

POWER ACADEMY

Switching On Your Faith

Module 1: The Basics

Lesson 7: Ministry Offices &
the Motivational
Gifts

Power Academy Module 1

Lesson 7 – Ministry Offices and the Motivational Gifts

1. 1 Corinthians 12:4-6 – *“⁴ There are diversities of gifts, but the same Spirit. ⁵ There are differences of ministries, but the same Lord. ⁶ And there are diversities of activities, but it is the same God who works all in all.”*
 - a. Verse 4 – There are 9 spiritual gifts, and they are given as the Spirit wills (1 Corinthians 12:11).
 - b. Verse 5 – This is talking about the five-fold ministry offices: apostle, prophet, evangelist, pastor and teacher (Ephesians 4:11).
 - c. Verse 6 – These “diversities of activities” are the 7 motivational gifts. These are different from the spiritual gifts; they are activities that God placed inside everyone.
 - d. We don’t decide what gift we need. The Holy Spirit equips us with the gifts we need to do the job in that time.

2. 1 Corinthians 12:7-11 – *“⁷ But the manifestation of the Spirit is given to each one for the profit of all: ⁸ for to one is given the word of wisdom through the Spirit, to another the word of knowledge through the same Spirit, ⁹ to another faith by the same Spirit, to another gifts of healings by the same Spirit, ¹⁰ to another the working of miracles, to another prophecy, to another discerning of spirits, to another different kinds of tongues, to another the interpretation of tongues. ¹¹ But one and the same Spirit works all these things, distributing to each one individually as He wills.”*
 - a. Verse 7 – These 9 spiritual gifts are not for us personally to profit; they are for us to minister to other people and help them lead them to the Lord.
 - b. When we talk about the 9 spiritual gifts, the 5 ministry offices, and the 7 motivational gifts, it isn’t always so cut and dry. We can’t always put these things in a box, because they can blend together. These are just good ways to try to talk about what gifts we have and how they work.
 - c. Sometimes we have misconceptions, especially believers who were born again as children, and never had a “Damascus Road” conversion—something really dramatic—happen. Because they don’t understand the spiritual gifts, they don’t even realize they do move in the gifts.
 - d. We have to trust the Word over our experiences, and the Word of God says that “each one” is given these gifts. Therefore, we know that every believer has access to these gifts from God.
 - e. Verse 11 – The gifts are distributed by the Holy Spirit, as He wills, at the times when you need them to help others and to be a success.

3. 1 Corinthians 12:5 says that there are different ministries, and this means *different ways of serving*.
 - a. The 5-fold ministry offices are not “super-dupers”. They are meant to serve the body of Christ. Yes, they are leadership gifts, but how did Jesus lead? He led through servanthood.
 - b. The Lord chooses the people to serve in these ministry offices. You can’t just decide to be a prophet, pastor or evangelist. If you do, you will be trying to do something you weren’t graced by God to do, meaning that He hasn’t given you the ability to fulfill that office.
 - c. 1 Peter 3:15 — *“But sanctify the Lord God in your hearts, and always be ready to give a defense to everyone who asks you a reason for the hope that is in you, with meekness and fear.”*
 - We are all called to be able to share with others what we believe and why. We are all given the Great Commission (Matthew 28:18-20). However, that does not mean we are all called to the office of evangelist or teacher.

4. Ephesians 4:11 — *“And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers.”*
 - a. Jesus gave *some* to fill these ministry offices. On a football team, not everyone can be the coach or the quarterback! This is a coaching-type roll.
 - b. However, these “some” people are not more important, or more valued by God. He just places these people strategically, because He knows what He is doing!

5. Ephesians 4:11-12 — *“¹² For the equipping of the saints for the work of ministry, for the edifying of the body of Christ, ¹³ till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ.”*
 - a. The purpose of the 5-fold ministry offices is to equip and edify the body of Christ! They are on the back lines equipping the front lines for the work of the ministry!
 - b. You are the saints! You are called to the work of the ministry: the laypeople in the church, not the 5-fold ministry offices, are the ones who are meant to be ministering to people as they go through their everyday lives.
 - c. One of the biggest myths in the church is that the “pulpit gifts” are the ones who are supposed to be doing the work of the ministry, while the rest of us spectate from the crowd and be entertained.
 - d. On the Day of Pentecost, it was a really bad day for the devil! All he had to deal with was one Jesus, but after the Holy Spirit was poured out on *all who were present* (Acts 2:17; Joel 2:28), he had thousands of little Jesuses to deal with!
 - e. Therefore, he came up with this clever lie that only those in the 5-fold ministry offices were the “super-dupers”, while the rest of the people go to work all day, and give money so the 5-fold ministry offices can do the work of the ministry. That is a lie!

- f. God has called every single believer to the work of the ministry. Yes, *some* (the minority) will be called to one of these ministry offices, and hold that office as their full-time position, and dedicate their lives to it.
 - g. Again, these are the coaches, the ones who inspire, equip, and edify the majority of the body of Christ to do the work of the ministry. This is true regardless of your age, gender, economic status, or any other demographic.
 - h. You are the hands and feet of Jesus! You are called to impact those around you for the Gospel.
 - i. This is so important to understand, because some people seek these titles, as though it makes them more “special”. But you are never going to be more special than you are right now! As a child of God, you are loved by God and you are special! You do not need to try to force a claim on a 5-fold ministry office title to make yourself feel special.
6. The Hand Example:
- a. Apostle is the thumb.
 - The thumb sticks out from the rest, is one who is a “sent one” to start or pioneer a works.
 - They have a unique message to bring.
 - The apostle works in concert with the other ministry offices. Sometimes people start as a pastor, and then moves into apostle later.
 - b. Prophet is the index, or pointer finger.
 - The prophet points the way, and shows direction.
 - The office of a prophet is someone who reveals truth and mobilizes people into the work of the ministry.
 - Just because a believer operates in prophetic spiritual gifts, such as a word of knowledge, doesn’t mean they are meant to hold the ministry office of a prophet.
 - c. Evangelist is the middle finger.
 - The evangelist sticks out further than the rest. He goes out further for the purpose of winning the lost!
 - An evangelist will actually motivate and inspire other people to win the lost. You can tell an evangelist b/c they will stand up and say, “I’m not an evangelist, but we all need to go out and evangelize people!”
 - d. Pastor is the ring finger.
 - The pastor is married to the church.
 - The pastor is the shepherd: he loves the flock.
 - A shepherd protects and provides. The pastor should provide with food—good teaching— and with good leadership.

- The pastor protects the flock, runs off the wolves, etc. The pastor is responsible for the flock.
- e. Teacher is the pinky/little finger.
- A little cheesy, but because the little finger fits in your ear!
 - Faith comes by hearing, and hearing by the Word of God.
 - The teacher explains the Word, and encourages people in their faith.
7. How do you know what gift you have? Do other people tell you? Or does the Holy Spirit tell you?
- a. The Holy Spirit tells you! Be very careful of people who come along and tell you who and what you are. Someone else’s opinion of you, or label of you, does not supersede what the Lord has told you!
- b. If you have multiple people who you know hear from God, and they tell you the same thing, you may need to pray and ask the Lord to reveal that to you.
- c. However, when you are called into a ministry office, you will know when He called you, what He told you. This is something that you will know for sure, because it’s not a glamor thing.
- d. The Holy Spirit will be the one who tells you, and other people can at times confirm it to you.
- e. You can identify people who are called to ministry offices by their influence and responsibility. They will have authority in their area. Regardless if they ever are called by the title of “Apostle”, or “Evangelist”, or “Prophet”, they will display the fruit that comes from that office. (In fact, they will rarely adopt those titles for themselves.)
- f. A characteristic of an apostle is they will begin to raise up leaders and plant churches, or groups of believers, etc. They will raise up the other four of the 5-fold ministry.
- g. You’ll see people operating in these offices without ever declaring it to the world. It is authority, responsibility, and restraint.
- h. Restraint: If they are a “heavy shepherd” or forcing their ministry office on people, they often may have missed it. Usually people in these offices operate in restraint. (Culturally, if you’re a pastor in a church, people will address their pastor as “Pastor”, but that is the exception.)
- i. When seeking the Lord, just serve and work in the ministry, and follow the direction of the Lord, one step at a time. In time, the Lord will reveal this to you. (This isn’t written in stone, but it can take around 10 years for this to be established.)
8. The 7 Motivational Gifts: Romans 12:6-8 — *“6 Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith; 7 or ministry, let us use it in our ministering; he who teaches, in teaching; 8 he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.”*

- a. When God the Father created every person, He put these gifts inside of them. It can be one, or a combination of these gifts. Even unbelievers have these gifts in them! These work even in our personalities, we are motivated by these gifts, better at some things than others.
 - b. Motivational gifts are actions, or what motivates people to action. It manifests as a desire or a talent, a natural ability.
 - c. These are prophecy, ministry (serving), teaching, exhortation, giving, leadership/administration, mercy/love.
9. The Motivational Gift of Prophecy
- a. The spiritual gift of prophecy, the ministry office of a prophet, and the motivational gift of prophecy are three different things.
 - b. This motivational gift is more in the area of wisdom and being a visionary. This is seeing things in the future, not like fortune-telling, but as in being innovative. Planning for the future and thinking outside of the box.
 - c. For example, Elon Musk (we don't know if he is saved or not, of course), but he simply thinks differently. One of his motivational gifts is probably this prophecy gift, this thinking outside the box and innovative, seeing the future and creating new technology.
 - d. These people could be dreamers: what does the future hold? How can we improve things?
10. The Motivational Gift of Ministry, or Serving.
- a. These people just love to serve! They just want to help, in whatever way they can.
 - b. They don't want to be the leader, they don't want to be number one, they don't even want to necessarily be recognized.
 - c. These people are motivated by helping people, clean, put things in order. They will fix a problem before anyone even realize there's a problem.
 - d. Often people in care professions have this motivational gift to help, to serve, and to minister! That word "ministry" literally means to serve or to help.
 - e. Many times, others will try to put these people into leadership positions, when really they are designed to serve. They are motivated simply to be of help, not to lead.
11. The Motivational Gift of Teaching
- a. This is someone who can take something that seems complicated and explain it in a way that makes it simple and easy to understand.
 - b. Some of these people are actually teachers in schools and colleges.
 - c. However, it could be something like a person who comes to fix your heater, and in five minutes helps you to understand how it works!

- d. When someone comes around with curiosity, it could be a child or an adult, and you feel the desire to explain what you are doing. You want them to understand the process and the details.
 - e. A teacher will have a desire to help people understand, and this doesn't have to be spiritual things.
12. The Motivational Gift of Exhortation, or Encouragement
- a. These people just make you feel good about yourself when you are around them!
 - b. Again, this gift can be even inside unbelievers, because the Father places these gifts in us as part of our personalities.
 - c. These are your cheerleaders; they are good coaches. They build you up and make you feel like you can do anything!
 - d. These are naturally optimistic people, and they will show others where their strengths are.
13. The Motivational Gift of Giving
- a. Verse 8 – “...*He who gives, with liberality...*”
 - b. These people usually love to make money! Often, people who are very entrepreneurial are motivated by the desire to give.
 - c. Others may accuse them of being greedy, because their focus is on making money. However, many times their **motivation** is not greed, but giving. They want to help people through philanthropy: giving their money to charities or individuals who need it.
 - d. Ashley had been accused of this, because he wanted to make money in order to give it away! He doesn't have a love for money, he has a love for giving! That is his motivation for his entrepreneurial spirit.
 - e. “With liberality” means “with freedom”! Give freely.
 - f. Mark Hankins says, “If you get addicted to giving, the Lord will support your habit!”
14. The Motivational Gift of Leading, or Ruling
- a. This is the person who says, “Okay, everyone, this is what we're gonna do!”
 - b. Leaders are the organizers; they are the ones to plan everything out.
 - c. A leader will take chaos and create order out of the chaos.
 - d. Strong-willed children are often meant to be leaders because they naturally don't want to be told what to do; they want to be the leader!
 - e. However, we all know that the best leaders are also the best followers, so even leaders have to learn to follow well.
 - f. Many times a way you can tell what gifts you have are if those are the areas in which you have been attacked by other people.

- Perhaps if people accuse you of greed, you have the gift of giving. Or, if they say, “You just love everyone. You’re too soft!” You probably have the gift of mercy. Or, “You’re so bossy!” No, you probably just have the gift of leadership.
- The enemy has been around people long enough to spot potential in them. And he will do anything he can to attack them in the area of their gifting because he’s terrified that they will actually use it.

15. The Motivational Gift of Mercy, or Love

- a. People with the “mercy motive” don’t judge other people, or point out their faults. They are just full of love and compassion for people.
- b. These are the people who will leave the 99 and find the 1. They will look for the outcast and try to bring them in.
- c. They will get emotionally connected easily, and will sometimes be taken advantage of because they will love the unlovable.

16. You Can Have Multiple Gifts

- a. These motivational gifts aren’t always black and white, and you may operate in two or three of them at the same time.
- b. Maybe one is really prominent in you, though. If it is your motivation that keeps coming up, that is probably your motivational gift.
- c. Allow the Holy Spirit to highlight these things to you, and He will reveal your gift, your strengths, to you. Ask the Lord to show you where your strengths are.
- d. If you don’t recognize that you have any gifts, you won’t pursue the opportunities that will make good use of them.
- e. Sometimes you feel like you don’t fit because you aren’t doing what you were created to do.
- f. If you are in a place where you aren’t called, it can become very stressful because you aren’t in your lane.

Module 1 Lesson 7 Scriptures

1 Corinthians 12:4-11 – ⁴ *There are diversities of gifts, but the same Spirit. ⁵ There are differences of ministries, but the same Lord. ⁶ And there are diversities of activities, but it is the same God who works all in all. ⁷ But the manifestation of the Spirit is given to each one for the profit of all: ⁸ for to one is given the word of wisdom through the Spirit, to another the word of knowledge through the same Spirit, ⁹ to another faith by the same Spirit, to another gifts of healings by the same Spirit, ¹⁰ to another the working of miracles, to another prophecy, to another discerning of spirits, to another different kinds of tongues, to another the interpretation of tongues. ¹¹ But one and the same Spirit works all these things, distributing to each one individually as He wills.*

Ephesians 4:11-12 – ¹² *For the equipping of the saints for the work of ministry, for the edifying of the body of Christ, ¹³ till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ.*

1 Peter 3:15 – *But sanctify the Lord God in your hearts, and always be ready to give a defense to everyone who asks you a reason for the hope that is in you, with meekness and fear.*

Matthew 28:18-20 – ¹⁸ *And Jesus came and spoke to them, saying, “All authority has been given to Me in heaven and on earth. ¹⁹ Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, ²⁰ teaching them to observe all things that I have commanded you; and lo, I am with you always, even to the end of the age.” Amen.*

Acts 2:17 – *And it shall come to pass in the last days, says God, That I will pour out of My Spirit on all flesh; Your sons and your daughters shall prophesy, Your young men shall see visions, Your old men shall dream dreams.*

Joel 2:28 – *And it shall come to pass afterward That I will pour out My Spirit on all flesh; Your sons and your daughters shall prophesy, Your old men shall dream dreams, Your young men shall see visions.*

Romans 12:6-8 – *“⁶ Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith; ⁷ or ministry, let us use it in our ministering; he who teaches, in teaching; ⁸ he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.”*