

Spiritual Gift Descriptions (From *spreadinglight.com*)

Administration is a gift that provides insight into other people's spiritual gifting as well as natural talent, which allows for placing people who want to minister in a particular way together with those who need just this ministry.

Compassion transcends both natural human sympathy and normal Christian concern, enabling one to sense in others a wide range of emotions and then provide a supportive ministry of caring and intercessory prayer. Also called the gift of **Mercy**.

Discernment is the heightened ability to read or hear a teaching, to encounter a problem, or to consider a proposed course of action, and then determine whether the source behind the teaching, problem, or action is divine, merely human, or satanic. This will be a much needed gift near the End of the Age.

Evangelism is a special ability to lead unconverted persons to a saving knowledge of the Gospel of Jesus Christ. The person with this gift has the wisdom to know when, who, and how to call the rebellious into the Kingdom of God. Evangelists are the spiritual "obstetricians" in the church.

Exhortation is the gift of being able to encourage others by well timed and wise counsel. This gift builds the Body of Christ by helping new, young and adolescent disciples to turn from sin and believe in the power of the Holy Spirit. Barnabas, whose name literally means Son of Encouragement, is the best example of this in the Bible. Also called the gift of **Counseling**, or the gift of **Encouragement**.

Faith as a gift is an extraordinary confidence in God that is unshakable by situations, pain, apparent failure, or ridicule. While we are all called to have faith, this is an extraordinary amount of faith above and beyond that of Christians without this gift. This gift strengthens the individual and other believers (by example) to endure persecution and wait upon the Lord.

Giving empowers one in a sensitive way to detect material or financial needs and meet those needs with Spirit inspired generosity. Recipients of help from Christians with this gift have a clear sense that God has provided, not man.

Helps enables one to assist people in skilled ways that are supernaturally enhanced by the anointing of the Holy Spirit. This is similar to the gift of serving except that it is specific concerning a certain skill - such as the goldsmiths who helped Moses build the items for the tabernacle. Those with this gift should be highly esteemed in the Body.

Knowledge is an ability to remember Scripture or have it supernatural quickened, or to know a fact or truth about a person or situation revealed directly by the Holy Spirit.

Leadership in the Greek is actually "he who provides leadership in giving aid". These go first and lead by example, so that others are motivated to follow. (1Cor 11:1) Those with the gift of leadership are quick to identify problems and show by doing how to minister to those in need.

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Missionary is the ability to communicate across cultural barriers and plant churches where there is no knowledge of the gospel. It is usually accompanied with a distinct calling and a miraculous lifestyle. In Greek (apostolos) "a sent one", or "a messenger", a Missionary. Sometimes called the gift of **Apostle**, although true apostles were required to have seen the risen Lord.

Pastoring is the collective (plural in Greek) ministry of the Elders to "shepherd" an individual or community of Christian believers. This gift is a special passion and empowering to lead people into green pastures, steer others away from danger, fight off predators, and bind up wounds. Sometimes called the gift of **Shepherding**.

Prophecy is speaking what God wants said with clarity, creativity, and power. It is also called the gift of **Preaching**. The primary ministry in this gift is not prediction, but in confronting people with the truth about God and man - with conviction and repentance as the result.

Serving is a gift which expresses the love of Christ by taking care of lowly or time-consuming tasks to allow others to be more effective ministers. Similar to the gift of Helps, but here the work performed is menial rather than skilled. Those with this gift are the truest and highest leaders in the church, and ought to be recognized as such.

Teaching is the ability to understand and communicate the Christian faith so as to make the truth clear to others. The result of this gift is the equipping and maturing of others in the body of Christ so that they will grow in grace and be more effective disciples.

Wisdom is special illumination that enables one in a specific instance to grasp divine insight regarding a fact, situation, or context. This gift is useful in directing the Body in what to do next; in making God's will known.

Practical use of Spiritual Gifts

All Christians are to work together, supporting one another. However, our gifts make us better prepared and equipped to perform in some areas of ministry over others. A person who is working within a ministry area they are gifted for, will be more effective in that ministry than one they not gifted for.

What types of ministry will you be most effective in? A brief list of ministry examples follows. These examples have been provided merely as thought starters and should not be considered an exhaustive list. Use them as a starting point in exploring the possibilities for putting your gifts to use within your congregation and in your community.

Administration Congregation Council, Finance Staff, Sunday School Superintendent, Vacation Bible School Coordinator, Business Manager

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Compassion Home/Hospital/Institution Visitation, Transportation to Worship/Bible Study, Social Ministry Team, Support Group Leader, Telecare Minister

Discernment Congregation Council, Long Range Planning Team, Social Ministry Team, Peer Counseling, Support Group Facilitator

Evangelism Prospective Member Visitation, Evangelism Team, Advertising and Marketing, New Member Sponsor, Community Visitation

Exhortation Mutual Ministry Team, Hospital/Home/Institution Visitation, Telecare Ministry, Peer Counseling, Small Group Leader

Faith Congregational President, Stewardship Team, Long Range Planning Team, Bible study leader

Giving Capital Campaign Steering Team, Stewardship Team, Volunteer Coordination, Giving Personal Testimony

Helps Computer Programmer/Data Entry, Building Maintenance/Upkeep Electrical/Masonry/Plumbing/Roofing Mechanical Repair/Maintenance Audio/Visual Operator and Repair Computer Maintenance, Web-Page Developer, P.A./Sound System Technician

Knowledge Parish Resource-Library Coordinator, Nominating Team, Long Range Planning Team, Congregation Council

Leadership Sunday School Superintendent, Committee Chairperson (all types), Fellowship Activity Coordinator, Vacation Bible School Coordinator, Congregational President, Speaker: Special Events

Missionary Women's/Men's Missionary Fellowship, Short-term Missions Coordinator, Evangelism Team, Urban Ministry Team

Pastoring Adult In-Home Bible Study Leader, New Member Sponsor, Young-Adult Counselor, Small Group Leader, Telecare Ministry

Prophecy Committee Chairperson, Speaker: Special Events, Congregational President

Service Newsletter Collation, Tape Recording Worship Services, Child Care, Building/Grounds Upkeep, Kitchen Cleaning Team, Providing Transportation

Teaching Adult Bible Class Teacher, Sunday School Teacher, Teen Bible Class Teacher, Vacation Bible School Teacher, Conference/Seminar Leader

Wisdom Long Range Planning Team, Congregation Council Peer Counselor, Support Group Leader, Mutual Ministry Team

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| Roman 12:4-8 | 1 Corinthians 12:4-11 | 1 Corinthians 12:27-31 | Ephesians 4:11-13 |
|------------------------------|---------------------------------------|--|-----------------------------------|
| Prophecy | Prophecy | Prophecy | Prophecy |
| Serving | | | |
| Teaching | | Teaching | Teaching |
| Exhortation | | | |
| Giving | | | |
| Leadership | | | |
| Compassion | | | |
| | Healing | Healing | |
| | Miracles | Miracles | |
| | Tongues | Tongues | |
| | Interpretation | Interpretation | |
| | Wisdom | | |
| | Knowledge | | |
| | Faith | | |
| | Discernment | | |
| | | Missionary | Missionary |
| | | Helps | |
| | | Administration | |
| | | | Evangelism |
| | | | Pastoring |

Why no Tongues?

The issue of speaking in tongues has deliberately been left out of the test for two reasons. First is its divisive nature in the church over whether the gift is still active today. Second, if you have the gift of tongues, you already know it and don't need to take a test to discover it. For these reasons the gifts of healing, miracles, tongues, and interpretation have been left off of the test. *(Statement from spreadinglight.com)*