

## Spiritual Gifts



**ADMINISTRATION:** The spiritual capability to understand what makes an organization function, and the special ability to plan and execute procedures that increase the church's organizational effectiveness. (1 Corinthians 12:28)

The gift of administration allows a person to organize people and resources for greater efficiency, effectiveness, and success. Administrators have the natural ability to apply resources where they will do the greatest good. Administrators are good with details and are deeply aware of how all the parts of a group or organization work together to achieve their goals

**APOSTLESHIP:** The spiritual capability to start churches and oversee their development. (1 Corinthians 12:28; Ephesians 4:11)

The gift of apostleship compels people to reach out to new and unfamiliar groups and individuals to invite them into relationship with God and community. Apostles share the story of faith in other lands, cultures, and traditions, as well as welcoming the stranger in their own land. Apostles extend the hand of friendship to those of other generations, nations, and languages. Many apostles desire to be missionaries.

**DISCERNMENT:** The spiritual capability to distinguish between truth and error, and to identify deception in character and in relationships. (1 Corinthians 12:10, "distinguishing between spirits.")

Discernment is a gift of deep intuition and insight. Discerning people can separate truth from fiction and know at a visceral level when people are being honest. Deeply sensitive and "tuned in," those with the gift of discernment are open to feelings, new ideas, and intuition as valid and credible information. Discernment is not irrational, but trans-rational – beyond empirical – knowledge.

**ENCOURAGEMENT:** The spiritual capability to reassure, strengthen, and affirm those who are discouraged or wavering in their faith. (Romans 12: 8)

Encouragement is the gift of urging others to apply the truth in their lives; it is not just a gift of friendliness and back-slapping. This person is able to get alongside wavering or discouraged people and effectively challenge them to be all they can be spiritually. When you are around these people, you feel like keeping on track and continuing to fight the good fight.

**EVANGELISM:** The spiritual capability to effectively communicate the message of Christ to non-Christians so they can respond in faith and move toward discipleship. (Ephesians 4:11)

The gift of evangelism is the gift of faith-sharing and proclaiming the gospel of Jesus Christ to those we meet. Evangelism is primarily a one-to-one or small group experience, grounded in building relationships with others and inviting them to make a decision for Christ. Gifted evangelists do not force their faith on others, but offer relationship with God as a gift, and are ready to tell the story of God and Christ in their own lives.

**FAITH:** The spiritual capability to trust God's will and act on it with unwavering belief in His ability. (1 Corinthians 12:9)

The gift of faith is more than belief in Jesus Christ, but an abiding foundation of confidence that God works all things together for good, and that they people of God can rise above any obstacle. Faith is the bedrock upon which we build lives, congregations, and communities. People with the gift of faith hold fast to the deep conviction that no matter what we see with our eyes, we can trust the promises and plan of God.

**GIVING:** The spiritual capability to contribute money and material resources to the work of the Lord with cheerfulness and liberality. (Romans 12: 8)

The gift of giving is the deep commitment to provide whatever resources are needed to support God's will and plan. In addition to radical generosity, those who possess the gift of giving have the uncanny ability to discover and channel new sources of money, time, and energy to needs. Money management skills, grant writing abilities, and the easy knack of asking for donations and cultivating donors are among common skills of gifted givers.

**HEALING:** The spiritual capability to be God's channel to restore people to health. (1 Corinthians 12:9)

The gift of healing is not about transferring spiritual power to eliminate suffering and disease, but the ability to channel God's grace and healing love to those who suffer physical, emotional, or spiritual pain. Healers are moved to be present with those who suffer. Healers pray for those who suffer, visit those who are ill, and are usually moved to extend a hand of comfort and touch to those who are afflicted. Healers give their time and energy to offering aid and comfort to others.

**HELPS:** The spiritual ability to attach spiritual value to the accomplishment of practical and necessary tasks which support the body of Christ. (Romans 12:7; 1Corinthians 12:28)

Helping is a gift of support and behind-the-scenes effort that make groups, families, and congregations more effective. Not everyone is gifted to lead, but many are gifted to follow and handle the tasks that are so essential, but less glamorous. Helpers love to serve others, support others, and assist others in the important work of ministry and mission. Tireless in their willingness to serve, helpers are less interested in receiving thanks and recognition than in doing good, valuable work.

**HOSPITALITY:** The spiritual capability to personally care for people by providing fellowship, food, or shelter. (1 Peter 4:9)

A person with this gift enjoys providing a caring, warm atmosphere for those whom God is calling to the church. They have an ability to connect with people; they provide environments where people feel welcome. This person tends to gravitate toward those who are standing off to the side, looking confused. A good host loves to have people to their home and is more pre-occupied with the comfort of others than the image of their home. This gift is especially needed in a large church. One of the more frequent questions asked by newer people is, "Can a church this size care for me personally?"

**INTERCESSION:** The divine enablement to consistently pray on behalf of and for others; thus seeing frequent and specific results.

A person with this gift has the ability to pray for the needs of others in the church family over an extended period of time on a regular basis and have frequent answers. These people have the ability to persist in prayer and not be discouraged.

**INTERPRETATION:** The spiritual capability to make known to the body the message of one who is speaking in tongues. (1 Corinthians 12:10)

Those who are gifted to interpret tongues help build bridges across cultural, generational, and language divides. People who possess this gift have an innate ability to learn new languages and cultural practices, and can help others understand them as well. Foreign speaking people are attracted to those with this gift, and feel intuitively that they will be better understood and received by interpreters. Interpretation breaks down barriers.

**KNOWLEDGE:** The divine empowerment to accumulate and analyze information effectively. (1 Corinthians 12:8)

The gift of knowledge allows people to automatically convert facts, data, and information into useful and important knowledge. People possessing this gift can learn in a variety of ways, retain what they learn, and understand how learning can be applied in meaningful and productive ways. Those gifted with knowledge have a voracious and insatiable desire to learn more, and they seek multiple avenues for deepening their understanding of God's world, God's will, and God's people.

**LEADERSHIP:** The spiritual capability to instill vision, to motivate, and to direct people to accomplish the work of the ministry. (Romans 12:8)

The gift of leadership is a visionary, and forward looking gift that enables people to stay focused on where God might be leading us as individuals, congregations, and communities at any given time. Leaders look more to where we are going rather than where we currently are, or where we have been. Leaders motivate others to work together in ways that help them achieve more together than any could on their own. Leaders provide examples of how we should order our lives to honor and glorify God.

**MERCY:** The spiritual capability to minister cheerfully and appropriately to people who are suffering. (Romans 12:8)

This is different than compassion (a heart for hurting people). Mercy requires coming alongside people on a regular basis, feeling that pain and directing it toward godly action to alleviate that pain. They often work well alongside a prophet whom God has used to expose sin and pain in someone's life. The person with mercy comes next to that person, empathizing deeply with the pain, but offering God's solution for healing.

**MIRACLES:** The spiritual capability to obtain exceptional interventions of God's power that glorify Him and give evidence of His grace. (1 Corinthians 12: 10, 28)

The gift of miracles is not about performing miracles, but about living in the miraculous reality of God's creation. Those gifted with miracles never doubt the power and presence of God in creation, and are able to help others see and believe in God's power. The gift of miracles does not focus on the extraordinary, but sees the miraculous in the mundane and normal. Living in the spirit of the miraculous, people see God in nature, in relationships, in kind acts, and in the power of love.

**PROPHECY:** The spiritual capability to proclaim God's truth with power and clarity in a timely and culturally sensitive fashion for correction, repentance, or edification. (Romans 12:6; 1 Corinthians 12:10, 28; Ephesians 4:11)

The gift of prophecy is the ability to speak God's word to others, or more appropriately to be open for God to speak God's word through us. Prophets do not predict the future, but offer insight and perspective on current conditions and how things might turn out if changes aren't made. Prophets are incisive, clear, and often controversial, communicators. Prophets see things that others often don't, and they have the courage to "tell it like it ought to be."

**SHEPHERDING:** The spiritual capability to guide, care for, and nurture individuals or groups in the body of Christ as they grow in faith. (Ephesians 4:11)

The gift of shepherding is the gift of mentoring and providing spiritual guidance to others to help them develop in the discipleship and faith formation. Shepherds take an active and individualized interest in the life of faith of others. Shepherds share from their own faith journey to make the way easier for others. Shepherds are good at asking provocative questions, recommending appropriate resources and experiences, and helping people find their own way to the next level of their development

**TEACHING:** The spiritual capability to understand, clearly explain, and apply the Word of God to the lives of listeners. (Romans 12:7; 1 Corinthians 12:28; Ephesians 4:11)

The gift of teaching allows people to transform data and information into life changing knowledge. Teachers do not have to stand in front of a class to teach. Often gifted teachers communicate best in informal, one-on-one settings. Teachers have the uncanny knack of helping people learn effortlessly. People internalize and retain the knowledge and learning they receive from gifted teachers. Good teachers transform more than they inform.

**TONGUES:** The spiritual capability to express praise and worship to God in an unknown spiritual language. (1 Corinthians 12:10)

The gift of tongues is a communication gift that allows people to speak foreign languages and convey concepts they never formally studied. People with this gift “pick up” the ability to communicate across barriers of language, culture, age, or physical limitation (some people with the gift of tongues work with the deaf or blind). The gift of tongues is not a “secret” prayer language, but a way to communicate the faith to people in a known language.

**WISDOM:** The spiritual capability to apply spiritual knowledge effectively. (1 Corinthians 12:8)

The gift of wisdom allows people to understand deeper meaning and apply knowledge, beliefs, and experience to every day situations. Wise, gifted individuals make connections and help other make them as well – to understand the implications of our beliefs and actions. Those gifted with wisdom often understand root causes of disagreements, conflict, and barriers to growth and development. People with wisdom help others understand and clarify options to make good decisions.