

Spirit

Given

Gifts



Gift Descriptions

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Revised 2008

Many miracles and wonders were being done through the apostles, and everyone was filled with awe. All the believers continued together in close fellowship and shared their belongings with one another.

They would sell their property and possessions, and distribute the money among all, according to what each one needed.

Day after day they met as a group in the Temple, and they had their meals together in their homes, eating with glad and humble hearts, praising God, and enjoying the good will of all the people. And every day the Lord added to their group those who were being saved.

Acts 2:43-47 (TEV)

In the spirit of Acts 2:43-47, permission is granted to photocopy all materials for non-profit use, provided credit is acknowledged. Available for download at www.spiritgivengifts.com.

2008 Revisions:

- The “Leadership” Description has been re-written, and the Questionnaire questions have been adapted from Anna S. Christie, author of *Evoking Change*, www.evokingchange.ca.
- All Biblical texts and models have been re-examined with a focus on fairer representation of women.
- All materials are now fully web-based with special thanks to Greg Fetzer, www.GregFetzer.com, for the on-line version of the Questionnaire.

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For more information, comments, or questions, email sgg@davidewart.ca.

Spirit Given Gifts

Contents

The following materials are included with the Spirit Given Gifts Descriptions booklet:

- | | |
|---|---------|
| 1. Acknowledgements | page 2 |
| 2. Overview of Gift Descriptions
Gives a definition and brief introduction to Spirit Given Gifts in general as well as an explanation of the detailed information for each Gift description. | page 3 |
| 3. Summary of Gifts
Gives the name and definition of each of the 22 Gifts, and the caution that the gift is not to be confused with every Christians responsibilities.. | page 5 |
| 4. Gifts Not Included | page 7 |
| 5. Descriptions
Contains a one page definition and description of each gift. A complete set is needed for comparing similar gifts in the interpretation and discernment of Gifts following scoring of the questionnaire, but only the relevant ones need be copied for each individual. | unpaged |

Acknowledgements

In a hallway conversation, I overheard a minister remark that it was easier to start a new congregation from scratch than to transform an existing one. But thankfully this is a work to which a growing number of congregations are courageously committed.

As a Canadian minister of a mainline, liberal denomination I am thankful to my colleagues around the world who have initiated this work, and have developed research and resources to support it. In particular, I want to acknowledge with many thanks the work of Christian A. Schwarz, who has produced a comprehensive set of resources called, *Natural Church Development*, which assist congregations to identify their strengths and weaknesses, and to begin focussing on health instead of growth. A second resource that I have learned from is *LifeKeys* by Jane A. G. Kise, David Stark, and Sandra Krebs Hirsh.¹ These folks have translated resources into the language and concepts used by us liberal mainliners that had previously only been available to “evangelical” churches.² I strongly recommend them to you.³

However, as a bred in the bone liberal, and as a Canadian, I felt there was a need to take the work of translating a step further. For example, none of the questionnaires mentioned a passion for social justice as a gift. How anyone could read the Bible and not identify this as a characteristic of God and a God given gift to the church is a mystery to me. You will find that included in this questionnaire for the first time anywhere that I am aware of.

Also, when I looked at the specific questions used to identify each gift, I felt that the wording was sometimes a little too “questionnaire-ese” and needed to be more specific, and more plain. For example, I use the phrase “Spirit Given Gifts” because “Spiritual Gifts” sounds, well, it sounds too “spiritual” for what are in fact very concrete, practical and specific Spirit given abilities. I also tried to use words and phrases that I hope will speak to those with that particular gift, and therefore may be offensive or silly to those who don’t.

I have tried to simplify the questionnaire by selecting only 22 of the 25 to 30 gifts that others identify. I did this to keep the questionnaire short enough so that it can be completed within 20 to 30 minutes. The gifts I omitted can be explored in the work of C. Schwarz and C. Peter Wagner. These gifts are ones that I felt were rare and/or didn’t need a questionnaire to identify.

¹ I have not listed bibliographical information for these resources since the best information is available on the Web.

² The grandfather of North American modern spiritual gift inventories is C. Peter Wagner whose work is the basis of all such questionnaires, including this one. I also drew on the work of William Easum; *NetWork*, developed by Willow Creek Resources; and a questionnaire developed by St. Paul’s UCC, Waterloo, Illinois, USA.

Those familiar with other questionnaires will recognize these other changes and choices I have made: I have changed “Helps” to “Assisting;” chosen “Mentoring” instead of “Pastoring” or “Shepherding;” “Organization” instead of “Administration;” distinguished “Vision” and “Leadership” as two gifts since it is my observation that sometimes people with a gift for Leadership do not have the gift of Vision, and visa versa; and updated “Crafting” to include technical and professional skills; and “Multiculturalism” to include the cultures of different generations and social classes.

³ In addition to providing their versions of Spirit Given Gifts, they provide excellent guides for implementing a Spirit Given Gift Discernment Ministry in your church. The questionnaire I have developed is but one piece of a comprehensive ministry plan.

Overview of Gift Descriptions

Spirit given gifts are special abilities that God gives to every Christian to be used cooperatively for the strengthening of the Body of Christ so that it might better fulfill God's purposes.

Introduction

Throughout the Bible we can see that God gives different people different gifts to accomplish God's purposes. Beginning with Abraham and Sarah, where would we be today without their gift of Faith, David's gift of Creativity; Solomon's gift of Wisdom, Dorcas' gift of Mercy, Paul's gift of Multiculturalism, and so on?

And so it continues today that God's Spirit gifts each of us differently so that the Body of Christ is strengthened to better fulfill God's purposes. Each congregation needs Leaders who are supported by Vision, Wisdom, Knowledge, Organization, Teaching, Discernment, Giving, Service and Assisting so that the work of Justice, Mercy, Healing, Evangelism, Prayer, Multiculturalism and Mentoring can be done with Craft, Creativity, Encouragement, Faith and Hospitality.

Three Graces That All Must Have

No one person will have all these gifts, so two graces that all must have are the ability to admit short-comings; and the ability to look to – and work constructively with others. A third grace to be received is the ability to shape one's personal interests to the common good, to the purposes of God for the congregation. These graces are not identified as one of the Spirit given gifts, but they should be carefully assessed at the outset, and should not be taken for granted. Without the grace to admit limitations, to connect and cooperate with others, and to work for the collective well-being of the church, the Spirit given gifts will not truly be effective. Indeed, if the qualifying phrase, "to be used cooperatively for the strengthening of the Body of Christ so that it might better fulfill God's purposes," is not being met, than what is being exercised is not a Spirit given gift.

Go Where Your Gifts Are; You Will Find God There

Apart from many useful and practical reasons for discerning your gifts, the most profound reason is simply that your gifts are the place where God is closest to you in your life. Go where your gifts are and you will be closer to the source of those gifts – God. Can't find God in your life? Chances are you haven't found your true gifts either. And. Since gifts are always given for a purpose, finding your gifts will also put you closer to God's purpose for your life. What is the meaning of life? Find your gifts; use them for the purposes to which God has given them to you; and questions of meaning, purpose and identity will resolve themselves as you discern, use and deepen your gifts.

Gift Descriptions

Each of the Spirit given gifts is described on a separate page for ease of photocopying. Each begins with a brief definition and then gives 7 helps:

Scriptural References lists some of the Biblical references to this gift.

Biblical Models names some people who illustrate this gift.

People with this gift can lists some of the things people with this gift typically are good at.

Cautions points out difficulties that people with this gift should watch for.

Personal Traits describes characteristics of people with this gift.

Tips for nurturing this gift offers some suggestions for developing the gift.

Possible Tasks suggests areas where the gift might be used.

Not to be confused with the responsibility of all Christians to ... points out that Christians without this gift must still exercise responsibility in this area.

Scripture References

There are 3 key Scripture passages that list Spirit Given gifts:

Romans 12, 1 Corinthians 12, Ephesians 4

These passages should be read to get a sense of the abundance, source, purpose and variety of gifts. It will be clear from reading these passages that Paul's listing of Spirit Given gifts is not exhaustively definitive, which is why I and others have used the whole of Scriptures to look for examples of God gifting people for God's work.

Cautions

Just as there are cautions that are specific for each gift, there are some that apply to all. Everyone needs to guard against ...

- Gifts are seen as personally acquired skills or natural talents, and are not received with a spirit of thanksgiving for God's gracious blessing.
- Gifts are used for personal ends and are not deliberately and prayerfully used to fulfill God's purposes.
- Gifts and their use are not tested by the church or are not evaluated as to whether their use is actually edifying and strengthening the church to better fulfill God's purposes.
- Being gifted leads to pride instead of honoured humility.
- Being gifted in some areas leads to neglect of responsibilities that apply to all Christians regardless of their specific gifts.

'Tis a Gift to come down where we're meant to be

As the old hymn says, the final gift is to "come down where we're meant to be." I pray that this work will further the ability of those of us from the old, liberal, mainstream churches to simplify and free the work of the Spirit within our congregations. I know that God blesses God's work done God's way.

Summary of Gifts

Spirit given gifts are special abilities that God gives to every Christian to be used cooperatively for the strengthening of the Body of Christ so that it might better fulfill God's purposes.

The table below lists each of the 22 gifts, its definition, and the caution, "Not to be confused with the responsibility of all Christians to ..."

Gift Name	Definition	Not to be confused with the responsibility of every Christian to ...
Assisting	The gift of assisting is the ability to work to support leaders, lightening their workload, attaching spiritual value to practical, often behind-the-scenes tasks.	Serve where needed.
Crafting	The gift of crafting is the ability to use craft, professional, technical, trade, or handy skills to design, create, repair and/or construct items used for ministry.	Be practical.
Creativity	The gift of creativity is the ability to use artistic skills such as art, drama, music, writing, dance, etc. for the glory of God and the edification of the church.	Be open to God's novelty.
Discernment	The gift of discernment is the ability to recognize what is genuine from what is pretence; what is of God from what is not of God.	Test between right and wrong.
Encouragement	The gift of encouragement is the ability to inspire, admonish, hearten and support others so that they are strengthened in resolve, faith and spirit.	Love one another.
Evangelism	The gift of evangelism is the ability to introduce Jesus to others in a way that enables them to respond in faith to become Christ's disciples.	Share one's faith.
Faith	The gift of faith is the ability to have unwavering confidence in God's faithfulness regardless of present circumstances.	Trust in God.
Giving	The gift of giving is the ability to give of material wealth freely and with joy to further God's causes.	Tithe.
Healing	The gift of healing is the ability to improve or restore health – in body, mind, heart, and/or soul – by Spirit-given means.	Expect God's blessing.
Hospitality	The gift of hospitality is the ability to enjoy meeting new people and providing a warm welcome, food, friendship, or shelter.	Greet others generously.
Justice	The gift of justice is the ability to see the quality of human relations through the lens of God's shalom, and to work effectively for necessary physical, social, political, economic or environmental changes.	Be fair to all.
Knowledge	The gift of knowledge is the ability to discover, organize, synthesize, clarify, and analyze information and ideas for the health of the church.	Learn from Jesus.

Gift Name	Definition	Not to be confused with the responsibility of every Christian to ...
Leadership	The gift of leadership is the ability to build relationships of commitment to common goals; constructive sharing of visions, values, ideas and feelings; and accurate assessment of actual realities.	Be responsible for the health of the church.
Mentoring	The gift of mentoring is the ability to guide and care for other Christians over time as they mature in faith.	Set an example.
Mercy	The gift of mercy is the ability to instinctively and compassionately respond to the suffering of others with practical deeds that embody Christ's love.	Show kindness.
Multiculturalism	The gift of multiculturalism is the ability to share one's faith in a second culture.	Combat narrow-mindedness.
Organization	The gift of organization is the ability to see the specific actions needed to achieve goals, and to organize information, resources and people to work effectively to accomplish those goals.	Work for the common good.
Prayer	The gift of prayer is the ability to pray daily, and to frequently receive clear responses from God to prayer requests	Pray.
Service	The gift of service is the ability to see concrete, practical work that needs to be done for groups or programs to function, and volunteer to do it.	Offer a helping hand.
Teaching	The gift of teaching is the ability to communicate factual, psychological, moral, or spiritual truths, ideas or theories that enables others to learn and contributes to the spiritual health of individuals and the church.	Learn.
Vision	The gift of vision is the ability to receive and communicate a compelling image of a process, outcome, or state of being that God desires for individuals, the church or society.	Hope.
Wisdom	The gift of wisdom is the ability to apply existing knowledge in practical, novel and insightful ways to complex, difficult or paradoxical situations.	Use common sense.

Gifts Not Included in Questionnaire

The following gifts were not included in this questionnaire because I felt they were rare and/or could be identified without using a questionnaire. I recommend the work of Christian Schwarz and C. Peter Wagner to anyone interested in further exploring these gifts.

Apostle

The gift of apostle is the ability to start new churches..

Deliverance

The gift of deliverance is the ability to help people experience freedom from demonic oppression.

Interpretation of Tongues

The gift of interpretation of tongues is the ability to interpret spiritual languages into known languages.

Miracles

The gift of miracles is the ability to serve as human instruments through whom God brings about rare events which manifest God's purposes and character.

Prophecy

The gift of prophecy is the ability to be used by God to speak God's message.

Tongues

The gift of tongues is the ability to speak a message from God in a spiritual language.

Assisting

The gift of assisting is the ability to work to support leaders, lightening their workload, attaching spiritual value to practical, often behind-the-scenes tasks.

Scriptural References

Exodus 18:21-22, Numbers 11:16-17, Mark 15:40-41, Luke 8:2-3, Luke 10:38-42, Acts 6:1-6, Acts 9:36, Romans 16:1-2

Biblical Models

Timothy, Martha, Aaron, Joanna, Susanna, Silas, Dorcas, Phoebe

People with this gift can

- Gladly do behind-the-scenes tasks to help others.
- See the practical things that need to be done to help leaders, and enjoy doing them.
- Sense God's purpose and pleasure in meeting everyday responsibilities

Cautions

- May be denying other gifts.
- May neglect their own spiritual needs.
- May become over-helpful, or overly needy of being helpful.
- Might "help" in a way that is controlling and bossy.
- May find it hard to say, "No."

Personal Traits

- Resourceful
- Reliable
- Willing
- Loyal
- Dependable
- Helpful
- "Can do" attitude

Tips for nurturing this gift

- Stay up to date with skills you use.
- Look for new ways to apply your skills.
- Let leaders know that this is your gift.

Possible Tasks

- Typing, phoning, research, event registration, keeping lists, purchasing supplies, ...

Not to be confused with the responsibility of all Christians to ...

Serve where needed

Crafting

The gift of crafting is the ability to use craft, professional, technical, trade, or handy skills to design, create, repair and/or construct items used for ministry.

Scriptural References

Exodus 28:1-5, Exodus 31:1-5, Exodus 35:10-19, Exodus 35:31-35, 1 Kings 7:13-14, 2 Kings 22:5-6, Acts 9:39, Acts 16:14, Acts 18:2-3

Biblical Models

Bezalel, son of Uri; Oholiab, Dorcas, Lydia, Priscilla

People with this gift can

- Work with one or more of: wood, metal, paint, glass, plants, cloth, AV equipment, etc.
- Work skilfully with required tools, equipment, technologies and/or knowledge.
- Enjoy using their hands and/or heads on concrete projects.
- Can design, create, build, use and/or repair buildings, grounds, AV equipment, databases, financial statements, contracts, etc.

Cautions

- May not see their work as truly making a contribution to the spiritual life of the church
- May focus on the work to be done and overlook the ministry to be served.
- May resist change because of personal investment in the work they have done.

Personal Traits

- Handy
- Resourceful
- Practical
- Helpful
- Creative
- Designer
- Prefers behind-the-scenes

Tips for nurturing this gift

- Let your church know of the skills you can offer.
- Learn from others by helping them with their work.
- Get training in particular skills.

Possible Tasks

- Property maintenance and repair, gardening, web page design, membership databases, bookkeeping, legal assistance, ...

Not to be confused with the responsibility of all Christians to ...

Be practical.

Creativity

The gift of creativity is the ability to use artistic skills such as art, drama, music, writing, dance, etc. for the glory of God and the edification of the church.

Scriptural References

Exodus 15:20-21, Exodus 31:1-11, Judges 5:1-31, 1 Samuel 16:14-23, 2 Samuel 6:12-15, 1 Chronicles 16:41-42, 2 Chronicles 5:10-14, Psalms 100 & 150, 1 Corinthians 14:26, Ephesians 5:19-20, Colossians 3:16

Biblical Models

Miriam, Deborah, David

People with this gift can

- Use creative expression to captivate people's imagination and inspire faith.
- Use the arts to challenge people's perspectives of God.
- Find fresh ways to convey the message and meaning of Christ's ministry.

Cautions

- May use this gift for personal acclaim rather than to glory God.
- May neglect to practice, and not be diligent developing the craft and skill of the gift.
- May not also have the gift of leadership, and so should not assume directing or leading roles.
- May find evaluation and constructive criticism difficult to receive.
- May find it difficult to work as part of a team.

Personal Traits

- Expressive
- Imaginative
- Artistic
- Creative
- Idea-oriented
- Sensitive

Tips for nurturing this gift

- Find others who share your gift for support
- Practice the skills as well as the art.
- Look for ways your gift can strengthen and beautify the church.

Possible Tasks

- Creating art for the church, decorating, banners, providing music and drama for worship, ...

Not to be confused with the responsibility of all Christians to ...

Be open to God's novelty.

Discernment

The gift of discernment is the ability to recognize what is genuine from what is pretence; what is of God from what is not of God.

Scriptural References

Joshua 2:8-11, Judges 4:4-5, 1 Samuel 16:6-13, 1 Kings 10:1-13, Matthew 16:21-23, Acts 5:1-10, Acts 8:19-25, Philippians 1:9-10, 1 Thessalonians 5:20-22, 1 John 4:1 & 6

Biblical Models

Rahab, Deborah, Samuel, Queen of Sheba, Jesus, Paul, Peter

People with this gift can

- Have a clear sense of right from wrong; truth from error; genuine motives from false ones.
- Perceive deception in others.
- Recognize inconsistencies between words and deeds.
- Sense falseness.
- Know whether a word or action is truly in accordance with God or not.

Cautions

- May be unloving and harsh when confronting others.
- May remain silent instead of confronting others when needed.
- May become too sure of themselves; lack humility, critical self-assessment, or self-awareness.
- May develop a negative "spirit of criticism" that is constantly critical of everything.

Personal Traits

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

Tips for nurturing this gift

- Develop an above average knowledge of the Bible.
- Seek confirmation and evaluation of others.
- Maintain a spirit of openness to new insight; new discoveries.

Possible Tasks

- Supporting new Christians, counselling, screening & discernment committees, ...

Not to be confused with the responsibility of all Christians to ...

Test for themselves between right and wrong.

Encouragement

The gift of encouragement is the ability to inspire, admonish, hearten and support others so that they are strengthened in resolve, faith and spirit.

Scriptural References

Ruth 1:16-18, Acts 11:23-24, Acts 14:21-22, Acts 15:30-32, 2 Corinthians 1:3-7, 1 Thessalonians 2:11-12, 1 Thessalonians 5:14, 1 Timothy 4:12-14, Hebrews 10:25

Biblical Models

Ruth, Paul, Barnabas, Andrew

People with this gift can

- Strengthen and reassure those who are discouraged.
- Comfort – or confront – others to trust in God.
- Urge others to action using Biblical examples.
- Motivate others to mature in their faith.
- Practice what they preach.

Cautions

- May take on too many responsibilities and suffer personal and spiritual burn-out.
- May lack necessary wisdom, firmness and directness to deal with root problems.
- May coddle instead of correct a problem.
- May simply be superficially cheery and lack the true strength of this gift.

Personal Traits

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

Tips for nurturing this gift

- Be especially familiar with Biblical stories of faith: Job, the Psalms, etc.
- Train as a counsellor or pastoral visitor.
- Be sure to have your own personal support network.

Possible Tasks

- Pastoral visiting, hospital visiting, working with seniors, the disabled, ...

Not to be confused with the responsibility of all Christians to ...

Love one another.

Evangelism

The gift of evangelism is the ability to introduce Jesus to others in a way that enables them to respond in faith to become Christ's disciples.

Scriptural References

Luke 24:1-11, John 4:38-42, John 20:11-18, Acts 8:4-5, Acts 8:26-38, Acts 9:19-21, Acts 14:15-17, Romans 10:14-15

Biblical Models

Mary Magdalene, The Samaritan Woman at the well, Paul, Phillip, Simon, the Apostles

People with this gift can

- Tell the Gospel simply, clearly, and convincingly.
- Easily talk with others about what God has done for them.
- Comfortably ask others to come to church and/or to invite them to groups or programs for new believers.
- Intuitively see opportunities to appropriately share faith.
- Is known to be a Christian in non-church circles: work, etc.

Cautions

- May come across as a high pressure sales person.
- May be so focussed on "making a decision for Christ" that other areas of Christian life are neglected.
- May forget to let God do the convincing.

Personal Traits

- | | | |
|---------------|-------------|----------------------------|
| • Sincere | • Spiritual | • Respected and respectful |
| • Candid | • Confident | |
| • Influential | • Committed | |

Tips for nurturing this gift

- Join an existing evangelism group or adapt an existing program – learn from others.
- Make sure your gift is linked to the program of the church for supporting new Christians.

Possible Tasks

- Open houses, community ministries, small group ministries, new Christian ministries, ...

Not to be confused with the responsibility of all Christians to ...

Share one's faith.

Faith

The gift of faith is the ability to have unwavering confidence in God's faithfulness regardless of present circumstances.

Scriptural References

1 Samuel 1:1-2:11, Matthew 8:5-13, Matthew 9:20-22, Matthew 15:21-28, Matthew 17:21, Luke 1:26-38, Luke 2:36-38, Acts 27:20-25, Romans 4:16-22, Hebrews 11:1, James 1:5-8

Biblical Models

Abraham and Sarah, Hannah, Esther, Job, Mary, Anna, Those who come to Jesus for healing, Paul and Silas

People with this gift can

- Trust the promises of God and inspire others to do the same.
- Act with complete confidence in God's ability to overcome obstacles
- Demonstrate trust in God's purposes.
- Advance the cause of Christ because they go forward when others will not.
- Ask God for what is needed and trust God will respond appropriately.

Cautions

- May judge others of "small thinking."
- May not be able to admit misplaced faith.
- May interpret criticism of themselves as criticism of God.
- May not be open to evaluation by the community.
- May see planning and organization as lacking faith.

Personal Traits

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

Tips for nurturing this gift

- Seek out others with this gift for mutual support.
- Know the Biblical stories of faith in the face of adversity.
- Keep track of specific instances when your faith has been rewarded.

Possible Tasks

- Prayer group, new project development team, outreach ministries, ...

Not to be confused with the responsibility of all Christians to ...

Trust in God.

Giving

The gift of giving is the ability to give of material wealth freely and with joy to further God's causes.

Scriptural References

Mark 12:41-44, Luke 3:11, John 12:3-8, Acts 4:32-35, Acts 16:6-15 Acts 20:35, 2 Corinthians 8:1-7, 2 Corinthians 9:6-15

Biblical Models

The poor widow, Lydia, Acts 2 Christians, Phoebe

People with this gift can

- Manage their finances.
- Shape their lifestyle to fit their discipleship; not the other way round.
- Make sacrificial gifts and offerings in addition to their tithe.
- Giving freely without any thought of return.
- See the connection between money and spirit.

Cautions

- May hold back when facing tight situations in personal finances.
- May attach strings to the gift and try to control the church by giving / withholding.
- May be blessed with financial success and lose this gift.
- May give carelessly and be taken advantage of.
- May not look for ways to multiply the effect of their gifts.
- May think that giving money is all they are called to do.

Personal Traits

- | | | |
|-----------------|---------------|--------------|
| • Resourceful | • Cheerful | • Generous |
| • Responsible | • Disciplined | • Thoughtful |
| • Charitable | • Gracious | |
| • Trusts in God | | |

Tips for nurturing this gift

- Develop the daily habit of giving thanks to God for God's blessings.
- Develop the habit of letting your gifts go. Don't hold on. Don't look back. Don't regret.
- Balance foolishness for Christ in your giving with practical wisdom.

Possible Tasks

- Stewardship work, project initiator, kick starting finance campaigns, ...

Not to be confused with the responsibility of all Christians to ...

Tithe

Healing

The gift of healing is the ability to improve or restore health – in body, mind, heart, and/or soul – by Spirit-given means.

Scriptural References

Mark 2:1-12, Mark 5:25-34, Mark 7:24-30, Mark 8:22-26, John 9:1-7, Acts 3:1-10, Acts 14:8-10, Acts 28:8-9, 1 Corinthians 12:9 & 27-28, James 5:14-15

Biblical Models

Jesus, Peter, Paul

People with this gift can

- Bring healing in Spirit-given ways through prayer, touch, teaching, etc.
- Detect and connect with energies, forces, spirits that others cannot.
- Bring comfort and healing to others in ways that traditional means cannot.

Cautions

- Always make full use of traditional and other alternative medical services. Never use this gift to take the place of traditional medical services.
- Spirit-given healing is part of many cultures, religions and practices. Those with this gift can learn from them but also need to be cautious not to lose their Christian roots.
- May raise false hopes; create unrealistic expectations.
- Sickness and death are **not** an indication of inadequate faith, nor of God's punishment or failure to respond and protect.

Personal Traits

- Compassionate
- Prayerful
- Trusts in God
- Open
- Respectful
- Trustworthy
- Intuitive
- Sensitive

Tips for nurturing this gift

- Connect with others who share this gift for support, accountability, and training.
- Have an above average knowledge of the healing stories in the Bible.
- Keep a record of requests for healing and outcomes.

Possible Tasks

- Counselling, prayer team, healing ministry, ...

Not to be confused with the responsibility of all Christians to ...

Expect God's blessing

Hospitality

The gift of hospitality is the ability to enjoy meeting new people and providing a warm welcome, food, friendship, or shelter.

Scriptural References

Genesis 18:1-8, 1 Kings 17:8-24, Matthew 10:40-42, Matthew 25:34-40, Acts 16:14-15, Romans 16:23, Titus 1:7-8, Hebrews 13:1-2, 1 Peter 4:9

Biblical Models

Abraham and Sarah, Widow Elijah stayed with, Peter's mother, Martha, Lydia

People with this gift can

- Create a warm, welcoming environment.
- Meet new people and help them feel welcome.
- Provide a safe and comfortable setting where relationships can be built.
- Connect people together.
- Set people at ease.

Cautions

- Family members may suffer.
- May see other's natural reserve as unfriendly.
- May burn out.

Personal Traits

- Caring
- Friendly
- Sincere
- Outgoing
- Sensitive
- Peacemaker
- Trustworthy
- Inviting

Tips for nurturing this gift

- Let your church know this is your gift.
- Consider offering to host small groups in your home.

Possible Tasks

- Small group host, greeter / usher, hosting fellowship events, visiting new comers, ...

Not to be confused with the responsibility of all Christians to ...

Greet others graciously.

Justice

The gift of justice is the ability to see the quality of human relations through the lens of God's shalom, and to work effectively for necessary physical, social, political, economic or environmental changes.

Scriptural References

Exodus 3:7-8, Deuteronomy 1:16-17, Deuteronomy 10:17-18, Deuteronomy 16:20, Judges 4:4-5, Isaiah 1:10-23, Isaiah 10:1-4, Jeremiah 9:23-24, Jeremiah 22:13, Lamentations 3:34-36, Amos 5:15, 21-24, Micah 6:6-8, Luke 1:46-55, Luke 4:16-21, Acts 9:36, James 2:14-17

Biblical Models

Moses, Deborah, Isaiah, Jeremiah, Amos, Micah, Jesus, Mary, Dorcas

People with this gift can

- Look beyond the immediate needs to underlying causes.
- Have a strong sense of fairness and equity.
- See past superficial differences to the God in all people.
- Be self-critical; practice what they preach.
- Inspire others to action.

Cautions

- May become tiresomely “preachy.”
- May identify justice with particular political parties and/or ideological positions.
- May burn out.
- May neglect other aspects of discipleship.
- May forget Christian origins and move to a generic faith, or even a “no-faith” position that lacks the roots to nourish the soul.
- May act as though it is all up to them and forget to trust God.

Personal Traits

- Passionate
- Committed
- Insightful
- Analytical
- Sensitive
- Hopeful

Tips for nurturing this gift

- Join with others who share this gift.
- Know the Biblical references for this gift and the ones for God's mercy and forgiveness.
- Maintain a spiritual practice.

Possible Tasks

- Social justice ministries, educating others about social, political, economic issues, ...

Not to be confused with the responsibility of all Christians to ...

Be fair to all.

Knowledge

The gift of knowledge is the ability to discover, organize, synthesize, clarify, and analyze information and ideas for the health of the church.

Scriptural References

1 Kings 10:1-13, Acts 8:26-40, Romans 15:14, 1 Corinthians 8:1-3, 9-12, 1 Corinthians 13:8-10, 2 Corinthians 11:6, Ephesians 3:16-19, Colossians 2:1-4

Biblical Models

Queen of Sheba, Paul, Peter, Philip, Timothy

People with this gift can

- Perceive, receive and apply truths to serve the church.
- Search the Bible for insight, guidance, understanding and examples.
- Organize and connect information from different sources.
- Present data to clarify, inform and inspire other.

Cautions

- May accumulate knowledge as an end in itself without contributing to the health of the church.
- May have an unrealistic view of a ministry's practical needs and requirements.
- May develop a proud, know-it-all spirit.
- Knowledge may lead to a time of disillusionment.

Personal Traits

- | | | |
|---------------|--------------|------------|
| • Inquisitive | • Responsive | • Truthful |
| • Observant | • Reflective | • Diligent |
| • Insightful | • Studious | |

Tips for nurturing this gift

- Maintain the practice of regular Bible study.
- Keep up with current affairs.
- Read and take courses, attend lectures, etc.

Possible Tasks

- Church health research, social trends analysis, demographic research, ...

Not to be confused with the responsibility of all Christians to ...

Learn from Jesus.

Leadership

The gift of leadership is the ability to build relationships of commitment to common goals; constructive sharing of visions, values, ideas and feelings; and accurate assessment of actual realities.

Scriptural References

Exodus 17:1-7, 1 Samuel 25:2-44, 2 Samuel 20:14-22, Romans 16:1, 1 Thessalonians 5:12-13, 1 Timothy 3:1-7, 1 Timothy 5:17-22, Hebrews 13:17

Biblical Models

Moses, Joshua, Deborah, David, Abigail, Esther, Jesus, the Disciples, Phoebe

People with this gift can

- Stay calm in the midst of anxiety and conflict.
- Distinguish between feelings and thoughts; rumours and facts.
- Stay connected with those in disagreement.
- Observe and constructively name in-the-moment unexpressed feelings, values, interests, etc.
- Keep the “big picture” in view.
- Set goals, work to achieve them, and welcome evaluation.
- Take responsibility for failures and credit others for successes.

Cautions

- May not have anyone who knows them “as they really are,” and can hold them accountable.
- Will face temptations to abuse power, money, sex, authority, etc.
- May find it difficult to remain humble.
- May find it difficult to admit weaknesses, and seek advice and support.
- May find it difficult to admit errors.

Personal Traits

- | | | |
|---------------|--------------|--------------|
| • Influential | • Motivating | • Self-Aware |
| • Trustworthy | • Energetic | • Visionary |
| • Persuasive | • Diligent | • Flexible |

Tips for nurturing this gift

- Have strong foundation in Biblical models of servant-leadership.
- Read and attend seminars on leadership and organizations.
- Have an outside coach or colleagues for support and accountability.

Possible Tasks

- Minister, lay leader, worship leader, long-term planning, project leader, ...

Not to be confused with the responsibility of all Christians to ...

Be responsible for the health of the church.

Mentoring

The gift of mentoring is the ability to guide and care for other Christians over time as they mature in faith.

Scriptural References

John 10:1-15, Acts 18:18-28, 1 Timothy 4:6-16, 2 Timothy 1:5, Hebrews 13:7 & 17, 1 Peter 5:1-5

Biblical Models

Moses, Elijah, Mordecai, Jesus, Paul, Barnabus, Priscilla and Aquila, Lois and Eunice

People with this gift can

- Take responsibility to nurture a person in their walk with God.
- Provide guidance and support to a group of developing believers.
- Earn trust and confidence through long-term relationships.
- Develop the gift of mentoring in others.

Cautions

- May lead groups that have difficulty integrating new members.
- May be tempted to abuse the trust placed in them.
- May need to learn when to let go of the “mentor” role.
- May need to be careful to set appropriate personal boundaries; to say “No.”

Personal Traits

- Nurturing
- Loving
- Guiding
- Protective
- Supportive
- Influencing
- Role Modeling

Tips for nurturing this gift

- Know all the Spirit given gifts and be able to help others recognize their own gifts.
- Develop counselling skills.
- Maintain a rich, broad, balanced life of faith in order to maintain your own health and be better able to respond to a wider variety of people and their areas for growth.

Possible Tasks

- Spirit Given gift counsellor, youth and young adult ministry, small group leader, ...

Not to be confused with the responsibility of all Christians to ...

Set an example.

Mercy

The gift of mercy is the ability to instinctively and compassionately respond to the suffering of others with practical deeds that embody Christ's love.

Scriptural References

1 Kings 17:8-16, Matthew 20:29-34, Matthew 25:34-40, Mark 9:41, Luke 10:33-37, Acts 2:43-47, Acts 9:36, Acts 11:29-30, Acts 16:33-34, James 1:27, James 2:14-17

Biblical Models

Widow of Zarephath, Jesus, Dorcas

People with this gift can

- Express love, grace and dignity to those facing hardship or crisis.
- Cheerfully serve in difficult or uncomfortable circumstances.
- Welcome the opportunity to work directly to relieve the pain, hunger, loneliness, and suffering of others.
- Focus on immediate, practical needs.

Cautions

- May see only the wrong in the world.
- May become overwhelmed by the pain of the world.
- May rush in and not see underlying issues.
- May not recognize the suffering which is the pain of new birth.
- May not be able to set personal boundaries.
- May burn-out.
- May see others as cold-hearted and not caring enough.

Personal Traits

- | | | |
|--------------|-------------|-----------------|
| • Caring | • Gentle | • Compassionate |
| • Responsive | • Tender | • Patient |
| • Kind | • Sensitive | • Persistent |

Tips for nurturing this gift

- Be realistic of your time and energy. Learn to say, "No." Don't rush in.
- Choose your areas of involvement and stay focussed in order to fulfill your commitments.
- Increase your ability to hear and see what the needs really are.

Possible Tasks

- Outreach ministries of all kinds, pastoral visiting, ...

Not to be confused with the responsibility of all Christians to ...

Show kindness.

Multiculturalism

The gift of multiculturalism is the ability to share one's faith in a second culture.

Scriptural References

Joshua 6:15-25, Ruth 1:15-22, Acts 9:13-17, Acts 13:1-5, Acts 14:21-28, Acts 17:22-34, 1 Corinthians 9:19-23, Galatians 1:15-17, Ephesians 3:6-8

Biblical Models

Rahab, Ruth, Paul, James

People with this gift can

- Pioneer or establish new ministries or churches.
- Welcome learning from other cultures.
- Enjoy new foods, languages, customs, dress, etc.
- Quickly learn new social customs.
- Respectfully and appropriately translate Christian life and faith into other cultural contexts.

Cautions

- May be so sensitive to other cultures that the Christian gospel is watered down.
- May be so committed to the Gospel that they fail to see non-Christians as children of God.
- May fail to see the activity of God already in other cultures.
- May confuse one's own cultural assumptions with genuine Gospel values.

Personal Traits

- Adventurous
- Curious
- Experimental
- Persevering
- Adaptable
- Risk-taking
- Culturally aware
- Committed

Tips for nurturing this gift

- Seek opportunities to learn about and experience other cultures where you live: people and events, restaurants, movies, books, etc.
- Seek out people from other cultures in the church to learn from and share with them.
- Learn another language, way of cooking, social customs, etc.

Possible Tasks

- Ministry to international neighbours, overseas ministries, social outreach, youth/seniors ministries, ...

Not to be confused with the responsibility of all Christians to ...

Combat narrow-mindedness.

Organization

The gift of organization is the ability to see the specific actions needed to achieve goals, and to organize information, resources and people to work effectively to accomplish those goals.

Scriptural References

Genesis 38:1-30, Exodus 18:13-26, Judges 4:18-21, 1 Samuel 25:2-44, Luke 10:38-42, Luke 14:26-32, John 11:20-27, Acts 6:1-7, Acts 9:36, Romans 16:1, Titus 1:5

Biblical Models

Moses' father-in-law, Jethro, Abigail, Jael, Tamar, Ezra, Nehemiah, Martha, Titus, Phoebe, Dorcas

People with this gift can

- Develop the ways and means to achieve goals.
- Assist others to be both more efficient and effective.
- Create order out of chaos.
- Help keep others organized and on task.
- Work without supervision.

Cautions

- May become the one who always sees the problems and never sees the opportunities.
- May over-estimate difficulties and requirements; turning needs into obstacles and road blocks.
- May over-plan and get in the way of spontaneity and "fun."
- May have difficulty trusting the Spirit to work in unimagined ways.
- May be so task oriented they forget relational and spiritual needs.

Personal Traits

- | | | |
|---------------|-------------------|---------------|
| • Thorough | • Organized | • Plans ahead |
| • Objective | • Conscientious | • Efficient |
| • Responsible | • Detail oriented | |

Tips for nurturing this gift

- Read books on management and/or attend seminars.
- Help others to practice time management and other good organizational practices.

Possible Tasks

- Secretary of any group or office, event planner, finance committee, campaign organizer, ...

Not to be confused with the responsibility of all Christians to ...

Work for the common good.

Prayer

The gift of prayer is the ability to pray daily, and to frequently receive clear responses from God to prayer requests

Scriptural References

1 Samuel 1:9-20, 1 Samuel 2:1-10, Luke 2:36-38, Luke 11:1-13, Acts 16:19-34, Colossians 4:12, 1 Timothy 2:1-4, James 5:13-18

Biblical Models

Moses, Hannah, David, Anna, Jesus, Paul and Silas

People with this gift can

- Pray for an hour or more each day.
- Feel God's presence throughout the day.
- Find direction and answers to prayer in the Bible.
- Frequently receive concrete responses to prayer.
- Always take questions, concerns, joys and needs to God in prayer.

Cautions

- May give others without this gift a guilty conscience or cause them to feel less "spiritual."
- May see prayer as the answer to everything and neglect other forms of Christian action.

Personal Traits

- Open
- Caring
- Spiritual
- Sensitive
- Loving
- Intuitive
- Trusting
- Assured

Tips for nurturing this gift

- Join with others who have this gift. Have someone that you go to for prayer and support.
- Maintain a prayer request list and note results.
- If possible, create a prayer place in your house.
- Attend retreats and other opportunities for personal nurture in prayer.

Possible Tasks

- Prayer groups or chains, vigils, personal witness to other Christians about prayer, ...

Not to be confused with the responsibility of all Christians to ...

Pray.

Service

The gift of service is the ability to see concrete, practical work that needs to be done for groups or programs to function, and volunteer to do it.

Scriptural References

Luke 10:38-42, Luke 22:24-27, Acts 6:1-7, Acts 9:36, Romans 16:1, Philippians 4:2-3, 1 Timothy 3:8-10

Biblical Models

Martha, Dorcas, Phoebe, Euodia and Syntyche

People with this gift can

- Provide the practical work that needs to be done in any group or program.
- Enjoy working behind-the-scenes.

Cautions

- May rush in and take over tasks that others were already planning to do.
- May be taken advantage of.
- May “help” in a way that is bossy or controlling.
- May be judgemental of those who need to be asked to help; who don't volunteer as quickly and naturally as those with this gift.
- May burn out, or neglect other aspects of Christian life.

Personal Traits

- Helpful
- Diligent
- Responsible
- Practical
- Caring
- Conscientious

Tips for nurturing this gift

- Let your church know this is your gift and of any specific skills and interests you have.
- When joining an existing activity, offer where you can help and wait for acceptance before jumping in.
- As well as developing practical skills, develop skills at working with others, team work, etc.

Possible Tasks

- Helping with coffee after church, extra jobs in the office, ushering, setting up & cleaning up for events, typing, stuffing envelopes, odd jobs, ...

Not to be confused with the responsibility of all Christians to ...

Offer a helping hand.

Teaching

The gift of teaching is the ability to communicate factual, psychological, moral, or spiritual truths, ideas or theories that enables others to learn and contributes to the spiritual health of individuals and the church.

Scriptural References

Acts 18:24-27, Acts 20:20-21, 2 Timothy 1:5, 2 Timothy 2:2, James 3:1

Biblical Models

Moses, Jesus, Paul, Priscilla, Lois and Eunice

People with this gift can

- Use age-appropriate methods and materials.
- Communicate information to inspire greater faith.
- Take time to pray, prepare, study and reflect.
- Test their understandings with elders and leaders.
- See both the forest and the trees, and help others to make similar distinctions and connections.

Cautions

- Teachers will be judged more strictly than others (James 3:1).
- Should exercise this gift with a high degree of responsibility and thoroughness.
- Must practice what they teach.

Personal Traits

- Systematic
- Comprehensive
- Perceptive
- Articulate
- Disciplined
- Teachable
- Analytical

Tips for nurturing this gift

- Prepare in advance.
- If you ever stop learning, stop teaching.
- Engage in continuous bible study.
- Stay up to date on teaching skills, techniques, and technologies.

Possible Tasks

- Small group leader, Sunday School, youth group, new member / baptism classes, Bible study leader, ...

Not to be confused with the responsibility of all Christians to ...

Learn.

Vision

The gift of vision is the ability to receive and communicate a compelling image of a process, outcome, or state of being that God desires for individuals, the church or society.

Scriptural References

Exodus 3:7-8, 2 Kings 22:14-20, Isaiah 30:18-26, Jeremiah 32:1-3, 6-29, 37-44, Ezekiel 37:1-14, Luke 2:36-38, Luke 14:12-14, Acts 10:9-35

Biblical Models

Moses, Huldah, Isaiah, Jeremiah, Ezekiel, Anna, Jesus, Peter

People with this gift can

- Receive and communicate a clear, realistic image of a future for the church.
- Inspire others to volunteer to work toward the future.
- Connect the future to the immediate past and present, and to Biblical examples.

Cautions

- May not have the gifts of Leadership or Organization which are needed to realize the vision.
- May lack patience to communicate the vision.
- May not have the courage and/or wisdom to deal with conflict.
- May not be able to distinguish helpful suggestions from obstructing criticism.
- May lack self-awareness and confuse personal projects with God's purposes.

Personal Traits

- Intuitive
- Inspired
- Prayerful
- Passionate
- Thoughtful

Tips for nurturing this gift

- Keep up to date on current social trends, developments in science, etc.
- Know your church's present context in all its aspects.
- Have a thorough knowledge of the Bible, of God's previous visions for God's people at different times in history, and of God's purposes for the Church.

Possible Tasks

- Minister, long-range planning, project initiator, resident visionary for the congregation, ...

Not to be confused with the responsibility of all Christians to ...

Hope.

Wisdom

The gift of wisdom is the ability to apply existing knowledge in practical, novel and insightful ways to complex, difficult or paradoxical situations.

Scriptural References

1 Samuel 25:2-44, 2 Samuel 20:14-22, 1 Kings 3:5-14, 1 Kings 10:1-13, 1 Corinthians 2:1-13, 1 Corinthians 13:8-13, James 1:5-8, James 3:13-18, 2 Peter 3:14-18

Biblical Models

Abigail, Woman of Abel Beth-maacah, Solomon, Queen of Sheba, Jesus, Paul

People with this gift can

- Apply spiritual truths in imaginative, insightful and practical ways.
- Hear the Spirit provide novel direction.
- Foresee opportunities that are not obvious.
- Provide inspiring solutions in the midst of conflict or confusion.
- Perceive and respond to the deep needs of individuals or the group.

Cautions

- May give advice when asked even if they don't actually have anything helpful to add.
- May become a "guru" whose advice is followed without question.
- Must guard against becoming overbearing and patronizing.
- Must allow others the freedom to experiment and learn for themselves from experience.
- Might retreat to an "ivory tower," or seek to live above the fray.

Personal Traits

- Insightful
- Practical
- Perceptive
- Humorous
- Fair
- Experienced
- Surprising

Tips for nurturing this gift

- Learn to guide others to their own insights instead of simply giving advice. Ask the right questions instead of giving the right answers.
- Develop good listening skills.
- Seek the wisdom of others.

Possible Tasks

- Leading seminars, counselling, prayer teams, conflict resolution, Spirit Given gift consultant, ...

Not to be confused with the responsibility of all Christians to ...

Use common sense.