

Motivational Spiritual Gifts

The Server (No. 2) and Leader (No. 6) Gifts

*“But we have gifts (*charismata*) that differ, and which are meant to be used according to the grace that has been given to us – if prophecy, in proportion to our faith; ⁷if service, in our serving; or the one who teaches, in his teaching; ⁸or the one who exhorts, in his exhortation; the one who gives, in generosity; the one who leads, with diligence; the one who shows mercy, with cheerfulness” (Ro. 12:6-8).*

Rabbi Paul states that we have *“gifts that differ and which are meant to be used.”* The list here is not earned, and you do not have to qualify to have one of them. God gives them according to His grace (His desire and His power for YOU to do His Will). They are not organized according to spirituality, that is, some gifts are NOT more spiritual than others. He has placed one of these gifts in every person that is born. The *Ruach HaKodesh* activates our spiritual gifts. **Lord, activate these gifts in Kol Simcha today!**

Romans 12 correctly translate the Greek word *charismata* into the word gift. What is THE LIST?

- Server/Ministry – where the rubber meets the road, i.e., practical service. Concern about the needs of the congregation...
- Leader/Ruler – Overseeing/Administration concern about details and organization, planners...

As we start today's message, I want to motivate you with the following points for study and meditation:

1. Everyone is **inherently motivated** in *one* of these gifts. We must find it and move on it.
2. We can start using people **immediately** as *Yeshua* adds to the body, regardless of spiritual walk and maturity.
3. Finding and identifying our gift is **liberating** and **fulfilling**, and it gives others space.
4. We need to **examine** ourselves, **experiment** and **exercise** our gift.

How do we discover our Gift?

- Accept Messiah as your Savior and Trust in His Atonement (Ro. 10:9-13)
- Enter into Messiah's Victory over Sin (Romans 6,7,8)
- Concentrate in the needs of others (Eph. 4:12-13)
- Discern your real motive in helping others (Romans 12:4)
- Identify what Believers do that irritate you (1 John 3:16)
- Understand the categories of Gifts (1 Cor. 12)
- Distinguish the characteristics and misuses of each gift
This is the most powerful way of all and the reason for this study!

Characteristics of the gift of Server

GIFT	CHARACTERISTICS	MISUSES
Who in Scripture best illustrates the motivational gift of server?	<p>1. See and meet practical needs Important needs that would seem insignificant to others catch the eye and attention of the server. These needs are usually physical; however, the server knows that by meeting them he will bring encouragement & strength to those who receive his help. Timothy’s serving ability is noted by Paul: <i>“I have no one who compares with him, who will care so sincerely for your welfare”</i> (Phil. 2:20).</p>	<p>1. Giving un-requested help Sometimes the tasks which the server sees appear to be more important to the server than the one being served. It may even be that the one who has the needs is not aware of them to the degree that the server is. In either case, a server who uses his initiative in meeting these needs may be judged as “pushy or intrusive.”</p>
<i>Timothy</i>	<p>2. Free others to achieve The joy of the server is not just initiating tasks but knowing that through them he is bringing a peace of mind to another person which will allow them to be more productive in the tasks which God has called him to do. Timothy served Paul so that Paul could carry out his ministry. His serving was <i>“as a son with his father”</i> (Phil. 2:22)</p>	<p>2. Letting things be too important In order to meet the needs of others, servers will often neglect their own home and personal responsibilities. They will meet the serving needs at home but leave the other needs unmet. This transfer of attention may cause reaction by the server’s family and the feeling by the one being served that too much attention is being put on physical things.</p>
Devoted Love (Romans 12:10)	<p>3. Disregard for weariness Because the server sees the importance of the tasks which he has begun, he will freely use up personal assets of time, money, and strength. His focus is not on himself, but rather on the completion of the tasks which he knows will benefit the individual and bring joy to himself.</p>	<p>3. Working beyond physical limits Inner tension resulting in physical ailments and especially stomach problems often occur in servers. This condition is the consequence of extending themselves on either one job or taking on too many jobs. We know that Timothy had physical ailments by Paul’s instruction to him to take wine <i>“...use a little wine for the sake of your digestion and because of your frequent illnesses”</i> (1 Tim. 5:23)</p>
Brotherly Love (Romans 12:10)	<p>4. Difficulty in saying “no” As the server effectively meets one need, others may ask for similar help, not realizing the inner motivation of the server. These requests, however, are difficult to turn down because they represent needs, and the server feels obligated at having been asked.</p>	<p>4. Neglecting God-given priorities Servers are often placed in positions of responsibility because they are diligent workers. It is then easy for them to volunteer a helping hand or become involved in tasks which they should be delegating to others. This imbalance causes the server’s authority to become frustrated because assigned tasks are not completed on schedule.</p>

<p>Showing Respect (Honoring Others) (Romans 12:10)</p>	<p>5. Alert to likes and dislikes Servers have an amazing ability to find out and remember special interests in the people they serve. Thus, birthdays and anniversaries are special occasions for them. They can often recall favorite foods, special colors, types of home furnishings, and favorite activities and use this knowledge in making things special</p>	<p>5. Reacting to overlooked needs A server may react to people around him who, in his judgment, walk right past obvious needs. He assumes that others see what he sees. If he tells someone about a need and that person does not follow through on his suggestion, the server may become resentful.</p>
<p>What basic Scriptural principle does the person with the gift of server most need to exercise?</p>	<p>6. Need Approval Appreciation confirms to the server that his work is necessary, and it is being blessed by the Lord. The server also desires clear direction. Paul gave Timothy more praise and precise instructions than any other assistant. (1 & 2 Tim.) Servers prefer working with a person rather than for a person.</p>	<p>6. Resenting lack of appreciation If a server is given a physical job simply because he is a server and is expected to get his joy from doing it, he may feel misused and react in anger. He will then fail to consider that he is working for the Lord. A server's perspective may also be lost if the one whom he is serving is not making wise use of his time.</p>
<p>Authority</p>	<p>7. Like short-range projects The tasks which attract a server are usually immediate needs. The server often becomes frustrated with long-range planning or a continuous task which seems to have no visible progress. Timothy was urged to maintain endurance as a good soldier and to continue in the calling which he was given of God (1 Tim. 4:16, 2 Tim. 2:3)</p>	<p>7. Work people around their schedule Because of the server's lack of desire or ability to properly delegate tasks, he will often develop his own time schedule and force others to adapt to it. Lack of delegation may also hinder the family from feeling involved in his serving and cause them instead to feel that they are taken for granted.</p>
<p>Why is this true? It gives the server protection for the management of his time.</p>	<p>8. Put extra touches to jobs The server knows that by doing more than is expected he will not only delight the one being served but demonstrate that he is doing it unto Lord. "Going the second mile" for a server may be trimming and sweeping after mowing the lawn or putting a bow and flower around a lunch box.</p>	<p>8. Being frustrated with time limits A server may react to a rigid schedule, not realizing that it is for his own protection. He may feel that it hinders him from the joy of additional serving. Twice Timothy was told by Paul not to get sidetracked. "<i>Do your best to come to me soon... before winter...</i>" (2 Tim. 4:9, 21).</p>
	<p>9. Meet needs quickly In an effort to complete tasks, a server will try to avoid committees and what to him appears to be unnecessary "red tape." In order to avoid delays, the server will use personal funds.</p>	<p>9. Interfering with God's discipline The purposes of God may be frustrated when a server meets a need God intended to bring about repentance. If a server would have met the physical needs of the prodigal while he was in the pigsty, it could have hindered his return</p>

Characteristics of the gift of Leader/Organizer

GIFT	CHARACTERISTICS	MISUSES
Who in Scripture best illustrates the motivational gift of leader/organizer?	<p>1. Able to visualize final results When a major project is given to an organizer, he is able to picture the completed task and what it will take to accomplish it. When Nehemiah was given the task of removing the “great affliction and reproach of God’s people in Jerusalem,” he immediately visualized the need to rebuild the walls. (See Nehemiah 1:2-3.)</p>	<p>1. Views people only as resources If an organizer is in the position of authority, he can simply direct people based upon his gift of seeing the bigger picture. However, if he is not in this position, he must earn the right to be heard. Then he must patiently explain that all the steps which he sees are required to reach the goal. An organizer will tend to make suggestions and then react or become discouraged when these are not followed.</p>
<i>Nehemiah</i>	<p>2. Need loyalty in associates In order for an organizer to visualize the completion of a task, he needs to know who and what his resources are. Since the efficiency of his entire operation depends upon the faithfulness of the workers, he would rather have fewer that he can count on than more that he cannot count on. Nehemiah required an oath of cooperation from rulers, nobles, and people. (Neh. 5)</p>	<p>2. Building loyalty with favoritism An organizer is very sensitive to loyalty. He depends upon it to accomplish his goals, or the goals others have for him. An organizer in charge of a work may single out individuals whom he thinks are especially important to his goals and show them favoritism or partiality. If he is not in charge, he may cause disharmony by openly expressing frustration.</p>
Bless those who persecute you (Romans 12:14)	<p>3. Ability to delegate An organizer knows which tasks to delegate and which he must do himself. He also is able to sense which workers will need more assistance than others. Organizers are able to naturally maintain a continued account ability with their workers. Nehemiah delegated the building of the walls, but he retained responsibility for dealing with the enemies. (See Nehemiah 4:13.)</p>	<p>3. Using delegation to avoid work When a person with the gift of organization is not in charge, it is easy for him to delegate his responsibilities to others. His work may be completed; however, he will miss the character training and other objectives which the one who assigned him the task had in mind. His authority and others may then react to him and accuse him of laziness and irresponsibility.</p>
Bless them, don't curse them! (Romans 12:14)	<p>4. Withstand reaction to tasks Once an organizer commits himself to a task, he is willing to endure much opposition to his leadership. This reaction may come from insiders or outsiders. However, he knows that without the continuous pressures that he must exert, the final goal will not be achieved. Nehemiah responded to persistent opposition from outside enemies and fellow workers. (Neh. 4)</p>	<p>4. Being unresponsive to appeals When an organizer who is in charge of a project rejects valid suggestions or closes his ears to grievances, pressures result. These cause him to become harsh or even resign. When an organizer is not responsive to directions from his authorities, he must be disciplined. If he reacts, he will build patterns of resentment and pride.</p>

	<p>5. Make jobs look easy An organizer has the ability to take seemingly impossible tasks and break them down into achievable goals. Nehemiah took the huge task of rebuilding the walls of Jerusalem and broke it down into smaller sections which each family or group was able to complete. (See Nehemiah 3:1-32.)</p>	<p>5. Putting projects ahead of people When an organizer reacts to people who do not have his spiritual gift, he is usually focusing only on their inefficiency and disorganization. By reacting, he overlooks their real needs and potential and damages important relationships and the potential ministry which God intended for him.</p>
<p>What basic Scriptural principle does the person with the gift of leader/organizer most need to exercise?</p>	<p>6. Very alert to details An organizer notices what others might consider small details, but he knows are essential in order for the project to be completed in the proper way. He also tends to remove himself from distracting details in order to focus on the ultimate goal. Nehemiah did not get involved in actual building; he removed obstacles such as financial pressures which would have hindered the work. (Neh. 5)</p>	<p>6. Overlooks workers' serious faults If an organizer is given a position of authority, he will appoint workers on the basis of their ability to get the job done. If serious character flaws are discovered in a valuable worker, the organizer will be reluctant to dismiss him. Failure to do so, however, will communicate approval and acceptance of the behavior and will cause reaction or imitation by others.</p>
<p>Suffering</p>	<p>7. Complete tasks quickly The efficiency of leaders begins before they start a project by checking out and securing needed resources. Nehemiah secured timber from the king's forest before the rebuilding began. Leaders also place workers according to their strengths and weaknesses so that maximum productivity can be achieved.</p>	<p>7. Failing to explain or praise When an organizer is put in charge of several people to accomplish a job, he may tend to give instructions without explanation. This neglect causes fellow workers to feel like pawns in a chess game. Their feelings of being used are intensified if they are not given proper praise or appreciation when the work is done.</p>
<p>Why is this true? It causes the leader/organizer to learn to be sensitive to the needs of others.</p>	<p>8. Able to be decisive Because the final goal is clearly visualized by the leader, he is able to quickly evaluate situations & requests and make firm decisions. Nehemiah was consistently invited by his enemies to come and have a conference with them. His decision to not come was fast & decisive</p>	<p>8. Forcing decisions on others An organizer can misuse his special abilities of persuasion and decisiveness by coercing others to help him achieve personal ambitions. They can also be misused on legitimate jobs by insensitivity to the schedules, weariness, or personal priorities of his workers.</p>
	<p>9. Completion involves cleanup In a leader's mind a job is not finished until everything is back in its place. He'll encourage & inspire workers to complete a job by praise approval, reproof & challenge. His final joy is seeing all the parts come together. It doesn't matter if others appreciate him as long as he knows they followed the laid-out plans.</p>	<p>9. Losing interest in finished job The fulfillment of an organizer is to see a job completed. However, before moving on to a new job he must make proper provision for maintenance of the completed job. When this trait is carried over into the personal life of an organizer, he is never content with the things that he has or that he has done.</p>