

**GIFTED SERIES
LEADER'S GUIDE**

In this six-week series, we take a deeper dive into the grace gifts (sometimes called motivational gifts) that Paul speaks of in Romans 12:6-8

We have packaged this content into a six-week series that includes:

- a Sunday preach on the current topic
- a mid-week video which explores the topic on a more practical level (this is done in a LifeGroup setting)
- a 36-day devotional study

Our prayer is that by the end of the six weeks, you'll have discovered your supernatural superpowers and have been equipped to use them to help change the world!

Download the six mid-week videos at: www.cityhillchurch.co.za/gifted

SMALL GROUP STUDY - SUGGESTED MEETING OUTLINE

IN-PERSON MEETING (90 minutes)

If you're gathering in person, we suggest using the following format:

TEA, COFFEE & SNACKS (15 min)

ICEBREAKER – START TALKING (10 min)

WATCH THIS WEEK'S VIDEO (20 min)

DISCUSSION QUESTIONS – START THINKING & START SHARING (25 min)

WRAP UP – START PRAYING & START DOING (20 min)

ONLINE MEETING (40 minutes)

You may be new to group leadership or simply new to this format, so we wanted to give you a suggested format for hosting a group online:

WATCH THIS WEEK'S VIDEO (We suggest everyone watches the 20-minute video before connecting for the group meeting.)

ICEBREAKER – START TALKING (10 min)

DISCUSSION QUESTIONS – START THINKING & START SHARING (20 min)

WRAP UP – START PRAYING & START DOING (10 min)

If you're using the Zoom platform for your online meeting and your group is quite large, consider using "break out rooms" for the discussion questions and then coming back together to close the meeting.

Use your WhatsApp group as a place to stay connected and keep the conversation going throughout the week – consider sharing something that stood out for you in the devotional, an encouraging scripture, answer to a prayer request... or even a lighthearted joke ;)

TIPS FOR THE LEADER

1. The study guide material is meant to be your servant, not your master. The point is not to race through the sessions; the point is to take time to let God work in your lives. Nor is it necessary to “go around the circle” before you move on to the next question. Give people the freedom to speak, but don’t insist on it. Your group will enjoy deeper, more open sharing and discussion if people don’t feel pressured to speak up.
2. Keep an eye on time during your meeting. Sticking to the agreed start and finish time is important to build trust in your group. If people want to discuss something further, they can do so after the group session has been ‘officially’ closed - by doing this it gives people who need to leave promptly a chance to do so.

NOTES:

TOP TEN IDEAS FOR NEW LEADERS

CONGRATULATIONS! As the leader of your group, you have courageously stepped out in faith to help others to grow in their faith! Thank you for the important contribution you will be making. As you prepare to facilitate your group, here are a few thoughts to keep in mind: Remember you are not alone. God knows everything about you, and He knew you would be facilitating your group. Even though you may not feel ready, this is a common feeling for most good leaders! God promises, *“Never will I leave you, never will I forsake you”* (Hebrews 13:5 NIV). Whether you are facilitating for the six weeks of the Gifted series, or on a long-term basis, you will be richly blessed as you serve.

1. **Don't try to do it alone.** Pray right now for God to help you build a healthy team. If you can enlist a co-host to help you shepherd the group, you will find your experience much richer. This is your chance to involve as many people as you can in building a healthy group. All you have to do is ask people to help. You may be surprised at the response!
2. **Be friendly and be yourself.** God wants to use your unique gifts and temperament. Be sure to greet people at the door or online with a big smile ... this can set the mood for the whole gathering. Remember, they are taking as big a step to show up at your group as you are taking to lead a group! Don't try to do things exactly like other leaders; do them in a way that fits you. Admit when you don't have an answer and apologise when you make a mistake. People appreciate authenticity.
3. **Prepare for your meeting ahead of time.** Preview the session and write down your responses to each question.
4. **Pray for your group members by name.** Before your group arrives, take a few moments to pray for each member by name. You may want to review the **Small Group Prayer List** at least once a week. Ask God to use your time together to touch the heart of each person in your group. Expect God to lead you to whomever He wants you to encourage or challenge in a special way. If you listen, God will surely lead.
5. **When you ask a question, be patient.** Someone will eventually respond. Sometimes people need a moment or two to think about the question. If silence doesn't bother you, it won't bother anyone else. After someone responds, affirm the response with a simple “thank you” or “great answer”. Then ask, “How about somebody else?” or “Would someone who hasn't shared like to add anything?” Be sensitive to new people or reluctant members who aren't ready to say, pray, or do anything. If you give them a safe setting, they will blossom over time. If someone in your group is very quiet and sits silently through every session, consider talking to them privately and encouraging them to participate. Let them know that they are important to you and that the group would value their input. Remember, still water often runs deep.
6. **Provide transitions between questions.** Ask if anyone would like to read the Bible verse for example. Don't call on anyone, but ask for a volunteer, and then be patient until someone begins. Be sure to thank the person who reads aloud.
7. **Break into smaller circles of three or four occasionally.** With an opportunity to talk in a small circle, people will connect more with the study, apply more quickly what they're learning, and ultimately get more out of their small group experience. A small circle also encourages a quiet

person to participate and tends to minimise the effects of a more vocal or dominant member.

8. **Small circles are also helpful during prayer time.** People who are unaccustomed to praying aloud will feel more comfortable trying it with just two or three others. Also, prayer requests won't take as much time, so circles will have more time to actually pray. When you gather back with the whole group, you can have one person from each circle briefly update everyone on the prayer requests from their subgroups. The other great aspect of sub-grouping is that it fosters leadership development. As you ask people in the group to facilitate discussion or to lead a prayer circle, it gives them a small leadership step that can build their confidence.
9. **Rotate facilitators occasionally.** You may be perfectly capable of leading each time, but you will help others grow in their faith and gifts if you give them opportunities to host the group.
10. **One final challenge (for new or first-time leaders).** Before your first opportunity to lead, look up each of the six passages listed on the opposite page. Read each one as a devotional exercise to help prepare you with a shepherd's heart. With your heart prepared in this way you will be more than ready for your first meeting.

VERSES ON GOD'S HEART FOR PEOPLE

MATTHEW 9:36 (NIV)

When Jesus saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd. Then he said to his disciples, "The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field."

JOHN 10:14-15 (NIV)

I am the good shepherd; I know my sheep and my sheep know me – just as the Father knows me and I know the Father – and I lay down my life for the sheep.

1 PETER 5:2-4 (NIV)

Be shepherds of God's flock that is under your care, serving as overseers – not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; not lording it over those entrusted to you, but being examples to the flock. And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away.

PHILIPPIANS 2:1-5 (NIV)

If you have any encouragement from being united with Christ, if any comfort from his love, if any fellowship with the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and purpose. Do nothing out of selfish ambition or vain conceit, but in humility consider other better than yourselves. Each of you should look not only to your own interests, but also to the interests of other. Your attitude should be the same as that of Christ Jesus.

HEBREWS 10:23-25 (NIV)

Let us hold unswervingly to the hope we profess, for he who promised is faithful. And let us consider how we may spur one another on towards love and good deeds. Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another – and all the more as you see the Day approaching.

1 THESSALONIANS 2:7-8, 11-12 (NIV)

But we were gently among you, like a mother caring for her little children. We loved you so much that we were delighted to share with you not only the gospel of God but our lives as well, because you had become so clear to us ... For you know that we dealt with each of you as a father deals with his own children, encouraging, comforting and urging you to live lives worthy of God, who calls you into his kingdom and glory.

FREQUENTLY ASKED QUESTIONS

HOW LONG WILL THIS GROUP MEET?

This series is six weeks long. We encourage your group to add a seventh session for celebration. In your final session:

- new group members may decide to join your existing LifeGroup on a more permanent basis
- in the case of a six-week group set up for the Gifted series, you may decide to continue to meet on a more permanent basis
- in the case of a six-week group that is closing at the end of the series, you may need to help with connecting new group members into other existing LifeGroups.

WHO IS THE LEADER?

The leader is the person who coordinates and facilitates your group meetings. A few weeks into the series, you may want to encourage one or two members to lead one of your group discussions. Other responsibilities, such as refreshments, prayer requests, or keeping up with those who miss a meeting, can be rotated or allocated to group members. Shared ownership in the group helps everybody grow.

HOW DO WE HANDLE THE CHILD-CARE NEEDS IN OUR GROUP?

Child-care needs to be handled very carefully. This is a sensitive issue. We suggest you seek creative solutions as a group. One common solution for in-person meetings is to have the adults meet in the living room and share the cost of a babysitter (or two) who can be with the kids in another part of the house.

SMALL GROUP GUIDELINES

It's a good idea for every group to have a guide regarding shared values, expectations, and commitments. These are not a set of rules, but a guide to enable the healthy functioning of the group. We suggest you briefly discuss these 5 guidelines during your first meeting in order to lay the foundation for a healthy group experience.

IMPORTANT GROUP VALUES:

- | | |
|-----------------------------|--|
| 1. CLEAR PURPOSE | To grow healthy spiritual lives and develop friendships with others. |
| 2. GROUP ATTENDANCE | To give priority to group meetings (let us know if you are unable to make it or coming late). |
| 3. SAFE ENVIRONMENT | We want to create a safe place where people can be heard and feel loved (no quick answers, snap judgments, or simple fixes). |
| 4. BE CONFIDENTIAL | To keep anything that is shared strictly confidential and within the group. |
| 5. LIMIT OUR FREEDOM | To limit our freedom by not serving or consuming alcohol during small group meetings or events so as to avoid causing someone else to stumble (1 Corinthians 8:1-13; Romans 14:19-21). |

We have also discussed and agreed on the following items:

CHILD CARE	_____
STARTING TIME	_____
ENDING TIME	_____

SMALL GROUP PRAYER REQUESTS

This is a place where you can write each other's requests for prayer. You can also make a note when God answers prayer. Pray for each other's requests. If you're new to group prayer, it's okay to pray silently or to pray by using just one sentence.

"God, please help _____ to _____."

DATE	PERSON	PRAYER REQUEST

SMALL GROUP CALENDAR

Healthy groups share responsibilities. Shared ownership ensures that responsibility for the group doesn't fall to one person. Use the calendar to keep track of who's bringing eats (if you're meeting in-person), communicating changes in venue etc. Complete this calendar at your first meeting. Planning ahead will increase attendance and shared ownership.

DATE	SESSION	SNACKS	NOTES
	Session 1		
	Session 2		
	Session 3		
	Session 4		
	Session 5		
	Session 6		

ANSWER KEY

SESSION ONE

- We have different **GIFTS**, according to the **GRACE** given to each of us...by our **ALL-POWERFUL FATHER**
- We are given them for the **GOOD** of **OTHERS**
- ... use whatever gift you have received to **SERVE OTHERS**
- **PROPHECY**
- **SERVICE**
- **TEACHING**
- **ENCOURAGEMENT**
- **GIVING**
- **LEADERSHIP**
- **MERCY**
- We have these gifts in different **RATIOS**
- ... my understanding of how God has **DESIGNED** me.
- ... become more **EFFECTIVE** in the use of my God-given gifts.

SESSION TWO

- If your gift is **PROPHECYING**, then prophesy...
- We have these gifts in different **RATIOS**
- We have all of these gifts in **SOME MEASURE**
- Listen to the **HOLY SPIRIT**
- Step out in **FAITH**
- Use the **14:3** grid
- ...speaks to people for their **STRENGTHENING, ENCOURAGING** and **COMFORT**.
- Use words like **'I FEEL...'** or **'I SENSE...'** rather than saying **"GOD SAYS..."**
- ...we prophesy in **PART...**
- Learn when to **SPEAK** and when to **PRAY**
- Don't go **BEYOND** what God has **GIVEN YOU**
- "... prophesy in accordance with your **FAITH**"
- Be **TACTFUL!**
- Daniel spoke to him with wisdom and **TACT**.
- Approach life and others with **GRACE**.
- Let your conversation be always **FULL OF GRACE**,

SESSION THREE

- If your gift is ... **SERVING**, then serve ... if it is to show **MERCY**, do it cheerfully.
- Grow closer to **JESUS**
- ... did not come to be served, but to **SERVE**
- "Jesus, Son of David, have **MERCY** on me!"
- "Son of David, have **MERCY** on me!"
- ... what **KINDS** of service and mercy make you **COME ALIVE**
- ...from a place of **JOY**, not **RELUCTANCE** or guilt
- ...if it is to show mercy, do it **CHEERFULLY**
- Learn when to say **'YES'** and when to say **'NO'!**
- Remember **WHO** we are doing it for!
- work at it with all your heart, as working **FOR THE LORD**
- Use the **STRENGTH** that God provides ...
- ... do so with the **STRENGTH** God provides
- Stay **HEALED**

SESSION FOUR

- If your gift is ... **TEACHING**, then teach; if it is to **ENCOURAGE**, then give encouragement
- We have these gifts in different **RATIOS**
- We have all of these gifts in **SOME MEASURE**.
- Allow Jesus Christ to fill you with **COURAGE**
- When they saw the **COURAGE** ... they took note that these men had been with **JESUS**
- Look for opportunities to **CELEBRATE** the **SUCCESSSES** of others
- Don't be afraid to give **COMPLIMENTS**
- Work on finding just the **RIGHT WORDS**
- ...searched to find just the **RIGHT WORDS**,
- "...gracious words **PROMOTE** instruction."
- Follow the **PROMPTS**
- Ask questions before **GIVING ADVICE**
- ...but one who has insight **DRAWS THEM OUT**.
- Don't **INVALIDATE** the struggles that others are experiencing
- Don't get **OFFENDED** if people don't follow your advice
- A person's wisdom yields **PATIENCE**

SESSION FIVE

- If your gift is ... is **GIVING**, then give **GENEROUSLY**;
- It is more blessed to **GIVE**...
- God loves a cheerful **GIVER**
- Think of ways that **OTHERS** have blessed you
- Ask God for **CREATIVITY** in giving
- Don't only give out of **EXCESS**
- ...their extreme **POVERTY** welled up in rich **GENEROSITY**.
- burnt offerings that cost me **NOTHING**.
- **PLAN** to give
- Having a plan creates **MORE** space to give
- Giving needs to be **EXERCISED** to grow
- Protect your heart by giving **ANONYMOUSLY**
- ... so that your giving may be in **SECRET**...
- ... will **REWARD** you.
- Generosity is not the enemy of good **STEWARDSHIP**
- Giving does not replace our **TITHE**
- The **FIRST** tenth
- Sowing **ABOVE** and Beyond...
- **GOOD** Stewardship

SESSION SIX

- If your gift is ... to **LEAD**, do it diligently
- This is a **GATEWAY** gift
- Servant leadership **CREATES ROOM** for others to soar
- You only **GROW** outside of your **COMFORT** zone
- **WILLINGNESS** is more important than Knowledge
- with the **WILLING** volunteers among the people
- Seek out wise **COUNSEL**
- ...victory is won through **MANY** advisers
- ...but in an **ABUNDANCE** of counselors there is safety
- Be a **TEAM PLAYER**
- I myself am a man under **AUTHORITY**...
- Don't forget the '**GOLDEN RULE**'
- Do to **OTHERS** as you would have them do to **YOU**
- Don't fear **FAILURE**
- ... at least fails while **DARING GREATLY**...

WEEK 1 – OVERVIEW OF THE GRACE GIFTS

DISCUSSION QUESTIONS (Pick at least one question from each section)

START TALKING

1. If this is your first time meeting as a group, or if you have any new group members, introduce yourselves, if you haven't done so already.
2. If you were a cartoon superhero and could choose one superpower, what would it be?

START THINKING

1. What is one thing you hope to learn during this Gifted series? **[Leaders: write these things down to revisit in Week 6]**
2. Read 1 Peter 4:10. What stands out to you most about this verse? And why?

START SHARING

1. Read Romans 12:6-8. Think about your spouse/a family member/good friend. Do you recognize any of those gifts in them? Do you find it easier to see your gifts or other people's gifts?
2. Do you know what your top three gifts are? How have you seen yourself using them?
3. Do you see the connection between how God has gifted you and how you can influence your world? In what ways are you using your gifts to influence your world?

START PRAYING

Does anyone in the group have a prayer request? Use the SMALL GROUP PRAYER REQUEST page to write these down and then pray for them.

START DOING

If you haven't already taken the online gift test, set aside 10 minutes to do it this week. Consider doing the i3 Profile test also mentioned on page 2 ("Day Zero") if you haven't already done so.

WEEK 2 – THE GIFT OF PROPHECY

DISCUSSION QUESTIONS (Pick at least one question from each section)

START TALKING

1. If you could be a superhero for a day, who would you be?
2. Which point from this week's video most challenged you?

START THINKING

1. Read Colossians 4:6. What does speech that is full of grace and 'seasoned with salt' sound like?
2. Read 1 Corinthians 13:9. Steve said that when sharing a message from God with someone we should use words like "I feel" or "I sense". Why do you think that is? What could be the problem with sharing a message with someone and starting with "God says..."

START SHARING

1. Steve mentioned 4 ways that God speaks to us: through a Bible verse, an event, a still small voice and through a mental picture. In which of these ways do you hear most often from God? Can you share an example with the group?
2. The gift of prophecy could also be called a gift of perception. How have you seen this gift in action in your life (eg a message from God for someone else, a perception of a person or situation etc)
3. Steve shared about 3 things to watch out for when using this gift. Which of these stood out to you?

START PRAYING

Re-visit the prayer requests from last week. Have any prayers been answered? Does anyone have something more to add to the list? Spend some time praying for these things.

START DOING

This week, after reading your Bible and praying, ask God to highlight anything to you that he may want to. Be expectant and ready to write down whatever He lays on your heart.

WEEK 3 – THE GIFTS OF SERVICE AND MERCY

DISCUSSION QUESTIONS (Pick at least one question from each section)

START TALKING

1. Which point from this week's video most challenged you?
2. What is your ideal "five-star service" experience?

START THINKING

1. Matthew 20:28 says that the *Son of Man did not come to be served, but to serve*. How does this differ from society's consumerist culture today? What are some things you could do to be more focused on the gift of serving others?
2. Read Colossians 3:23 from the notes. Why do you think God put this verse in the Bible? What stands out to you most from this verse?

START SHARING

1. All of us have the gift of service or mercy to some degree. Share an example of how you have used these gifts.
2. Steve mentioned that when we operate in the gifts of service and mercy, it's possible to get offended, feel abused, or unappreciated. Have you ever felt this way? How did God help you to heal from these feelings and come to a place of wholeness?

START PRAYING

Re-visit the prayer requests from last week. Have any prayers been answered? Does anyone have something more to add to the list? Spend some time praying for these things.

START DOING

- Think of one act of service you can do this week, and then carry it out.
- Be aware of opportunities to show mercy to others this week.

WEEK 4 – THE GIFTS OF ENCOURAGEMENT AND TEACHING

DISCUSSION QUESTIONS (Pick at least one question from each section)

START TALKING

1. Which point from this week's video challenged you the most?
2. Who was your favourite school teacher and why?

START THINKING

1. Has someone encouraged you during tough times? What was it that they did or said that helped you to persevere through the challenges you were facing?
2. In the video Steve spoke about 'finding just the right words' (Ecc 12:10). How do you think we do that more effectively?

START SHARING

1. Who of you had these gifts feature in your Top 3? How have you seen them outworking in your everyday life?
2. In the video Steve spoke about learning to ask questions of others. On a scale of 1 (bad) to 10 (excellent) how good are you at doing this? What steps can you take to improve in this skill?

START PRAYING

Re-visit the prayer requests from last week. Have any prayers been answered? Does anyone have something more to add to the list? Spend some time praying for these things.

START DOING

Think of someone who is going through a tough time and send them an encouraging message this week.

WEEK 5 – THE GIFT OF GENEROSITY

DISCUSSION QUESTIONS (Pick at least one question from each section)

START TALKING

1. Which point from this week's video challenged you the most?
2. What is the best gift you've ever received?

START THINKING

1. Read Acts 20:35 from the notes. What do you think Jesus meant when He said "It is more blessed to give than to receive?"
2. Read Matthew 6:3-4 again. How does giving anonymously protect your heart?

START SHARING

1. All of us have the gift of generosity to some degree. Share an example of how you have been challenged to use this gift in everyday life.
2. Have you been blessed by others? What have some of the most meaningful blessings been? It is not always financial – it could be through thoughtfulness, kindness etc.

START PRAYING

One of the most powerful forms of prayer is thanks. Spend a few minutes thanking God for as many things as you can think of before heading to the PRAYER REQUESTS list.

START DOING

Steve said that having a plan creates more space to give and protects you from dangerous spontaneity. Do you have a plan to give? If not, set some time aside this week and create a "giving plan".

WEEK 6 – THE GIFT OF LEADERSHIP

DISCUSSION QUESTIONS (Pick at least one question from each section)

START TALKING

1. Which point from this week's video challenged you the most?
2. In Week 1 we wrote down a list of things we hoped to learn during the Gifted series. Now, at the end of the series - have you learned what you hoped to? Explain.

START THINKING

1. Read Matthew 8:9. What understanding of leadership did the Roman Centurion show when he said: *"For I myself am a man under authority, with soldiers under me."*?
2. Who do you regard as a great leader? What is one thing about their leadership ability that stands out to you?

START SHARING

1. All of us have the gift of leadership (or influence) to some degree. Share an example of how you have been challenged to use this gift in everyday life.
2. Steve shared four ways to grow in your gift of leadership:
 - a. You only grow outside of your comfort zone
 - b. Willingness is more important than knowledge
 - c. Seek out wise counsel
 - d. Be a team player

Which of these do you find most challenging? What is one step you can take towards growing your leadership skills in that area?

START PRAYING

1. Father God, we want to use our supernatural superpowers to change the world! Create a burning desire in us to grow our gifts and to use them to build the church.
2. Do a final review of your prayer requests. Thank God for prayers answered!

START DOING

Steve shared this quote by Theodore Roosevelt:

*"It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while **DARING GREATLY**, so that his place shall never be with those cold and timid souls who neither know victory nor defeat."*

How are you going to "dare greatly" by stepping out and using your unique gifts?

NOTES