



Leader Guide

For You Are Gifted: Your Spiritual Gifts and the Kingdom of God

Tradebook and Workbook

by Ken Hemphill

You Are Gifted Leader Guide

This leader guide was written by Judi Hayes and is intended to be used with the tradebook *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill and the companion *You Are Gifted Workbook*.

These resources are available online at AuxanoPress.com and LifeWayStores.com.

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For additional resources for this and other studies, go to www.auxanopress.com or contact Ken Hemphill, Auxano Press, P.O. Box 315, Tigerville, SC 29688.

Introduction

This leader guide provides guidance for conducting a 13-session, small-group study of *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill. For this small-group study you will need the book by this title published by B&H Publishing Group, the member book published by Auxano Press, and the 13-session DVD with teaching sessions by Dr. Ken Hemphill. All of these resources are available from LifeWay Christian Resources Customer Service, One LifeWay Plaza, Nashville, TN 37234-0113; fax order to (615) 251-5933; e-mail orderentry@lifeway.com; phone toll free (800) 458-2772; order online at www.lifeway.com; or visit the LifeWay Christian Store serving you. Or you can go to www.auxanopress.com.

Using the DVD

Each of the 13 sessions includes a DVD segment featuring Ken Hemphill teaching a portion of that session. The best way to study each week is to view the DVD segment at the point designated in the Small-Group Session outlines in the member book.

Accessing Other Resources

In the member book you will also find listening sheets for the 13 DVD segments. Online you will find an administrative guide for a church emphasis on *You Are Gifted* with ideas for planning promotion, in-home studies, prayer groups, sermons, etc.

Using the Member Book

Participants will need the member book *You Are Gifted* published by Auxano Press to go along with the B&H book. They would also benefit from reading the B&H book *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill. The member book is based on the B&H book. Each daily devotional corresponds to designated pages in the B&H book, suggests Scripture reading, and asks inductive questions to help each participant get the most out of this study.

Each week's material in the member book uses the following format.

Viewer Guide. This page has fill-in-the-blank statements that relate to each week's DVD segment.

Small-Group Guide. This page provides a small-group guide for learners. It forms the outline for the sessions you will lead. Sessions will be outlined below.

Each session begins with questions to get the group to think and interact about that week's topic. You can direct learners to discuss the questions as a group or in twos or threes. Or they may think about the questions and write their answers.

Daily Devotionals. The next five pages for each week are daily devotionals for individuals to use in their quiet times at home. Each daily devotional corresponds to designated pages in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.

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Each week you will introduce the topic for the week in the small group. The readings for the week will reinforce the content you introduce. That is, the devotionals follow rather than precede the related topic discussed in small groups. After the first session you may want to include a brief time for group members to reflect on what they have learned during the week. This will be a review of the previous week's study. The final group session wraps up the study and celebrates the changes learners want to make in their lives and in their church. Members will complete the study on their own with five additional devotionals in the 13th week.

Thirteen small-group sessions and 65 daily devotionals are included in learner guides. You may, however, choose another format and adapt the study for that format.

For example, church leaders may want to study this resource on a retreat before introducing it to the church. Then the entire church may study it for the 13 sessions given or adapt it for use during a shorter period of time by studying two weeks at a time (viewing two DVD segments each week and doubling devotionals).

Using the Daily Readings

Each week's study in the member book provides five daily devotionals that correspond to designated pages in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill. Each daily devotional contains a brief quotation from *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill, suggested Scripture passages, and inductive questions for participants to answer, thinking about the Scripture and applying biblical truths to their own lives.

The purpose of the devotionals—in fact, the purpose of the entire study—is to help learners develop a personal theology of and appreciation for spiritual gifts. This study will help learners understand what the Bible says about spiritual gifts, understand that all Christians are gifted for service by the Holy Spirit, guide them to think about their own spiritual gifts, lead them to use their gifts in kingdom service, and answer their questions about spiritual gifts in the Bible and how biblical truths are applied in today's churches. Many people have never thought about their own spiritual gifts, but others have long wondered about the gifts lists in the Bible -- Why they are not the same? Why do some of those gifts seem to be more apparent in today's church than others? And a host of other questions. This book is for both groups of people—those who are thinking new thoughts and those who are looking for the answers to questions they have long considered.

This study should lead all learners to make changes in their lives. People who are already active in the church should enter the study with the expectation to grow as Christians in their biblical understanding of spiritual gifts and how they are to be used in kingdom ministry. So from the beginning, you should encourage group members to read daily, to think about their own giftedness and what God is calling them to do with the gifts He has given them. If you encourage members to expect to change during this study, the likelihood that they will do so increases significantly. *You Are Gifted* isn't just a Bible study designed for people to know and understand the Bible, though, of course, that is

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significant; it's about each believer having a closer walk with God and following His direction in using spiritual gifts. It's about transformation to become growing disciples in God's work in the world today.

You may want to ask members to choose accountability partners for this study and to do the daily studies together or to read them separately and then share ideas. Your church may want to provide copies of *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill for all participants or encourage them to purchase and read both books together as they complete this study.

Session 1

An Insider's View of the Emerging Church

1. Read pages ix-20—the preface, prologue and chapter 1—in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
2. If possible, preview the DVD segment for week 1.
3. Your group may be a mix of people who are not already in a small group together. If so, plan to use name tags for at least the first few weeks of the study. Make sure everyone has a copy of the member book and the B&H book. Provide Bibles and pens or pencils as needed.
4. Keep in mind throughout this study that people are often private about their basic beliefs. They may have held them since childhood, influenced by their parents. They may hold beliefs without having thought about them before. When you ask questions, give them time to think. If they give answers that sound like something they memorized in Vacation Bible School when they were children, ask them why they believe or think as they do, even if their answer is right on target. Allow and encourage people to share as they choose without allowing anyone to dominate discussions. Draw out quieter members on low-threat questions. Share as appropriate from your life. You may want to enlist some members in advance to share their thoughts. This will allow them to prepare what they will say while eliminating any embarrassment caused by calling on someone in the session who does not want to talk.
5. Have a beautifully wrapped gift box ready to display.
6. Introduce the study by saying, Our study for the next 13 weeks will focus on spiritual gifts. In front of us we have this beautiful gift-wrapped box. Let's compare this gift we can see with spiritual gifts.
7. Lead a discussion to compare the gift-wrapped box with spiritual gifts. Be prepared with comments like these:
 - You can't tell what's in the box until you open it, and you can't identify your spiritual gifts until you test them in kingdom service.
 - You can enjoy looking at your gift, but until you open it, it has little value. God didn't give you spiritual gifts just to bless you but to bless others as you use them in kingdom service.
 - You enjoy your gift more as you use it and people comment on it. Spiritual gifts become more valuable as they are used.
 - Great gifts fit the recipient. God has perfectly matched you and your spiritual gifts.
 - Great gifts last a long time and improve with age. Spiritual gifts become better as they are perfected in the believer and the believer uses them as God directs.

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8. Watch this week's DVD segment. Direct participants' attention to the listening sheet in the member book.
9. Follow the video by reviewing the fill-in-the-blank answers, as needed.
10. Ask the second part of question 2.
11. Follow with steps 2-7 in the member book. You may also want to incorporate the questions on page 20 of *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
12. Tell participants that as they work through the five devotionals during the current week they will review the content introduced in group study today. They are encouraged to read the pages indicated in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill and to read the suggested Scripture verse or verses for each. Then they can read and answer the questions and apply what they are reading to their own lives. This study can be a valuable part of their prayer time as they talk with God about His direction in their lives.

Session 2

A Visit to Corinth

1. Read pages 21-38, chapter 2, in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
2. If possible, preview the DVD segment for week 2.
3. Continue to use name tags if needed. Make sure everyone has a copy of the member book and the B&H book. Provide Bibles and pens or pencils as needed.
4. Invite comments and questions from participants' study the previous week. Limit time for this discussion so that it does not take away from this week's lesson. If needed, agree to talk about ideas and issues raised during the following week.
5. Write the word *love* on the board. Ask members to tell about a time when they felt loved by an individual or group in the church. As stories are shared, write on the board the different ways love was shown. Note that these people showing love had a variety of spiritual gifts.
6. Transition to the DVD segment by saying that Paul wrote a lot about love in his first letter to the Christians in the church at Corinth.
7. Watch this week's DVD segment. Direct participants' attention to the listening sheet in the member book.
8. Follow the video by reviewing the fill-in-the-blank answers, as needed.
9. Give a brief lecture about the city of Corinth and its importance during the time of Paul's ministry there. Describe the church at Corinth, their problems, the advantages the church had, and a bit about the church's leaders.
10. Enlist volunteers to read Scriptures in steps 3-6 and lead a discussion of the corresponding questions. You may want to incorporate some of the questions from the end of chapter 2 on page 38 of *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
11. If you've enlisted someone to share a testimony, ask him or her to tell how love enters into using spiritual gifts.
12. Invite participants to share concerns for people they love. Then pray for them as well as for grace and wisdom for your church leaders and laypersons.

Session 3

Redefining Spiritual Gifts, Part 1

1. Read pages 39-48, the first half of chapter 3, in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill. The study of chapter 3 will continue in session 4/week 4.
2. If possible, preview the DVD segment for week 3.
3. Make sure everyone has a copy of the member book and the B&H book. Provide Bibles and pens or pencils as needed.
4. Invite comments and questions from participants' study the previous week. Limit time for this discussion so that it does not take away from this week's lesson. If needed, agree to talk about ideas and issues raised during the following week.
5. In advance, write the following questions on separate pieces of paper. Cut them apart and place them in a small gift bag. The questions are from page 40 of *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
 - What gifts are available today?
 - What is their purpose and value?
 - Do all Christians possess gifts?
 - Do I seek certain gifts, or are they simply given?
 - Can they be controlled?
 - Can they be developed?
 - Are some gifts more important than others?
6. Invite participants to draw a question out of the bag and to read it. After all are read, say that these are questions Christians ask today about spiritual gifts. During the weeks ahead, you will look at these questions. In this DVD for this session Dr. Hemphill will look at what Paul said in 1 Corinthians 12:1-11 about spiritual gifts. Apparently Paul was answering questions the Corinthians had asked. We can only guess at their questions, but we can learn from Paul's answers.
7. Watch this week's DVD segment. Direct participants' attention to the listening sheet in the member book.
8. Follow the video by reviewing the fill-in-the-blank answers, as needed.
9. Enlist someone to read 1 Corinthians 12:1-11 as everyone follows along in their Bibles. Ask learners who have different translations to comment on different wording in these verses that caught their attention. Invite group members to comment on a phrase or verse of Scripture in light of Dr. Hemphill's comments about that passage. Be ready to comment based on what you have read in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill and your own study.

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10. Discuss questions 1-4.
11. Call for the testimony if you have enlisted someone for this week's session.
12. Pray as directed in step 5 of the small-group session outline in the member book.

Session 4

Redefining Spiritual Gifts, Part 2

1. Read pages 48-63, the conclusion of chapter 3, in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
2. If possible, preview the DVD segment for week 4.
3. Provide Bibles and pens or pencils as needed.
4. Invite comments and questions from participants' study the previous week. Limit time for this discussion so that it does not take away from this week's lesson. If needed, agree to talk about ideas and issues raised during the following week.
5. Review last week's session and tell participants that this week continues to look at what Paul had to say to the people of Corinth concerning spiritual gifts.
6. Watch this week's DVD segment. Direct participants' attention to the listening sheet in the member book.
7. Follow the video by reviewing the fill-in-the-blank answers, as needed.
8. Enlist someone to read 1 Corinthians 12:12-31 as everyone follows along in their Bibles. Ask learners who have different translations to comment on different wording in these verses that caught their attention. Invite group members to comment on a phrase or verse of Scripture in light of Dr. Hemphill's comments about that passage. Be ready to comment based on what you have read in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill and your own study.
9. Divide the group into five small groups and assign questions 1-5 to the groups. Or divide into fewer groups and give each group more than one question. Tell students to answer the questions based on the Scripture, comments from Dr. Hemphill, and their own studies and opinions.
10. Call groups back together to share their answers.
11. As a group, discuss questions on page 63 of *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
12. Call for the testimony if you have enlisted someone for this week's session.
13. Invite participants to share good news about church members. Thank God for your church, your family of faith.

Session 5

The Spiritual Person Redefined, Part 1

1. Read pages 64-78, the first part of chapter 4, in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
2. If possible, preview the DVD segment for week 5.
3. Provide Bibles and pens or pencils as needed. Provide everyone a copy of 1 Corinthians 13 in the same translation. Provide additional Bibles in a variety of translations and paraphrases.
4. Invite comments and questions from participants' study the previous week. Limit time for this discussion so that it does not take away from this week's lesson. If needed, agree to talk about ideas and issues raised during the following week.
5. Distribute copies of the Bible (or 1 Corinthians 13) in the same translation. Either read the chapter in unison or responsively. To read it responsively, divide participants into two groups and let them alternate reading the verses.
6. Write the word *love* vertically on the board. Ask members to suggest words that use one of these four letters to describe what love is not as revealed in 1 Corinthians (for example, clanging cymbal, arrogant, provoked, jealous). Repeat the exercise by calling out words that describe what love is (for example, believes all things, hopes all things, not provoked, endures all things).
7. Ask if anyone has memorized this chapter. Ask if anyone used this chapter at their wedding. Then invite preliminary comments on any particular verses, asking members to reflect on why a certain verse is important in their lives. Tell members to listen carefully to what Dr. Hemphill has to say this week about the Bible's "love chapter."
8. Watch this week's DVD segment. Direct participants' attention to the listening sheet in the member book.
9. Follow the video by reviewing the fill-in-the-blank answers, as needed.
10. Call for additional feedback about anything new they heard in the DVD segment.
11. Invite participants to turn in different translations to 1 Corinthians 13:1-7. Ask a volunteer to read these verses aloud. Call for comments on differences in translations and for personal impressions about these verses.
12. If you've enlisted someone to share a testimony, ask him or her to tell how love these verses relate to their experience of using their spiritual gifts in kingdom service.
13. Call for prayer concerns of church members. Ask if participants know of ways to show God's love to these people this week. Pray for all of your church members that they will show Christlike love.

Session 6

The Spiritual Person Redefined, Part 2

1. Read pages 79-83, the second half of chapter 4, in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
2. If possible, preview the DVD segment for week 6.
3. Provide Bibles and pens or pencils as needed.
4. Invite comments and questions from participants' study the previous week. Limit time for this discussion so that it does not take away from this week's lesson. If needed, agree to talk about ideas and issues raised during the following week.
5. Write two phrases, *Earthly Things* and *Eternal Things*, side by side on the board. Invite members to brainstorm items to create a list to go under these two headings. Write their answers on the board. Be prepared to help add to the lists as needed. Point out that Paul created two lists in 1 Corinthians 13. Ask what those two lists are (what love is and what it is not).
6. Transition to the DVD segment by suggesting that participants listen for what Dr. Hemphill says about Paul's lists of what love is and what it is not.
7. Watch this week's DVD segment. Direct participants' attention to the listening sheet in the member book.
8. Follow the video by reviewing the fill-in-the-blank answers, as needed.
9. Invite participants to turn in to 1 Corinthians 13:8-13. Ask a volunteer to read these verses aloud. Call for comments on differences in translations and for personal impressions about these verses.
10. Invite participants to read a question from steps 1-7 and to take the lead in discussing the answer to the question. Be prepared to help participants as they lead this discussion.
11. If time permits, lead a group discussion of questions on page 83 of *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
12. If you've enlisted someone to share a testimony, ask him or her to tell what love is and what it is not in exercising spiritual gifts in kingdom work.
13. Invite participants silently to look again at what love is and what love is not in 1 Corinthians 13. Invite them to pause as they read each characteristic and to ask God to reveal to them the one He wants to eradicate (what love is not) or to grow (what love is) in their hearts and lives.
14. Pray aloud for each person that love will grow in their lives as they relate first to church members and then to those outside the church.

Session 7

Guidelines for Gifts in the Assembly, Part 1

1. Read pages 84-93, the first part of chapter 5, in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
2. If possible, preview the DVD segment for week 7.
3. Provide Bibles and pens or pencils as needed.
4. Invite comments and questions from participants' study the previous week. Limit time for this discussion so that it does not take away from this week's lesson. If needed, agree to talk about ideas and issues raised during the following week.
5. Brainstorm different types of ways people serve God inside the church. List these on the board. Then brainstorm ways people serve God outside the church. Limit these lists to about 10–12 on each list. Ask the group to name some ways we can serve God that were not possible in Paul's day (for example, using the computer). Point out that these lists could go on and on. Point out that just as you can't name every way to serve God today, Paul likely did not name all the spiritual gifts when he listed those in the Bible. Perhaps that's one reason the lists are not identical.
6. Transition to the DVD segment by saying that in reading verses or chapters separately, we sometimes fail to connect this large block of copy about spiritual gifts in 1 Corinthians, including chapters 12, 13, and 14. Suggest that participants listen to what Dr. Hemphill has to say in this DVD segment about "Guidelines for Gifts in the Assembly, a study of 1 Corinthians 14. Tell them that this focus begins this week and continues the following week.
7. Watch this week's DVD segment. Direct participants' attention to the listening sheet in the member book.
8. Follow the video by reviewing the fill-in-the-blank answers, as needed.
9. Ask a volunteer to read 1 Corinthians 14:1-12 as other group members follow along. Call for comments on differences in translations and for personal impressions about these verses.
10. Write the questions in steps 1-5 of the small-group session outline in the member book on separate pieces of paper and place them in a gift bag. Invite members to pull out a question, read it, and lead a discussion to answer the questions. For the answer, tell members to draw on what the Bible says, what Dr. Hemphill has taught, and their own impressions.
11. If you've enlisted someone to share a testimony, call for the testimony at this time.

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12. List on the board needs your church has for leadership in existing ministries in the church. Then add ministries members wish the church could do if people were available to lead and work in that area. Pray that God will gift people in the church to lead these ministries or that God will lead people to this church who have the gifts needed to do what God wants this church to do.

Session 8

Guidelines for Gifts in the Assembly, Part 2

1. Read pages 94-118, the second half of chapter 5, in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
2. If possible, preview the DVD segment for week 8.
3. Provide Bibles and pens or pencils as needed.
4. Invite comments and questions from participants' study the previous week. Limit time for this discussion so that it does not take away from this week's lesson. If needed, agree to talk about ideas and issues raised during the following week.
5. Invite members to tell about the best job they have ever had in the church or in a volunteer position outside the church in some helping ministry. Ask them why they felt so good about that job and the gifts or abilities they were using in that role.
6. Transition to the DVD segment by reviewing last week's segment, the first part of the chapter on 1 Corinthians 14.
7. Watch this week's DVD segment. Direct participants' attention to the listening sheet in the member book.
8. Follow the video by reviewing the fill-in-the-blank answers, as needed.
9. Ask a volunteer to read 1 Corinthians 14:13-40 as other group members follow along. Call for comments on differences in translations and for personal impressions about these verses.
10. Give a brief lecture on tongues based on biblical content and Dr. Hemphill's teaching on the DVD segment and in this book. Speaking in tongues may be outside the experience of most or all of your members. Even so, do not dismiss or make light of this spiritual gift simply because you have not experienced it. It may be real and powerful to someone in your group. You set the tone that would encourage someone who has experienced or witnessed someone speaking in tongues to tell about it.
11. Discuss the questions in steps 1-10 of the small-group session outline in the member book, covering everything you have not already discussed. You may also want to use the questions at the end of this chapter on page 117-18 in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
12. If you've enlisted someone to share a testimony, ask him or her to tell about their best volunteer job inside or outside the church and to tell about the gifts and abilities they used.

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13. Ask members if they have ever had a problem communicating, either misunderstanding what someone else had to say or being misunderstood by someone else. Explain that good communication in the church and in volunteer organizations, as well as in other areas of life, is always important. Pray for leaders to have clarity as they speak in your church.

Session 9

Five Principles of Spiritual Giftedness, Part 1

1. Read pages 119-29, the first half of chapter 6, in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
2. If possible, preview the DVD segment for week 9.
3. Provide Bibles and pens or pencils as needed.
4. Invite comments and questions from participants' study the previous week. Limit time for this discussion so that it does not take away from this week's lesson. If needed, agree to talk about ideas and issues raised during the following week.
5. In advance, copy onto separate pieces of paper the pull quotes (copy in gray boxes) on pages 120-28 of *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill. Place them in a gift bag. Invite members to pull a piece of paper from the bag and to read it aloud. Point out that these are quotes from Dr. Hemphill's teaching on principles for spiritual giftedness in chapter 6 of *You Are Gifted: Your Spiritual Gifts and the Kingdom of God*.
6. Transition to the DVD segment by saying that we will learn about these principles this week and next week as we study what Paul had to say about spiritual gifts in his letter to the Roman Christians.
7. Watch this week's DVD segment. Direct participants' attention to the listening sheet in the member book.
8. Follow the video by reviewing the fill-in-the-blank answers, as needed.
9. Give a brief lecture about the church at Rome, Paul's relationship to it, and why it serves as a model for principles of spiritual giftedness.
10. Ask volunteers to read Romans 12:1-2 from several translations and to comment on those verses.
11. Divide participants into small groups of two or three persons. Assign questions from small-group session nine steps 1-7. Depending on the number of participants in your class, some small groups may have more than one question, or, if your group is large, you may assign a question to more than one group.
12. After they've had time to discuss their answers, return to the large group and call for small groups to lead discussion of the questions with the entire group.

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13. If you've enlisted someone to give a testimony, call for it now.

Ask members to pray silently about giving themselves individually as a living sacrifice to God. Close the prayer by thanking God for this group and for your church and praying for them to be devoted and disciplined followers of Christ.

Session 10

Five Principles of Spiritual Giftedness, Part 2

1. Read pages 129-41, the second half of chapter 6, in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
2. If possible, preview the DVD segment for week 10.
3. Provide Bibles and pens or pencils as needed.
4. Invite comments and questions from participants' study the previous week. Limit time for this discussion so that it does not take away from this week's lesson. If needed, agree to talk about ideas and issues raised during the following week.
5. Ask the group to call out principles they live by, perhaps principles for living they teach their children (such as honesty, kindness, etc.). Write these (or key words) on the board.
6. Transition to the DVD segment by saying that from Paul's letter to the Romans, Dr. Hemphill found five principles or guidelines for spiritual giftedness. But before going to the DVD, briefly review the first part of this chapter from the previous week.
7. Watch this week's DVD segment. Direct participants' attention to the listening sheet in the member book.
8. Follow the video by reviewing the fill-in-the-blank answers, as needed.
9. Divide participants into five groups and assign one principle to each of them. Instruct them to answer the questions in the small-group session guide for session 10. If you do not have at least 10 people in your large group, form small groups that have at least two or three people in them and give small groups more than one principle as needed.
10. When groups are ready, call them back together to form one large group. As they report, tell them to state the principle, read the Scripture, and answer the questions.
11. If time permits, you may also want to discuss the questions on page 141 of *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
12. If you've enlisted someone to share a testimony, call for it now.
13. Write the key words of the five principles on the board. Invite members to discuss briefly each principle as it is evident in your church as a whole. Rate each one on a scale of 1 to 10, with 10 being the highest.
14. Pray for your church to grow in developing principles where it is weak.

Session 11

Gifted Leaders Equipping Gifted Members

1. Read pages 142-69, chapter 7, in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
2. If possible, preview the DVD segment for week 11.
3. Provide Bibles and pens or pencils as needed.
4. Invite comments and questions from participants' study the previous week. Limit time for this discussion so that it does not take away from this week's lesson. If needed, agree to talk about ideas and issues raised during the following week.
5. Review the gifts listed in the gifts lists you have studied so far. Tell the group that in this session you will look at another passage Paul wrote about spiritual gifts, this time in his letter to the Ephesians.
6. Watch this week's DVD segment. Direct participants' attention to the listening sheet in the member book.
7. Follow the video by reviewing the fill-in-the-blank answers, as needed.
8. Give a brief lecture about the church at Ephesus.
9. Call on one person or several to read Ephesians 1:1-23. Invite comments on what they read.
10. Tell the group you are going to have an open-book test on this chapter. Steps 1-8 in the small-group session 11 guide reflect subheads in this chapter. Direct them to each subhead and ask the questions. Learners can answer based on Dr. Hemphill's presentation in the DVD segment, content from the chapter section in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God*, and their own opinions and experience.
11. You may also want to discuss the questions on page 169 of *You Are Gifted: Your Spiritual Gifts and the Kingdom of God*.
12. If you've enlisted someone to share a testimony, call for it now.
13. Lead a discussion about ways your church helps people discover spiritual gifts and begin to use them. Write these on the board. Ask if they can envision additional ways of doing this.
14. Pray for your church as leaders equip members to use their gifts.

Session 12

Gifts and My Life

1. Read pages 170-90, chapter 8, in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
2. If possible, preview the DVD segment for week 12.
3. Provide Bibles and pens or pencils as needed.
4. Invite comments and questions from participants' study the previous week. Limit time for this discussion so that it does not take away from this week's lesson. If needed, agree to talk about ideas and issues raised during the following week.
5. Invite review comments from the group about what they have learned about spiritual gifts in this study. You may want to review the primary points from the studies of 1 Thessalonians 5; 1 Corinthians 12-14; Romans 12; and Ephesians 4. Use content from the beginning of chapter 8 in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill to comment on the Scripture passages you have studied. Tell the group that this week and next will focus on summarizing and applying what they have learned.
6. Watch this week's DVD segment. Direct participants' attention to the listening sheet in the member book.
7. Follow the video by reviewing the fill-in-the-blank answers, as needed.
8. Continue the summary and application by using the questions in the small-group session guide for chapter 12.
9. Write or type the bulleted statements from pages 175-76 of *You Are Gifted: Your Spiritual Gifts and the Kingdom of God*. Cut them apart and place the statements in a gift bag. Pass around the bag, asking each person to pull a statement from the bag, read it, and comment briefly on it.
10. You may also want to discuss the questions on page 190 of *You Are Gifted: Your Spiritual Gifts and the Kingdom of God*.
11. If you've enlisted someone to share a testimony, call for the testimony at this time.
12. Pray that your church will build on what members have learned in this study to use each person's gifts in order to grow the body of Christ.

Session 13

Discovering and Developing Your Gifts

1. Read pages 191-218, chapter 9 and the epilogue in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
2. If possible, preview the DVD segment for week 13.
3. Provide Bibles and pens or pencils as needed.
4. Invite comments and questions from participants' study the previous week. Limit time for this discussion so that it does not take away from this week's lesson. If needed, agree to talk about ideas and issues raised at another time.
5. Tell the group that this is the final session of this study although they will continue their daily devotionals for this book for five more days.
6. Watch this week's DVD segment. Direct participants' attention to the listening sheet in the member book.
7. Follow the video by reviewing the fill-in-the-blank answers, as needed.
8. Divide into four groups. Assign each group steps 1-4 on the small-group session guide for session 13. Instruct each group to read the Scripture, answer the question, and prepare to share this with the large group.
9. After they've had time to work, call for reports. Ask each group to read their assigned Scripture and read and answer their questions.
10. Briefly lecture on "Spiritual Gifts and Spiritual Warfare," the epilogue in *You Are Gifted: Your Spiritual Gifts and the Kingdom of God* by Ken Hemphill.
11. If you've enlisted someone to share a testimony, call for it now.
12. Brainstorm ideas for finding joy in using your gifts for serving in God's kingdom. Write these on the board.
13. Brainstorm ways your church can help people discover and use their gifts in the church and community. Write these on the board.
14. Pray that members will have clarity about the gifts they've received and how God wants them to use those gifts in kingdom service.