Spiritual Gifts Leader Guide (NASB AND ESV)

DISCOVERING YOUR SPIRITUAL GIFTS

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USING LEADER GUIDES

Leader Guides are intended for you, the leader, to guide your Precept Upon Precept® and In & Out® discussions. They are designed to help you reason through the content of the lessons and to ensure you have understood what your group should have learned from their study. The guides offer effective plans for leading discussions.

The Holy Spirit is your guide as you prepare. He is the one who knows what your group needs to apply to their lives. Pray for them as they study and for yourself as you prepare to lead the discussion.

These guides can be used for either the NASB or the ESV edition of the courses. ESV words follow the NASB after a slash / or are set off with parentheses.

Leader Guides include the following:

- Lesson emphasis
- A logical order for the discussion
- Discussion questions
- Suggested visual aid(s)

Practical tips for using the Leader Guide:

Don't simply "do" the lesson.

Stay with the lesson until you have a good understanding of it. This will give you a better grasp of how the Leader Guide takes you through the lesson.

You don't have to ask every question in the guide.

Often one question will be covered while discussing another question so there is no reason to ask it. Your goal is not to ask every question, but to ask enough questions to make sure your group understood the lesson and to help them apply the truths to their lives.

Using the Leader Guide with In & Out

When your entire group uses In & Out

Compare an In & Out lesson with the Leader Guide. Use what relates to the In & Out lesson as a guide for the discussion. Don't teach what's not in In & Out lessons. Remember your goal in the discussion is for your group to discuss what they've learned, not for you to lecture on what you learned.

For groups studying both Precept Upon Precept and In & Out

Use the Leader Guides as designed for PUP, knowing that the In & Out assignments will be covered in the discussion. Make a note in the Leader Guide of what is not in the In & Out.

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SPIRITUAL GIFTS LEADER GUIDE Lesson 1

Lesson emphasis:

- 1 Peter 4:10-11
- Ephesians 4:1-16

To begin your discussion, tell your group to look at the charts in the Appendix and the text they marked for these two passages as visual aids for this discussion about spiritual gifts.

1 PETER 4:10-11

Ask what your group observed about gifts from this text.

Each believer has received a gift. It's to be used for serving one another as good stewards. God's manifold / varied grace is the basis.

There are two categories of gifts in this passage: speaking and serving. The result of using gifts the proper way is that God is glorified.

What is the definition of "gift"?

charisma—"a gift of grace¹; "what has been given, gift . . . as a concrete manifestation of grace in the form of extraordinary powers given to individuals"

What are the instructions regarding the gifts?

Employ / use it in serving
It seems that this reference to serving is for all gifts, speaking or serving.
Gifts are to be used to serve the church.

Speak as the utterances / oracles of God. Believers with speaking gifts are to use and speak God's Word.

Serve with God's strength.
Using His strength to serve prevents burn-out.

¹W. E. Vine, Merrill F. Unger and William White, *Vine's Complete Expository Dictionary of Old and New Testament Words* (Nashville: T. Nelson, 1996), 2:264.

²Timothy Friberg, Barbara Friberg and Neva F. Miller, *Analytical Lexicon of the Greek New Testament*, Baker's Greek New Testament library (Grand Rapids, Mich.: Baker Books, 2000), p. 407.

Now ask your group what they see as the difference in the speaking gifts being used to serve in the church and the serving gifts being used. How does each category serve one another?

Then ask what category they think their spiritual gifts fall into. Why do they think so?

EPHESIANS 4:1-16

Verses 1-6

What are these verses about?

Paul, the author of this letter to the church, implored / urged believers to walk or live in a manner that was worthy of their calling from God.

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In verses 1-3 this walk is with:

humility
gentleness
patience
tolerance / bearing with in love for one another
diligent perseverance (ESV—eager to maintain), the unity of the Spirit
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You might ask how your group is doing with walking in this worthy manner.

What are verses 4-6 describing?

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Believers' oneness
one body—the church
one Spirit
one hope
one Lord
one faith
one baptism
and one God and Father over all, through all, and in all
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This is the basis for the unity of the Spirit.

How can believers live out this oneness? Give time for your group to discuss personal application.

Verses 7-16

How does verse 7 contrast with verse 6?

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Verse 6 is addressing all.
Then verse 7 addresses each one—individuals.
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What are verses 7-16 about?

Gifts

What is the definition of this word for "gifts" in verse 8?

doma—"what has been given gift, present"³

Compare who receives grace in this passage with who receives the grace gifts in 1 Peter.

Again, it's each one, each believer.

Ask your group what they learned about gifts in verses 8-13.

Christ gave the gifts when He ascended . . . far above the heavens. This is the time when gifts were first given to believers.

NOTE: You don't need to ask about verses 9 and 10 since this study is only about gifts and not all of Ephesians. But if someone in your group brings it up, don't spend much time on this.

Ask about the cross-reference in Acts 1? How does it relate to Ephesians 4:8?

Acts 1:1-2, 9

This is the account of Jesus' ascension to heaven.

Lead the discussion back to Ephesians 4 and ask what else your group observed.

The specific gifts or gifted men in this passage are apostles, prophets, evangelists, and pastors / shepherds and teachers. They are to equip the saints for service / ministry to build up the body of Christ, the church.

What is the definition of "apostles"?

"lit., 'one sent forth" "a messenger, one sent on a mission, an apostle" 5

What do the cross-references about apostles say?

Acts 4:33

With power the apostles gave testimony to the Lord Jesus' resurrection.

Acts 13:1-5 and 14:14-15

The church at Antioch commissioned and sent the apostles Barnabas and Saul to the work they were called to by the Holy Spirit. They proclaimed God's word and preached the gospel.

³Friberg, Timothy, Barbara Friberg, and Neva F. Miller. *Analytical Lexicon of the Greek New Testament* 2000: p. 119.

⁴W.E. Vine, Merrill F. Unger and William White, *Vine's Complete Expository Dictionary of Old and New Testament Words* (Nashville: Thomas Nelson, 1997, c1996), 2:30.

⁵Robert L. Thomas, *New American Standard Hebrew-Aramaic and Greek Dictionaries: Updated Edition* (Anaheim: Foundation Publications, Inc., 1998, 1981), G652.

Romans 1:1 and 16:7

Again, this text says Paul was an apostle, set apart for the gospel.

It also seems that Andronicus and Junias / Junia were apostles—those sent with the message.

1 Thessalonians 1:1; 2:1-6

Not only Paul, but also Silvanus and Timothy are called apostles—those went with the message. They were entrusted with the gospel and spoke it to the Thessalonians.

2 Corinthians 11:13-15

There are false apostles, deceitful workers / workmen who are disguised as serving Christ. They're Satan's servants.

How does Ephesians 4:14 relate to false apostles and true apostles?

God's apostles teach and preach the truth, but there are the false who present doctrine from trickery / human cunning and craftiness in deceitful scheming / schemes. And some people believe it to be the truth and are tossed or carried about by it.

Ask your group what the definition is of the next gift or gifted man in verse 11?

prophet—"a proclaimer of God's utterances"⁶; "one who speaks for God, proclaiming what God wants to make known"⁷

NOTE: The lesson says that this will be studied more in a later lesson.

What is the definition of the next gift? Also, discuss the cross-references.

evangelist—"a bringer of good news", "a proclaimer of the gospel"

How do the cross-references compare with the definition of an evangelist? Give your group time to discuss what they learned.

Acts 8:5, 12, 26-40 and 21:8

Philip, the evangelist, went to Samaria and preached the good news. He proclaimed Christ to them.

He also preached Jesus to the Ethiopian.

And when he found himself at Azotus, he kept preaching the gospel to all the cities.

⁶James Swanson, *Dictionary of Biblical Languages With Semantic Domains: Greek (New Testament)* (Oak Harbor: Logos Research Systems, Inc., 1997).

⁷Timothy Friberg, Barbara Friberg and Neva F. Miller, *Analytical Lexicon of the Greek New Testament*, Baker's Greek New Testament library (Grand Rapids, Mich.: Baker Books, 2000), p. 337.

⁸Robert L. Thomas, *New American Standard Hebrew-Aramaic and Greek Dictionaries: Updated Edition* (Anaheim: Foundation Publications, Inc., 1998), G2099.

⁹James Swanson, *Dictionary of Biblical Languages with Semantic Domains: Greek (New Testament)* (Oak Harbor: Logos Research Systems, Inc., 1997).

2 Timothy 4:5

Paul wrote to Timothy telling him to do the work of an evangelist, fulfill his ministry.

Then ask about the next gift or gifted man in Ephesians 4:11.

Pastor / shepherd and teacher

NOTE: When your group reads commentaries about this, they'll see that there is disagreement of whether this is one or two gifts, gifted men.

What are the definitions?

pastor / shepherd—"a shepherd, one who tends herds or flocks'... 'Pastors' guide as well as feed the flock"

teacher—"one who provides instruction"¹¹

How do the cross-references relate to the definition of "pastor / shepherd"?

Acts 20:17-28

Paul met with the elders of the Ephesian church and told them what was going to happen to him. He also warned them. Then he told them to shepherd the church God gave them. The Holy Spirit made them overseers to shepherd. They were to guard (ESV—pay special attention to) the flock.

1 Peter 5:1-4

Peter was an elder, and he told his fellow-elders to shepherd the flock by willing oversight, with eagerness and being examples. Then he referred to Jesus as the Chief Shepherd.

According to 1 Peter 4, what category of gifts do these belong to?

Speaking

What are the speakers to speak?

God's utterances / oracles or Word

How then do the believers with these gifts serve the body of Christ, the church? And what's the result? Go back to Ephesians 4.

Speakers speak God's Word which builds up the church and tells believers how to serve one another.

¹⁰W. E. Vine, Merrill F. Unger and William White, *Vine's Complete Expository Dictionary of Old and New Testament Words* (Nashville: T. Nelson, 1996), p. 462.

¹¹Johannes P. Louw and Eugene Albert Nida, *Greek-English Lexicon of the New Testament: Based on Semantic Domains* (New York: United Bible Societies, 1996), p. 415.

As the church grows there is more unity and maturity.

Believers as given the truth which helps prevent being tossed about by false doctrine.

Speaking the truth in love causes the body to grow and each part to work properly.

Now ask your group what they learned from the cross-reference in Acts 2. What speaking gifts from Ephesians did they observe in this passage?

Acts 2:1-4, 14-42

Peter taught what Joel prophesied about the Holy Spirit and about Jesus.

He evangelized; and 3,000 people were saved.

Peter and the other disciples were apostles.

To close your discussion, ask your group if any of them think they have one or more of these gifts and why they think so.

Encourage them to continue in their study to learn where they fit into the body of Christ.

SPIRITUAL GIFTS LEADER GUIDE Lesson 2

Lesson emphasis:

• Romans 12:1-8

REVIEW

To begin your discussion, tell your group to look at the charts in the Appendix and ask what they remember about spiritual gifts from 1 Peter 4:10-11 and Ephesians 4:7-16.

Each believer has received a spiritual gift from God.

There are two categories of these gifts—speaking and serving.

Those with speaking gifts are to speak God's utterances / oracles, His Word.

Those with serving gifts are to use His strength to serve.

The gifts are for building up the church, the body of Christ.

The four gifts, or gifted men, in Ephesians 4 are speaking gifts which when used to speak God's Word equip the church for service / ministry.

ROMANS 12:1-8

Verses 1-2

How does this passage about gifts begin? And ask your group how it applies to them and what worship is.

Spiritual service of worship / spiritual worship
Present physical body as living and holy sacrifice

This is how serving God begins. Laying down one's life for Him.

How does verse 2 continue?

After presenting one's body, the command is not to be conformed to this world.

Be transformed by renewing / renewal of the mind—Bible study renews the mind to think God's way instead of the world's way.

The conclusion is that the believer then proves God's good, acceptable, and perfect will for his life. These instructions in verses 1 and 2 tell God's people how to know and do His will.

Ask your group how they have experienced this. Give time for them to talk about it.

Verses 3-8

What are the instructions in verse 3? How can a believer obey them?

Don't think too highly of self.
Think with sound / sober judgment.
God's Word tells believers how to think as they should.

What else does verse 3 say?

Paul spoke, wrote, these things based on God's grace. God gives a measure of faith to each believer.

These things are the foundation for using spiritual gifts.

What is the illustration in verses 4 and 5? Why is it there?

This is the same illustration as in Ephesians 4—a physical body representing the church, Christ's body.

One with many members not having the same function—believers have different gifts according to God's grace.

Now you can start asking about the specific gifts listed in this passage and what your group learned about them.

Prophecy

You might ask what they remember about the definition of a "prophet" from Lesson One. Then ask what Romans 12:6 says about how to use this gift.

According to the proportion of faith, verse 3, the believer with this gift is to speak God's Word.

What do the cross-references say about this gift?

Acts 13:1-6 and 1 John 4:1-3

There were prophets and teachers in the church of Antioch. Barnabas and Saul (Paul) were two of them.

There are also false prophets, and believers need to be aware of them.

Acts 11:27-29; 21:7-14

Agabus was a prophet who by the Spirit told about a couple of specific events to come regarding a famine and Paul's life.

Philip the evangelist had daughters who were prophetesses.

Acts 15:32

Judas and Silas were prophets who encouraged and strengthened Christians brothers with their messages.

1 Thessalonians 5:19-21

Paul instructed the church at Thessalonica not to quench the Spirit or despise prophesies but to examine everything carefully (ESV—test everything). That would be according to God's Word. This compares with the references saying that there are false prophets in the world.

Ephesians 2:19-3:7

The foundation of God's household, the church, is what He said through the apostles and prophets. Jesus is the cornerstone of the building.

God revealed to them by His Spirit that Gentiles are part of the church.

Now ask your group what they've learned about the spiritual gift of prophecy, who might have this gift, how it's ministered to the body, etc. Then give them time to discuss. You might also ask if any of them think they have this gift and why.

Service

What is the definition of "service," and what do the cross-references say about it?

diakonia, "attendance, ministry"; "contribution, help, support"²

Acts 6:1-6

This passage shows three different gifts—the apostles concerned with God's Word, believers serving and those who were put in charge of the serving (ESV—appoint to this duty).

The servers served food daily to those who needed it.

1 Timothy 3:8-13

The office of deacon in the church is described. They are the servers who have godly character. Serving the church well brings a high / good standing and confidence in faith.

They are to serve with God's strength.

Romans 6:1-2

A woman named Phoebe was also called a servant of the church at Cenchrea.

Now ask your group what they learned about service and how it is used. Do any of them think they have this gift or know someone who they think has this gift?

¹Spiros Zodhiates, *The Complete Word Study Dictionary: New Testament* (Chattanooga, TN: AMG Publishers, 2000, c1992, c1993), G1248.

²Barclay Moon Newman, *A Concise Greek-English Dictionary of the New Testament*. (Stuttgart, Germany: Deutsche Bibelgesellschaft; United Bible Societies, 1993), p. 42.

Teaching

Ask what they remember from the definition of "teacher" in Lesson One. Then ask what the cross-references say about it.

Acts 2:42

The new church was devoting themselves to the apostles' teaching; they would have been teaching God's words to grow and build up the church to serve one another.

Acts 5:27-29, 42

The apostles were brought before the Jewish Council and told not to teach anymore about Jesus. But they chose to obey God rather than the men of the Council, and they kept on teaching every day.

Acts 15:35

Paul and Barnabas, who were also called apostles, were teaching the Lord's Word to the church in Antioch. And there were other teachers there.

Colossians 1:28

Teaching God's words with wisdom has a goal of presenting believers complete / mature in Christ.

James 3:1

This is a warning that teachers have a stricter judgment (ESV—judged with greater strictness). A teacher is held accountable for what he teaches and how he lives. His teaching affects others in the church.

2 Peter 2:1

Just as there are false prophets, there are also false teachers among believers. They secretly teach heresies even denying the Master, Jesus.

This compares with Ephesians 4:14 where it talks about every wind of doctrine, men's trickery / cunning and craftiness in deceit. True teachers present the truth to prevent deception.

Ask what your group learned about this gift and if any of them think they have it or see it in someone else.

Exhorts

What is the definition of "exhort"?

exhort—parakaleo, "to aid, help, comfort, encourage."3

³Spiros Zodhiates, *The Complete Word Study Dictionary: New Testament* (Chattanooga, TN: AMG Publishers, 2000), G3870.

What do the cross-references say about exhorting?

Acts 2:37-40

Peter was exhorting the people in Jerusalem who had believed his preaching about Jesus. So he had more than one spiritual gift—apostle, teacher, and exhortation.

Acts 20:1-2*

Paul also had this gift along with others like apostle, teaching, and prophecy. He exhorted believers in more than one place.

2 Thessalonians 3:12*

In this letter to a church, Paul exhorted them to work and support themselves. So exhortation can contain warning as well as encouragement.

2 Timothy 4:1-2

Paul wrote to Timothy to exhort with great / complete patience and instruction / teaching.

Titus 1:9* and 1 Peter 5:1-2, 12

Elders are to be able to use sound doctrine to exhort / give instruction to people who contradict the truth.

Hebrews 12:3-6

Reference to God's discipline is called exhortation.

Now again ask what your group learned about exhortation, how it's used and if they think they have this gift of exhortation. Does anyone they know have it? Why do they think so?

Gives / contributes

Ask about the definitions for "gives / contribute" and "liberality / generosity" in Romans 12:8.

gives / contributes—*metadidomi*, "share, impart by contributing to needs"⁴

liberality / generosity—haplotes, "generosity." "5; "openness and sincerity in sharing with others generosity" "6

According to 2 Corinthians 9 and Philippians 4, what are the principles of giving? Who is to give?

2 Corinthians 9:6-12 and Philippians 4:16-17

These principles are for all believers because all are called to give.

^{*}These cross-references are not in the ESV edition of the course.

⁴James Swanson, *Dictionary of Biblical Languages with Semantic Domains: Greek (New Testament)* (Oak Harbor: Logos Research Systems, Inc., 1997).

⁵James Strong, *The New Strong's Dictionary of Hebrew and Greek Words* (Nashville: Thomas Nelson, 1996), G572.

⁶Timothy Friberg, Barbara Friberg, and Neva F. Miller, *Analytical Lexicon of the Greek New Testament*, Baker's Greek New Testament Library (Grand Rapids, MI: Baker Books, 2000), p. 65.

Not grudgingly / reluctantly or under compulsion Cheerfully Give to the poor Liberally / generous, again Giving is a ministry for supplying the needs of other believers

The church at Philippi sent gifts for Paul's more than once.

How does the spiritual gift of giving / contributing differ from the giving all believers are to do?

Since gifts equip for ministry, it seems that the one with this gift has a ministry of giving / contributing. It's more than what each believer is to do.

Ask if anyone in your group has this gift? Why do they think so? Can they think of someone they know who has this gift?

Leads

What is the definition of "leads," and what does Romans 12:8 say about it?

Leads with diligence / zeal

proistemi, "to so influence others as to cause them to follow a recommended course of action—'to guide, to direct, to lead.""⁷

You might ask your group why they think a leader needs diligence / zeal? Then ask what they learned from the cross-references.

1 Timothy 3:2-7

This passage is about church elders, overseers.

Verses 2 and 3 present a list of characteristics they are to have.

He must be able to first "manage" his own household well.

Not a new believer / recent convert

Good reputation / well thought of outside the church

Hebrews 13:7, 17

Again the leaders' conduct is mentioned. They spoke God's Word.

They keep watch over the souls of those they lead.

They'll give an account, probably to God Himself.

Those being led should obey and submit to them in a way that gives the leaders joy and not grief / groaning.

⁷Johannes P. Louw and Eugene Albert Nida, *Greek-English Lexicon of the New Testament: Based on Semantic Domains* (New York: United Bible Societies, 1996), p. 464.

1 Thessalonians 5:12-13

Diligence is connected with leaders again.

And again, they give instruction to the church.

Those being led should appreciate and esteem / respect them highly in love.

Ask if there are any in your group who have the gift of leadership. How are leaders in church to lead?

Mercy

What does Romans 12:8 say about showing mercy / doing acts of mercy?

It's to be done with cheerfulness.

What is the definition of "mercy"?

eleeo, "to have pity or mercy on"8; "to have compassion."9

What do the cross-references say about mercy?

Acts 2:44-45 and 4:34-35

The church shared what they had with those in need.

Matthew 5:7

The merciful are blessed and will receive mercy.

Jude 22-23

Have mercy on some / those who doubt and have mercy with fear on some.

Now ask how your group thinks the spiritual gift of mercy differs from what all believers are to do.

For those with this gift, showing / doing acts of mercy is the focus of their ministry to the body.

Do they know someone who exhibits this gift? How can they tell that's their gifting? How do they administer it?

To end your discussion, you can ask what they've learned about appreciating different gifts in believers.

⁸Robert L. Thomas, *New American Standard Hebrew-Aramaic and Greek Dictionaries: Updated Edition* (Anaheim: Foundation Publications, Inc., 1998), G1653.

⁹James Strong, *The New Strong's Dictionary of Hebrew and Greek Words* (Nashville: Thomas Nelson, 1996), G1653.

SPIRITUAL GIFTS LEADER GUIDE Lesson 3

Lesson emphasis:

• 1 Corinthians 12–14 Observations

REVIEW

To begin your discussion, tell your group to look at the charts in the Appendix and ask what they remember about spiritual gifts from 1 Peter 4:10-11; Ephesians 4:7-16; and Romans 12:1-8.

Each believer has received a spiritual gift from God.

There are two categories of these gifts—speaking and serving.

Those with speaking gifts are to speak God's utterances / oracles, His Word.

Those with serving gifts are to use His strength to serve.

The gifts are for building up the church, the body of Christ.

The four gifts, or gifted men, in Ephesians 4 are speaking gifts which when used to speak God's Word equip the church for service / ministry.

Romans, as well as Ephesians 4, uses the illustration of a body to compare with Christ's body the church and how different spiritual gifts work for the body.

1 CORINTHIANS 12

NOTE: The last two lessons of this course study 1 Corinthians 12–14 more in-depth. So don't go beyond the observations in this discussion.

Verses 1-3

What information do these verses give about spiritual gifts?

Don't be unaware of / uninformed about spiritual gifts.

Before salvation the Corinthian believers were idolators.

They were led astray to mute, unspeaking idols.

But Paul told them that the name of Jesus is proclaimed by those who have His Holy Spirit.

NOTE: Verse 3 can be difficult to understand, and it's not the subject of this discussion, so watch your time here.

Verses 4-11

What are verses 4-6 about?

Varieties of gifts ministries / service effects / activities

But the same

Spirit Lord

God

The Spirit gives the gifts.
The Lord directs the ministries.

God works the effects / activities.

You might ask your group why they think some people with the gift of evangelism don't have the same effects / activities as Billy Graham had. Or why some people with the same gift don't have the same ministry / service.

How does verse 7 contrast with verse 6?

God works all things / empowers them in all, but to each one Now the text begins talking about individuals.

Each believer is given a manifestation of the Spirit for the common good. This parallels what 1 Peter 4, Ephesians 4, and Romans 12 say about spiritual gifts. Each believer is given a gift.

They are to be used for the common good of the church, Christ's body.

What do verses 8-11 do and why?

There is a list of different spiritual gifts given to individuals by the same Spirit. This demonstrates what verses 4 and 11 say.

Verse 11 says the Spirit distributes / apportions the gifts as He wills—not as the individual believer wills.

You can ask what your group can learn for their lives from these facts.

Verses 12-13

Who and what are these verses about?

This is more explanation of different gifts given by the same Spirit. The illustration of a human body is used again to teach about Christ's body. Many members, but one unit.

Verse 13 is an important verse as it tells when believers receive the Spirit—when baptized into Christ's body as part of it. Whether Jews or Greeks, all receive the same Spirit. And when believers receive the Spirit, they receive their gifts from Him.

Are all believers aware of spiritual gifts when they are saved? How can believers become aware of their spiritual gifts? Relate these questions to verse 1. What has studying these lessons about gifts helped them understand about gifts?

<u>Verses 14-26</u>

What do these verses do?

They give another example of how the body works. Many members, but the same body. Foot and hand—different functions, but both are needed for body to work properly Ear and eye—different, but both are needed

Verse 18 says the same thing as verse 11. God placed / arranged the members as He desired / chose, and His Spirit distributes / apportions the gifts as He wills.

The seemingly weaker parts of the body, those not clearly seen, are necessary. The internal body parts are necessary / indispensable and well "taken care of."

As far as gifts, maybe this teaches that the ones not seen much are equally as important as those that are more out front. All should receive the same honor.

The result is no division in the body.

Verses 27-31

What do verses 27-28 say about the body and gifts?

Again believers are individual members of Christ's body.

God appointed an order of gifts in the church.

First apostles Second prophets Third teachers Then other gifts

Ask what your group remembers from Ephesians 4 and 1 Peter 4 about gifts.

There are speaking gifts and serving gifts. The speakers are supposed to speak God's Word. His Word establishes and builds up the church.

That's why they're first, second and third in the order.

What do verses 29-30 teach?

Not all believers have the same gifts.

Not all are

prophets
teachers
miracle workers / miracles
healers

Not all speak in tongues or interpret.

How does this chapter end in verse 31?

Desire the greater / higher gifts—probably referring to first, second, and third in verse 28. Verses 11, 18, and 24 tell that the Spirit gives the gifts as He wills, and God placed and composed the church as He desires. So this does not mean that individual believers are to desire gifts they don't have.

NOTE: The verb "earnestly desire" is plural in the Greek indicating that the church is to desire the greater / higher gifts in their body.

He is going to show a more excellent way—chapter 13.

Why is it good for a church to desire speaking gifts in their church? Why is it good for individual believers to desire those gifts to be serving them?

1 CORINTHIANS 13

Verses 1-3

How does the flow of thought continue in these verses?

The more excellent way

If one has the ultimate of gifts without love, there is no profit / gain.

Verses 4-7

Tell your group to look at the list they numbered on Day Three of the lesson.

What is the list about love, and how does it relate to spiritual gifts?

Love is patient and kind in serving the body with one's gifts, with those who have gifts that differ or with those who are new believers and don't know how to use their gifts properly.

Love isn't jealous / envious of another's gift or ministry or effects/ activities.

Love doesn't brag / boast or act arrogantly or seek its own (ESV—insist on its own way, Romans 12:3.

Love isn't easily provoked / irritable and doesn't take into account a wrong (ESV—not resentful).

The list about love is how believers are to live with one another in Christ's body, the church. Love endures all things.

Ask your group how they are doing with loving others in the body, especially those with gifts different from theirs.

Verses 8-13

What are these verses about?

Love never fails / ends, but gifts will end when the perfect comes. The sample gifts listed are prophecy, tongues, and knowledge.

There are two times indicated in these verses; then—when the perfect comes—and now.

```
Then, when the perfect comes

partial done / pass away

become a man

see face to face

know fully—partial knowledge not needed
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Now

know and prophesy in part a child see dimly faith, hope, and love abide love is the greatest

Love never fails / ends. It's both now and then.

NOTE: Remind your group that this chapter will be studied more in lesson 5.

1 CORINTHIANS 14

Tell your group to look at the chart "Contrast of Tongues and Prophecy in 1 Corinthians 14" as a visual aid for discussing this chapter.

Verses 1-5

How does this chapter continue about spiritual gifts and love?

Pursue love

Desire earnestly / earnestly desire spiritual gifts—as 12:31 says the same thing.

Speaking in a tongue doesn't speak to men but to God only because no one understands. It only edifies the one speaking in the tongue.

Prophesying speaks to men for edification / upbuilding, exhortation / encouragement, and consolation. It edifies / builds up the church because they understand what is being said.

And that is why prophecy is a greater gift—the church is edified / built up. But if tongues is interpreted, the church is also edified / built up.

Verses 5-12

How do these verses explain the statements in verses 1-4?

Paul spoke in tongues, but his desire was that the church understand what was being said. A revelation, knowledge, prophecy, or teaching is understood by a local church who all speak the same language.

Musical instruments and languages not being distinct are analogies to tongues without interpretation.

Verse 12 says the Corinthian church was zealous of spiritual gifts (ESV—eager for manifestations of the Spirit), and they needed to abound for the whole church's edification (ESV—strive to excel in building up the church) not just individuals.

You might ask your group if the reasoning in these verses makes sense to them and how.

Verses 13-19

How do these verses continue about tongues?

Verse 13 is an instruction.

Prayer in a tongue is introduced as a ministry of this gift.

The "ungifted" are people who don't understand the language of the tongue. Even Paul desired to speak in an understandable way to the church instead of in a tongue.

Verses 20-40

What do these verses say about tongues and prophecy?

Children and maturity are again mentioned. Be mature in thinking. Speaking in tongues was prophesied in the Law, Old Testament.

Tongues is a sign to / for unbelievers. Prophecy is a sign to / for believers.

When the whole church assembles / comes together, if all speak in tongues, the ungifted / outsiders think the church is mad—it's confusion. But if all prophesy, it's understood and the ungifted / outsider is convicted so he can worship God. He'll see that God is among the church.

All things are to be done for edification /building up.

Only three at most speak in a tongue, each in turn, and one interprets. If no interpreter, don't speak in a tongue in the assembly.

Two or three prophesy one by one, and other prophets judge / weigh what is said.

NOTE: Don't let your group get into a discussion or debate about women speaking in the church assembly since this study is only about spiritual gifts and not the book of 1 Corinthians.

What is God's desire for the church?

Edification / upbuilding, exhortation / encouragement, learning, peace

Verse 39 again says for the church to desire earnestly—like 12:31 and 14:1 say. Desire the greater / higher gifts; prophecy instead of tongues because of understanding what's being said.

The last word on tongues is not to forbid it. But all must be done properly / decently in the orderly manner described in this chapter.

Ask your group what lessons for using their gifts they've learned from 1 Corinthians 12–14.

SPIRITUAL GIFTS LEADER GUIDE Lesson 4

Lesson emphasis:

• 1 Corinthians 12

To begin your discussion, tell your group to look at the charts in the Appendix and ask what they remember about spiritual gifts from 1 Peter 4:10-11, Ephesians 4:7-16, and Romans 12:1-8.

Each believer has received a spiritual gift from God.

There are two categories of these gifts—speaking and serving.

Those with speaking gifts are to speak God's utterances / oracles, His Word.

Those with serving gifts are to use His strength to serve.

The gifts are for building up the church, the body of Christ.

The four gifts, or gifted men, in Ephesians 4 are speaking gifts which when used to speak God's Word equip the church for service / ministry.

Romans, as well as Ephesians 4, uses the illustration of a body to compare with Christ's body the church and how different spiritual gifts work for the body.

Then ask what they remember from their observations of 1 Corinthians 12–14.

All three of these chapters are about spiritual gifts.

The emphasis in chapter 12 is that there are many gifts but one body, the church. And some more gifts are named in this chapter.

Then chapter 13 tells that love is the key ingredient in using one's gifts. And 14 is a contrast between prophecy and tongues.

1 CORINTHIANS 12

Verses 1-11

Ask what your group learned from their study this week about these verses. Include discussion about the gifts' definitions and cross-references.

Believers need to be aware / informed of this teaching on spiritual gifts.

The same Spirit gives varieties of gifts to believers.

The same Lord gives varieties of ministries / service to believers with those gifts.

The same God works the effects / activities of all the ministries / service and gifts.

Each believer is given a manifestation of the Spirit for the common good of the church.

manifestation, phanerosis—"a making visible or observable"; "making known."²

How do verses 4-7 compare with the passages in 1 Peter 4, Ephesians 4, and Romans 12?

All believers receive at least one spiritual gift from God the Spirit.

The gifts are to serve and build up the church.

The illustration of a human body is used in three of these passages.

All believers don't have the same gifts.

Lead the discussion back to 1 Corinthians 12:8-10. As you ask about the gifts named in these verses, also ask what any definitions and cross-references add about some of them.

Word of wisdom / the utterance of wisdom

This is a speaking gift. A believer with this gift speaks wisdom from God's Word.

Word of knowledge / the utterance of knowledge

This is also a speaking gift, telling knowledge from the Word of God.

The difference between knowledge and wisdom seems to be that wisdom is the application of knowledge.

knowledge, *gnosis*—"understanding, perception, comprehension"³

wisdom, sophia—"the ability to use knowledge for correct behavior insight, understanding"⁴; "prudence, discretion, *i.e.*, the capacity to understand, and hence act wisely"⁵

You might ask your group if any of them think they have either of these gifts and why.

Then ask about the next gifts. What do they think is the difference between the spiritual gift of faith and the faith all believers have? Do any of them think they have the gift of faith?

Spiritual gifts equip believers for their focused area of ministry to the church.

¹Spiros Zodhiates, *The Complete Word Study Dictionary: New Testament* (Chattanooga, TN: AMG Publishers, 2000, c1992, c1993), G5321.

²Timothy Friberg, Barbara Friberg and Neva F. Miller, *Analytical Lexicon of the Greek New Testament*, Baker's Greek New Testament library (Grand Rapids, Mich.: Baker Books, 2000), p. 397.

³James Swanson, *Dictionary of Biblical Languages with Semantic Domains: Greek (New Testament)* (Oak Harbor: Logos Research Systems, Inc., 1997).

⁴Timothy Friberg, Barbara Friberg, and Neva F. Miller, *Analytical Lexicon of the Greek New Testament*, Baker's Greek New Testament Library (Grand Rapids, MI: Baker Books, 2000), p. 352.

⁵James Swanson, *Dictionary of Biblical Languages with Semantic Domains: Greek (New Testament)* (Oak Harbor: Logos Research Systems, Inc., 1997).

What is the next gift in verse 9? What do the cross-references show?

Gifts of healings

Acts 3:1-9; 9:31-35

Peter told a lame man to get up and walk, and he did.

He also told another man in a different place that Jesus healed him.

The results of both healings were that someone gave credit to God and others saw. Some turned to the Lord.

Acts 14:8-18; 28:7-10

Paul also told a man who had faith to be made well to stand up.

He also healed a man with a recurrent fever (ESV doesn't say "recurrent."). Paul laid / put hands on this man and prayed for him. Then others with diseases came and were cured by him.

1 Timothy 5:23; 2 Timothy 4:20 and Philippians 2:25-30

Timothy had frequent ailments, but he wasn't healed.

Paul left Trophimus sick / ill at Miletus. He didn't heal him.

Epaphroditus was also sick when he was with Paul. He recovered, but the text doesn't say that Paul healed him.

These times of healing and not healing might go along with gifts of healings being plural. Maybe indicating that the gift takes place at certain times and not always.

Now you might ask if anyone in your group knows someone with gifts of healings or if they think they do. And ask why they think so.

What is listed first in verse 10? What do the definitions and cross-references add?

Effectings / workings of miracles

effectings / workings, *energema*—"a working, an activity"⁶; "the result or effect of . . . energy"⁷

miracles, *dunamis*— "supernatural manifestations of power *miracle*, *wonder*, *powerful deed*", "strength, power, ability"

⁶James Swanson, *Dictionary of Biblical Languages With Semantic Domains: Greek (New Testament)* (Oak Harbor: Logos Research Systems, Inc., 1997).

⁷Spiros Zodhiates, *The Complete Word Study Dictionary: New Testament*, (Chattanooga, TN: AMG Publishers, 2000, c1992, c1993), G1755.

⁸Timothy Friberg, Barbara Friberg and Neva F. Miller, *Analytical Lexicon of the Greek New Testament*, Baker's Greek New Testament library (Grand Rapids, Mich.: Baker Books, 2000), p. 121.

⁹James Strong, *The New Strong's Dictionary of Hebrew and Greek Words* (Nashville: Thomas Nelson, 1997, c1996), G1411.

Acts 2:43; 5:12; and Hebrews 2:2-4

The apostles performed wonders and signs—other terms for miracles.

Hebrews says God testified with them by the signs, wonders, various miracles and other gifts of the Spirit.

Acts 6:8; 8:5-6, 13

Stephen and Philip, who were not apostles, also performed wonders, signs, and miracles. Those performed in Samaria by Philip caused people to give / pay attention to what he said—the gospel of Christ.

Acts 15:12

The apostles Barnabas and Paul also performed signs and wonders among Gentiles.

Acts 4:8-10, 22

The healing in Acts 3 is also referred to as a miracle.

What warnings about miracles, signs, and wonders do the cross-references give?

Matthew 7:22-23

As with false prophets and false teachers, there are miracles by people who don't know the Lord Jesus although they profess His name.

Matthew 24:24

Jesus also gave a warning for the end times of false Christs, prophets who show signs and wonders to mislead people / lead people astray.

Acts 8:9-11

A man practicing magic was called the Great Power of God by astonished / amazed people.

2 Thessalonians 2:8-10

This is another warning about the end times when Satan will deceive unbelievers. The lawless one—also called the antichrist—will perform signs and false wonders.

Now ask your group how they can keep from being deceived by the false miracles.

What is the next gift in 1 Corinthians 12:10 and what does verses 28-29 say about it?

Note: Your group studied prophecy in lessons before this. You can tell them to review the definition of a prophet in Lesson 1.

prophecy—A prophet, *prophetes* is "a proclaimer of God's utterances" one with a special gift and calling to proclaim the divine message." 11

¹⁰James Swanson, *Dictionary of Biblical Languages With Semantic Domains: Greek (New Testament)* (Oak Harbor: Logos Research Systems, Inc., 1997).

¹¹Timothy Friberg, Barbara Friberg and Neva F. Miller, *Analytical Lexicon of the Greek New Testament*, Baker's Greek New Testament Library (Grand Rapids, Mich.: Baker Books, 2000), p. 337.

Verses 28 and 29 clearly state that not all believers have this gift. It was appointed second in God's order of gifts for the church. Prophets speak God's Word to His people.

What is the next gift in the list in verse 10?

distinguishings of spirits / distinguish between spirits distinguishings, diakrisis—"discerning" the ability to evaluate and judge." the ability to evaluate and judge.

This is another of the gifts named in the plural. Maybe indicating that it is not in effect all of the time but at specific points.

Acts 5:1-11; 8:14-24

Peter distinguished the evil spirits of Ananias, Sapphira, and Simon when they wanted to be associated with the church and the Spirit. He told Ananias and his wife that they had lied to the Holy Spirit—the Spirit in Peter; they lied to him. And he confronted Simon who wanted to buy the authority to give the Spirit to those he laid hands on.

Ask your group if any think they have this gift and why.

How can this gift benefit the church?

This speaking gift warns the church for its protection.

Since tongues and interpretation will be studied in a later lesson, ask your group to review verse 11 and how it compares with verses 4-6.

The same Holy Spirit gives the varieties or different gifts. He distributes / apportions them as He desires.

Verses 12-26

Tell your group to look at their list on the body and ask what they learned from these verses.

All believers, whether Jews or Greeks—different groups of people—are baptized by the Spirit into one body, the church of Jesus Christ.

There are many members, placed by God, in the body. All are necessary for the proper working of the body.

There should be no division or jealousy / envy among the body members. All should receive honor.

Believers suffer and rejoice with each other.

¹²James Strong, Enhanced Strong's Lexicon (Woodside Bible Fellowship, 1995), G1253.

¹³Johannes P. Louw and Eugene Albert Nida, *Greek-English Lexicon of the New Testament: Based on Semantic Domains* (New York: United Bible Societies, 1996), p. 363.

Verses 27-31

Ask what your group learned about the gifts listed in these verses.

God appointed the speaking gifts first. They speak His Word to establish and build up the church for service to one another. Several gifts are repeated in verses 28-30.

helps helping, antilepsis—"to aid." "14; "render assistance." 15

Acts 12:11-12; 12:25–13:5; 15:36-39; Colossians 4:10; and 2 Timothy 4:11

It seems that John also called Mark had the gift of helps.

But on his first mission trip with Barnabas and Paul, he deserted them and went home.

Later, after growing in spiritual maturity, Paul asked for Mark to come to him because he was useful in service.

Some people think that the gifts of service and helps / helping are the same. You might ask what your group thinks about that. Also ask if any of them have the gift of helps / helping, and how that works to build up the church.

What is the next gift in verse 28?

administrations / administrating , kubernesis—"steering, government" "16; "managerial skill." "17

This gift is also stated in the plural.

Acts 6:1-6

The apostles were focused on prayer and God's Word.

The servers were serving but needed some administrative help.

The seven men who were put in charge of the task (ESV—appointed to this duty) probably had this gift.

Ask if any in your group think they have either of these gifts and why.

What point are verses 29-30 making?

This chapter and the other references to gifts have stated that not all believers the same gifts. So, the answer to these questions is "no."

Not all believers are apostles, prophets, teachers, workers of miracles.

¹⁴James Strong, Enhanced Strong's Lexicon (Woodside Bible Fellowship, 1995), G484.

¹⁵Spiros Zodhiates, *The Complete Word Study Dictionary: New Testament* (Chattanooga, TN: AMG Publishers, 2000), G484.

¹⁶Robert L. Thomas, *New American Standard Hebrew-Aramaic and Greek Dictionaries: Updated Edition* (Anaheim: Foundation Publications, Inc., 1998), G2941.

¹⁷Timothy Friberg, Barbara Friberg, and Neva F. Miller, *Analytical Lexicon of the Greek New Testament*, Baker's Greek New Testament Library (Grand Rapids, MI: Baker Books, 2000), p. 239.

Not all have gifts of healings nor speak in tongues or interpret.

Who is to desire the greater / higher gifts?

Not individual believers because the Spirit gives gifts as He wills. "Earnestly desire" is a plural verb indicating it refers to the church.

The greater gifts seem to be numbers 1, 2, and 3 in verse 28 because they are speaking gifts to build up the church with God's Word.

Now ask your group what they've learned about serving in the body, the church.

SPIRITUAL GIFTS LEADER GUIDE Lesson 5

Lesson emphasis:

• 1 Corinthians 13–14

To begin your discussion, tell your group to look at the charts in the Appendix and ask what they remember about spiritual gifts from 1 Peter 4:10-11, Ephesians 4:7-16, Romans 12:1-8, and 1 Corinthians 12.

Each believer has received a spiritual gift from God. There are two categories of these gifts—speaking and serving.

Those with speaking gifts are to speak God's utterances / oracles, His Word. Those with serving gifts are to use His strength to serve.

The gifts are for building up the church, the body of Christ.

The four gifts, or gifted men, in Ephesians 4 are speaking gifts which when used to speak God's Word equip the church for service / ministry.

Ephesians 4, Romans 12, and 1 Corinthians 12 all use the illustration of a body to compare with Christ's body the church and how different spiritual gifts work for the body.

Then ask what they remember from their observations of 1 Corinthians 12.

The first thing said is that believers should not be unaware / uninformed of spiritual gifts.

The emphasis in chapter 12 is that there are many gifts given by the same Spirit. And He distributes / apportions them to individual believers as He wills. Not all believers have the same gifts.

God appointed the speaking gifts first in the order of the church, so His Word is the foundation for building a healthy church.

The chapter ends with a more excellent way—a way of using one's gifts and appreciating others' gifts.

Since most of the gifts have been studied and discussed, you might ask if they have a better idea of what their gifts are and why. Also, you can ask if they have a better appreciation for others' gifts.

NOTE: But watch your time as there might be a lot to discuss from this lesson.

1 CORINTHIANS 13

Verses 1-3

What is the main point of these verses? What do they teach about spiritual gifts?

If a person has the ultimate of gifts but no love, there is no profit / gain for the person or for the church.

Verses 4-7

Tell your group to look at the list they made about love in the lesson and ask what it has to do with spiritual gifts.

Love is how believers are to live with one another, especially in learning how to properly use spiritual gifts and accepting different gifts in other believers.

Patient, kind

No jealousy / envy, bragging / arrogance

How does this list about love compare with Romans 12:3?

Don't think too highly of yourself, but think with sound / sober judgment.

Ask your group how this definition of love should be practiced toward other believers with different gifts. Give them time to discuss how they do this or are to do it.

Verses 8-13

What are these verses about, and what do they have to do with spiritual gifts?

Love never fails / ends, but spiritual gifts will end. There will no longer be a need for spiritual gifts when the church is perfect.

Now there is partial knowledge and prophecy, but then there will be full knowledge, etc.

What is the definition of "perfect"?

"having reached its end, i.e. complete"38; "fully accomplished or finished"39

How does Ephesians 4:11-13 relate?

Gifts working to build up Christ's body the church until all attain to the unity of the faith, a "mature"—same Greek word as perfect—man, the fullness of Christ. The completion of the church.

³⁸ Robert L. Thomas, *New American Standard Hebrew-Aramaic and Greek Dictionaries: Updated Edition* (Anaheim: Foundation Publications, Inc., 1998, 1981), G5046.

³⁹ Johannes P. Louw and Eugene Albert Nida, *Greek-English Lexicon of the New Testament: Based on Semantic Domains* (New York: United Bible Societies, 1996), p. 657.

What will happen to gifts when the church reaches its end or is made complete?

They are done away with (ESV—will pass away) by the full or complete or they will cease. Spiritual gifts are not eternal.

Now believers have faith, hope, and love. Faith and hope will no longer be when the perfect comes, but love is forever. It's the more excellent way.

1 CORINTHIANS 14

Verses 1-5

How does this chapter continue from chapters 12 and 13?

Tell your group to look at their chart "Contrast of Tongues and Prophecy in 1 Corinthians 14."

It's still about gifts and love.

This chapter is about two specific gifts—prophesy and tongues.

Prophecy speaks for edification / building up, exhortation / encouragement, and consolation to believers. Tongues only speaks to God because no one understands. But that one edifies / builds up himself.

Prophecy is a greater gift than tongues unless it's interpreted so all are edified/built up.

Now ask your group about the definition of tongues and what the cross-references say about this gift.

tongues, glossa—"language; utterance"⁴⁰

Acts 2:1-24

As with the other spiritual gifts, tongues was given after Jesus' ascension.

"The Spirit gave them utterance."

In this passage the apostles spoke of God's mighty deeds / works in languages they didn't know but the people who heard them speak did understand.

This event drew people to listen to what the Lord said through Peter when he gave the gospel to men in Jerusalem.

Acts 10:44-48 and 11:15

When Peter spoke the gospel to the Gentiles at Caesarea, the Holy Spirit fell on them and they were saved. They also received the gift of tongues, and the Jews there then knew the Gentiles had been saved just like the Jews were at Pentecost.

⁴⁰Barclay Moon Newman, *Concise Greek-English Dictionary of the New Testament*. (Stuttgart, Germany: Deutsche Bibelgesellschaft; United Bible Societies, 1993), p. 37.

Acts 19:1-7

Twelve men who were disciples of John the Baptist were given the whole gospel by Paul, and they were saved and received the gift of tongues by the Spirit.

NOTE: Don't let your group get into a debate about receiving the Spirit after believing. These men had only believed in John's message of repentance and believed in one to come. Paul told them about Jesus, the one who had come, died, resurrected, and ascended. The full message of salvation.

Mark 16:17-18

Certain things accompanied believers and tongues was listed as one of those things.

NOTE: The lesson says that the verses in Mark 16 are not in the earlier manuscripts of Mark and are probably not in the original writings of the New Testament.

Lead your discussion back to 1 Corinthians 14 and ask about the gift of interpretation. What does it seem to be?

The ability from the Spirit to correctly interpret what is said in a tongue.

Now you might ask why there was no mention of interpretation in Acts.

In Acts 2, the people who heard understood the languages the apostles spoke so there was no need for interpretation.

It seems the same is true for Acts 10 and 19.

Verses 6-13

What do these verses say about tongues and prophecy?

It's best to understand what is being said. Tongues doesn't profit / benefit if not understood. But a clearly stated revelation or knowledge or prophecy or teaching is profitable / beneficial because of being understood.

Again, in verses 10-11 languages is mentioned. There is no reason to think tongues in 1 Corinthians is any different from tongues in Acts. Both refer to the spiritual gift.

Verse 12 says that the Corinthian believers were zealous of spiritual gifts (ESV—eager for manifestations of the Spirit) and needed to seek to abound for the church's edification (ESV—strive to excel in building up the church.

So verse 13 tells the one who speaks in a tongue to pray that he interpret. That would be for those who hear to understand what was said—for their edification.

You might ask your group how they've seen that now. How can people be zealous /eager for gifts but not realized they are for the church's edification / building up?

Verses 14-19

According to these verses, what might be a ministry of the spiritual gift of tongues? And how can it apply to believers now?

Praying in a tongue.

Speaking in tongues when other believers are around needs interpretation.

Paul said he spoke in tongues but desired to speak in church what was understood so others were instructed.

Verses 20-25

You might ask your group what they think mature thinking is. What are these verses about?

It seems that the Corinthian church was putting emphasis on the gift of tongues. Paul corrected that thinking to say the emphasis needed to be on building up the church.

Tongues was prophesied in the Old Testament and is a sign to / for unbelievers. This connects with the events in Acts 2.

Prophecy is to / for believers.

The illustration is if an ungifted / outsider or unbelieving person sees the whole church speaking in tongues, he'll say all are mad. But if he hears all prophesying, then he'll be convicted to worship God.

Ask your group if they have experienced either of these situations and why they learned from it.

Verses 26-40

What do these verses tell about tongues and prophecy?

The proper way for both gifts to be used in the church.

Each in turn

Tongues interpreted

Prophets pass judgment on what is said by other prophets

Confusion is not of God.

All is to be done properly / decently and orderly.

What is God's last word about prophecy and tongues in verse 39?

Desire earnestly prophesy. Again, it's a plural verb meaning the church not individuals.

Don't forbid tongues if it's done properly.

Now ask what your group's conclusions are about the gifts of tongues and interpretation.

To close this discussion, ask how this course has benefited them. Use your remaining time for them to share if they have discovered their gifts, understood how to better use their gifts, come to appreciate the differences in the church better, etc.

Do they have any questions still unanswered? If so, how do they find the answer?