with a strong desire to teach, and it results in teaching activity right where they are, whether or not it is a full-time ministry.



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If you have the motive gift of teaching, you may never be called into the full-time ministry, but you could still have the motive gift. If you do have this motive gift, then I want you to be assured that you also have the ability, because God gave you the ability at your

natural birth.

Now look at the characteristics of a teaching motive gift:

1. *They believe that their gift is foundational.* They believe that the teaching of God's Word must be the foundation of ministry.
2. *They place emphasis on the accuracy of words.* Do you love word studies? I am wild over them and always read books on word studies, even before I knew about the motive gifts. Teachers are so truth-oriented that they really stress the accuracy of words.
3. *They tend to test the knowledge of those who teach them.* As people with this motive hear others teach, their

tendency is to think, "Where is that in the Scriptures? Does that really apply?"

4. *They delight in research which validates truth.* Studying the Word is the number one priority of teaching motivated people. They find fulfillment in discovering new ways to establish God's precepts.
5. *Established truth is often used to validate new information.* They have a way of using good foundational truth which has already been taught to validate Scriptural revelation. Teachers keep their "*roots*" in foundational truth.
6. *They present truth in systematic sequence.* Teachers have a way of setting their message forth like this: "*Here it is-1-2-3-4.*" They are very systematic in presentation.
7. *These people really avoid illustrations from non-Biblical sources.* People who are motivated to teach avoid illustrating their presentation from any other book than God's Word. There is a need for them to stick to the Scriptures in order to maintain credibility.
8. Teachers resist Scriptural illustrations out of context. When someone takes the Bible out of context, to a person with a teaching motivation it's like pushing the fur of a cat in the wrong direction. That really turns them off.
9. *They find greater joy in researching truth than presenting it.* Teaching motives would rather study than present material, even though they still enjoy the presentation. They are jealous about study time, for that is where they receive their fulfillment.

Now that you know the characteristics, you can follow through by gaining insight about the misunderstandings:

1. *The emphasis on accuracy of Scriptural interpretation may seem to be a neglecting of its practical application.* A person with a teaching motive gift can become so busy providing a point with accuracy that they don't apply it to your life.
2. *Involvement with research can distract from the Holy Spirit's teaching.* A person with this motive can delight in research so much that there is a danger in getting out of the Holy Spirit's teaching ministry and into the intellect.
3. *Use of knowledge to test others may seem prideful.* When teachers begin to say, "That person said so-and-so, and that's not Scriptural," people tend to react by saying, "Who do you think you are?" Teachers tend to be quite picky about what people say if it isn't Scripturally based.
4. *Their concern of imparting research details can seem unnecessary.* People that are motivated to teach love detail, and they often expect others to share that feeling. Some people want to be spared all the detail, though, and feel that it is overdone.
5. *The need for objective research may appear to lack warmth.* Sometimes teachers can seem cold and analytical, and it may appear that they don't apply their teaching. They just want to get the truth out, and may concentrate on that, rather than the application.

If you understand these things, then you won't be so critical toward people who are teaching. Instead, you'll be praying for them. Perhaps you've identified this as your motive gift. This beautiful motive gift is for imparting truth and leading people into the truth. Its motivation is to search out and validate truth which has been declared by

clarifying it. Everyone teaches differently, and not every person that teaches has a teaching motive.

I wondered what Paul's motive gift was. He was an apostle and prophet, and he also had a ministry gift of teaching, because Acts 13 says Paul was a prophet and teacher. I believe that Paul's motive gift was teaching, because he said, "Let *no man lay any other foundation than that which is laid in Christ Jesus.*"

Paul felt that the foundation of all gifts was teaching, and that is a definite teaching motive characteristic. Paul tested knowledge: When he was on Mars Hill, in Acts, he said, "*I see all of these many idols you've built to your gods, but I see one to the unknown God*" He tested out their knowledge. Paul also used Scripture in context. He was a great scholar in his use of the Old Testament to give the revealed truth he received in the New Covenant.

Certainly, Paul was a researcher, because when he was in prison, he was always asking for someone to send his books. Incidentally, if you think it is wrong to use study books, then you'll think that Paul was wrong, because he used them. Paul must have thoroughly enjoyed his research for right after he became a

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Christian, he spent three years studying in Arabia. Maybe one of the reasons God had Paul in prison so much was so he'd have time to research and write his many epistles. After all, Paul wrote the largest part of the New Testament under divine Holy Spirit inspiration.

Teachers sometimes seem to lack warmth in their personal relationships. Acts 13 tells of Paul, Barnabas and Mark starting out on their first missionary journey, and I think it offers a fine example of this. They took Mark along because the early church did quite a bit of training and developing others for the ministry. Mark got homesick, though, and he was sent home from the first place they

visited. That really made Paul cross—he felt that Mark was just a Mama's baby! Mark went home and got involved in the ministry, and began to grow up, and when Paul and Barnabas returned from their extremely fruitful mission, Barnabas decided that they could take Mark on the next journey. Paul said, "No way. We're not taking him along again. He went home after the first city the last time." Well, Paul and Barnabas had a real disagreement about this, and finally Barnabas took Mark with him, and Paul separated from them, taking Silas along.

In the end, though, Paul made up with Mark, and **later** on he even sent for him, calling Mark, "*profitable in **the** Gospel*" He also straightened things out with Barnabas, so there was reconciliation. This example, though, really portrays the lack of warmth which may be present in the teaching motive.

Paul excelled in his use of systematic sequence too, because he tied the Old and New Testament together. In Corinthians, Paul put layer upon layer of truth in precise detail. He was burdened to teach the truth, and this is how he presented it. When he wrote to the Corinthians about an immoral situation which he'd heard about, he laid out their instructions step by step. Another time, he instructed them about their giving, and again, he was quite systematic: "one-two-three-four-this is the way you're supposed to give." Paul's burden for the Corinthians was that they receive the truth he gave them.

If ever a human being was a teacher, I think that it was Paul. He had an inborn ability to teach. He sat at the feet of Gamaliel, learning all kinds of truth before he was called into the full-time ministry. Then he was saved on the road to Damascus. God knocked him to the ground, and he came up with the motive gift of teaching! Paul, mighty teacher, has left us much that the Holy Spirit taught him, and now we can teach others.

Is this your motive gift? If it is, continue studying and learning and rely on the Holy Spirit for truth. Perhaps you have been encouraged by gaining insight about why you minister in your particular way and why you're drawn to studying in this way. If this is not your motive gift, then I'm sure you have discerned the person who has it. With this identification, you are receiving understanding of the motive gifts which bring love and produce increase in the Body.

GIFT OF

EXHORTATION

The gift of exhortation is an exciting gift, because exhorters are people who are usually very popular. If you have this motive gift, you are probably well-liked and loved by people. When you learned about the prophecy motive, you saw that the people with that gift probably won't be winning any popularity contests because they call out sin. An exhorter is a strong, life-related gift which comes from the word *aparaklesii*," and that comes from the word "*paraclete*." By now you probably recognize that this word means "*strengtheners*," or "*comforters*," and we all like to be strengthened and comforted.

An exhorter's motive centers on experience. They are motivated to see people grow, become mature, and be established in their personal life and social relationships. If were to sum it up briefly, you could call exhortation the "*gift of encouragement to personal progress*" Exhortation is a beautiful ability to stimulate people toward abundant living. Think of different teachers of the Word, and then think of those who want you to practically apply it to your everyday living and relationships. You will see that these people are moved and motivated by the motive gift of exhorting.

Exhorters are loved because they love people, and they are very positive in their attitude and outlook. When you study an example, you'll look at Barnabas, **who** just wouldn't give up on anyone. Exhorters are not given to much self-introspection and they remain self-accepting, even in stress. Unlike the teacher, truth is truth for the exhorter, whether it comes from the Bible or from experience. A teacher wants truth to come only from the Bible, but an exhorter will pick up and identify experience.



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In our church we had a bus ministry where we would bring children from the poorer areas of our city to church on Saturdays. We wanted to really grow this outreach and make a bigger impact in our city so we looked for someone who could lead this ministry and grow it. We ended up hiring a person who I don't think there is any question that he is was exhorter. He immediately began exhorting and sharing the vision with our people and attracted hundreds of volunteers to become bus captains and neighborhood leaders and service workers. The bus ministry grew to over 1500 children coming to church every Saturday. The exhorter will rally the people for God's vision. He wants the Word to become flesh for others by confirming Scriptural truth with experience. A teacher, on the other hand, believes that the presentation of truth alone is adequate.

When exhorters speak, they need the full interest and attention of every listener, and they are offended if they don't get it. The main thrust of their gift is people, whereas the main thrust of the teacher is truth. By now you've observed that there is a strong contrast between the motive gifts of teaching and exhortation.

Now look at the exhortation gift's characteristics:

1. *Exhorters desire to visualize specific achievement and prescribe precise steps of action.* Plans and action receive a really heavy emphasis in an exhorter's life. He wants to give you steps on coming out of trials.
2. *They tend to avoid systems of information which lack practical application.* If they can't see how something can be practically applied in



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someone's life, they tend to put that teaching on the shelf.

3. *Exhorters have ability to see how tribulation can produce maturity.* They look for positive benefits. They are the ones who will use your trials to make something productive in your life.
4. *They are dependent on visible acceptance when speaking to groups or individuals.* Exhorters want to see people respond and accept the truth, because they are so concerned about people being able to apply their knowledge.
5. *Use of insight from human experience in validating and applying Scripture.* People who are motivated to exhort are always on the lookout for human experience which relates to the Word. The teacher will say, Word first experience second, but the exhorter will give experience first and then the Word.
6. *They enjoy counseling those who are eager to follow steps of action.* They are happy when someone responds to their steps of action. They are excited about people and enjoy seeing these steps bring forth positive benefits in their lives.
7. *They are grieved when teaching is not made practical.* Again, the emphasis on people's response; if an exhorter doesn't see an audience grasping the truth, they grieve on the inside. Don't criticize an exhorter about this. It lies heavily upon him when this happens.
8. *They delight in personal conferences.* They love to counsel, especially when they see the counselee taking hold of the Word and practicing it for results. I've beat myself around at times because I can't say that I love counseling, but an exhorter doesn't dread it; that's his meat. The reason counseling really turns on an

exhorter is because he's always got steps to help the counselee put the Word to action in their life.

Now that you can understand the characteristics of exhortation. Here are the misunderstandings:

1. *Emphasis on steps of action may seem like oversimplification.* Others may say, "All you think is that these three steps will take care of my problem, and they won't." People with exhortation motives really stress the plan of action.
2. *Urgency in having plans may appear as overconfidence in them.* Some people feel that the exhorter places too much emphasis on the action, rather than on the spiritual matter behind that action.
3. *Their desire to witness through being a living example can look like disinterest in evangelism.* Over the years we have had various people come to help teach our congregation how to share the gospel. Some would say the best way to be a witness is to just live your life before people, and that will make them hungry for Jesus. Others teach, we need to tell everyone the reason for the hope in us and be aggressively passing out tracts. Which is right? Why the difference of teaching? It is because of different motivational gifts. There are times when people won't receive your word or a tract, but they will receive your life as a witness. There are also times when you don't have time to live the life before someone, and those are times when you should speak out. We need all seven motive gifts to keep balance within the Body of Christ. Each one gives us something that we must have, so don't ever think that you don't need the Body. One reason that some people don't discover what their motive gift is, is because they aren't active

in a church. If you won't get with the Body of Christ, then you can't tell what they need from you or what you need from them. It is extremely important that you relate and interact with one specific church's pastors and congregation. If you won't be a part of the Body, you are not only hurting them by depriving them of your working part, you are also hurting yourself.

4. *Using Scripture for practical application may take it out of context.* Exhorters are so concerned about making the Word flesh in your life that they may not follow the whole context through. This can really make others critical.
5. *Their emphasis on steps of action may appear to disregard the feelings of those being counseled.* Some people say that these people get so carried away with their steps and plans that they couldn't recognize how the other person felt. That isn't true, but they do like to emphasize action..

There are seven examples of Bible exhortation which demonstrate this strong life-related emphasis of exhortation, and most of them are in Thessalonians. These are the seven things which exhortation can show you:

1. How to live. "Furthermore then we beseech you, brethren, and exhort you by the Lord Jesus, that as ye have received of us how ye ought to walk and to please God, so ye would abound more and more" (1 Thessalonians 4:1). Paul was exhorting the Thessalonians on how-to live-in abundance.
2. How to please God. I Thessalonians 4:1 also tells you how to please God in your daily living.
3. How to live a life worthy of God "As ye know how we exhorted and comforted and charged every one of you, as a

father doth his children" (I Thessalonians 2:11). Paul taught his spiritual children like a father. Perhaps you could say that an exhorter has all of the Father's "spiritual hormones."

4. How to progress in love. "And indeed, ye do it toward all the brethren which are in all Macedonia: but we beseech you, brethren, that ye increase more and more" (I Thessalonians 4:10). Exhorters are loving, and they want you to progress in love, too.
5. How to have respect for each other. They want to see respect in all your relationships. "And that ye study to be quiet, and to do your own business, and to work with your own hands, as we commanded you; that ye may walk honestly toward them that are without and that ye may have lack of nothing" (I Thessalonians 4:11-12).
6. How to face trials. "Confirming the souls of the disciples, and exhorting them to continue in the faith, and that we must through much tribulation enter into the kingdom of God" (Acts 14:22). An exhorter is concerned about your trials, and he wants you to use them for your own maturity by using steps of action to overcome them.
7. *How to understand chastening. "For consider him that endured such contradiction of sinners against himself lest ye be wearied and faint in your minds. Ye have not yet resisted unto blood striving against sin. And ye have forgotten the exhortation which speaketh unto you as unto children, My son, despise not thou the chastening of the Lord nor faint when thou art rebuked of him"* (Hebrews 12: 3-5). I call verse 5 the "double-D" verse. **It** says, *"Don't despise and don't despair"* This means don't

treat the teaching lightly and don't despair because of it. An exhorter doesn't want you to give up. He wants you to understand and withstand chastening.

Barnabas is an example of an exhorter, and his name meant *"son of consolation."* He was really well-loved, and his message was one which appealed to peoples' wills. Barnabas was a priest from a wealthy island called Cyprus, and he brought all of his wealth and laid it at the disciples' feet. He turned all he had over to God, and the fact that he was a priest shows that he probably had divine father-feelings and concern for people. Now you'll begin seeing that his message appealed to the will:

"Who, when he came and had seen the grace of God, was glad and exhorted them all that with purpose of heart they would cleave unto the Lord" (Acts 11:23).

Barnabas was saying, *"Folks, let's give our wills to God and follow Him. Let's not be strong-willed and stiff-necked• surrender your wills to follow His desires."* Sounds like an exhorter, doesn't it? He was very concerned about the growth of believers, and the way they lived. While a prophecy motive is concerned with the initial repentance, an exhorter is very concerned about the growth which follows:

"Confirming the souls of the disciples, and exhorting them to continue in the faith, and that we must through much tribulation enter into the kingdom of God" (Acts 14:22).

What was he saying? *"Come on people, let's keep growing in the things of God, let's be successful in our living, and when we go through these tribulations, remember that they're par for the course in entering God's kingdom. Let your tribulations mature and develop you."*

There is something else about Barnabas' message that was personal and practical. Here you'll see both aspects when he and

Paul had a little disagreement over a young man named Mark, and another instance where he pleaded Paul's case.

"And the contention was so sharp between them, that they departed asunder one from the other; and so, Barnabas took Mark, and sailed unto Cyprus" (Acts 15:39). "But Barnabas took him, and brought him to the apostles, and declared unto them how he had seen the Lord in the way, and that he had spoken to him, and how he had preached boldly at Damascus in the name of Jesus" (Acts 9:27).

In these verses of Acts 9 and 15, Barnabas took the parts of the other people. When Paul was down on John Mark, Barnabas took his defense, yet he stood up-for Paul to the other apostles. Paul wasn't an exhorter, and God put him with Barnabas, an exhorter who loved people and wanted involvement with them. When he met Paul, who was Saul at the time, he said to the disciples, "This guy is for real. I know that he used to persecute and kill the Christians, but I've learned his testimony, and I want you to receive and accept him." Barnabas stood as an intercessor.

Another time, Barnabas told the disciples, "Listen, let's send for Saul, and he'll help us." They sent for him, and when he got there, his ministry began to develop and mature quite rapidly. He became a teacher and a prophet, and I believe that this happened under the encouragement of Barnabas. Barnabas introduced Paul to the original disciples and started him in ministering and fulfilling God's call on his life.

At the opening of our study on the motive gift of exhortation, we looked at I Thessalonians 2:11, which says, "As ye know how we exhorted and comforted and charged every one of you, as a father doth his children." Did you see Barnabas' character in that? He was like a father to John Mark and Paul. Barnabas, the "son of consolation," was an exhorter and a beautiful example of this motive gift.

Is that you? You're going to be greatly loved. Keep maturing and developing in it. Is this someone you know? Encourage them;

tell them what an encouragement they are to the Body of Christ. Compliment them and tell them how blessed you are to have a friend who is moving and stimulating the Body of Christ with the motive gift of exhortation.

GIFT OF

Giving

Remember every believer has one of the motivational gifts. However, this does not mean you are exempt from flowing or demonstrated the heart of the other gifts. In other words all the traits

of the gifts should be demonstrated in our life to a degree, but there will be one of the gifts that is dominate in your life and you will be more inclined to see the characteristics of that gift operating in your life. For example, “giving – if you don’t have the gift of giving it does not mean you don’t have to give. Every believer is to be a



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giver. We are to give generously and cheerfully however, Romans 12 says, "He that giveth, let him do it with simplicity." God has a motive gift that causes people to love giving. It a beautiful ministry, and as you examine it further, you'll see that it involves more than just giving money. This motive gift can include giving time or giving of yourself to the work of the Lord, and some people who have this motive gift are developed in it to a very high degree.

Perhaps you have heard about people who give as much as sixty or seventy percent of their income. I believe that these people have the motive gift of giving. When they were physically born, I think they received an ability to make money; there are those people who seem be able to touch anything, and it turns to "gold"

When givers are born again, they receive a spiritual motivation to give, and God uses their natural talent by motivating it with the desire to give and to motivate other people in giving. I think that the enemy really fights this motive gift, because he doesn't want people giving to God's Kingdom. Certainly, the devil doesn't want the Gospel being preached around the world! God uses His givers greatly in the increase of His kingdom, so the motive gift of giving is very important.

I saw something else about Barnabas' message that was personal and practical. Here you'll see both aspects when he and Paul had a little disagreement over a young man named Mark, and another instance where he pleaded Paul's case.

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At the opening of this study on the motive gift of exhortation, we looked at I Thessalonians 2:11, which says, "***As ye know how we exhorted and comforted and charged every one of you, as a father doth his children.***" Did you see Barnabas' character in that? He was like a father to John Mark and Paul. Barnabas, the "son of consolation," was an exhorter and a beautiful example of this motive gift.

We had several building projects in our church. As a church we did not borrow money. All our projects were done on a cash basis. We had to release our faith and believe God to provide. Each project required millions of dollars. We would share the vision with our people and ask them to pray and do what God told them to do. Most all of are people would give over and above their regular giving toward these projects. It took everybody doing their part. However, I believe there were people who had the gift of giving that would step forward and make a commitment to give a significant gift to help meet the need.

I remember one a time a couple of businessmen who contact us and said they want to pay for all of our television time to present a special message of the the gospel. Every gift is import and every believer is to give, but there are those who have the special motivational gift of giving.



THE DEVIL DOESN'T WANT THE GOSPEL BEING PREACHED AROUND THE WORLD! GOD USES HIS GIVERS GREATLY IN THE INCREASE OF HIS KINGDOM, SO THE MOTIVE GIFT OF GIVING IS ESPECIALLY IMPORTANT.

Giving is not carnal; it can be a very spiritual motivation. I believe that all of us want to be able to give, and that since you've become a born-again Christian, the Holy Spirit brings out that desire, but that doesn't necessarily mean you have the motive gift of giving. Remember, as you study each of the seven motive gifts, you will see yourself in parts of each one, but only one of the gifts will be innately yours. There is one motive gift that you are more comfortable with than any others, and it flows from you in a stronger way.

As before, we will first examine the characteristics that are emphasized by the gift of giving. There are nine characteristics and five misunderstandings. Jesus had a lot to say about giving, but although many people get offended if you talk to them about giving,

a person with this motive gift will get excited about it. His desire is to excite others about it, too, and it does. Here are the characteristics:

1. **These people have an ability to make wise purchases and investments.** They have received this ability in their natural talents and are motivated in it with their spiritual motive gift.
2. **They desire to give quietly to ministries and projects.** They don't want a lot of publicity about giving, and that is what Romans 12 says, for the giver to give "with simplicity." People with this motive don't make a big splash about it. Once I received a call from someone asking me, "Do you think that you are causing people to be spiritual by having them give large gifts publicly?" I said, "No, I really don't, and I'll tell you why: I think many times people come forward to give money because they are in love with Jesus, and they're confessing before men that they love to give. I don't believe they want to be showoffs at all." I do know some very secret givers who really want to make an impression on people. We've actually had some big givers who used their gifts to try to run the church. They'd say, "Marilyn, I really support this church, but if you don't do so-and-so, then I'm going to leave." They gave secretly, but there was pressure behind their gifts. That is not a giving motive.

The Bible tells you that if you confess Jesus before men, He'll confess you to the Father, and I think confession can be done in giving. You can confess before men that you love to give to Him. I don't think it is wrong to give publicly, but I believe that the motivation behind it should be correct.

3. Givers will use their giving to motivate others to give. They want everyone to give, and they'll attempt to encourage

others with their own giving. People with the motive gift of giving have even written tracts which will stimulate giving in other people, and when they counsel someone with a problem, usually the first thing they'll ask is, "Do you tithe and give offerings?" They want other people to be blessed through giving, just as they themselves are.

4. They're alert to valid needs which others may overlook. Givers are very alert towards people's needs and will watch for things that many people will miss. A missionary could present one need, and a person with this motive will look beyond and see other needs. They'll bring out money for projects that even the pastors never dreamed of. In fact, a giving motive seeks out needs that the church can give to.
5. They enjoy meeting needs without the pressure of appeals. They are already motivated to give, so they don't need the pressure of appeals. Their motivation comes from the spiritual gift that God has given them.
6. They are joyful when their gift is an answer to specific prayer. When we got ready to buy the church we now occupy, we still didn't have enough money for closing costs, and didn't realize it until the last day. We prayed about the need, and then my husband said, "We'll just go to the bank and borrow the money." The amount was only five hundred dollars, so I agreed. On the way to the bank, we had to stop by the church, first, and there was a prayer meeting going on. When we walked in, a woman ran up to us and said, "Do we have enough money for the building?" I said, "Yes, we do.", and my husband said, "Oh, we do?" Then he told her that we were lacking only the closing costs. Her eyes brightened up and she asked, "How much are they?" Well, when we told her how much, she really beamed. This seemed

pretty strange to me that she'd be so excited about our lacking the money, but then she told us why. "This morning I was praying, and the Lord spoke to me that my husband and I should give five hundred dollars. I knew he'd never be responsive to that unless it was really God, so I prayed about it and then talked to my husband. I told him I felt we should borrow five hundred dollars to give to the church for the building fund. He said that God had dealt with him last night, and he prayed, 'Lord, if this is really You, have my wife talk to me about it.' This was our confirmation!" When Wally told her that we lacked the exact amount which God had spoken to her about, you can imagine how that turned her on. Givers receive tremendous joy when their gift is an answer to specific prayer.

7. Depending on partner's counsel to confirm the gift amount. Givers seem to use a witness back and forth for a confirmation of their gift. Many times, my husband and I have depended on God to give the other a spiritual witness to match ours.
8. Givers want their gift to be of high quality. They don't want to give any old thing. They're not giving to people, they're giving to Jesus, and who wants to be sloppy with Jesus? I have never yet seen a sloppy giving motive.
9. They desire to feel like they're part of the work done through their gift. I think this is very precious. A man who gave to Life for Laymen during the early years became the chairman of our board for several years because he really identified with it. There are so many times he encouraged the Life for Laymen ministry and presented so much strength, not only by giving his money, but by giving of himself. He wanted to

feel identified with the Body through his gifts, and that is characteristic of a giving motive.

Now let's get some insight on the misunderstandings which accompany the motive gift of giving.

1. **Their emphasis on money may appear to be a focus on temporal values.** When a man has been blessed in his giving and he shares his testimony, many people will criticize him, saying, "All he ever thinks about is money." I've heard criticism about Full Gospel Businessmen because of the men testifying that God has met them financially. Givers are not focused on temporal things, but they are thrilled with the way God works in their life through giving. When we got ready to buy a new building, we presented the financial need to our church. As a result, some people mistook the presentation as an overemphasis on money, rather than on spiritual things. Two on the motive gifts, however, relate to some pretty carnal things, for God uses them to meet the carnal needs within the Body of Christ. Serving meets the practical needs and giving meets financial needs. Be careful about what you call "spiritual" or "unspiritual." Giving can be a very spiritual thing, and there is a lot of Scripture about it.
2. **The desire of increasing the ministry's effectiveness may appear manipulative.** This has happened before, but people who attempt to manipulate ministries through gifts do not possess the motive gift of giving. People who try to control churches through their giving are involved in something which can be very dangerous, and very enticing to a ministry in financial trouble, by causing them to look to that person, rather than God. When we started our church, my mother said, "Marilyn, don't look to people for your financial needs,

look to God. He's your source." We've had millionaires in our church who never gave a thing. God didn't use them, but He's used some pretty unlikely people to support the ministry, including people from outside the church whom we'd never dreamed of. God is our source. It is dangerous when men try to become the source for a ministry by enticement of gifts.

3. Personal frugality may be interpreted as selfishness.

Sometimes people with a strong motive to give don't live in high fashion. Is that shocking? Many people think that heavy givers should drive Cadillacs and live in a lovely section of town, but more frequently, the people who are motivated to give are very down-to-earth. Often, they are saving to give into the kingdom of God, rather than spending money on themselves. Givers may be frugal about spending money on themselves and on their family. This is not the rule, but it can be easily misunderstood. The point is that givers may be very cautious about spending personal funds yet be very liberal with God's work. God is just as liberal to them, but they still remain as before. They love to give to God. The Bible says that God loves a cheerful giver, which really means "a hilarious giver." We're not to be hilarious spenders, but we're to be hilarious givers. Some people are really hilarious spenders, but very stingy about giving. They not only do not have the motive gift of giving; they haven't been motivated by someone who has it. I've seen people with this motive gift stimulate a whole congregation to give, and they've certainly motivated me to do the same.

Giving can be called "contributing," and I believe that contributing is at the heart of the giving motive. The Greek word "metadidomi" is made up of these two parts: the root,

"didonu; " means "to give," and the prefix, "meta," intensifies the gift's meaning by adding the idea of "with." This implies sharing and spending out one's life with others. It is the very freedom of givers to give of themselves which makes this motive gift so very supportive. Their gift is, essentially, a part of themselves. The Bible even says that you must first give of yourself. Contributing, of course, is not restricted to wealthy people, but it is a motive gift, given into the hearts and lives of people to meet and support the needs of the Gospel and to motivate others in doing the same thing.

The New Testament identifies five different things about giving, and this will give you a clue about this gift's operation. Luke 3:11 speaks of sharing material things, as does Romans 1:11:

"He answereth and saith unto them, He that bath two coats, let him impart to him that bath none; and he that bath meal let him do likewise" (Luke 3: 1 1).

"For I long to see you, that I may impart unto you some spiritual gift, to the end ye may be established" (Romans 1:11).

The same Greek word is used for the people sharing finances, and this is but a representative passage:

"Wherefortb be saith, when he ascended up on high, be led captivity captive, and gave gifts unto men" (Ephesians 4:8).

I Thessalonians 2:8 uses the word metadidomi about a man who gave of himself:

"So being affectionately desirous of you, we were willing to have imparted unto you not the gospel of God only, but also our own souls, because ye were dear unto us" (I Thessalonians 2:8).

You are to share your time, love and physical activities, according to these verses. These qualities of sharing are ones which

are evident in people who flow in the motive of giving. Abraham was an excellent example of the gift of contributing. Let's look at some of his characteristics:

1. **He was called the friend of God.** Friendship emphasizes the witness, mutuality and strong supportiveness of a gift. You may have friends who are real witnesses to others because they give of themselves.
2. **God entrusted Abraham with assets.** What did God bless Abraham with? Genesis 13:2 says that he was blessed in all things. Abraham was a very wealthy man, and God blessed him because He knew that He could trust him.
3. **Abraham had a liberal spirit and was generous with others.** An example of this is the way Abraham treated his nephew, Lot. When Lot was in trouble, Abraham rescued him, and when they were deciding about who would take which area of land, he gave Lot the first choice. He thought of others before himself.
4. **Abraham tithed.** Many people will tell you that tithing is not in the New Testament and that it only applies under the law. Moses received the law, but Abraham was a tither before Moses ever appeared. You will find the word "tithe" in Hebrews. Abraham was the first tither, and he was called the "friend of God." If you want to be a friend of God, be a tither. He tithed to a priest named Melchisedec, and Jesus was after that same priesthood. When you tithe, you're giving your tithe to Jesus, so don't ever think you are giving it to the church.
5. **Abraham gave God the glory in his giving.** Abraham knew that his blessings came from God, for he spoke continuously of His goodness.

6. **Abraham gave without fanfare.** Even when Abraham was to offer Isaac, he was willing to offer him, if that was God's requirement. He didn't blow a lot of trumpets, cry a lot of tears or tell others how spiritual and humble he was. He didn't say, "God, you wouldn't make me give up Isaac, would You? You know how long I waited for him, and You said my seed would be as the sands of the sea. If I sacrifice him to You, where is the seed coming from?" Abraham obeyed God's promise and gave, because he knew it was a promise, he could trust in.

7. **Abraham wanted his assets to be used correctly.** He didn't let his money go to just any old place. Many people think that wills are unspiritual, but I don't think they are. In fact, I'd much rather see my money go into the Gospel than into the government. Of course, we're to pay our taxes, but after that, I want any possible extra going for the Lord's work. Abraham was concerned, and he wanted his money to be taken care of after he was gone. He didn't want his money in the hands of wicked people. God told him that the land of Israel was for his seed and his seed's seed, and Abraham wanted to secure a good wife for Isaac so that the land would pass into good hands.

8. **Abraham was concerned about the price and value of things.** He checked things out. Abraham went to buy a burying place for Sarah, recorded in Genesis 23, and he made right offers for the land. I think he really showed some beautiful wisdom in the way he made this purchase.

In the New Testament, Cornelius was known for his prayers and his giving. Can God say that He knows you by your prayers and giving? In prayer and in giving, I think that the jewels of Jesus are on us, and they are in the heart of a giving motive.

GIFT OF

Organization

Now we're going to study the motive gift of organization. There is such a need for organization in the Body of Christ. The word "organizer," (the King James version calls it "ruler") from the Greek word "proistemi," which literally means "to set or stand in front of others" This gives the connotation of leader, a ruler, a protector, or a champion. One of the translations says that if you are a leader, take your responsibility seriously. The Revised Standard Version calls it "giving aid". The person who has this motive gift is one comes along to make things easier and to facilitate.

A person who can set up goals and line people up to list tasks makes things easier for the Body of s. If everyone just does their own thing, there is helter-skelter, and God's work becomes complicated and disarranged. A facilitator will line things up and lead by with and through others. They organize people AD things and love to develop the church or ministry re in. People with the motive gift of organization aren't like servers in that they don't enjoy doing tasks by es. They are hard workers, but they enjoy making things easy for the whole Body of Christ by ting ease of action and operation.



THERE IS SUCH A NEED FOR ORGANIZATION IN THE BODY OF CHRIST TO HELP MAKE THE CHURCH MORE EFFICIENT AND EFFECTIVE AND MAKE THINGS EASIER.

In Titus 3:14, Paul said that organizing was maintenance:

"Asa let ours also learn to maintain good works for accessory uses, that they be not unfruitful"

Perhaps you could call organization the "maintenance department" of the church. They help the Body define, maintain, and carry out goals by providing leadership support, so that needs are effectively met by the whole Body.

The past 30 years as I have worked with Pastors and ministries, I have seen a real need for better organization. If an organization lacks organization, it can never reach its full potential. Often pastors are gifted in preaching, teaching, loving the people,

even maybe gifted as leader, but lacks the gift of organization. often are focused on preparing messages and pastoring the people.

Now you'll see the characteristics of the organizational motive gift:

1. **People with an organizing motive see the overall picture and long-range goals.** They love to examine the overall picture of a situation, and their goals are set up Accordingly.
2. **They are motivated to organize only that for which they are responsible.** You will not find this person trying to take over your job. They only want to take over their own responsibility.
3. **They do not procrastinate.** Organizers desire to complete tasks as quickly and efficiently as possible.
4. **People with this motive are aware of the resources available to complete tasks.** I can recall when I planned to bake, and would have already begun the recipe, when I'd realize that I had only three eggs, but needed four. Then I'd have to borrow from a neighbor, and they wouldn't be home. I'd go next door to another house, and that person would be out of eggs. I'd think, "Why didn't I read that recipe before I began?" You will find that an organization motive gets all the resources there first and has them ready. You'll never see an organizational motive baking a cake without already having four eggs.
5. They have an ability to know who can handle certain tasks. This is spiritual insight which enables them to pick the right people for jobs. You may think, "Oh no, not that person!" Then the person which was chosen will proceed to function and minister beautifully. Always remember that the motive

gifts will stimulate natural ability, but they themselves are a spiritual ability.

6. They tend to stand on the sidelines until responsibility is turned over to them. Organizers are not pushy. They will not jump in and grab the reigns without having been asked.
7. Organizers may assume responsibility if no structured leadership exists. If no one is there to supervise or lead, an organizational motive will naturally assume the position of leadership.
8. They are willing to endure reaction from workers in accomplishing tasks. Have you ever been proceeding with something strong on your heart, when someone came along and said, "What makes you think you can do that?" Did you throw in the towel? You may have, but a person motivated to rule can take static from people, because they have their mind on accomplishing the ultimate task. If an exhorter got static from people, they might really fall apart, but not a person with an organizational motive.
9. They receive fulfillment in seeing the pieces come together and watching others enjoy the finished product. They are more turned on by seeing everyone else's excitement with the accomplishments, than at what they have done themselves. That can be difficult for many people to understand, but these people receive great satisfaction with the end result of their own facilitating.
10. They desire to move toward new challenges at the completion of tasks. People who are motivated to organize are not satisfied to do just one thing and then quit. It is their natural desire to go on to another challenge, or else they may become bored. Are these people organized at home, in their

garages and closets? Maybe, maybe not. Remember, this is a spiritual motive, and they'll work hard at organizing the church. Organizational motive people are not trying to knock your individual disorganization or put you down. Their desire and challenge is that God's work be organized and that the people flow to meet challenges together.

Now examine the misunderstandings of this motive:

1. Their ability to delegate responsibility may seem to be an avoidance of work. When organizers are trying to facilitate involvement in a project, someone may ask them why they aren't doing it. Organizational motives are not lazy; anything but. They just want to see others accomplishing with ease.
2. Willingness to endure reaction may appear to be callous. Someone may say, "He doesn't care what color I want for my classroom; he just went ahead and got the job done without asking." Organizers must be careful about this. These misunderstandings are where we want people to understand us.
3. Neglect in task explanation may fail to stimulate response. This is probably the greatest misunderstanding of the organizational motive gift. Sometimes I've heard organizers say, "We're going to do this, and we need this many people," but they don't motivate people to volunteer for the positions. These people are so highly motivated that they forget to express the same motivation which stimulates others.
4. Their viewing of people as resources may place more emphasis on projects than people. These people are so turned on about goal accomplishment, that they may wear out and tire the people involved in driving them towards the end result.

5. Desire to complete tasks swiftly may appear as insensitivity toward others' priorities. Because they want to get the task completed quickly, workers may say, "I don't want to put in that much time," and become unhappy with the organizer. They can really forget about the priorities of others, because they are so caught up in reaching their goals.

Nehemiah is the Bible example of this beautiful motive gift. He directed the rebuilding of the walls of Jerusalem after the Babylonian captivity. Nehemiah means "comforter," and connotes "one who comes along and gives strength." This is exactly what he did, and he had a special zeal for the cause of God's people. In Nehemiah 1:4, he said, "I've heard that the walls are down! It grieves me that the rebuilding has not been accomplished." Organizers are grieved when the goals of God's house are not met. He went to Jerusalem, and when he got there, the first thing he did was to ride around the walls at night to look at the damage. There were holes in them where the gates were down, and he actually took a survey. Remember, organizers get the material together first, and they do this by surveying the needs. Nehemiah was checking out how much wood was required and how they could go about replacing the holes. He had a real sense of timing, because he didn't drag the rebuilding into a long process. He did not wail, "I don't know when we'll get those walls done. This is going to take forever."

"And the king said unto me, (the queen also sitting by him). For bow long shall thy, Journey be? and when wilt thou return?' So, it pleased the king to send me, and I set him a time" (Nehemiah 2:6).

Nehemiah was the king's cup bearer, and they set times on how long he was to be gone and how long it would take to get the walls rebuilt. Organizers have an ability to work well within time limits. They don't want to drag projects out forever. Your mate may have a problem with procrastination, and you may even have problems with it, but people with the motive gift of organization will not procrastinate.

Nehemiah also didn't go to Jerusalem and rebuild the walls by himself. He motivated the people to participate:

“Then said I unto them, k see the distress that we are in, how Jerusalem lieth waste, and the gates thereof are burned with free come ana let us build up the wall of Jerusalem, that we be no more a reproach. Then I told them of the hand of my God which was good upon me, as also the king's words that he had spoken unto me. And they said Let us rise up and build So they strengthened their hands for this good work” (Nehemiah 2:17-18).

By this time, Nehemiah had gathered the resources, and in Chapter three, you'll find that everyone didn't just in and do any old thing. Different people were given different assignments, and their assignments were ze2z- homes. If you lived near the Old gate, or the gate, then that was the gate which you would working on. Nehemiah organized both material resources and human resources.

In Chapters four and six, you can read about the attack against Nehemiah, and his name was Sanballat. The root meaning of his name, understand, is - Of course, Satan never wants to see God's goals accomplished. Sanballat, Tobiah and another man came out and aroused the people by making fun of and them. When that didn't work, they said, -We're going to fight with you, and we'll send people to attack will you're working on the wall. You'll have your backs turned, and we'll shoot arrows into them." That didn't stop Nehemiah, because he had the motive gift of organization. He set goals and moved forward, and that pressure may have been a help, rather than a hindrance, because Nehemiah probably used it to advance his work. He said, "We'll just put part of the people on the ground with weapons and they will protect the people working on the wall." In the end, they were never attacked, after all.

Not only was Nehemiah strong against the enemy, he was tough enough to face disorder within his own workers. The devil is always one to attack, and he's expected, but when the attack comes

from within the ranks, it is a different story for most people. When a skirmish hits from the inside, most people just want to give up. Quite a few of the workers came to Nehemiah saying, "We can't continue to work here because the money we've borrowed from our Jewish brethren has such exorbitant interest rates that we will have to sell our children and go to work to pay off the debt." Nehemiah

could have said, "If that's the way these people want to act, I'll just go back and be the king's cup-bearer. Why should I see this thing through? I'm paying my own way and I've already had more than enough static from the devil. If the people won't get with it, then forget this!" Instead, he didn't say that at all. He called the Jews together and said, You know



NEHEMIAH IS THE PERFECT EXAMPLE OF THE MOTIVATIONAL GIFT OR LEADING. HE DIRECTED THE REBUILDING OF THE WALLS OF JERUSALEM AFTER THE BABYLONIAN CAPTIVITY.

better than this. You're breaking the law! He dealt with disorder among the workers and shaped them up with the Word of God. Nehemiah was a tremendous man of the Word. Organizers must have the Word, for they are the ones who uphold things, and Hebrews 1:3 says that God "upholds all things by the word of his power." Reaching the goal has to be upheld by the Word, and that was one of Nehemiah's tools. No matter what the enemy brought, Nehemiah resisted it, took it to God, and plunged ahead. I understand that the walls of Jerusalem were completed in fifty-two days. That's what the motive gift of organization can do.

He also tried to make things easy for others, and one of the meanings of facilitation is "making things easier." In Chapter five, the Bible gives an account where Nehemiah fed the people. I can just hear him saying, "I paid the food bill. I wasn't there to make things hard for them. I was there to make it easy."

Nehemiah knew how to delegate authority, too. Be used wisdom on who to leave in charge when he left Jerusalem to return

to Babylon. He didn't leave the task to just anyone but to those who had insight on the men and who could handle the positions of leadership. God puts this kind of direction in the hearts of His people who are motivated to organize.

We need every motivational gift operating in our churches and in our lives. We should pray and ask God to help us not criticize gifts that may frustrate us or rub us the wrong way. We need to learn to appreciate the diversity God has put in the body of Christ. If you lead a group or an organization you should begin to pray that God will send you the people with the motive gifts that are lacking. When you do He will send people who will flow with the ones already present. Stop complaining and begin to pray in faith, according to His Word. Jesus said, "I will build My church." Aren't you glad He's building it, and we're not. Praise God for organizers.

GIFT OF

Mercy

Last but not least of the motive gifts in Romans 12 is mercy. The Bible says that we are to show mercy with cheerfulness and eagerness. We are to be excited about being merciful. The person who has this motive gift does not have to be told to show mercy. They want to, and they're happy to do it. Mercy is the motive gift that goes with cheerfulness. I looked up mercy, and I know you'll be interested, because in the Greek, the word "eleos," means "an outward manifestation of pity," and is the translation for mercy. Mercy assumes need on the part of him who receives it. A person who is motivated by mercy's attitude is, "whether or not you deserve mercy, I want to give it.

God is rich in mercy; He's wealthy in it. His mercy does not give on the basis of what people deserve, but it is extended, even though they don't deserve it. He is merciful to both the Jews and Gentiles, and Luke 1:50 says that he is merciful to those who fear Him.

What is the difference between grace and mercy? Grace relates to your sins, and mercy relates to helping you out of trouble or affliction. When you have sinned, you need grace for the pardon and forgiveness. When you are afflicted, though, often the result of sin, you need mercy. You can say, "God! Give me mercy in this,

because I don't know how to get through it." Galatians 6:16 says that you should ask mercy for one another. Jesus is merciful, and when God brings His salvation to its issue at the coming of Christ, His people will obtain mercy. The coming of Jesus is God's mercy.



THE BIBLE SAYS THAT WE ARE TO SHOW MERCY WITH CHEERFULNESS AND EAGERNESS. WE ARE TO BE EXCITED ABOUT BEING MERCIFUL. THE PERSON WHO HAS THIS MOTIVE GIFT DOES NOT HAVE TO BE TOLD TO SHOW MERCY.

In the Bible, you will find mercy and peace are found together quite often. They occur in that order, because you're not going to have peace unless God extends His mercy to you. Mercy is the act of God and peace is the

resulting experience in the heart of man. Grace, remember, is God's attitude toward the law-breaker and the rebel, but mercy is His attitude toward those who are distressed.

Mercy is not getting what you deserve. We deserve hell, but because of God's mercy through Jesus we get heaven. If a policeman stops you for driving 20 mph over the speed limit you deserve a ticket and fine, but mercy instead gives you a warning. As a Pastor there have been many situations in our church and school in which I have met with people who have made mistakes and when they have been truly repentant mercy is extended. Instead of being punished they are restored and healed. James 2:13 says, "*Mercy triumphs over judgment*". We all need to be merciful. "*Blessed are the merciful, for they will receive mercy.*" (Matthew 5:7)



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Mercy is not just a New Testament idea. Many people think that God was not merciful in the Old Testament, but He was. He had a Mercy Seat, and it was the cover on the Ark of the Covenant. Once a year, on the Day of Atonement, the priest would sprinkle the Mercy Seat with blood, and also the ground before it. He was saying, God will have mercy because of the slain lamb, and the shedding of its' blood, sprinkled between He and you, will bring His mercy. God said that the Mercy Seat was his footstool, and He talked with His people from above it. He can talk to you because of Jesus' blood, and Jesus shed His own blood because of His mercy for you. I Chronicles 28:11 calls the Holy of Holies the "House of the Mercy Seat." When you came SD Jesus, He became your Mercy Seat, because He shed blood. When you take His blood, He says to the "Mercy on this one!" Jesus extended not only. but mercy, so He put a motive gift of mercy within Body.

You may have watched certain people who are rich cy, and they really stimulate others to be merciful If you don't have the

motive gift of mercy, remember that the Bible tells you to "put on the bowels of Now take a look at the characteristics of this e gift:

1. They possess ability to sense atmospheres of joy or distress. They can sense the atmosphere around others, both in individual people and in group situations. They are very sensitive to peoples' feelings, reactions and emotions.
2. Attraction and understanding to people in distress. I've heard people say that their children bring home every stray cat and dog on the street. They were attracted to them, and in the Body of Christ, there is a motive gift which causes people to bring in stray people who are in trouble and need help.
3. Mercy motives desire to remove hurts and bring healing. They can't stand to see people who have been shattered. It almost shatters them, so they want to run and help by offering them mercy.
4. They are more greatly concerned for mental distress than physical distress. Mercy motives are really tuned in to people's mental afflictions and turmoil, so they are much more deeply concerned with mental and emotional healing, rather than physical.
5. They avoid firmness unless it will bring benefit. These people can be firm, but they are firm only when they know it will benefit the other person. If it will not help the situation, they'll avoid it. I used to think that this characteristic was sort of "sloppy agape," or "greasy grace," but that isn't true at all. People who are motivated by mercy can be firm but are sensitive about the timing.
6. They're sensitive to words and actions which hurt others. They select their words and actions carefully because they

don't want to hurt others. They are always concerned that someone will get trampled.

7. They can discern sincere motives in other people. Don't think that a merciful person is just a soft individual. He has a spiritual ability that discerns what is behind actions and gets turned off to phonies. People with mercy motives can sense insincerity a mile away, and this discernment is similar to a prophecy motivation. It is their reaction, however, which is different.
8. People who are merciful enjoy uniting with others who are also merciful. They love being with others who have the mercy motive. I don't think that this holds true with other motive gifts being attracted to their same gift, but people with the motive gift or mercy feel a great attraction to each other. They enjoy talking about how they can show mercy and discern motivations.
9. They tend to close their spirits to those who are insensitive. When someone will not come through and be sensitive to others, but are calloused or insincere, these people have a cutoff point.

Now continue studying the mercy motive gift by examining misunderstandings:

1. Avoiding firmness may seem weak or indecisive. Because mercy motives won't come down firmly on every situation, they may be perceived as being weak or indecisive.
2. Their spiritual sensitivity may appear illogical. The mercy motive does not respond to people with their logical mind. A teaching motive is often critical of emotional response of

mercy motivated people, but their motivation is spiritual, and they are led to show mercy.

3. Attraction of those in distress may be misinterpreted by the opposite sex. This can really be a danger. God has really dealt with me about advising discretion in counseling situations. Every now and then you'll hear stories like this one, which a pastor's wife told me: She told me that her husband became involved with a counselee, and after talking for a while, I concluded that he did have the motive gift of mercy. She warned him about using caution in counseling women, but he neglected her advice and found himself involved with a divorced woman whom he was counseling. Of course, they were ashamed, but still the affair continued, until the woman's guilt overcame her, and she suffered an emotional collapse. While she was in the hospital, another patient heard the story, and the elders found out about the situation. They consulted the pastor, and he broke, wept and admitted it. He told them the truth, that the relationship had ended about a month previously, and you can imagine the horrible condemnation he'd been experiencing. The elders prayed with him, extended him mercy, and stood with him without telling his wife.

Then, while the pastor's wife was praying one day, God revealed the situation to her, and she asked her husband about it. He confessed, and she cried, but knew that the Lord would give her the strength to stay with him. That couple, and the church elders stood together in God's grace and mercy, and they are still going, but there have been many struggles because of this. This man learned where mercy has a stopping place.

4. Sensitivity to harmful words and actions may appear that they take another's offense. Mercy is not to pick up others' offenses. If a person has been offended because they did right, the glory of God will rest upon them, but there is no glory for the person who picks up the offense. People motivated by mercy, must be careful to extend only God's mercy and not to take sides.

5. Ability to detect insincerity may alienate people. People with the motive gift of mercy tend to be cautious with certain people because of their ability to detect insincerity. This may cause some people to find them "hard to get to know."

An excellent example of a person with a motive gift of mercy is the good Samaritan.

"And Jesus, answering said A certain man went down from Jerusalem to Jericho, and fell among thieves, which stripped him of his raiment, and wounded him, and departed leaving him half dead And by chance there came down a certain priest that way: and when he saw him he passed by on the other side. And likewise, a Levite, when he was at the place, came and looked on him, and passed by on the other side. But a certain Samaritan, as he journeyed came where he was: and when he saw him, he had compassion on him, and went to him, and bound up his wounds, pouring in oil and wine, and set him on his own beast, and brought him to an inn, and took care of him. And on the morrow when he departed he took out two pence, and gave them to the host, and said unto him, Take care of him; and whatsoever thou spendest more, when I come again, I will repay thee." (Luke 10:30-35).

The Good Samaritan is a parable of mercy. The Good Samaritan was a man, despised by the religious people of the day, yet he extended mercy on the wounded man. He had compassion on him and wanted to help, so he poured oil and wine in his wounds to bring healing. Not only did he want the man healed, he wanted to

make sure that there was time for the healing. He spent what he had. Mercy is active, it doesn't just say, "I feel sorry for you. He paid the bill for the future so that the man would not be embarrassed, and he had an insight that the innkeeper had sincere motives, and would not take the money, but eject the wounded fellow when he left. The Good Samaritan said, "If he spends any more, you can trust me, I'll repay you." Perhaps the innkeeper also had a mercy motive, and he discerned the sincerity of the Good Samaritan; he may have also felt mercy for the man who had been wounded.

"Which now of these three, thinkst thou, was neighbor unto him that fell among the thieves? And he said He that sheweth mercy on him" (Luke 10:36, 37a).

The mercy motive is a neighbor. Exhortation may have been a father, but mercy is a neighbor. The mercy motive within the Body of Christ should encourage you to be merciful toward others.

Final Thoughts

Remember the purpose of these gifts is for service to God and the body of Christ. God works through us using these gifts within us to help the Church grow and remain healthy. They are a matter of function. They are for the glory of God and not to exalt or highlight any one person.

Illustration Explaining How the Motivational Gifts Function

I believe the following story will help illustrate how the 7 motivational gifts function in real life:

Imagine seven people at the dinner table when someone accidentally spills a platter of spaghetti on one of the guests and makes a huge mess. Here is how each of those 7 people would respond in relationship to their 7 motivational gifts.

The person with the motivational gift of prophecy would say, “If you would have been more alert and careful this is wouldn't have happened. Learn from this and don't make the same mistake again” The motivation is to point out how they missed it and bring conviction of their wrongdoing.

The one with the servicing gift would immediately jump up and begin cleaning up the mess. The motivation here is the heart to help meet the practical need.

The person with the teaching gift would use the event as a teaching moment and begin explaining why the accident happened and how it could be prevented in the future by simply know how to properly balance the weight. Explaining step by step how they should do it.

The one with the gift of encouragement would begin encouraging

the person by exhorting them to keep trying and giving a practical way of how to do it the next time so as to avoid the mistake.

The person with the giving gift would say no problem I can buy another dish and buy another plate of spaghetti. They use their personal assets to meet the need.

The one with gift of Leading would immediately take charge and begin directing and organizing everything from clean up, to how to replace the food, and to bring peace to everyone and the situation.

The person with the mercy gift would respond by telling the person it's okay. Don't feel badly we all have done the same thing. Everything is going to be okay.

SUMMARY

Now, remember all of the spiritual gifts are necessary for the proper functioning of the body of Christ. And most importantly, God wants us to exhibit the characteristics of each of the gifts. God has distributed these gifts to each of us with one of them being our dominated motivational gift. Do you know which one is yours? I trust that this study on motive gifts has helped you in identifying your own very important place in the Body of Christ.

motivational gifts explained in this book you will learn about the 7 gifts listed in Romans Chapter 12. They are prophecy, service, teaching, exhortation, giving, leadership, and mercy. They are often referred to as motivational gifts. Every believer has at least one of these gifts. Understanding what the motivational gifts are will help you better understand why other believers are the way they are and do what they do, and thus you will appreciate, respect and honor them because God has made them this way.

When you know what your motivational gift is it will help you understand your purpose and help you live a more fulfilling life.

This book explains each gift, the unique characteristics of each gift, and the misunderstandings each gift has. We will share Biblical examples that exhibit each gift. So, let's begin our journey and learn about these amazing gifts that the Father has given the church to help us fulfill our mission.

ABOUT THE AUTHOR

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