

Communicative and Insight Gifts

Leadership Training

Gifts Covered: Prophecy, Teaching, Knowledge, Wisdom, Discernment

Purpose of This Training: To help leaders who carry communicative and insight gifts steward them with humility, accuracy, love, and alignment with the whole body.

TIME: 90 minutes

1. Understanding the Gifts (20 minutes)

Core Idea: These gifts shape how truth is understood, spoken, and applied. Above all they must be grounded in **love**.

Gift Snapshots:

- **Prophecy:** Speaking God's truth clearly and courageously for encouragement, correction, or direction.
- **Teaching:** Explaining Scripture so others can understand and grow.
- **Knowledge:** Grasping and retaining biblical and spiritual truth.
- **Wisdom:** Applying God's truth rightly in complex situations.
- **Discernment:** Recognizing what is from God, what is not, and why.

Key Scriptures:

Romans 12:6–8; 1 Corinthians 12:7–10; Ephesians 4:11–13

Group Prompt:

- Which of these gifts do you most resonate with, and why?

2. Strengths These Gifts Bring to Leadership (15 minutes)

Healthy Expressions:

- Protect doctrinal and spiritual health
- Bring clarity in confusion
- Help teams avoid error and poor decisions

- Provide depth and maturity in leadership conversations

Discussion Questions:

- When have these gifts helped our leadership most?
- Where do we most rely on insight-driven voices?

3. Common Pitfalls & Growth Edges (15 minutes)

Potential Challenges:

- Speaking truth without relational sensitivity
- Overvaluing being right over being loving
- Moving faster than the community can process
- Isolating insight instead of submitting it to others

Self-Reflection:

- When do I feel frustrated with others who don't "see it" yet?
- How do I respond when my insight is questioned?

4. Practicing the Gifts in Healthy Ways (20 minutes)

Guiding Principles:

- Truth must always be expressed in love (Ephesians 4:15)
- Insight should be tested in community (1 Thessalonians 5:20–21)
- Authority grows from trust, not volume

Skill-Building Exercise:

- Present a real or hypothetical ministry challenge
- Ask insight-gifted leaders to share perspective
- Then ask care- and leadership-gifted leaders to respond

Debrief Questions:

- What felt helpful?

- What felt hard?
- What did we learn about working together?

5. Integration with the Whole Team (10 minutes)

Discussion Questions:

- Which other gifts do these most need to partner with?
- How can we create space for insight without dominance?
- What helps insight-gifted leaders feel heard and trusted?

6. Prayer (10 minutes)

Prayer Focus:

- Humility and clarity
- Courage with compassion
- Unity with other gifts

May we speak God's truth with wisdom, discernment, and love, for the building up of the body of Christ.

Leadership and Organizational Gifts

Leadership Training

Gifts Covered: Leadership, Administration **TIME:** 90 minutes

Purpose: To equip leaders who guide vision and systems to lead with humility, collaboration, and spiritual dependence.

1. Understanding the Gifts (15 minutes)

- **Leadership:** Casting vision, motivating people, and guiding direction
- **Administration:** Organizing people, processes, and resources for effectiveness

Key Scriptures: Romans 12:8; Exodus 18:13–26; Proverbs 16:9

Discussion Prompt:

- Where do you naturally lead: vision, structure, or both?

2. Strengths These Gifts Bring (15 minutes)

- Direction, clarity, momentum
- Stability and sustainability

Discussion: When has good leadership or organization strengthened our ministry?

3. Common Pitfalls (15 minutes)

- Control vs. trust
- Efficiency over people
- Vision without listening

Reflection: How do I respond when plans are challenged?

4. Healthy Practice Exercise (20 minutes)

- Review a current ministry plan
- Ask: What is clear? What is missing? Who needs to be heard?

5. Integration & Prayer (15 minutes) Partner intentionally with care and insight gifts

Care Support and Compassion Gifts

Leadership Training

Gifts Covered: Mercy, Service, Helps, Hospitality **TIME: 90 minutes**

Purpose: to affirm and protect those who serve faithfully and shape ministry culture through love.

- **Helps:** Providing practical support and aid to church leadership and congregants
- **Serving:** helping people with love, compassion, and empathy
- **Mercy** Helping by focusing on tangible, physical needs
- **Hospitality:** Intentional, sacrificial act of welcoming others. particularly strangers

1. Understanding the Gifts (15 minutes)

- Meeting needs with compassion and action

Key Scriptures: Romans 12:7–8; Matthew 25:35–40

2. Strengths These Gifts Bring (15 minutes)

- Relational warmth
- Trust and belonging

3. Common Pitfalls (15 minutes)

- Burnout
- Avoiding boundaries
- Feeling unseen

4. Healthy Practice Exercise (20 minutes)

- Identify unseen acts of service
- Discuss healthy limits and shared responsibility

5. Integration & Prayer (15 minutes)

- How leaders can protect and honor these gifts

Encouragement and Faith Gifts

Leadership Training

Gifts Covered: Exhortation, Faith

Purpose: To channel encouragement and faith in ways that strengthen perseverance and realism.

TIME: 90 minutes

1. Understanding the Gifts (15 minutes)

- **Exhortation:** Strengthening through words
- **Faith:** Trusting God confidently

Key Scriptures: Romans 12:8; Hebrews 11:1; 1 Thessalonians 5:11

2. Strengths These Gifts Bring (15 minutes)

- Hope, courage, resilience

3. Common Pitfalls (15 minutes)

- Minimizing pain or complexity
- Spiritualizing practical issues

4. Healthy Practice Exercise (20 minutes)

- Practice encouragement that acknowledges reality

5. Integration & Prayer (15 minutes)

- Partnering with wisdom and leadership gifts

Shepherding and Nurturing Gift

Leadership Training

Gift Covered: Shepherding

Purpose: To strengthen long-term spiritual care while maintaining healthy scope and boundaries.

TIME: 90 minutes

1. Understanding the Gift (15 minutes)

- Ongoing care, guidance, and protection

Key Scriptures: John 10:11–15; 1 Peter 5:2–3

2. Strengths This Gift Brings (15 minutes)

- Spiritual health and trust

3. Common Pitfalls (15 minutes)

- Overextension
- Difficulty delegating care

4. Healthy Practice Exercise (20 minutes)

- Map care responsibilities and support systems

5. Integration & Prayer (15 minutes)

- Balancing shepherding with vision and mission

Outreach and Generosity Gifts

Leadership Training

Gifts Covered: Evangelism, Giving

Purpose: To keep leadership outward-focused and resourced for kingdom impact.

TIME: 90 minutes

1. Understanding the Gifts (15 minutes)

- **Evangelism:** Sharing the gospel effectively
- **Giving:** Resourcing God's work joyfully

Key Scriptures: Matthew 28:19–20; 2 Corinthians 9:6–8

2. Strengths These Gifts Bring (15 minutes)

- Missional focus
- Provision and faith

3. Common Pitfalls (15 minutes)

- Measuring success only by numbers
- Pressure-driven appeals

4. Healthy Practice Exercise (20 minutes)

- Identify ways to champion outreach and generosity as a team

5. Integration & Prayer (15 minutes)

- Aligning mission, message, and resources