

# The Spiritual Gift of Administration

## Definition

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 group or organization.

### Gifts in Action

Aaron, Moses' brother, demonstrated this gift. God used him to execute the details of the departure plan when the Israelites left Egypt for the Promised Land. Moses provided the visionary leadership, and Aaron made it happen!

## Scripture References for Administration

- 1 Corinthians 12:28
- Acts 6:1-7
- Exodus 18:13-25

## People With This Gift Like to...

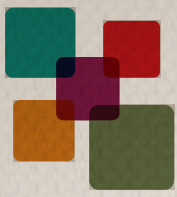
- Develop strategies or plans to reach identified goals.
- Organize people, tasks, or events.
- Assist ministries to become more effective and efficient.

## Characteristics of People With Administration

- Thorough
- Objective
- Responsible
- Organized
- Goal-oriented
- Efficient
- Conscientious

## Potential Ways to Use the Gift of Administration

- Member of a planning team, committee, or board
- Administrative assistant
- Event organizer
- Chairperson of a group
- Data management



# The Spiritual Gift of Discernment

**SPIRITUAL GIFTS  
DISCOVERY**

*equip to serve*

## Definition

The gift of Discernment is the God-given ability to distinguish between truth and error. It is being able to discern the difference between good and evil, right and wrong, truth and deception.

### Gifts in Action

While on a mission trip in Philippi, Paul met a slave girl who was earning money for her owner by predicting the future. Paul was able to discern that her ability was not from God but an evil spirit. This gift helped him expose the deception that led people to believe in fortunetelling and superstition.

## Scripture References for Discernment

- 1 Corinthians 12:10
- Acts 5:1-4
- Romans 9:1

## People With This Gift Like to...

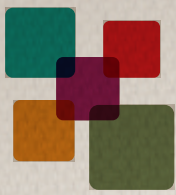
- Identify deception in others with accuracy and appropriateness.
- Sense the presence of ungodly forces.
- Recognize inconsistencies in a biblical teaching or message.

## Characteristics of People With Discernment

- Perceptive
- Insightful
- Intuitive
- Sensitive
- Truthful
- Decisive

## Potential Ways to Use the Gift of Discernment

- Member of a decision-making team, committee, or board
- Church officer or board of directors member
- Counseling
- Advisor to those who make ministry decisions



# The Spiritual Gift of Encouragement/Exhortation

## Definition

The gift of Encouragement is the God-given ability to present words of comfort, consolation, and encouragement so as to strengthen or urge to action those who are discouraged or wavering in their faith.

### Gifts in Action

Barnabas, a respected leader of the early church, was nicknamed “son of encouragement.” He traveled with Paul on his first missionary journey. He supported, encouraged, and affirmed Paul when others sought to harm him. When we encourage others, it builds them up to utilize their full potential for ministry.

## Scripture References for Encouragement

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

## People With This Gift Like to...

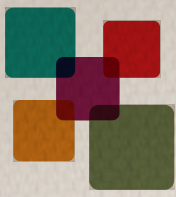
- Comfort others to trust and hope in the promises of God.
- Motivate others to grow in personal and spiritual development.
- Urge others to action by applying biblical truth.

## Characteristics of People With Encouragement

- Positive
- Motivating
- Affirming
- Reassuring
- Supportive
- Trustworthy

## Potential Ways to Use the Gift of Encouragement

- Visiting the sick or elderly
- Counseling
- Hospitality team member
- Prayer ministry



# The Spiritual Gift of Evangelism

**SPIRITUAL GIFTS  
DISCOVERY**

*equip to serve*

## Definition

The gift of Evangelism is the God-given ability to effectively communicate the Gospel to nonbelievers so they respond in faith and move toward discipleship.

### Gifts in Action

John, the son of Zebedee and brother of James, worked actively with Peter in missionary events and travels after the death of Jesus. He actively shared his faith during his travels. Five books of the New Testament are believed to have been written by John, showing how his efforts to evangelize extended to his writing as well.

## Scripture References for Evangelism

- Ephesians 4:11
- Acts 8:5-6
- Acts 14:21

## People With This Gift Like to...

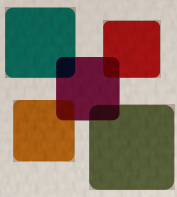
- Communicate the message of Christ with clarity and conviction.
- Seek out opportunities to talk about spiritual matters with those outside the Christian faith.
- Participate in conversations that allow for questions and dialogue about God.

## Characteristics of People With Evangelism

- Sincere
- Candid
- Influential
- Confident
- Commitment-oriented

## Potential Ways to Use the Gift of Evangelism

- Outreach events
- Mission trips
- Activities which involve people who are new to the Christian faith
- Personal faith-sharing in conversational settings



# The Spiritual Gift of Faith

## Definition

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.

### Gifts in Action

Lois, the grandmother of Timothy, was known for her great faith. Paul's letter to Timothy commended her for raising him in a home that demonstrated sincere belief. Living your faith in daily life impacts the spiritual growth of others. (2 Timothy 1:5)

## Scripture References for Faith

- 1 Corinthians 12:9
- 1 Corinthians 13:2
- Romans 4:19-21

## People With This Gift Like to...

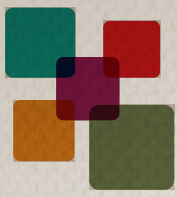
- Act in complete confidence of God's ability to overcome obstacles.
- Advance the mission of Christ because they'll step out in action when others are doubtful.
- Ask God for what is needed and have complete trust that those needs will be met.

## Characteristics of People With Faith

- Prayerful
- Optimistic
- Trusting
- Assured
- Inspiring
- Hopeful
- Positive

## Potential Ways to Use the Gift of Faith

- Prayer ministry
- Teaching the Christian faith
- Children or youth leader
- Mission work



# The Spiritual Gift of Giving

## Definition

The gift of Giving is the God-given ability to contribute money and resources to the work of the Lord with cheerfulness and generosity.

### Gifts in Action

Mary, the sister of Martha and Lazarus, demonstrated this gift at a supper for Jesus in Bethany. She donated a very expensive jar of perfume to pour on the feet of Jesus as an act of love and devotion. Her sacrificial giving was criticized by Judas who selfishly wanted to keep the money. Mary's act of giving provided comfort and support to the One who gave his life for us all. (John 12:3-8)

## Scripture References for Giving

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

## People With This Gift Like to...

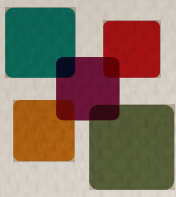
- Manage their finances and limit their lifestyle in order to donate as much of their resources as possible.
- Meet tangible needs so that spiritual growth in others can develop.
- Support the work of ministry with sacrificial gifts in order to advance the work of the church.

## Characteristics of People With Giving

- Resourceful
- Responsible
- Stewardship-oriented
- Charitable
- Disciplined

## Potential Ways to Use the Gift of Giving

- Provide support for missionaries
- Establish trust accounts and foundations to provide ongoing resources for ministry
- Share testimonies of how God has provided for your needs
- Assist with fundraising projects



# The Spiritual Gift of Helps/Serving

**SPIRITUAL GIFTS  
DISCOVERY**  
*equip to serve*

## Definition

The gift of Helps is the God-given ability to accomplish practical and necessary behind-the-scenes tasks, which frees up, supports, and meets the needs of others.

### Gifts in Action

Phoebe was known for her acts of helping and serving. She supported the faith community in any way possible. She was highly regarded in the church, and Paul commended the help she gave him when he wrote his letter to the Romans. (Romans 16:1-2)

## Scripture References for Helps

- 1 Corinthians 12:28
- Romans 12:7
- Acts 9:36

## People With This Gift Like to...

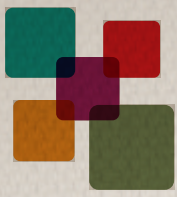
- Serve behind the scenes wherever needed.
- See the tangible and practical things that need to be done to complete a task or project—and enjoy doing them.
- Associate spiritual value with practical service.

## Characteristics of People With Helps

- Willing
- Reliable
- Loyal
- Dependable
- Helpful
- “Whatever-it-takes” attitude

## Potential Ways to Use the Gift of Helps

- Office helper
- Teacher’s assistant
- Service projects
- Assistance to church visitors



# The Spiritual Gift of Hospitality

## Definition

The gift of Hospitality is the God-given ability to care for people by providing friendly reception, food, and lodging.

### Gifts in Action

Lydia made her living selling purple cloth and dyed goods in the city of Thyatira. After Paul presented the Gospel she became a believer in Jesus. She volunteered to host Paul and his companions during his missionary journey to Philippi, insisting they stay at her home as long as they wanted. Her gracious hospitality freed Paul from having to find lodging and preparing meals while doing his mission work. (Acts 16:13-15)

## Scripture References for Hospitality

- 1 Peter 4:9-10
- Romans 12:13
- Luke 10:38

## People With This Gift Like to...

- Provide an environment where people feel valued and cared for.
- Seek ways to connect people together into meaningful relationships.
- Set people at ease in unfamiliar surroundings.

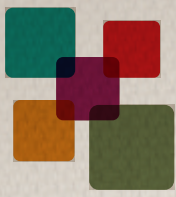
## Characteristics of People With Hospitality

- Friendly
- Gracious
- Inviting
- Trusting
- Caring
- Responsive
- Warm

## Potential Ways to Use the Gift of Hospitality

- Host a small group Bible study
- Provide food for church meals (funerals, receptions, special events)
- Serve meals at a local soup kitchen or food pantry
- Be a member of the guest services team (usher, greeter, etc.)
- Prepare coffee for church services and events





# The Spiritual Gift of Intercession

## Definition

The gift of Intercession is the God-given ability to consistently pray on behalf of and for others, seeing frequent and specific results.

### Gifts in Action

Zacharias was a priest and the father of John the Baptist. His wife, Elizabeth, was related to Mary, the mother of Jesus, and described as “barren” because she never had a child. Her condition didn’t stop Zacharias from praying daily for a child. He prayed for many years until finally, in his old age, an angel announced that he and Elizabeth would have a son. (Luke 1:5-23)

## Scripture References for Intercession

- Romans 8:26-27
- Colossians 1:9-12
- Colossians 4:12-13

## People With This Gift Like to...

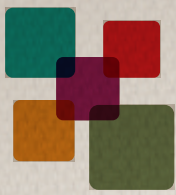
- Earnestly pray on behalf of someone or some cause.
- Set a daily time to pray for spiritual victories over the challenges and obstacles of life.
- Pray in response to a leading from God, whether understood or not.

## Characteristics of People With Intercession

- Advocate
- Sincere
- Trustworthy
- Burden-bearer
- Spiritually sensitive

## Potential Ways to Use the Gift of Intercession

- Join a prayer group
- Pray for the needs of your congregation and its people
- Become a prayer partner of your pastor or a church leader
- Participate in the National Day of Prayer



# The Spiritual Gift of Knowledge

## Definition

The gift of Knowledge is the God-given ability to learn, analyze, and uncover insights from the Bible that are pertinent to the growth and well-being of the church.

### Gifts in Action

The people who lived in Berea of Macedonia were known for their thirst for biblical knowledge. These “Bereans” were considered “more noble” than the Christ-followers in Thessalonica because they examined Scripture every day to verify what Paul was teaching. They used this gift to provide direction to those who were searching for the true God.

## Scripture References for Knowledge

- 1 Corinthians 12:8
- 1 Corinthians 14:6
- 2 Corinthians 11:6

## People With This Gift Like to...

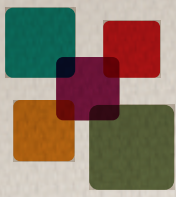
- Research the Bible for insight, understanding, and truth.
- Organize information for teaching and practical and personal use.
- Come up with biblical solutions for life’s challenges.

## Characteristics of People With Knowledge

- Inquisitive
- Observant
- Insightful
- Reflective
- Studious
- Truthful

## Potential Ways to Use the Gift of Knowledge

- Member of a decision-making team, committee, or board
- Church officer or board of directors member
- Counseling
- Teaching
- Provide research for those who present biblical messages



# The Spiritual Gift of Leadership

## Definition

The gift of Leadership is the God-given ability to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God.

### Gifts in Action

Moses was one of the greatest leaders of God's people. God appointed him to free the children of Israel from bondage in Egypt and lead them to the land of promise in Canaan. Moses was successful in his mission despite the challenges he faced from the pharaoh and the doubts and fears of the people he was leading.

## Scripture References for Leadership

- Romans 12:8
- 1 Timothy 5:17
- Hebrews 13:17

## People With This Gift Like to...

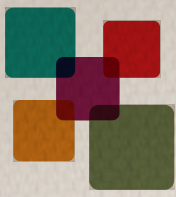
- Motivate others to perform to the best of their abilities.
- Take responsibility, cast a vision, and establish goals.
- Provide direction for God's people or ministry.

## Characteristics of People With Leadership

- Influential
- Visionary
- Persuasive
- Motivating
- Goal setter

## Potential Ways to Use the Gift of Leadership

- Team or ministry leader
- Small-group Bible study leader
- Church leadership board or council
- Children or youth leader



# The Spiritual Gift of Mercy

## Definition

The gift of Mercy is the God-given ability to feel deeply for those in physical, spiritual, or emotional need and then demonstrate actions to meet those needs.

### Gifts in Action

A man from Samaria became the hero of a story Jesus told to answer the question “Who is my neighbor?” The parable tells of how a man on the road to Jericho was attacked by robbers and left to die. Both a priest and Levite passed by without helping, but a “certain Samaritan” took pity on the wounded traveler and gave him aid. This story demonstrates how those gifted in Mercy have compassion that seeks to help anyone in need. (Luke 10:30-37)

## Scripture References for Mercy

- Romans 12:8
- Mark 9:41
- Matthew 25:34-40

## People With This Gift Like to...

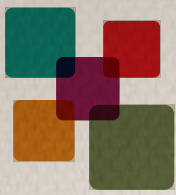
- Alleviate the source of pain or discomfort in suffering people.
- Concern themselves with issues that cause harm to or oppress people.
- Address the needs of the lonely, neglected, or forgotten.

## Characteristics of People With Mercy

- Empathetic
- Caring
- Responsive
- Kind
- Compassionate
- Sensitive

## Potential Ways to Use the Gift of Mercy

- Hospital or shut-in visitation
- Homeless ministry
- Food bank assistance
- Involvement in recovery programs, prison ministry, or social justice causes



# The Spiritual Gift of Prophecy

## Definition

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.

### Gifts in Action

Paul was transformed by God from a persecutor of Christians to a preacher for Christ. During his public ministry he made three missionary journeys in which he challenged people to live more fully for God. Paul drew from his background, training, and life experiences to proclaim the Gospel in such a way that it was easily understood and accepted. He was not afraid to expose the things that were contrary to God's Word. His preaching and writing inspired people to live for Christ.

## Scripture References for Prophecy

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

## People With This Gift Like to...

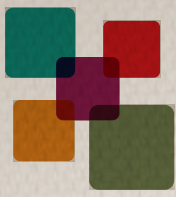
- See a truth that others often fail to see and challenge them to respond.
- Understand God's heart and mind through life experiences.
- Expose sin or deception in others for the purpose of making things right.

## Characteristics of People With Prophecy

- Discerning
- Compelling
- Uncompromising
- Authoritative
- Confronting
- Convicting

## Potential Ways to Use the Gift of Prophecy

- Sunday school/Bible teacher
- Spiritual advisor
- Preaching
- Member of a board or council that sets future direction



# The Spiritual Gift of Shepherding

**SPIRITUAL GIFTS  
DISCOVERY**

*equip to serve*

## Definition

The gift of Shepherding is the God-given ability to assume long-term personal responsibility for the spiritual welfare of an individual or small group of Christ-followers by nurturing and guiding them toward ongoing spiritual maturity.

### Gifts in Action

With the rapid growth of the early church, it soon became apparent that help was needed to shepherd the people. One group needing extra attention was the widows. Some felt they were being overlooked in the daily distribution of food. The disciples selected seven men to be responsible for this group of women. These seven were selected because they were “full of the Spirit and wisdom.” They demonstrated the gift of shepherding by establishing long-term care for this select group. The seven men chosen were Stephen, Philip, Procorus, Nicanor, Timon, Parmenas, and Nicolas of Antioch. (Acts 6:1-6)

## Scripture References for Shepherding

- Ephesians 4:11-12
- 1 Peter 5:1-4
- 1 Timothy 3:1-13

## People With This Gift Like to...

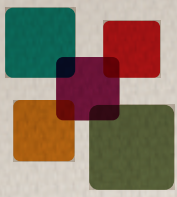
- Provide guidance and oversight to a small group of people.
- Establish trust and confidence through long-term relationships.
- Lead and protect those who are in their care.

## Characteristics of People With Shepherding

- Nurturing
- Guiding
- Supportive
- Relational
- Influential

## Potential Ways to Use the Gift of Shepherding

- Small group leader
- Youth leader
- Sunday school/Bible teacher
- College ministry



# The Spiritual Gift of Teaching

## Definition

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.

### Gifts in Action

Paul took every opportunity to teach, write, preach, and communicate the Gospel. He's the author of 13 New Testament epistles whose content displays his ability for analytical thinking and clear communication. On his first missionary journey, Paul taught at Iconium and "spoke so effectively" that a large number of Jews and Gentiles started believing in God that day. (Acts 14:1-3)

## Scripture References for Teaching

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

## People With This Gift Like to...

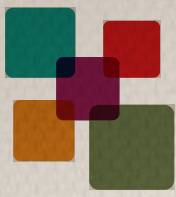
- Have extended times of study and reflection of God's Word.
- Challenge learners simply and practically with the truths of the Bible.
- Give attention to detail and accuracy.

## Characteristics of People With Teaching

- Disciplined
- Perceptive
- Teachable
- Practical
- Analytical
- Articulate

## Potential Ways to Use the Gift of Teaching

- Bible teacher to children, youth, or adults
- Teacher's assistant
- Small group leader/teacher
- Tutor
- Coach



# The Spiritual Gift of Wisdom

## Definition

The gift of Wisdom is the God-given ability to apply spiritual truth effectively to meet a need in a specific situation.

### Gifts in Action

Philip, of Samaria, was recognized by his peers as having the gift of wisdom. This led to his selection as one of the seven deacons of the early church to oversee the distribution of food to widows. His service in this area enabled the apostles to focus on their ministry of proclaiming the Word of God. When each person serves in their area of gifting, it helps the church accomplish its mission.

## Scripture References for Wisdom

- 1 Corinthians 12:8
- James 3:13-18
- 1 Corinthians 2:3-5

## People With This Gift Like to...

- Focus on the unseen consequences in determining the next steps to take.
- Provide God-given solutions in the midst of conflict and confusion.
- Apply spiritual truth in specific and practical ways.

## Characteristics of People With Wisdom

- Sensible
- Insightful
- Practical
- Wise
- Fair
- Experienced

## Potential Ways to Use the Gift of Wisdom

- Member of a decision-making board or committee
- Counseling; mentoring; coaching
- Spiritual advisor