

SPIRITUAL GIFTS

An Overview

SERVING

Definition:

This gift is the ability and desire to identify the practical needs involved in a task related to the Kingdom of God and then to help meet those needs.

Description:

- **Do you enjoy doing tasks that help others minister effectively?**
- **Do you sense when others need a helping hand and are ready to give it?**
- **Are you content to take orders rather than to give them?**
- **Would you prefer to let someone else have the “limelight” while offering a supportive role?**
- **Have others mentioned that you seem to enjoy doing routine tasks and that you do them well?**

This gift is sometimes referred to as “helps.” With this gift the Spirit brings empowerment to willingly bear the burdens of other Christians so that they can do their tasks more effectively. The person who has this gift is able to work gladly behind the scenes in order that God’s work is fulfilled. There is a desire to help others in their ministries by aiding them in practical ways. People with the gift of service or helps are ones who “get things done” and “see the job through.”

A person with the gift of service is alert to practical needs and has a desire to meet them. Those with this gift do not seek recognition or a position in the “spotlight;” they just love to help out. They are content with serving in the background knowing that their contribution will bless the church, display the love of Christ to the world, and bring glory to God. They enjoy helping others fulfill their ministries by taking care of the practical needs of others. They will often overextend themselves because they want to help others and it is important for them to feel that their help is necessary and valued. Often people with this gift like to be around other people. They feel a burden to respond to practical needs and are very effective on short-term projects. They often do not perceive that they are ministers; they simply see themselves as practical, can-do people.

Related Scriptures:

1 Corinthians 12:28: *And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues.*

Examples and ideas of where and how to use this gift:

- Look for an opportunity to help setup or breakdown for a ministry, for your church on Sundays, etc.
- In the name of Jesus go meet a practical need in the life of someone you know (such as: a widow in your neighborhood, an elderly person who can’t do yard work, etc.).
- Partner with a ministry that feeds the homeless.
- Help one of your table members at M3 meet a practical need they have.
- Be on the host team or hospitality team of your church.
- Be an usher in your church.

ADMINISTRATION

Definition:

This is the ability to clearly understand the immediate and long-range goals of a church or ministry and to organize a plan to help accomplish these goals.

Description:

- **Are you able to organize ideas, tasks, people, and time for Christian service?**
- **Are you able to make effective plans to accomplish goals?**
- **Do you have a sense for delegating important tasks to the right people at the right time?**
- **If a group you are in lacks organization, do you have a desire to step in to help it to run more effectively?**
- **Do you enjoy bearing responsibility for the success of a particular task within the church?**

The administrator accepts the goals set by others and devises and executes plans to accomplish these goals. A sense for organization is evident. Often a person with this gift is able to direct and motivate people and coordinate their activities.

A person with this gift will take an organized approach to most undertakings. They excel at planning, coordinating, directing, supervising, or in committee work. A person with this gift would probably enjoy things like preparing agendas and reports to help a committee become more productive. When planning an activity they pay attention to even small details. Someone with the gift of administration is characterized as one who takes satisfaction in a well-run organization. They are able to organize, direct, and implement plans to lead others in the various ministries of the church.

This gift is closely related to the gift of leadership, but is more goal or task oriented and is also more concerned with details and organization.

Related Scriptures:

1 Corinthians 12:28: *And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues.*

Examples and ideas of where and how to use this gift:

- Help a fellow believer create a personal budget that sets them up to honor the Lord and succeed. This could look like coming alongside someone and being available to help them get a grip on their finances.
- Be a board member for your church or a ministry.
- Help your M3 table leader organize communication between all the table members.
- Some people have a lot of trouble with pacing their life and they can be easily overwhelmed. Be available to help another believer create schedule of life that will leave enough margin for them to spend time with Jesus and not become overwhelmed in the busyness of life.
- Look at yours and your family's schedule and find a time each week where you all could read the Bible and pray as a unit.
- If someone in your circle expresses being overwhelmed because they are busy trying to organize something, offer your help. Do this in the name of Jesus with the goal of ministering to this person.

TEACHING

Definition:

This is the gift of being able to teach the Word of God with clarity in such a way so that other believers will understand and be built up, encouraged, and equipped to live it out.

Description:

- **Are you concerned with accuracy when the Word of God is taught?**
- **Do you desire to see the lives of others changed as a result of information being given to them?**
- **Do others understand as you explain the Bible or the Christian life to them?**
- **Are you able to communicate truth clearly and concisely and hold the interest of those you instruct?**
- **Are you concerned to help others learn what the Bible teaches about life?**

This gift enables a believer to communicate a personal understanding of the Bible and faith to instruct, guide, and nurture Christians in the Word of God in such a way that it is comprehended and can be applied to life.

The person who is gifted to teach is motivated solely because they love the truth and want to impart God's Word with accuracy and clarity to others. The gift of teaching includes a delight in researching and reporting as many details as possible. The one with this gift delights in studying the Scriptures and looking for factual details overlooked by others. Once they find such information the teacher wants to share all that they know. The one with this gift presents material in a way that is easy for others to follow. The gift of teaching includes a great interest in knowing as much as possible about a subject being studied. The teacher is concerned with the acquisition of knowledge and understanding, and is concerned that others know the Bible and the commandments of God with precision and full understanding.

Related Scriptures:

Ephesians 4:11-12: *And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ.*

Examples and ideas of where and how to use this gift:

- Facilitate a discipleship group, Sunday school, etc.
- Lead a table at M3.
- Volunteer in the children's or youth ministry at your church in a teaching role (for example, AWANA).
- Come alongside another believer and help them see and learn what the Bible says and its implications on all areas of their life.
- Have a devotional time with your family where you study the Bible together and you teach them what it says.

DISCERNMENT

Definition:

This is the ability that enables a person to be able to clearly tell whether or not certain situations and statements are from God, from man, from the world, or from the enemy.

Description:

- **Have others in the church noted that you are able to see through phoniness or manipulative behavior before it is evident to other people?**
- **Can you accurately judge between evil and good?**
- **Do you see grave danger when false teachings and practices enter the church?**
- **Are you usually aware of people who pretend or who wear masks?**

Sometimes this gift is referred to as “discerning of spirits.” Jesus warned us to beware of false teachers and prophets, and the gift of discernment plays a critical role in helping the church stay the course in the face of error and untruth. Those with the gift of discernment help keep false teachers and teachings from influencing and possibly perverting the church.

The power of discerning good from evil is present in all mature Christians by virtue of guidance from the Holy Spirit. All Christians should seek to discern truth. The supernatural ability referred to in this spiritual gift is simply a heightened and perhaps more critical sense of the same quality. **Someone who has this gift has a boldness to speak out, a willingness to question apparent authority, and a quality of continual evaluation that puts the believer on guard at all times. They can typically see through lies and sense if someone is not being sincere. They also see right through false teachers/teachings.**

One with this gift is compelled to expose heresy, false doctrine, and untruths, but they must do so tactfully or lose credibility as an “overzealous heresy headhunter” or simply a highly judgmental person. Care must be exercised to expose untruths with clarity and kindness.

Related Scriptures:

1 Corinthians 12:7-10: *But the manifestation of the Spirit is given to each one for the profit of all: for to one is given the word of wisdom through the Spirit, to another the word of knowledge through the same Spirit, to another faith by the same Spirit, to another gifts of healings by the same Spirit, to another the working of miracles, to another prophecy, to another discerning of spirits, to another different kinds of tongues, to another the interpretation of tongues.*

1 John 4:1: *Beloved, do not believe every spirit, but test the spirits, whether they are of God; because many false prophets have gone out into the world.*

Examples and ideas of where and how to use this gift:

- If you see that someone close to you is believing something that is false about God and/or the Bible, gently speak to them and show them how what they are believing is not of God.
- During your table time at M3, do not be afraid to point out when certain statements or thinking patterns that a fellow table member shares are not of God.
- When you sense that the enemy is probing someone, some group of people, or in some circumstance, go to the individual(s) and encourage them to be on their guard because of this and to not let him get a foothold.
- If you know of two believers who are at odds, help them reconcile by showing them that their quarrel is not of God but rather something that the enemy would be interested in. Help them see how their disagreement is actually spiritual in nature.
- Come alongside and invest in another believer. The specific way discernment would help with this is pointing out to that person when what they are saying and believing is of God or not. This would help them see any lies that they may be believing that would hinder their spiritual growth.

EVANGELISM

Definition:

This gift is the ability to present the Gospel to unbelievers in a particularly clear and meaningful way that calls for the listener to respond to it.

Description:

- **Do you like to talk about Jesus to those who do not know him?**
- **Are able to share the Gospel in a way that makes it clear and meaningful?**
- **Do you wish to relate to non-Christians so you can share your faith?**
- **Do you get frustrated when others do not seem to share their faith with unbelievers as much as you do?**
- **Have you been instrumental in leading others to believe in Christ as their Savior or in helping believers find their ministry?**

To evangelize is to bring the Good News of Christ's salvation to unbelievers. This gift enables one to present the story of Jesus' death and saving resurrection with simplicity, clarity, and effectiveness. The individual possessing this gift not only understands the Gospel, but also feels a deep burden for those entrapped in the darkness of sin.

Evangelists are given the unique ability by the Holy Spirit to clearly and effectively communicate the Gospel of Jesus Christ to others. They are burdened in their hearts for the lost and will go out of their way to share the truth with them. Evangelists are able to overcome the normal fear of rejection and engage non-believers in meaningful conversations about Jesus. Their gift allows them to communicate with all types of people and therefore they receive a greater response to the Gospel. They continually seek out relationships with those who don't know Jesus and are open to the leading of the Holy Spirit to approach different people.

Related Scriptures:

Ephesians 4:11-12: *And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ.*

Examples and ideas of where and how to use this gift:

- First Peter 3:15b says, "Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect." Store up in your heart various Scriptures that clearly communicate the Gospel so that you will always be ready to answer any questions a lost person may have.
- In addition to sharing the Gospel with someone, set aside time to pray for them as well because Jesus said, "No one can come to Me unless the Father who sent Me draws him" (John 6:44a).
- Invite a lost friend, neighbor, or relative to come with you to church.
- Ask your servers at restaurants if you can pray for them before the meal.
- In the conversations you have with people through the course of your day, include questions such as, "What are your spiritual beliefs?"
- Partner with a local ministry that is focused on reaching the lost.

MERCY

Definition:

This is a gift whereby the Spirit enables certain Christians to be able to relate to and feel great compassion for those who are suffering and to want to help alleviate that pain.

Description:

- **Do you have a real heart for people?**
- **Do you have a desire to see people love one another to a greater degree?**
- **Do you enjoy visiting in hospitals and/or nursing homes and feel comfortable in these environments?**
- **Is it fulfilling to you to work with people with physical, mental, or emotional problems?**
- **Does the sight of misery stir your heart to want to express God's love to the hurting person?**

Very often men think this is a feminine gift. It's neither feminine nor masculine. In fact, those with this gift often seem tough externally, but are tenderhearted and kind internally.

Those with this gift have a great ability to feel the joy or distress of others. They have a heightened sense of discernment regarding emotions and a special measure of empathy that allows them to vicariously experience what others are going through. They want to alleviate the hurt in others, and are very sensitive to statements and actions that may hurt others. They often react harshly if their friends or family members are rejected or hurt in any way, and may become very defensive to protect someone that they love. People with this gift are highly vulnerable to feeling emotional pain themselves. They have a great need for friendship but do not have a high tolerance for those who have a critical spirit. The person with this gift has difficulty confronting other people even when they should do so.

Those with this gift are able to weep with those who weep and bear one another's burdens. They are typically good listeners and feel the need to simply "be there" for others. The person with the gift of mercy will be drawn to exercise it among the needy, ill, the mentally impaired, the handicapped, shut-ins, imprisoned, bereaved, lonely, and others in troubled situations.

Related Scriptures:

Romans 12:6-8: *Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith; or ministry, let us use it in our ministering; he who teaches, in teaching; he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.*

Examples and ideas of where and how to use this gift:

- In the name of Jesus visit hospitals and nursing homes and sit with the residents.
- Reach out to fellow table members at M3 who have shared that they are going through a difficult time.
- Proactively reach out to others in your life who you know are hurting and show them the love of Jesus.
- Ask your pastor or church administrator if there is anyone in your congregation who has recently experienced pain, difficulty, or loss and reach out to that individual.
- If your church has a ministry for the handicapped (physically or mentally), consider being a part of that.
- If your church has a ministry for those in jail/prison, consider being a part of that.
- Actively look for people in your day-to-day life who are in need of compassion.
- Be available and willing to listen to your lost friends' and/or family members' struggles with the ultimate hope of showing them that Jesus is the only true source of comfort and peace.

WISDOM

Definition:

This is the ability to make spiritually wise decisions and to know what course of action should be taken in a circumstance that would most please the Lord and line up with His Word. This can apply to individuals, ministries, or churches.

Description:

- **Have you applied spiritual truth effectively to situations in your own life?**
- **When a person has a problem, are you usually able to guide them to the best biblical solution?**
- **Do your recommendations for church positions or solutions to problems often turn out well?**
- **Can you intuitively arrive at solutions to fairly complicated problems?**
- **Are you comfortable grappling with a variety of possibilities and determining which appears best?**

With this gift the Spirit endows particular Christians with an understanding of God's will and work as it relates to living life. Such people are endowed with a special ability to sift through all the facts and see the bottom line and to understand the direction that needs to be taken after hearing all the possibilities and considering all the details. It means to speak to the life of an individual or to a specific situation with great understanding and a righteous perspective, with the goal of guiding others toward a life of holiness and worship.

Those with the gift of wisdom have a deep understanding of the holiness of God and the lack of holiness in their own hearts. They can recognize this in others as well and have the compassion and boldness to share that truth with them. They are able to take from their own life experiences and share what God has taught them through those things. They can easily recognize where a decision or action may lead and can warn against those that may be harmful or unfruitful. They can often see through the confusion of a situation and can give direction that would help an individual or group obtain a God-glorifying goal. The church needs those with the spiritual gift of wisdom to guide her through uncertain or difficult times.

Related Scriptures:

1 Corinthians 12:7-10: *But the manifestation of the Spirit is given to each one for the profit of all: for to one is given the word of wisdom through the Spirit, to another the word of knowledge through the same Spirit, to another faith by the same Spirit, to another gifts of healings by the same Spirit, to another the working of miracles, to another prophecy, to another discerning of spirits, to another different kinds of tongues, to another the interpretation of tongues.*

Examples and ideas of where and how to use this gift:

- Be open and willing to offer counsel to those who are having to make difficult decisions.
- Come alongside another believer and invest in them spiritually and help them apply spiritual truth to every area of their life.
- Consider being on the deacon or elder board of your church or of a ministry.
- Trust and believe that when the Holy Spirit makes something known to you that it is Him speaking to you and you should act on it, but that He will NEVER contradict the Word of God.
- If a believer near you is going down a path that you see will lead to destruction, lovingly point that out to them.

PASTORING

Definition:

This gift is the desire and ability to shepherd other believers. It is caring deeply for the spiritual wellbeing, protection, and growth of other Christians.

Description:

- **Are you concerned to see the spiritual needs of believers met and are willing to be personally involved in nurturing and discipling ministries?**
- **Do you sense in yourself a shepherd's instinct when you know of Christians who need spiritual counsel?**
- **Do you assume responsibility when you see a Christian being led astray?**
- **Have you helped individual believers by guiding them to relevant portions of the Bible and praying with them?**
- **Do you desire to care for the spiritual welfare of a group of young Christians, shut-ins, or people in pain?**

Someone with this gift wants to oversee the spiritual lives of others and care for their spiritual needs by teaching and guiding them toward maturity. The believer with this gift will have the confidence, capability, and compassion to provide spiritual leadership and direction for individuals or groups of individuals. Sometimes this gift is referred to as "shepherding."

One who has this gift may be an ordained pastor; however, a person may have this gift and not be theologically trained or ordained. The person who has the gift of pastor must feed, guide, and protect others, be a teacher, give doctrinal instruction, and enable others to mature in their faith. This gift can function in informal as well as official ways. It is seen in the role of counseling and spiritual direction to help others build a spiritual foundation for their lives.

Related Scriptures:

Ephesians 4:11-12: *And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ.*

Examples and ideas of where and how to use this gift:

- Facilitate a discipleship group, Sunday school, etc.
- Lead a table at M3.
- God may be calling you to pastor a church.
- Are you aware of someone or a group of people in need of a "shepherd"—someone to lead them towards Jesus? Come alongside them to help foster their spiritual growth and protect them from false teachings.
- If you know of another believer who is currently being led astray, reach out to them and try to bring them back.
- Pray regularly for those whom you have spiritual influence with, and be available to them to offer biblical advice and counsel.
- Actively reach out to your friends and family to see how you can pray for and with them.

GIVING

Definition:

This gift is the ability and desire to abundantly and cheerfully contribute material resources for the advancement of the Kingdom of God.

Description:

- **Do you respond immediately to the presence of a need by saying, “What can I do? How can I help solve this need?”**
- **Do you want to give when confronted with financial needs in God’s kingdom?**
- **Are you willing to have a lower standard of living in order to benefit God’s work with your finances?**
- **Do you have a conviction that all you have belongs to God and you want to be a good steward for the sake of his kingdom?**
- **Do you frequently give more than 10% of your income to the Lord’s work?**

It is worth saying 2 things at the outset about giving:

- 1) This gift is not limited to those who are wealthy. A person’s financial status has nothing to do with the gift of giving. The person with this gift desires to give regardless of the size of his bank account or the amount of possessions he has.
- 2) Giving is not limited to money. It could be material resources, time, talent, energy, or creativity. The gift however is concerned with producing a material benefit to others. For example, giving time to someone to help meet a tangible need.

Those with this gift make wise investments and purchases so as to have more money to give to others. The giver wants to give quietly without drawing attention, and prefers to give out of personal motivation, not external pressures. The giver likes to motivate others to give and may be tempted to judge others on how much they give. They love being an answer to prayer by meeting a physical need, and delight in sharing with others the overflow of blessings God has given them. They are typically very hospitable and will seek out ways and opportunities to help others. They are also excellent stewards and will often adjust their lifestyles in order to give more to the spread of the Gospel and the care of the needy. They are grateful when someone shares a need with them, and are always joyful when they can meet that need.

Related Scriptures:

Romans 12:6-8: *Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith; or ministry, let us use it in our ministering; he who teaches, in teaching; he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.*

Examples and ideas of where and how to use this gift:

- Who in your life is struggling financially? Help them meet that need, but be sure to do it in the name of Jesus and give glory to Him.
- Go to your church administrator and ask about needs in your church (for example, a widow in your congregation who needs help, a single parent who can’t afford their bills, a youth member who can’t afford to go on a church youth retreat, etc.)
- Financially support a ministry.
- Be hospitable and invite your lost friends over for dinner.
- Help fund someone to go on to the mission field.

EXHORTATION

Definition:

With this gift someone is able to stand beside fellow believers in need and bring them comfort, counsel, warning, rebuking, and encouragement to help them stay on the path of obedience to the Lord.

Description:

- **Are you vitally concerned about correcting error any time you find it?**
- **Do you care deeply about helping others to avoid mistakes, and helping those who have made mistakes to repent and return to righteousness before God?**
- **Do you frequently urge others to seek a biblical solution to their problems?**
- **Could you see yourself in a counseling or mentoring ministry?**

Exhortation always has an element of caution and concern about it: the exhorter desires to see every believer stay on the straight and narrow path that leads to both heavenly and earthly rewards. Those with this gift may have a quiet and retiring spirit—but on occasion, they speak with a certainty and finality in their tone that lets everyone around them know that what they say is true and should be heeded.

The person with this gift is called alongside another believer to help that person understand and adhere to the truth. They desire to see others mature in their faith and discover their spiritual potential. A person with this gift is quick to ask about the spiritual welfare of others. The exhorter can give precise instruction about how someone can grow in his relationship with Christ; they are very concerned with the application of God's Word. They also see the value of suffering in people's lives. The person with this gift delights in being around people who are interested in deepening their spiritual lives. However the exhorter often has little patience with those who want only to live superficially.

The Spirit of God gives this gift to people in the church to strengthen and encourage those who are wavering in their faith. Such individuals can uplift and motivate others as well as challenge and rebuke them in order to foster spiritual growth and action. The exhorter wants to see the members of the body grow to maturity.

Related Scriptures:

Romans 12:6-8: *Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith; or ministry, let us use it in our ministering; he who teaches, in teaching; he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.*

Colossians 1:28: *Him we preach, warning every man and teaching every man in all wisdom, that we may present every man perfect in Christ Jesus.*

Examples and ideas of where and how to use this gift:

- Reach out to a fellow believer that you know is struggling in their faith and come alongside them to encourage them and stir them up.
- When you're talking with other believers, incorporate into your conversations questions about how they are doing spiritually.
- Be willing to commit to meet with someone regularly to help them grow in their faith. Ask God to bring you such a person.
- If you know of a fellow believer who is walking in an area of disobedience to the Lord, gently but firmly confront them over it urging them to surrender that area to the Lord and repent of any sins.
- If you know of a fellow believer who is in the midst of painful or difficult circumstances, go and comfort them with the truth that God uses suffering in our lives to develop us.
- Do not be afraid to say the hard things to other believers at times ("rebuking").

LEADERSHIP (ORGANIZATION)

Definition:

This is the ability to set goals that line up with God's plans, purposes, and Word and to communicate these goals to other believers. This involves helping the others involved in these goals, projects, or ministries to work together in harmony to accomplish them for the advancement of the Kingdom.

Description:

- **Are you uncomfortable in a leaderless group?**
- **Do you feel restless or frustrated if things seem to be disorderly?**
- **Do you enjoy inspiring and leading others for the sake of Christ's work?**
- **Do you find it easy to motivate others to follow through on a ministry project?**
- **Are you future-minded about ministries within the church and community?**

Through this gift the Spirit enables the believer to motivate, direct, and inspire God's people in such a way that they desire to work together to do the church's work effectively. The gift of leadership gives the believer the confidence to step forward, give direction, and provide incentive to get a task completed or a dream fulfilled. Such a person will lead with caring concern and foresight. Sometimes this gift is paired with the gift of administration, but that may not always be the case. Administration is more goal or task oriented, while leadership is more people oriented.

The person with this gift might be called a "spiritual dreamer in action"—a person who can see the intended design of God and turn it into reality. This person has the capacity to see what God is doing in the spiritual realm and how God desires to bring about spiritual results in the physical realm, and understands immediately how to engage in a major undertaking to turn the will of God into a reality on earth. The one with this gift has an ability to visualize the final result that God desires.

Those with this gift see the big picture. They can break down large projects into bite-sized pieces and are aware of all the resources that will be necessary for accomplishing a goal. They are highly self-motivated, and are confident that God-given goals can be accomplished. They know how to delegate well. They do not get hung up on details because they are focusing on the big picture. They can receive criticism well. If there is no leader in a circumstance, they will feel obligated to step into that role. People with this gift love seeing projects accomplished.

Related Scriptures:

Romans 12:6-8: *Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith; or ministry, let us use it in our ministering; he who teaches, in teaching; he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.*

Examples and ideas of where and how to use this gift:

- Organize the details of and a time in which you and your friends and/or family go out and serve the Lord together (such as: feeding the homeless, visiting the sick or those in nursing homes, etc.).
- Volunteer as a team leader in your church (such as: host/hospitality team, overseeing the nursery, etc.)
- Volunteer to help coordinate an event that your church is hosting.
- Be a table leader at M3.
- Facilitate a discipleship group, Sunday school, etc.
- Be on the board of your church or a ministry.
- Help those you have influence with to set healthy, God-honoring personal goals in their life.
- Make sure your leadership decisions are based on the Word of God and not on human wisdom or reasoning.

FAITH

Definition:

This gift is the ability to have extraordinary confidence in God's promises, power, and presence so that the individual can take heroic stands for the advancement of God's Kingdom.

Description:

- **Have you had the experience of knowing God's will with certainty in a specific situation?**
- **Have you felt assurance that God would do what seemed unlikely?**
- **Are you able to take God at His Word and believe wholeheartedly what He says and promises?**
- **Are you able to go on believing God will act in a situation in spite of evidence to the contrary?**
- **Do you depend upon God's resources and guidance to an unusual degree?**

The person with this gift is able to envision what God wants to happen and to be certain He is going to do it in response to prayer, even when there is no concrete evidence. The believer with this gift is able to see the Spirit at work and trust the Spirit's leading without knowledge of the path ahead. They have the capability, when exercising their gift, to pray expectantly about the greatest of concerns and for intervention in the largest of needs, and to undertake prayer requests that seem mountainous.

The Holy Spirit distributes this gift to some in the church to encourage and build up the church in her confidence in God. Those with the gift of faith trust that God is sovereign and that He is good. They take Him at His Word and put the full weight of their lives in His hands. They expect God to move and are not surprised when He answers a prayer or performs a miracle.

Related Scriptures:

1 Corinthians 12:7-10: *But the manifestation of the Spirit is given to each one for the profit of all: for to one is given the word of wisdom through the Spirit, to another the word of knowledge through the same Spirit, to another faith by the same Spirit, to another gifts of healings by the same Spirit, to another the working of miracles, to another prophecy, to another discerning of spirits, to another different kinds of tongues, to another the interpretation of tongues.*

Examples and ideas of where and how to use this gift:

- Set aside additional time in your day for intercessory prayer for the people in your life.
- Always be ready to pray with someone on the spot who expresses a need or concern.
- Familiarize yourself with passages of Scripture that contain the promises of God and be ready to share those with others as the need arises, assuring them that God always comes through.
- Is there a fellow believer in your life who is wrestling through a difficult situation now? Go and share with them God's promises to encourage and build them up.
- Help others grow in their faith by helping them see that God is faithful and can be fully trusted.

KNOWLEDGE

Definition:

This gift is having extraordinary insight into and understanding of the Word of God. It is the ability to discover, accumulate, analyze, and clarify the Bible to others and help them see clearly how it applies to their life.

Description:

- **Have you been able to help others distinguish key and important facts of Scripture?**
- **Do you enjoy studying and reading material that expands your understanding of the Bible?**
- **In your personal study do you frequently discover new insights in Scripture?**
- **Do you feel compelled to share with others the biblical insights you discover?**
- **Do biblical passages come to mind when you seek to know God's will in a particular situation?**

The one with this gift builds understanding in an exceptional way of the great truths of God's Word and gives insight into their relevance to specific situations in the church. A person with this gift will be driven to learn, analyze, and uncover new insights with regard to the Bible and faith.

The spiritual gift of knowledge may well be revealed through certain characteristics: a bent for scholarship, a love of reading, contentment with study, at-home wrestling with ideas, and being engaged in problem solving. Undoubtedly people involved in Bible translation have this gift, as do those who often find great insights in the words of Scripture. The particular kind of knowledge inherent in this gift is tied to God's revealed Word and it's application to the moment at hand.

The person with this gift is usually well versed in the Scriptures and often has much committed to memory. They can retain the truth and communicate it effectively at the appropriate times. The gift of knowledge allows a believer to relate the Scriptures, and particularly the Gospel of Jesus Christ, to all aspects of life in this world. They can see how it connects to every situation and circumstance and how the reality and truth of the Gospel is to inform every decision a Christian makes.

Related Scriptures:

1 Corinthians 12:7-10: *But the manifestation of the Spirit is given to each one for the profit of all: for to one is given the word of wisdom through the Spirit, to another the word of knowledge through the same Spirit, to another faith by the same Spirit, to another gifts of healings by the same Spirit, to another the working of miracles, to another prophecy, to another discerning of spirits, to another different kinds of tongues, to another the interpretation of tongues.*

Examples and ideas of where and how to use this gift:

- Set aside additional time to memorize and think on the Scriptures so as to be able to share the insights the Lord gives you with others.
- Facilitate a discipleship group, Sunday school class, etc.
- Lead a table at M3.
- When you hear of a circumstance that a fellow believer is going through, go and share relevant Scriptures with them and how they apply to their life and situation.
- Commit to come alongside another believer to guide them in their walk by helping them apply the Word of God to their life.

APOSTLESHIP

Definition:

This gift enables someone to assume and exercise helpful leadership over a number of churches or ministries in spiritual matters. It is also the ability to successfully begin new ministries and churches or to go and encourage ones that already exist. The mission field would be somewhere you would see this gift.

Description:

- **Do you have a sense that Christ has called you to build up His church?**
- **Is there within you an urgency to take the Gospel to settings where it is rarely heard?**
- **Are you compelled to find new ways of communicating God's love to people that have not been reached by traditional means?**
- **Do you feel that God is sending you out on a mission to reach a people in need of hearing the Gospel?**

The mission for those with the gift of apostleship today is to plant new ministries and churches, go into places where the Gospel is not preached, reach across cultures to establish churches in challenging environments, raise up and develop leaders, call out and lead pastors and shepherds, and much more. They often have many different gifts that allow them to fulfill their ministry. These are leaders of leaders and ministers of ministers. They are influencers. They are typically entrepreneurial and are able to take risks and perform difficult tasks. Missionaries, church planters, certain Christian scholars and institutional leaders, and those leading multiple ministries or churches often have the gift of apostleship.

The person with this gift feels drawn to starting and strengthening new churches. They also would feel drawn to the mission field, especially to places where the Gospel has not been preached.

Related Scriptures:

Ephesians 4:11-12: *And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ.*

Examples and ideas of where and how to use this gift:

- Do you know someone who leads a ministry that is tired or burnt out? Intentionally reach out to this person to encourage them in their calling and ministry. Perhaps even help carry the burden in some way, shape, or form.
- Pray about and consider going on a mission trip with your church. If this is something that you are already familiar with and do regularly, prayerfully consider becoming a mission trip leader in your church.
- If you know someone from a different culture invite them to church and look for opportunities to explain the Gospel to them. This could look like getting coffee with them or inviting their family over for dinner.
- Visit the local jail/prison to share the Gospel with the inmates and show them the love of Jesus. This can be as simple as taking them a Bible and telling them about what Jesus has done.

PROPHECY

Definition:

This is the ability to boldly and fearlessly proclaim the Gospel and the truths of God's Word, confront evil, and call people to repentance when they are in error. This individual will call people out because of their sins and urge them to repent. This sometimes (but not always) includes a divine internal prompting or message by which God gives an individual supernatural insight into a circumstance.

Description:

- **Do you find that you can't remain quiet or still when you are hearing a lie or are in the presence of evil?**
- **Do you have a clear-cut grasp of what God considers to be right and wrong?**
- **Do you frequently have internal promptings about circumstances or people that you feel compelled to share?**

Prophets are those who speak the truth. Many people have an understanding of prophecy as "foretelling the future," but the more general meaning for this term in the bible is "forth-telling"—proclaiming the principles of God, which are true now and forever. The genuine prophet of God *must* speak the truth—they cannot remain quiet in the face of a lie or any form of deceit, or in the face of an error against God's Word or God's nature. **The prophet is very often a person who sees things in black-and-white, right-or-wrong terms. This person has a strong motivation to set things right or get the church back on the right track, and speaks boldly in the presence of injustice.**

The prophet is bold and direct and quickly confronts lies and errors. They may seem blunt but are actually just concerned that God will be displeased with them if they don't confront a lie. They feel a burden defend the truth and to try to persuade others to believe it. They want bottom-line facts. They don't enjoy lengthy discussions but want immediate change.

There is also a secondary aspect to this gift. Those with this gift are sensitive to both the prompting of the Holy Spirit and the needs of the church body. Those with this gift differ from the Old Testament Prophets who spoke the authoritative Word of God. Their words were recorded as Scripture as they proclaimed, "Thus says the Lord," whereas the messages from those with the spiritual gift of prophecy must be tested. They should be humble and continually study the Scriptures in order to test any revelations before speaking them. When they do speak, they should allow and even expect others to weigh what is said against the Scriptures and interpret the message accordingly.

Related Scriptures:

1 Corinthians 14:3: *But he who prophesies speaks edification and exhortation and comfort to men.*

1 Thessalonians 5:19-21: *Do not quench the Spirit. Do not despise prophecies. Test all things; hold fast what is good.*

Examples and ideas of where and how to use this gift:

- If a believer close to you is engaged in some sin, go and lovingly confront them and urge them to repent.
- Pay attention to the internal promptings that you believe are from the Lord. Ask Him to help you identify when they are from Him, and when they are, do and say what He is leading you to. Do not quench the Spirit.
- Come alongside another believer and invest in them spiritually, not being afraid to lovingly point out to them when what they are doing or saying does not line up with the Lord and His Word.
- Do not be afraid to share with your unbelieving friends what the Lord in His Word says about sin. Be sure to do this with respect.

This document was compiled using the following three sources:

¹ Stanley, Charles. *Ministering Through Spiritual Gifts*. Thomas Nelson, 2010.

² Carver, Jeff. *Spiritual Gifts Test*. <https://spiritualgiftstest.com/spiritual-gifts/>. Accessed 12 July 2017.

³ George, Philip C. *Understanding and Developing Your Spiritual Gifts*. East-Central Synod of Wisconsin Resource Center, 2003.
http://synodresourcecenter.org/stew/personal_stewardship/spiritual_gifts/0002/spiritual_gifts.html.
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