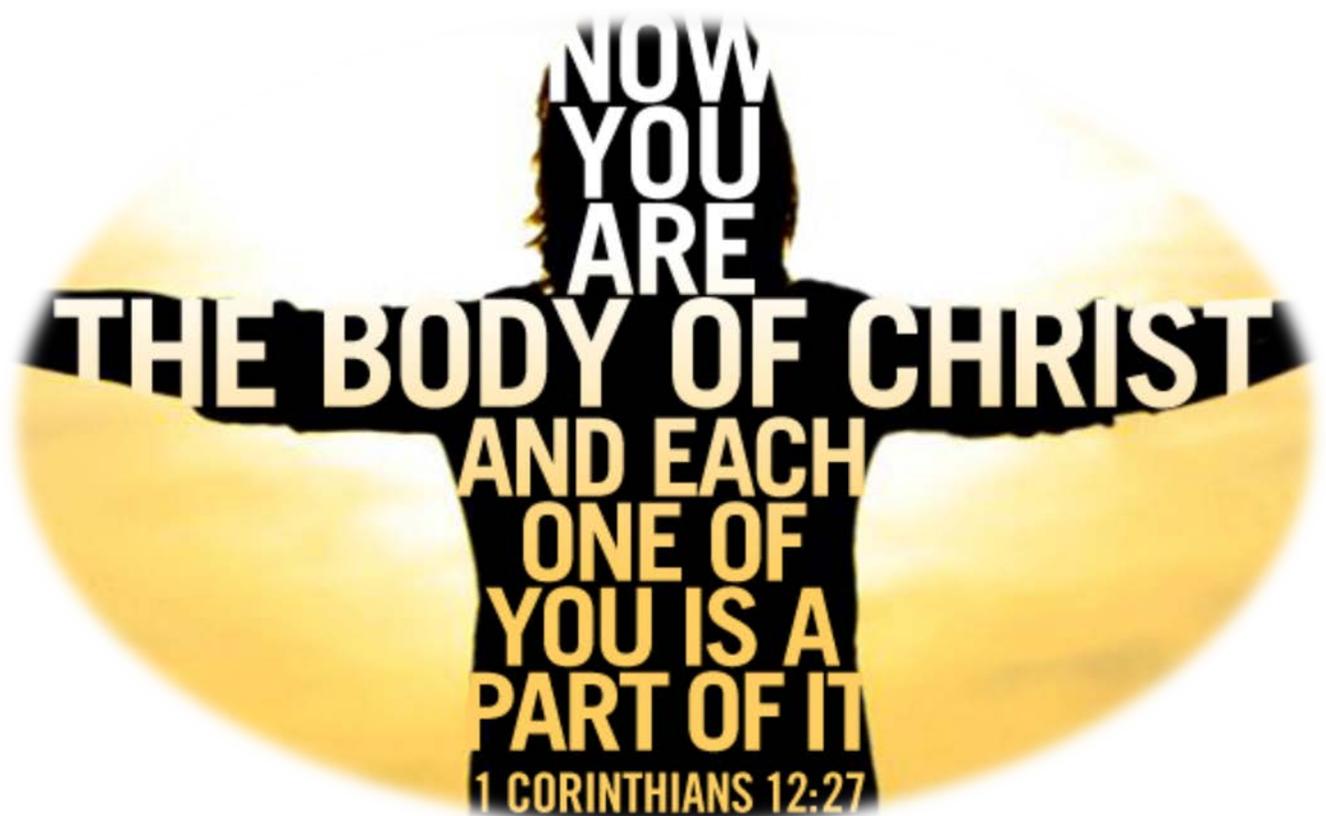


Spiritual Gifts

SPIRITUAL GIFTS DESCRIPTION

Spiritual Gifts are special abilities (supernatural) given by the Holy Spirit and distributed to every believer according to God's design and grace for the common good of the Body of Christ.



| SPIRITUAL GIFT | IS THIS ME? | CONTRIBUTES WHAT? |
|---------------------------|-------------|-------------------|
| Administration | | |
| Discernment | | |
| Encouragement/Exhortation | | |
| Evangelism | | |
| Faith | | |
| Giving | | |
| Helps | | |
| Hospitality | | |
| Knowledge | | |
| Leadership | | |
| Mercy | | |
| Nurturer | | |
| Perceiver | | |
| Service | | |
| Teaching | | |
| Wisdom | | |

Administration - The divine enablement to understand what makes an organization function and the special ability to plan and execute procedures that accomplish ministry goals. People with this gift: develop strategies or plans to reach identified goals, assist ministries to become more effective and efficient, create order out of organizational chaos, manage or coordinate a variety of responsibilities to accomplish a task or event.

Administration (1 Cor. 12:28)--This word, like helps, appears only one time in the New Testament, and it is used outside of Scripture of a helmsman who steers a ship to its destination. This suggests that the spiritual gift of administration is the ability to steer a church or Christian organization toward the fulfillment of its goals by managing its affairs and implementing necessary plans. A person may have the gift of leadership without the gift of administration. Persons with the gift enables the body to organize according to God-given purposes and long- term goals.

Discernment - (1 Cor. 12:10) --The divine enablement to distinguish between truth and error, discern the spirits, differentiating between good and evil, right and wrong (1 John 4:6). People with this gift: distinguish truth from error, right from wrong, pure motives from impure, identify deception in others with accuracy and appropriateness, determine whether a word attributed to God is authentic, recognize inconsistencies in a teaching, proclamation, are able to sense the presence of evil. Discernment aids the body by recognizing the true intentions of those within or related to the body and it seeks to protect the body.

Exhortation (Rom. 12:8)--The ability to motivate others to respond to the truth by providing timely words of counsel, encouragement, and consolation. When this gift is exercised, believers are challenged to stimulate their faith by putting God's truth to the test in their lives. Possessors of this gift encourage members to be involved in and enthusiastic about the work of the Lord. Members with this supernatural ability are good counselors and motivate others to service.

Help - The divine enablement to accomplish practical and necessary tasks that free up, support, and meet the needs of others. People with this gift: serve behind the scenes wherever needed to support the gifts and ministries of others, see the tangible and practical things to be done and enjoy doing them, sense God's purpose and pleasure in meeting everyday responsibilities, attach spiritual value to practical service, enjoy knowing that they are making it possible for others to do what God has called them to do. (Rom. 12:7)- The Greek word for this gift is the same as that for ministry or deacon, but the gift should not be confused with the office.

Hospitality - The divine enablement to care for people by providing fellowship, food, and shelter. People with this gift: provide an environment in which people feel valued and cared for, meet new people and help them feel welcomed, create a safe and comfortable setting where relationships can develop, seek ways to connect people together into meaningful relationships, set people at ease in unfamiliar surroundings.

Those with this gift have the supernatural ability to make visitors, guests and strangers feel at ease. Persons with this gift integrate new members into the body (I Peter 4:9)

Faith - (1 Cor. 12:9) The divine enablement to act on God's promises with confidence and unwavering belief in his ability to fulfill his purposes. People with this gift: believe the promises of God and inspire others to do the same, act in complete confidence of God's ability to overcome obstacles, demonstrated an attitude of trust in God's will and His promises, advance the cause of Christ because they go forward when others will not, ask God for what is needed and trust Him for His provision. The gift of faith transforms vision into reality.

Giving - (Rom. 12:8)--The divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. It doesn't ask, "How much money do I give?" but "How much of God's money do I keep?" People with this gift: manage their finances and limit their lifestyle in order to give as much of their resources as possible, support ministry with sacrificial gifts to advance the kingdom, meet tangible needs that enable spiritual growth to occur and provide resources trusting God for His provision, may have a special ability to make money to further God's work.

Evangelism - (Eph. 4:11) --The divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship. People with this gift: communicate the message of Christ with clarity and conviction, seek out opportunities to talk to unbelievers about spiritual matters, challenge unbelievers to faith and to become fully devoted followers of Christ, adapt their presentation of the gospel to connect with the individual's needs, seek opportunities to build relationships with unbelievers.

Service - The divine enablement to identify, assist, and support ministries within the body of Christ thereby allowing those ministries to effectively accomplish their desired results. People with this gift: serve behind the scenes in specific areas where support is needed to build up the gifts and ministries of others, see the tangible and practical things done and enjoy doing them, sense God's purpose and pleasure in meeting everyday responsibilities, attach spiritual value to practical service, enjoy knowing that they are making it possible for others to do what God has called them to do. (Rom. 12:7)- The Greek word for this gift is the same as that for ministry or deacon, but the gift should not be confused with the office.

Leadership - (Rom. 12:8) —The divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God. People with this gift: provide direction for God's people or ministries, inspire others to perform to the best of their abilities, present the "big picture" for others to see, model the values of the ministry, take responsibility to establish ministry goals.

Knowledge - (1 Cor. 12:8)--The divine enablement to bring truth to the body through spiritual or biblical insight. People with this gift: receive truth which enables them to better serve the body, search the Scriptures, understand truth, gain knowledge that at times is not attained by natural means but revealed to them by God, have an unusual insight or understanding that serves the church, communicate truth for teaching and practical use. The supernatural ability to discover, analyze, and systematize truth for the benefit of others. With this gift, one speaks with understanding and penetration. Some also associate supernatural perception with this gift but is a Spirit revealed truth, Holy Spirit.

Mercy - (Rom. 12:8)--The supernatural ability to deeply sympathize, empathize and engage in compassionate acts on behalf of people who are suffering physical, mental, or emotional distress. Those with this gift manifest concern and kindness to people who are often overlooked or are counted as the underdogs. People with this gift: have compassion that moves them to action; focus on alleviating the sources of pain or discomfort in suffering people; address the needs of the lonely and forgotten; extend love, grace, and dignity to those facing hardships and crisis; serve in difficult or unsightly circumstances and do so with joy; concern themselves with individual or social issues that oppress people. People with this gift keep the body healthy and unified by keeping others aware of the needs within the church.

Teaching - (Rom. 12:7; 1 Cor. 12:28-29)-- The supernatural ability to clearly explain and effectively apply the truths of God's Word so that others will learn. This requires the capacity to accurately interpret Scripture, engage in necessary research, and organize the results in a way that is easily communicated. People with this gift: communicate biblical truth that inspires greater obedience to the Word, challenge listeners simply and practically with the truths of Scripture, teach the whole counsel of God for maximum life-change, give attention to detail and accuracy, prepare through extended times of study and reflection. Those who operate in this gift assist in building up, unifying and maturing the body.

Nurturer - The divine enablement to nurture, care for, and guide people toward ongoing spiritual maturity and becoming like Christ. People with this gift: take responsibility to nurture the whole person in their walk with God, provide guidance and oversight to a group of God's people, model with their life what it means to be a fully devoted follower of Jesus, establish trust and confidence through long-term relationships, lead and protect those within their span of care. Peter was commissioned by Christ to shepherd His sheep (John 21:16), and Peter exhorted the elders in the churches of Asia Minor to do the same (1 Pet. 5:2; cf. Acts 20:28). A person with this spiritual gift has the ability to personally lead, nourish, protect, and care for the needs of a flock of believers. Not all people with the office of pastor (elder, overseer) have or need the gift of nurturing, and many with this gift do not have or need the office.

Wisdom - (1 Cor. 12:8)--The divine enablement to effectively apply spiritual truth to meet a need in a specific situation. The supernatural ability to apply the principles of the Word of God in a practical way to specific situations and to recommend the best course of action at the best time. People with this gift: focus on the unseen consequences in determining the next steps to take, receive an understanding of what is necessary to meet the needs of the body, provide divinely given solutions in the midst of conflicts and confusion, hear the Holy Spirit provide direction for God's best, apply spiritual truth in practical ways. The exercise of this gift skillfully distills insight and discernment into excellent advice.

Perceiver - (Rom. 12:6; 1 Cor. 12:10, 28-29; 14:1-40)—The divine enablement to see and reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification. There can be immediate or future implications. People with this gift: expose sin or deception in others for the purpose of reconciliation, see truth that others often fail to see and challenge them to respond, warn of God's judgment if there is no repentance, and understand God's heart and ministry through experiences He takes them through.

Administration

Literal Meaning: To pilot or steer a ship

Description: The gift of Administration is the divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.

Distinctives:

- Develop strategies or plans to reach identified goals
- Assist ministries to become more effective and efficient
- Create order out of organizational chaos
- Manage or coordinate a variety of responsibilities to accomplish a task
- Organize people, tasks, or events

Traits:

- Thorough
- Objective
- Responsible
- Organized
- Goal-oriented
- Efficient
- Conscientious

Cautions:

- Need to be open to adjusting their plans, so that they don't stifle a leader's vision
- Could use people simply to accomplish goals without being concerned for their growth in the process
- Could fail to see God's purposes being fulfilled in the process of meeting a goal

References: I Corinthians 12:28; Acts 6:1-7; Exodus 18:13-26

Discernment

Literal Meaning: To separate or make a distinction, differentiate

Description: The gift of Discernment is the divine enablement to distinguish between truth and error. It is being able to discern the spirits, differentiating between good and evil, right and wrong.

Distinctives:

- Distinguish truth from error, right from wrong, pure motives from impure
- Identify deception in others with accuracy and appropriateness
- Determine whether a word attributed to God is authentic
- Recognize inconsistencies in a teaching, message, or interpretation
- Able to sense the presence of evil

Traits:

- Perceptive
- Insightful
- Sensitive
- Intuitive
- Decisive
- Challenging
- Truthful

Cautions:

- May struggle with how to express their perceptions, feelings, or insights
- Could be harsh when confronting others, instead of speaking the truth in love
- Need to confirm their perceptions before speaking

References: I Corinthians 12:10; Acts 5: 1-4; Matthew 16: 21-23

Encouragement/Exaltation

Literal Meaning: To come alongside of

Description: The gift of Encouragement is the divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith.

Distinctives:

- Come to the side of those who are discouraged to strengthen and reassure them
- Challenge, comfort, or confront others to trust and hope in the promises of God
- Urge others to action by applying biblical truth
- Motivate others to grow
- Emphasize God's promises and have confidence in His will

Traits:

- Positive
- Motivating
- Challenging
- Affirming
- Reassuring
- Supportive
- Trustworthy

Cautions:

- Can sometimes be overly optimistic, too simplistic, or flattering
- Should first take time to understand where others are and what they really need
- May want to just say "positive" things to others and avoid being confrontational when it's needed

References: Ephesians 4:11; Acts 8: 26-40; Luke 19: 1-10

Evangelism

Literal Meaning: To share good news

Description: The gift of Evangelism is the divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.

Distinctives:

- Communicate the message of Christ with clarity and conviction
- Seek out opportunities to talk to unbelievers about spiritual matters
- Challenge unbelievers to faith and to become fully devoted followers of Christ
- Adapt their presentation of the gospel to connect with the individual's needs
- Seek opportunities to build relationships with unbelievers

Traits:

- Sincere/Serious
- Candid
- Respected
- Influential
- Spiritual
- Confident
- Commitment-oriented

Cautions:

- Need to remember the Holy Spirit, not guilt, is the motivator in a person's decision for Christ
- Should avoid becoming critical of others by remembering that we are all "witnesses," but we are not all "evangelists"
- Need to listen to people carefully, because the same approach is not appropriate for everyone

References: Ephesians 4:11; Acts 8:26-40; Luke 19: 1-10

Faith

Literal Meaning: To trust, have confidence, believe

Description: The gift of Faith is the divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill His purpose.

Distinctives:

- Believe the promises of God and inspire others to do the same
- Act in complete confidence of God's ability to overcome obstacles
- Demonstrate an attitude of trust in God's will and His promises
- Advance the cause of Christ because they go forward when others will not
- Ask God for what is needed and trust Him for His provision

Traits:

- Prayerful
- Optimistic
- Trusting
- Assured
- Positive
- Inspiring
- Hopeful

Cautions:

- Need to act on their faith
- Should remember that those who speak with reason and desire to plan do not necessarily lack faith
- Should listen to and consider the counsel of wise and Spirit-filled believers

References: I Corinthians 12:9; 13:2; Hebrews 11:1; Romans 4: 18-21

Giving

Literal Meaning: To give part of, share

Description: The gift of Giving is the divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. People with this gift do not ask, "How much money do I need to give to God?" but "How much money do I need to live on?"

Distinctives:

- Manage their finances and limit their lifestyle in order to give as much of their resources as possible
- Support the work of ministry with sacrificial gifts to advance the kingdom
- Meet tangible needs that enable spiritual growth to occur
- Provide resources, generously and cheerfully, trusting God for His provision
- May have a special ability to make money so that they may use it to further God's work

Traits:

- Stewardship – oriented
- Responsible
- Resourceful
- Charitable
- Trusts in God
- Disciplined

Cautions:

- Need to esteem their gift, remembering that giving money and resources is a spiritual contribution to the body of Christ
- Need to remember the church's agenda is determined by leaders, not by the giver's gift
- Need to guard against greed

References: Romans 12:8; 2 Corinthians 6:8; Luke 21:1-4

Helps

Literal Meaning: To take the place of someone

Description: The gift of Helps is the divine enablement to accomplish practical and necessary tasks which free up, support, and meet the needs of others.

Distinctives:

- Serve behind the scenes wherever needed to support the gifts and ministries of others
- Seek the tangible and practical things to be done and enjoy doing them
- Sense God's purpose and pleasure in meeting everyday responsibilities
- Attach spiritual value to practical service
- Enjoy knowing that they are freeing up others to do what God has called them to do

Traits:

- Available
- Willing
- Helpful
- Reliable
- Loyal
- Dependable
- Whatever-it-takes attitude

Cautions:

- Need to esteem their gift, remembering that doing practical deeds is a spiritual contribution to the body of Christ
- Find it difficult to say "no"
- Need to be responsive to the priorities of leadership instead of setting their own agendas

References: I Corinthians 12:28; Romans 12:7; Acts 6:1-4; Romans 16:1-2

Hospitality

Literal Meaning: To love strangers

Description: The gift of Hospitality is the divine enablement to care for people by providing fellowship, food, and shelter.

Distinctives:

- Provide an environment where people feel valued and cared for
- Meet new people and help them to feel welcomed
- Create a safe and comfortable setting where relationships can develop
- Seek ways to connect people together into meaningful relationships
- Set people at ease in unfamiliar surroundings

Traits:

- Friendly
- Gracious
- Inviting
- Trusting
- Caring
- Responsive
- Warm

Cautions:

- Should avoid viewing their gift as just “entertaining”
- Need to remember to ask God who He wants them to befriend and serve
- Should be careful not to cause stress in their own family when inviting others into their home

References: I Peter 4:9-10; Romans 12:13; Hebrews 13: 1-2

Knowledge

Literal Meaning: To know

Description: The gift of Knowledge is the divine enablement to bring truth to the body through spiritual and or biblical insight.

Distinctives:

- Receive truth which enables them to better serve the body
- Search the Scriptures for insight, understanding, and truth
- Have an unusual insight or understanding that serves the church
- Organize information for teaching and practical use
- Gain knowledge which was not attained by natural observation or means

Traits:

- Inquisitive
- Responsive
- Observant
- Insightful
- Reflective
- Truthful
- Spiritually sensitive

Cautions:

- Need to be careful of this gift leading to pride (“knowledge” puffs up)
- Should remember that it’s God’s message, not theirs, when they share their knowledge
- Need to remember with the increasing of knowing comes the increasing of pain (Ecclesiastes 1:18)

References: I Corinthians 12:8; Mark 2:6-8; John 1:45-50

Leadership

Literal Meaning: To stand before

Description: The gift of Leadership is the divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purpose of God.

Distinctives:

- Provide direction for God's people or ministry
- Motivate others to perform to the best of their abilities
- Present the "big picture" for others to see
- Model the values of the ministry
- Take responsibility and establish goals

Traits:

- Influential
- Diligent
- Visionary
- Trustworthy
- Persuasive
- Motivating
- Goal setter

Cautions:

- Should realize their relational credibility takes time and is critical for leadership effectiveness
- Should remember that servant leadership is the biblical model, the greatest being the servant of all
- Do not need to be in a leadership "position" to use this gift

References: Romans 12:8; Hebrews 13:17; Luke 22: 25-26

Mercy

Literal Meaning: To have compassion

Description: The gift of Mercy is the divine enablement to cheerfully and practically help those who are suffering or in need, having compassion that is moved to action.

Distinctives:

- Focus upon alleviating the sources of pain or discomfort in suffering people
- Address the needs of the lonely and forgotten
- Extend love, grace, and dignity to those facing hardships and crisis
- Serve in difficult or unsightly circumstances and do so cheerfully
- Concern themselves with individual or social issues that oppress people

Traits:

- Empathetic
- Caring
- Responsive
- Kind
- Compassionate
- Sensitive
- Burden-bearing

Cautions:

- Need to be aware that rescuing people from their pain may be hindering God's work in them
- Need to guard against feeling "unappreciated," since some of the people helped will not show or express any appreciation
- Should guard against becoming defensive and angry about the sources of other's pain

References: Romans 12:8; Matthew 5:7; Mark 10:46-52; Luke 10:25-37

Nurturer

Literal Meaning: To protect or care for a flock or group of people

Description: The gift of Nurturing is the divine enablement to nurture, care for, and guide people toward ongoing spiritual maturity and becoming like Christ.

Distinctives:

- Take responsibility to nurture the whole person in their walk with God
- Provide guidance and oversight to a group of God's people
- Model with their life what it means to be a fully devoted follower of Jesus Christ
- Establish trust, loyalty, and confidence through long-term relationships
- Lead and protect those within their span of care

Traits:

- Influencing
- Nurturing
- Guiding
- Discipling
- Protective
- Supportive
- Relational

Cautions:

- Should remember that God judges those who neglect or abuse their oversight responsibilities
- Need to be aware that the desire to feed and support others can make it difficult to say "no"
- Should realize that some of those being nurtured will grow beyond the shepherd's own ability and need to be freed to do so

References: Ephesians 4:11-12; I Peter 5: 1-4; John 10:1-18

Perceiver

Literal Meaning: To speak before

Description: The gift of Perceiving is the divine enablement to see and reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification. There may be immediate or future implications.

Distinctives:

- Expose sin or deception in others for the purpose of reconciliation
- Speak a timely word from God causing conviction, repentance, and edification
- See truth that others often fail to see and challenge them to respond
- Warn of God's immediate or future judgment if there is no repentance
- Understand God's heart and mind through experiences He takes them through

Traits:

- Discerning
- Compelling
- Uncompromising
- Outspoken
- Authoritative
- Convicting
- Confronting

Cautions:

- Need to be aware that listeners may reject the message if it's not spoken in love and for their edification
- Need to avoid pride, which can create a demanding or discouraging spirit that hinders the gift
- Should remember that discernment and Scripture must support and agree with each perceiving moment

References: Romans 12:6; I Corinthians 12:10, 28; 13:2; 2 Peter 1:19-21

Service

Literal Meaning: To serve or to take the place of someone

Description: The gift of Service is the divine enablement to identify, assist and support ministries within the body of Christ thereby allowing those ministries to effectively accomplish their desired results.

Distinctives:

- Serve behind the scenes for specific ministries
- Seek the tangible and practical things to be done and enjoy doing them
- Sense God's purpose and pleasure in meeting everyday responsibilities
- Attach spiritual value to practical service
- Enjoy knowing that they are freeing up others to do what God has called them to do

Traits:

- Available
- Willing
- Helpful
- Reliable
- Loyal
- Dependable
- Whatever-it-takes attitude

Cautions:

- Need to esteem their gift, remembering that doing practical deeds is a spiritual contribution to the body of Christ
- Find it difficult to say "no"
- Need to be responsive to the priorities of leadership instead of setting their own agendas

References: I Corinthians 12:28; Romans 12:7; Acts 6:1-4; Romans 16:1-2

Teaching

Literal Meaning: To instruct

Description: The gift of Teaching is the divine enablement to understand, clearly explain, and apply the Word of God, causing greater Christlikeness in the lives of listeners.

Distinctives:

- Communicate biblical truth that inspires greater obedience to the Word
- Challenge listeners simply and practically with the truths of Scripture
- Present the whole counsel of God for maximum life-change
- Give attention to detail and accuracy
- Prepare thorough extended times of study and reflection

Traits:

- Disciplined
- Perceptive
- Teachable
- Authoritative
- Practical
- Analytical
- Articulate

Cautions:

- Should avoid pride that may result from their “superior” biblical knowledge and understanding
- Could become too detailed when teaching and fail to make life application
- Should remember that their spirituality is not measured by how much they know

References: Romans 12:7; I Corinthians 12:28-29; Acts 18:24-28; 2 Timothy 2:2

Wisdom

Literal Meaning: To apply truth practically

Description: The gift of Wisdom is the divine enablement to effectively apply spiritual truth to meet a need in a specific situation.

Distinctives:

- Focus on the unseen consequences in determining the next steps to take
- Receive an understanding of what is necessary to meet the needs of the body of Christ
- Provide divinely given solutions in the midst of conflict and confusion
- Hear the Spirit provide direction for God's best in a given situation
- Apply spiritual truth in specific and practical ways

Traits:

- Sensible
- Insightful
- Practical
- Wise
- Fair
- Experienced
- Common sense

Cautions:

- Could fail to share the wisdom that God has given them
- Need to avoid having others develop a dependence upon them, which may weaken their faith in God
- Need to be patient with others who do not have this gift

References: I Corinthians 12:8; 2:3-14; James 3:13-18; Jeremiah 9:23-24

