

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"> -Develop strategies or plans to reach identified goals. -Organize people, tasks, or events. -Assist ministries to become more effective and efficient. 	<ul style="list-style-type: none"> -Thorough -Objective -Responsive -Organized -Goal-oriented -Efficient -Conscientious 	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"> -Identify deception in others with accuracy and appropriateness. -Are able to sense the presence of evil. -Recognize inconsistencies in a teaching or message. 	<ul style="list-style-type: none"> -Perceptive -Insightful -Sensitive -Intuitive -Truthful -Decisive 	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"> -Comfort others to trust and hope in the promises of God. -Motivate others to grow. -Urge others to action by applying biblical truth. 	<ul style="list-style-type: none"> -Positive -Motivating -Affirming -Reassuring -Supportive -Trustworthy 	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"> -Communicate the message of Christ with clarity and conviction. -Seek out opportunities to talk to unbelievers about spiritual matters. -Challenge unbelievers to faith in Christ. 	<ul style="list-style-type: none"> -Sincere -Candid -Influential -Confident -Commitment-oriented 	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	<ul style="list-style-type: none"> -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. 	<ul style="list-style-type: none"> -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	<ul style="list-style-type: none"> -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. 	<ul style="list-style-type: none"> -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	<ul style="list-style-type: none"> -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. 	<ul style="list-style-type: none"> -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	<ul style="list-style-type: none"> -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. 	<ul style="list-style-type: none"> -Friendly -Gracious -Inviting -Trusting -Caring -Responsive -Warm 	Small Group Host; Banquet server; New Member Sponsor; Fellowship events; Coffee hour host; Greeter; Easter Breakfast

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

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"> -Feel compelled to earnestly pray on behalf of someone or some cause. -Have a daily awareness of the spiritual battles being waged and commit to pray. -Pray in response to the leading of the Spirit, whether they understand it or not. 	<ul style="list-style-type: none"> -Advocate -Sincere -Trustworthy -Burden-bearer -Spiritually sensitive 	Prayer Partner; Moms In Touch; Prayer Groups; Shut-in/Hospital visitation
Knowledge		1 Cor. 12: 8; 1 Cor. 14:6; 2 Cor. 11:6	<ul style="list-style-type: none"> -Research the scriptures for insight, understanding, and truth. -Organize information for teaching and practical use. -Gain knowledge that was not attained by natural observation or means. 	<ul style="list-style-type: none"> -Inquisitive -Responsive -Observant -Insightful -Reflective -Studious -Truthful 	Board/Committee member; Teaching; Research; Counseling; Marriage Enrichment
Leadership	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.	Rom 12: 8; 1 Tim. 5: 17; Heb. 13: 17	<ul style="list-style-type: none"> -Motivate others to perform to the best of their abilities. -Take responsibility and establish goals. -Provide direction for God's people or ministry. 	<ul style="list-style-type: none"> -Influential -Visionary -Persuasive -Motivating -Goal-setter 	Small Group Leader; Board/Committee Chairperson; Teaching Leader; Youth/Children's Leader
Mercy	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; Mark 9: 41; Matt. 25: 34-40	<ul style="list-style-type: none"> -Focuses on alleviating the sources of pain or discomfort in suffering people. -Concern themselves with individual or social issues that oppress people. -Address the needs of the lonely and forgotten. 	<ul style="list-style-type: none"> -Empathetic -Caring -Responsive -Kind -Compassionate -Sensitive -Burden-bearing 	Hospital/Shut-In visitation; Nursery worker; Homeless ministry; Food pantry worker;