## Spiritual Gift Reference Chart

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<th>Spiritual Gift</th>
<th>Definition</th>
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<th>Distinctives</th>
<th>Traits</th>
<th>Potential Ministry Involvement</th>
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<tr>
<td><strong>Administration</strong></td>
<td>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 ministry.</td>
<td>1 Cor. 12: 28, Acts 6: 1-7; Ex. 18: 13-26</td>
<td>-Develop strategies or plans to reach identified goals. -Organize people, tasks, or events. -Assist ministries to become more effective and efficient.</td>
<td>-Thorough -Objective -Responsible -Organized -Goal-oriented -Efficient -Conscientious</td>
<td>Planning teams; Ministry Coordinator; Organizer of special events; Chairperson</td>
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<td><strong>Discernment</strong></td>
<td>The gift of Discernment is the God-given ability to distinguish between truth and error. It is able to discern the difference between good and evil; right and wrong.</td>
<td>1 Cor. 12: 10; Acts 5: 1-4; Rom. 9:1</td>
<td>-Identify deception in others with accuracy and appropriateness. -Are able to sense the presence of evil. -Recognize inconsistencies in a teaching or message.</td>
<td>-Perceptive -Insightful -Sensitive -Intuitive -Truthful -Decisive</td>
<td>Committee/Board member; youth ministry; counseling</td>
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<td><strong>Encouragement</strong></td>
<td>The gift of Encouragement is the God-given ability to present words of comfort, consolation, and encouragement, so to strengthen, or urge to action, those who are discouraged or wavering in their faith.</td>
<td>Rom. 12: 8, Acts 11: 22-24, Acts 15: 30-32</td>
<td>-Comfort others to trust and hope in the promises of God. -Motivate others to grow. -Urge others to action by applying biblical truth.</td>
<td>-Positive -Motivating -Affirming -Reassuring -Supportive -Trustworthy</td>
<td>Children’s Ministry; Visitation to sick or shut-in; Counseling; Greeter; Support Group Facilitator, Prayer ministry</td>
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<td><strong>Evangelism</strong></td>
<td>The gift of Evangelism is the God-given ability to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.</td>
<td>Eph. 4: 11, Acts 8: 5-6, Acts 14: 21</td>
<td>-Communicate the message of Christ with clarity and conviction. -Seek out opportunities to talk to unbelievers about spiritual matters. -Challenge unbelievers to faith in Christ.</td>
<td>-Sincere -Candid -Influential -Confident -Commitment-oriented</td>
<td>Visitor Calling; Door-to Door visitation; Outreach events; Literature distribution; Greeter</td>
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| Faith       | 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. | 1 Cor. 12: 9, 1 Cor. 13: 2, Rom. 4: 19-21 | -Act in complete confidence of God’s ability to overcome obstacles.  
-Advance the cause of Christ because they go forward when others will not.  
-Ask God for what is needed and trust Him for His provision. | -Prayerful  
-Optimistic  
-Trustworthy  
-Assured  
-Inspiring  
-Hopeful  
-Positive | Prayer ministry; Hospital visitation; Committee/Board member |
| Giving     | The gift of Giving is the God-given ability to contribute money and resources to the work of the Lord with cheerfulness and liberality. | Rom 12: 8, 2 Cor 6: 8, Luke 21: 1-4 | -Manage their finances and limit their lifestyle in order to give as much of their resources as possible.  
-Met tangible needs that enable spiritual growth to occur.  
-Support the work of ministry with sacrificial gifts to advance the Kingdom. | -Responsible  
-Stewardship-oriented  
-Resourceful  
-Charitable  
-Disciplined | Support Missionaries; Fund Raising; Stewardship Board |
| Helps      | The gift of Helps is the God-given ability to accomplish practical and necessary, behind the scenes tasks, which free up, support, and meet the needs of others. | 1 Cor. 12: 28, Rom 12: 7, Acts 9: 36, Rom. 16: 1-2 | -Serve behind the scenes wherever needed.  
-See the tangible and practical things to be done and enjoy doing them.  
-Attach spiritual value to practical service. | -Available  
-Willing  
-Reliable  
-Loyal  
-Dependable  
-Whatever-it-takes attitude | Office helper; Telephoning; Teacher’s aid; Usher; Clean-up projects; Information Center Host |
| Hospitality| The gift of Hospitality is the God-given ability to care for people by providing fellowship, food, and lodging. | 1 Peter 4: 9-10, Rom. 12: 13, Luke 10: 38 | -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. | -Friendly  
-Gracious  
-Inviting  
-Trustworthy  
-Caring  
-Responsive  
-Warm | Small Group Host; Banquet server; New Member Sponsor; Fellowship events; Coffee hour host; Greeter; Easter Breakfast |
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<th>Qualities</th>
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| Intercession | The gift of Intercession is the God-given ability to consistently pray on behalf of and for others, seeing frequent specific results. | Rom. 8: 26-27; Col. 1: 9-12; Col. 4: 12-13; | -Feel compelled to earnestly pray on behalf of someone or some cause.  
-Have a daily awareness of the spiritual battles being waged and commit to pray.  
-Pray in response to the leading of the Spirit, whether they understand it or not. | -Advocate  
-Sincere  
-Trustworthy  
-Burden-bearer  
-Spiritually sensitive  

Prayer Partner; Moms In Touch; Prayer Groups; Shut-in/Hospital visitation |
| Knowledge   | The gift of Knowledge is the God-given ability to learn, analyze, and uncover new insights from the Bible that are pertinent to the growth and well being of the church. | 1 Cor. 12: 8; 1 Cor. 14:6; 2 Cor. 11:6 | -Research the scriptures for insight, understanding, and truth.  
-Organize information for teaching and practical use.  
-Gain knowledge that was not attained by natural observation or means. | -Inquisitive  
-Responsive  
-Observant  
-Insightful  
-Reflective  
-Studious  
-Truthful  

Board/Committee member; Teaching; Research; Counseling; Marriage Enrichment |
| Leadership   | The gift of Leadership is the God-given ability to cast vision, motivate, and direct people to harmoniously accomplish the purpose of God. | Rom 12: 8; 1 Tim. 5: 17; Heb. 13: 17 | -Motivate others to perform to the best of their abilities.  
-Take responsibility and establish goals.  
-Provide direction for God’s people or ministry. | -Influential  
-Visionary  
-Persuasive  
-Motivating  
-Goal-setter  

Small Group Leader; Board/Committee Chairperson; Teaching Leader; Youth/Children’s Leader |
| Mercy        | The gift of Mercy is the God-given ability to feel deeply for those in physical, spiritual, or emotional need and then act to meet that need. | Rom. 12: 8; Mark 9: 41; Matt. 25: 34-40 | -Focuses on alleviating the sources of pain or discomfort in suffering people.  
-Concern themselves with individual or social issues that oppress people.  
-Address the needs of the lonely and forgotten. | -Empathetic  
-Caring  
-Responsive  
-Kind  
-Compassionate  
-Sensitive  
-Burden-bearing  

Hospital/Shut-In visitation; Nursery worker; Homeless ministry; Food pantry worker; |
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| Prophecy   | 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. | Rom 12: 6; 1 Cor 12: 10,28; 1 Cor 13: 2                                            | -See a truth that others often fail to see and challenge them to respond.  
-Understand God’s heart and mind through experiences He takes them through.  
-Expose sin or deception in others for the purpose of reconciliation.  
-Discerning  
-COMPPELLING  
-Uncompromising  
-Outspoken  
-Authoritative  
-Confronting  
-Convicting | Teaching Leader; Vision Setting team; Outreach; Devotion Leader                 |
| Shepherding | The gift of Shepherding is the God-given ability to assume long term personal responsibility for the spiritual welfare of a group of believers by nurturing and guiding them toward on-going spiritual maturity. | Eph. 4: 11-12; 1 Peter 5: 1-4; 1 Tim. 3: 1-13                                     | -Provide guidance and oversight to a group of God’s people.  
-Establish trust and confidence through long-term relationships.  
-Lead and protect those within their span of care.  
--Nurturing  
-Guiding  
-Protective  
-Supportive  
-Relational  
-Influencing | Small Group Leader; Sunday School teacher; Follow-up on visitors; Shut-In Visitation; College ministry; Outreach |
| Teaching   | 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. | Rom 12: 7; 1 Cor. 12: 28-29; Acts 18: 24-28                                       | -Give attention to detail and accuracy.  
-Prepare through extended times of study and reflection.  
-Challenge listeners simply and practically with the truths of Scripture.  
-Disciplined  
-Perceptive  
-Teachable  
-Authoritative  
-Practical  
-Analytical  
-Articulate | Adult Teaching Leader; Small Group Leader; Youth/Children’s Teacher; Education Committee |
| Wisdom     | The gift of Wisdom is the God-given ability to apply spiritual truth effectively to meet a need in a specific situation. | 1 Cor. 12: 8; James 3: 13-18; 1 Cor. 2: 3-5                                       | -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.  
-Sensible  
-Insightful  
-Practical  
-Wise  
-Fair  
-Experienced | Board/Committee Member; Counseling; Mentor; Marriage enrichment; Counseling |