

## Spiritual Gift Reference Chart

Spiritual Gift	Definition	Scriptural References	Distinctives People with this gift will...	Traits	Potential Ministry Involvement
Administration	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.	1 Cor. 12: 28, Acts 6: 1-7; Ex. 18: 13-26	<ul style="list-style-type: none"> <li>-Develop strategies or plans to reach identified goals.</li> <li>-Organize people, tasks, or events.</li> <li>-Assist ministries to become more effective and efficient.</li> </ul>	<ul style="list-style-type: none"> <li>-Thorough</li> <li>-Objective</li> <li>-Responsible</li> <li>-Organized</li> <li>-Goal-oriented</li> <li>-Efficient</li> <li>-Conscientious</li> </ul>	Planning teams; Ministry Coordinator; Organizer of special events; Chairperson
Discernment	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.	1 Cor. 12: 10; Acts 5: 1-4; Rom. 9:1	<ul style="list-style-type: none"> <li>-Identify deception in others with accuracy and appropriateness.</li> <li>-Are able to sense the presence of evil.</li> <li>-Recognize inconsistencies in a teaching or message.</li> </ul>	<ul style="list-style-type: none"> <li>-Perceptive</li> <li>-Insightful</li> <li>-Sensitive</li> <li>-Intuitive</li> <li>-Truthful</li> <li>-Decisive</li> </ul>	Committee/Board member; youth ministry; counseling
Encouragement	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.	Rom. 12: 8, Acts 11: 22-24, Acts 15: 30-32	<ul style="list-style-type: none"> <li>-Comfort others to trust and hope in the promises of God.</li> <li>-Motivate others to grow.</li> <li>-Urge others to action by applying biblical truth.</li> </ul>	<ul style="list-style-type: none"> <li>-Positive</li> <li>-Motivating</li> <li>-Affirming</li> <li>-Reassuring</li> <li>-Supportive</li> <li>-Trustworthy</li> </ul>	Children's Ministry; Visitation to sick or shut-in; Counseling; Greeter; Support Group Facilitator, Prayer ministry
Evangelism	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.	Eph. 4: 11, Acts 8: 5-6, Acts 14: 21	<ul style="list-style-type: none"> <li>-Communicate the message of Christ with clarity and conviction.</li> <li>-Seek out opportunities to talk to unbelievers about spiritual matters.</li> <li>-Challenge unbelievers to faith in Christ.</li> </ul>	<ul style="list-style-type: none"> <li>-Sincere</li> <li>-Candid</li> <li>-Influential</li> <li>-Confident</li> <li>-Commitment-oriented</li> </ul>	Visitor Calling; Door-to Door visitation; Outreach events; Literature distribution; Greeter

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 -Trusting -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 -Trusting -Caring -Responsive -Warm	Small Group Host; Banquet server; New Member Sponsor; Fellowship events; Coffee hour host; Greeter; Easter Breakfast

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;	<ul style="list-style-type: none"> <li>-Feel compelled to earnestly pray on behalf of someone or some cause.</li> <li>-Have a daily awareness of the spiritual battles being waged and commit to pray.</li> <li>-Pray in response to the leading of the Spirit, whether they understand it or not.</li> </ul>	<ul style="list-style-type: none"> <li>-Advocate</li> <li>-Sincere</li> <li>-Trustworthy</li> <li>-Burden-bearer</li> <li>-Spiritually sensitive</li> </ul>	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	<ul style="list-style-type: none"> <li>-Research the scriptures for insight, understanding, and truth.</li> <li>-Organize information for teaching and practical use.</li> <li>-Gain knowledge that was not attained by natural observation or means.</li> </ul>	<ul style="list-style-type: none"> <li>-Inquisitive</li> <li>-Responsive</li> <li>-Observant</li> <li>-Insightful</li> <li>-Reflective</li> <li>-Studious</li> <li>-Truthful</li> </ul>	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	<ul style="list-style-type: none"> <li>-Motivate others to perform to the best of their abilities.</li> <li>-Take responsibility and establish goals.</li> <li>-Provide direction for God's people or ministry.</li> </ul>	<ul style="list-style-type: none"> <li>-Influential</li> <li>-Visionary</li> <li>-Persuasive</li> <li>-Motivating</li> <li>-Goal-setter</li> </ul>	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	<ul style="list-style-type: none"> <li>-Focuses on alleviating the sources of pain or discomfort in suffering people.</li> <li>-Concern themselves with individual or social issues that oppress people.</li> <li>-Address the needs of the lonely and forgotten.</li> </ul>	<ul style="list-style-type: none"> <li>-Empathetic</li> <li>-Caring</li> <li>-Responsive</li> <li>-Kind</li> <li>-Compassionate</li> <li>-Sensitive</li> <li>-Burden-bearing</li> </ul>	Hospital/Shut-In visitation; Nursery worker; Homeless ministry; Food pantry worker;

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	<ul style="list-style-type: none"> <li>-See a truth that others often fail to see and challenge them to respond.</li> <li>-Understand God's heart and mind through experiences He takes them through.</li> <li>-Expose sin or deception in others for the purpose of reconciliation.</li> </ul>	<ul style="list-style-type: none"> <li>-Discerning</li> <li>-Compelling</li> <li>- Uncompromising</li> <li>-Outspoken</li> <li>-Authoritative</li> <li>-Confronting</li> <li>-Convicting</li> </ul>	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	<ul style="list-style-type: none"> <li>-Provide guidance and oversight to a group of God's people.</li> <li>-Establish trust and confidence through long-term relationships.</li> <li>-Lead and protect those within their span of care.</li> </ul>	<ul style="list-style-type: none"> <li>--Nurturing</li> <li>-Guiding</li> <li>-Protective</li> <li>-Supportive</li> <li>-Relational</li> <li>-Influencing</li> </ul>	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	<ul style="list-style-type: none"> <li>-Give attention to detail and accuracy.</li> <li>-Prepare through extended times of study and reflection.</li> <li>-Challenge listeners simply and practically with the truths of Scripture.</li> </ul>	<ul style="list-style-type: none"> <li>-Disciplined</li> <li>-Perceptive</li> <li>-Teachable</li> <li>-Authoritative</li> <li>-Practical</li> <li>-Analytical</li> <li>-Articulate</li> </ul>	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	<ul style="list-style-type: none"> <li>-Focus on the unseen consequences in determining the next steps to take.</li> <li>-Provide God-given solutions in the midst of conflict and confusion.</li> <li>Apply spiritual truth in specific and practical ways.</li> </ul>	<ul style="list-style-type: none"> <li>-Sensible</li> <li>-Insightful</li> <li>-Practical</li> <li>-Wise</li> <li>-Fair</li> <li>-Experienced</li> </ul>	Board/Committee Member; Counseling; Mentor; Marriage enrichment; Counseling