

ADMINISTRATION

Literal Meaning: To pilot or steer a ship

Description: The gift of Administration is the divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.

Distinctives:

- Develop strategies or plans to reach identified goals
- Assist ministries to become more effective and efficient
- Create order out of organizational chaos
- Manage or coordinate a variety of responsibilities to accomplish a task
- Organize people, tasks, or events

Traits:

- Thorough
- Objective
- Responsible
- Organized
- Goal-orientated
- Efficient
- Conscientious

Cautions:

- Need to be open to adjusting their plans, so that they don't stifle a leader's vision
- Could use people simply to accomplish goals without being concerned for their growth in the process
- Could fail to see God's purposes being fulfilled in the process of meeting a goal

References: 1 Cor. 12:28, Acts 6:1-7, Ex. 18:13-26

Apostleship

The spiritual gift of apostleship is sometimes confused with the *office* of Apostle. The office of Apostle was held by a limited number of men chosen by Jesus including the twelve disciples (Mark 3:13-19) and Paul (Romans 1:1). The requirements for the office of Apostle included being a faithful eyewitness of Jesus' ministry and His resurrection (Acts 1:21-22; 1 Corinthians 9:1) and being personally called by Jesus (Galatians 1:1). The Apostles were given authority by Jesus to do many different things to establish the church, including writing Scripture and performing miracles (John 14:26, 2 Peter 3:15-16, 2 Corinthians 12:12).

There are no more that hold the office of Apostle today, but the gift of apostleship continues in a different sense. Jesus gave apostles, prophets, evangelists, shepherds and teachers at His ascension (Ephesians 4:7-12), and these represent a distinct category of apostles. They do not have the authority to write Scripture as the original Apostles did. They also have a different purpose in the sense of establishing the church – the foundation has already been set.

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. See also Ephesians 4:11, 1 Corinthians 12:28, Acts 1:21-22, 1 Corinthians 9:1.

DISCERNMENT

Literal Meaning: To separate or make a distinction, differentiate

Description: The gift of Discernment is the divine enablement to distinguish between truth and error. It is able to discern the spirits, differentiating between good and evil, right and wrong.

Distinctives:

- Distinguish truth from error, right from wrong, pure motives from impure
- Identify deception in others with accuracy and appropriateness
- Determine whether a word attributed to God is authentic
- Recognize inconsistencies in a teaching, prophetic message or interpretation
- Are able to sense the presence of evil

Traits:

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

Cautions:

- May struggle with how to express their perceptions, feelings or insights
- Could be harsh when confronting others, instead of speaking the truth in love
- Need to confirm their perceptions before speaking

References: 1 Cor. 12:10, Acts 5:1-4, Matt, 16:21-23

ENCOURAGEMENT

Literal Meaning: To come along side of

Description: The gift of Encouragement is the divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith.

Distinctives:

- Come to the side of those who are discouraged to strengthen and reassure them
- Challenge, comfort, or confront others to trust and hope in the promises of God
- Urge others to action by applying biblical truth
- Motivate others to grow
- Emphasize God's promises and to have confidence in his will

Traits:

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

Cautions:

- Can sometimes be overly optimistic, too simplistic or flattering
- Should first take time to understand where others are and what they really need
- May want to just say "positive" things to others and avoid being confrontational when it's needed

References: Rom. 12:8, Acts 11:22-24, Acts 15:30-32

EVANGELISM

Literal Meaning: To bring good news

Description: The gift of Evangelism is the divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.

Distinctives:

- Communicate the message of Christ with clarity and conviction
- Seek out opportunities to talk to unbelievers about spiritual matters
- Challenge unbelievers to faith and to become fully devoted followers of Christ
- Adapt their presentation of the gospel to connect with the individual's needs
- Seek opportunities to build relationships with unbelievers

Traits:

- Sincere
- Candid
- Respected
- Influential
- Spiritual
- Confident
- Commitment-orientated

Cautions:

- Need to Remember the Holy Spirit, not guilt, is the motivator in a person's decision for Christ
- Should avoid becoming critical of others by remembering that we are all "witnesses," but we are not all "evangelists"
- Need to listen carefully, because the same approach is not appropriate for everyone

References: Eph. 4:11, Acts 8:26-40, Luke 19:1-10

FAITH

Literal Meaning: To trust, have confidence, believe

Description: The gift of faith is the divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes.

Distinctives:

- Believe the promises of God and inspire others to do the same
- Act in complete confidence of God's ability to overcome obstacles
- Demonstrate an attitude of trust in God's will and his promises
- 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

Traits:

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

Cautions:

- Need to act on their faith
- Should remember that those who speak with reason and desire to plan do not necessarily lack faith
- Should listen to and consider the counsel of wise and spirit-filled believers

References: 1 Cor. 12:9, 13:2, Heb. 11:1, Rom. 4:18-21

GIVING

Description: The gift of Giving is the divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. Do not ask "How much money do I need to give to God?" but, "How much money do I need to live on?"

Distinctives:

- Manage their finances and limit their lifestyle in order to give as much of their resources as possible
- Support the work of ministry with sacrificial gifts to advance the Kingdom
- Meet tangible needs that enable spiritual growth to occur
- Provide resources, generously and cheerfully, trusting God for His provision
- May have a special ability to make money so that they may use it to further God's work

Traits:

- Stewardship-orientated
- Responsible
- Resourceful
- Charitable
- Trust in God
- Disciplined

Cautions:

- Need to esteem their gift, remembering that giving money and resources is a spiritual contribution to the body of Christ
- Need to remember the church's agenda is determined by leaders, not by the giver's gift
- Need to guard against greed

References: Rom. 12:8, 2 Cor. 6:8, Luke 21:1-4

Healing

The divine ability to bring wholeness—physical, emotional, or spiritual—to others. People with this gift listen skillfully as they seek God’s guidance to learn the needs of the sick and to determine the causes and nature of an illness. They believe that God can cure and that prayer can overcome any negative forces at work (but they also recognize that God might have a different plan). Their tools include prayer, touch, and spoken words. This gift shows God’s power; at the same time, it is to God’s glory. The goal of healing is not just healing itself, but spreading the gospel by pointing to the power of Jesus Christ and to show the glory of God.

HELPS

Literal Meaning: To take the place of someone

Description: The gift of Helps is the divine enablement to accomplish practical and necessary tasks which free-up, support, and meet the needs of others.

Distinctives:

- Serve behind the scenes wherever needed to support the gifts and ministries of others
- See the tangible and practical things to be done and enjoy doing them
- Sense God's purpose and pleasure in meeting everyday responsibilities
- Attach spiritual value to practical service
- Enjoy knowing that they are freeing up others to do what God has called them to do

Traits:

- Available
- Willing
- Helpful
- Reliable
- Loyal
- Dependable
- Whatever-it-takes attitude

Cautions:

- Need to esteem their gift, remembering that doing practical deeds is a spiritual contribution to the body of Christ
- Find it difficult to say "no"
- Need to be responsive to the priorities of leadership instead of setting either own agendas

References: 1 Cor. 12:28, Rom. 12:7, Acts 6:1-4, Rom. 16:1-2

HOSPITALITY

Literal Meaning: To love strangers

Description: The gift of Inviting is the divine enablement to care for people by providing fellowship, food, and shelter.

Distinctives:

- Provide an environment where people feel valued and cared for
- Meet new people and help them feel welcomed
- Create a safe and comfortable setting where relationships can develop
- Seek ways to connect people together into meaningful relationships
- Set people at ease in unfamiliar surroundings

Traits:

- Friendly
- Gracious
- Inviting
- Trusting
- Caring
- Responsive
- Warm

Cautions:

- Should avoid viewing their gift as just “entertaining”
- Need to remember to ask God who He wants them to befriend and serve
- Should be careful not to cause stress in their own family when inviting others into their home

References: 1 Peter 4:9-10, Rom. 12:13, Heb. 13:1-2

LEADERSHIP

Literal Meaning: To stand before

Description: The gift of Leadership is the divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God.

Distinctives:

- Provide direction for God's people or ministry
- Motivate others to perform to the best of their abilities
- Present the "big picture" for others to see
- Model the values of ministry
- Take responsibility and establish goals

Traits:

- Influential
- Diligent
- Visionary
- Trustworthy
- Persuasive
- Motivating
- Goal-setting

Cautions:

- Should realize their relationship credibility takes time and is critical for leadership effectiveness
- Should remember that servant leadership is the biblical model, the greatest being the servant of all
- Do not need to be in a leadership "position" to use this gift

References: Rom 12:8, Heb. 13:17, Luke 22:25-26

MERCY

Literal Meaning: To have compassion

Description: The gift of Mercy is the divine enablement to cheerfully and practically help those who are suffering or are in need, compassion moved to action.

Distinctives:

- Focus upon alleviating the sources of pain or discomfort in suffering people
- Address the needs of the lonely and forgotten
- Express love, grace, and dignity to those facing hardships and crisis
- Serve in difficult or unsightly circumstances and do so cheerfully
- Concern themselves with individual or social issues that oppress people

Traits:

- Empathetic
- Caring
- Responsive
- Kind
- Compassionate
- Sensitive
- Burden-bearing

Cautions:

- Need to be aware that rescuing people from their pain may be hindering God's work in them
- Need to guard against feeling "unappreciated," since some of the people helped will not show or express any appreciation
- Should guard against becoming defensive and angry about the sources of other's pain

References: Rom 12:8, Matt. 5:7, Mark 10:46-52, Luke 10:25-37

WORD OF KNOWLEDGE

Literal Meaning: To know

Description: The gift of Knowledge is the divine enablement to bring truth to the body through a revelation or biblical insight.

Distinctives:

- Receive truth which enables them to better serve the body
- Search the scriptures for insight, understanding, and truth
- Have an unusual insight or understanding that serves the church
- Organize information for teaching and practical use
- Gain knowledge which was not attained by natural observation or means

Traits:

- Inquisitive
- Responsive
- Observant
- Insightful
- Reflective
- Studious
- Truthful

Cautions:

- Need to be careful of this gift leading to pride (“knowledge puffs up”)
- Should remember that it’s God message, not theirs, when they give a word of knowledge to the church
- Need to remember with the increasing of knowledge comes the increasing of pain

References: 1 Cor. 12:8, Mark 2:6-8, John 1:45-50

WISDOM

Literal Meaning: To apply truth practically

Description: The gift of Wisdom is the divine enablement to apply spiritual truth effectively to meet a need in a specific situation.

Distinctives:

- Focus on the unseen consequences in determining the next steps to take
- Receive an understanding of what is necessary to meet the needs of the body
- Provide divinely given solutions in the midst of conflict and confusion
- Hear the Spirit provide direction for God's best in a given situation
- Apply spiritual truth in specific and practical ways

Traits:

- Sensible
- Insightful
- Practical
- Wise
- Fair
- Experienced
- Common sense

Cautions:

- Could fail to share the wisdom that God has given them
- Need to avoid having others develop a dependence upon them, which may weaken their faith in God
- Need to be patient with others who do not have this gift

References: 1 Cor. 12:8, James 3:13-18, 1 Cor. 2:3-14, Jer. 9:23-24

Pastor

Literal Meaning: To shepherd a flock\

Description: The gift of Shepherding is the divine enablement to nurture, care for, and guide people toward on-going spiritual maturity and becoming like Christ.

Distinctives:

- Take responsibility to nurture the whole person in their walk with God
- Provide guidance and oversight to a group of God's people
- Model with their life what it means to be a fully devoted follower of Jesus
- Establish trust and confidence through long-term relationships
- Lead and protect those within their span of care

Traits:

- Influencing
- Nurturing
- Guiding
- Discipline
- Protective
- Supportive
- Relational

Cautions:

- Should remember that God judges those who neglect or abuse their oversight responsibilities
- Need to be aware that the desire to feed and support others can make it difficult to say "no"
- Should realize that some of those being nurtured will grow beyond the shepherd's own ability and need to be freed to do so

References: Eph. 4:11-12, 1 Peter 5:1-4, John 10:1-18

TEACHER

Literal Meaning: To instruct

Description: The gift of Teaching is the divine enablement to understand, clearly explain, and apply the word of God, causing greater Christ-likeness in the lives of listeners

Distinctives:

- Communicate biblical truth that inspires greater obedience to the word
- Challenge listeners simply and practically with the truths of scripture
- Present the whole counsel of God for maximum life change
- Give attention to detail and accuracy
- Prepare through extended times of study and reflection

Traits:

- Disciplined
- Perceptive
- Teachable
- Authoritative
- Practical
- Analytical
- Articulate

Cautions:

- Should avoid pride that may result from their “superior” Biblical knowledge and understanding
- Could become too detailed when teaching and fail to make life application
- Should remember that their spirituality is not measured by how much they know

References: Rom. 12:7, 1 Cor. 12:28-29, Acts 18:24-28, 2 Tim. 2:2

PROPHECY

Literal Meaning: To speak before

Description: The gift of Prophecy is the divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification. There may be immediate or future implications.

Distinctives:

- Expose sin or deception in others for the purpose of reconciliation
- Speak a timely word from God causing conviction, repentance, and edification
- See truth that others often fail to see and challenge them to respond
- Warn of God's judgment if there is no repentance
- Understand God's heart and mind through experiences He takes them through

Traits:

- Discerning
- Compelling
- Uncompromising • Outspoken
- Authoritative
- Convicting
- Confronting

Cautions:

- Need to be aware that listeners may reject the message if not spoken with love and compassion
- Need to avoid pride which can create a demanding or discouraging Spirit that hinders the gift
- Should remember that discernment and scripture must support and agree with each prophecy

References: Rom. 12:6, 1 Cor. 12:10, 28, 13:2, 2 Peter 1:19-21

SPEAKING IN TONGUES

The divine ability to speak a message from God to the people in a language one has not naturally learned. The gift of tongues is a sign to unbelievers showing the power and glory of God. There seem to be three types of tongues: speaking in a language the speaker does not know, but the listener does; speaking in a language neither the speaker nor the listeners understand, which requires an interpreter; and a private prayer language. The first two build up the body of Christ. The third edifies the speaker and is used in private prayer to commune with God.

INTERPRETATION OF TONGUES

The divine ability to translate the message of someone speaking in tongues. People who use this gift may or may not also have the gift of speaking in tongues, and they may or may not remember the message they interpret when they have finished doing so. People with this gift enable the gift of tongues to build up the church, by interpreting God's message for the people.

MIRACULOUS POWERS

The divine ability to perform miracles that testify to the truth of the gospel. People with this gift perform miracles (also referred to as "signs" and "wonders") among the people for the purpose of getting their attention, so as to point to the mighty works of God, testifying to the truth of the gospel in order to lead people to faith. The performance of these miracles leads to listening, following, and believing in the message by those who witness them.

WHERE CAN I SERVE WITH MY GIFTS?

Now that you have determined what your Spiritual Gifts are, pray and ask God to indicate where he would have you put those Spiritual Gifts to use. Evangel has many ministries that simply cannot function without gifted people serving. Pray and ask God to lay upon your heart where you should go and He will make it clear to you. These are merely suggestions and are not intended to limit you in any way. You may already be serving in a ministry not listed under a certain gifting.

ADMINISTRATION

Virtually every available ministry at Evangel benefits from someone gifted with administration.

APOSTLESHIP See you pastor's for more information.

DISTINGUISHING OF SPIRITS, DISCERNMENT

Youth, Young Adult, Marriage Mentoring, Finance, Serving Team, Small Groups, Worship, Visitation, Prayer, Pastoral/Leadership, Nueva Vida

ENCOURAGEMENT

Youth, College/Young Adult, Marriage Mentoring, Women, Nueva Vida, Small Groups, Worship, Inviting Team, Visitation, Prayer

EVANGELISM

Youth, College/Young Adult, Media, Serving Team, Worship, Inviting Team, Nueva Vida, Fun and Fellowship Team, Visitation, Prayer, Pastoral/ Leadership

FAITH

Youth, College/Young Adult, Finance, Serving Team, Nueva Vida, Worship, Inviting Team, Visitation, Prayer, Professional Services, Pastoral/Leadership

GIVING

Youth, Big Events, Finance, Serving Team, Worship, Nueva Vida, Facilities/Maintenance, Professional Services

HEALING Worship, pastoral care

HELPS

Nursery, Kids, Media, Women, Big Events, Coffee, Visitation, Nueva Vida, Prayer, Facilities/Maintenance, Pastoral/Leadership, Fun and Fellowship Team

HOSPITALITY

College/Young Adult, Women, Big Events, Serving Team, Nueva Vida, Small Groups, Inviting Team, Visitation, Facilities/Maintenance, Fun and Fellowship Team

LEADERSHIP

Youth, College/Young Adult, Women, Coffee, Finance, Serving Team, Small Groups, Worship, Facilities/Maintenance, Nueva Vida, Pastoral/Leadership

MERCY

Nursery, Youth, Women, Small Groups, Inviting Team, Visitation, Prayer, Nueva Vida, Pastoral/Leadership

KNOWLEDGE

Youth, Serving Team, Visitation, Pastoral/Leadership

WISDOM

Youth, College/Young Adult, Women, Finance, Serving Team, Small Groups, Worship, Visitation, Facilities/Maintenance, Pastoral/Leadership

PASTOR

Kids, Youth, College/Young Adult, Marriage Mentoring, Serving Team, Small Groups, Inviting Team, Visitation, Pastoral/Leadership, Nueva Vida

TEACHING

Kids, Youth, College/Young Adult, Women, Serving Team, Small Groups, Worship, Professional Services, Pastoral/Leadership

PROPHECY

Worship, Prayer, Pastoral/Leadership