

Spiritual Gifts

Mercy (eleos)

identifying and comforting people who are suffering
(ie. The Good Samaritan)

James 2:15-16 Shows us we should all be merciful, but those with this gift are especially suited to comfort those in need.

Those with this gift visit the sick, encourage the aged, support the handicapped, imprisoned and lonely.

Characteristics:

1. Has tremendous capacity to show love.
2. Always looks for good in people.
3. Senses the spiritual and emotional atmosphere of a group or individual.
4. Is attracted to people who are hurting or in distress.
5. Takes action to remove hurts and relieve distress in others.
6. Tends to be indecisive
7. Is often prone to take up another person's offense
8. Is easily hurt by others.
9. Empathizes too much with the suffering of others.
10. Affectionate nature is often misinterpreted by opposite sex.

Encouragement (parakalon)

motivating people to act or building up others
(ie. Barnabas)

Romans 12:8 refers to one who "comes alongside"
1 Thessalonians 2:11-12 ...brings out the best in others

Those with this gift are effective counselors.

Characteristics:

1. Loves to encourage others to live victoriously.
2. Wants a visible response when teaching or speaking.
3. Prefers to apply truth rather than research it.
4. Prefers systems of information that have practical application.
5. Loves to prescribe precise steps of action to aid personal growth.
6. Tends to interrupt others in eagerness to give opinions or advice.
7. Will use scriptures out of context in order to make a point.
8. May be "cut-and-dried" in prescribing steps of action.
9. Is outspokenly opinionated.
10. Can be overly self-confident.

Shepherding/Pastoring (poimen)
guiding and caring for people as they mature

This person is a spiritual overseer. These would be shepherds, bishops, or elders. These words are all synonymous in the New Testament.

Galatians 6:1...all Christians should be pastors

Those with this gift are prepared to lead a church to spiritual maturity. Those with the gift of shepherding have a great need for long-term relationships. Shepherds will sacrificially give themselves to other people in such a way that they are built-up in their faith. Shepherds take personal responsibility for the successes and failures of those in the group that they invest themselves in. *Scriptures: John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; Titus 1:5-9; 1 Peter 5:1-4.*

Service (diakonia)
practically meeting needs

Those with this gift help keep the church moving. By working without need of recognition, they talk less and get more done. *Scriptures: Romans 12:7; Acts 6:1-7, 9:36-39; 1 Cor. 16:15*

Characteristics:

1. Easily recognizes practical needs and is quick to meet them.
2. Especially enjoys manual projects, jobs, and functions.
3. Keeps everything in meticulous.
4. Is a detail person with a good memory.
5. Enjoys showing hospitality.
6. Is critical of others who do not help out with obvious needs.
7. May neglect own family's needs by being too busy helping others.
8. May become pushy or interfering in eagerness to help.
9. Finds it hard to accept being served by others.
10. Is easily hurt when unappreciated.

Knowledge
gathering the truth

The special ability that God gives to certain members of the Body of Christ to set goals in accordance with God's purpose for the future and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God.

This gift is a leadership gift. People with this gift are often focused on the greater goal of the group and are not overly concerned with the details. Leaders delegate tasks and

details to others to accomplish the greater goal. Leaders are visionaries. Leaders have followers—a visionary without followers is not a leader. *Scriptures: Luke 9:51; Acts 6:1-7; 15:7-11; Romans 12:8; 1 Timothy 5:17; Hebrews 13:17.*

Wisdom

application of truth

The special ability that God gives to certain members of the Body of Christ to know how given knowledge may best be applied to specific needs arising in the Body of Christ.

This gift is a practical gift. Those with this gift have an excellent ability to apply spiritual truth to everyday life. Often, people in the church naturally seek out people with this gift when they are facing complicated spiritual problems. When a person with this gift considers past experience, they realize that they often make good and correct decisions and judgments. *Scriptures: Proverbs 4:5-8; Acts 6:3, 10; 15:13-20; 20:20-21; Romans 12:17; 1 Corinthians 12:28; Ephesians 4:11-14; Colossians 1:28.*

Discernment

detection of the absence of truth

The special ability that God gives to certain members of the Body of Christ to know with assurance whether certain behavior purported to be of God is in reality divine, human, or Satanic.

This gift is a practical gift. Christians with this gift can recognize the true motives of people and also recognize when a person is distorting the truth or communicating error. This person often can recognize when Satan or other evil spirits are at work in a given person or situation. *Scriptures: Matthew 16:21-23; Acts 5:1-11; 13:6-10; 16:16-18; 17:11-16; 1 Corinthians 12:10; Hebrews 5:14; 1 John 4:1-6.*

Evangelism

invitation of truth

The special ability that God gives to certain members of the Body of Christ to readily share the gospel with unbelievers in such a way that men and women often become Jesus' disciples and responsible members of the Body of Christ.

This gift is a practical gift. While the task of evangelism is an important spiritual exercise that all Christians should be involved with, God gifts certain members with an ability to have unusual sensitivity to when someone is ready to accept Christ, and will generally have greater success in leading people to Christ than other Christians. People with this gift should be active in training others to share their faith. *Scriptures: Acts 8:5-6, 26-40; Ephesians 4:11-14; 2 Timothy 4:5.*

Teaching

distribution of truth

This gift enables one to instruct, guide and nurture Christians in the Word of God. Teachers have a special ability to share the Word in a way that can be understood and applied for life. *Scriptures: James 3:1 (be careful)*

Characteristics:

1. Presents truth in a logical, systematic way.
2. Validates truth by checking out the facts.
3. Loves to study and do research.
4. Enjoys word studies
5. Prefers to use biblical illustrations rather than life illustrations.
6. Tends to neglect the practical application of truth.
7. Is slow to accept viewpoints of others.
8. Tends to develop pride in intellectual ability.
9. Tends to be legalistic and dogmatic.
10. Is easily sidetracked by new interests.

Prophecy

urgency of truth

The special ability that God gives to certain members of the Body of Christ to receive and communicate an immediate message of God to His people with authority and urgency perceived by the hearers.

This gift is a communication gift. Those with the gift of prophecy will often feel as though they have a direct word from God that will comfort, encourage, guide, warn, or rebuke the Body of Christ. Prophets are concerned about evangelism and will have a desire speak strongly against evil in society or in the church. Prophets have a great sense of urgency to their message. Unless paired with the gifts of exhortation or teaching, prophets will often not feel the need to explain their message, but will expect immediate response. The message of a prophet must always be tested in line with Scripture. Prophets would be wise to test their message against Scripture prior to delivering the message, and using Scriptural precedent in delivery of their message. *Scripture: Luke 7:26; Acts 15:32; 21:9-11; Romans 12:6; 1 Corinthians 12:10, 28; 14:3, 24-25, 29, 36-38; Ephesians 4:11-14.*

Note: *Exhortation, Prophecy, and Teaching* are considered the communication gifts. The distinctions for each gift are often confused. Often, gifted communicators have a mix of these gifts. *Exhortation* focuses on personal and practical application of the message or truth being communicated. *Prophecy* focuses purely on the message or truth to be communicated. *Teaching* focuses on bringing thorough or adequate understanding of the message or truth being communicated.

Leadership (prohistemi) *the visionary, creator of the plan*

The ability to lead a group of people to a desired end. Able to pull people together to be a team.

This gift is a leadership gift. People with this gift are often focused on the greater goal of the group and are not overly concerned with the details. Leaders delegate tasks and details to others to accomplish the greater goal. Leaders are visionaries. Leaders have followers-a visionary without followers is not a leader. *Scriptures: Luke 9:51; Acts 6:1-7; 15:7-11; Romans 12:8; 1 Thessalonians 5:12; 1 Timothy 3:4-5, 12 and 5:17; Hebrews 13:17.*

Administration (kubernesis) *the organizer of people, resources and time to fulfill the plan*

The kubernetes is a helping hand whose main task is keeping the boat on course. One who steers away from danger and knows the strength of the crew.

Characteristics:

1. Is highly motivated to organize that for which he's responsible.
2. Expresses ideas and organization in ways that communicate clearly.
3. Prefers to be under authority in order to have authority.
4. Will not take responsibility unless delegated by those in authority.
5. Will assume responsibilities if no specific leadership exists.
6. Becomes upset when others do not share the same vision or goals.
7. Develops outer callousness due to being a target for criticism.
8. Can regress into "using" people to accomplish own goals.
9. Tends to drive self and neglect personal and family needs.
10. Neglects routine home responsibilities due to intense interest in "job."

Faith *the confirmation and encouragement of the plan*

While all Christians have faith, those with this spiritual gift have a deep belief that God will work even under the gravest of circumstances.

This gift is a practical gift. Those with this gift often scare other people with their confidence. People with this gift are often very irritated by criticism, as they consider it to be criticism against God and His will. Probably the biggest danger for those with this gift is that they often try to project their gift onto other people. *Scriptures: Acts 11:22-24; 27:21-25; Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11.*

Giving (metadidomi) *the provision/funding of the plan*

This person gives of themselves - financially and materially. These people understand the blessings of God and give whatever is needed without giving it a second thought.

Characteristics:

1. Gives freely of money, possessions, time, energy and love.
2. Loves to give without others knowing about it.
3. Wants to feel a part of the ministries to which he contributes.
4. Intercedes for needs and salvations of souls.
5. Feels delighted when his gift is an answer to specific prayer.
6. May try to control how contributions are used.
7. Tends to pressure others to give.
8. May upset family and friends with unpredictable patterns of giving.
9. Tends to spoil own children or other relatives.
10. May use financial giving to get out of other responsibilities.

Matthew 6:2-4; Mark 12:41-44; Romans 12:8; 1 Corinthians 13:3; 2 Corinthians 8:1-7; 9:2-8; Philippians 4:14-19.