

## Spiritual Gift Reference Chart

| Spiritual Gift | Definition   | Scriptural References   | Distinctives: People with this gift will...   | Traits   | Potential Ministry Involvement  | Cautions  |
|----------------|--|---|---|--|---|---|
| Administration | The gift of Administration is the God-given ability to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry. | <ul style="list-style-type: none"> <li>• 1 Corinthians 12:28</li> <li>• Acts 6:1-7</li> <li>• Exodus 18:13-26</li> <li>• Luke 14:12-30</li> <li>• Titus 1:5</li> <li>• Matthew 25:14-17</li> <li>• Luke 19:12-19</li> </ul> | <ul style="list-style-type: none"> <li>• Develop strategies or plans to reach identified goals.</li> <li>• Organize people, tasks, or events.</li> <li>• Assist ministries to become more effective and efficient.</li> <li>• Create order out of chaos.</li> <li>• Manage or coordinate a variety of responsibilities to accomplish a task.</li> </ul>   | <ul style="list-style-type: none"> <li>• Thorough</li> <li>• Objective</li> <li>• Responsible</li> <li>• Organized</li> <li>• Goal-oriented</li> <li>• Efficient</li> <li>• Conscientious</li> <li>• Methodical</li> </ul> | <ul style="list-style-type: none"> <li>• Planning teams</li> <li>• Ministry Coordinator</li> <li>• Organizer of special events</li> <li>• Chairperson</li> </ul>  | <ul style="list-style-type: none"> <li>• Need to be open to adjusting their plans so that they don't stifle the vision of leaders and the activity of the Holy Spirit.</li> <li>• Could use people simply to accomplish goals without being concerned for their growth in the process.</li> <li>• Could fail to see God's purpose being fulfilled in the process of meeting a goal.</li> </ul>  |
| Craftsmanship  | The gift of Craftsmanship is the God-given ability to use hands and minds to creatively design and construct items to be used for ministry.  | <ul style="list-style-type: none"> <li>• Exodus 25:3-6</li> <li>• Exodus 31:1-5</li> <li>• Exodus 35:30-35</li> <li>• 2 Samuel 5:11</li> <li>• 2 Kings 22:4-6</li> <li>• Acts 9:39</li> </ul>                               | <ul style="list-style-type: none"> <li>• Work with wood, cloth, paints, metal, glass, and other raw materials.</li> <li>• Make things which increase the effectiveness of others' ministries.</li> <li>• Enjoy serving with their hands to meet tangible needs.</li> <li>• Design and build tangible items and resources for ministry use.</li> <li>• Work with different kinds of tools and are skilled with their hands.</li> </ul> | <ul style="list-style-type: none"> <li>• Creative</li> <li>• Imaginative</li> <li>• Designer</li> <li>• Handy</li> <li>• Resourceful</li> <li>• Practical</li> <li>• Helpful</li> <li>• Discreet</li> </ul>                | <ul style="list-style-type: none"> <li>• Maintenance</li> <li>• Church Decorator</li> <li>• Making articles for the church</li> <li>• Church building projects</li> <li>• Audio-visual operator</li> <li>• Drama Presentations</li> <li>• Photographer</li> <li>• Graphic Arts Designer</li> <li>• Writing Scripts</li> </ul> | <ul style="list-style-type: none"> <li>• Could fail to see that their gift is significant and one that make a spiritual contribution to the body.</li> <li>• Could use people to get things done instead of helping them grow in the process.</li> <li>• Should remember that the things they produce are just a means to the end, not the end itself.</li> <li>• Must guard against the desire to impress people with their creativity, instead of impacting them with God's truth.</li> <li>• Could find evaluation and constructive criticism difficult to accept.</li> <li>• Might be uncooperative because of ego, pride, or individualism, and need to work at being team players.</li> </ul> |

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| Discernment                | The gift of Discernment is the God-given ability to distinguish between truth and error. It is able to discern the difference between good and evil; right and wrong.  | <ul style="list-style-type: none"> <li>• 1 Corinthians. 12: 10</li> <li>• Acts 5:1-4</li> <li>• Romans 9:1</li> <li>• Romans 12:2</li> <li>• Matthew 16:21-23</li> <li>• 1 John 4:1,6</li> <li>• 1 Corinthians 2:12-16</li> </ul> | <ul style="list-style-type: none"> <li>• Identify deception in others with accuracy and appropriateness.</li> <li>• Are able to sense the presence of evil.</li> <li>• Recognize inconsistencies in a teaching or message.</li> <li>• Distinguish truth from error, right from wrong, pure motive from impure.</li> <li>• Determine whether a testimony attributed to God is authentic.</li> </ul>  | <ul style="list-style-type: none"> <li>• Perceptive</li> <li>• Insightful</li> <li>• Sensitive</li> <li>• Intuitive</li> <li>• Truthful</li> <li>• Decisive</li> <li>• Challenging</li> <li>• Discriminating</li> </ul>                      | <ul style="list-style-type: none"> <li>• Committee/Board Member</li> <li>• Youth Ministry</li> <li>• Counseling</li> <li>• Preaching</li> <li>• Community Group Leader</li> </ul>   | <ul style="list-style-type: none"> <li>• May struggle with how to express their perceptions, feelings, or insights.</li> <li>• Could be harsh when confronting others, instead of speaking the truth in love.</li> <li>• Need to confirm their perceptions before speaking.</li> </ul>   |
| Encouragement/ Exhortation | The gift of Encouragement / Encouragement is the God-given ability to present words of comfort, consolation, and encouragement, so to strengthen, or urge to action, those who are discouraged or wavering in their faith. | <ul style="list-style-type: none"> <li>• Rom. 12: 8</li> <li>• Acts 11:22-24</li> <li>• Acts 14:21-22</li> <li>• Acts 15: 30-32</li> <li>• 1 Thessalonians 2:11-12</li> <li>• Hebrews 10:24-25</li> </ul>                         | <ul style="list-style-type: none"> <li>• Comfort others to trust and hope in the promises of God.</li> <li>• Motivate others to grow.</li> <li>• Urge others to action by applying biblical truth.</li> <li>• Come to the side of those who are discouraged to strengthen and reassure them.</li> <li>• Confront, challenge, exhort, and encourage those who have gotten off track in their faith or life.</li> <li>• Often have people around them because they cheer them up by their simple attitude and demeanor and down-to-earth advice.</li> </ul> | <ul style="list-style-type: none"> <li>• Positive</li> <li>• Motivating</li> <li>• Affirming</li> <li>• Reassuring</li> <li>• Supportive</li> <li>• Trustworthy</li> <li>• Challenging</li> <li>• Sensitive</li> <li>• Optimistic</li> </ul> | <ul style="list-style-type: none"> <li>• Children's Ministry</li> <li>• Visitation to sick or shut-in</li> <li>• Hospital Visitation</li> <li>• Counseling</li> <li>• Greeter</li> <li>• Support Group Facilitator</li> <li>• Prayer ministry</li> <li>• Worship Leader</li> <li>• Youth Ministry</li> <li>• Prison Ministry</li> </ul> | <ul style="list-style-type: none"> <li>• Can sometimes be overly optimistic, too simplistic, or flattering.</li> <li>• Should first take time to understand where others are and what they really need.</li> <li>• May want to just say positive things to others and avoid being confrontational when it's needed.</li> </ul> |

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| Evangelism     | The gift of Evangelism is the God-given ability to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship. | <ul style="list-style-type: none"> <li>• Ephesians 4: 11-15</li> <li>• Acts 8: 5.6</li> <li>• Acts 14: 21</li> <li>• Matthew 28:19-20</li> <li>• Luke 19:1-10</li> <li>• Acts 2:36-42</li> <li>• 2 Timothy 4:2-5</li> <li>• Acts 8:29-40</li> </ul> | <ul style="list-style-type: none"> <li>• Communicate the message of Christ with clarity and conviction.</li> <li>• Seek out opportunities to talk to unbelievers about spiritual matters.</li> <li>• Challenge unbelievers to faith in Christ.</li> <li>• Have the ability to insert spiritual truths into normal conversation with unsaved people, and the ability to sense the timing of when to do so.</li> <li>• Adapt the presentation of the gospel to connect with the individual's needs.</li> <li>• Have the ability to converse easily with strangers and people of short acquaintance.</li> </ul> | <ul style="list-style-type: none"> <li>• -Sincere</li> <li>• Candid</li> <li>• Influential</li> <li>• Confident</li> <li>• Commitment-oriented</li> <li>• Respectful</li> <li>• Spiritual</li> <li>• Genuine</li> <li>• Relational</li> <li>• Adventurous</li> <li>• Risk-taking</li> </ul> | <ul style="list-style-type: none"> <li>• Visitor Calling</li> <li>• Door-to Door visitation</li> <li>• Outreach Ministry</li> <li>• Literature distribution</li> <li>• Greeter</li> <li>• Prison Ministry</li> <li>• Church Planter</li> <li>• Mission Trips</li> <li>• Inner City Work</li> <li>• Cross Culture Evangelism</li> </ul> | <ul style="list-style-type: none"> <li>• Are often planting seeds and can get discouraged when they are not seeing a harvest from their evangelism efforts.</li> <li>• Should avoid becoming critical of others by remembering that we are all witnesses, but we are not all evangelists.</li> <li>• Need to be affirmed and sent by the church.</li> <li>• Can slip into using a canned approach to their ministry that leaves others cold.</li> <li>• Should not complain about the difficulty of exercising this gift.</li> </ul> |
| Faith          | The gift of Faith is the God-given ability to act on God's promises with confidence and unwavering belief in God's ability to fulfill His purposes.         | <ul style="list-style-type: none"> <li>• 1 Corinthians. 12:7-9</li> <li>• 1 Corinthians 13:2</li> <li>• Romans 4: 18-21</li> <li>• Mark 11:22-23</li> <li>• 1 Thessalonians 1:8-10</li> <li>• Hebrews 11:1</li> <li>• Hebrews 11:13</li> </ul>      | <ul style="list-style-type: none"> <li>• Act in complete confidence of God's ability to overcome obstacles.</li> <li>• Advance the cause of Christ because they go forward when others will not.</li> <li>• Ask God for what is needed and trust Him for His provision.</li> <li>• Believe the promises of God and inspire others to do the same.</li> <li>• Have an attitude, in various crises that arise, not only that God can do something, but that He will do it.</li> </ul>  | <ul style="list-style-type: none"> <li>• Prayerful</li> <li>• Optimistic</li> <li>• Trusting</li> <li>• Assured</li> <li>• Inspiring</li> <li>• Hopeful</li> <li>• Positive</li> <li>• Spiritual</li> </ul>   | <ul style="list-style-type: none"> <li>• Prayer ministry</li> <li>• Hospital visitation</li> <li>• Committee/Board member</li> <li>• Project Development</li> <li>• Lay evangelist</li> <li>• Church Planter</li> </ul>  | <ul style="list-style-type: none"> <li>• Need to act on their faith.</li> <li>• Should remember that those who speak with reason and desire to plan do not necessarily lack faith.</li> <li>• Should listen to and consider the counsel of wise and spirit-filled believers.</li> </ul>  |

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| Giving         | The gift of Giving is the God-given ability to contribute money and resources to the work of the Lord with cheerfulness and liberality.                       | <ul style="list-style-type: none"> <li>• Romans 12: 8</li> <li>• 2 Corinthians 6: 8</li> <li>• 2 Corinthians 8:1-5</li> <li>• 2 Corinthians 9:5-15</li> <li>• Luke 3:11</li> <li>• Luke 21: 1-4</li> <li>• Mark 12:41-44</li> <li>• Philippians 4:15-19</li> </ul> | <ul style="list-style-type: none"> <li>• Manage their finances and limit their lifestyle in order to give as much of their resources as possible.</li> <li>• Met tangible needs that enable spiritual growth to occur.</li> <li>• Support the work of ministry with sacrificial gifts to advance the Kingdom.</li> <li>• Provide resources, generously, and cheerfully, trusting God for provisions.</li> <li>• May have a special ability to make money so that they may use it to further God's work.</li> </ul> | <ul style="list-style-type: none"> <li>• Responsible</li> <li>• Stewardship-oriented</li> <li>• Resourceful</li> <li>• Charitable</li> <li>• Disciplined</li> <li>• Accountable</li> <li>• Conscientious</li> <li>• Generous</li> <li>• Provident</li> </ul> | <ul style="list-style-type: none"> <li>• Support Missionaries</li> <li>• Fund Raising</li> <li>• Community Service Board</li> <li>• Support Special Projects</li> <li>• Investment Leader</li> </ul> | <ul style="list-style-type: none"> <li>• Need to esteem their gift, remembering that giving money and resources is a spiritual contribution to the body of Christ.</li> <li>• Need to remember the church's vision is determined by leaders, not by the giver's gift.</li> <li>• Need to guard against envy and greed.</li> </ul>   |
| Healing        | The gift of Healing is the God given ability to serve as human intermediaries, through whom it pleases God to cure illnesses and restore people to wholeness. | <ul style="list-style-type: none"> <li>• 1 Corinthians 12:7-9</li> <li>• 1Corinthians 12:28-30</li> <li>• James 5:14-15</li> <li>• Mark 2:1-12</li> <li>• Luke 10:33-34</li> <li>• Acts 3:1-16</li> </ul>  | <ul style="list-style-type: none"> <li>• Pray with and care for those who are ill or distressed.</li> <li>• Have a deep sense of compassion and want God to bring about restoration to the sick and diseased.</li> <li>• Authenticate a message from God through healing.</li> <li>• Use it as an opportunity to communicate a biblical truth and to see God glorified.</li> <li>• Pray, touch, or speak words that miraculously bring healing to one's body.</li> </ul>   | <ul style="list-style-type: none"> <li>• Compassionate</li> <li>• Humble</li> <li>• Full of faith</li> <li>• Obedient</li> <li>• Prayerful</li> <li>• Responsive</li> <li>• Spiritual</li> <li>• Hopeful</li> </ul>  | <ul style="list-style-type: none"> <li>• Hospital Visitation</li> <li>• Prayer Ministry</li> <li>• Healing Ministry</li> <li>• Community Service</li> <li>• Nursing Home Visitation</li> </ul>       | <ul style="list-style-type: none"> <li>• Need to remember that it is not always their faith or the faith of the sick that determines a healing, but God who determines it.</li> <li>• Need to realize that God does not promise to heal everyone who asks or is prayed for.</li> <li>• Should remember that Jesus did not heal everyone who was sick or suffering while He was on earth.</li> </ul> |

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| Helps          | The gift of Helps is the God-given ability to accomplish practical and necessary, behind the scenes tasks, which free up, support, and meet the needs of others. | <ul style="list-style-type: none"> <li>• 1 Corinthians 12: 28</li> <li>• Romans 12: 7</li> <li>• Romans 16: 1-2</li> <li>• Acts 9:36</li> <li>• Galatians 6:2</li> <li>• Titus 3:14</li> <li>• Philippians 4:3</li> </ul>                        | <ul style="list-style-type: none"> <li>• Serve behind the scenes wherever needed.</li> <li>• See the tangible and practical things to be done and enjoy doing them.</li> <li>• Attach spiritual value to practical service.</li> <li>• Look for opportunities to assist people in their work.</li> <li>• Enjoy knowing that they are freeing up others to do what God has called them to do.</li> <li>• Are more willing to take orders than give orders.</li> </ul> | <ul style="list-style-type: none"> <li>• Available</li> <li>• Willing</li> <li>• Reliable</li> <li>• Loyal</li> <li>• Dependable</li> <li>• Whatever-it-takes attitude</li> <li>• Helpful</li> <li>• Humble</li> <li>• Supportive</li> </ul>                        | <ul style="list-style-type: none"> <li>• Office helper</li> <li>• Telephoning</li> <li>• Teacher's aid</li> <li>• Usher</li> <li>• Clean- up projects</li> <li>• Information Center Host</li> <li>• Community Services</li> <li>• Nursery helper</li> <li>• Meals on wheels</li> </ul>   | <ul style="list-style-type: none"> <li>• Tend to over-commit, making it difficult to maintain a healthy and balanced lifestyle.</li> <li>• May find it difficult to say No.</li> <li>• Need to be responsive to the priorities of leadership, instead of setting their own agendas.</li> </ul>             |
| Hospitality    | The gift of Hospitality is the God-given ability to care for people by providing fellowship, food, and lodging.  | <ul style="list-style-type: none"> <li>• 1 Peter 4: 9-10</li> <li>• Romans 12: 13</li> <li>• Luke 10: 38</li> <li>• Hebrews 13:1-2</li> <li>• Genesis 18:4-5</li> <li>• Genesis 19:1-3</li> <li>• 3 John 5-8</li> <li>• Acts 16:14-15</li> </ul> | <ul style="list-style-type: none"> <li>• Provide an environment where people feel valued and cared for.</li> <li>• Seek ways to connect people together into meaningful relationships.</li> <li>• Set people at ease in unfamiliar surroundings.</li> <li>• Meet new people and help them to feel welcomed.</li> <li>• Create a safe and comfortable setting where relationship can develop</li> <li>• Set people at ease in unfamiliar surroundings.</li> </ul>     | <ul style="list-style-type: none"> <li>• Friendly</li> <li>• Gracious</li> <li>• Inviting</li> <li>• Trusting</li> <li>• Caring</li> <li>• Responsive</li> <li>• Warm</li> <li>• Sociable</li> <li>• Outgoing</li> <li>• Relational</li> <li>• Indulgent</li> </ul> | <ul style="list-style-type: none"> <li>• Small Group Host</li> <li>• Banquet server</li> <li>• New Member Sponsor</li> <li>• Fellowship events</li> <li>• Coffee hour host</li> <li>• Greeter</li> <li>• Easter Breakfast</li> <li>• Hospitality</li> <li>• Usher</li> <li>• Youth Ministry</li> <li>• Potluck host</li> </ul> | <ul style="list-style-type: none"> <li>• Should avoid viewing their gift as just entertaining.</li> <li>• Need to remember to ask God who to befriend and serve.</li> <li>• Should be careful that having others over to their home does not create a distressing environment for their family.</li> </ul> |

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| Intercession   | The gift of Intercession is the God-given ability to consistently pray on behalf of and for others, seeing frequent specific results. | <ul style="list-style-type: none"> <li>• Romans 8: 26-27</li> <li>• Colossians 1:9-12</li> <li>• Colossians 4:2-3</li> <li>• Colossians 4: 12-13</li> <li>• Ephesians 6:18</li> <li>• John 17:9-26</li> <li>• 1 Timothy 2:1</li> </ul> | <ul style="list-style-type: none"> <li>• Feel compelled to earnestly pray on behalf of someone or some cause.</li> <li>• Have a daily awareness of the spiritual battles being waged and commit to pray.</li> <li>• Pray in response to the leading of the Spirit, whether they understand it or not.</li> <li>• Are convinced that God moves in direct response to the fervent prayer of His people.</li> <li>• Exercise authority and power for the protection of others and the equipping of them to serve.</li> </ul> | <ul style="list-style-type: none"> <li>• Advocate</li> <li>• Sincere</li> <li>• Trustworthy</li> <li>• Burden-bearer</li> <li>• Spiritually sensitive</li> <li>• Prayerful</li> <li>• Caring</li> <li>• Confident</li> <li>• Available</li> </ul> | <ul style="list-style-type: none"> <li>• Prayer Partner</li> <li>• Prayer Groups</li> <li>• Shut-in/Hospital visitation</li> <li>• Nursing Home Visitations</li> <li>• Project development</li> </ul> | <ul style="list-style-type: none"> <li>• Should avoid feeling that their gift is not valued, by remembering that interceding for others is a spiritual contribution to the body of Christ.</li> <li>• Should avoid using prayer as an escape from fulfilling responsibilities.</li> <li>• Need to avoid a holier than thou attitude sometimes caused by extended times of prayer and spiritual intimacy with God.</li> </ul> |

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| Knowledge      | The gift of Knowledge is the God-given ability to learn, analyze, and uncover new insights from the Bible that are pertinent to the growth and well being of the church. | <ul style="list-style-type: none"> <li>• 1 Corinthians 12: 8</li> <li>• 1 Corinthians 14:6</li> <li>• 2 Corinthians 11:6</li> <li>• 1 Corinthians 2:12-14</li> <li>• Romans 15:14</li> <li>• 2 Peter 3:17-18</li> <li>• 2 Timothy 3:15</li> </ul>                          | <ul style="list-style-type: none"> <li>• Research the scriptures for insight, understanding, and truth.</li> <li>• Organize information for teaching and practical use.</li> <li>• Gain knowledge that was not attained by natural observation or means.</li> <li>• Learn easily and recall the material accurately and in detail.</li> <li>• Discover biblical truth which enables them to better serve the body.</li> <li>• Have a deep love for the scriptures, and enjoy digging deeper in the Bible for insight, understanding, and truth.</li> <li>• Carefully study and research subjects they want to understand better.</li> </ul> | <ul style="list-style-type: none"> <li>• Inquisitive</li> <li>• Responsive</li> <li>• Observant</li> <li>• Insightful</li> <li>• Reflective</li> <li>• Studious</li> <li>• Truthful</li> <li>• Analytical</li> <li>• Curious</li> </ul>          | <ul style="list-style-type: none"> <li>• Board/Committee member</li> <li>• Teaching</li> <li>• Research</li> <li>• Counseling</li> <li>• Marriage Enrichment</li> <li>• Small Group Leader</li> <li>• Help with seminars</li> <li>• Writing on Biblical topics</li> <li>• Preaching</li> <li>• Bible Scholar</li> </ul> | <ul style="list-style-type: none"> <li>• Should beware of becoming proud about what they know.</li> <li>• Should remember that it's God's message, not theirs, when they give a word of knowledge to the church.</li> <li>• Need to remember that their latest discovery may not be what others around them need to hear at that time.</li> </ul> |
| Leadership     | The gift of Leadership is the God-given ability to cast vision, motivate, and direct people to harmoniously accomplish the purpose of God.                               | <ul style="list-style-type: none"> <li>• Romans 12:8</li> <li>• 1 Timothy 3:4-5</li> <li>• 1 Timothy 5:17</li> <li>• Hebrews 13:7</li> <li>• Hebrews 13: 17</li> <li>• Deuteronomy 1:13</li> <li>• Numbers 33:1</li> <li>• Luke 22:25-26</li> <li>• Acts 7:9-10</li> </ul> | <ul style="list-style-type: none"> <li>• Motivate others to perform to the best of their abilities.</li> <li>• Take responsibility and establish goals.</li> <li>• Provide direction for God's people or ministry.</li> <li>• Cast the vision and present the big picture for others to see.</li> <li>• Like to initiate some form of action and direct the efforts of the groups.</li> </ul>   | <ul style="list-style-type: none"> <li>• Influential</li> <li>• Visionary</li> <li>• Persuasive</li> <li>• Motivating</li> <li>• Goal-setter</li> <li>• Inspiring</li> <li>• Responsible</li> <li>• Initiating</li> <li>• Trustworthy</li> </ul> | <ul style="list-style-type: none"> <li>• Small Group Leader</li> <li>• Board/Committee Chairperson</li> <li>• Youth/Children's Leader</li> <li>• Team Leader</li> <li>• Lay Pastor</li> </ul>   | <ul style="list-style-type: none"> <li>• Need to allow time to establish their credibility and faithfulness among those they lead.</li> <li>• Should remember that servant leadership is the biblical model, the greatest being the servant of all.</li> <li>• Do not need to be in a leadership position to use this gift.</li> </ul>            |

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| Mercy          | The gift of Mercy is the God-given ability to feel deeply for those in physical, spiritual, or emotional need and then act to meet that need.   | <ul style="list-style-type: none"> <li>• Romans. 12: 8</li> <li>• Mark 9:41</li> <li>• Matthew 5:7</li> <li>• Matthew 25: 34-40</li> <li>• Luke 10:30-37</li> <li>• 1 Thessalonians 5:14</li> <li>• Acts 11:28-30</li> </ul> | <ul style="list-style-type: none"> <li>• Focuses on alleviating the sources of pain or discomfort in suffering people.</li> <li>• Concern themselves with individual or social issues that oppress people.</li> <li>• Address the needs of the lonely and forgotten.</li> <li>• Express love, grace, and dignity to those facing hardships or crisis.</li> <li>• Serve in difficult or unsightly circumstances and do so cheerfully.</li> </ul>                           | <ul style="list-style-type: none"> <li>• Empathetic</li> <li>• Caring</li> <li>• Responsive</li> <li>• Kind</li> <li>• Compassionate</li> <li>• Sensitive</li> <li>• Burden-bearing</li> <li>• Tolerant</li> <li>• Comforting</li> </ul> | <ul style="list-style-type: none"> <li>• Hospital/Shut-In visitation</li> <li>• Nursery worker</li> <li>• Homeless ministry</li> <li>• Food pantry worker</li> <li>• Community Services</li> <li>• Counseling</li> <li>• Poverty Ministry</li> </ul> | <ul style="list-style-type: none"> <li>• Should beware of becoming an enabler to those who need to make some difficult changes in their life.</li> <li>• Need to guard against feeling unappreciated, since some of the people helped will not show or express any appreciation.</li> <li>• Can lose balance in their own life because of the burdens they are carrying for others.</li> </ul>                                       |
| Miracles       | The gift of Miracles is the God-given ability to serve as human intermediaries, through whom it pleases God to perform powerful acts that are perceived by observers to have altered the ordinary course of nature. | <ul style="list-style-type: none"> <li>• Mark 16:17-18</li> <li>• Matthew 10:1</li> <li>• 1 Corinthians 12:8-10</li> <li>• 1 Corinthians 12:28-30</li> <li>• Luke 5:1-11</li> <li>• John 2:1-11</li> </ul>                   | <ul style="list-style-type: none"> <li>• Speak God’s truth and may have it authentically by an accompanying miracle.</li> <li>• Express confidence in God’s faithfulness and ability to manifest Christ’s presence.</li> <li>• Bring the ministry and message of Jesus Christ with power.</li> <li>• Claim God to be the source of miracles and glorify the Lord.</li> <li>• Represent Christ and through the gift point people to a relationship with Christ.</li> </ul> | <ul style="list-style-type: none"> <li>• Bold</li> <li>• Venturesome</li> <li>• Convincing</li> <li>• Responsive</li> <li>• Prayerful</li> <li>• Authoritative</li> <li>• Full of Faith</li> <li>• Spiritual</li> </ul>                  | <ul style="list-style-type: none"> <li>• Hospital Visitation</li> <li>• Prayer Ministry</li> <li>• Poverty Ministry</li> <li>• Project Development</li> <li>• Evangelism Team</li> <li>• Healing Ministry</li> </ul>                                 | <ul style="list-style-type: none"> <li>• Should keep in mind that miracles are not necessarily caused by faith, and don’t necessarily cause others to come to faith.</li> <li>• Must authenticate the message as coming from God, and point people towards Jesus Christ.</li> <li>• Should avoid viewing this gift as a personal responsibility, remembering that the location and timing of deeds are determined by God.</li> </ul> |



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|----------------|--|---|--|--|--|---|
| Prophecy       | The gift of Prophecy is the God-given ability to reveal God's truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification.                                   | <ul style="list-style-type: none"> <li>• Romans 12: 6</li> <li>• 1 Corinthians 12:10</li> <li>• 1 Corinthians 12:28</li> <li>• 1 Corinthians 13: 2</li> <li>• 1 Corinthians 14:1, 3, 24-25</li> <li>• Isaiah 58:1</li> <li>• John 4:16-19</li> <li>• Ephesians 4:11-14</li> <li>• Acts 15:32</li> </ul> | <ul style="list-style-type: none"> <li>• See a truth that others often fail to see and challenge them to respond.</li> <li>• Understand God's heart and mind through experiences He takes them through.</li> <li>• Expose sin or deception in others for the purpose of reconciliation.</li> <li>• Speak a timely word from God causing conviction, repentance, and edification.</li> <li>• Warn of God's immediate or future judgment if there is no repentance.</li> </ul> | <ul style="list-style-type: none"> <li>• Discerning</li> <li>• Compelling</li> <li>• Un-compromising</li> <li>• Outspoken</li> <li>• Authoritative</li> <li>• Confronting</li> <li>• Convicting</li> <li>• Critical</li> <li>• Determined</li> <li>• Courageous</li> </ul> | <ul style="list-style-type: none"> <li>• Teaching Leader</li> <li>• Vision Setting team</li> <li>• Outreach</li> <li>• Devotion Leader</li> <li>• Preaching</li> <li>• Small Group Leader</li> <li>• Counseling</li> <li>• Writing books and articles</li> <li>• Worship Leader</li> </ul> | <ul style="list-style-type: none"> <li>• Need to be aware that listeners may reject the message if not spoken with love and compassion.</li> <li>• Need to avoid pride which can create a demanding or discouraging spirit that hinders the gift.</li> <li>• Should remember that discernment and scripture must support and agree with each prophecy.</li> </ul> |
| Service        | The gift of Service is the God-given ability to identify unmet needs involved in a task related to God's work, and to make use of available resources to meet those needs and help accomplish the desired goals. | <ul style="list-style-type: none"> <li>• John 13:14</li> <li>• Luke 23:50-54</li> <li>• Colossians 3:17</li> <li>• Acts 6:2-3</li> <li>• 1 Timothy 6:2</li> <li>• 2 Timothy 1:16-18</li> </ul>  | <ul style="list-style-type: none"> <li>• Find the small and practical things that need to be done and enjoy doing them without being asked.</li> <li>• Sense God's purpose and special meaning in fulfilling regular and needful hands-on tasks.</li> <li>• Have pleasure in meeting everyday responsibilities.</li> <li>• Enjoy doing routine tasks in the church that would bore others.</li> <li>• Would rather do a job than find someone else to do it.</li> </ul>      | <ul style="list-style-type: none"> <li>• Available</li> <li>• Willing</li> <li>• Helpful</li> <li>• Reliable</li> <li>• Hard-working</li> <li>• Flexible</li> <li>• Humble</li> <li>• Supportive</li> </ul>  | <ul style="list-style-type: none"> <li>• Maintenance</li> <li>• Greeter</li> <li>• Usher</li> <li>• Church librarian</li> <li>• Community Services</li> </ul>  | <ul style="list-style-type: none"> <li>• Need to esteem their gift, remembering that doing practical deeds is a spiritual contribution to the body of Christ.</li> <li>• Can find it difficult to say No.</li> <li>• Need to be responsive to the priorities of leadership, instead of setting their own agendas.</li> </ul>                                      |

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|------------------------|--|---|---|---|---|---|
| Shepherding/<br>Pastor | The gift of Shepherding is the God-given ability to assume long term personal responsibility for the spiritual welfare of a group of believers by nurturing and guiding them toward on-going spiritual maturity. | <ul style="list-style-type: none"> <li>• Ephesians 4:11-15</li> <li>• 1 Peter 5: 1-4</li> <li>• 1 Timothy 3: 1-13</li> <li>• Isaiah 40:11</li> <li>• John 10:1-16</li> <li>• 1 Corinthians 3:1-2</li> </ul>   | <ul style="list-style-type: none"> <li>• Provide guidance and oversight to a group of God's people.</li> <li>• Establish trust and confidence through long-term relationships.</li> <li>• Lead and protect those within their span of care.</li> <li>• Take responsibility to nurture the whole person in their walk with God.</li> <li>• Model with their life what it means to be a fully devoted follower of Jesus.</li> <li>• Strive to lead others to greater obedience to God.</li> </ul> | <ul style="list-style-type: none"> <li>• Nurturing</li> <li>• Guiding</li> <li>• Protective</li> <li>• Supportive</li> <li>• Relational</li> <li>• Influencing</li> <li>• Caring</li> <li>• Discipling</li> <li>• Restoring</li> </ul>                                  | <ul style="list-style-type: none"> <li>• Small Group Leader</li> <li>• Follow-up on visitors</li> <li>• Shut-In Visitation</li> <li>• College ministry</li> <li>• Outreach</li> <li>• Lay Pastor</li> <li>• Singles Ministry</li> <li>• Counseling</li> </ul> | <ul style="list-style-type: none"> <li>• Should realize that some of those being nurtured will grow beyond the shepherd's own ability and need to be freed to do so.</li> <li>• Need to avoid participating in gossip.</li> <li>• Should remember that God judges those who neglect or abuse their oversight responsibilities.</li> </ul> |
| Teaching               | The gift of Teaching is the God-given ability to understand, clearly explain, and apply the word of God, in such a way that it is clearly understood by others.  | <ul style="list-style-type: none"> <li>• Romans 12: 7</li> <li>• 1 Corinthians 12:28-29</li> <li>• Acts 18: 24-28</li> <li>• Acts 20:20-21</li> <li>• Matthew 7:28-29</li> <li>• Matthew 28:19-20</li> <li>• 1 Timothy 4:16</li> <li>• 1 Timothy 2:1-2</li> </ul> | <ul style="list-style-type: none"> <li>• Give attention to detail and accuracy.</li> <li>• Prepare through extended times of study and reflection.</li> <li>• Challenge listeners simply and practically with the truths of Scripture.</li> <li>• Focus on changing lives by helping others understand the Bible better.</li> <li>• Communicate biblical truth that inspires greater obedience to the Word of God.</li> </ul>   | <ul style="list-style-type: none"> <li>• Disciplined</li> <li>• Perceptive</li> <li>• Teachable</li> <li>• Authoritative</li> <li>• Practical</li> <li>• Analytical</li> <li>• Articulate</li> <li>• Organized</li> <li>• Enthusiastic</li> <li>• Expressive</li> </ul> | <ul style="list-style-type: none"> <li>• Small Group Leader</li> <li>• Youth Leader</li> <li>• Leading Seminars</li> <li>• Lay evangelist</li> <li>• Bible School Teacher</li> </ul>  | <ul style="list-style-type: none"> <li>• Need to keep their material simple and practical.</li> <li>• Should avoid pride that may result from their superior biblical knowledge and understanding.</li> <li>• Can easily get angry at those who appear uninterested.</li> </ul>   |

| Spiritual Gift             | Definition  | Scriptural References  | Distinctives: People with this gift will...   | Traits   | Potential Ministry Involvement   | Cautions   |
|----------------------------|---|--|---|--|--|--|
| Tongues and Interpretation | The gift of Tongues and Interpretation is the God-given ability to communicate the gospel in unlearned foreign languages, and to make know the meaning of the message of another person speaking in a foreign language. | <ul style="list-style-type: none"> <li>• Mark 16:17</li> <li>• 1 Corinthians 12:8-10</li> <li>• 1 Corinthians 14:21-22</li> <li>• 1 Corinthians 14:26-28</li> <li>• Acts 2:1-12</li> <li>• Acts 10:44-46</li> <li>• Acts 19:5-6</li> </ul>                           | <ul style="list-style-type: none"> <li>• Speak in a language they have never learned and do not understand.</li> <li>• Understand an unlearned language and communicate that message to the body of Christ.</li> <li>• Express with an interpretation a word by the Spirit which edifies the body.</li> <li>• Respond to a message spoken in tongues by giving an interpretation.</li> <li>• Edify the body by interpreting a timely message from God.</li> </ul> | <ul style="list-style-type: none"> <li>• Sensitive</li> <li>• Prayerful</li> <li>• Humble</li> <li>• Devoted</li> <li>• Spontaneous</li> <li>• Receptive</li> <li>• Responsive</li> <li>• Trusting</li> </ul>  | <ul style="list-style-type: none"> <li>• Outreach Ministry</li> <li>• Mission Trips</li> <li>• Refugee Aid</li> <li>• Cross-culture evangelism</li> <li>• Prayer Ministry</li> <li>• Church Planter</li> </ul> | <ul style="list-style-type: none"> <li>• Should remember that everything in the church should be done in a fitting and orderly way.</li> <li>• Should remember that all the gifts, including these ones, are to edify others.</li> <li>• Need to remember that the message being spoken and interpreted should reflect the will of God and not man.</li> </ul> |
| Wisdom                     | The gift of Wisdom is the God-given ability to apply spiritual truth effectively to meet a need in a specific situation.  | <ul style="list-style-type: none"> <li>• 1 Corinthians 2: 3-5</li> <li>• 1 Corinthians 2:6-13</li> <li>• 1 Corinthians 12: 8</li> <li>• James 3:13-18</li> <li>• Colossians 4:5-6</li> <li>• 1 Kings 3:16-28</li> <li>• Luke 21:15</li> <li>• Acts 6:9-10</li> </ul> | <ul style="list-style-type: none"> <li>• Focus on the unseen consequences in determining the next steps to take.</li> <li>• Provide God-given solutions in the midst of conflict and confusion.</li> <li>• Apply spiritual truth in specific and practical ways.</li> <li>• Receive an understanding of what is necessary to meet the needs of the body.</li> <li>• Hear the Spirit provide direction for God's best in a given situation.</li> </ul>             | <ul style="list-style-type: none"> <li>• Sensible</li> <li>• Insightful</li> <li>• Practical</li> <li>• Wise</li> <li>• Fair</li> <li>• Experienced</li> <li>• Sensitive</li> <li>• Prudent</li> <li>• Logical</li> <li>• Judicious</li> <li>• Rational</li> <li>• Reasonable</li> </ul> | <ul style="list-style-type: none"> <li>• Board/Committee Member</li> <li>• Counseling</li> <li>• Mentor</li> <li>• Marriage Enrichment Counseling</li> <li>• Conflict Resolution</li> </ul>                    | <ul style="list-style-type: none"> <li>• May be tempted to keep it to themselves because others are not always open to advice.</li> <li>• Need to avoid having others develop a dependence upon them, which may weaken their faith in God.</li> <li>• Should be careful about looking down on others who don't appear to have as much commonsense.</li> </ul>  |

| Spiritual Gift | Definition  | Scriptural References  | Distinctives: People with this gift will...   | Traits   | Potential Ministry Involvement   | Cautions   |
|----------------|---|--|---|--|--|--|
| Worship        | The gift of Worship is the God-given ability to play a musical instrument or use their voices in the singing of praises and joy to the Lord, thus enhancing the worship experience of the local congregation. | <ul style="list-style-type: none"> <li>• Psalm 33:1-3</li> <li>• Psalm 149:1-3</li> <li>• Deuteronomy 31:22</li> <li>• 2 Chronicles 5:12-13</li> <li>• Colossians 3:16</li> <li>• 1 Samuel 16:14-23</li> </ul> | <ul style="list-style-type: none"> <li>• Sing or play a musical instrument quite well and enjoy it.</li> <li>• Have special joy singing praises to God, either alone or with other people.</li> <li>• Feel secure in the fact that their musical ability will be of benefit to other people with whom they come in contact.</li> <li>• Can use their musical ability to help and inspire others to worship God.</li> <li>• See that their singing or instrument playing is a spiritual encouragement for others.</li> </ul> | <ul style="list-style-type: none"> <li>• Creative</li> <li>• Expressive</li> <li>• Imaginative</li> <li>• Demonstrative</li> <li>• Sensitive</li> <li>• Artistic</li> <li>• Intuitive</li> <li>• Unconventional</li> </ul> | <ul style="list-style-type: none"> <li>• Church pianist/organist</li> <li>• Musical Presentations</li> <li>• Worship Leader</li> <li>• Choir Director</li> <li>• Music Director</li> <li>• Music Ministry</li> </ul> | <ul style="list-style-type: none"> <li>• Must guard against the desire to impress people with their music, instead of giving all glory to God</li> <li>• Can find comments and constructive criticism difficult to accept.</li> <li>• Need to have their gift confirmed by other members of the body of Christ.</li> </ul> |