

Spiritual Gift: ADMINISTRATION

Definition: to steer the body toward the accomplishment of God-given goals and directives by planning, organizing, and supervising others

Scripture: 1 Corinthians 12:28

Greek Word: kubernesesis - to steer, guide, helmsmen (A helmsman is in charge of getting the ship to its destination.)

Scriptural Role Models to Study: Joseph (Genesis 37-50)

Characteristics of Someone with this Gift:

- ___ very good at organizing and coordinating activities
- ___ able to delegate responsibilities to other people so as to best accomplish set goals
- ___ good at organizing people, ideas, and resources to accomplish a specific goal
- ___ good at planning strategies to most effectively pursue a vision
- ___ often finds self in a place of leadership

Ministry Areas & Tasks Using This Gift:

Christian Education Ministry:

age-level coordinator, children's director, children's church coordinator, Christian Education director, nursery coordinator, Sunday School superintendent, VBS director

Staffing Ministry:

personnel management/placement

Staff-Support Ministry:

assistant, maintain resources and supplies, office administrator, oversee business matters of the church

Other Ministry:

presiding at meetings as chairperson, organizing outreaches, coordinator of a variety of ministries

Observations About This Gifting:

- People with the gift of administration must work at balancing task and people. There can be a tendency to get so caught up in the process that people are overlooked or misused.

Spiritual Gift: DISCERNMENT

Definition: to clearly distinguish truth from error by judging whether the behavior or teaching is from God, Satan, human error, or human power

Scripture: 1 Corinthians 12:10

Greek Word: diakrisis - judicial estimation, to separate thoroughly, discriminate, judge

Scriptural Role Models to Study: Peter (Acts 5:1-10; 8:18-23)

Characteristics of Someone with this Gift:

- ___ people look to this person for help in figuring out right from wrong
- ___ able to spot a spiritual phony
- ___ known for good spiritual judgment
- ___ seeks to prevent false teaching and confusion from overtaking the church
- ___ desirous of protecting the body from error

Ministry Areas & Tasks Using This Gift:

Discernment Ministry:

assessment/evaluation of quality and maturity of an established ministry,
doctrinal evaluation

Prayer Ministry:

prayer seeking, spiritual warfare

Staffing Ministry:

interviewing, needs assessment

Visionary Ministry:

consultant, on a church board or steering committee

Observations About This Gifting:

- Detecting insincerity and wrong motives, authenticity and honesty, in another person is part of a discerning nature.
- People with the gift of discernment need to be cautious in designing or implementing solutions. They may be correct in their perceptions but ineffective in their approach, unless accompanied by other appropriate gifts.
- People with this gift may need to work through self-righteousness and defensiveness which can easily breed.
- There needs to be an understanding of the difference between judging to condemn and judging to correct with mercy and truth.

Spiritual Gift: EVANGELIST

Definition: to be a messenger of the good news of the Gospel

Scripture: Ephesians 4:11

Greek Word: euaggelistes – messenger of good news, preacher of gospel
(‘eu’=well; ‘angelos’=messenger)

Scriptural Role Models to Study: Philip (Acts 8:4-13, 26-40; 21:8)

Characteristics of Someone with this Gift:

- ___ has a strong desire to share one’s faith with unbelievers
- ___ able to enjoy being with non-Christians because of the hope of sharing Christ with them
- ___ inviting others to accept Christ as Savior comes easy
- ___ ready and eager to tell others how to become a Christian
- ___ frequently instrumental in leading others to a saving knowledge of Jesus Christ

Ministry Areas & Tasks Using This Gift:

Outreach Ministry:

variety of outreach efforts, church planting, street evangelism, joining other believers without the gift in visits with non-believers, counselor at end of service when invitation is given, visitation, Gospel teams, member of a mission’s team

Observations About This Gifting:

- People with the gift of evangelism should caution against: 1) pride in number of converts, using it as a sign of spirituality, 2) failure to learn and grow in other areas, 3) seeing people as numbers rather than people with needs

Spiritual Gift: EXHORTATION

Definition: to come along side of someone with words of encouragement, comfort, consolation, and counsel to help them be all God wants them to be

Scripture: Romans 12:8

Greek Word: paraklesis - calling to one's side

Scriptural Role Models to Study: Barnabas (Acts 4:36; 11:22-26)

Characteristics of Someone with this Gift:

- ___ people often come to this person with their personal problems for counsel
- ___ enjoys encouraging those who are discouraged and down-hearted
- ___ often challenge others to reach their potential in Christ
- ___ available to talk with others
- ___ admonishes others to go on with the Lord

Ministry Areas & Tasks Using This Gift:

Benevolence Ministry:

cards/notes, counseling, support groups, phone contacting

Counseling Ministry:

counseling, care group leader, support group ministry

Shepherding Ministry:

individual or small group discipleship, follow-up with new converts

Speaking/Teaching Ministry:

exhortations, sermonettes, sermons, teaching, training

Staff-Support Ministry:

encouragement

Worship Ministry:

through singing, testimonies

Observations About This Gifting:

- People with this gift tend to be process-oriented, not goal-oriented.
- People with the gift of exhortation must take caution against: 1) pride in their motivational ability, 2) becoming overloaded with too many people demands
- Someone with this gift may not become involved in long-term commitment as would a pastor but becomes concerned with the spiritual welfare of a brother or sister for the period of time it takes to help that person and then moves on to another person in need.meets a particular need of a particular person at a particular time.

Spiritual Gift: FAITH

Definition: to be firmly persuaded of God's power and promises to accomplish His will and purpose and to display such a confidence in Him and His Word that circumstances and obstacles do not shake that conviction

Scripture: 1 Corinthians 12:8-10

Greek Word: pistis - firm persuasion or conviction

Scriptural Role Models to Study: Noah (Genesis 6-9; Hebrews 11:7),
Abraham (Genesis 12-25; Hebrews 11:8-12)

Characteristics of Someone with this Gift:

- ☐ trusts God for great things
- ☐ has a confident expectation God will accomplish what He says
- ☐ steps out in faith where others will not go
- ☐ sees God answer prayer
- ☐ this person's faith inspires others

Ministry Areas & Tasks Using This Gift:

Prayer Ministry:
almost any kind of prayer effort

Visionary Ministry:
long-range planning team, participate in special projects, new ministry initiatives where there are significant obstacles to be overcome and the reality of spiritual warfare is keenly felt

Observations About This Gifting:

- Common traits are optimism, perseverance, tendency to be future and change-oriented.
- Someone with the gift of faith will tend to be bored without a challenge and should therefore avoid only being in ministries having to maintain status quo.

Spiritual Gift: GIVING

Definition: to share what material resources you have with liberality and cheerfulness without thought of return

Scripture: Romans 12:8

Greek Word: metadidomi - to give over, share, impart

Scriptural Role Models to Study: Dorcas (Acts 9)

Characteristics of Someone with this Gift:

- ___ enjoys giving to those in serious financial need
- ___ cheerfully gives well above a tithe to the work of the church
- ___ known for generosity and sometimes sacrificial giving
- ___ often gives anonymously to those in need
- ___ willing to lower standard of living in order to help out

Ministry Areas & Tasks Using This Gift:

Benevolence Ministry:

give directly to people in need or to organizations that reach out to people in need like hunger and relief agencies

Worship Ministry:

all giving should be seen as an act of worship but can especially be so when giving during a local church worship service sacrificially

Other Ministry:

direct missionary support; provide care, lodging or other resources for missionaries home on furlough; scholarship for students training for ministry; sponsor or underwrite special projects

Observations About This Gifting:

- A person with this gift tends to display resourcefulness, generosity, and caring.
- If people with this gift don't have the material resources to meet a need, they will be motivated to pray and see needs are met otherwise.
- People with the gift of giving must take caution against: 1) a critical attitude of those unable to give, 2) control with one's money

Spiritual Gift: KNOWLEDGE

Definition: to seek to learn as much about the Bible as possible through the gathering of much information and the analyzing of that data

Scripture: 1 Corinthians 12:8

Greek Word: gnosis - primarily a seeking to know, inquiry, investigation --science, knowledge

Scriptural Role Models to Study: Apollos (Acts 18:24-28)

Characteristics of Someone with this Gift:

- ___ known as a scholar of the Bible
- ___ enjoys searching for answers to difficult questions in God's Word
- ___ able to take information from several sources and come up with an answer or a thesis about a subject
- ___ takes great joy in discovering Bible truths on one's own

Ministry Areas & Tasks Using This Gift:

Speaking/Teaching Ministry:
preparation for speaking or teaching, writing

Staff-Support Ministry:
research

Other Ministry:
prepare plan or presentation for a ministry vision or project

Observations About This Gifting:

- There are those who would define the gift of knowledge as having some extra-biblical revelation.
- People with the gift of knowledge tend to display analytical ability and objective thinking.
- People with the gift of knowledge ought to avoid carrying the primary responsibility to lead or implement the plan they have helped to devise unless accompanied by other gifting.
- Those with the gift of knowledge and not of teaching may be boring. Few people can learn from them. They have good material but it is hard to stay with them. Those with the gift of knowledge and teaching might not show quite the intellectual capacities of the pure scholar because much of their energy is invested in working out ways and means to effectively present the knowledge they have accumulated. A teacher with the gift of knowledge is able to develop a lesson from scratch whereas those with the gift of teaching but not knowledge will tend to want the help of pre-written curriculum.

Spiritual Gift: LEADERSHIP

Definition: to stand before the people in such a way as to attend to the direction of the body with such care and diligence so as to motivate others to get involved in the accomplishment of these goals

Scripture: Romans 12:8

Greek Word: proistemi - to stand before, to preside, be over (literally the one who stands upfront)

Scriptural Role Models to Study: Nehemiah

Characteristics of Someone with this Gift:

- ___ people respect and follow this person's direction
- ___ good at setting goals and seeing the direction the body should take
- ___ able to guide and motivate people to join in the achievement of one's goals
- ___ if in a group where there is no leader, will assume leadership
- ___ a goal-setter

Ministry Areas & Tasks Using This Gift:

Christian Education Ministry:
goal-setter of any variety of Christian education ministries

Visionary Ministry:
pastor, elder, leader of a variety of target groups, overseer, steering committee

Observations About This Gifting:

- The distinction between the gift of administration and leadership must be made. Two different Greek words are used. Administration (kubernesis) means to steer or guide as a helmsman. An administrator works more on the accomplishment of goals whereas a leader is the one who is more a goal-setter.
- A person with the gift of leadership should avoid being placed in a position that requires devotion to details and implementation of particulars.
- There needs to be an understanding on the limits of a spiritual leader's authority. Gifted leaders do not manipulate or coerce (Mk. 10:42-45). Rather, because they know where they are going, they generate a confidence.

Spiritual Gift: MERCY

Definition: to be sensitive toward those who are suffering, whether physically, mentally, or emotionally, so as to feel genuine sympathy with their misery, speaking words of compassion but more caring for them with deeds of love to help alleviate their distress

Scripture: Romans 12:8

Greek Word: eleeo - have (obtain, receive, show) compassion

Scriptural Role Models to Study: Good Samaritan (Luke 10)

Characteristics of Someone with this Gift:

- ☐ has a tender heart toward the needy and will often do what one can to help those who are in distress
- ☐ enjoys visiting the sick and shut-in
- ☐ looks out for those who are neglected and alienated
- ☐ empathizes with those who are embarrassed and humiliated and seeks to comfort them
- ☐ likes to spend time with those who are lonely and hurting to cheer them up

Ministry Areas & Tasks Using This Gift:

Benevolence Ministry:

cards/flowers, child-care, emergency shelter, food/clothes distribution, financial assistance, hospital & shut-in visitation, special needs, transportation

Other Targeted Ministry:

ministry to the elderly, disabled, prisoners, poor, sick

Observations About This Gifting:

- The focus of mercy is more on caring than counseling.
- People with the gift of mercy tend to be seen as perceptive, consoling, and non-judgmental.
- People with the gift of mercy may have difficulty in evaluating the intentions of others and may experience the pain of being used.
- There needs to be an understanding of the balance between God's mercy and justice.
- Exposure to those with the gift of exhortation would be helpful.

Spiritual Gift: PASTOR

Definition: to be responsible for spiritually caring for, protecting, guiding, and feeding a group of believers entrusted to one's care

Scripture: Ephesians 4:11

Greek Word: poimen - a shepherd, pastor; one who tends herds or flocks

Scriptural Role Models to Study: Titus (2 Corinthians 8:6, 16-17)

Characteristics of Someone with this Gift:

- ___ concerned for the spiritual welfare of other believers
- ___ takes responsibility for the spiritual growth and well-being of those under one's sphere of ministry
- ___ willing to give of one's own time to be available for the needs of others
- ___ provides long-term help for certain believers to aid them in their walk with the Lord

Ministry Areas & Tasks Using This Gift:

Shepherding Ministry:

care group leader, discipleship, elder, small group leader, pastor of a church

Staff-Support Ministry:

oversee staff

Other Ministry:

director of any target group, dean of a Bible college, Sunday School teacher who gets involved in students' lives outside of the classroom

Observations About This Gifting:

- A distinction needs to be made between the office of pastor and someone with the gift of pastor. Not all who fill the office of pastor have this gift.
- People with the gift of pastor in the office of pastor will be limited in time to deal with the overall picture, vision, goals and growth principles because they are so involved in the nitty-gritty's of peoples' lives. If a church is looking for that kind of pastor they should seek out someone who has the gift of leadership than the gift of pastor.

Spiritual Gift: PROPHECY

Definition: to speak forth the message of God to His people

Scripture: Romans 12:6; 1 Corinthians 12:10; Ephesians 4:11

Greek Word: prophetes - the forth-telling of the will of God ('pro'=forth; 'phemi'=to speak)

Scriptural Role Models to Study: John the Baptist (Matthew 3:1-12; 11:7-15)

Characteristics of Someone with this Gift:

- ___ able to sense the direction God desires for the body of Christ to move and shares it with others
- ___ speaks up for what is biblically right even when people think one is narrow-minded and oppose one's principles
- ___ compelled to communicate God's message from the Word so people know what God expects of them
- ___ not afraid to announce God's judgment on sin
- ___ speaks clearly, boldly, forcefully, fearlessly, and with conviction what one believes God wants people to know

Ministry Areas & Tasks Using This Gift:

Outreach Ministry:

those who speak out against social concerns in a variety of settings

Speaking Ministry:

sermons, other kinds of public speaking

Observations About This Gifting:

- The gift of prophecy is not necessarily, nor even primarily, fore-telling. The original Greek word indicates the gift of prophecy is forth-telling. The Old Testament prophets were often fore-tellers of what God was going to do but even then they were speaking forth the words of God as given to them. Revelation 22:18 makes it rather clear that there remains nothing more to be foretold that God wishes His people to know.
- There are those who believe that the gift of prophecy is an immediate message from God. However, since Scripture is complete and not to be added to, any form of the gift of prophecy today would have to be that of speaking forth what God has already said in Scripture such as a message from the Word that speaks out against the current state of the world today.

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- People with the gift of prophecy have a social consciousness as did many O.T. prophets. They tend to be sensitive to social trends. They use their energies in making pronouncements concerning public righteousness and usually are severely critical of contemporary culture.
- An inherent danger with the gift of prophecy is the tendency to become judgmental and negative when placed in a position of leadership.
- There are qualifications for prophecy as set forth in 1 Corinthians 14: done for purpose of edification, exhortation, and consolation.
- Prophets, whether fore-tellers or forth-tellers, need to be tested (1 Cor. 14:29-33; 1 Jn. 4:1; Matt. 24:24). We are to test their doctrine (1 Jn. 4:1-3), if what they say comes true or not (Deut. 18:21-22), and if it leads you to or away from the Lord (Deut. 13:1-5).

Spiritual Gift: SERVICE

Definition: to identify undone tasks in God's work, however menial, and use available resources to get the job done

Scripture: Romans 12:7

Greek Word: diakonia - deacon, attendant ('diako'=to run errands)

Scriptural Role Models to Study: Martha (Luke 10; John 12)

Characteristics of Someone with this Gift:

- ___ enjoys pitching in on service projects in the church
- ___ usually volunteers to help with tasks that need to be done
- ___ willing to work at a task regardless of how simple or trivial it may seem
- ___ feels a sense of satisfaction in seeing a job through to completion
- ___ very dependable for getting things done

Ministry Areas & Tasks Using This Gift:

Benevolence Ministry:

preparing meals, transportation

Clerical Ministry:

almost any kind of clerical work

Communications Ministry:

radio/TV, sound technician, visual aids

Service-Oriented Ministry:

almost any kind of domestic and maintenance type of tasks, deacon/deaconess, transportation

Staff-Support Ministry:

maintain resources & supplies, clerical, almost any kind of office work

Worship Ministry:

prepare communion, usher

Observations About This Gifting:

- Service is not a one-on-one person-centered gift like the gifts of mercy and helps. It is more task-oriented.
- The gift of service is often used with other natural skills such as carpentry, photography, printing, etc.
- People with the gift of service must be careful not to: 1) isolate themselves excessively from relationships with others in lieu of behind-the-scenes work, 2) not receive from others as well as give 3) not be able to say no to all the physical needs around them

Spiritual Gift: TEACHING

Definition: to instruct others in the Bible in a logical, systematic way so as to communicate pertinent information for true understanding and growth

Scripture: Romans 12:7; 1 Corinthians 12:28; Ephesians 4:11

Greek Word: didasko - to give instruction (primary root: 'dao'=to learn)

Scriptural Role Models to Study: Apollos (Acts 18:24-28),
Aquila and Priscilla (Acts 18; Romans 16)

Characteristics of Someone with this Gift:

- ___ able to organize one's thinking in such a way as to systematically present a Bible lesson to others
- ___ enjoys diligent study so as to accurately teach the Word
- ___ others comment on how much they have enjoyed this person's teaching and learned and grown under it
- ___ able to thoroughly study Scripture and share one's findings with others
- ___ able to make the Bible clear and relevant for others

Ministry Areas & Tasks Using This Gift:

Christian Education Ministry:
teacher training, teaching within any of the Christian Education ministries,
ministry development class

Speaking/Teaching Ministry:
Bible studies, curriculum development, discipleship, exhortations, sermonettes,
sermons, small group leader, teaching, training, Bible Institute teacher

Observations About This Gifting:

- People with the gift of teaching are intent on getting the truth out, sometimes to the neglect of giving practical application of the truth. They must be careful to incorporate both the presentation of facts and life application.

Spiritual Gift: WISDOM

Definition: to apply knowledge to life in such a way as to make spiritual truths quite relevant and practical in proper decision-making and daily life situations

Scripture: 1 Corinthians 12:8

Greek Word: sophia - wisdom

Scriptural Role Models to Study: Solomon (1 Kings 3:1-28)

Characteristics of Someone with this Gift:

- ☐ able to see how the Bible relates to daily life and how to apply Biblical principles to different situations
- ☐ known for insight and ability to solve problems
- ☐ able to offer practical solutions to difficult problems
- ☐ seems to know what to do when others do not know what choices to make
- ☐ often sought out for one's opinions

Ministry Areas & Tasks Using This Gift:

Counseling Ministry:
variety of different types of counseling

Other Ministry:
consultant, useful in almost any kind of ministry

Observations About This Gifting:

- People with the gift of wisdom may be sought out by others. A caution would be against letting themselves get over-burdened with advice seekers.