

Breakdown of Leader Assignments

Below is a breakdown of leader assignments for the young adults. All the male leads were assigned 6-7 young adult men. All the female leads were assigned 4 young adult women.

Leader: Adam Barngraff

Aaron: evangelism, leadership, mercy, service, and possibly knowledge and hospitality

Andrew Peacock: evangelism, intercession, service, and shepherding

Brandon Baker: exhortation, hospitality, leadership, service and possibly discernment

Garrison Glenn: discernment, evangelism, exhortation and possibly martyrdom

Ryan Wilhelms: leadership, prophecy, and possibly dreams and discernment

Spencer Young: administration, discernment, and service

Tyler George: exhortation, mercy, music, service, and possibly faith and martyrdom

Leader: Daniel Harrison

AJ Johnson: evangelism, intercession, knowledge, and leadership

Blake Ackerman: discernment, hospitality, intercession, and service

James Ibanez: evangelism, exhortation, faith, teaching, and possibly intercession and leadership

Julius: artistry, giving, hospitality, service, and possibly celibacy

Lucas Horne: discernment, exhortation, and mercy

Sam Reynolds: evangelism and possibly celibacy, hospitality, and learning languages quickly

Trevor Brown: exhortation, leadership, shepherding, teaching, and possibly faith and knowledge

Leader: John Hayes

Andrew Sasere: discernment, exhortation, faith, and leadership

Brad Williams: giving, knowledge, service, and teaching

Braden Duffy: administration, discernment, service; possibly artistry, knowledge, martyrdom

Gabe Camacho: administration, artistry, knowledge, and service

Isaiah Camacho: artistry, discernment, mercy, and service

Sam Winnick: exhortation, hospitality, leadership, mercy, and teaching

Leader: John Thompson

Aden Fry: evangelism, service, shepherding, teaching and also artistry and music

Cory Coleman: discernment, knowledge and possibly exhortation and teaching

Jalen Piring: exhortation, faith, intercession and possibly shepherding

Jared Abad: evangelism, faith, knowledge and possibly exhortation, intercession, martyrdom

Jonah Faustino: evangelism, hospitality, music, service and possibly leadership, shepherding

Michael Chapin: artistry, leadership, mercy, and music

Leader: Kyana Johnson

Alexis Sasere: discernment, evangelism, exhortation, mercy and possibly shepherding, teaching

Hannah Siu: artistry, evangelism, exhortation, faith, intercession, prophecy; possibly hospitality

Reyna Rodriguez: artistry, exhortation, service and possibly giving and music

Taige Mueller: exhortation, hospitality, intercession, and mercy

Leader: Laura Grenado

Grace Blystra: evangelism, exhortation, faith, serving, and possibly discernment

Leila Pagtalonía: mercy and music

Mia Fiel: artistry, exhortation, faith, and mercy

Sam Jimerson: discernment, intercession, knowledge, and mercy

Leader: Maribel Flavel

Brooke Marshall: administration, hospitality, mercy, service and possibly exhortation, giving

Izzy Mitchell: discernment, evangelism, intercession, and mercy

Olivia Wilhelms: discernment, knowledge, music and possibly hospitality and leadership

Sophia Martin: artistry, discernment, mercy, and music

Leader: Rachelle Barngraff

Allora Somontan: faith, hospitality, leadership, music and possibly artistry and intercession

April Koon: hospitality, leadership, music, and teaching

Camelia-Rose Tremblay: exhortation, hospitality, mercy, and possibly giving

Nicole Bishop: evangelism, hospitality, leadership, and teaching

Leader: Scott Thomas

AJ Back: artistry, giving, mercy, service, and possibly exhortation

Andrew Koon: artistry, evangelism, leadership, service and possibly discernment

Carson Ackerman: exhortation, service, and possibly leadership

Davis: discernment, exhortation, mercy, service and possibly faith

Joseph: exhortation, faith, mercy, and service

Michael Williams: exhortation, hospitality, leadership, and service

Leader: Veronica Thomas

Alana Muzzy: discernment, evangelism, exhortation, teaching and possibly mercy, shepherding

Julie Upson: administration, artistry, exhortation, hospitality, and mercy

Katelynn Springer: exhortation, hospitality, teaching and possibly administration, intercession

Ruby Popp: faith, intercession, mercy, teaching, and possibly evangelism and music

Daniel Harrison

Daniel,

Your spiritual gifts are most likely administration, mercy, prophecy, and teaching, and possibly also knowledge and celibacy. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of administration-knowledge-teaching puts you in a position to potentially be an effective theologian. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Administration
 - Description: Those with the gift of administration have a burden for organization, planning, and/or research to ensure that ministry runs smoothly. Like a captain of a ship, they steer a church or ministry toward its desired destination.
 - Challenges to Work Through:
 - Budgeting time to map out scenarios that could jeopardize a task;
 - Adjusting plans fluidly as needed;
 - Not taking others' giftedness into consideration;
 - Delegating tasks in accordance with their gifts;
 - Communicating logistics to visionary-types in easy-to-follow details;
 - Solving problems like puzzles requires time/patience;
 - Resisting the temptation of taking control of everything.
 - Book Recommendations:
 - "Time Management for the Christian Leader" by K. Willard
 - "Managing Yourself" by Stephen Douglass
- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through "awkward silence";
 - Putting in place decompression mechanisms for after you receive "trauma dumps" from others;
 - Resisting the temptation of speaking before they're done.
 - Book Recommendations:
 - "The Wounded Healer" by Henri Nouwen (Introductory)
 - "Effective Biblical Counseling" by Larry Crabb (Intermediate)

- Prophecy
 - Description: Those with the gift of prophecy have a burden for declaring God’s Word. They tell of the future correctly or they speak of the present from God’s perspective to call people to repentance or submission to God’s revealed Word.
 - Challenges to Work Through:
 - Patience for a word to come;
 - Discerning whether a word is from the Lord or otherwise;
 - Praying for guidance;
 - Boldness to deliver the word;
 - Maintaining a record so accuracy can be verified;
 - Repenting when or if you do not deliver the message;
 - If preaching, doing so boldly from Scripture;
 - Resisting the temptation of equating the interpretation with the word itself.
 - Book Recommendations:
 - “Prophetic Preaching” by Craig Larson
- Teaching
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - “30-Minute Bible” by Craig Bartholomew (Introductory)
 - “In All the Scriptures: The Three Contexts of Biblical Hermeneutics” by Nicholas Piotrowski (Intermediate)
 - “The Right Doctrine from the Wrong Texts” by G.K. Beale (Advanced)
- *Possibly: Celibacy*
 - Description: Those with the gift of celibacy have a burden for holiness. As someone freed from the obligations of caring for a family, they serve the church as if the church was their family. Through their single-mindedness, they also illustrate Christ’s devotion to the Father.
 - Challenges to Work Through:
 - The prospect of lifelong loneliness can be unbearable without also pursuing intentional friendship within the church;
 - Constantly feeling like an “other” due to withdrawal from romantic/sexual pursuits;
 - Heartbreak when friends get engaged, married, or have kids;
 - Resisting the temptation of thinking your holiness is superior to the holiness of others.
 - Book Recommendations:
 - “Made for Friendship” by Drew Hunter (Introductory)
 - “Holy Sexuality and the Gospel” by Christopher Yuan (Intermediate)
 - “Your Future Self Will Thank you” by Drew Dyck (Intermediate)

- *Possibly: Knowledge*
 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
 - Challenges to Work Through:
 - Devoting a chunk of time in your daily rhythm to reading the Bible;
 - Learning how every passage fits into the basic storyline of creation-fall-redemption-consummation;
 - Spending part of your Bible study time thinking through how that passage may be helpful to others;
 - Limiting yourself to two Bible references to minister to them (more than two may unnecessarily confuse them);
 - Using knowledge in a way that doesn't come across as knowledge (i.e., not flexing your gift);
 - Resisting the temptation of using your knowledge of the Bible to fuel pride.
 - Book Recommendations:
 - "From Eden to the New Jerusalem" by T. Desmond Alexander (Introductory)
 - "God's Glory in Salvation through Judgment" by James Hamilton (Intermediate)
 - "Biblical Theology" by John Goldingay (Advanced)
- Leader: N/A

Aaron

Aaron,

Your spiritual gifts are most likely evangelism, leadership, mercy, and service, and possibly also knowledge and hospitality. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of evangelism-leadership-service puts you in a position to potentially be an effective missionary-organizer. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ's death in our place; resurrection; grace; faith; etc.), yet also so it can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig deeper into Gospel doctrines to improve your clarity;
 - Living consistent with biblical ethics so your preaching is not called into question;
 - Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.
 - Book Recommendations:
 - "The Great Story and the Great Commission" by Christopher Wright
 - "Questioning Evangelism: Engaging People's Hearts" by Randy Newman
 - "The Mission of God's People" by Christopher Wright (Advanced)
- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ's humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others' giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;

- Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.
 - Book Recommendations:
 - “The Leadership Moment” by Michael Useem
 - “In the Name of Jesus” by Henri Nouwen
 - “Gospel-Centered Discipleship” by Jonathan Dodson
- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- *Possibly: Knowledge*
 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
 - Challenges to Work Through:
 - Devoting a chunk of time in your daily rhythm to reading the Bible;
 - Learning how every passage fits into the basic storyline of creation-fall-redemption-consummation;
 - Spending part of your Bible study time thinking through how that passage may be helpful to others;
 - Limiting yourself to two Bible references to minister to them (more than two may unnecessarily confuse them);
 - Using knowledge in a way that doesn’t come across as knowledge (i.e., not flexing your gift);
 - Resisting the temptation of using your Bible knowledge to fuel pride.

- Book Recommendations:
 - “From Eden to the New Jerusalem” by T. Desmond Alexander (Introductory)
 - “God’s Glory in Salvation through Judgment” by James Hamilton (Intermediate)
 - “Biblical Theology” by John Goldingay (Advanced)
- *Possibly: Hospitality*
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually “serve” people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than to more friendly or familiar people;
 - Feeling inadequate if you don’t own a house to host ministry events; Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - “The Gospel Comes with a House Key” by Rosaria Butterfield
- Leader: Adam Barngraff

Aden Fry

Aden,

Your spiritual gifts are most likely evangelism, service, shepherding, and teaching and possibly also artistry and music. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of Evangelism-Shepherding-Teaching puts you in a position to potentially be an effective pastor. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ's death in our place; resurrection; grace; faith; etc.), yet also so it can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig into Gospel doctrines to improve clarity;
 - Living consistent with biblical ethics so your preaching is not called into question;
 - Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.
 - Book Recommendations:
 - "The Great Story and the Great Commission" by Christopher Wright
 - "Questioning Evangelism: Engaging People's Hearts" by Randy Newman
 - "The Mission of God's People" by Christopher Wright (Advanced)
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- Shepherding
 - Description: Those with the gift of shepherding have a burden for protecting God's people. They are loyal to God as under-shepherds to Jesus the Good

Shepherd. They are willingly sacrificial, tending to the needy, poor, sick, and hurting even to their own detriment.

- Challenges to Work Through:
 - Going out of your way to help those who are poor or sick;
 - Giving up your own provisions for those who need it;
 - Being perceptive in conversations for red flags others may not be aware of and letting them know about them in private along with guidance;
 - Communicating guidance in a way that is simultaneously firm yet also sensitive to their emotions;
 - Remembering to follow up with those you've advised;
 - Living consistent with biblical ethics so your protective advisement is not called into question;
 - Resisting the temptation of using your knowledge of others against them.
- Book Recommendations:
 - "The Flourishing Pastor" by Tom Nelson
 - "The Pastor: A Memoir" by Eugene Peterson
 - "Being a Pastor" by John Wycliffe
- Teaching
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - "30-Minute Bible" by Craig Bartholomew (Introductory)
 - "In All the Scriptures: The Three Contexts of Biblical Hermeneutics" by Nicholas Piotrowski (Intermediate)
 - "The Right Doctrine from the Wrong Texts" by G.K. Beale (Advanced)
- *Possibly: Music*
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the "concert" caricature;

- Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
 - Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
 - “Corporate Worship” by Matt Merker (Introductory)
 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
- *Possibly: Artistry*
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
 - Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader’s feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker’s message.
 - Book Recommendations:
 - “When God Weeps” by Joni Eareckson Tada (Introductory)
 - “Edwards on the Christian Life: Alive to the Beauty of God” by Dane Ortlund (Intermediate)
- Leader: John Thompson

AJ Back

AJ,

Your spiritual gifts are most likely artistry, giving, mercy, and service, and possibly also exhortation. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of exhortation-mercy puts you in a position to potentially be an effective counselor, using the power of encouraging affirmation as a way to help hurting people. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Artistry
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 - Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader's feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker's message.
 - Book Recommendations:
 - "When God Weeps" by Joni Eareckson Tada (Introductory)
 - "Edwards on the Christian Life" by Dane Ortlund (Intermediate)
- Giving
 - Description: Those with the gift of giving have a burden for sharing in the ministry of others. They do this by giving cheerfully out of much or by giving sacrificially out of little. Financial giving, whether from little or much, enables non-speakers to participate with speakers in ministry.
 - Challenges to Work Through:
 - Whether plenty or little, thinking intentionally about money;
 - Striving for money to come "in the bank" for the purpose of sending it "out of the bank" to those who need it;
 - Budgeting for the sake of maximizing your ability to give;
 - Neglecting your own needs "for the sake of the ministry"
 - Resisting the temptation of expecting things from those to whom you give.

- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- *Possibly: Exhortation*
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you’re feeling down for not encouraging others;
 - Letting resentment linger when others don’t encourage you during your low points;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - “Practicing Affirmation” by Sam Crabtree
- Leader: Scott Thomas

AJ Johnson

AJ,

Your spiritual gifts are most likely evangelism, intercession, knowledge, and leadership. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of Intercession-Leadership puts you in a position to potentially be an effective prayer team leader; in fact, I'd like to see you lead a prayer ministry at YA with others who are gifted with intercession. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ's death in our place; resurrection; grace; faith; etc.), yet also so it can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig into Gospel doctrines to improve clarity;
 - Living consistent with biblical ethics so your preaching is not called into question;
 - Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.
 - Book Recommendations:
 - "The Great Story and the Great Commission" by Christopher Wright
 - "Questioning Evangelism: Engaging People's Hearts" by Randy Newman
 - "The Mission of God's People" by Christopher Wright (Advanced)
- Intercession
 - Description: Those with the gift of intercession have a burden for praying with and for those who don't know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
 - Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
 - Journaling prayers to recall God's past faithfulness in the future;
 - Courage to lay your hand on those you're praying for;
 - Boldness to pray "big prayers" for and/or with others;

- Using self-awareness to refrain from using open prayer time as an excuse to spread gossip;
 - Resisting the temptation of using info learned about others against them.
 - Book Recommendations:
 - “Praying the Bible” by Donald Whitney (Introductory)
 - “Praying with Paul” by DA Carson (Intermediate)
 - “Prayer” by Tim Keller (Advanced)
- Knowledge
 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
 - Challenges to Work Through:
 - Devoting a chunk of time in your daily rhythm to reading the Bible;
 - Learning how every passage fits into the basic storyline of creation-fall-redemption-consummation;
 - Spending part of your Bible study time thinking through how that passage may be helpful to others;
 - Limiting yourself to two Bible references to minister to them (more than two may unnecessarily confuse them);
 - Using knowledge in a way that doesn’t come across as knowledge (i.e., not flexing your gift);
 - Resisting the temptation of using your Bible knowledge to fuel pride.
 - Book Recommendations:
 - “From Eden to the New Jerusalem” by T. Desmond Alexander (Intro)
 - “God’s Glory in Salvation through Judgment” by James Hamilton (Intermediate)
 - “Biblical Theology” by John Goldingay (Advanced)
- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ’s humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others’ giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.
 - Book Recommendations:
 - “The Leadership Moment” by Michael Useem
 - “In the Name of Jesus” by Henri Nouwen
 - “Gospel-Centered Discipleship” by Jonathan Dodson
- Leader Assigned: Daniel Harrison

Alana Muzzy

Alana,

Your spiritual gifts are most likely discernment, evangelism, exhortation, and teaching and possibly also mercy and shepherding. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of discernment-exhortation-teaching puts you in a position to potentially be an effective spiritual guide, encouraging others by steering them away from false teachings and toward biblical teaching. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is “good”
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - “The Discipline of Spiritual Discernment” by Tim Challies
- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ's death in our place; resurrection; faith; grace; etc.), yet also so the Gospel can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig deeper into Gospel doctrines to improve your clarity;
 - Living consistent with biblical ethics so your preaching is not called into question;
 - Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.

- Book Recommendations:
 - “The Great Story and the Great Commission” by Christopher Wright
 - “Questioning Evangelism: Engaging People’s Hearts the Way Jesus Did” by Randy Newman
 - “The Mission of God’s People” by Christopher Wright (Advanced)
- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you’re feeling down for not encouraging others;
 - Letting resentment linger when others don’t encourage you during your low points;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - “Practicing Affirmation” by Sam Crabtree
- Teaching
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - “30-Minute Bible” by Craig Bartholomew (Introductory)
 - “In All the Scriptures: The Three Contexts of Biblical Hermeneutics” by Nicholas Piotrowski (Intermediate)
 - “The Right Doctrine from the Wrong Texts” by G.K. Beale (Advanced)
- *Possibly: Mercy*
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.

- Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- *Possibly: Shepherding*
 - Description: Those with the gift of shepherding have a burden for protecting God’s people. They are loyal to God as under-shepherds to Jesus the Good Shepherd. They are willingly sacrificial, tending to the needy, poor, sick, and hurting even to their own detriment.
 - Challenges to Work Through:
 - Going out of your way to help those who are poor or sick;
 - Giving up your own provisions for those who need it;
 - Being perceptive in conversations for red flags others may not be aware of and letting them know about them in private along with guidance;
 - Communicating guidance in a way that is simultaneously firm yet also sensitive to their emotions;
 - Remembering to follow up with those you’ve advised;
 - Living consistent with biblical ethics so your protective advisement is not called into question;
 - Resisting the temptation of using your knowledge of others against them.
 - Book Recommendations:
 - “The Flourishing Pastor” by Tom Nelson
 - “The Pastor: A Memoir” by Eugene Peterson
 - “Being a Pastor” by John Wycliffe
- Leader: Veronica Thomas

Alexis Sasere

Alexis,

Your spiritual gifts are most likely discernment, evangelism, exhortation, and mercy and possibly also shepherding and teaching. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of exhortation-mercy puts you in a position to potentially be an effective counselor, using the power of encouraging affirmation as a way to help hurting people. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is “good”
 - Disengaging from conspiracy theories since these disrupt your reliability;
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 - Book Recommendations:
 - “The Discipline of Spiritual Discernment” by Tim Challies
- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ's death in our place; resurrection; faith; grace; etc.), yet also so the Gospel can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig deeper into Gospel doctrines to improve your clarity;
 - Living consistent with biblical ethics so your preaching is not called into question;
 - Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.

- Book Recommendations:
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 - “Questioning Evangelism: Engaging People’s Hearts the Way Jesus Did” by Randy Newman
 - “The Mission of God’s People” by Christopher Wright (Advanced)
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 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you’re feeling down for not encouraging others;
 - Letting resentment linger when others don’t encourage you during your low points;
 - Encouraging others for ungodly character hurts your effectiveness;
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 - Book Recommendations:
 - “Practicing Affirmation” by Sam Crabtree
- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- *Possibly: Shepherding*
 - Description: Those with the gift of shepherding have a burden for protecting God’s people. They are loyal to God as under-shepherds to Jesus the Good Shepherd. They are willingly sacrificial, tending to the needy, poor, sick, and hurting even to their own detriment.
 - Challenges to Work Through:
 - Going out of your way to help those who are poor or sick;
 - Giving up your own provisions for those who need it;
 - Being perceptive in conversations for red flags others may not be aware of and letting them know about them in private along with guidance;
 - Communicating guidance in a way that is simultaneously firm yet also sensitive to their emotions;
 - Remembering to follow up with those you’ve advised;
 - Living consistent with biblical ethics so your protective advisement is not called into question;
 - Resisting the temptation of using your knowledge of others against them.

- Book Recommendations:
 - “The Flourishing Pastor” by Tom Nelson
 - “The Pastor: A Memoir” by Eugene Peterson
 - “Being a Pastor” by John Wycliffe
- *Possibly: Teaching*
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - “30-Minute Bible” by Craig Bartholomew (Introductory)
 - “In All the Scriptures: The Three Contexts of Biblical Hermeneutics” by Nicholas Piotrowski (Intermediate)
 - “The Right Doctrine from the Wrong Texts” by G.K. Beale (Advanced)
- Leader: Kyana Johnson

Allora Somontan

Allora,

Your spiritual gifts are most likely faith, hospitality, leadership, and music and possibly also artistry and intercession. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts; I tried to provide at least one for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of leadership-hospitality-intercession-music puts you in a position to potentially be an effective prayer and worship night organizer and host. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Faith
 - Description: Those with the gift of faith have a burden for trusting God in everything. They have a deeply-held, unshakable confidence in God's promises, and they love to strengthen the faith of others who face trials or seasons of doubt.
 - Challenges to Work Through:
 - Feeling like you're not allowed to have doubts or questions;
 - Devoting chunks of time to reading and re-reading Scripture to internalize the promises God made to his people;
 - Developing a willingness to explore the world of apologetics so you can give a good defense to others;
 - Resisting the temptation of not praying "big" prayers and thinking your prayers are outside of God's determinative will.
 - Book Recommendations:
 - "Fiery Faith" by AW Tozer
 - "The Dangers of a Shallow Faith" by AW Tozer
- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually "serve" people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than to more friendly or familiar people;
 - Feeling inadequate if you don't own a house to host ministry events; Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - "The Gospel Comes with a House Key" by Rosaria Butterfield

- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ's humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others' giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.
 - Book Recommendations:
 - "The Leadership Moment" by Michael Useem
 - "In the Name of Jesus" by Henri Nouwen
 - "Gospel-Centered Discipleship" by Jonathan Dodson
- Music
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the "concert" caricature;
 - Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
 - Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - "Sing: How Worship Transforms Your Life, Family, and Church" by Keith and Kristyn Getty (Introductory)
 - "Corporate Worship" by Matt Merker (Introductory)
 - "Ancient-Future Worship" by Robert Webber (Intermediate)
 - "For the Glory of God: Recovering a Biblical Theology of Worship" by Daniel Block (Advanced)

- *Possibly: Artistry*
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
 - Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader's feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker's message.
 - Book Recommendations:
 - "When God Weeps" by Joni Eareckson Tada (Introductory)
 - "Edwards on the Christian Life: Alive to the Beauty of God" by Dane Ortlund (Intermediate)
- *Possibly: Intercession*
 - Description: Those with the gift of intercession have a burden for praying with and for those who don't know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
 - Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
 - Journaling prayers to recall God's past faithfulness in the future;
 - Courage to lay your hand on those you're praying for;
 - Boldness to pray "big prayers" for and/or with others;
 - Using self-awareness to refrain from using open prayer time as an excuse to spread gossip;
 - Resisting the temptation of using information learned about others against them.
 - Book Recommendations:
 - "Praying the Bible" by Donald Whitney (Introductory)
 - "Praying with Paul" by DA Carson (Intermediate)
 - "Prayer" by Tim Keller (Advanced)
- Leader: Rachelle Barngraff

Andrew Koon

Andrew,

Your spiritual gifts are most likely artistry, evangelism, leadership, and service and possibly also discernment. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of leadership-service-discernment puts you in a position to potentially be an effective elder. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
 - Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader's feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker's message.
 - Book Recommendations:
 - "When God Weeps" by Joni Eareckson Tada (Introductory)
 - "Edwards on the Christian Life: Alive to the Beauty of God" by Dane Ortlund (Intermediate)
- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ's death in our place; resurrection; faith; grace; etc.), yet also so the Gospel can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig deeper into Gospel doctrines to improve your clarity;
 - Living consistent with biblical ethics so your preaching is not called into question;

- Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.
 - Book Recommendations:
 - "The Great Story and the Great Commission" by Christopher Wright
 - "Questioning Evangelism: Engaging People's Hearts the Way Jesus Did" by Randy Newman
 - "The Mission of God's People" by Christopher Wright (Advanced)
- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ's humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others' giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
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 - Book Recommendations:
 - "The Leadership Moment" by Michael Useem
 - "In the Name of Jesus" by Henri Nouwen
 - "Gospel-Centered Discipleship" by Jonathan Dodson
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- *Possibly: Discernment*
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is "good"
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - "The Discipline of Spiritual Discernment" by Tim Challies
- Leader: Scott Thomas

Andrew Peacock

Andrew,

Your spiritual gifts are most likely evangelism, intercession, service, and shepherding. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of evangelism-intercession-shepherding puts you in a position to potentially be an effective pastor. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
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 - Description: Those with the gift of intercession have a burden for praying with and for those who don't know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
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 - Book Recommendations:
 - “Praying the Bible” by Donald Whitney (Introductory)
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 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
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- Shepherding
 - Description: Those with the gift of shepherding have a burden for protecting God’s people. They are loyal to God as under-shepherds to Jesus the Good Shepherd. They are willingly sacrificial, tending to the needy, poor, sick, and hurting even to their own detriment.
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 - Going out of your way to help those who are poor or sick;
 - Giving up your own provisions for those who need it;
 - Being perceptive in conversations for red flags others may not be aware of and letting them know about them in private along with guidance;
 - Communicating guidance in a way that is simultaneously firm yet also sensitive to their emotions;
 - Remembering to follow up with those you’ve advised;
 - Living consistent with biblical ethics so your protective advisement is not called into question;
 - Resisting the temptation of using your knowledge of others against them.
 - Book Recommendations:
 - “The Flourishing Pastor” by Tom Nelson
 - “The Pastor: A Memoir” by Eugene Peterson
 - “Being a Pastor” by John Wycliffe
- Leader: Adam Barngraff

Andrew Sasere

Andrew,

Your spiritual gifts are most likely discernment, exhortation, faith, and leadership. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of discernment-exhortation-teaching puts you in a position to potentially be an effective spiritual guide, encouraging others by steering them away from false teachings and toward biblical teaching. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is “good”
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - “The Discipline of Spiritual Discernment” by Tim Challies
- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't reciprocate encouragement;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - “Practicing Affirmation” by Sam Crabtree
- Faith
 - Description: Those with the gift of faith have a burden for trusting God in everything. They have a deeply-held, unshakable confidence in the promises of God, and they love to strengthen the faith of others who face trials or seasons of doubt.

- Challenges to Work Through:
 - Feeling like you're not allowed to have doubts or questions;
 - Devoting chunks of time to reading and re-reading Scripture to internalize the promises God made to his people;
 - Developing a willingness to explore the world of apologetics so you can give a good defense to others;
 - Resisting the temptation of not praying "big" prayers and thinking your prayers are outside of God's determinative will.
- Book Recommendations:
 - "Fiery Faith" by AW Tozer
 - "The Dangers of a Shallow Faith: Awakening from Spiritual Lethargy" by AW Tozer
- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ's humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others' giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.
 - Book Recommendations:
 - "The Leadership Moment" by Michael Useem
 - "In the Name of Jesus" by Henri Nouwen
 - "Gospel-Centered Discipleship" by Jonathan Dodson
- Leader: John Hayes

Annelise Fry

Annelise,

Your spiritual gifts are most likely artistry, exhortation, hospitality, and mercy and possibly also discernment and music. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of artistry-exhortation-music puts you in a position to potentially be an effective heart-stirrer, encouraging others with your inherent inclinations toward creativity. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
 - Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader's feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker's message.
 - Book Recommendations:
 - "When God Weeps" by Joni Eareckson Tada (Introductory)
 - "Edwards on the Christian Life: Alive to the Beauty of God" by Dane Ortlund (Intermediate)
- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't encourage you during your low points;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree

- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually “serve” people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than to more friendly or familiar people;
 - Feeling inadequate if you don’t own a house to host ministry events;
 - Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - “The Gospel Comes with a House Key” by Rosaria Butterfield
- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- *Possibly: Music*
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the “concert” caricature;
 - Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;

- Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
 - “Corporate Worship” by Matt Merker (Introductory)
 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
- *Possibly: Discernment*
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is “good”
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - “The Discipline of Spiritual Discernment” by Tim Challies
- Leader: Val Ackerman

Annie Young

Annie,

Your spiritual gifts are most likely administration, artistry, music, and service and possibly also exhortation and mercy. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of administration-artistry-music puts you in a position to potentially be an effective worship service planner. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Administration
 - Description: Those with the gift of administration have a burden for organization, planning, and/or research to ensure that ministry runs smoothly. Like a captain of a ship, they steer a church or ministry toward its desired destination.
 - Challenges to Work Through:
 - Budgeting time to map out scenarios that could jeopardize a task;
 - Adjusting plans fluidly as needed;
 - Not taking others' giftedness into consideration;
 - Delegating tasks in accordance with their gifts;
 - Communicating logistics to visionary-types in easy-to-follow details;
 - Solving problems like puzzles requires patience;
 - Resisting the temptation of taking control of everything.
 - Book Recommendations:
 - "Time Management for the Christian Leader" by K. Willard
 - "Managing Yourself" by Stephen Douglass
- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and on the intended purpose;
 - Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader's feedback;
 - Resisting the temptation of refusing to adjust your creativity to fit a speaker's message.
 - Book Recommendations:
 - "When God Weeps" by Joni Eareckson Tada (Introductory)
 - "Edwards on the Christian Life: Alive to the Beauty of God" by Dane Ortlund (Intermediate)

- Music
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the “concert” caricature;
 - Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
 - Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
 - “Corporate Worship” by Matt Merker (Introductory)
 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- *Possibly: Exhortation*
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you’re feeling down for not encouraging others;
 - Letting resentment linger when others don’t encourage you during your low points;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - “Practicing Affirmation” by Sam Crabtree

- *Possibly: Mercy*
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Leader: Val Ackerman

April Koon

April,

Your spiritual gifts are most likely hospitality, leadership, music, and teaching. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of leadership-music puts you in a position to potentially be an effective worship leader. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually “serve” people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than to more friendly or familiar people;
 - Feeling inadequate if you don't own a house to host ministry events;
 - Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - “The Gospel Comes with a House Key” by Rosaria Butterfield
- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ's humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others' giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.

- Book Recommendations:
 - “The Leadership Moment” by Michael Useem
 - “In the Name of Jesus” by Henri Nouwen
 - “Gospel-Centered Discipleship” by Jonathan Dodson
- Music
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the “concert” caricature;
 - Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
 - Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
 - “Corporate Worship” by Matt Merker (Introductory)
 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God” by Daniel Block (Advanced)
- Teaching
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - “30-Minute Bible” by Craig Bartholomew (Introductory)
 - “In All the Scriptures” by Nicholas Piotrowski (Intermediate)
 - “The Right Doctrine from the Wrong Texts” by G.K. Beale (Advanced)
- Leader: Rachelle Barngraff

Blake Ackerman

Blake,

Your spiritual gifts are most likely discernment, hospitality, intercession, and service. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of discernment-intercession puts you in a position to potentially be an effective prayer warrior, especially for those seeking to understand God's will for their lives. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is “good”
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - “The Discipline of Spiritual Discernment” by Tim Challies
- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually “serve” people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than friendly or familiar people;
 - Feeling inadequate if you don't own a house to host ministry events;
 - Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - “The Gospel Comes with a House Key” by Rosaria Butterfield

- Intercession
 - Description: Those with the gift of intercession have a burden for praying with and for those who don't know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
 - Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
 - Journaling prayers to recall God's past faithfulness in the future;
 - Courage to lay your hand on those you're praying for; boldness to pray "big prayers" for and/or with others;
 - Using self-awareness to refrain from using open prayer time as an excuse to spread gossip;
 - Resisting the temptation of using information learned about others against them.
 - Book Recommendations:
 - "Praying the Bible" by Donald Whitney (Introductory)
 - "Praying with Paul" by DA Carson (Intermediate)
 - "Prayer" by Tim Keller (Advanced)
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- Leader: Daniel Harrison

Bradley Williams

Bradley,

Your spiritual gifts are most likely giving, knowledge, service, and teaching. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of knowledge-teaching puts you in a position to potentially be an effective theologian. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Giving
 - Description: Those with the gift of giving have a burden for sharing in the ministry of others. They do this by giving cheerfully out of much or by giving sacrificially out of little. Financial giving, whether from little or much, enables non-speakers to participate with speakers in ministry.
 - Challenges to Work Through:
 - Whether plenty or little, thinking about money intentionally;
 - Striving for money to come “in the bank” for the purpose of sending it “out of the bank” to those who need it;
 - Budgeting for the sake of maximizing your ability to give;
 - Neglecting “for the sake of the ministry” your own needs;
 - Resisting the temptation of expecting things from those to whom you give.
- Knowledge
 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
 - Challenges to Work Through:
 - Devoting a chunk of time in your daily rhythm to reading the Bible; learning how every passage fits into the basic storyline of creation-fall-redemption-consummation;
 - Spending part of your Bible study time thinking through how that passage may be helpful to others;
 - Limiting yourself to two Bible references to minister to them (more than two may unnecessarily confuse them);
 - Using knowledge in a way that doesn't come across as knowledge (i.e., not flexing your gift);
 - Resisting the temptation of using your Bible knowledge to fuel pride.
 - Book Recommendations:
 - “From Eden to the New Jerusalem” by T. Desmond Alexander (Intro)
 - “God's Glory in Salvation through Judgment” by James Hamilton (Intermediate)
 - “Biblical Theology” by John Goldingay (Advanced)

- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- Teaching
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - “30-Minute Bible” by Craig Bartholomew (Introductory)
 - “In All the Scriptures: The Three Contexts of Biblical Hermeneutics” by Nicholas Piotrowski (Intermediate)
 - “The Right Doctrine from the Wrong Texts” by G.K. Beale (Advanced)
- Leader: John Hayes

Braden Duffy

Braden,

Your spiritual gifts are most likely administration, discernment, service and possibly also artistry, knowledge, and martyrdom. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of discernment-knowledge puts you in a position to potentially be an effective source of doctrinal correction, walking through with people *why* the wrong things they believe about the Bible are wrong. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Administration
 - Description: Those with the gift of administration have a burden for organization, planning, and/or research to ensure that ministry runs smoothly. Like a captain of a ship, they steer a church or ministry toward its desired destination.
 - Challenges to Work Through:
 - Budgeting time to map out scenarios that could jeopardize a task;
 - Adjusting plans fluidly as needed;
 - Not taking others' giftedness into consideration;
 - Delegating tasks in accordance with their gifts;
 - Communicating logistics to more visionary-types in easy-to-follow details;
 - Solving problems like puzzles requires time/patience;
 - Resisting the temptation of taking control of everything.
 - Book Recommendations:
 - "Time Management for the Christian Leader" by K. Willard
 - "Managing Yourself" by Stephen Douglass
- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is "good"
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - "The Discipline of Spiritual Discernment" by Tim Challies

- **Martyrdom**
 - Description: Those with the gift of martyrdom have a burden for defending the faith. Those with this gift use it only once, and doing it boldly strengthens the faith of those who witness.
 - Challenges to Work Through:
 - Leaving loved ones behind;
 - Ensuring you really believe there is life on the other side of death;
 - Not knowing whether this is your calling until just before it happens;
 - Resisting the temptation of shrieking into fear so that your final moments are marked by bold faith in Christ.
 - Book Recommendations:
 - “Faithful Witness” by Phil Baker
- **Service**
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- *Possibly: Artistry*
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
 - Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader’s feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker’s message.
 - Book Recommendations:
 - “When God Weeps” by Joni Eareckson Tada (Introductory)
 - “Edwards on the Christian Life: Alive to the Beauty of God” by Dane Ortlund (Intermediate)
- *Possibly: Knowledge*
 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
 - Challenges to Work Through:
 - Devoting a chunk of time in your daily rhythm to reading the Bible;
 - Learning how every passage fits into the basic storyline of creation-fall-redemption-consummation;
 - Spending part of your Bible study time thinking through how that passage may be helpful to others;

- Limiting yourself to two Bible references to minister to them (more than two may unnecessarily confuse them);
- Using knowledge in a way that doesn't come across as knowledge (i.e., not flexing your gift);
- Resisting the temptation of using your knowledge of the Bible to fuel pride.
- Book Recommendations:
 - "From Eden to the New Jerusalem" by T. Desmond Alexander (Introductory)
 - "God's Glory in Salvation through Judgment" by James Hamilton (Intermediate)
 - "Biblical Theology" by John Goldingay (Advanced)
- Leader: John Hayes

Brandon Baker

Brandon,

Your spiritual gifts are most likely exhortation, hospitality, leadership, and service and possibly also discernment. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of leadership-service puts you in a position to potentially be an effective ministry event planner. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't encourage you;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree
- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually "serve" people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than friendly or familiar people;
 - Feeling inadequate if you don't own a house to host ministry events;
 - Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - "The Gospel Comes with a House Key" by Rosaria Butterfield

- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ's humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others' giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly; living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.
 - Book Recommendations:
 - "The Leadership Moment" by Michael Useem
 - "In the Name of Jesus" by Henri Nouwen
 - "Gospel-Centered Discipleship" by Jonathan Dodson
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- *Possibly: Discernment*
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is "good"
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - "The Discipline of Spiritual Discernment" by Tim Challies
- Leader: Adam Barngraff

Brooke Marshall

Brooke,

Your spiritual gifts are most likely administration, hospitality, mercy, and service and possibly also exhortation and giving. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of administration-hospitality-mercy puts you in a position to potentially be an effective meal-train coordinator. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Administration
 - Description: Those with the gift of administration have a burden for organization, planning, and/or research to ensure that ministry runs smoothly. Like a captain of a ship, they steer a church or ministry toward its desired destination.
 - Challenges to Work Through:
 - Budgeting time to map out scenarios that could jeopardize a task;
 - Adjusting plans fluidly as needed;
 - Not taking others' giftedness into consideration;
 - Delegating tasks in accordance with their gifts;
 - Communicating logistics to visionary-types in easy-to-follow details;
 - Solving problems like puzzles requires patience;
 - Resisting the temptation of taking control of everything.
 - Book Recommendations:
 - "Time Management for the Christian Leader" by K. Willard
 - "Managing Yourself" by Stephen Douglass
- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually "serve" people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than friendly or familiar people;
 - Feeling inadequate if you don't own a house to host ministry events;
 - Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - "The Gospel Comes with a House Key" by Rosaria Butterfield

- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- *Possibly: Exhortation*
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you’re feeling down for not encouraging others;
 - Letting resentment linger when others don’t reciprocate encouragement;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - “Practicing Affirmation” by Sam Crabtree
- *Possibly: Giving*
 - Description: Those with the gift of giving have a burden for sharing in the ministry of others. They do this by giving cheerfully out of much or by giving sacrificially out of little. Financial giving, whether from little or much, enables non-speakers to participate with speakers in ministry.
 - Challenges to Work Through:
 - Whether plenty or little, thinking about money intentionally;
 - Striving for money to come “into the bank” for the purpose of sending it “out of the bank” to those who need it;
 - Budgeting for the sake of maximizing your ability to give;
 - Neglecting “for the sake of the ministry” your own needs;
 - Resisting the temptation of expecting things from those to whom you give.
- Leader: Maribel Flavel

Camelia-Rose Tremblay

Camelia,

Your spiritual gifts are most likely exhortation, hospitality, and mercy, and possibly also giving. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of exhortation-mercy puts you in a position to potentially be an effective counselor, using the power of encouraging affirmation as a way to help hurting people. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't encourage you during your low points;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree
- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually "serve" people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than friendly or familiar people;
 - Feeling inadequate if you don't own a house to host ministry events;
 - Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - "The Gospel Comes with a House Key" by Rosaria Butterfield

- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- *Possibly: Giving*
 - Description: Those with the gift of giving have a burden for sharing in the ministry of others. They do this by giving cheerfully out of much or by giving sacrificially out of little. Financial giving, whether from little or much, enables non-speakers to participate with speakers in ministry.
 - Challenges to Work Through:
 - Whether plenty or little, thinking about money intentionally;
 - Striving for money to come “into the bank” for the purpose of sending it “out of the bank” to those who need it;
 - Budgeting for the sake of maximizing your ability to give;
 - Neglecting “for the sake of the ministry” your own needs;
 - Resisting the temptation of expecting things from those to whom you give.
- Leader: Rachele Barngraff

Carson Ackerman

Carson,

Your spiritual gifts are most likely exhortation and service, and possibly also leadership. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of service-leadership puts you in a position to potentially be an effective ministry event planner. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't encourage you during your low points;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- *Possibly: Leadership*
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ's humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others' giftedness into consideration and utilizing them in accordance with their best abilities to contribute;

- Humility to take responsibility for how they perform, even if badly;
- Living consistent with biblical ethics so your leading is not called into question;
- Resisting the temptation of blaming those you delegated if they fail;
- Resisting the temptation of hoarding rewards from those you delegated if they succeed.
- Book Recommendations:
 - “The Leadership Moment” by Michael Useem
 - “In the Name of Jesus” by Henri Nouwen
 - “Gospel-Centered Discipleship” by Jonathan Dodson
- Leader: Scott Thomas

Cory Coleman

Cory,

Your spiritual gifts are most likely discernment and knowledge and possibly also exhortation and teaching. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of discernment-exhortation-knowledge puts you in a position to potentially be an effective spiritual guide, encouraging others by steering them away from false teachings and toward biblical teaching. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is “good”
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - “The Discipline of Spiritual Discernment” by Tim Challies
- Knowledge
 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
 - Challenges to Work Through:
 - Devoting a chunk of time in your daily rhythm to reading the Bible;
 - Learning how every passage fits into the basic storyline of creation-fall-redemption-consummation;
 - Spending part of your Bible study time thinking through how that passage may be helpful to others;
 - Limiting yourself to two Bible references to minister to them (more than two may unnecessarily confuse them);
 - Using knowledge in a way that doesn't come across as knowledge (i.e., not flexing your gift);
 - Resisting the temptation of using your knowledge of the Bible to fuel pride.

- Book Recommendations:
 - “From Eden to the New Jerusalem” by T. Desmond Alexander (Introductory)
 - “God’s Glory in Salvation through Judgment” by James Hamilton (Intermediate)
 - “Biblical Theology” by John Goldingay (Advanced)
- *Possibly: Exhortation*
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you’re feeling down for not encouraging others;
 - Letting resentment linger when others don’t encourage you during your low points;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - “Practicing Affirmation” by Sam Crabtree
- *Possibly: Teaching*
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - “30-Minute Bible” by Craig Bartholomew (Introductory)
 - “In All the Scriptures: The Three Contexts of Biblical Hermeneutics” by Nicholas Piotrowski (Intermediate)
 - “The Right Doctrine from the Wrong Texts” by G.K. Beale (Advanced)
- Leader: John Thompson

Davis

Davis,

Your spiritual gifts are most likely discernment, exhortation, mercy, and service and possibly also faith. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of exhortation-mercy puts you in a position to potentially be an effective counselor, using the power of encouraging affirmation as a way to help hurting people. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is “good”
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendation:
 - “The Discipline of Spiritual Discernment” by Tim Challies
- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
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 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't encourage you during your low points;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendation:
 - “Practicing Affirmation” by Sam Crabtree

- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time; listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendation:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- *Possibly: Faith*
 - Description: Those with the gift of faith have a burden for trusting God in everything. They have a deeply-held, unshakable confidence in the promises of God, and they love to strengthen the faith of others who face trials or seasons of doubt.
 - Challenges to Work Through:
 - Feeling like you’re not allowed to have doubts or questions;
 - Devoting chunks of time to reading and re-reading Scripture to internalize the promises God made to his people;
 - Developing a willingness to explore the world of apologetics so you can give a good defense to others;
 - Resisting the temptation of not praying “big” prayers and thinking your prayers are outside of God’s determinative will.
 - Book Recommendation:
 - “Fiery Faith” by AW Tozer
 - “The Dangers of a Shallow Faith: Awakening from Spiritual Lethargy” by AW Tozer
- Leader: Scott Thomas

Gabe Camacho

Gabe,

Your spiritual gifts are most likely administration, artistry, knowledge, and service. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of administration-artistry-service puts you in a position to potentially be an effective worship service coordinator. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Administration
 - Description: Those with the gift of administration have a burden for organization, planning, and/or research to ensure that ministry runs smoothly. Like a captain of a ship, they steer a church or ministry toward its desired destination.
 - Challenges to Work Through:
 - Budgeting time to map out scenarios that could jeopardize a task;
 - Adjusting plans fluidly as needed; not taking others' giftedness into consideration;
 - Delegating tasks in accordance with their gifts;
 - Communicating logistics to visionary-types in easy-to-follow details;
 - Solving problems like puzzles requires patience;
 - Resisting the temptation of taking control of everything.
 - Book Recommendations:
 - "Time Management for the Christian Leader" by K. Willard
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- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
 - Working with others who do not share your vision; having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader's feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker's message.
 - Book Recommendations:
 - "When God Weeps" by Joni Eareckson Tada (Introductory)
 - "Edwards on the Christian Life: Alive to the Beauty of God" by Dane Ortlund (Intermediate)

- Knowledge
 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
 - Challenges to Work Through:
 - Devoting a chunk of time in your daily rhythm to reading the Bible;
 - Learning how every passage fits into the basic storyline of creation-fall-redemption-consummation;
 - Spending part of your Bible study time thinking through how that passage may be helpful to others;
 - Limiting yourself to two Bible references to minister to them (more than two may unnecessarily confuse them);
 - Using knowledge in a way that doesn't come across as knowledge (i.e., not flexing your gift);
 - Resisting the temptation of using your knowledge of the Bible to fuel pride.
 - Book Recommendations:
 - "From Eden to the New Jerusalem" by T. Desmond Alexander (Intro)
 - "God's Glory in Salvation through Judgment" by James Hamilton (Intermediate)
 - "Biblical Theology" by John Goldingay (Advanced)
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- Leader: John Hayes

Garrison Glenn

Garrison,

Your spiritual gifts are most likely discernment, evangelism, exhortation and possibly also martyrdom. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of evangelism and possibly martyrdom puts you in a position to potentially be an effective missionary. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is “good”
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - “The Discipline of Spiritual Discernment” by Tim Challies
- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ's death in our place; resurrection; faith; grace; etc.), yet also so the Gospel can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig deeper into Gospel doctrines to improve your clarity;
 - Living consistent with biblical ethics so your preaching is not called into question;
 - Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.

- Book Recommendations:
 - “The Great Story and the Great Commission” by Christopher Wright
 - “Questioning Evangelism: Engaging People’s Hearts the Way Jesus Did” by Randy Newman
 - “The Mission of God’s People” by Christopher Wright (Advanced)
- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you’re feeling down for not encouraging others;
 - Letting resentment linger when others don’t encourage you during your low points;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - “Practicing Affirmation” by Sam Crabtree
- Martyrdom
 - Description: Those with the gift of martyrdom have a burden for defending the faith. Those with this gift use it only once, and doing it boldly strengthens the faith of those who witness.
 - Challenges to Work Through:
 - Leaving loved ones behind;
 - Ensuring you really believe there is life on the other side of death;
 - Not knowing whether this is your calling until just before it happens;
 - Resisting the temptation of shrieking into fear so that your final moments are marked by bold faith in Christ.
 - Book Recommendations:
 - “Faithful Witness” by Phil Baker
- Leader: Adam Barngraff

Grace Blystra

Grace,

Your spiritual gifts are most likely evangelism, exhortation, faith, and serving, and possibly also discernment. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of evangelism-faith puts you in a position to potentially be an effective missionary. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ's death in our place; resurrection; grace; faith; etc.), yet also so it can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig into Gospel doctrines to improve clarity;
 - Living consistent with biblical ethics so your preaching is not called into question;
 - Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.
 - Book Recommendations:
 - "The Great Story and the Great Commission" by Christopher Wright
 - "Questioning Evangelism: Engaging People's Hearts the Way Jesus Did" by Randy Newman
 - "The Mission of God's People" by Christopher Wright (Advanced)
- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't reciprocate encouragement;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree

- Faith
 - Description: Those with the gift of faith have a burden for trusting God in everything. They have a deeply-held, unshakable confidence in the promises of God, and they love to strengthen the faith of others who face trials or seasons of doubt.
 - Challenges to Work Through:
 - Feeling like you're not allowed to have doubts or questions;
 - Devoting chunks of time to reading and re-reading Scripture to internalize the promises God made to his people;
 - Developing a willingness to explore the world of apologetics so you can give a good defense to others;
 - Resisting the temptation of not praying "big" prayers and thinking your prayers are outside of God's determinative will.
 - Book Recommendations:
 - "Fiery Faith" by AW Tozer
 - "The Dangers of a Shallow Faith" by AW Tozer
- Serving
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- *Possibly: Discernment*
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is "good"
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - "The Discipline of Spiritual Discernment" by Tim Challies
- Leader: Laura Grenado

Hannah Siu

Hannah,

Your spiritual gifts are most likely artistry, evangelism, exhortation, faith, intercession, and prophecy and possibly also hospitality. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of exhortation-intercession puts you in a position to potentially be an effective prayer-warrior, using prayer to encourage people when they are down. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
 - Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader's feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker's message.
 - Book Recommendations:
 - "When God Weeps" by Joni Eareckson Tada (Introductory)
 - "Edwards on the Christian Life: Alive to the Beauty of God" by Dane Ortlund (Intermediate)
- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ's death in our place; resurrection; grace; faith; etc.), yet also so it can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig deeper into Gospel doctrines to improve your clarity;

- Living consistent with biblical ethics so your preaching is not called into question;
 - Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.
 - Book Recommendations:
 - "The Great Story and the Great Commission" by Christopher Wright
 - "Questioning Evangelism: Engaging People's Hearts the Way Jesus Did" by Randy Newman
 - "The Mission of God's People" by Christopher Wright (Advanced)
- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't reciprocate encouragement;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree
- Faith
 - Description: Those with the gift of faith have a burden for trusting God in everything. They have a deeply-held, unshakable confidence in the promises of God, and they love to strengthen the faith of others who face trials or seasons of doubt.
 - Challenges to Work Through:
 - Feeling like you're not allowed to have doubts or questions;
 - Devoting chunks of time to reading and re-reading Scripture to internalize the promises God made to his people;
 - Developing a willingness to explore the world of apologetics so you can give a good defense to others;
 - Resisting the temptation of not praying "big" prayers and thinking your prayers are outside of God's determinative will.
 - Book Recommendations:
 - "Fiery Faith" by AW Tozer
 - "The Dangers of a Shallow Faith" by AW Tozer
- Intercession
 - Description: Those with the gift of intercession have a burden for praying with and for those who don't know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
 - Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
 - Journaling prayers to recall God's past faithfulness in the future;
 - Courage to lay your hand on those you're praying for;
 - Boldness to pray "big prayers" for and/or with others;
 - Using self-awareness to refrain from using open prayer time as an excuse to spread gossip;
 - Resisting the temptation of using info learned about others against them.

- Book Recommendations:
 - “Praying the Bible” by Donald Whitney (Introductory)
 - “Praying with Paul” by DA Carson (Intermediate)
 - “Prayer” by Tim Keller (Advanced)
- Prophecy
 - Description: Those with the gift of prophecy have a burden for declaring God’s Word. They tell of the future correctly or they speak of the present from God’s perspective to call people to repentance or submission to God’s revealed Word.
 - Challenges to Work Through:
 - Patience for a word to come;
 - Discerning whether a word is from the Lord or otherwise;
 - Praying for guidance; boldness to deliver the word;
 - Maintaining a record so accuracy can be verified;
 - Repenting when or if you do not deliver the message;
 - If preaching, doing so boldly from Scripture;
 - Resisting the temptation of equating the interpretation with the word itself.
 - Book Recommendations:
 - “Prophetic Preaching” by Craig Larson
- *Possibly: Hospitality*
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually “serve” people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than friendly or familiar people;
 - Feeling inadequate if you don’t own a house to host ministry events;
 - Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - “The Gospel Comes with a House Key” by Rosaria Butterfield
- Leader: Kyana Johnson

Isaiah Camacho

Isaiah,

Your spiritual gifts are most likely artistry, discernment, mercy, and service. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of discernment-mercy puts you in a position to potentially be an effective counselor. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
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 - Book Recommendations:
 - "When God Weeps" by Joni Eareckson Tada (Introductory)
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- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is "good"
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - "The Discipline of Spiritual Discernment" by Tim Challies

- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- Leader: John Hayes

Izzy Mitchell

Izzy,

Your spiritual gifts are most likely discernment, evangelism, intercession, and mercy. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you two ideas. Having the combo of discernment-intercession-mercy puts you in a position to potentially be an effective prayer warrior or counselor. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
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 - Devoting chunks of time in prayer to seek guidance from the Spirit;
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 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - “The Discipline of Spiritual Discernment” by Tim Challies
- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ's death in our place; resurrection; grace; faith; etc.), yet also so it can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig deeper into Gospel doctrines to improve your clarity;
 - Living consistent with biblical ethics so your preaching is not called into question;
 - Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.

- Book Recommendations:
 - “The Great Story and the Great Commission” by Christopher Wright
 - “Questioning Evangelism: Engaging People’s Hearts the Way Jesus Did” by Randy Newman
 - “The Mission of God’s People” by Christopher Wright (Advanced)
- Intercession
 - Description: Those with the gift of intercession have a burden for praying with and for those who don’t know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
 - Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
 - Journaling prayers to recall God’s past faithfulness in the future;
 - Courage to lay your hand on those you’re praying for;
 - Boldness to pray “big prayers” for and/or with others;
 - Using self-awareness to refrain from using open prayer time as an excuse to spread gossip;
 - Resisting the temptation of using information learned about others against them.
 - Book Recommendations:
 - “Praying the Bible” by Donald Whitney (Introductory)
 - “Praying with Paul” by DA Carson (Intermediate)
 - “Prayer” by Tim Keller (Advanced)
- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
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 - Not keeping track of time; listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Leader: Maribel Flavel

Jalen Piring

Jalen,

Your spiritual gifts are most likely exhortation, faith, intercession and possibly also shepherding. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of exhortation-intercession-shepherding puts you in a position to potentially be an effective pastor. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't reciprocate encouragement;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree
- Faith
 - Description: Those with the gift of faith have a burden for trusting God in everything. They have a deeply-held, unshakable confidence in God's promises, and they love to strengthen the faith of others who face trials or seasons of doubt.
 - Challenges to Work Through:
 - Feeling like you're not allowed to have doubts or questions;
 - Devoting chunks of time to reading and re-reading Scripture to internalize the promises God made to his people;
 - Developing a willingness to explore the world of apologetics so you can give a good defense to others;
 - Resisting the temptation of not praying "big" prayers and thinking your prayers are outside of God's determinative will.
 - Book Recommendations:
 - "Fiery Faith" by AW Tozer
 - "The Dangers of a Shallow Faith" by AW Tozer
- Intercession
 - Description: Those with the gift of intercession have a burden for praying with and for those who don't know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.

- Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
 - Journaling prayers to recall God's past faithfulness in the future;
 - Courage to lay your hand on those you're praying for;
 - Boldness to pray "big prayers" for and/or with others;
 - Using self-awareness to refrain from using open prayer time as an excuse to spread gossip;
 - Resisting the temptation of using information learned about others against them.
- Book Recommendations:
 - "Praying the Bible" by Donald Whitney (Introductory)
 - "Praying with Paul" by DA Carson (Intermediate)
 - "Prayer" by Tim Keller (Advanced)
- *Possibly: Shepherding*
 - Description: Those with the gift of shepherding have a burden for protecting God's people. They are loyal to God as under-shepherds to Jesus the Good Shepherd. They are willingly sacrificial, tending to the needy, poor, sick, and hurting even to their own detriment.
 - Challenges to Work Through:
 - Going out of your way to help those who are poor or sick;
 - Giving up your own provisions for those who need it;
 - Being perceptive in conversations for red flags others may not be aware of and letting them know about them in private along with guidance;
 - Communicating guidance in a way that is simultaneously firm yet also sensitive to their emotions;
 - Remembering to follow up with those you've advised;
 - Living consistent with biblical ethics so your protective advisement is not called into question;
 - Resisting the temptation of using your knowledge of others against them.
 - Book Recommendations:
 - "The Flourishing Pastor" by Tom Nelson
 - "The Pastor: A Memoir" by Eugene Peterson
 - "Being a Pastor" by John Wycliffe
- Leader: John Thompson

James Ibanez

James,

Your spiritual gifts are most likely evangelism, exhortation, faith, and teaching and possibly also intercession and leadership. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of evangelism-leadership-teaching puts you in a position to potentially be an effective pastor. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ's death in our place; resurrection; grace; faith; etc.), yet also so it can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig into Gospel doctrines to improve clarity;
 - Living consistent with biblical ethics so your preaching is not called into question;
 - Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.
 - Book Recommendations:
 - "The Great Story and the Great Commission" by Christopher Wright
 - "Questioning Evangelism: Engaging People's Hearts" by Randy Newman
 - "The Mission of God's People" by Christopher Wright (Advanced)
- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't reciprocate encouragement;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree

- Faith
 - Description: Those with the gift of faith have a burden for trusting God in everything. They have a deeply-held, unshakable confidence in God’s promises, and they love to strengthen the faith of others who face trials or seasons of doubt.
 - Challenges to Work Through:
 - Feeling like you’re not allowed to have doubts or questions;
 - Devoting chunks of time to reading and re-reading Scripture to internalize the promises God made to his people;
 - Developing a willingness to explore the world of apologetics so you can give a good defense to others;
 - Resisting the temptation of not praying “big” prayers and thinking your prayers are outside of God’s determinative will.
 - Book Recommendations:
 - “Fiery Faith” by AW Tozer
 - “The Dangers of a Shallow Faith: Awakening from Spiritual Lethargy” by AW Tozer
- Teaching
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - “30-Minute Bible” by Craig Bartholomew (Introductory)
 - “In All the Scriptures: The Three Contexts of Biblical Hermeneutics” by Nicholas Piotrowski (Intermediate)
 - “The Right Doctrine from the Wrong Texts” by G.K. Beale (Advanced)
- *Possibly: Intercession*
 - Description: Those with the gift of intercession have a burden for praying with and for those who don’t know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
 - Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
 - Journaling prayers to recall God’s past faithfulness in the future;
 - Courage to lay your hand on those you’re praying for;
 - Boldness to pray “big prayers” for and/or with others;
 - Using self-awareness to refrain from using open prayer time as an excuse to spread gossip;
 - Resisting the temptation of using information learned about others against them.

- Book Recommendations:
 - “Praying the Bible” by Donald Whitney (Introductory)
 - “Praying with Paul” by DA Carson (Intermediate)
 - “Prayer” by Tim Keller (Advanced)
- *Possibly: Leadership*
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ’s humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others’ giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.
 - Book Recommendations:
 - “The Leadership Moment” by Michael Useem
 - “In the Name of Jesus” by Henri Nouwen
 - “Gospel-Centered Discipleship” by Jonathan Dodson
- Leader: Daniel Harrison

Jared Abad

Jared,

Your spiritual gifts are most likely evangelism, faith, and knowledge and possibly also martyrdom, exhortation, and intercession. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of evangelism-faith-martyrdom puts you in a position to potentially be an effective missionary. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ's death in our place; resurrection; faith; grace; etc.), yet also so the Gospel can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig deeper into Gospel doctrines to improve your clarity;
 - Living consistent with biblical ethics so your preaching is not called into question;
 - Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.
 - Book Recommendations:
 - "The Great Story and the Great Commission" by Christopher Wright
 - "Questioning Evangelism: Engaging People's Hearts the Way Jesus Did" by Randy Newman
 - "The Mission of God's People" by Christopher Wright (Advanced)
- Faith
 - Description: Those with the gift of faith have a burden for trusting God in everything. They have a deeply-held, unshakable confidence in the promises of God, and they love to strengthen the faith of others who face trials or seasons of doubt.
 - Challenges to Work Through:
 - Feeling like you're not allowed to have doubts or questions;
 - Devoting chunks of time to reading and re-reading Scripture to internalize the promises God made to his people;

- Developing a willingness to explore the world of apologetics so you can give a good defense to others;
 - Resisting the temptation of not praying “big” prayers and thinking your prayers are outside of God’s determinative will.
 - Book Recommendations:
 - “Fiery Faith” by AW Tozer
 - “The Dangers of a Shallow Faith: Awakening from Spiritual Lethargy” by AW Tozer
- Knowledge
 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
 - Challenges to Work Through:
 - Devoting a chunk of time in your daily rhythm to reading the Bible;
 - Learning how every passage fits into the basic storyline of creation-fall-redemption-consummation;
 - Spending part of your Bible study time thinking through how that passage may be helpful to others;
 - Limiting yourself to two Bible references to minister to them (more than two may unnecessarily confuse them);
 - Using knowledge in a way that doesn’t come across as knowledge (i.e., not flexing your gift);
 - Resisting the temptation of using your knowledge of the Bible to fuel pride.
 - Book Recommendations:
 - “From Eden to the New Jerusalem” by T. Desmond Alexander (Introductory)
 - “God’s Glory in Salvation through Judgment” by James Hamilton (Intermediate)
 - “Biblical Theology” by John Goldingay (Advanced)
- Martyrdom
 - Description: Those with the gift of martyrdom have a burden for defending the faith. Those with this gift use it only once, and doing it boldly strengthens the faith of those who witness.
 - Challenges to Work Through:
 - Leaving loved ones behind;
 - Ensuring you really believe there is life on the other side of death;
 - Not knowing whether this is your calling until just before it happens;
 - Resisting the temptation of shrieking into fear so that your final moments are marked by bold faith in Christ.
 - Book Recommendations:
 - “Faithful Witness” by Phil Baker
- *Possibly: Exhortation*
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you’re feeling down for not encouraging others;
 - Letting resentment linger when others don’t encourage you during your low points;

- Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - “Practicing Affirmation” by Sam Crabtree
- *Possibly: Intercession*
 - Description: Those with the gift of intercession have a burden for praying with and for those who don’t know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
 - Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
 - Journaling prayers to recall God’s past faithfulness in the future;
 - Courage to lay your hand on those you’re praying for;
 - Boldness to pray “big prayers” for and/or with others;
 - Using self-awareness to refrain from using open prayer time as an excuse to spread gossip;
 - Resisting the temptation of using information learned about others against them.
 - Book Recommendations:
 - “Praying the Bible” by Donald Whitney (Introductory)
 - “Praying with Paul” by DA Carson (Intermediate)
 - “Prayer” by Tim Keller (Advanced)
- Leader: John Thompson

Jonah Faustino

Jonah,

Your spiritual gifts are most likely evangelism, hospitality, music, and service and possibly also leadership and shepherding. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of evangelism-music-shepherding puts you in a position to potentially be an effective worship-pastor. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ's death in our place; resurrection; grace; faith; etc.), yet also so it can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig deeper into Gospel doctrines to improve your clarity;
 - Living consistent with biblical ethics so your preaching is not called into question;
 - Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.
 - Book Recommendations:
 - "The Great Story and the Great Commission" by Christopher Wright
 - "Questioning Evangelism: Engaging People's Hearts the Way Jesus Did" by Randy Newman
 - "The Mission of God's People" by Christopher Wright (Advanced)
- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually "serve" people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than friendly or familiar people;
 - Feeling inadequate if you don't own a house to host ministry events;

- Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others; Allowing others to help clean if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - “The Gospel Comes with a House Key” by Rosaria Butterfield
- Music
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the “concert” caricature;
 - Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
 - Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
 - “Corporate Worship” by Matt Merker (Introductory)
 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.

- *Possibly: Leadership*
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ's humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others' giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.
 - Book Recommendations:
 - "The Leadership Moment" by Michael Useem
 - "In the Name of Jesus" by Henri Nouwen
 - "Gospel-Centered Discipleship" by Jonathan Dodson
- *Possibly: Shepherding*
 - Description: Those with the gift of shepherding have a burden for protecting God's people. They are loyal to God as under-shepherds to Jesus the Good Shepherd. They are willingly sacrificial, tending to the needy, poor, sick, and hurting even to their own detriment.
 - Challenges to Work Through:
 - Going out of your way to help those who are poor or sick;
 - Giving up your own provisions for those who need it;
 - Being perceptive in conversations for red flags others may not be aware of and letting them know about them in private along with guidance;
 - Communicating guidance in a way that is simultaneously firm yet also sensitive to their emotions;
 - Remembering to follow up with those you've advised;
 - Living consistent with biblical ethics so your protective advisement is not called into question;
 - Resisting the temptation of using your knowledge of others against them.
 - Book Recommendations:
 - "The Flourishing Pastor" by Tom Nelson
 - "The Pastor: A Memoir" by Eugene Peterson
 - "Being a Pastor" by John Wycliffe
- Leader: John Thompson

Joseph

Joseph,

Your spiritual gifts are most likely exhortation, faith, mercy, and service. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of exhortation-mercy puts you in a position to potentially be an effective counselor. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't encourage you during your low points;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree
- Faith
 - Description: Those with the gift of faith have a burden for trusting God in everything. They have a deeply-held, unshakable confidence in God's promises, and they love to strengthen the faith of others who face trials or seasons of doubt.
 - Challenges to Work Through:
 - Feeling like you're not allowed to have doubts or questions;
 - Devoting chunks of time to reading and re-reading Scripture to internalize the promises God made to his people;
 - Developing a willingness to explore the world of apologetics so you can give a good defense to others;
 - Resisting the temptation of not praying "big" prayers and thinking your prayers are outside of God's determinative will.
 - Book Recommendations:
 - "Fiery Faith" by AW Tozer
 - "The Dangers of a Shallow Faith: Awakening from Spiritual Lethargy" by AW Tozer

- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- Leader: Scott Thomas

Julie Upson

Julie,

Your spiritual gifts are most likely administration, artistry, exhortation, hospitality, and mercy. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of administration-hospitality-mercy puts you in a position to potentially be an effective meal-train coordinator. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Administration
 - Description: Those with the gift of administration have a burden for organization, planning, and/or research to ensure that ministry runs smoothly. Like a captain of a ship, they steer a church or ministry toward its desired destination.
 - Challenges to Work Through:
 - Budgeting time to map out scenarios that could jeopardize a task;
 - Adjusting plans fluidly as needed;
 - Delegating tasks in accordance with their gifts;
 - Communicating logistics to visionary-types in easy-to-follow details;
 - Solving problems like puzzles requires time/patience;
 - Resisting the temptation of taking control of everything.
 - Book Recommendations:
 - “Time Management for the Christian Leader” by K. Willard
 - “Managing Yourself” by Stephen Douglass
- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
 - Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader's feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker's message.
 - Book Recommendations:
 - “When God Weeps” by Joni Eareckson Tada (Introductory)
 - “Edwards on the Christian Life” by Dane Ortlund (Intermediate)

- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't encourage you during your low points;
 - Encouraging others for ungodly character;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree
- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually "serve" people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than friendly or familiar people;
 - Feeling inadequate if you don't own a house to host ministry events;
 - Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendation:
 - "The Gospel Comes with a House Key" by Rosaria Butterfield
- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through "awkward silence";
 - Putting in place decompression mechanisms for after you receive "trauma dumps" from others;
 - Resisting the temptation of speaking before they're done.
 - Book Recommendations:
 - "The Wounded Healer" by Henri Nouwen (Introductory)
 - "Effective Biblical Counseling" by Larry Crabb (Intermediate)
- Leader: Veronica Thomas

Julius

Julius,

Your spiritual gifts are most likely artistry, giving, hospitality, and service, and possibly also celibacy. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of hospitality-service puts you in a position to potentially be an effective ministry/fellowship event host. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
 - Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader's feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker's message.
 - Book Recommendations:
 - "When God Weeps" by Joni Eareckson Tada (Introductory)
 - "Edwards on the Christian Life: Alive to the Beauty of God" by Dane Ortlund (Intermediate)
- Giving
 - Description: Those with the gift of giving have a burden for sharing in the ministry of others. They do this by giving cheerfully out of much or by giving sacrificially out of little. Financial giving, whether from little or much, enables non-speakers to participate with speakers in ministry.
 - Challenges to Work Through:
 - Whether plenty or little, thinking about money intentionally;
 - Striving for money to come "into the bank" for the purpose of sending it "out of the bank" to those who need it;
 - Budgeting for the sake of maximizing your ability to give;
 - Neglecting "for the sake of the ministry" your own needs;
 - Resisting the temptation of expecting things from those to whom you give.

- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually “serve” people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than to more friendly or familiar people;
 - Feeling inadequate if you don’t own a house to host ministry events;
 - Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - “The Gospel Comes with a House Key” by Rosaria Butterfield
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- *Possibly: Celibacy*
 - Description: Those with the gift of celibacy have a burden for holiness. As someone freed from the obligations of caring for a family, they serve the church as if the church was their family. Through their single-mindedness, they also illustrate Christ’s devotion to the Father.
 - Challenges to Work Through:
 - The prospect of lifelong loneliness can be unbearable without also pursuing intentional friendship within the church;
 - Feeling like an “other” due to withdrawal from romantic/sexual pursuits;
 - Heartbreak when friends get engaged, married, or have kids;
 - Resisting the temptation of thinking your holiness is superior to the holiness of others.
 - Book Recommendations:
 - “Made for Friendship” by Drew Hunter (Introductory)
 - “Holy Sexuality and the Gospel” by Christopher Yuan (Intermediate)
 - “Your Future Self Will Thank you” by Drew Dyck (Intermediate)
- Leader: Daniel Harrison

Katelynn Springer

Katelynn,

Your spiritual gifts are most likely exhortation, hospitality, and teaching and possibly also administration and intercession. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of administration-hospitality-intercession puts you in a position to potentially be an effective prayer team leader and host. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't encourage you during your low points;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree
- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually "serve" people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than to more friendly or familiar people;
 - Feeling inadequate if you don't own a house to host ministry events;
 - Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - "The Gospel Comes with a House Key" by Rosaria Butterfield
- Teaching
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.

- Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
- Book Recommendations:
 - “30-Minute Bible” by Craig Bartholomew (Introductory)
 - “In All the Scriptures: The Three Contexts of Biblical Hermeneutics” by Nicholas Piotrowski (Intermediate)
 - “The Right Doctrine from the Wrong Texts” by G.K. Beale (Advanced)
- *Possibly: Administration*
 - Description: Those with the gift of administration have a burden for organization, planning, and/or research to ensure that ministry runs smoothly. Like a captain of a ship, they steer a church or ministry toward its desired destination.
 - Challenges to Work Through:
 - Budgeting time to map out scenarios that could jeopardize a task;
 - Adjusting plans fluidly as needed;
 - Not taking others’ giftedness into consideration;
 - Delegating tasks in accordance with their gifts;
 - Communicating logistics to more visionary-types in easy-to-follow details;
 - Solving problems like puzzles requires time/patience;
 - Resisting the temptation of taking control of everything.
 - Book Recommendations:
 - “Time Management for the Christian Leader” by K. Willard
 - “Managing Yourself” by Stephen Douglass
- *Possibly: Intercession*
 - Description: Those with the gift of intercession have a burden for praying with and for those who don’t know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
 - Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
 - Journaling prayers to recall God’s past faithfulness in the future;
 - Courage to lay your hand on those you’re praying for;
 - Boldness to pray “big prayers” for and/or with others;
 - Using self-awareness to refrain from using open prayer time as an excuse to spread gossip;
 - Resisting the temptation of using information learned about others against them.
 - Book Recommendations:
 - “Praying the Bible” by Donald Whitney (Introductory)
 - “Praying with Paul” by DA Carson (Intermediate)
 - “Prayer” by Tim Keller (Advanced)
- Leader: Veronica Thomas

Leila Pagtalonía

Leila,

Your spiritual gifts are most likely mercy and music. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of mercy-music puts you in a position to potentially be an effective musical-counselor, using music in ways that help hurting people heal. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,
Daniel J. Harrison

- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time; listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they're done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Music
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the “concert” caricature;

- Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
- Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
- Living consistent with biblical ethics so your worship leadership is not called into question;
- Resisting the temptation of accepting applause.
- Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
 - “Corporate Worship” by Matt Merker (Introductory)
 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
- Leader: Laura Grenado

Lucas Horne

Lucas,

Your spiritual gifts are most likely discernment, exhortation, and mercy. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of exhortation-mercy puts you in a position to potentially be an effective counselor, using the power of encouraging affirmation as a way to help hurting people. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is “good”
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - “The Discipline of Spiritual Discernment” by Tim Challies
- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't encourage you during your low points;
 - Encouraging others for ungodly character;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - “Practicing Affirmation” by Sam Crabtree

- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time; listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Leader: Daniel Harrison

Maddi Winnick

Maddi,

Your spiritual gifts are most likely artistry, exhortation, mercy, and music. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of artistry-exhortation-music puts you in a position to potentially be an effective heart-stirrer, encouraging others with your inherent inclinations toward creativity. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
 - Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader's feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker's message.
 - Book Recommendations:
 - "When God Weeps" by Joni Eareckson Tada (Introductory)
 - "Edwards on the Christian Life" by Dane Ortlund (Intermediate)
- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't encourage you during your low points;
 - Encouraging others for ungodly character;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree

- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Music
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the “concert” caricature;
 - Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
 - Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
 - “Corporate Worship” by Matt Merker (Introductory)
 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
- Leader: Val Ackerman

Maggie Heinz

Maggie,

Your spiritual gifts are most likely knowledge, mercy, and music and possibly also exhortation, teaching, and the ability to learn languages. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you two ideas. Having the combo of knowledge-teaching-tongues puts you in a position to potentially be an effective missionary and Bible translator. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Knowledge
 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
 - Challenges to Work Through:
 - Devoting a chunk of time in your daily rhythm to reading the Bible;
 - Learning how every passage fits into the basic storyline of creation-fall-redemption-consummation;
 - Spending part of your Bible study time thinking through how that passage may be helpful to others;
 - Limiting yourself to two Bible references to minister to them (more than two may unnecessarily confuse them);
 - Using knowledge in a way that doesn't come across as knowledge (i.e., not flexing your gift);
 - Resisting the temptation of using your knowledge of the Bible to fuel pride.
 - Book Recommendations:
 - "From Eden to the New Jerusalem" by T. Desmond Alexander (Intro)
 - "God's Glory in Salvation through Judgment" by James Hamilton (Intermediate)
 - "Biblical Theology" by John Goldingay (Advanced)
- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time; listening to hear rather than listening to respond;

- Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Music
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the “concert” caricature;
 - Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
 - Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
 - “Corporate Worship” by Matt Merker (Introductory)
 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
- *Possibly: Exhortation*
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you’re feeling down for not encouraging others;
 - Letting resentment linger when others don’t encourage you during your low points;
 - Encouraging others for ungodly character;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - “Practicing Affirmation” by Sam Crabtree

- *Possibly: Teaching*
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - “30-Minute Bible” by Craig Bartholomew (Introductory)
 - “In All the Scriptures: The Three Contexts of Biblical Hermeneutics” by Nicholas Piotrowski (Intermediate)
 - “The Right Doctrine from the Wrong Texts” by G.K. Beale (Advanced)
- Leader: Val Ackerman

Mia Fiel

Mia,

Your spiritual gifts are most likely artistry, exhortation, faith, and mercy. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of exhortation-mercy puts you in a position to potentially be an effective counselor, using the power of encouraging affirmation as a way to help hurting people. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
 - Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader's feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker's message.
 - Book Recommendations:
 - "When God Weeps" by Joni Eareckson Tada (Introductory)
 - "Edwards on the Christian Life" by Dane Ortlund (Intermediate)
- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't reciprocate encouragement;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree

- Faith
 - Description: Those with the gift of faith have a burden for trusting God in everything. They have a deeply-held, unshakable confidence in God’s promises, and they love to strengthen the faith of others who face trials or seasons of doubt.
 - Challenges to Work Through:
 - Feeling like you’re not allowed to have doubts or questions;
 - Devoting chunks of time to reading and re-reading Scripture to internalize the promises God made to his people;
 - Developing a willingness to explore the world of apologetics so you can give a good defense to others;
 - Resisting the temptation of not praying “big” prayers and thinking your prayers are outside of God’s determinative will.
 - Book Recommendations:
 - “Fiery Faith” by AW Tozer
 - “The Dangers of a Shallow Faith: Awakening from Spiritual Lethargy” by AW Tozer
- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Leader: Laura Grenado

Michael Chapin

Michael,

Your spiritual gifts are most likely artistry, leadership, mercy, and music. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of mercy-music puts you in a position to potentially be an effective musical-counselor, using music in ways that help hurting people heal. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,
Daniel J. Harrison

- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
 - Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader's feedback;
 - Resisting the temptation of refusing to adjust your expression to fit a speaker's message.
 - Book Recommendations:
 - "When God Weeps" by Joni Eareckson Tada (Introductory)
 - "Edwards on the Christian Life" by Dane Ortlund (Intermediate)
- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in other's lives. They are delegators who share rewards in success and take responsibility in failure, and illustrate Christ's humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others' giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.

- Book Recommendations:
 - “The Leadership Moment” by Michael Useem
 - “In the Name of Jesus” by Henri Nouwen
 - “Gospel-Centered Discipleship” by Jonathan Dodson
- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Music
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the “concert” caricature;
 - Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
 - Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
 - “Corporate Worship” by Matt Merker (Introductory)
 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
- Leader Assigned: John Thompson

Michael Williams

Michael,

Your spiritual gifts are most likely exhortation, hospitality, leadership, and service. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of leadership-service puts you in a position to potentially be an effective ministry event planner. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't reciprocate encouragement;
 - Encouraging others for ungodly character;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree
- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually "serve" people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than friendly or familiar people;
 - Feeling inadequate if you don't own a house to host ministry events;
 - Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - "The Gospel Comes with a House Key" by Rosaria Butterfield

- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ's humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others' giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.
 - Book Recommendations:
 - "The Leadership Moment" by Michael Useem
 - "In the Name of Jesus" by Henri Nouwen
 - "Gospel-Centered Discipleship" by Jonathan Dodson
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- Leader: Scott Thomas

Nicole Bishop

Nicole,

Your spiritual gifts are most likely evangelism, hospitality, leadership, and teaching. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—I tried to provide at least one option for each gift to give you some variety.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of evangelism-leadership-teaching puts you in a position to potentially be an effective discipleship-coordinator. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ's death in our place; resurrection; grace; faith; etc.), yet also so it can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig deeper into Gospel doctrines to improve your clarity;
 - Living consistent with biblical ethics so your preaching is not called into question;
 - Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.
 - Book Recommendations:
 - "The Great Story and the Great Commission" by Christopher Wright
 - "Questioning Evangelism: Engaging People's Hearts" by Randy Newman
 - "The Mission of God's People" by Christopher Wright (Advanced)
- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their home, which they have opened for ministry to happen. They "serve" in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than friendly or familiar people;
 - Feeling inadequate if you don't own a house to host ministry events;
 - Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean if they offer;

- Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - “The Gospel Comes with a House Key” by Rosaria Butterfield
- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ’s humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others’ giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.
 - Book Recommendations:
 - “The Leadership Moment” by Michael Useem
 - “In the Name of Jesus” by Henri Nouwen
 - “Gospel-Centered Discipleship” by Jonathan Dodson
- Teaching
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - “30-Minute Bible” by Craig Bartholomew (Introductory)
 - “In All the Scriptures: The Three Contexts of Biblical Hermeneutics” by Nicholas Piotrowski (Intermediate)
 - “The Right Doctrine from the Wrong Texts” by G.K. Beale (Advanced)
- Leader Assigned: Rachelle Barngraff

Olivia Wilhelms

Olivia,

Your spiritual gifts are most likely discernment, knowledge, and music and possibly also hospitality and leadership. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of discernment-knowledge puts you in a position to potentially be an effective source of doctrinal correction, walking through with people *why* the wrong things they believe about the Bible are wrong. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is “good”
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - “The Discipline of Spiritual Discernment” by Tim Challies
- Knowledge
 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
 - Challenges to Work Through:
 - Devoting a chunk of time in your daily rhythm to reading the Bible;
 - Learning how every passage fits into the basic storyline of creation-fall-redemption-consummation;
 - Spending part of your Bible study time thinking through how that passage may be helpful to others;
 - Limiting yourself to two Bible references to minister to them (more than two may unnecessarily confuse them);
 - Using knowledge in a way that doesn't come across as knowledge (i.e., not flexing your gift);
 - Resisting the temptation of using your knowledge of the Bible to fuel pride.

- Book Recommendations:
 - “From Eden to the New Jerusalem” by T. Desmond Alexander (Intro)
 - “God’s Glory in Salvation through Judgment” by James Hamilton (Intermediate)
 - “Biblical Theology” by John Goldingay (Advanced)
- Music
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the “concert” caricature;
 - Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
 - Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
 - “Corporate Worship” by Matt Merker (Introductory)
 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
- *Possibly: Hospitality*
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually “serve” people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than to more friendly or familiar people;
 - Feeling inadequate if you don’t own a house to host ministry events;
 - Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - “The Gospel Comes with a House Key” by Rosaria Butterfield

- *Possibly: Leadership*
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ's humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others' giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.
 - Book Recommendations:
 - "The Leadership Moment" by Michael Useem
 - "In the Name of Jesus" by Henri Nouwen
 - "Gospel-Centered Discipleship" by Jonathan Dodson
- Leader: Maribel Flavel

Reyna Rodriguez

Reyna

Your spiritual gifts are most likely artistry, exhortation, and service and possibly also giving and music. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of artistry-exhortation-music puts you in a position to potentially be an effective heart-stirrer, encouraging others with your inherent inclinations toward creativity. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
 - Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader's feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker's message.
 - Book Recommendations:
 - "When God Weeps" by Joni Eareckson Tada (Introductory)
 - "Edwards on the Christian Life" by Dane Ortlund (Intermediate)
- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't reciprocate encouragement;
 - Encouraging others for ungodly character;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree

- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- *Possibly: Giving*
 - Description: Those with the gift of giving have a burden for sharing in the ministry of others. They do this by giving cheerfully out of much or by giving sacrificially out of little. Financial giving, whether from little or much, enables non-speakers to participate with speakers in ministry.
 - Challenges to Work Through:
 - Whether plenty or little, thinking about money intentionally;
 - Striving for money to come “into the bank” for the purpose of sending it “out of the bank” to those who need it;
 - Budgeting for the sake of maximizing your ability to give;
 - Neglecting “for the sake of the ministry” your own needs;
 - Resisting the temptation of expecting things from those to whom you give.
- *Possibly: Music*
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the “concert” caricature;
 - Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
 - Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
 - “Corporate Worship” by Matt Merker (Introductory)
 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
- Leader: Kyana Johnson

Ryan Wilhelms

Ryan,

Your spiritual gifts are most likely leadership and prophecy, and possibly also dreams and discernment. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of leadership-discernment puts you in a position to potentially be an effective counselor, especially for those seeking to understand God's will for their lives. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ's humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others' giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.
 - Book Recommendations:
 - "The Leadership Moment" by Michael Useem
 - "In the Name of Jesus" by Henri Nouwen
 - "Gospel-Centered Discipleship" by Jonathan Dodson
- Prophecy
 - Description: Those with the gift of prophecy have a burden for declaring God's Word. They tell of the future correctly or they speak of the present from God's perspective to call people to repentance or submission to God's revealed Word.
 - Challenges to Work Through:
 - Patience for a word to come;
 - Discerning whether a word is from the Lord or otherwise;
 - Praying for guidance; boldness to deliver the word; maintaining a record so accuracy can be verified;
 - Repenting when or if you do not deliver the message;
 - If preaching, doing so boldly from Scripture;

- Resisting the temptation of equating the interpretation of the word with the word itself.
 - Book Recommendations:
 - “Prophetic Preaching” by Craig Larson
- *Possibly: Discernment*
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is “good”
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - “The Discipline of Spiritual Discernment” by Tim Challies
- Leader: Adam Barngraff

Ruby Popp

Ruby,

Your spiritual gifts are most likely faith, intercession, mercy, and teaching, and possibly also evangelism and music. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of faith-intercession puts you in a position to potentially be an effective prayer warrior. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Faith
 - Description: Those with the gift of faith have a burden for trusting God in everything. They have a deeply-held, unshakable confidence in God's promises, and they love to strengthen the faith of others who face trials or seasons of doubt.
 - Challenges to Work Through:
 - Feeling like you're not allowed to have doubts or questions;
 - Devoting chunks of time to reading and re-reading Scripture to internalize the promises God made to his people;
 - Developing a willingness to explore the world of apologetics so you can give a good defense to others;
 - Resisting the temptation of not praying "big" prayers and thinking your prayers are outside of God's determinative will.
 - Book Recommendations:
 - "Fiery Faith" by AW Tozer
 - "The Dangers of a Shallow Faith" by AW Tozer
- Intercession
 - Description: Those with the gift of intercession have a burden for praying with and for those who don't know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
 - Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
 - Journaling prayers to recall God's past faithfulness in the future; courage to lay your hand on those you're praying for;
 - Boldness to pray "big prayers" for and/or with others;
 - Using self-awareness to refrain from using open prayer time as an excuse to spread gossip;
 - Resisting the temptation of using info learned about others against them.
 - Book Recommendations:
 - "Praying the Bible" by Donald Whitney (Introductory)
 - "Praying with Paul" by DA Carson (Intermediate)
 - "Prayer" by Tim Keller (Advanced)

- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Teaching
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - “30-Minute Bible” by Craig Bartholomew (Introductory)
 - “In All the Scriptures: The Three Contexts of Biblical Hermeneutics” by Nicholas Piotrowski (Intermediate)
 - “The Right Doctrine from the Wrong Texts” by G.K. Beale (Advanced)
- *Possibly: Evangelism*
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ’s death in our place; resurrection; grace; faith; etc.), yet also so it can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig into Gospel doctrines to improve clarity;
 - Living consistent with biblical ethics so your preaching is not called into question;
 - Resisting the temptation of discouragement if someone doesn’t respond
 - Resisting the temptation of pride if someone does respond.

- Book Recommendations:
 - “The Great Story and the Great Commission” by Christopher Wright
 - “Questioning Evangelism: Engaging People’s Hearts” by Randy Newman
 - “The Mission of God’s People” by Christopher Wright (Advanced)
- *Possibly: Music*
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the “concert” caricature;
 - Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
 - Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
 - “Corporate Worship” by Matt Merker (Introductory)
 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
- Leader: Veronica Thomas

Sam Jimerson

Sam,

Your spiritual gifts are most likely discernment, intercession, knowledge, and mercy. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of discernment-intercession puts you in a position to potentially be an effective prayer warrior, especially for those seeking to understand God's will for their lives. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is “good”
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - “The Discipline of Spiritual Discernment” by Tim Challies
- Intercession
 - Description: Those with the gift of intercession have a burden for praying with and for those who don't know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
 - Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
 - Journaling prayers to recall God's past faithfulness in the future;
 - Courage to lay your hand on those you're praying for;
 - Boldness to pray “big prayers” for and/or with others;
 - Using self-awareness to refrain from using open prayer time as an excuse to spread gossip;
 - Resisting the temptation of using info learned about others against them.
 - Book Recommendations:
 - “Praying the Bible” by Donald Whitney (Introductory)
 - “Praying with Paul” by DA Carson (Intermediate)
 - “Prayer” by Tim Keller (Advanced)

- Knowledge
 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
 - Challenges to Work Through:
 - Devoting a chunk of time in your daily rhythm to reading the Bible;
 - Learning how every passage fits into the basic storyline of creation-fall-redemption-consummation;
 - Spending part of your study thinking through how that passage may be helpful to others;
 - Limiting yourself to two Bible references to minister to them (more than two may unnecessarily confuse them);
 - Using knowledge in a way that doesn't come across as knowledge (i.e., not flexing your gift);
 - Resisting the temptation of using your knowledge to justify fuel pride.
 - Book Recommendations:
 - "From Eden to the New Jerusalem" by T. Desmond Alexander (Intro)
 - "God's Glory in Salvation through Judgment" by James Hamilton (Intermediate)
 - "Biblical Theology" by John Goldingay (Advanced)
- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time; listening to hear rather than listening to respond;
 - Enduring through "awkward silence"
 - Putting in place decompression mechanisms for after you receive "trauma dumps" from others;
 - Resisting the temptation of speaking before they're done.
 - Book Recommendations:
 - "The Wounded Healer" by Henri Nouwen (Introductory)
 - "Effective Biblical Counseling" by Larry Crabb (Intermediate)
- Leader Assigned: Laura Grenado

Sam Winnick

Sam,

Your spiritual gifts are most likely exhortation, hospitality, leadership, mercy, and teaching. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of leadership-mercy-teaching puts you in a position to potentially be an effective pastor. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't reciprocate encouragement; Encouraging others for ungodly character;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree
- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually "serve" people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than friendly or familiar people;
 - Feeling inadequate if you don't own a house to host ministry events;
 - Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - "The Gospel Comes with a House Key" by Rosaria Butterfield
- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ's humility.

- Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others' giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.
- Book Recommendations:
 - "The Leadership Moment" by Michael Useem
 - "In the Name of Jesus" by Henri Nouwen
 - "Gospel-Centered Discipleship" by Jonathan Dodson
- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through "awkward silence"
 - Putting in place decompression mechanisms for after you receive "trauma dumps" from others;
 - Resisting the temptation of speaking before they're done.
 - Book Recommendations:
 - "The Wounded Healer" by Henri Nouwen (Introductory)
 - "Effective Biblical Counseling" by Larry Crabb (Intermediate)
- Teaching
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who are more studied;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - "30-Minute Bible" by Craig Bartholomew (Introductory)
 - "In All the Scriptures: The Three Contexts of Biblical Hermeneutics" by Nicholas Piotrowski (Intermediate)
 - "The Right Doctrine from the Wrong Texts" by G.K. Beale (Advanced)
- Leader: John Hayes

Samuel Reynolds

Sam,

Your spiritual gifts are most likely evangelism and possibly also celibacy, hospitality, and the ability to learn languages quickly. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of evangelism-celibacy-tongues puts you in a position to potentially be an effective missionary and Bible translator. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Celibacy
 - Description: Those with the gift of celibacy have a burden for holiness. As someone freed from the obligations of caring for a family, they serve the church as if the church was their family. Through their single-mindedness, they also illustrate Christ's devotion to the Father.
 - Challenges to Work Through:
 - The prospect of lifelong loneliness can be unbearable without also pursuing intentional friendship within the church;
 - Constantly feeling like an "other" due to withdrawal from romantic/sexual pursuits;
 - Heartbreak when friends get engaged, married, or have kids;
 - Resisting the temptation of thinking your holiness is superior to the holiness of others.
 - Book Recommendations:
 - "Made for Friendship" by Drew Hunter (Introductory)
 - "Holy Sexuality and the Gospel" by Christopher Yuan (Intermediate)
 - "Your Future Self Will Thank you" by Drew Dyck (Intermediate)
- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ's death in our place; resurrection; faith; grace; etc.), yet also so the Gospel can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig into Gospel doctrines to improve clarity;
 - Living consistent with biblical ethics so your preaching is not questioned;
 - Resisting the temptation of discouragement if someone doesn't respond and resisting the temptation of pride if someone does respond.

- Book Recommendations:
 - “The Great Story and the Great Commission” by Christopher Wright
 - “Questioning Evangelism: Engaging People’s Hearts the Way Jesus Did” by Randy Newman
 - “The Mission of God’s People” by Christopher Wright (Advanced)
- *Possibly: Hospitality*
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually “serve” people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than to more friendly or familiar people;
 - Feeling inadequate if you don’t own a house to host ministry events;
 - Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - “The Gospel Comes with a House Key” by Rosaria Butterfield
- Leader: Daniel Harrison

Sophia Martin

Sophia,

Your spiritual gifts are most likely artistry, discernment, mercy, and music. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of artistry-mercy-music puts you in a position to potentially be an effective counselor, using your creative inclinations to help hurting people heal. Spend some time praying and meditating on how you can use these gifts to advance God's Kingdom. Utilize your YA leader to help brainstorm how to use your gifts, so that your Christian life story would be marked by maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
 - Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader's feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker's message.
 - Book Recommendations:
 - "When God Weeps" by Joni Eareckson Tada (Introductory)
 - "Edwards on the Christian Life" by Dane Ortlund (Intermediate)
- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is "good"
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - "The Discipline of Spiritual Discernment" by Tim Challies

- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through “awkward silence”
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Music
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the “concert” caricature;
 - Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
 - Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
 - “Corporate Worship” by Matt Merker (Introductory)
 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
- Leader: Maribel Flavel

Spencer Young

Spencer,

Your spiritual gifts are most likely administration, discernment, and service. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of administration-service puts you in a position to potentially be an effective ministry planner. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Administration
 - Description: Those with the gift of administration have a burden for organization, planning, and/or research to ensure that ministry runs smoothly. Like a captain of a ship, they steer a church or ministry toward its desired destination.
 - Challenges to Work Through:
 - Budgeting time to map out scenarios that could jeopardize a task;
 - Adjusting plans fluidly as needed; not taking others' giftedness into consideration;
 - Delegating tasks in accordance with their gifts;
 - Communicating logistics to more visionary-types in easy-to-follow details;
 - Solving problems like puzzles requires time/patience;
 - Resisting the temptation of taking control of everything.
 - Book Recommendations:
 - "Time Management for the Christian Leader" by K. Willard
 - "Managing Yourself" by Stephen Douglass
- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is "good"
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - "The Discipline of Spiritual Discernment" by Tim Challies

- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- Leader: Adam Barngraff

Taige Mueller

Taige,

Your spiritual gifts are most likely exhortation, hospitality, intercession, and mercy. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of exhortation-intercession-mercy puts you in a position to potentially be an effective counselor, using the power of encouraging affirmation and prayer as a way to help hurting people. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't reciprocate encouragement;
 - Encouraging others for ungodly character;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree
- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually "serve" people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than friendly or familiar people;
 - Feeling inadequate if you don't own a house to host ministry events;
 - Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - "The Gospel Comes with a House Key" by Rosaria Butterfield

- Intercession
 - Description: Those with the gift of intercession have a burden for praying with and for those who don't know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
 - Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
 - Journaling prayers to recall God's past faithfulness in the future;
 - Courage to lay your hand on those you're praying for;
 - Boldness to pray "big prayers" for and/or with others;
 - Using self-awareness to refrain from using open prayer time as an excuse to spread gossip;
 - Resisting the temptation of using information learned about others against them.
 - Book Recommendations:
 - "Praying the Bible" by Donald Whitney (Introductory)
 - "Praying with Paul" by DA Carson (Intermediate)
 - "Prayer" by Tim Keller (Advanced)
- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through "awkward silence"
 - Putting in place decompression mechanisms for after you receive "trauma dumps" from others;
 - Resisting the temptation of speaking before they're done.
 - Book Recommendations:
 - "The Wounded Healer" by Henri Nouwen (Introductory)
 - "Effective Biblical Counseling" by Larry Crabb (Intermediate)
- Leader: Kyana Johnson

Trevor Brown

Trevor,

Your spiritual gifts are most likely exhortation, leadership, shepherding, and teaching and possibly also faith and knowledge. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of exhortation-shepherding-teaching puts you in a position to potentially be an effective pastor. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't reciprocate encouragement;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree
- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ's humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others' giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.
 - Book Recommendations:
 - "The Leadership Moment" by Michael Useem
 - "In the Name of Jesus" by Henri Nouwen
 - "Gospel-Centered Discipleship" by Jonathan Dodson

- **Shepherding**
 - Description: Those with the gift of shepherding have a burden for protecting God’s people. They are loyal to God as under-shepherds to Jesus the Good Shepherd. They are willingly sacrificial, tending to the needy, poor, sick, and hurting even to their own detriment.
 - Challenges to Work Through:
 - Going out of your way to help those who are poor or sick;
 - Giving up your own provisions for those who need it;
 - Being perceptive in conversations for red flags others may not be aware of and letting them know about them in private along with guidance;
 - Communicating guidance in a way that is simultaneously firm yet also sensitive to their emotions;
 - Remembering to follow up with those you’ve advised;
 - Living consistent with biblical ethics so your protective advisement is not called into question;
 - Resisting the temptation of using your knowledge of others against them.
 - Book Recommendations:
 - “The Flourishing Pastor” by Tom Nelson
 - “The Pastor: A Memoir” by Eugene Peterson
 - “Being a Pastor” by John Wycliffe
- **Teaching**
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - “30-Minute Bible” by Craig Bartholomew (Introductory)
 - “In All the Scriptures: The Three Contexts of Biblical Hermeneutics” by Nicholas Piotrowski (Intermediate)
 - “The Right Doctrine from the Wrong Texts” by G.K. Beale (Advanced)
- *Possibly: Faith*
 - Description: Those with the gift of faith have a burden for trusting God in everything. They have a deeply-held, unshakable confidence in God’s promises, and they love to strengthen the faith of others who face trials or seasons of doubt.
 - Challenges to Work Through:
 - Feeling like you’re not allowed to have doubts or questions;
 - Devoting chunks of time to reading and re-reading Scripture to internalize the promises God made to his people;
 - Developing a willingness to explore the world of apologetics so you can give a good defense to others;
 - Resisting the temptation of not praying “big” prayers and thinking your prayers are outside of God’s determinative will.

- Book Recommendations:
 - “Fiery Faith” by AW Tozer
 - “The Dangers of a Shallow Faith: Awakening from Spiritual Lethargy” by AW Tozer
- *Possibly: Knowledge*
 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
 - Challenges to Work Through:
 - Devoting a chunk of time in your daily rhythm to reading the Bible;
 - Learning how every passage fits into the basic storyline of creation-fall-redemption-consummation;
 - Spending part of your Bible study time thinking through how that passage may be helpful to others;
 - Limiting yourself to two Bible references to minister to them (more than two may unnecessarily confuse them);
 - Using knowledge in a way that doesn’t come across as knowledge (i.e., not flexing your gift);
 - Resisting the temptation of using your knowledge of the Bible to fuel pride.
 - Book Recommendations:
 - “From Eden to the New Jerusalem” by T. Desmond Alexander (Intro)
 - “God’s Glory in Salvation through Judgment” by James Hamilton (Intermediate)
 - “Biblical Theology” by John Goldingay (Advanced)
- Leader Assigned: Daniel Harrison

Tyler George

Tyler,

Your spiritual gifts are most likely exhortation, mercy, music, and service, and possibly also faith and martyrdom. Below you will see brief descriptions of each of these gifts. As I said in the message, you aren't automatically an expert at these things; you have to work at them to maximize your ministry impact. This is why I have included a list of some of the challenges that accompany each of these gifts. I've also included some book recommendations to help you dig into your gifts—you don't have to read all of these; I tried to provide at least one option for each gift to give you some variety to choose from.

There are many ways to use your gifts, but I'd like to give you one idea. Having the combo of exhortation-mercy puts you in a position to potentially be an effective counselor, using the power of encouraging affirmation as a way to help hurting people. Spend some time praying and meditating on how you can use these gifts to advance the Kingdom of God. Utilize your YA leader to help brainstorm how to use your gifts, so that the story of your Christian life would be marked by a growing maturity (Eph. 4:7, 11-15).

Blessings,

Daniel J. Harrison

- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't encourage you during your low points;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree
- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through "awkward silence"
 - Putting in place decompression mechanisms for after you receive "trauma dumps" from others;
 - Resisting the temptation of speaking before they're done.
 - Book Recommendations:
 - "The Wounded Healer" by Henri Nouwen (Introductory)
 - "Effective Biblical Counseling" by Larry Crabb (Intermediate)

- Music
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the “concert” caricature;
 - Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
 - Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
 - “Corporate Worship” by Matt Merker (Introductory)
 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
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- *Possibly: Faith*
 - Description: Those with the gift of faith have a burden for trusting God in everything. They have a deeply-held, unshakable confidence in the promises of God, and they love to strengthen the faith of others who face trials or seasons of doubt.
 - Challenges to Work Through:
 - Feeling like you’re not allowed to have doubts or questions;
 - Devoting chunks of time to reading and re-reading Scripture to internalize the promises God made to his people;
 - Developing a willingness to explore the world of apologetics so you can give a good defense to others;
 - Resisting the temptation of not praying “big” prayers and thinking your prayers are outside of God’s determinative will.

- Book Recommendations:
 - “Fiery Faith” by AW Tozer
 - “The Dangers of a Shallow Faith: Awakening from Spiritual Lethargy” by AW Tozer
- *Possibly: Martyrdom*
 - Description: Those with the gift of martyrdom have a burden for defending the faith. Those with this gift use it only once, and doing it boldly strengthens the faith of those who witness.
 - Challenges to Work Through:
 - Leaving loved ones behind;
 - Ensuring you really believe there is life on the other side of death;
 - Not knowing whether this is your calling until just before it happens;
 - Resisting the temptation of shrieking into fear so that your final moments are marked by bold faith in Christ.
 - Book Recommendations:
 - “Faithful Witness” by Phil Baker
- Leader Assigned: Adam Barngraff

Daniel Harrison Leader Brief

Hello Daniel,

Thank you for serving as a leader of YA. A short while back we had a seminar about how to figure out your spiritual gifts. A great number of the young adults participated and turned in the data. After sifting through the data, I've helped clarify the gifts for these young adults and have prepared a short printout for them specific to their gifts, which includes challenges that accompany each gift. Actively using their gifts and working through the challenges associated with them is a great avenue to promote maturity in their faith.

Part of this process involves assigning them to a YA leader to (1) help brainstorm ways to use their gifts; or (2) work through the challenges associated with their gifts so they can be most effective. Because of how many leaders there are, each leader was assigned only a handful of young adults. Hopefully this small number will help you specialize your ministry-mentorship with these individuals, to help them mature in their walk with the Lord. I've included their names and gifts in alphabetical order. In the section following, I've included briefs on each gift; each young adult received the briefs for their specific gifts. You can conduct this part of the exercise however you like: individual support; group support; etc. If you have any questions, feel free to ask me!

Blessings,

Daniel J. Harrison

AJ Johnson: evangelism, intercession, knowledge, and leadership

Blake Ackerman: discernment, hospitality, intercession, and service

James Ibanez: evangelism, exhortation, faith, teaching, and possibly intercession and leadership

Julius: artistry, giving, hospitality, service, and possibly celibacy

Lucas Horne: discernment, exhortation, and mercy

Sam Reynolds: evangelism and possibly celibacy, hospitality, and learning languages quickly

Trevor Brown: exhortation, leadership, shepherding, teaching, and possibly faith and knowledge

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 - Description: Those with the gift of administration have a burden for organization, planning, and/or research to ensure that ministry runs smoothly. Like a captain of a ship, they steer a church or ministry toward its desired destination.
 - Challenges to Work Through:
 - Budgeting time to map out scenarios that could jeopardize a task;
 - Adjusting plans fluidly as needed;
 - Not taking others' giftedness into consideration;
 - Delegating tasks in accordance with their gifts;
 - Communicating logistics to visionary-types in easy-to-follow details;
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 - Resisting the temptation of taking control of everything.
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 - "Managing Yourself" by Stephen Douglass
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 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;

- Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
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 - Humility to accept a leader’s feedback;
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 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ’s death in our place; resurrection; grace; faith; etc.), yet also so it can be said in your voice;

- Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig deeper into Gospel doctrines to improve your clarity;
 - Living consistent with biblical ethics so your preaching is not called into question;
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 - Resisting the temptation of pride if someone does respond.
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 - Book Recommendations:
 - “The Gospel Comes with a House Key” by Rosaria Butterfield
- Intercession
 - Description: Those with the gift of intercession have a burden for praying with and for those who don’t know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
 - Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
 - Journaling prayers to recall God’s past faithfulness in the future;
 - Courage to lay your hand on those you’re praying for;
 - Boldness to pray “big prayers” for and/or with others;
 - Using self-awareness to refrain from using open prayer time as an excuse to spread gossip;
 - Resisting the temptation of using info learned about others against them.
 - Book Recommendations:
 - “Praying the Bible” by Donald Whitney (Introductory)
 - “Praying with Paul” by DA Carson (Intermediate)
 - “Prayer” by Tim Keller (Advanced)
- Knowledge
 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
 - Challenges to Work Through:
 - Devoting a chunk of time in your daily rhythm to reading the Bible;
 - Learning how every passage fits into the basic storyline of creation-fall-redemption-consummation;
 - Spending part of your Bible study time thinking through how that passage may be helpful to others;
 - Limiting yourself to two Bible references to minister to them (more than two may unnecessarily confuse them);

- Using knowledge in a way that doesn't come across as knowledge (i.e., not flexing your gift);
 - Resisting the temptation of using your Bible knowledge to fuel pride.
 - Book Recommendations:
 - "From Eden to the New Jerusalem" by T. Desmond Alexander (Intro)
 - "God's Glory in Salvation through Judgment" by James Hamilton (Intermediate)
 - "Biblical Theology" by John Goldingay (Advanced)
- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ's humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others' giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.
 - Book Recommendations:
 - "The Leadership Moment" by Michael Useem
 - "In the Name of Jesus" by Henri Nouwen
 - "Gospel-Centered Discipleship" by Jonathan Dodson
- Martyrdom
 - Description: Those with the gift of martyrdom have a burden for defending the faith. Those with this gift use it only once, and doing it boldly strengthens the faith of those who witness.
 - Challenges to Work Through:
 - Leaving loved ones behind;
 - Ensuring you really believe there is life on the other side of death;
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 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
- Prophecy
 - Description: Those with the gift of prophecy have a burden for declaring God’s Word. They tell of the future correctly or they speak of the present from God’s perspective to call people to repentance or submission to God’s revealed Word.
 - Challenges to Work Through:
 - Patience for a word to come;
 - Discerning whether a word is from the Lord or otherwise;
 - Praying for guidance;
 - Boldness to deliver the word;
 - Maintaining a record so accuracy can be verified;
 - Repenting when or if you do not deliver the message;
 - If preaching, doing so boldly from Scripture;
 - Resisting the temptation of equating the interpretation with the word itself.
 - Book Recommendations:
 - “Prophetic Preaching” by Craig Larson

- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- Shepherding
 - Description: Those with the gift of shepherding have a burden for protecting God's people. They are loyal to God as under-shepherds to Jesus the Good Shepherd. They are willingly sacrificial, tending to the needy, poor, sick, and hurting even to their own detriment.
 - Challenges to Work Through:
 - Going out of your way to help those who are poor or sick;
 - Giving up your own provisions for those who need it;
 - Being perceptive in conversations for red flags others may not be aware of and letting them know about them in private along with guidance;
 - Communicating guidance in a way that is simultaneously firm yet also sensitive to their emotions;
 - Remembering to follow up with those you've advised;
 - Living consistent with biblical ethics so your protective advisement is not called into question;
 - Resisting the temptation of using your knowledge of others against them.
 - Book Recommendations:
 - "The Flourishing Pastor" by Tom Nelson
 - "The Pastor: A Memoir" by Eugene Peterson
 - "Being a Pastor" by John Wycliffe
- Teaching
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - "30-Minute Bible" by Craig Bartholomew (Introductory)
 - "In All the Scriptures: The Three Contexts of Biblical Hermeneutics" by Nicholas Piotrowski (Intermediate)
 - "The Right Doctrine from the Wrong Texts" by G.K. Beale (Advanced)

Adam Barngraff Leader Brief

Hello Adam,

Thank you for serving as a leader of YA. A short while back we had a seminar about how to figure out your spiritual gifts. A great number of the young adults participated and turned in the data. After sifting through the data, I've helped clarify the gifts for these young adults and have prepared a short printout for them specific to their gifts, which includes challenges that accompany each gift. Actively using their gifts and working through the challenges associated with them is a great avenue to promote maturity in their faith.

Part of this process involves assigning them to a YA leader to (1) help brainstorm ways to use their gifts; or (2) work through the challenges associated with their gifts so they can be most effective. Because of how many leaders there are, each leader was assigned only a handful of young adults. Hopefully this small number will help you specialize your ministry-mentorship with these individuals, to help them mature in their walk with the Lord. I've included their names and gifts in alphabetical order. In the section following, I've included briefs on each gift; each young adult received the briefs for their specific gifts. You can conduct this part of the exercise however you like: individual support; group support; etc. If you have any questions, feel free to ask me!

Blessings,

Daniel J. Harrison

Aaron: evangelism, leadership, mercy, service, and possibly knowledge and hospitality

Andrew Peacock: evangelism, intercession, service, and shepherding

Brandon Baker: exhortation, hospitality, leadership, service and possibly discernment

Garrison Glenn: discernment, evangelism, exhortation and possibly martyrdom

Ryan Wilhelms: leadership, prophecy, and possibly dreams and discernment

Spencer Young: administration, discernment, and service

Tyler George: exhortation, mercy, music, service, and possibly faith and martyrdom

- Administration
 - Description: Those with the gift of administration have a burden for organization, planning, and/or research to ensure that ministry runs smoothly. Like a captain of a ship, they steer a church or ministry toward its desired destination.
 - Challenges to Work Through:
 - Budgeting time to map out scenarios that could jeopardize a task;
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 - Not taking others' giftedness into consideration;
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 - Description: Those with the gift of intercession have a burden for praying with and for those who don’t know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
 - Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
 - Journaling prayers to recall God’s past faithfulness in the future;
 - Courage to lay your hand on those you’re praying for;
 - Boldness to pray “big prayers” for and/or with others;
 - Using self-awareness to refrain from using open prayer time as an excuse to spread gossip;
 - Resisting the temptation of using info learned about others against them.
 - Book Recommendations:
 - “Praying the Bible” by Donald Whitney (Introductory)
 - “Praying with Paul” by DA Carson (Intermediate)
 - “Prayer” by Tim Keller (Advanced)
- Knowledge
 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
 - Challenges to Work Through:
 - Devoting a chunk of time in your daily rhythm to reading the Bible;
 - Learning how every passage fits into the basic storyline of creation-fall-redemption-consummation;
 - Spending part of your Bible study time thinking through how that passage may be helpful to others;
 - Limiting yourself to two Bible references to minister to them (more than two may unnecessarily confuse them);

- Using knowledge in a way that doesn't come across as knowledge (i.e., not flexing your gift);
 - Resisting the temptation of using your Bible knowledge to fuel pride.
 - Book Recommendations:
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 - "God's Glory in Salvation through Judgment" by James Hamilton (Intermediate)
 - "Biblical Theology" by John Goldingay (Advanced)
- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ's humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others' giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.
 - Book Recommendations:
 - "The Leadership Moment" by Michael Useem
 - "In the Name of Jesus" by Henri Nouwen
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- Martyrdom
 - Description: Those with the gift of martyrdom have a burden for defending the faith. Those with this gift use it only once, and doing it boldly strengthens the faith of those who witness.
 - Challenges to Work Through:
 - Leaving loved ones behind;
 - Ensuring you really believe there is life on the other side of death;
 - Not knowing whether this is your calling until just before it happens;
 - Resisting the temptation of shrieking into fear so that your final moments are marked by bold faith in Christ.
 - Book Recommendations:
 - "Faithful Witness" by Phil Baker
- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through "awkward silence";

- Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.
 - Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Music
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the “concert” caricature;
 - Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
 - Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
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 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
- Prophecy
 - Description: Those with the gift of prophecy have a burden for declaring God’s Word. They tell of the future correctly or they speak of the present from God’s perspective to call people to repentance or submission to God’s revealed Word.
 - Challenges to Work Through:
 - Patience for a word to come;
 - Discerning whether a word is from the Lord or otherwise;
 - Praying for guidance;
 - Boldness to deliver the word;
 - Maintaining a record so accuracy can be verified;
 - Repenting when or if you do not deliver the message;
 - If preaching, doing so boldly from Scripture;
 - Resisting the temptation of equating the interpretation with the word itself.
 - Book Recommendations:
 - “Prophetic Preaching” by Craig Larson

- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- Shepherding
 - Description: Those with the gift of shepherding have a burden for protecting God's people. They are loyal to God as under-shepherds to Jesus the Good Shepherd. They are willingly sacrificial, tending to the needy, poor, sick, and hurting even to their own detriment.
 - Challenges to Work Through:
 - Going out of your way to help those who are poor or sick;
 - Giving up your own provisions for those who need it;
 - Being perceptive in conversations for red flags others may not be aware of and letting them know about them in private along with guidance;
 - Communicating guidance in a way that is simultaneously firm yet also sensitive to their emotions;
 - Remembering to follow up with those you've advised;
 - Living consistent with biblical ethics so your protective advisement is not called into question;
 - Resisting the temptation of using your knowledge of others against them.
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 - "The Flourishing Pastor" by Tom Nelson
 - "The Pastor: A Memoir" by Eugene Peterson
 - "Being a Pastor" by John Wycliffe
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 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
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 - Book Recommendations:
 - "30-Minute Bible" by Craig Bartholomew (Introductory)
 - "In All the Scriptures: The Three Contexts of Biblical Hermeneutics" by Nicholas Piotrowski (Intermediate)
 - "The Right Doctrine from the Wrong Texts" by G.K. Beale (Advanced)

Scott Thomas Leader Brief

Hello Scott,

Thank you for serving as a leader of YA. A short while back we had a seminar about how to figure out your spiritual gifts. A great number of the young adults participated and turned in the data. After sifting through the data, I've helped clarify the gifts for these young adults and have prepared a short printout for them specific to their gifts, which includes challenges that accompany each gift. Actively using their gifts and working through the challenges associated with them is a great avenue to promote maturity in their faith.

Part of this process involves assigning them to a YA leader to (1) help brainstorm ways to use their gifts; or (2) work through the challenges associated with their gifts so they can be most effective. Because of how many leaders there are, each leader was assigned only a handful of young adults. Hopefully this small number will help you specialize your ministry-mentorship with these individuals, to help them mature in their walk with the Lord. I've included their names and gifts in alphabetical order. In the section following, I've included briefs on each gift; each young adult received the briefs for their specific gifts. You can conduct this part of the exercise however you like: individual support; group support; etc. If you have any questions, feel free to ask me!

Blessings,

Daniel J. Harrison

AJ Back: artistry, giving, mercy, service, and possibly exhortation

Andrew Koon: artistry, evangelism, leadership, service and possibly discernment

Carson Ackerman: exhortation, service, and possibly leadership

Davis: discernment, exhortation, mercy, service and possibly faith

Joseph: exhortation, faith, mercy, and service

Michael Williams: exhortation, hospitality, leadership, and service

- Administration
 - Description: Those with the gift of administration have a burden for organization, planning, and/or research to ensure that ministry runs smoothly. Like a captain of a ship, they steer a church or ministry toward its desired destination.
 - Challenges to Work Through:
 - Budgeting time to map out scenarios that could jeopardize a task;
 - Adjusting plans fluidly as needed;
 - Not taking others' giftedness into consideration;
 - Delegating tasks in accordance with their gifts;
 - Communicating logistics to visionary-types in easy-to-follow details;
 - Solving problems like puzzles requires time/patience;
 - Resisting the temptation of taking control of everything.
 - Book Recommendations:
 - "Time Management for the Christian Leader" by K. Willard
 - "Managing Yourself" by Stephen Douglass
- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;

- Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader's feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker's message.
 - Book Recommendations:
 - "When God Weeps" by Joni Eareckson Tada (Introductory)
 - "Edwards on the Christian Life: Alive to the Beauty of God" by Dane Ortlund (Intermediate)
- Celibacy
 - Description: Those with the gift of celibacy have a burden for holiness. As someone freed from the obligations of caring for a family, they serve the church as if the church was their family. Through their single-mindedness, they also illustrate Christ's devotion to the Father.
 - Challenges to Work Through:
 - The prospect of lifelong loneliness can be unbearable without also pursuing intentional friendship within the church;
 - Constantly feeling like an "other" due to withdrawal from romantic/sexual pursuits;
 - Heartbreak when friends get engaged, married, or have kids;
 - Resisting the temptation of thinking your holiness is superior to the holiness of others.
 - Book Recommendations:
 - "Made for Friendship" by Drew Hunter (Introductory)
 - "Holy Sexuality and the Gospel" by Christopher Yuan (Intermediate)
 - "Your Future Self Will Thank you" by Drew Dyck (Intermediate)
- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is "good"
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - "The Discipline of Spiritual Discernment" by Tim Challies
- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ's death in our place; resurrection; grace; faith; etc.), yet also so it can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;

- Developing a willingness to dig deeper into Gospel doctrines to improve your clarity;
 - Living consistent with biblical ethics so your preaching is not called into question;
 - Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.
 - Book Recommendations:
 - "The Great Story and the Great Commission" by Christopher Wright
 - "Questioning Evangelism: Engaging People's Hearts" by Randy Newman
 - "The Mission of God's People" by Christopher Wright (Advanced)
- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't reciprocate encouragement;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree
- Faith
 - Description: Those with the gift of faith have a burden for trusting God in everything. They have a deeply-held, unshakable confidence in God's promises, and they love to strengthen the faith of others who face trials or seasons of doubt.
 - Challenges to Work Through:
 - Feeling like you're not allowed to have doubts or questions;
 - Devoting chunks of time to reading and re-reading Scripture to internalize the promises God made to his people;
 - Developing a willingness to explore the world of apologetics so you can give a good defense to others;
 - Resisting the temptation of not praying "big" prayers and thinking your prayers are outside of God's determinative will.
 - Book Recommendations:
 - "Fiery Faith" by AW Tozer
 - "The Dangers of a Shallow Faith" by AW Tozer
- Giving
 - Description: Those with the gift of giving have a burden for sharing in the ministry of others. They do this by giving cheerfully out of much or by giving sacrificially out of little. Financial giving, whether from little or much, enables non-speakers to participate with speakers in ministry.
 - Challenges to Work Through:
 - Whether plenty or little, thinking intentionally about money;
 - Striving for money to come "in the bank" for the purpose of sending it "out of the bank" to those who need it;
 - Budgeting for the sake of maximizing your ability to give;
 - Neglecting your own needs "for the sake of the ministry"
 - Resisting the temptation of expecting things from those to whom you give.

- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually “serve” people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than to more friendly or familiar people;
 - Feeling inadequate if you don’t own a house to host ministry events; Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - “The Gospel Comes with a House Key” by Rosaria Butterfield
- Intercession
 - Description: Those with the gift of intercession have a burden for praying with and for those who don’t know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
 - Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
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 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
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 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
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 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
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 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.

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 - Contentment with never being recognized or thanked for what you do;
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 - "The Right Doctrine from the Wrong Texts" by G.K. Beale (Advanced)

John Hayes Leader Brief

Hello John,

Thank you for serving as a leader of YA. A short while back we had a seminar about how to figure out your spiritual gifts. A great number of the young adults participated and turned in the data. After sifting through the data, I've helped clarify the gifts for these young adults and have prepared a short printout for them specific to their gifts, which includes challenges that accompany each gift. Actively using their gifts and working through the challenges associated with them is a great avenue to promote maturity in their faith.

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Blessings,

Daniel J. Harrison

Andrew Sasere: discernment, exhortation, faith, and leadership

Brad Williams: giving, knowledge, service, and teaching

Braden Duffy: administration, discernment, service; possibly artistry, knowledge, martyrdom

Gabe Camacho: administration, artistry, knowledge, and service

Isaiah Camacho: artistry, discernment, mercy, and service

Sam Winnick: exhortation, hospitality, leadership, mercy, and teaching

- Administration
 - Description: Those with the gift of administration have a burden for organization, planning, and/or research to ensure that ministry runs smoothly. Like a captain of a ship, they steer a church or ministry toward its desired destination.
 - Challenges to Work Through:
 - Budgeting time to map out scenarios that could jeopardize a task;
 - Adjusting plans fluidly as needed;
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 - Thinking through what your creative expression is intended to convey;
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 - Humility to accept a leader's feedback;
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 - Description: Those with the gift of celibacy have a burden for holiness. As someone freed from the obligations of caring for a family, they serve the church as if the church was their family. Through their single-mindedness, they also illustrate Christ's devotion to the Father.
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 - Constantly feeling like an "other" due to withdrawal from romantic/sexual pursuits;
 - Heartbreak when friends get engaged, married, or have kids;
 - Resisting the temptation of thinking your holiness is superior to the holiness of others.
 - Book Recommendations:
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 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
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 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
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 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ's death in our place; resurrection; grace; faith; etc.), yet also so it can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;

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John Thompson Leader Brief

Hello John,

Thank you for serving as a leader of YA. A short while back we had a seminar about how to figure out your spiritual gifts. A great number of the young adults participated and turned in the data. After sifting through the data, I've helped clarify the gifts for these young adults and have prepared a short printout for them specific to their gifts, which includes challenges that accompany each gift. Actively using their gifts and working through the challenges associated with them is a great avenue to promote maturity in their faith.

Part of this process involves assigning them to a YA leader to (1) help brainstorm ways to use their gifts; or (2) work through the challenges associated with their gifts so they can be most effective. Because of how many leaders there are, each leader was assigned only a handful of young adults. Hopefully this small number will help you specialize your ministry-mentorship with these individuals, to help them mature in their walk with the Lord. I've included their names and gifts in alphabetical order. In the section following, I've included briefs on each gift; each young adult received the briefs for their specific gifts. You can conduct this part of the exercise however you like: individual support; group support; etc. If you have any questions, feel free to ask me!

Blessings,

Daniel J. Harrison

Aden Fry: evangelism, service, shepherding, teaching and also artistry and music

Cory Coleman: discernment, knowledge and possibly exhortation and teaching

Jalen Piring: exhortation, faith, intercession and possibly shepherding

Jared Abad: evangelism, faith, knowledge and possibly exhortation, intercession, martyrdom

Jonah Faustino: evangelism, hospitality, music, service and possibly leadership, shepherding

Michael Chapin: artistry, leadership, mercy, and music

- Administration
 - Description: Those with the gift of administration have a burden for organization, planning, and/or research to ensure that ministry runs smoothly. Like a captain of a ship, they steer a church or ministry toward its desired destination.
 - Challenges to Work Through:
 - Budgeting time to map out scenarios that could jeopardize a task;
 - Adjusting plans fluidly as needed;
 - Not taking others' giftedness into consideration;
 - Delegating tasks in accordance with their gifts;
 - Communicating logistics to visionary-types in easy-to-follow details;
 - Solving problems like puzzles requires time/patience;
 - Resisting the temptation of taking control of everything.
 - Book Recommendations:
 - "Time Management for the Christian Leader" by K. Willard
 - "Managing Yourself" by Stephen Douglass
- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;

- Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader's feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker's message.
 - Book Recommendations:
 - "When God Weeps" by Joni Eareckson Tada (Introductory)
 - "Edwards on the Christian Life: Alive to the Beauty of God" by Dane Ortlund (Intermediate)
- Celibacy
 - Description: Those with the gift of celibacy have a burden for holiness. As someone freed from the obligations of caring for a family, they serve the church as if the church was their family. Through their single-mindedness, they also illustrate Christ's devotion to the Father.
 - Challenges to Work Through:
 - The prospect of lifelong loneliness can be unbearable without also pursuing intentional friendship within the church;
 - Constantly feeling like an "other" due to withdrawal from romantic/sexual pursuits;
 - Heartbreak when friends get engaged, married, or have kids;
 - Resisting the temptation of thinking your holiness is superior to the holiness of others.
 - Book Recommendations:
 - "Made for Friendship" by Drew Hunter (Introductory)
 - "Holy Sexuality and the Gospel" by Christopher Yuan (Intermediate)
 - "Your Future Self Will Thank you" by Drew Dyck (Intermediate)
- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is "good"
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - "The Discipline of Spiritual Discernment" by Tim Challies
- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ's death in our place; resurrection; grace; faith; etc.), yet also so it can be said in your voice;
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Laura Grenado Leader Brief

Hello Laura,

Thank you for serving as a leader of YA. A short while back we had a seminar about how to figure out your spiritual gifts. A great number of the young adults participated and turned in the data. After sifting through the data, I've helped clarify the gifts for these young adults and have prepared a short printout for them specific to their gifts, which includes challenges that accompany each gift. Actively using their gifts and working through the challenges associated with them is a great avenue to promote maturity in their faith.

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Blessings,

Daniel J. Harrison

Grace Blystra: evangelism, exhortation, faith, serving, and possibly discernment

Leila Pagtalonía: mercy and music

Mia Fiel: artistry, exhortation, faith, and mercy

Sam Jimerson: discernment, intercession, knowledge, and mercy

- Administration
 - Description: Those with the gift of administration have a burden for organization, planning, and/or research to ensure that ministry runs smoothly. Like a captain of a ship, they steer a church or ministry toward its desired destination.
 - Challenges to Work Through:
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- Shepherding
 - Description: Those with the gift of shepherding have a burden for protecting God's people. They are loyal to God as under-shepherds to Jesus the Good Shepherd. They are willingly sacrificial, tending to the needy, poor, sick, and hurting even to their own detriment.
 - Challenges to Work Through:
 - Going out of your way to help those who are poor or sick;
 - Giving up your own provisions for those who need it;
 - Being perceptive in conversations for red flags others may not be aware of and letting them know about them in private along with guidance;
 - Communicating guidance in a way that is simultaneously firm yet also sensitive to their emotions;
 - Remembering to follow up with those you've advised;
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 - Book Recommendations:
 - "The Flourishing Pastor" by Tom Nelson
 - "The Pastor: A Memoir" by Eugene Peterson
 - "Being a Pastor" by John Wycliffe
- Teaching
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
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 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - "30-Minute Bible" by Craig Bartholomew (Introductory)
 - "In All the Scriptures: The Three Contexts of Biblical Hermeneutics" by Nicholas Piotrowski (Intermediate)
 - "The Right Doctrine from the Wrong Texts" by G.K. Beale (Advanced)

Veronica Thomas Leader Brief

Hello Veronica,

Thank you for serving as a leader of YA. A short while back we had a seminar about how to figure out your spiritual gifts. A great number of the young adults participated and turned in the data. After sifting through the data, I've helped clarify the gifts for these young adults and have prepared a short printout for them specific to their gifts, which includes challenges that accompany each gift. Actively using their gifts and working through the challenges associated with them is a great avenue to promote maturity in their faith.

Part of this process involves assigning them to a YA leader to (1) help brainstorm ways to use their gifts; or (2) work through the challenges associated with their gifts so they can be most effective. Because of how many leaders there are, each leader was assigned only a handful of young adults. Hopefully this small number will help you specialize your ministry-mentorship with these individuals, to help them mature in their walk with the Lord. I've included their names and gifts in alphabetical order. In the section following, I've included briefs on each gift; each young adult received the briefs for their specific gifts. You can conduct this part of the exercise however you like: individual support; group support; etc. If you have any questions, feel free to ask me!

Blessings,

Daniel J. Harrison

Alana Muzzy: discernment, evangelism, exhortation, teaching and possibly mercy, shepherding

Julie Upson: administration, artistry, exhortation, hospitality, and mercy

Katelynn Springer: exhortation, hospitality, teaching and possibly administration, intercession

Ruby Popp: faith, intercession, mercy, teaching, and possibly evangelism and music

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 - Resisting the temptation of expecting anything in response to what you do.
- Shepherding
 - Description: Those with the gift of shepherding have a burden for protecting God's people. They are loyal to God as under-shepherds to Jesus the Good Shepherd. They are willingly sacrificial, tending to the needy, poor, sick, and hurting even to their own detriment.
 - Challenges to Work Through:
 - Going out of your way to help those who are poor or sick;
 - Giving up your own provisions for those who need it;
 - Being perceptive in conversations for red flags others may not be aware of and letting them know about them in private along with guidance;
 - Communicating guidance in a way that is simultaneously firm yet also sensitive to their emotions;
 - Remembering to follow up with those you've advised;
 - Living consistent with biblical ethics so your protective advisement is not called into question;
 - Resisting the temptation of using your knowledge of others against them.
 - Book Recommendations:
 - "The Flourishing Pastor" by Tom Nelson
 - "The Pastor: A Memoir" by Eugene Peterson
 - "Being a Pastor" by John Wycliffe
- Teaching
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - "30-Minute Bible" by Craig Bartholomew (Introductory)
 - "In All the Scriptures: The Three Contexts of Biblical Hermeneutics" by Nicholas Piotrowski (Intermediate)
 - "The Right Doctrine from the Wrong Texts" by G.K. Beale (Advanced)

Maribel Flavel Leader Brief

Hello Maribel,

Thank you for serving as a leader of YA. A short while back we had a seminar about how to figure out your spiritual gifts. A great number of the young adults participated and turned in the data. After sifting through the data, I've helped clarify the gifts for these young adults and have prepared a short printout for them specific to their gifts, which includes challenges that accompany each gift. Actively using their gifts and working through the challenges associated with them is a great avenue to promote maturity in their faith.

Part of this process involves assigning them to a YA leader to (1) help brainstorm ways to use their gifts; or (2) work through the challenges associated with their gifts so they can be most effective. Because of how many leaders there are, each leader was assigned only a handful of young adults. Hopefully this small number will help you specialize your ministry-mentorship with these individuals, to help them mature in their walk with the Lord. I've included their names and gifts in alphabetical order. In the section following, I've included briefs on each gift; each young adult received the briefs for their specific gifts. You can conduct this part of the exercise however you like: individual support; group support; etc. If you have any questions, feel free to ask me!

Blessings,

Daniel J. Harrison

Brooke Marshall: administration, hospitality, mercy, service and possibly exhortation, giving

Izzy Mitchell: discernment, evangelism, intercession, and mercy

Olivia Wilhelms: discernment, knowledge, music and possibly hospitality and leadership

Sophia Martin: artistry, discernment, mercy, and music

- Administration
 - Description: Those with the gift of administration have a burden for organization, planning, and/or research to ensure that ministry runs smoothly. Like a captain of a ship, they steer a church or ministry toward its desired destination.
 - Challenges to Work Through:
 - Budgeting time to map out scenarios that could jeopardize a task;
 - Adjusting plans fluidly as needed;
 - Not taking others' giftedness into consideration;
 - Delegating tasks in accordance with their gifts;
 - Communicating logistics to visionary-types in easy-to-follow details;
 - Solving problems like puzzles requires time/patience;
 - Resisting the temptation of taking control of everything.
 - Book Recommendations:
 - "Time Management for the Christian Leader" by K. Willard
 - "Managing Yourself" by Stephen Douglass
- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
 - Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;

- Humility to accept a leader’s feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker’s message.
 - Book Recommendations:
 - “When God Weeps” by Joni Eareckson Tada (Introductory)
 - “Edwards on the Christian Life: Alive to the Beauty of God” by Dane Ortlund (Intermediate)
- Celibacy
 - Description: Those with the gift of celibacy have a burden for holiness. As someone freed from the obligations of caring for a family, they serve the church as if the church was their family. Through their single-mindedness, they also illustrate Christ’s devotion to the Father.
 - Challenges to Work Through:
 - The prospect of lifelong loneliness can be unbearable without also pursuing intentional friendship within the church;
 - Constantly feeling like an “other” due to withdrawal from romantic/sexual pursuits;
 - Heartbreak when friends get engaged, married, or have kids;
 - Resisting the temptation of thinking your holiness is superior to the holiness of others.
 - Book Recommendations:
 - “Made for Friendship” by Drew Hunter (Introductory)
 - “Holy Sexuality and the Gospel” by Christopher Yuan (Intermediate)
 - “Your Future Self Will Thank you” by Drew Dyck (Intermediate)
- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is “good”
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - “The Discipline of Spiritual Discernment” by Tim Challies
- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ’s death in our place; resurrection; grace; faith; etc.), yet also so it can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig deeper into Gospel doctrines to improve your clarity;

- Living consistent with biblical ethics so your preaching is not called into question;
 - Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.
 - Book Recommendations:
 - "The Great Story and the Great Commission" by Christopher Wright
 - "Questioning Evangelism: Engaging People's Hearts" by Randy Newman
 - "The Mission of God's People" by Christopher Wright (Advanced)
- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't reciprocate encouragement;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree
- Faith
 - Description: Those with the gift of faith have a burden for trusting God in everything. They have a deeply-held, unshakable confidence in God's promises, and they love to strengthen the faith of others who face trials or seasons of doubt.
 - Challenges to Work Through:
 - Feeling like you're not allowed to have doubts or questions;
 - Devoting chunks of time to reading and re-reading Scripture to internalize the promises God made to his people;
 - Developing a willingness to explore the world of apologetics so you can give a good defense to others;
 - Resisting the temptation of not praying "big" prayers and thinking your prayers are outside of God's determinative will.
 - Book Recommendations:
 - "Fiery Faith" by AW Tozer
 - "The Dangers of a Shallow Faith" by AW Tozer
- Giving
 - Description: Those with the gift of giving have a burden for sharing in the ministry of others. They do this by giving cheerfully out of much or by giving sacrificially out of little. Financial giving, whether from little or much, enables non-speakers to participate with speakers in ministry.
 - Challenges to Work Through:
 - Whether plenty or little, thinking intentionally about money;
 - Striving for money to come "in the bank" for the purpose of sending it "out of the bank" to those who need it;
 - Budgeting for the sake of maximizing your ability to give;
 - Neglecting your own needs "for the sake of the ministry"
 - Resisting the temptation of expecting things from those to whom you give.

- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually “serve” people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than to more friendly or familiar people;
 - Feeling inadequate if you don’t own a house to host ministry events; Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - “The Gospel Comes with a House Key” by Rosaria Butterfield
- Intercession
 - Description: Those with the gift of intercession have a burden for praying with and for those who don’t know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
 - Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
 - Journaling prayers to recall God’s past faithfulness in the future;
 - Courage to lay your hand on those you’re praying for;
 - Boldness to pray “big prayers” for and/or with others;
 - Using self-awareness to refrain from using open prayer time as an excuse to spread gossip;
 - Resisting the temptation of using info learned about others against them.
 - Book Recommendations:
 - “Praying the Bible” by Donald Whitney (Introductory)
 - “Praying with Paul” by DA Carson (Intermediate)
 - “Prayer” by Tim Keller (Advanced)
- Knowledge
 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
 - Challenges to Work Through:
 - Devoting a chunk of time in your daily rhythm to reading the Bible;
 - Learning how every passage fits into the basic storyline of creation-fall-redemption-consummation;
 - Spending part of your Bible study time thinking through how that passage may be helpful to others;
 - Limiting yourself to two Bible references to minister to them (more than two may unnecessarily confuse them);
 - Using knowledge in a way that doesn’t come across as knowledge (i.e., not flexing your gift);
 - Resisting the temptation of using your Bible knowledge to fuel pride.

- Book Recommendations:
 - “From Eden to the New Jerusalem” by T. Desmond Alexander (Intro)
 - “God’s Glory in Salvation through Judgment” by James Hamilton (Intermediate)
 - “Biblical Theology” by John Goldingay (Advanced)
- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ’s humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others’ giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.
 - Book Recommendations:
 - “The Leadership Moment” by Michael Useem
 - “In the Name of Jesus” by Henri Nouwen
 - “Gospel-Centered Discipleship” by Jonathan Dodson
- Martyrdom
 - Description: Those with the gift of martyrdom have a burden for defending the faith. Those with this gift use it only once, and doing it boldly strengthens the faith of those who witness.
 - Challenges to Work Through:
 - Leaving loved ones behind;
 - Ensuring you really believe there is life on the other side of death;
 - Not knowing whether this is your calling until just before it happens;
 - Resisting the temptation of shrieking into fear so that your final moments are marked by bold faith in Christ.
 - Book Recommendations:
 - “Faithful Witness” by Phil Baker
- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through “awkward silence”;
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.

- Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Music
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the “concert” caricature;
 - Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
 - Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
 - “Corporate Worship” by Matt Merker (Introductory)
 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
- Prophecy
 - Description: Those with the gift of prophecy have a burden for declaring God’s Word. They tell of the future correctly or they speak of the present from God’s perspective to call people to repentance or submission to God’s revealed Word.
 - Challenges to Work Through:
 - Patience for a word to come;
 - Discerning whether a word is from the Lord or otherwise;
 - Praying for guidance;
 - Boldness to deliver the word;
 - Maintaining a record so accuracy can be verified;
 - Repenting when or if you do not deliver the message;
 - If preaching, doing so boldly from Scripture;
 - Resisting the temptation of equating the interpretation with the word itself.
 - Book Recommendations:
 - “Prophetic Preaching” by Craig Larson
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.

- Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- Shepherding
 - Description: Those with the gift of shepherding have a burden for protecting God's people. They are loyal to God as under-shepherds to Jesus the Good Shepherd. They are willingly sacrificial, tending to the needy, poor, sick, and hurting even to their own detriment.
 - Challenges to Work Through:
 - Going out of your way to help those who are poor or sick;
 - Giving up your own provisions for those who need it;
 - Being perceptive in conversations for red flags others may not be aware of and letting them know about them in private along with guidance;
 - Communicating guidance in a way that is simultaneously firm yet also sensitive to their emotions;
 - Remembering to follow up with those you've advised;
 - Living consistent with biblical ethics so your protective advisement is not called into question;
 - Resisting the temptation of using your knowledge of others against them.
 - Book Recommendations:
 - "The Flourishing Pastor" by Tom Nelson
 - "The Pastor: A Memoir" by Eugene Peterson
 - "Being a Pastor" by John Wycliffe
- Teaching
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - "30-Minute Bible" by Craig Bartholomew (Introductory)
 - "In All the Scriptures: The Three Contexts of Biblical Hermeneutics" by Nicholas Piotrowski (Intermediate)
 - "The Right Doctrine from the Wrong Texts" by G.K. Beale (Advanced)

Val Ackerman Leader Brief

Hello Val,

Thank you for serving as a leader of YA. A short while back we had a seminar about how to figure out your spiritual gifts. A great number of the young adults participated and turned in the data. After sifting through the data, I've helped clarify the gifts for these young adults and have prepared a short printout for them specific to their gifts, which includes challenges that accompany each gift. Actively using their gifts and working through the challenges associated with them is a great avenue to promote maturity in their faith.

Part of this process involves assigning them to a YA leader to (1) help brainstorm ways to use their gifts; or (2) work through the challenges associated with their gifts so they can be most effective. Because of how many leaders there are, each leader was assigned only a handful of young adults. Hopefully this small number will help you specialize your ministry-mentorship with these individuals, to help them mature in their walk with the Lord. I've included their names and gifts in alphabetical order. In the section following, I've included briefs on each gift; each young adult received the briefs for their specific gifts. You can conduct this part of the exercise however you like: individual support; group support; etc. If you have any questions, feel free to ask me!

Blessings,

Daniel J. Harrison

Annelise Fry: artistry, exhortation, hospitality, mercy and possibly discernment and music

Annie Young: administration, artistry, music, service and possibly exhortation and mercy

Maddi Winnick: artistry, exhortation, mercy, and music

Maggie Heinz: knowledge, mercy, music and possibly exhortation, teaching, and learning languages quickly

- Administration
 - Description: Those with the gift of administration have a burden for organization, planning, and/or research to ensure that ministry runs smoothly. Like a captain of a ship, they steer a church or ministry toward its desired destination.
 - Challenges to Work Through:
 - Budgeting time to map out scenarios that could jeopardize a task;
 - Adjusting plans fluidly as needed;
 - Not taking others' giftedness into consideration;
 - Delegating tasks in accordance with their gifts;
 - Communicating logistics to visionary-types in easy-to-follow details;
 - Solving problems like puzzles requires time/patience;
 - Resisting the temptation of taking control of everything.
 - Book Recommendations:
 - "Time Management for the Christian Leader" by K. Willard
 - "Managing Yourself" by Stephen Douglass
- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
 - Working with others who do not share your vision;

- Having a thoughtful explanation when proposing your creative expression;
 - Humility to accept a leader’s feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker’s message.
 - Book Recommendations:
 - “When God Weeps” by Joni Eareckson Tada (Introductory)
 - “Edwards on the Christian Life” by Dane Ortlund (Intermediate)
- Celibacy
 - Description: Those with the gift of celibacy have a burden for holiness. As someone freed from the obligations of caring for a family, they serve the church as if the church was their family. Through their single-mindedness, they also illustrate Christ’s devotion to the Father.
 - Challenges to Work Through:
 - The prospect of lifelong loneliness can be unbearable without also pursuing intentional friendship within the church;
 - Constantly feeling like an “other” due to withdrawal from romantic/sexual pursuits;
 - Heartbreak when friends get engaged, married, or have kids;
 - Resisting the temptation of thinking your holiness is superior to the holiness of others.
 - Book Recommendations:
 - “Made for Friendship” by Drew Hunter (Introductory)
 - “Holy Sexuality and the Gospel” by Christopher Yuan (Intermediate)
 - “Your Future Self Will Thank you” by Drew Dyck (Intermediate)
- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is “good”
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - “The Discipline of Spiritual Discernment” by Tim Challies
- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ’s death in our place; resurrection; grace; faith; etc.), yet also so it can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig into Gospel doctrines to improve clarity;
 - Living consistent with biblical ethics so your preaching is not questioned;

- Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.
 - Book Recommendations:
 - "The Great Story and the Great Commission" by Christopher Wright
 - "Questioning Evangelism: Engaging People's Hearts" by Randy Newman
 - "The Mission of God's People" by Christopher Wright (Advanced)
- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't reciprocate encouragement;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree
- Faith
 - Description: Those with the gift of faith have a burden for trusting God in everything. They have a deeply-held, unshakable confidence in God's promises, and they love to strengthen the faith of others who face trials or seasons of doubt.
 - Challenges to Work Through:
 - Feeling like you're not allowed to have doubts or questions;
 - Devoting chunks of time to reading and re-reading Scripture to internalize the promises God made to his people;
 - Developing a willingness to explore the world of apologetics so you can give a good defense to others;
 - Resisting the temptation of not praying "big" prayers and thinking your prayers are outside of God's determinative will.
 - Book Recommendations:
 - "Fiery Faith" by AW Tozer
 - "The Dangers of a Shallow Faith" by AW Tozer
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 - Description: Those with the gift of giving have a burden for sharing in the ministry of others. They do this by giving cheerfully out of much or by giving sacrificially out of little. Financial giving, whether from little or much, enables non-speakers to participate with speakers in ministry.
 - Challenges to Work Through:
 - Whether plenty or little, thinking intentionally about money;
 - Striving for money to come "in the bank" for the purpose of sending it "out of the bank" to those who need it;
 - Budgeting for the sake of maximizing your ability to give;
 - Neglecting your own needs "for the sake of the ministry"
 - Resisting the temptation of expecting things from those to whom you give.
- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually "serve" people in their hospitality-space like a waiter or waitress at a restaurant.

- Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than to more friendly or familiar people;
 - Feeling inadequate if you don't own a house to host ministry events; Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
- Book Recommendations:
 - "The Gospel Comes with a House Key" by Rosaria Butterfield
- Intercession
 - Description: Those with the gift of intercession have a burden for praying with and for those who don't know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
 - Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
 - Journaling prayers to recall God's past faithfulness in the future;
 - Courage to lay your hand on those you're praying for;
 - Boldness to pray "big prayers" for and/or with others;
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 - Resisting the temptation of using info learned about others against them.
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 - "Praying with Paul" by DA Carson (Intermediate)
 - "Prayer" by Tim Keller (Advanced)
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 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
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 - Devoting a chunk of time in your daily rhythm to reading the Bible;
 - Learning how every passage fits into the basic storyline of creation-fall-redemption-consummation;
 - Spending part of your Bible study time thinking through how that passage may be helpful to others;
 - Limiting yourself to two Bible references to minister to them (more than two may unnecessarily confuse them);
 - Using knowledge in a way that doesn't come across as knowledge (i.e., not flexing your gift);
 - Resisting the temptation of using your Bible knowledge to fuel pride.
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 - "God's Glory in Salvation through Judgment" by James Hamilton (Intermediate)
 - "Biblical Theology" by John Goldingay (Advanced)

- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ's humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others' giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
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 - Book Recommendations:
 - "The Leadership Moment" by Michael Useem
 - "In the Name of Jesus" by Henri Nouwen
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 - Description: Those with the gift of martyrdom have a burden for defending the faith. Those with this gift use it only once, and doing it boldly strengthens the faith of those who witness.
 - Challenges to Work Through:
 - Leaving loved ones behind;
 - Ensuring you really believe there is life on the other side of death;
 - Not knowing whether this is your calling until just before it happens;
 - Resisting the temptation of shrieking into fear so that your final moments are marked by bold faith in Christ.
 - Book Recommendations:
 - "Faithful Witness" by Phil Baker
- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through "awkward silence";
 - Putting in place decompression mechanisms for after you receive "trauma dumps" from others;
 - Resisting the temptation of speaking before they're done.
 - Book Recommendations:
 - "The Wounded Healer" by Henri Nouwen (Introductory)
 - "Effective Biblical Counseling" by Larry Crabb (Intermediate)

- Music
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the “concert” caricature;
 - Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
 - Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
 - “Corporate Worship” by Matt Merker (Introductory)
 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
- Prophecy
 - Description: Those with the gift of prophecy have a burden for declaring God’s Word. They tell of the future correctly or they speak of the present from God’s perspective to call people to repentance or submission to God’s revealed Word.
 - Challenges to Work Through:
 - Patience for a word to come;
 - Discerning whether a word is from the Lord or otherwise;
 - Praying for guidance;
 - Boldness to deliver the word;
 - Maintaining a record so accuracy can be verified;
 - Repenting when or if you do not deliver the message;
 - If preaching, doing so boldly from Scripture;
 - Resisting the temptation of equating the interpretation with the word itself.
 - Book Recommendations:
 - “Prophetic Preaching” by Craig Larson
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;

- Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
 - Shepherding
 - Description: Those with the gift of shepherding have a burden for protecting God’s people. They are loyal to God as under-shepherds to Jesus the Good Shepherd. They are willingly sacrificial, tending to the needy, poor, sick, and hurting even to their own detriment.
 - Challenges to Work Through:
 - Going out of your way to help those who are poor or sick;
 - Giving up your own provisions for those who need it;
 - Being perceptive in conversations for red flags others may not be aware of and letting them know about them in private along with guidance;
 - Communicating guidance in a way that is simultaneously firm yet also sensitive to their emotions;
 - Remembering to follow up with those you’ve advised;
 - Living consistent with biblical ethics so your protective advisement is not called into question;
 - Resisting the temptation of using your knowledge of others against them.
 - Book Recommendations:
 - “The Flourishing Pastor” by Tom Nelson
 - “The Pastor: A Memoir” by Eugene Peterson
 - “Being a Pastor” by John Wycliffe
 - Teaching
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - “30-Minute Bible” by Craig Bartholomew (Introductory)
 - “In All the Scriptures: The Three Contexts of Biblical Hermeneutics” by Nicholas Piotrowski (Intermediate)
 - “The Right Doctrine from the Wrong Texts” by G.K. Beale (Advanced)

Rachelle Barngraff Leader Brief

Hello Rachelle,

Thank you for serving as a leader of YA. A short while back we had a seminar about how to figure out your spiritual gifts. A great number of the young adults participated and turned in the data. After sifting through the data, I've helped clarify the gifts for these young adults and have prepared a short printout for them specific to their gifts, which includes challenges that accompany each gift. Actively using their gifts and working through the challenges associated with them is a great avenue to promote maturity in their faith.

Part of this process involves assigning them to a YA leader to (1) help brainstorm ways to use their gifts; or (2) work through the challenges associated with their gifts so they can be most effective. Because of how many leaders there are, each leader was assigned only a handful of young adults. Hopefully this small number will help you specialize your ministry-mentorship with these individuals, to help them mature in their walk with the Lord. I've included their names and gifts in alphabetical order. In the section following, I've included briefs on each gift; each young adult received the briefs for their specific gifts. You can conduct this part of the exercise however you like: individual support; group support; etc. If you have any questions, feel free to ask me!

Blessings,

Daniel J. Harrison

Allora Somontan: faith, hospitality, leadership, music and possibly artistry and intercession

April Koon: hospitality, leadership, music, and teaching

Camelia-Rose Tremblay: exhortation, hospitality, mercy, and possibly giving

Nicole Bishop: evangelism, hospitality, leadership, and teaching

- Administration
 - Description: Those with the gift of administration have a burden for organization, planning, and/or research to ensure that ministry runs smoothly. Like a captain of a ship, they steer a church or ministry toward its desired destination.
 - Challenges to Work Through:
 - Budgeting time to map out scenarios that could jeopardize a task;
 - Adjusting plans fluidly as needed;
 - Not taking others' giftedness into consideration;
 - Delegating tasks in accordance with their gifts;
 - Communicating logistics to visionary-types in easy-to-follow details;
 - Solving problems like puzzles requires time/patience;
 - Resisting the temptation of taking control of everything.
 - Book Recommendations:
 - "Time Management for the Christian Leader" by K. Willard
 - "Managing Yourself" by Stephen Douglass
- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
 - Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;

- Humility to accept a leader’s feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker’s message.
 - Book Recommendations:
 - “When God Weeps” by Joni Eareckson Tada (Introductory)
 - “Edwards on the Christian Life: Alive to the Beauty of God” by Dane Ortlund (Intermediate)
- Celibacy
 - Description: Those with the gift of celibacy have a burden for holiness. As someone freed from the obligations of caring for a family, they serve the church as if the church was their family. Through their single-mindedness, they also illustrate Christ’s devotion to the Father.
 - Challenges to Work Through:
 - The prospect of lifelong loneliness can be unbearable without also pursuing intentional friendship within the church;
 - Constantly feeling like an “other” due to withdrawal from romantic/sexual pursuits;
 - Heartbreak when friends get engaged, married, or have kids;
 - Resisting the temptation of thinking your holiness is superior to the holiness of others.
 - Book Recommendations:
 - “Made for Friendship” by Drew Hunter (Introductory)
 - “Holy Sexuality and the Gospel” by Christopher Yuan (Intermediate)
 - “Your Future Self Will Thank you” by Drew Dyck (Intermediate)
- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is “good”
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - “The Discipline of Spiritual Discernment” by Tim Challies
- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ’s death in our place; resurrection; grace; faith; etc.), yet also so it can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig deeper into Gospel doctrines to improve your clarity;

- Living consistent with biblical ethics so your preaching is not questioned;
 - Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.
 - Book Recommendations:
 - "The Great Story and the Great Commission" by Christopher Wright
 - "Questioning Evangelism: Engaging People's Hearts" by Randy Newman
 - "The Mission of God's People" by Christopher Wright (Advanced)
- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't reciprocate encouragement;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree
- Faith
 - Description: Those with the gift of faith have a burden for trusting God in everything. They have a deeply-held, unshakable confidence in God's promises, and they love to strengthen the faith of others who face trials or seasons of doubt.
 - Challenges to Work Through:
 - Feeling like you're not allowed to have doubts or questions;
 - Devoting chunks of time to reading and re-reading Scripture to internalize the promises God made to his people;
 - Developing a willingness to explore the world of apologetics so you can give a good defense to others;
 - Resisting the temptation of not praying "big" prayers and thinking your prayers are outside of God's determinative will.
 - Book Recommendations:
 - "Fiery Faith" by AW Tozer
 - "The Dangers of a Shallow Faith" by AW Tozer
- Giving
 - Description: Those with the gift of giving have a burden for sharing in the ministry of others. They do this by giving cheerfully out of much or by giving sacrificially out of little. Financial giving, whether from little or much, enables non-speakers to participate with speakers in ministry.
 - Challenges to Work Through:
 - Whether plenty or little, thinking intentionally about money;
 - Striving for money to come "in the bank" for the purpose of sending it "out of the bank" to those who need it;
 - Budgeting for the sake of maximizing your ability to give;
 - Neglecting your own needs "for the sake of the ministry"
 - Resisting the temptation of expecting things from those to whom you give.
- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually "serve" people in their hospitality-space like a waiter or waitress at a restaurant.

- Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than to more friendly or familiar people;
 - Feeling inadequate if you don't own a house to host ministry events; Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
- Book Recommendations:
 - "The Gospel Comes with a House Key" by Rosaria Butterfield
- Intercession
 - Description: Those with the gift of intercession have a burden for praying with and for those who don't know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
 - Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
 - Journaling prayers to recall God's past faithfulness in the future;
 - Courage to lay your hand on those you're praying for;
 - Boldness to pray "big prayers" for and/or with others;
 - Using self-awareness to refrain from using open prayer time as an excuse to spread gossip;
 - Resisting the temptation of using info learned about others against them.
 - Book Recommendations:
 - "Praying the Bible" by Donald Whitney (Introductory)
 - "Praying with Paul" by DA Carson (Intermediate)
 - "Prayer" by Tim Keller (Advanced)
- Knowledge
 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
 - Challenges to Work Through:
 - Devoting a chunk of time in your daily rhythm to reading the Bible;
 - Learning how every passage fits into the basic storyline of creation-fall-redemption-consummation;
 - Spending part of your Bible study time thinking through how that passage may be helpful to others;
 - Limiting yourself to two Bible references to minister to them (more than two may unnecessarily confuse them);
 - Using knowledge in a way that doesn't come across as knowledge (i.e., not flexing your gift);
 - Resisting the temptation of using your Bible knowledge to fuel pride.
 - Book Recommendations:
 - "From Eden to the New Jerusalem" by T. Desmond Alexander (Intro)
 - "God's Glory in Salvation through Judgment" by James Hamilton (Intermediate)
 - "Biblical Theology" by John Goldingay (Advanced)

- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ's humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others' giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.
 - Book Recommendations:
 - "The Leadership Moment" by Michael Useem
 - "In the Name of Jesus" by Henri Nouwen
 - "Gospel-Centered Discipleship" by Jonathan Dodson
- Martyrdom
 - Description: Those with the gift of martyrdom have a burden for defending the faith. Those with this gift use it only once, and doing it boldly strengthens the faith of those who witness.
 - Challenges to Work Through:
 - Leaving loved ones behind;
 - Ensuring you really believe there is life on the other side of death;
 - Not knowing whether this is your calling until just before it happens;
 - Resisting the temptation of shrieking into fear so that your final moments are marked by bold faith in Christ.
 - Book Recommendations:
 - "Faithful Witness" by Phil Baker
- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through "awkward silence";
 - Putting in place decompression mechanisms for after you receive "trauma dumps" from others;
 - Resisting the temptation of speaking before they're done.
 - Book Recommendations:
 - "The Wounded Healer" by Henri Nouwen (Introductory)
 - "Effective Biblical Counseling" by Larry Crabb (Intermediate)

- Music
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the “concert” caricature;
 - Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
 - Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
 - “Corporate Worship” by Matt Merker (Introductory)
 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
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 - Description: Those with the gift of prophecy have a burden for declaring God’s Word. They tell of the future correctly or they speak of the present from God’s perspective to call people to repentance or submission to God’s revealed Word.
 - Challenges to Work Through:
 - Patience for a word to come;
 - Discerning whether a word is from the Lord or otherwise;
 - Praying for guidance;
 - Boldness to deliver the word;
 - Maintaining a record so accuracy can be verified;
 - Repenting when or if you do not deliver the message;
 - If preaching, doing so boldly from Scripture;
 - Resisting the temptation of equating the interpretation with the word itself.
 - Book Recommendations:
 - “Prophetic Preaching” by Craig Larson
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.
 - Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;

- Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
 - Shepherding
 - Description: Those with the gift of shepherding have a burden for protecting God’s people. They are loyal to God as under-shepherds to Jesus the Good Shepherd. They are willingly sacrificial, tending to the needy, poor, sick, and hurting even to their own detriment.
 - Challenges to Work Through:
 - Going out of your way to help those who are poor or sick;
 - Giving up your own provisions for those who need it;
 - Being perceptive in conversations for red flags others may not be aware of and letting them know about them in private along with guidance;
 - Communicating guidance in a way that is simultaneously firm yet also sensitive to their emotions;
 - Remembering to follow up with those you’ve advised;
 - Living consistent with biblical ethics so your protective advisement is not called into question;
 - Resisting the temptation of using your knowledge of others against them.
 - Book Recommendations:
 - “The Flourishing Pastor” by Tom Nelson
 - “The Pastor: A Memoir” by Eugene Peterson
 - “Being a Pastor” by John Wycliffe
 - Teaching
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - “30-Minute Bible” by Craig Bartholomew (Introductory)
 - “In All the Scriptures: The Three Contexts of Biblical Hermeneutics” by Nicholas Piotrowski (Intermediate)
 - “The Right Doctrine from the Wrong Texts” by G.K. Beale (Advanced)

Kyana Johnson Leader Brief

Hello Kyana,

Thank you for serving as a leader of YA. A short while back we had a seminar about how to figure out your spiritual gifts. A great number of the young adults participated and turned in the data. After sifting through the data, I've helped clarify the gifts for these young adults and have prepared a short printout for them specific to their gifts, which includes challenges that accompany each gift. Actively using their gifts and working through the challenges associated with them is a great avenue to promote maturity in their faith.

Part of this process involves assigning them to a YA leader to (1) help brainstorm ways to use their gifts; or (2) work through the challenges associated with their gifts so they can be most effective. Because of how many leaders there are, each leader was assigned only a handful of young adults. Hopefully this small number will help you specialize your ministry-mentorship with these individuals, to help them mature in their walk with the Lord. I've included their names and gifts in alphabetical order. In the section following, I've included briefs on each gift; each young adult received the briefs for their specific gifts. You can conduct this part of the exercise however you like: individual support; group support; etc. If you have any questions, feel free to ask me!

Blessings,

Daniel J. Harrison

Alexis Sasere: discernment, evangelism, exhortation, mercy and possibly shepherding, teaching

Hannah Siu: artistry, evangelism, exhortation, faith, intercession, prophecy; possibly hospitality

Reyna Rodriguez: artistry, exhortation, service and possibly giving and music

Taige Mueller: exhortation, hospitality, intercession, and mercy

- Administration
 - Description: Those with the gift of administration have a burden for organization, planning, and/or research to ensure that ministry runs smoothly. Like a captain of a ship, they steer a church or ministry toward its desired destination.
 - Challenges to Work Through:
 - Budgeting time to map out scenarios that could jeopardize a task;
 - Adjusting plans fluidly as needed;
 - Not taking others' giftedness into consideration;
 - Delegating tasks in accordance with their gifts;
 - Communicating logistics to visionary-types in easy-to-follow details;
 - Solving problems like puzzles requires time/patience;
 - Resisting the temptation of taking control of everything.
 - Book Recommendations:
 - "Time Management for the Christian Leader" by K. Willard
 - "Managing Yourself" by Stephen Douglass
- Artistry
 - Description: Those with the gift of artistry (craftsmanship) have a burden for using creative means to help others worship or learn the Bible. They use a wide range of non-musical creative expressions to help others worship or learn.
 - Challenges to Work Through:
 - Thinking through what your creative expression is intended to convey;
 - Conducting your creative expression in a way that takes the focus off the expression and puts it on the intended purpose;
 - Working with others who do not share your vision;
 - Having a thoughtful explanation when proposing your creative expression;

- Humility to accept a leader’s feedback;
 - Resisting the temptation of refusing to adjust your creative expression to fit a speaker’s message.
 - Book Recommendations:
 - “When God Weeps” by Joni Eareckson Tada (Introductory)
 - “Edwards on the Christian Life: Alive to the Beauty of God” by Dane Ortlund (Intermediate)
- Celibacy
 - Description: Those with the gift of celibacy have a burden for holiness. As someone freed from the obligations of caring for a family, they serve the church as if the church was their family. Through their single-mindedness, they also illustrate Christ’s devotion to the Father.
 - Challenges to Work Through:
 - The prospect of lifelong loneliness can be unbearable without also pursuing intentional friendship within the church;
 - Constantly feeling like an “other” due to withdrawal from romantic/sexual pursuits;
 - Heartbreak when friends get engaged, married, or have kids;
 - Resisting the temptation of thinking your holiness is superior to the holiness of others.
 - Book Recommendations:
 - “Made for Friendship” by Drew Hunter (Introductory)
 - “Holy Sexuality and the Gospel” by Christopher Yuan (Intermediate)
 - “Your Future Self Will Thank you” by Drew Dyck (Intermediate)
- Discernment
 - Description: Those with the gift of discernment have a burden for truth. They have a tendency of making accurate judgments about the character/motivations of others. In distinguishing between the Holy Spirit and demonic spirits, they also can specially warn the church about deviations of truth in popular teachings.
 - Challenges to Work Through:
 - Perceptibility to ask thought provoking questions to get to the bottom of something when deception is suspected;
 - Devoting chunks of time in prayer to seek guidance from the Spirit;
 - Devoting time to read Scripture to align yourself with what is “good”
 - Disengaging from conspiracy theories since these disrupt your reliability;
 - Resisting the temptation of presuming you make good judgments.
 - Book Recommendations:
 - “The Discipline of Spiritual Discernment” by Tim Challies
- Evangelism
 - Description: Those with the gift of evangelism have a burden for the lost to be found *and* for the found to remain in the light. They are ready at any moment to share the Gospel to convert unbelievers or strengthen the hope of existing believers in the face of trials.
 - Challenges to Work Through:
 - Preparing and memorizing a summary of the Gospel so that critical elements are not missed (i.e., Christ’s death in our place; resurrection; grace; faith; etc.), yet also so it can be said in your voice;
 - Conversational awareness to make the jump to the Gospel at the right moment so it is natural and unforced;
 - Developing a willingness to dig deeper into Gospel doctrines to improve your clarity;

- Living consistent with biblical ethics so your preaching is not called into question;
 - Resisting the temptation of discouragement if someone doesn't respond
 - Resisting the temptation of pride if someone does respond.
 - Book Recommendations:
 - "The Great Story and the Great Commission" by Christopher Wright
 - "Questioning Evangelism: Engaging People's Hearts" by Randy Newman
 - "The Mission of God's People" by Christopher Wright (Advanced)
- Exhortation
 - Description: Those with the gift of exhortation have a burden for encouraging others when others are down. They can recognize Godly character in others and motivate them with their bold words.
 - Challenges to Work Through:
 - Feeling guilty when you're feeling down for not encouraging others;
 - Letting resentment linger when others don't reciprocate encouragement;
 - Encouraging others for ungodly character hurts your effectiveness;
 - Resisting the temptation of using encouragement as a way of getting things from people.
 - Book Recommendations:
 - "Practicing Affirmation" by Sam Crabtree
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 - Description: Those with the gift of faith have a burden for trusting God in everything. They have a deeply-held, unshakable confidence in God's promises, and they love to strengthen the faith of others who face trials or seasons of doubt.
 - Challenges to Work Through:
 - Feeling like you're not allowed to have doubts or questions;
 - Devoting chunks of time to reading and re-reading Scripture to internalize the promises God made to his people;
 - Developing a willingness to explore the world of apologetics so you can give a good defense to others;
 - Resisting the temptation of not praying "big" prayers and thinking your prayers are outside of God's determinative will.
 - Book Recommendations:
 - "Fiery Faith" by AW Tozer
 - "The Dangers of a Shallow Faith" by AW Tozer
- Giving
 - Description: Those with the gift of giving have a burden for sharing in the ministry of others. They do this by giving cheerfully out of much or by giving sacrificially out of little. Financial giving, whether from little or much, enables non-speakers to participate with speakers in ministry.
 - Challenges to Work Through:
 - Whether plenty or little, thinking intentionally about money;
 - Striving for money to come "in the bank" for the purpose of sending it "out of the bank" to those who need it;
 - Budgeting for the sake of maximizing your ability to give;
 - Neglecting your own needs "for the sake of the ministry"
 - Resisting the temptation of expecting things from those to whom you give.

- Hospitality
 - Description: Those with the gift of hospitality have a burden for welcoming others, typically in their own home, which they have opened for ministry to happen. They usually “serve” people in their hospitality-space like a waiter or waitress at a restaurant.
 - Challenges to Work Through:
 - Being more welcoming to less friendly or unfamiliar people than to more friendly or familiar people;
 - Feeling inadequate if you don’t own a house to host ministry events; Paying close attention to those who are uneasy about asking for things and serving those, even if not asked;
 - Avoiding resentment for cleaning up after others;
 - Allowing others to help clean up if they offer;
 - Resisting the temptation of pride, as if your space is the only place ministry can happen.
 - Book Recommendations:
 - “The Gospel Comes with a House Key” by Rosaria Butterfield
- Intercession
 - Description: Those with the gift of intercession have a burden for praying with and for those who don’t know what or how to pray. They have a tendency to hear confession or distress from others and go directly into prayer. They also hold the personal revelations of others in confidence.
 - Challenges to Work Through:
 - Devoting chunks of time in your day to prayer, yet also praying throughout the day;
 - Journaling prayers to recall God’s past faithfulness in the future;
 - Courage to lay your hand on those you’re praying for;
 - Boldness to pray “big prayers” for and/or with others;
 - Using self-awareness to refrain from using open prayer time as an excuse to spread gossip;
 - Resisting the temptation of using info learned about others against them.
 - Book Recommendations:
 - “Praying the Bible” by Donald Whitney (Introductory)
 - “Praying with Paul” by DA Carson (Intermediate)
 - “Prayer” by Tim Keller (Advanced)
- Knowledge
 - Description: Those with the gift of knowledge have a burden for Scripture. They have a rich love and knowledge of the Bible and can recall passages that are relevant to the situations others face in order to better minister to them. They call distressed hearts to rest in the grace of God as revealed in his Word.
 - Challenges to Work Through:
 - Devoting a chunk of time in your daily rhythm to reading the Bible;
 - Learning how every passage fits into the basic storyline of creation-fall-redemption-consummation;
 - Spending part of your Bible study time thinking through how that passage may be helpful to others;
 - Limiting yourself to two Bible references to minister to them (more than two may unnecessarily confuse them);
 - Using knowledge in a way that doesn’t come across as knowledge (i.e., not flexing your gift);
 - Resisting the temptation of using your Bible knowledge to fuel pride.

- Book Recommendations:
 - “From Eden to the New Jerusalem” by T. Desmond Alexander (Intro)
 - “God’s Glory in Salvation through Judgment” by James Hamilton (Intermediate)
 - “Biblical Theology” by John Goldingay (Advanced)
- Leadership
 - Description: Those with the gift of leadership have a burden for accountability. They oversee the progress in the Christian life of others. They are delegators who take responsibility in failure and share rewards in success. They also illustrate Christ’s humility.
 - Challenges to Work Through:
 - Delegating tasks and giving others the freedom to do the tasks, yet guiding them as they request it;
 - Taking others’ giftedness into consideration and utilizing them in accordance with their best abilities to contribute;
 - Humility to take responsibility for how they perform, even if badly;
 - Living consistent with biblical ethics so your leading is not called into question;
 - Resisting the temptation of blaming those you delegated if they fail;
 - Resisting the temptation of hoarding rewards from those you delegated if they succeed.
 - Book Recommendations:
 - “The Leadership Moment” by Michael Useem
 - “In the Name of Jesus” by Henri Nouwen
 - “Gospel-Centered Discipleship” by Jonathan Dodson
- Martyrdom
 - Description: Those with the gift of martyrdom have a burden for defending the faith. Those with this gift use it only once, and doing it boldly strengthens the faith of those who witness.
 - Challenges to Work Through:
 - Leaving loved ones behind;
 - Ensuring you really believe there is life on the other side of death;
 - Not knowing whether this is your calling until just before it happens;
 - Resisting the temptation of shrieking into fear so that your final moments are marked by bold faith in Christ.
 - Book Recommendations:
 - “Faithful Witness” by Phil Baker
- Mercy
 - Description: Those with the gift of mercy have a burden for compassion. They strive to meet the emotional needs of others and nurture those who are hurting by empathetically hurting with them to reduce their suffering.
 - Challenges to Work Through:
 - Asking for clarity (when necessary) without interrupting or disrupting their line of thought;
 - Keeping your eyes focused on them while they speak;
 - Not keeping track of time;
 - Listening to hear rather than listening to respond;
 - Enduring through “awkward silence”;
 - Putting in place decompression mechanisms for after you receive “trauma dumps” from others;
 - Resisting the temptation of speaking before they’re done.

- Book Recommendations:
 - “The Wounded Healer” by Henri Nouwen (Introductory)
 - “Effective Biblical Counseling” by Larry Crabb (Intermediate)
- Music
 - Description: Those with the gift of music have a burden for using creative musicality to help others worship. They use their ability to guide and lead groups in communal worship in ways that ensure worship is of God alone, and not ourselves or the musical aesthetics itself.
 - Challenges to Work Through:
 - Refraining from making your musical ability the star;
 - Using your ability in a way that makes people forget about your abilities;
 - Utilizing the musical talents of others to complement your own;
 - If a message is given, selecting songs that directly relate to the theme of the message or main passage;
 - Selecting songs that are easy for people to learn and in easy to sing keys, even if it means downplaying your own abilities;
 - If for a group worship setting, selecting songs and leading in ways that emphasize the voice of the group to avoid the “concert” caricature;
 - Selecting songs that are *to* God or *about* God; abstaining from songs that emphasize us;
 - Selecting songs that remind you (and the group) of specific Scripture passages, doctrinal truths, or elements of the Gospel
 - Living consistent with biblical ethics so your worship leadership is not called into question;
 - Resisting the temptation of accepting applause.
 - Book Recommendations:
 - “Sing: How Worship Transforms Your Life, Family, and Church” by Keith and Kristyn Getty (Introductory)
 - “Corporate Worship” by Matt Merker (Introductory)
 - “Ancient-Future Worship” by Robert Webber (Intermediate)
 - “For the Glory of God: Recovering a Biblical Theology of Worship” by Daniel Block (Advanced)
- Prophecy
 - Description: Those with the gift of prophecy have a burden for declaring God’s Word. They tell of the future correctly or they speak of the present from God’s perspective to call people to repentance or submission to God’s revealed Word.
 - Challenges to Work Through:
 - Patience for a word to come;
 - Discerning whether a word is from the Lord or otherwise;
 - Praying for guidance;
 - Boldness to deliver the word;
 - Maintaining a record so accuracy can be verified;
 - Repenting when or if you do not deliver the message;
 - If preaching, doing so boldly from Scripture;
 - Resisting the temptation of equating the interpretation with the word itself.
 - Book Recommendations:
 - “Prophetic Preaching” by Craig Larson
- Service
 - Description: Those with the gift of service have a burden for supporting others. They serve unhesitatingly in seemingly unnoticed, yet tangible and necessary ways to free up those with speaking gifts to do so undistracted.

- Challenges to Work Through:
 - Contentment with never being recognized or thanked for what you do;
 - Keeping an eye out for little things and just doing them;
 - Responding promptly if someone asks for help with something;
 - Resisting the temptation of expecting anything in response to what you do.
- Shepherding
 - Description: Those with the gift of shepherding have a burden for protecting God's people. They are loyal to God as under-shepherds to Jesus the Good Shepherd. They are willingly sacrificial, tending to the needy, poor, sick, and hurting even to their own detriment.
 - Challenges to Work Through:
 - Going out of your way to help those who are poor or sick;
 - Giving up your own provisions for those who need it;
 - Being perceptive in conversations for red flags others may not be aware of and letting them know about them in private along with guidance;
 - Communicating guidance in a way that is simultaneously firm yet also sensitive to their emotions;
 - Remembering to follow up with those you've advised;
 - Living consistent with biblical ethics so your protective advisement is not called into question;
 - Resisting the temptation of using your knowledge of others against them.
 - Book Recommendations:
 - "The Flourishing Pastor" by Tom Nelson
 - "The Pastor: A Memoir" by Eugene Peterson
 - "Being a Pastor" by John Wycliffe
- Teaching
 - Description: Those with the gift of teaching have a burden for illuminating Scripture so that others can understand the Bible. They are greatly concerned with age-appropriate understandability and accurate content that is faithful to the Bible.
 - Challenges to Work Through:
 - Accuracy;
 - Clarity of content (age appropriateness);
 - Time investment for preparation;
 - Humility to consider the interpretations of others who have studied more than you;
 - Living consistent with biblical ethics so your teaching is not called into question;
 - Resisting the temptation of giving others all of your study (limiting the scope of your content for increased understandability).
 - Book Recommendations:
 - "30-Minute Bible" by Craig Bartholomew (Introductory)
 - "In All the Scriptures: The Three Contexts of Biblical Hermeneutics" by Nicholas Piotrowski (Intermediate)
 - "The Right Doctrine from the Wrong Texts" by G.K. Beale (Advanced)