

DESCRIPTION OF SPIRITUAL GIFTS

THE GIFT OF ADMINISTRATION

Contributes - EFFICIENCY

1 Corinthians 12:28, Acts 6:1-7, Exodus 18:13-26

Goal: Lead by example not manipulation, Initiator

Weakness: Expects too much, "frustration", Inflexible

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. 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; organize people, tasks, or events.

THE GIFT OF APOSTLESHIP

Contributes - NEW MINISTRIES

1 Corinthians 12:28-29, Ephesians 4:11-12, Romans 1:5, Acts 13:2-3

Goal: Grow people

Weakness: Pushes too hard, misuse of authority

The divine ability to start and oversee the development of new churches and ministry structures. People with this gift: pioneer and establish new ministries and churches; adapt to different surroundings by being culturally sensitive and aware; desire to minister to unreached people in other communities or countries; have responsibilities to oversee ministries or groups of churches; demonstrate authority and vision for the mission of the church.

THE GIFT OF CRAFTSMANSHIP

Contributes - SKILL, HANDY

Exodus 31:3, 35:31-35, Acts 9:36-39, 2 Kings 22:5-6

Goal: Create things to glorify God/others, not self

Weakness: Fail to see as significant

The divine enablement to creatively design and/or construct items to be useful for ministry. People with this gift: work with wood, cloth, paints, metal, glass, and other raw materials; make things which increase the effectiveness of others' ministries; enjoy serving with their hands to meet tangible needs; design and build tangible items and resources for ministry use; work with different kinds of tools and are skilled with their hands.

THE GIFT OF CREATIVE COMMUNICATION

Contributes - ARTISTIC EXPRESSION

Psalms 150:3-5, 2 Samuel 6:14-15, Mark 4:2, 33

Goal: Teach lessons rather than focus on talent

Weakness: Easily hurt, takes personal

The divine enablement to communicate God's truth through a variety of art forms. People with this gift: use the arts to communicate God's truth; develop and use artistic skill such as drama, writing, art, music, dance, etc.; use variety and creativity to captivate people and cause them to consider Christ's message; challenge people's perspective of God through various forms of art; demonstrate fresh ways to express the Lord's ministry and message.

THE GIFT OF DISCERNMENT

Contributes - CLARITY

1 Corinthians 12:10, Acts 5:1-4, Matthew 16:21-23

Goal: Get more information, responding

Weakness: Harsh, critical, prideful, too quick to share

The divine enablement to distinguish between truth and error, to discern the spirits, differentiating between good and evil, right from wrong. 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 wrong doctrine in a teaching, prophetic message, or interpretation; are able to sense the presence of evil.

THE GIFT OF ENCOURAGEMENT

Contributes - AFFIRMATION

Romans 12:8, Acts 11:22-24, Acts 15:30-32

Goal: To encourage

Weakness: Too simplistic, talks too much, not willing to confront, counsels when not asked.

The divine enablement to present truth as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith. People with this gift; 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.

THE GIFT OF EVANGELISM

Contributes - THE GOOD NEWS

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

Goal: Win people to Christ

Weakness: Don't expect all to be budding evangelists, don't use guilt, zeal without knowledge.

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.

THE GIFT OF FAITH

Contributes - CONFIDENCE

1 Corinthians 12:9, 13:2, Hebrews 11:1, Romans 4:18-21

Goal: Optimism, deeper dependence

Weakness: Don't look down on those who use reason and logic

The divine enablement to act on God's promises with confidence and unwavering belief in God's 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; 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 promises.

THE GIFT OF GIVING

Contributes - RESOURCES

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

Goal: Godly stewardship

Weakness: Not your money, agenda set by leaders

The divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. This person does not ask, "How much money do I give to God" 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 the work of ministry with sacrificial gifts to the 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.

THE GIFT OF HELPS

Contributes - SUPPORT

1 Corinthians 12:28, Romans 12:7, Acts 6: 1-4, Romans 16:1-2

Goal: Be a servant not a martyr

Weakness: Can feel used, resentful, finds it hard to say no

The divine enablement to accomplish practical and necessary tasks which 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 freeing up others to do what God has called them to do.

THE GIFT OF HOSPITALITY

Contributes - ACCEPTANCE

1 Peter 4:9-10, Romans 12:13, Hebrews 13:1-2

Goal: Do without sacrificing family

Weakness: Intrudes on family life

The divine enablement to care for people by providing fellowship, food and shelter. People with this gift: provide an environment where people feel valued and cared for; welcome new people and help them feel valued and cared for; 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.

THE GIFT OF INTERCESSION

Contributes - PROTECTION, POWER, CHANGE

Romans 8:26-27, John 17:9-26, 1 Timothy 2:1-2, Colossians 1:9-12, 4:12-13

Goal: Put feet on prayers, do what needs done

Weakness: Not an escape to avoid responsibility also pride,
everyone should be so spiritual

The divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results. People with this gift: feel compelled to earnestly pray on behalf of someone or some cause; have a daily awareness of the spiritual battles being waged and pray; are convinced God moves in direct response to prayer; pray in response to the leading of the Holy Spirit, whether they understand it or not; exercise authority and power for the protection of others and the equipping of them to serve.

THE GIFT OF KNOWLEDGE

Contributes - AWARENESS

1 Corinthians 12:8, Mark 2:6-8, John 1:45-50

Goal: Change lives rather than impress

Weakness: Makes others feel inferior or ignorant

The divine enablement to bring truth to the body through a revelation or biblical insight. People with this gift: receive truth which enables them to better serve the body; search the scriptures for insight, understanding and truth; gain knowledge which at times was not attained by natural means; have an unusual insight or understanding that serves the church; organize information for teaching and practical use.

THE GIFT OF LEADERSHIP

Contributes - DIRECTION

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

Goal: Lead by example and willingness to serve

Weakness: Using people, too demanding

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 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.

THE GIFT OF MERCY

Contributes - CARE

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

Goal: Communicate and show love

Weakness: Too sensitive, ignores sin

The divine enablement to cheerfully and practically help those who are suffering or are in need, compassion moved to action. People with this gift: focus upon alleviating the sources of pain or discomfort in suffering people; address the needs of the lonely and forgotten; express 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.

THE GIFT OF PROPHECY

Contributes - CONVICTION

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

Goal: Declare truth, don't divide Christians

Weakness: Be careful with words, fighter

The divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance or edification. There may be immediate or future implications. People with this gift: 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.

THE GIFT OF SHEPHERDING

Contributes - NURTURE

Ephesians 4:11-12, 1 Peter 5:1-4, John 10:1-18

Goal: Strong leadership, not manipulative

Weakness: Overbearing

The divine enablement to nurture, care for and guide people toward on-going 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.

THE GIFT OF TEACHING

Contributes - APPLICATION

Romans 12:7, 1 Corinthians 12:28-29, Acts 18:24-28, 2 Timothy 2:2

Goals: Reveal truth, don't exhaust it

Weakness: Dig too deep over heads

The divine enablement to understand, clearly explain and apply the word of God causing greater Christ-likeness in the lives of listeners. People with this gift: communicate biblical truth that inspires greater obedience to the Word; challenges 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 through extended times of study and reflection.

THE GIFT OF WISDOM

Contributes - GUIDANCE

1 Corinthians 12:8 James 3:13-18, 1 Corinthians 2:3-14, Jeremiah 9:23-24

Goal: Consistently trust God for wisdom

Weakness: Speak down to others

The divine enablement to apply spiritual truth effectively to meet a need in a specific situation. People with this gift: focus on the unseen consequences in determining the next step to take; receive an understanding of what is necessary to meet the needs of the body; 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.