

## The Spiritual Gifts Definitions

We have intentionally included the widest variety of gifts and their definitions that we could support through scripture and observable experience, so that everyone in the Body of Christ might be able to sense where they fit into God's Kingdom-building efforts.

### Spiritual Gifts and Natural Abilities

Some of these "gifts" are obviously Spiritual Gifts. Others are debatable. However, it is not particularly important whether a certain ability is a Spiritual Gift, a blessing from God, a God-given talent, an inherited trait, a natural human ability, or something learned. The thing that is important is that we discover what Gifts are more pronounced in us and learn how to use them to serve God. God is just as pleased when we use a learned ability to serve Him as He is when we use a Spiritual Gift to serve Him. The key is to discover our capabilities (Spiritual Gifts and Natural Abilities) and learn to use them to Love, Worship, and Serve God and others.

These definitions are influenced and adapted from Dr. Dan Reiland's "Spiritual Gifts" course, David Posthuma's "Grace Gifts" inventory, Ken Ellis's Spiritual Gifts Inventory, Your Spiritual Gifts Can Help Your Church Grow by C. Peter Wagner, Jesus on Leadership: Becoming a Servant Leader by C. Gene Wilkes and Tom Wells' Spiritual Gifts course. The 7 Categories they are organized into are unique to the Empowered Servanthood Seminar.

## Get it done Gifts:

Get it Done gifts are divine empowerments that serve people by enabling the church to get ministry done.

### 1. Administration

The gift of Administration is the distinctive ability to coordinate and organize people and projects.

*The Purpose:* To ensure that dreams, plans, goals, and objectives are realized in a smooth and efficient manner for the glory of God.

It is the special ability to effectively manage the affairs of the church and its respective ministries. It is the special ability God gives to some to steer the body toward the accomplishment of God-given goals and directives by planning, organizing, and supervising others. It 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.

People with the gift of Administration are highly effective at implementing and sustaining the mission and goals of the organization. Administrators tend to focus more on achieving goals and objectives rather than nurturing people. Like Timothy in Philippians 2:19-22, Administrators can be self-sacrificing for the welfare of the mission organization. They tend to believe that the ministry and all its people will be served best when the ministry organization functions optimally. Acts 6:1-7 tells us how the early Church selected their first ministry administrators; their requirements included being "full of the Spirit and wisdom." 1 Timothy 3:4 and 12 tells us that one of the requirements for leadership consideration within the Church is that the potential leaders must "administer their family well". The passage continues: "...for how can they administer the affairs of the church if they cannot manage their own family?"

*People with this gift:*

- develop strategies or plans to reach identified goals.
- assist ministries to become more effective and efficient.
- create order out of organizational chaos.

## Appendix F: Spiritual Gifts Definitions

- manage or coordinate a variety of responsibilities to accomplish a task.
- organize people, tasks, or events.

### *Evidence:*

- A. You enjoy planning and goal setting.
- B. Organization comes easy to you.
- C. You can manage several tasks at once.
- D. You possess a servant's heart.
- E. You will stick to a project until it is complete.
- F. You tend to be thorough and objective.

### *Cautions:*

- a. You may tend to put projects before people.
- b. You may become overly concerned with details.
- c. You may have a tendency toward perfectionism.
- d. You may have a tendency to focus more on rules and procedures than on accomplishing the mission.

The gift of administration can be shaped by the personality of the person who possesses the gift. As a result, people with the gift of Administration tend to fall into the following preferred roles...not all may apply to your life and ministry:

- Content Administrators are excellent detail people who prefer to focus on the business of the church or ministry project. They will naturally see all the details that must be addressed. This strength can be a wonderful asset to a ministry's stability and health when properly balanced, so that the Content Administrator does not impede further ministry development because of "all the details." Content administrators may have difficulty delegating details to others out of a concern that "balls will be dropped" or from an inner belief that "no one can do the job as well as I can" ...and often their experience has proved to them that these perspectives are correct.
- Organizational Administrators excel at organizational systems and structures. They will approach a complex project or organization and immediately begin to systematize it in an attempt

to maximize efficiency and ministry impact. Organizational Administrators will devise master strategic plans that make logical sense. However, in the implementation of the strategic plan it is important that the Administrator not make the people impacted feel like pawns of the process. Organizational Administrators tend to delegate effectively the many details of the complex strategic plan.

- Human Resource Administrators excel at people dynamics. They naturally think of both individual needs and also how the individual can add value to an overall team dynamic. While Human Resource Administrators value organizational structures and objectives, they also value people. People tend to trust and rely upon the Human Resource Administrator to seek their welfare as well as the welfare of the organization.

*Scriptures:* 1 Corinthians 12:28, Nehemiah 3, Luke 14:28-30

## **2. Helps/Service**

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

*The Purpose:* To enable other Christians to be more effective and fruitful in ministry, through the accomplishment of practical and necessary work. It is the special ability God gives certain people to work gladly behind the scenes or to invest their talents in the life and ministry of other members of the body, enabling them to increase their effectiveness in order that God's work is fulfilled. The gift of Helps is sometimes also called the gift of Service. The common attribute of this spiritual gift is the passion to humbly serve and support others within the assembly of Christ Followers. The person possessing the gift of Service will display a natural servant heart and will seek the welfare of others, even to the point of self-sacrifice. It is not uncommon for people with the gift of Helps to feel like they don't have any gifts at all. But this is far from true. When the gift of Helps is

## Appendix F: Spiritual Gifts Definitions

appropriately applied within the body of Christ, the helper is acting very much like Jesus who said of his own ministry, “I did not come to be served, but to serve” (Matthew 20:28).

Paul speaks honorably about Phoebe who had the gift of Helps... “I commend to you our sister Phoebe, a servant of the church in Cenchrea. I ask you to receive her in the Lord in a way worthy of the saints and give her any help she may need from you, for she has been a great help to many people, including me” (Romans 16:1 and 2). In 1 Corinthians 12:27-31, the Apostle Paul also lists “helping others” among the “greater gifts”.

1 Peter 4:11 instructs: “if any one serves, he should do it in the strength that God provides....”

Depending upon your personality type, you will likely prefer one of the following ways to apply your gift of Helps.

- I prefer to help individuals. You may feel a particular passion to use your gift of Helps within the lives of individuals. You prefer one-on-one interaction. You like to see tangible results from the direct impact God is making through you in the lives of others.

- I prefer to help ministry teams. You may feel that you best fit within a positive team environment. You prefer not to be alone, and value the support and camaraderie that can only be experienced in partnership with others for the sake of the Kingdom. In addition, you may also view yourself as a “resource” person who desires to ensure that everyone on the ministry team has what is needed to be successful.

### *People with this gift:*

- serve behind the scenes whenever needed to support the gifts and ministries of others (without having to be asked).
- see the tangible and practical things to be done and enjoy doing them.
- sense God’s purpose and pleasure in meeting every-day responsibilities.
- attach spiritual value to practical service.

- enjoy knowing that they are freeing up others to do what God has called them to do.
- would rather do a job than find someone else to do it.

### *Evidence:*

- You enjoy helping others accomplish specific tasks.
- You don’t need much public recognition.
- Other people give you opportunities to help them.
- You possess a servant spirit.
- You tend to be available and reliable.

### *Cautions:*

- Thinking it’s a lowly gift.
- Missing the big picture.
- An inability to say no.

*Scriptures:* Acts 9:36, Luke 10:38, 1 Corinthians 12:28-31, Romans 16:1-2, Mark 15:40-41, Galatians 6:2, Romans 12:6-8, 1 Peter 4:11, Philippians 2:19-23, Luke 22:24-27, John 13:14

## 3. Giving

The gift of Giving is the distinctive ability to discern God’s guidance as to how He desires to resource His Kingdom, and cheerfully and generously contribute personal resources to God’s work.

*The Purpose:* To discover and provide for the resource needs of the body of Christ in such a way that God is glorified, not the giver.

It is the gift that enables a believer to recognize God’s blessings and to respond to those blessings by generously, sacrificially, and cheerfully giving of one’s resources (time, talent, and treasure) without thought of return.

It is the divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. People with this gift do not ask, “How much money do I need to give to God?” but “How much money do I need to live on?”

## Appendix F: Spiritual Gifts Definitions

The gift of Giving is a special enablement of God that permits people to give sacrificially of their finances, time and talents toward the work of God. People possessing the gift of Giving may also display the gift of Faith or Stewardship. The gift of Giving is often demonstrated through a person's ability to give "free-will" offerings well in excess of the biblical tithe. It is not uncommon for people with the gift of Giving to testify that the more they give to God, the more God blesses them so that they are able to give again.

The Apostle Paul lists the gift of Giving among other gifts in Romans 12:8. In 2 Corinthians 8:1-7, the Apostle Paul praises the Macedonian church to all the other churches because of the special grace God had given them to give to others out of their poverty. This gift is often associated with the gift of voluntary poverty, as many with the gift of voluntary poverty also have the gift of giving. However, not all with the gift of Giving also have the gift of voluntary poverty.

The gift of Giving is generally expressed in three areas of life: Resources, Time, and Abilities.

- Giving of Resources. Whether God has blessed you financially, or like the Macedonians, you are called to give out of your poverty, you believe God has called you to give of your financial resources for the work of ministry.
- Giving of Time. Time is a valuable resource and gift from God. It is often far easier to write a check to meet a need than it is to invest personal time. However, many people gifted with the gift of Giving believe that God has called them to invest of their time to support others.
- Giving of Abilities. God has given all of us many skills and talents. Talents differ from spiritual gifts in that each one of us has developed our skills and talents since our childhood.

### *People with this gift:*

- 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.

### *Evidence:*

- A. You tend to give quietly and/or secretly.
- B. You take the initiative to find needs to contribute to.
- C. You experience deep joy and satisfaction through giving.
- D. You are resourceful or have the ability to make money.
- E. It is easy for you to give large amounts of money.
- F. You are more concerned with meeting the need than with how much you actually give.
- G. You manage your own time, talents and money well.

### *Cautions:*

- a. Giving with the wrong motives.
- b. Controlling others by your gifts.
- c. Pride.

*Scriptures:* Romans 12:6-8, 2 Corinthians 9:6-15, 2 Corinthians 8:2-5, Mark 12:41-44, Matthew 6:3-4

## **4. Craftsmanship**

The gift of Craftsmanship is the distinctive ability to design and build tangible items and resources which facilitate the functioning of ministry and help to draw people to God.

*The Purpose:* To enhance the physical surroundings of the body of Christ in such a way as to make them attractive, functional and glorifying to God.

# Appendix F: Spiritual Gifts Definitions

Craftsmen desire to become virtuosos in their craft. They like to work with their hands, using their hands to create something from nothing. Woodcraft, metal craft, sculpture, painting, sewing and software programming are all hands-on arts that require expertise/skill.

This is the gift that enables a believer to create, build, maintain, or repair items used within the church.

*People with this gift:*

- work with wood, cloth, paint, metal, glass, and other raw materials.
- make things which increase the effectiveness of others' ministries.
- design and build tangible items and resources for ministry use.
- work with different kinds of tools and are skilled with their hands.

*Evidence:*

- A. People ask for your help working on church facility projects.
- B. You have unique construction vision and abilities that find their greatest value and application in the local church.
- C. You find great joy in using your hands to build and create for God's glory.
- D. You tend to be resourceful and handy.

*Cautions:*

- a. Mistaking a self-centered hobby as a spiritual gift.
- b. Protecting your work and valuing it over people.

*Scriptures:* Acts 9:36-39, 2 Kings 22:5-6, Exodus 28:3-4, Exodus 31:1-11, Exodus 35:30-35

## 5. Stewardship

The gift of Stewardship is the God-enabled ability to manage financial, human and time resources effectively in a manner that honors the Lord.

*The Purpose:* To effectively steward the resources of the Church for maximum strategic Kingdom impact.

The person possessing the gift of Stewardship may also display the gift of Administration and/or the gift of Giving.

Jesus describes the wise manager in Luke 12:42-44... "The Lord answered, 'Who then is the faithful and wise manager, whom the master puts in charge of his servants to give them their food allowance at the proper time? It will be good for that servant whom the master finds doing so when he returns. I tell you the truth, he will put him in charge of all his possessions.'" Similarly, the Parable of the Talents found in Matthew 25:14-30 makes it clear that the wise Steward will invest and multiply whatever God has given him.

Based upon your personality style and gift mix, you may prefer to use your gift of Stewardship in the following ways:

- **Manager of Ministry Finances.** People with this gift resonate with the following statement: I believe God has used my training, experience and abilities to prepare me to serve as CFO (or to support the CFO's duties) within the ministry.
- **Budget and Financial Management Consulting.** People with this gift resonate with the following statement: I believe God is calling me to help individuals, families and other organizations learn how to budget and manage their God-given resources in a God-honoring way.
- **Cost-Effectiveness Analysis of Ministry Programming.** People with this gift resonate with the following statement: I believe that our ministry is responsible to use its limited resources wisely for maximum ministry impact. For this reason I would be willing to support our ministry through conducting a cost-effectiveness analysis to help our leadership plan future ministry strategy.

## Appendix F: Spiritual Gifts Definitions

- Life Stewardship Mentoring. People with this gift resonate with the following statement: I believe God has called me to help others steward their lives from God's perspective by putting together a comprehensive growth and investment plan for their time, talents and money.

### *Evidence:*

- A. You tend to steward your life wisely and are constantly evaluating your life stewardship.
- B. You are able to understand personal or organizational missions and discern how to best resource them.
- C. You are sought out for advice by others as to how they should invest their resources.
- D. You are a serious person who sees the benefit of organization, structure and coordinated effort.
- E. You are asked to serve in manager roles in organizations.

### *Cautions:*

- a. Being so task driven that you become fun challenged.
- b. Looking down on those who are wasteful and slothful with their resources.
- c. Counting the cost so much that you shrink back from risky promptings that require the miraculous, unforeseeable provision of God.

*Scriptures:* Luke 12:42-44, Matthew 25:14-30

## **Nurture/Fellowship Gifts:**

Nurture/Fellowship gifts are divine empowerments that serve people by enabling them to feel the care and nurture of God through His people.

## **6. Hospitality**

The gift of Hospitality is the distinctive ability to create a physical environment that makes people feel "at home," welcome and cared for by providing fellowship, food, and shelter.

*The Purpose:* To create an inviting atmosphere that provides for people's needs, encourages them to be themselves and feel like a valued part of the body.

It is the special ability God gives to some to provide an open home and warm welcome to those in need of food, lodging, and fellowship. It involves a readiness to invite strangers to your home (or church) for the sake of the Gospel.

### *People with this gift:*

- provide an environment where people feel valued and cared for.
- meet new people and help them to 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.

### *Evidence:*

- A. New people enjoy your company and tend to migrate to you.
- B. You give without expecting in return.
- C. You experience joy by helping others feel "at home" and cared for.
- D. You love a party, but you enjoy giving one even more.
- E. You eagerly open your home to others.

# Appendix F: Spiritual Gifts Definitions

## *Cautions:*

- The feeling of self pity, as if you are the only one serving in this way.
- Over committing yourself and potentially neglecting those closest to you.
- Viewing your ministry basically as “Entertaining People”.

*Scriptures:* 1 Peter 4:9-10, Romans 12:9-13, Acts 16:14-15, Luke 10:38, Hebrews 13:1-2, Mark 10:46-52

## **7. Mercy/Compassion**

The gift of Mercy is the distinctive ability to feel sincere empathy and compassion, and cheerfully and practically help those who are suffering or are in need by putting compassion into action by caring for them with acts of love that help alleviate their distress.

*The Purpose:* To bring relief, comfort, and hope to people who are hurting in order to help restore them to a place of peace and productivity.

### *People with this gift:*

- 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.

### *Evidence:*

- You are drawn towards the hurts of others.
- You are easily and fully in touch with your emotions.
- The suffering of others disturbs your soul.
- People’s feelings are more important to you than what they do.
- You cheerfully inconvenience yourself for the needs of others.

## *Cautions:*

- A tendency to see life with a slightly negative perspective.
- The inability to say NO, or thinking you can meet everyone’s needs.
- Actions based on emotions without logic.
- Failure to be firm when necessary.

*Scriptures:* Romans 12:6-8, Luke 7:12-15, Luke 10:30-37, Matthew 20:29-34, Matthew 25:34-40, Mark 9:41, Mark 10:46-52, Matthew 5:7

## **8. Community Builder**

The Gift of Community Builder is the special ability to share one’s participation in Christ with the members of His body and create koinonia, that unique type of inclusive fellowship which characterized the early Christian church.

*The Purpose:* To bring an overall sense of love, wholeness and unity to the body of Christian believers.

Those with this gift have a desire to see themselves along with others grow further in their walk and relationship with Jesus Christ. They enjoy participating in and planning for moments where various numbers of individuals are able to gather for the study of God’s Word, discussion, dialogue and prayer. They are especially suited for leading in a small group ministry where growth in faith and Christian living are embraced and encouraged. These individuals also tend to know how to make others feel welcome and typically generate a sense of safety to those around them. They understand the power of positive peer pressure and seek to create relational environments that live out the “one another” commands of scripture. They are usually characterized by an unusually high capability to extend grace and understanding to difficult and diverse populations. They have an amazing ability to “bear with one another in love” (Ephesians 4:2, Colossians 3:13). Community builders are

## Appendix F: Spiritual Gifts Definitions

Relational Artists and they are skilled in the art of relationship-building. They are impeccable hosts. They know how to throw a party, but more importantly, they know how to make every participant at that party feel valued. Relational Artists thrive at networking people with people. People skills, manners, appropriateness and tact are defining traits of the Community Builders.

### *People with this gift:*

- focus on gathering people to seek God together and learn about God through one another.
- express love, grace and dignity to both difficult and diverse populations of people.
- love creating small group environments where people are stimulated to trust God in and through one another and move toward deeper levels of intimacy with God and one another.
- concern themselves with individual differences that divide people and strive to bring about unity and forbearance.

### *Evidence:*

- A. You easily identify the needs of others around you.
- B. You have a genuine desire to connect with others.
- C. You gain a sense of satisfaction and joy through connecting the disconnected.
- D. You offer love, grace and dignity to both difficult and different people.

### *Cautions:*

- a. Getting over-extended relationally.
- b. Avoiding confrontation and church discipline.
- c. Frustrations with the lack of transformation possible in small group environments.

*Scriptures:* Mark 14:22-25, Romans 10:12, 1 Corinthians 12:12-13, Galatians 3:28, Philippians 4:1, 10

## **Intervention Gifts:**

Intervention gifts are divine empowerments that serve people by enabling them to experience the supernatural power of God at work freeing them to live abundantly.

## **9. Healing**

The Gift of Healing is the distinctive ability to be used as a human intermediary through whom God's supernatural power is applied to a person's need for wholeness (Spiritual, Emotional, Intellectual and Physical).

*The Purpose:* to bring spiritual, emotional, intellectual and physical wholeness and health to the body of Christ as well as lift and exalt the name of Jesus.

The gift of Healing is the special ability God gives to some to serve as a human instrument through whom it pleases Him to cure illness and restore health (physically, emotionally, mentally or spiritually) apart from the use of natural means. It is the divine enablement to be God's means for restoring people to wholeness. This gift is exercised when one prays, touches or speaks words that bring healing to others.

The use of this gift is one way that Jesus proved His message that "the Kingdom of God is at hand," and it still proves that message today through those whom the Holy Spirit moves to heal. The gift of Healing is the ability given by God to enable some Christ Followers to pray over people suffering illness with the result that the sick receive healing. Healing may be instantaneous or take place over time, but the healing will be accomplished in such a manner that God, not the gifted person, receives the credit.

A person possessing the gift of Healing will often also possess the additional gifts of Faith and/or Evangelism.

In 1 Corinthians 12:9 and 28, the Apostle Paul lists the gift of Healing as one of many potential gifts granted by the Holy Spirit. In James 5:13-20,

# Appendix F: Spiritual Gifts Definitions

the Church is instructed to pray over the sick and the prayer of faith will make the sick person well. In Acts 9:32-35 we find one of many examples of instantaneous healing accomplished by the Holy Spirit through the Apostle Peter. In addition, the ministry of Jesus was marked by his ability to heal. Jesus himself exclaimed in John 14:12-14... "I tell you the truth, anyone who has faith in me will do what I have been doing. He will do even greater things than these, because I am going to the Father. And I will do whatever you ask in my name, so that the Son may bring glory to the Father. You may ask me for anything in my name, and I will do it."

*People with this gift:*

- demonstrate the power of God.
- bring restoration to the sick and diseased.
- authenticate a message from God through healing.
- use it as an opportunity to communicate a Biblical truth and to see God glorified.
- pray, touch, or speak words that miraculously bring healing to one's body.

*Evidence:*

- A. Others have been healed when you prayed for them.
- B. People have sought you out to pray for physical, emotional, spiritual and intellectual healing.
- C. You have a great measure of faith and spend much time in prayer.

*Cautions:*

- a. Thinking that you can heal others whenever you desire.
- b. Believing that it is your power and not God's.
- c. Believing that if sick people just had more faith, they would be healed.
- d. Believing that it is always God's will to heal someone.

*Scriptures:* 1 Corinthians 12:7-11, 1 Corinthians 12:28-31, Acts 3:1-16, Acts 14:8-10, James 5:14-16, Luke 9:1-2, Acts 9:32-35, Acts 28:7-10, Mark 2:1-12

## 10. Miracles

The gift of Miracles is the distinctive ability as an instrument or agent of God to perform supernatural acts which alter the expected course of nature.

*The Purpose:* To change or alter the expected course of nature in order to draw attention to God, accomplish his purposes and glorify His name.

It is the gift to serve as a human intermediary through whom God may perform powerful acts that are perceived by observers to have altered the ordinary course of nature.

*People with this gift:*

- speak God's truth and may have it authenticated by an accompanying miracle.
- express confidence in God's faithfulness and ability to manifest Christ's presence.
- bring the ministry and message of Jesus Christ with power.
- claim God to be the source of miracles and glorify the Lord.
- represent Christ and, through this gift, point people to a relationship with Christ.

*Evidence:*

- A. God has used you to alter the expected course of nature.
- B. You have extraordinary faith.
- C. God has answered your specific prayers with miraculous results.
- D. You tend to be bold and convincing.

*Cautions:*

- a. Thinking that you are the source of power or the cause behind the miracle.
- b. Drawing attention to yourself or taking any credit at all for the miraculous results.

*Scriptures:* 1 Corinthians 12:7-11, 1 Corinthians 12:28-31, Mark 16:17-18, Acts 9:36-42, Acts 20:9-12, Hebrews 2:4, Romans 15:17-19, Acts 8:13, Acts 19:11-12

## Appendix F: Spiritual Gifts Definitions

### 11. Deliverance/Exorcism/ Ekballism

The Gift of Deliverance is the distinctive ability to deliver people who are being harassed, attacked, oppressed or possessed by a demonic presence.

*The Purpose:* To free people up from harassment, attack, oppression and possession by evil spirits.

It is the special ability that God gives certain members of the Body of Christ to cast out demons and evil spirits in the name of Jesus Christ. The gift of Exorcism is the special ability to confront demonic forces within the lives of spiritually oppressed people, and to help such people find spiritual freedom in Christ Jesus.

People with the gift of Exorcism may also display the gifts of Spirit Discernment and Intercessory Prayer. An Exorcist will conduct spiritual warfare utilizing prayer and fasting; help oppressed people understand their freedom, authority and identity in Christ Jesus; and through direct confrontation of demonic spirits, gain freedom for them through the name and authority of Jesus Christ.

*Ekballism:* Traditionally, this gift is known as Exorcism, which comes from the Greek word *exorkizo*, and means to extract by an oath. In spiritual terms this refers to the incantations and spells used by pagans to extract the demonic. Scripturally, this term is only used in relation to the demonic to describe the sons of Sceva's work (Acts 19:13). Wherever Jesus, an apostle, or other believer casts out a demon, the Greek term is *ekballo*, which means to eject, pluck out, or send away. This term is command-driven, and not dependent upon a formula. In Christian life the term Ekballism demonstrates the power we have in Jesus, and minimizes the need for a formula to accomplish Christ's work. Ekballism is a term that separates the power of Christ from the confusion of spiritism around the world. Jesus gave His apostles the authority to cast out demons (Mark 3:14, 15; 6:13), and the gift was used during the earliest days of the church (Acts 15:16; 16:16-18).

Although Western society often dismisses spiritual powers with rational explanations, there is no reason to believe that evil spirits are no longer at work in our world. However, those with this gift should be discerning in their use of it, and not develop an excessive preoccupation with demons and evil spirits. The Christian focus should be on the victory won in Jesus Christ, and the salvation and abundant life He offers, not the ever-present forces of evil in this world. The first Spirit to look for is always the Holy Spirit.

#### *Evidence*

- A. You believe that you have the authority to cast out demons in Jesus name.
- B. You have been used by God to release people from demonic harassment, oppression or possession.
- C. You are asked to pray for people suffering great hardships and uncontrollable behavioral problems.

#### *Cautions:*

- a. Underestimating the power of evil to creep into our lives.
- b. Spiritual superiority resulting in pride rather than humility and walking in the authority of God.
- c. Feeling that their gift is seen as weird and misunderstood by people who don't understand spiritual warfare.

*Scriptures:* Matthew 12:22-32; Acts 8:5-8; Romans 8:38-39; Ephesians 6:10-12.

There are many passages that describe the gift of Exorcism in practice. Luke 10:16-24, Acts 16:18, Luke 11:14-28 are but a few. Matt. 10:1; Mark 6:7; 16:17. Cast out by the disciples, Mark 9:38; Luke 10:17-20; by Peter, Acts 5:16; by Paul, Acts 16:16-18; 19:12; by Philip, Acts 8:7

Note: Very often inner healing needs to occur before deliverance.

## 12. Intercession/Prayer

The gift of Intercession is the distinctive ability to pray for significant lengths of time, on a regular basis, on behalf of and for others, and see frequent and specific answers to prayer to a degree much greater than that which is experienced by the average Christian.

*The Purpose:* To pray fervently according to the Spirit of God for specific needs in the body of Christ, as well as for the lost.

Biblical examples and instruction regarding Intercessory Prayer include Colossians 4:12-13. The narrative states... “Epaphras...is always wrestling in prayer for you, that you may stand firm in all the will of God, mature and fully assured.” Again in Colossians 1:9, “For this reason, since the day we heard about you, we have not stopped praying for you and asking God to fill you with the knowledge of his will through all spiritual wisdom and understanding...” In 1 Timothy 2:1, the Apostle Paul states: “I urge, then, first of all, that requests, prayers, intercession and thanksgiving be made for everyone....”

Jesus ever lives to make intercession (Hebrews 7:25) and the Holy Spirit makes intercession for us (Romans 8:26, 27, 34). True intercessors enter into the ongoing work of Jesus and the Holy Spirit. While God desires all Christ Followers to communicate with him through regular prayer, the gift of Intercessory Prayer is a special endowment of the Holy Spirit that transforms the Christ Follower into a “Prayer Warrior” for the sake of other people and other ministries. The label “Prayer Warrior” is derived from the belief that the person gifted with Intercessory Prayer stands on the front lines of spiritual warfare.

This gift is sadly overlooked in the Church because it is seldom utilized in public. However, without Prayer Warriors many visible ministry accomplishments would probably not be successful.

*People with this gift:*

- feel compelled to earnestly pray on behalf of someone or some cause.
- have a daily awareness of the spiritual battles being waged and pray.
- are convinced God moves in direct response to prayer.
- pray in response to the leading of the Spirit, whether they understand it or not.
- exercise authority and power for the protection of others and for equipping them to serve.

*Evidence:*

- A. You see frequent and specific answers to your prayers.
- B. You pray for extended periods of time on a regular basis.
- C. You have a passion to pray for the lost.
- D. You find great fulfillment in deep and intensive prayer.
- E. You pray for others and “kingdom issues” far more than you pray for yourself.
- F. You have a daily awareness of ongoing spiritual battles.
- G. You pray in response to a leading from the Spirit, whether you understand it or not.

*Cautions:*

- a. Assuming you are the final authority when you believe you hear from God.
- b. Spiritual superiority resulting in pride.
- c. Feeling that your gift is not valued (Remember that interceding for others is your ministry and spiritual contribution to the body of Christ.)

*Scriptures:* Ephesians 6:18, 1 Timothy 2:1-2, 1 Kings 13:6, Luke 11:1-10, Matthew 6:6-15, Mark 11:22-25, James 5:14-16, Colossians 1:9-12, Colossians 4:12-13, 1 Thessalonians 3:10, Romans 8:26-27, John 17:9-26 (Jesus’ prayer to the Father)

## Appendix F: Spiritual Gifts Definitions

### **Guidance Gifts:**

Guidance Gifts are divine empowerments that serve people by enabling them to understand God's guidance for their lives.

### **13. Exhortation/Disciple Maker**

The gift of Exhortation/ Disciple Maker is the special ability God gives some believers to help strengthen weak, faltering, growing and fainthearted Christians in such a way that they are motivated to live Christ-centered lives.

*The Purpose:* To bring health and maturity to the body of Christ through disciplining and mentoring people in Christlikeness.

It is the ability to help others reach their full potential by means of encouraging, challenging, comforting and guiding. It is the divine enablement to present truth so as to strengthen or urge to action those who are discouraged or wavering in their faith. It is the special ability to counsel or challenge others toward a healthy relationship with Jesus Christ. Often, the gift of Exhortation is utilized to motivate the Church in general or a Christ Follower in particular, to make God-honoring choices. If sensitivity and tact is not properly developed, the person gifted with Exhortation/Disciple Maker may not immediately be appreciated.

A person possessing the gift of Exhortation/ Disciple Maker is generally concerned with the healthy spiritual development of people within their circle of influence. A Disciple Maker will often display the ministry traits of Pastor and Teacher. The Disciple Maker prefers to minister to small groups or within a one-on-one mentoring relationship. The Disciple Maker is skilled at developing deep interpersonal relationships, values wisdom, and likes to help others identify and achieve spiritual development goals.

The gift of Exhortation/Disciple Maker is somewhat similar to the role of the Old Testament prophets in challenging God's people to remain

faithful and pointing the way to live in obedience to God. While the prophets were not immediately valued, and often persecuted, their service was indispensable to the spiritual health and vitality of the biblical faith community.

People who possess the gift of Exhortation will not avoid conflict. It is not that they love conflict. In fact, everything inside them may hate conflict. People with the gift of Exhortation feel a deep responsibility before God to challenge and encourage those that may be taking a path that does not honor the Lord, to correct their misguided choices. In Acts 14:22, the Apostle Paul consistently serves to "strengthen the disciples and to encourage them to remain true to the faith." In Act 11:23, Barnabas encouraged the people of Antioch to remain true to the Lord with all their hearts. Again, in 1 Thessalonians 2:12, the Apostle Paul describes their ministry among the Thessalonians as "encouraging, comforting and urging you to live lives worthy of God, who calls you into his kingdom and glory." The gift of Exhortation/Disciple Maker is always expressed in a "personal appeal" ...even when focused on a group. The group is comprised of individuals, and all of them are responsible for their own decisions and actions before God. This is why people often react defensively when first hearing a word of exhortation.

When this gift is utilized appropriately, it will either be received by humble and contrite hearts, or the recipients will respond with hostility and transference. They may assert that the person using the gift of Exhortation/Disciple Maker is judgmental, critical or harsh. For this reason, people utilizing the gift of Exhortation/Disciple Maker should make every effort to ensure that "how" they communicate does not get in the way of "what" they are called to communicate on God's behalf. However, even when every effort has been made to communicate a word of exhortation carefully and lovingly, the exhorter should not be surprised if the communication is initially rejected...along with the one who

## Appendix F: Spiritual Gifts Definitions

communicated the message. People with the gift of Exhortation/Disciple Maker quickly learn that they need to give the Holy Spirit an opportunity to do his work of conviction and sanctification. People with this gift see God's potential in the person and speak to that potential.

Depending upon the personality traits, gift mix and passions of the Disciple Makers, they will usually prefer to use their gift in one of the following three ways:

- **Pastoral Shepherding.** Pastoral Shepherding has more to do with caring for and nurturing small groups of Christ Followers than it does with "running a church." Pastoral Shepherds passionately care for the welfare of the group as well as the individuals that comprise the group. In Acts 20:27-32, Paul gives his instructions to the Ephesian pastoral leaders: "Guard yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God, which he bought with his own blood..." Their focus is on people's progress towards Christlikeness. They usually function best when leading covenant growth groups whose purpose is transformational growth towards Christlikeness.
- **Biblical Instructor.** Biblical instructors care about people, but they prefer to focus on communicating biblical concepts and truths to people. Biblical Instructors make excellent Bible study leaders, Sunday school teachers and small group leaders when the need of the small group is for instruction rather than pastoral care. In Acts 8:26-40, Philip utilizes his gift of Disciple Maker in an instructor capacity when he conducts a Bible study with the Ethiopian leader.
- **Personal Mentor.** Personal Mentors invest their lives into the lives of others and function like spiritual parents to those they are helping to grow. They prefer intense one-on-one relationships. They feel a personal responsibility for the spiritual welfare of their disciples. The account of Priscilla, Aquilla

and Apollos in Acts 18:24-28 is an excellent example of Personal Mentorship. Priscilla and Aquilla invited Apollos to live with them while they mentored and instructed him. This intense mentorship was exactly what Apollos required in order to be biblically and spiritually prepared to support the ministry of the Apostle Paul.

*People with this gift:*

- come to the side of those who are weak in spirit to strengthen them.
- challenge or confront others to trust and hope in the promises of God.
- urge others to action by applying Biblical truth.
- offer advice, an outline for a solution, or a program for progress.
- motivate others to grow.
- develop deep relationships with those they mentor.

*Evidence:*

- A. Challenging others to grow is easy for you and you enjoy it.
- B. You are not afraid to rebuke if necessary.
- C. You have a good understanding of the faith and personal maturity in Christ and are being mentored according to a personal growth plan.
- D. You are able to motivate others, whether one to one, in small groups or occasionally in larger groups.
- E. You have good people skills.

*Cautions:*

- a. Anything less than 100% sincerity when encouraging others.
- b. Rebuking without love.
- c. Getting overloaded with people demands.

*Scriptures:* 1 Timothy 5:1-2, Hebrews 3:13 (King James Version), Hebrews 13:22, 1 Thessalonians 5:14 (King James Version), Acts 14:21-23, 1 Timothy 4:13-14, Acts 5, Acts 20:27-32, Acts 8:26-40, Acts 18:24-28

## Appendix F: Spiritual Gifts Definitions

### 14. Encouragement

The gift of Encouragement is the special ability God gives some believers to offer comfort, words of encouragement, hope and reassurance to discouraged, weak or troubled Christians in such a way that they gain a positive mental, emotional and spiritual perspective on their circumstances.

*The Purpose:* To bring health and wholeness to the body of Christ through well-chosen and anointed words, gifts, letters and other forms of communication.

Encouragers are people who find the positive in any situation. For them, “the glass is always half full.” Encouragers are at their best when they can motivate the assembly of Christ Followers to persevere in the struggle against sin and to strive for the accomplishment of God’s mission for the Church. The word Encouragement means “to instill courage and hope into another person.” Romans 12:8 and Hebrews 10:24, 25 instruct all Christ Followers to “encourage one another.”

This gift of Encouragement is clearly exemplified in the life of a man named Joseph. Joseph is first mentioned in Acts 4:36 and 37. In this account we learn that Joseph sold all that he had and laid the money at the feet of the Apostles. From that time on, Joseph’s name was changed to “Barnabas” which means “Son of Encouragement.” In Acts 9:26 and 27 we learn that when all the disciples were afraid of Paul (Saul) and questioned whether his conversion was real, it was Barnabas that risked his own life to visit Paul and to introduce him to the body of believers. In Acts 13, the Holy Spirit instructed the Church at Antioch to set apart Paul and Barnabas for a special missionary work...and so Barnabas became Paul’s ministry partner.

Following Barnabas’ encouragement roles, we can identify three major ways in which the gift of Encouragement may express itself within the Church. Your personality style and calling from

the Holy Spirit may enable you to focus the use of your gift.

- **Sacrificing Self for the Welfare of Others.** Barnabas sold all he had for the welfare of others within the Church. Encouragement is best received by others when the encourager will not receive any personal benefit from the encouragement offered. There are many hurt and damaged people in this sinful world. They have been “used and abused”. Their level of trust in others is minimal. Sacrificial encouragement can help restore and heal.
- **Supporting Risky Ministry Ventures.** New ministry ventures are risky. Often people attempting to begin a new church, ministry or mission have critical “voices” in their life. In addition, doubt and fear of failure naturally linger in their minds. New Ministry Developers need to be reminded that God is in control, and that nothing that is of God will ever fail. There is no greater encouragement to the New Ministry Developer than when the “Encourager” gets personally involved and “takes the risk” with everyone else. After all, the Encourager possesses significant confidence in the nature and purposes of God. Like Barnabas, Encouragers can often take the risks that others are afraid to take.
- **Serving Ministry Leadership.** Leadership is lonely and emotionally draining. Typically, people seek to receive from the ministry leader, but very few seek to minister to the ministry leader. Encouragers are essential to the success of any ministry leader.

*People with this gift:*

- come to the side of those who are discouraged to reassure them and give them hope.
- emphasize God’s promises and confidence in his will.

## Appendix F: Spiritual Gifts Definitions

### *Evidence:*

- A. Encouraging others is easy for you and you enjoy it.
- B. You are not afraid to approach those who are discouraged and in a bad mood.
- C. You have a good self-image and are generally a confident person.
- D. You are able to motivate others, whether one to one, in small groups or occasionally in larger groups.
- E. You have good people skills.

### *Cautions:*

- a. Anything less than 100% sincerity when encouraging others.
- b. Being unwilling to see the dark side of people's lives.
- c. Not listening to both sides of a conflict.

*Scriptures:* Romans 12:6-8, Titus 1:9, Acts 11:23-24, Acts 14:21-22, 1 Thessalonians 2:11-12, 1 Thessalonians 5:9-11

### **15. Wisdom**

The gift of Wisdom is the distinctive ability to discern the mind of God and apply scriptural truth to a specific situation in order to make the right choices and help others move in the right direction.

*The Purpose:* To apply scriptural truth and God's heart to everyday situations so that decisions can be made in such a way as to please God.

It is the special ability that God gives to certain members of the body of Christ to receive insight into how knowledge may best be applied to specific needs arising in the body of Christ. It is the gift that allows the believer to sort through Desires, Feelings, Thoughts and Capabilities in order to determine what solution would be best for the individual believer or the community of believers.

It is the ability to apply knowledge to life in such a way as to make spiritual truths quite relevant and

practical in proper decision making and daily life situations. The gift of Wisdom is the special ability given by God to enable a person to "know the right thing to do, and how to do it rightly". When the counsel of a godly person gifted with Wisdom is followed, God's will is accomplished, God is honored, and the mission of the ministry will find success. A person possessing the gift of Wisdom may also display the gift of Knowledge.

The Apostle Paul identifies the gift of "A Message of Wisdom" among many other spiritual gifts in 1 Corinthians 12:8. Ephesians 1:7 states... "I keep asking that the God of our Lord Jesus Christ, the glorious Father, may give you the Spirit [1:17, or a spirit] of wisdom and revelation, so that you may know him better." Colossians 1:9 continues this theme... "For this reason, since the day we heard about you, we have not stopped praying for you and asking God to fill you with the knowledge of his will through all spiritual wisdom and understanding." James 1:5 instructs all Christ Followers: "If any of you lacks wisdom, he should ask God, who gives generously to all without finding fault, and it will be given to him."

### *People with this gift:*

- 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 or direction 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.

### *Evidence:*

- A. Making the right decision in difficult situations is easy for you.
- B. People seek you out for counsel about their problems.
- C. You have a practical nature when it comes to the application of wisdom.
- D. You possess good common sense.

## Appendix F: Spiritual Gifts Definitions

### *Cautions:*

- a. Believing you are the source of the wisdom.
- b. Using wisdom with impure motives.
- c. Looking down on those who don't have the gift of wisdom.

*Scriptures:* 1 Corinthians 12:7-11, James 3:13-18, 2 Chronicles 1:7-11, Acts 6:3-10, 1 Corinthians 2:6-13, James 1:5-8, 1 Kings 3:16-28

### **16. Knowledge**

The gift of Knowledge is the distinctive ability to know facts and insights about life that are revealed by the Holy Spirit.

*The Purpose:* To guide, encourage and challenge people with a timely fact or insight which produces an "Epiphany" moment opening people up to the ministry of God.

It is the special gift whereby the Spirit enables certain Christians to understand in an exceptional way the great truths from God so that they can pray or reveal these facts and insights to others. It is the divine enablement to bring truth to the body through a revelation or Biblical insight.

The "Word of Knowledge" given to an individual or to the assembly of Christ Followers will always be supported by the teachings and principles of Scripture. 1 Corinthians 12:8 identifies the gift of the Word of Knowledge among many other spiritual gifts. A dramatic example of the Word of Knowledge in action can be found in Acts 5:1-11. Within this passage, a married couple seeks to lie to the Apostle Paul, to the Holy Spirit and to the Church. The Holy Spirit reveals the truth to Peter, and then disciplines the married couple. Jesus was given special insight and facts from the Holy Spirit about the woman at the well, so that she could know that God cares for her.

### *People with this gift:*

- receive facts from the Holy Spirit which enable them to better serve the body.
- search the scriptures for insight, understanding, and truth.
- gain knowledge not attained by natural means.
- have been given Spiritually-discerned insight and understanding that serves the church.

### *Evidence:*

- A. You have been used by God to speak a word of knowledge into someone's life.
- B. You have received a Word of Knowledge which informed your prayer life.
- C. In situations where you are providing spiritual counsel to people, you have received divine facts and insights about them that inspired them to open themselves up to God.
- D. You believe that God guides and empowers people through the Holy Spirit.

### *Cautions:*

- a. Relying solely on Spiritual insight and neglecting the study of the Scriptures.
- b. Pride or arrogance brought about through a display of knowledge.

*Scriptures:* Mark 2:6-8, 1 Corinthians 12:7-11, 2 Chronicles 1:7-12, Colossians 2:2-3, 2 Corinthians 11:6, Daniel 2:20-21, Proverbs 2:6, Proverbs 9:10, Psalms 119:66, Jeremiah 3:15, Acts 5 (Peter was given a word of knowledge), John 1:45-50, John 4:1-42 (Jesus with the woman at the well).

### **17. Prophecy**

The gift of Prophecy is the divine enablement to receive messages from God and communicate those messages in a timely and relevant manner for understanding, correction, repentance, comfort, exhortation or edification.

*The Purpose:* To deliver the truth of God with divine insight and authority in order that people repent of sin and live for God.

## Appendix F: Spiritual Gifts Definitions

There may be immediate or future implications. It is the distinctive ability to boldly declare the heart of God, regardless of the consequences, calling people to righteous living and guiding them into God's preferable future for their life. It reminds us that the word of God has life. The words of a Prophet will always be supported by the principles and teachings of Scripture. Prophecy is the current word of God and the Bible is the continuous word of God. Prophecy is speaking to people on God's behalf. Speaking in tongues is speaking to God. Depending upon your personally type and unique gift-mix, God may prefer to utilize your gift of Prophecy in the following ways.

- Interpretation of Dreams - The gift of Interpretation of Dreams is a special insight given by God which interprets the dreams of others in order to reveal prophetic messages from God concerning some ones life and circumstances. Dreams from God function like a Word of Knowledge that needs interpretation and application.

- Fore-Telling Future Events. Acts 21:10-11 is an excellent example of Prophecy as fore-telling events. The passages reads: "After we had been there a number of days, a prophet named Agabus came down from Judea. Coming over to us, he took Paul's belt, tied his own hands and feet with it and said, "The Holy Spirit says, 'In this way the Jews of Jerusalem will bind the owner of this belt and will hand him over to the Gentiles.'"

### *People with this gift:*

- expose sin or deception in others for the purpose of reconciliation.
- speak a timely word from God causing conviction, repentance, edification and release.
- see truth that others often fail to see and challenge them to respond.
- warn of God's immediate or future judgment if there is no repentance, at the same time sharing God's wisdom.
- understand God's heart through experiences He takes them through.

### *Evidence:*

- A bold sense of confidence in speaking for God.
- A hatred for sin.
- A passionate reliance upon the Word of God.
- A desire to see lives change as a result of hearing God's truth.
- You possess the gift of discernment.
- You speak a timely word from God causing conviction, repentance, and edification.
- You expose sin or deception in others for the purpose of reconciliation.

### *Cautions:*

- Relating to people as groups rather than as individuals.
- Relating to people too harshly.
- Lacking in flexibility.
- Focusing more on law than grace.
- Listeners may reject the message if not spoken with love and compassion.

*Scriptures:* 1 Corinthians 12:7-11, Romans 12:6-8, Ephesians 4:11-13, 1 Corinthians 12:28-31, Deuteronomy 18:18-22, 1 Corinthians 14:1-5, 1 Corinthians 14:24-25, 1 Corinthians 14:30-33, 1 Corinthians 14:37-40, Acts 2:37-40 (Peter), Acts 7:51-53 (Stephen), Acts 26:24 (Paul), Revelation 4:1, 2 Samuel 15:27, 2 Samuel 24:11, 2 Chronicles 9:29, 2 Chronicles 29:30

## **18. Discernment/Distinguishing Spirits**

The gift of discernment is the distinctive ability to know with assurance whether certain behavior or teaching is from God, Satan, human error, or human power.

*The Purpose:* To prevent confusion and false teaching from infiltrating the body of Christ by discerning where the Holy Spirit of God is at work.

It is the divine enablement to distinguish between truth and error, to discern the spirits, differentiating between good and evil, right and wrong. Spiritual Discernment is a special ability to be aware of the presence of godly and demonic spiritual forces.

## Appendix F: Spiritual Gifts Definitions

It is an important gift for the Church; because often the work of Satan can appear on the surface to be very positive. Without Discernment, Satan could easily lead many people away from following Christ.

1 Corinthians 12:10 specifically lists “Discerning of Spirits” in the Apostle Paul’s gift list. 1 John 4:1-6 instructs the Church to “test the spirits”. Acts 16:16-19 relates how the Apostle Paul used the gift of “Discerning of Spirits” when he encountered a slave girl who was possessed by an evil spirit masquerading as a spirit of light.

The primary purpose of the gift of discernment is to discern the Holy Spirit. The gift of Spiritual Discernment does not typically fit into “office” positions. However, within the context of church ministry, this gift is a valuable asset to the following ministry functions.

- **Restoration & Recovery Ministries.** Restoration and recovery ministries often address serious spiritual strongholds and spiritual bondage issues that have dominated a person’s life for many years. The ability to discern between habitual or chemical dependency problems and spiritual problems is an important distinction.
- **Instructional Accountability Ministry.** Is what is taught truly of the Lord and confirmed by scripture? Spiritual Discernment is often needed to ensure the health and welfare of the entire ministry body. In the Matthew 4 narrative, it is very clear that Satan knows and quotes the Bible. Not every “good” word is a “godly” word. In Jeremiah 14:13-14, the prophet Jeremiah was commissioned by God to deliver a tough message of discipline to God’s people, yet many other “prophets” were expounding a future of peace and prosperity. 1 Timothy 4:1-2 tells us that in the “later times some will abandon the faith and follow deceiving spirits and things taught by demons. Such teachings come through hypocritical liars, whose consciences have been seared as with a hot iron”. Again, in 2 Timothy

4:3-4, Paul instructs Timothy that “the time will come when men will not put up with sound doctrine. Instead, to suit their own desires, they will gather around them a great number of teachers to say what their itching ears want to hear. They will turn their ears away from the truth and turn aside to myths.” To properly use the gift of Spiritual Discernment within the context of “Instructional Accountability”, the person with this gift should ensure that they know their biblical doctrine well, and test all judgments by the Word of God.

- **Front Line Evangelism Ministry.** It is at front lines of any warfare that the real battles take place. This is true of spiritual warfare as well. The ministry of evangelism seeks to take back people who knowingly or unknowingly serve the Evil One, and help them become followers of Jesus Christ. The Apostle Paul tells us in 2 Corinthians 10:4-5 that “the weapons we fight with are not the weapons of the world. On the contrary, they have divine power to demolish strongholds. We demolish arguments and every pretension that sets itself up against the knowledge of God...” Often, it is not so black and white whether a particular person is a Christian or not. They may go to church...maybe having done so their whole life. They may say the right words, or act the right way. But this does not make a person right with God. Only true faith in the work of Jesus Christ, evidenced by the sanctifying and gifting work of the Holy Spirit, enables a person to be “in-Christ.” Discernment can provide clarity regarding a person’s spiritual state as well as help identify their spiritual formation roadblocks. In Acts 8:18 -23 Peter demonstrates Spiritual Discernment regarding the spiritual health of Simon the Sorcerer...that he was “full of bitterness and captive to sin”.

- **Counseling Ministry.** Today, counseling ministries tend to take a holistic approach toward those they serve, seeking to minister to the mind, emotions and spirit. It is the “spirit” aspect of counseling where Spiritual Discernment can be

# Appendix F: Spiritual Gifts Definitions

of great value. The spiritual state of people can have a great impact upon their emotional and mental wellbeing. However, just having the gift of Spiritual Discernment does not qualify one to be a counselor of others. Additional gifts, and professional training, are generally required before a person is qualified to be a counselor. However, the gift of Spiritual Discernment can help a counselor identify a person's spiritual condition.

*People with this gift:*

- distinguish truth from error, good from evil, pure motives from impure.
- identify deception in others with accuracy and appropriateness.
- determine whether a word attributed to God is authentic.
- identify the Spiritual source of a word, attitude or action - whether it is from God, self, other human sources or Satan and the demonic.
- are able to sense the presence of evil.

*Evidence:*

- A. You have a clear sense of when people are telling the truth or telling a lie.
- B. Your spirit is sensitive to the things of God.
- C. You can spot insincerity quickly and easily.
- D. You have a close and committed relationship with God.
- E. You tend to be perceptive and insightful.

*Cautions:*

- a. Possessing a spiritually superior attitude.
- b. You tend to spot a "demon" behind every bush.
- c. You become skeptical about people.

*Scriptures:* 1 Corinthians 12:7-11, 1 John 4:1-6, 1 Corinthians 2:9-16, 2 Chronicles 2:12, Psalms 119:125, Proverbs 3:21, 1 Kings 3:9, Hebrews 5:14

**Communication Gifts:** are divine empowerments that serve people by enabling them to understand God's greatness in a way that draws them toward Him.

## 19. Teaching

The gift of teaching is the Spirit-empowered ability to understand, clearly explain and apply God's word, will, and principles, causing greater Christlikeness in the lives and ministries of the listeners.

The Purpose: To strengthen the faith of the body of Christ and help equip the body for mature Christian living and effective Spirit-empowered ministry.

It is the divine enablement to understand, clearly explain and apply the word of God so that those taught understand and learn. It includes instructing others in the Bible in a logical and systematic way so as to communicate pertinent information for true understanding and growth. A true teacher functioning in this gift will make you hungry for more.

The gift of Teaching is a highly honored spiritual gift within the assembly of Christ Followers, but it is also a gift with severe responsibilities before God. The Bible warns us that those who teach among the people will be judged more harshly by God (James 3:1). A spiritually healthy teacher will not simply instruct the minds and hearts of his/her students, but will first instruct and apply to him/herself the lessons taught by God through Scripture and experiences with God and the Holy Spirit, and then only after the teacher can model the biblical lesson within his/her life, will he/she be authentically able to teach the lesson to others. 1 Corinthians 12:28 lists the gift of Teaching, when applied within the church, as an essential office within the ministry...subservient only to the greater offices of Prophets and Apostles. Ephesians 4:11-14 makes it clear that the teacher's job description includes "Equipping the people for the works of service". Paul specifically lists Teaching as one of the spiritual gifts in Romans 12:7.

## Appendix F: Spiritual Gifts Definitions

Based upon your personality style and passions, you may prefer applying your gift of Teaching in one or more of the following ways:

- **Pastoral Preaching.** Teaching Pastors prefer to study and expound the Word of God for others within the body. 2 Timothy 4:2 and 3 instruct Timothy, a Teaching Pastor, “Preach the Word; be prepared in season and out of season; correct, rebuke and encourage – with great patience and careful instruction. For the time will come when men will not put up with sound doctrine....”. 1 Corinthians 4:6b instructs Pastoral Teachers, “Do not go beyond what is written”. James 3:1 states as a warning to those who would presume to be a teacher within the Church: “Not many of you should presume to be teachers, my brothers, because you know that we who teach will be judged more strictly”.
- **Large Group Corporate Instruction.** People with this gift resonate with the following statement: I believe God would prefer for me to use the teaching gifts He has given to me within a large group or congregational setting.
- **Classroom Instruction.** People with this gift resonate with the following statement: I believe God would prefer for me to use the teaching gifts He has given me within an adult classroom context.
- **eLearning Instruction.** People with this gift resonate with the following statement: I believe God would prefer for me to use the teaching gifts He has given me developing online training programs, and providing online instruction and mentorship.
- **Small Group Instruction.** People with this gift resonate with the following statement: I believe God would prefer for me to use the teaching gifts He has given me within a small group context of fewer than twelve people.

- **Children’s Ministries Instructor.** People with this gift resonate with the following statement: I believe God would prefer for me to use the teaching gifts He has given me within an elementary biblical education context.

- **Student Ministries Instructor.** People with this gift resonate with the following statement: I believe God would prefer for me to use the teaching gifts He has given me within a middle school or high school context.

- **One-On-One Instruction.** People with this gift resonate with the following statement: I believe God would prefer for me to use the teaching gifts He has given me within close interpersonal discipling relationships.

### *People with this gift:*

- communicate biblical truth that inspires greater obedience to the word.
- challenge listeners simply and practically with the truths of scripture.
- focus on changing lives by helping others understand the Bible and God’s ways better.
- give attention to detail and accuracy.
- prepare through extended times of study and reflection.

### *Evidence:*

- A. You have a gift for public speaking.
- B. You can study and organize your thoughts in a clear and concise manner.
- C. People enjoy your teaching and want more.
- D. You are disciplined and articulate.
- E. You communicate biblical truth that inspires greater obedience to the word.
- F. You present the whole counsel of God for maximum life change.
- G. You challenge listeners simply and practically with the truths of scripture.

## Appendix F: Spiritual Gifts Definitions

### *Cautions:*

- Getting “lost in the details” of study and getting sidetracked from the ultimate purpose of the study.
- Placing too much emphasis on the “glory” of being up front before people.
- Teaching information without application.

*Scriptures:* Ephesians 4:11-16, Romans 12:6-8, 1 Corinthians 12:28-31, Hebrews 5:12-14, Acts 18:24-28, 2 Timothy 2:2

### **20. Evangelism/Evangelist**

The gift of Evangelism is the distinctive ability to share the good news of Jesus Christ effectively so that people respond to the promises of Christ through conversion to Christianity and move towards discipleship.

*The Purpose:* To actively initiate and develop relationships with the lost in order to share the salvation message and lead them to repentance from sin and eternal life in Christ.

While Evangelism may be the responsibility of all Christ Followers, people with the gift of Evangelism display exceptional boldness and effectiveness at sharing their faith. People with the gift of Evangelism often share their faith as a natural part of any conversation. Similarly, Evangelists may even find it natural to share their faith with complete strangers. Evangelists can usually list the specific names of people whom they have personally led to faith in Christ.

Ephesians 4:11-13 lists Evangelist not only as a spiritual gift, but also as an important role within the Church. In this passage, the Apostle Paul stresses that God has ordained the Evangelist to “prepare God’s people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ”.

The Evangelist shares this God-ordained commission with Apostles, Prophets, Pastors and Teachers. But it is the work of the Evangelist that enables those in these other ministry roles to fulfill their ministry calling, for unless a person first comes to know Jesus Christ as their Lord and Savior it is pointless to consider how they will “become mature” in Christ.

In today’s ministries, Evangelism is generally utilized in two ways: 1) Programmed Evangelism and 2) Personal Evangelism.

- **Programmed Evangelism.** Programmed evangelism centers around “Seeker Events”. Seeker events may include Sunday Seeker Services, Evangelism Crusades, or Alpha-type Evangelistic programs. Programmed Evangelism utilizes the gifts and abilities of many people to accomplish the work of communicating and relating the Gospel message. The Evangelist who prefers Programmed Evangelism will likely be highly creative or, in contrast, have strong administrative skills. They may also be “big picture” people who seek many conversions to Christ, and so do not have the patience for one-on-one evangelism as their primary ministry methodology. In Acts 17:16-34, The Apostle Paul used “Programmed Evangelism” when he entered the meeting of the Areopagus in which the Epicurean and Stoic philosophers debated new ideas every day. Paul introduced a new idea for discussion...the “Unknown God who raises the dead to life”. The result was that a few influential philosophers believed in Jesus Christ.

- **Personal Evangelism.** If God has given you a highly relational personality, you will likely prefer Personal Evangelism over Programmed Evangelism. This type of Evangelist can be found wherever people gather. They seek to build authentic relationships, and, through the trust established in those relationships, to share the Gospel of Jesus Christ one-on-one. This type of Evangelist is thrilled when they are able to personally pray with an individual to accept Christ. In a similar fashion, they grow to care deeply about the spiritual welfare of the people

## Appendix F: Spiritual Gifts Definitions

God has brought within their life, and may spend considerable time praying for the salvation of those that do not currently know the Lord. The Personal Evangelist will resonate with the passion of the Apostle Paul in 2 Corinthians 5:18-20.

### *People with this gift:*

- 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.

### *Evidence:*

- A. You have a passion and confidence about sharing your faith.
- B. You eagerly develop authentic relationships with the lost with the hope of witnessing to them about Jesus.
- C. You have a strong grasp of scripture (especially the gospel story and where key truths are found).
- D. People are drawn toward Christ through you.
- E. You tend to be candid and direct.
- F. You adapt your presentation of the Gospel to connect with the individual's needs.

### *Cautions:*

- a. Looking down on those who do not have the gift of evangelist.
- b. Pressuring people to receive Christ who are not ready.
- c. Losing sight of the fact that the primary focus is to share the gospel in obedience to the prompting of the Holy Spirit, not "win a convert."

*Scriptures:* Ephesians 4:11-16, Matthew 28:16-20, Acts 2:36-40, Acts 8:5-6, Acts 14:21, Acts 8:26-40, 2 Timothy 4:5, Acts 21:8, Luke 19:1-10

## **21. Music/Worship Leader**

The gift of Music/Worship leader is the special gift whereby the Spirit enables certain Christians to praise God through music in such a way as to enhance the worship experience of other believers and draw them into the presence of God.

*The Purpose:* To bring glory and praise to God through song and instruments.

It gives the believer the desire and capability to express personal faith and provide inspiration and comfort through the playing of a musical instrument, singing, or dancing. The spiritual aspect of the gift is revealed as the gift bearer gives witness to love and praise for the Lord, and thus glorifies God. Those listening or watching become inspired to feel the presence and majesty of God when music or song uplifts their soul in a manner that brings them closer to their Lord. It is the gift that gives a believer the capability to present personal witness and inspiration to others through instrumental music, singing, or dancing. The gift of Worship enables a person to lead others to seek the heart of God.

All Christ Followers are called of God to worship Him. However, people possessing the gift of Worship and Musical Expression seem to know how to guide the emotions and spirits of others to forget their surroundings and circumstances, and focus upon the greatness of God. It gives the believer the desire and capability to express personal faith and provide inspiration and comfort through the playing of a musical instrument, singing, or leading people in worship.

The spiritual aspect of the gift is revealed as the gift bearer gives witness to love and praise for the Lord, and thus glorifies God. Those being led become inspired to feel the presence and majesty of God when music, song, or dance uplifts their soul in a manner that brings them closer to their Lord.

Within Old Testament temple worship there was a category of Levites called Door Keepers. Door

# Appendix F: Spiritual Gifts Definitions

Keepers were responsible for the various entrances within the temple. However, among the Door Keepers was a large number of Levites that were gifted in Worship and Musical Expression. Their job was to serve outside the main entrance to the temple as a giant worship team. They were commissioned to play and sing songs of praise and thanksgiving. And so we find Psalm 100:4 exclaiming: “Enter His gates with thanksgiving in your hearts, enter His courts with praise.” There were over 4,000 worship team members who served in rotation, providing songs of praise and thanksgiving from sunrise to sunset. This large worship team was led by a person with the title of “Chief Musician”. We find that many of the Psalms were written by or for the Chief Musician. (See 1 Chronicles 25:1, 6-8; 2 Chronicles 5:12-14; 2 Chronicles 29:25-30)

Jesus proclaimed in John 4:23 and 24 that “a time is coming and has now come when true worshipers will worship the Father in spirit and truth, for they are the kind of worshipers the Father seeks.” Paul further instructs the Church: “Let the word of God dwell in you richly as you teach and admonish one another with all wisdom, and as you sing psalms, hymns and spiritual songs with gratitude in your hearts to God” (Colossians 3:16).

### *People with this gift:*

- sing or play a musical instrument quite well, and enjoy it.
- have special joy singing praises to God, either alone or with other people.
- feel secure in the fact that their musical ability will be of benefit to other people with whom they come in contact.
- can use their musical ability to help and inspire others to worship God.
- see that their singing or instrument playing is a spiritual encouragement for others.

### *Evidence:*

- A. You have a passion for worship and praise that exalts God.
- B. People often ask you to sing or play a musical instrument to help people worship.
- C. People often say to you that the expression of your gift helps them draw close to God during worship.

### *Cautions:*

- a. Difficulty in distinguishing between a human talent for music and the spiritual gift of music.
- b. Seeking the attention and praise that often accompanies singing or playing a musical instrument.
- c. Allowing the gift to bring your responsibilities beyond your level of maturity and character development.

*Scriptures:* 1 Samuel 16:14-23, 1 Corinthians 14:26, Psalm 33:1-3, Psalm 96:1-2, Psalm 100:1-2, Psalm 149:3, Psalm 150:1-6, Colossians 3:16, 2 Chronicles 5:12-13, 2 Samuel 6:14-15, 1 Chronicles 16:41-42

## **22. Tongues**

The gift of Tongues is the distinctive ability to speak in a language which you never learned and communicate a divinely anointed message from God whether in a private prayer language or in a group setting.

*The Purpose:* To encourage and instruct people towards the extension of the local church and the expansion of the Kingdom.

The gift of Tongues has three purposes within the assembly of Christ Followers: 1) to be used during periods of prayer, allowing the Holy Spirit to pray through the Christ Follower when he/she does not know how to pray, in order to edify the believer (Romans 6:26, 27 and 1 Corinthians 14:4); 2) to receive divine messages from God for the benefit of the assembly of Christ Followers, understanding that someone with the gift of Interpretation of Tongues must be present to interpret (1 Corinthians 12:10, 28 and 1 Corinthians 14:13-19); 3) to enable a

## Appendix F: Spiritual Gifts Definitions

person to speak an unlearned language for the purposes of evangelism (Acts 2:1-13). In all these formats, the Holy Spirit may choose to use the “tongues of men or angels” (1 Corinthians 13:1) to communicate God’s love.

Based upon your personality and gift mix, God may use your gift of Tongues in any of the following ways.

- **Prayer Language.** People with this gift resonate with the following statement: I believe God has called me to a ministry of prayer, and so has given me the gift of Tongues to aid me in my prayer ministry.

- **Deliver Divine Messages to the Church.** People with this gift resonate with the following statement.

I believe God has called me to communicate messages to the body of Christ, and has given me the gift of Tongues as the means by which God has chosen to speak through me.

- **Deliver the Gospel to Unlearned Language Groups.** People with this gift resonate with the following statement: I believe God has called me to cross-cultural ministry, and has given me the gift of Tongues to empower me to communicate the Gospel to different language groups. This seems to be true whether I have studied and learned the language or God speaks through me in an unlearned language.

If a tongue is spoken without an interpretation, the speaker is edified. If the tongue is interpreted, it is for the edification of the body as well as the speaker.

*People with this gift:*

- speak in a language they have never learned and do not understand.
- worship the Lord with unknown words too deep for the mind to comprehend.
- experience an intimacy with God which inspires them to serve and edify others.
- speak in tongues as a private prayer language.

- convey messages from God in a group setting (an interpretation must take place, or else the one speaking the tongue should remain silent.)

*Evidence:*

A. You may receive a spontaneous message from God which is made known to His body through the gift of interpretation.

B. You may be called to cross-cultural ministry, and be given the gift of Tongues so that you can communicate the Gospel to unlearned language groups.

C. You speak to God in a private prayer language, where you may sense His presence in a powerful way.

*Cautions:*

- a. Viewing it as sole, essential or initial evidence of being filled with the Spirit.
- b. Insisting that everyone speak in tongues.
- c. Bringing confusion or division into the body of Christ.
- d. Developing a spiritually superior attitude.

\*The bottom line is that the gift of tongues must build up the body of Christ or it is not a gift of the Spirit! In Corinth, where it was divisive, Paul considered it a Spiritual gift, but insisted it be used with love.

*Scriptures:* 1 Corinthians 12:7-11, 1 Corinthians 12:28-31, 1 Corinthians 14:1-40, Acts 2:1-12, Acts 10:44-46, Acts 19:1-7, Mark 16:17, Romans 8:26-27, 1 Corinthians 13:1

### **23. Interpretation of Tongues**

The gift of Interpretation of Tongues is the distinctive ability to understand someone who is speaking in Tongues and provide the meaning of its message in order to instruct and encourage the people who are hearing it and those to whom it was sent.

*The Purpose:* To give the meaning of a message in tongues spoken out loud in community for the extension of the local church and the expansion of the Kingdom.

# Appendix F: Spiritual Gifts Definitions

The Bible makes it clear that the use of Tongues within a corporate gathering of Christ Followers should be accompanied by the gift of Interpretation of Tongues so that the whole body may benefit (1 Corinthians 14:5, 26-28).

In 1 Corinthians 12:10, the Apostle Paul lists Interpretation of Tongues among the many available gifts. In verse 30 of this same chapter, Paul makes it clear that this gift is not available to everyone. When a person with the gift of Tongues, in partnership with a person with the gift of Interpretation of Tongues, ministers to a gathering of Christ Followers, their joint ministries serve in much the same fashion as the gift of Prophecy. If a tongue is spoken without an interpretation, the speaker is edified. If the tongue is interpreted, it is for the edification of the body.

*People with this gift:*

- express with an interpretation a word by the Spirit which edifies the Body
- enable the gift of Tongues to build up the church by interpreting God's message for the people.

*Evidence:*

- A. You have interpreted a language unknown to you and the hearers, and people were instructed and/or encouraged in their faith.

*Cautions:*

- a. Insisting that your interpretation of someone speaking in tongues is authoritative, without allowing it to be tested by the scriptures or others who hear from God by the Spirit.
- b. Bringing confusion or division into the body of Christ.
- c. Developing a spiritually superior attitude.

*Scriptures:* 1 Corinthians 12:7-11,  
1 Corinthians 12:28-31, 1 Corinthians 14:1-40

## 24. Creative Communication

The gift of Creative Communication is the divine enablement to communicate truth through a variety of art forms in a way that moves people towards God.

*The Purpose:* To use the arts in order to glorify God and edify others.

It is the gift that gives the believer the skill to create artistic expressions that produce a spiritual response of strength and inspiration. It is in God's nature to be creative. Therefore, when the Holy Spirit imparts personality and Spiritual Gifts to God's people, it should not be a surprise to anyone that God would also impart this divine attribute. Ephesians 2:10 tells us that "...we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do." While this passage applies to all Christ Followers, it clearly refers to God as a "creative workman". This passage also suggests that when God equips a person to be creative, it is because He desires that creative person to use those abilities to accomplish specific ordained purposes. Colossians 1:15 and 16 affirm that God created all things...and that all things were created "for" Him. The first time in scripture where someone is spoken of as being "filled with the Spirit" has to do with the arts and creativity (Exodus 31:3).

The gift of creativity, when used within the Church, can be shaped by the personality of the person who possesses the gift. As a result, people with the gift of creativity tend to fall into the following preferred roles.

- Oral Communication Arts are more and more necessary in our communication skills. Within a ministry context, creative oral gifts can be utilized in various public speaking roles. Such roles might include preaching and teaching, but may also include large-group leadership of children's or student ministries. With today's emerging technology, oral communication skills are also required for "on-air" and "on-line" radio and television broadcasts. Other often overlooked roles may include comedy, master of ceremonies, and ministry tour guides.

## Appendix F: Spiritual Gifts Definitions

- Written Communication Arts are the special God-given ability to formulate thoughts and ideas into meaningful written forms so that the reader will find courage, guidance, knowledge, or edification through the words shared with them. This includes the development of song lyrics and poetry, script writing, newsletters, and content authoring for websites and reading materials. With the emergence of e-learning within the Church, people with creative communication gifts will now be in even greater demand. The Bible was written by people with this gift.

- Graphic Arts (computer based) have become a necessity for the contemporary and postmodern ministry. Graphic arts are utilized in multi-media video, Macromedia Flash and PowerPoint; as well as static brochure and website design. If a picture is worth a thousand words, then it is no wonder that ministries are seeking to communicate more effectively through the integration of graphic arts into their ministries.

- Performing Arts are creative expressions that bring to life the issues and emotions of our everyday reality. The use of drama and/or dance within a worship service can help attendees detach from their present context and connect to the topic or theme being addressed within the service program. The Performing Artist is uniquely able to help the service participants connect with the characters of the dance or drama...to see themselves in those characters, or to see in the characters how they would like to be. Performing Artists are most effective when they hold a mirror up to us and enable us to remove the mask from our own lives and truly see who we are and who God wants us to be.

- Technical Arts are crucial to the contemporary and postmodern ministry. Sound, lighting, multimedia, computer technology, software, networking and internet-based ministry are all areas that require this non-traditional creative artist. With the advent of the internet and

e-Church ministry, the Technical Artists will find more and more opportunities to unleash their skills and creativity.

- Visual Arts involve an “eye” for presentation. The Visual Artist may be an interior decorator, floral arranger, stage and set designer, lighting director, etc. They may excel at drawing, painting or photography. Our present culture acquires information through the eyes much more effectively than through the ears. The Visual Artist is uniquely gifted to help pastoral teachers communicate more effectively by integrating the visual arts into their messages and programs. This includes people gifted of God to create movies that inspire, instruct and move people toward God!

### *People with this gift:*

- use the arts to communicate God’s truth.
- develop and use artistic skills such as drama, writing, art, music, dance, etc.
- use variety and creativity to captivate people and cause them to consider Christ’s message.
- challenge people’s perspective of God through various forms of the arts.
- demonstrate fresh ways to express the Lord’s ministry and message.
- may write stories, sermons, devotions, histories, prayers, songs, or poetry to be used to build up the body of Christ.
- may teach God’s word to others through what they write.
- may be better at expressing their thoughts in written form than in verbal form.

### *Evidence:*

- A. Use the arts to communicate God’s truth.
- B. Develop and use artistic skills such as drama, writing, art, dance, music, etc.
- C. Use variety and creativity to captivate people and cause them to consider Christ’s message.
- D. Challenge people’s perspective of God through various forms of the arts.
- E. Demonstrate fresh ways to express the Lord’s ministry and message.

## *Cautions:*

- Need to remember that art is not for art's sake, but it's to glorify God and edify others.
- Could find evaluation and constructive criticism difficult to accept.
- Might be uncooperative (because of ego, pride, or individualism) and need to work at being a team player.

*Scriptures:* Luke 1:1-3, 1 John 2:1, 1 John 2:12-14, 1 Timothy 3:14-15, Jude 1:3, Psalm 150, 2 Samuel 6:14-15, Mark 4:2, 33.

## **Authority Gifts:**

Authority gifts are divine empowerments that serve people by enabling them to be influenced by God's loving leadership advancing His Kingdom.

## **25. Leadership**

The gift of Leadership is the special ability God gives to some to set goals in accordance with God's purpose and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish these goals for the glory of God.

*The Purpose:* To direct and enhance the efforts of others in a positive way so that the Kingdom of God is advanced.

It is the distinctive ability to influence others according to a "Big Picture" purpose, mission, or plan. It is the divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God.

The biblical image used when describing leadership is "shepherd." A Shepherd does not force his will upon the sheep, rather he tends and cares for them. The sheep instinctively follow a good shepherd. Jesus describes himself as the "Good Shepherd," and calls Church leaders his "Under-Shepherds." The Under-Shepherds must faithfully follow the example of the Good Shepherd and lay their lives down for the welfare of the sheep (John 10:14-18). The person

gifted by God with Leadership abilities, will display the same servant leadership principles evidenced by Jesus and the Apostles.

Leaders within God's Church are held to a higher standard before God. Hebrews 13:7-17 states... "Remember your leaders, who spoke the word of God to you. Consider the outcome of their way of life and imitate their faith.... Obey your leaders and submit to their authority. They keep watch over you as men who must give an account...." In 1 Timothy 5:20, the Apostle Paul stresses that "(Leaders) who sin are to be rebuked publicly, so that others may take warning."

Depending upon your personality style, you will likely prefer to utilize your leadership gifts in one of the following ways: (Influenced by the Teal Trust Styles)

- **Pioneering Leadership.** Pioneering Leaders are willing to push themselves and take appropriate risks, striving to discover and reach long term goals: "forgetting what is behind, and straining for what lies ahead" (Philippians 3:12). Pioneering leaders are passionate and are wholly committed to a vision. Paul is a great example of a leader who was focused on pushing out the boundaries of the church, despite the personal risk. Pioneering leaders are at their strongest in the early stages of a vision or project, excited by seeking out where God is calling. However, as time passes they may lose interest in the implementation of a vision, eager to be looking ahead to the next challenge.

- **Strategic Leadership.** Leaders who can break down visions and large aims into manageable chunks are vital for the church. Strategic leaders have the insight and focus to work out ways of achieving the vision (the "how") and are able to persuade the rest of the church to accept this plan. When Nehemiah led the Jews in rebuilding the walls of Jerusalem, he demonstrated great strategic leadership in delegating the work. The result was that the walls were rebuilt in 52 days. Strategic leaders can bring common sense to difficult tasks. They are able to help people see how the seemingly impossible can be achieved.

## Appendix F: Spiritual Gifts Definitions

However, like Pioneers, they can be less engaged with the implementation of a task, preferring to leave this to others.

- **Management/Administration.** All churches require good stewards and managers, people with gifts of administration (Acts 6). Any vision or change requires people who are able to plan, problem solve, delegate and organize. Without this gift, the best plans may not get implemented! The apostles delegated the practical tasks of sharing food and taking care of the widows to those gifted with the necessary skills, including Stephen and Philip.

Managers are often under-appreciated, having a leadership style which is less “up-front” than some of the other styles. However, much of the work simply would not get done without them. They are able to organize and follow through on all the necessary tasks and activities to ensure that projects are completed on time. They may struggle to relate to the visionary pioneers - dreaming and re-dreaming of achieving the impossible is not their tendency, but rather implementation of the current vision!

- **Team Leadership.** Team Leaders influence groups, whether having a formal leadership role in the group or not. For the church as ‘the body’ (1 Corinthians 12), working together is clearly important. The key strengths of team leaders are a desire to work with others and an ability to trust them. Team Leaders need great humility and servanthood - their sole aim is that the team achieves its goals. What they as individuals achieve is secondary. The greatest contribution Barnabas made to the church was probably training and equipping Paul so that he could go on to achieve greater things. Team leaders are invaluable. If the church is truly to function as a body, team leaders are needed to ensure harmony and effectiveness in the way the team works.

- **Pastoral Leadership.** Many church leaders feel they ought to be Pastoral leaders, although many don’t have this as their primary style.

This is not a problem! Pastoral leaders are real “people-people”, who have an important role in supporting the pioneers, strategists, team leaders and the rest of the church, particularly when times are hard. Vision and moving into vision seem less important to pastoral leaders. Peter was a pastoral leader, a complete contrast to Paul’s energetic church planting and exhortation. Pastoral leadership is often unseen, and often unappreciated publicly, yet hugely important. Those who are pastoral leaders can sometimes be threatened by the pioneers and strategists - and at times are irritated by the attention to detail shown by the managers. Yet their contribution to a team is invaluable as they usually command huge respect and support for their care giving role.

- **Encouraging Leadership.** Paul was a great encourager - his letters to the early churches contained exhortation and encouragement as well as teaching. Encouraging leaders are able to motivate whole churches, teams and individuals. They have great discernment into people’s gifts, their feelings and what motivates them, and are able to release them into fulfilling their ministries. Encouraging leaders have the knack of knowing when a quiet word can spur people on, when to challenge and when to support, when to coach and when to give space. Occasionally they may irritate people by appearing less “involved” than other leadership styles - sometimes people want more than just encouragement.

*People with this gift:*

- 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 the ministry.
- take responsibility and establish goals.

*Evidence:*

- A. You seem to have a significant amount of influence on other people.
- B. You are offered opportunities to serve in leadership capacities.
- C. You see the big picture easily and clearly.

## Appendix F: Spiritual Gifts Definitions

- D. Decision making comes naturally to you, and others desire your opinion.
- E. You possess a strong desire to “change the world” and make a positive difference.
- F. You are not afraid to take a risk.
- G. You speak with confidence and conviction.

### *Cautions:*

- a. A prideful attitude and a tendency to look down on others who are not leaders.
- b. Misusing power.
- c. Using people to accomplish personal goals and objectives.
- d. Not appreciating people with “helping” gifts.
- e. Not appreciating providing a spiritual covering!

*Scriptures:* Nehemiah 2:11-18, Romans 12:6-8, Hebrews 13:7

## 26. Apostleship/New Ministry Developer

The gift of Apostleship is the distinctive ability to start churches and ministry structures coupled with the authority to exercise general leadership or oversight over a number of churches and or ministries, which is readily recognized and results in tangible fruit in ministry.

*The Purpose:* To strategically and spiritually lead, equip, and organize others for the specific mission of extending the Kingdom of God through establishing ministries and churches.

This is an entrepreneurial gift that enables people to develop new ministries, churches or mission fields. In the strict sense this gift was confined to the twelve apostles. The New Testament does, however, give this title to a number of others (e.g. Romans 16:7 and Acts 14:14). New Ministry Developers are risk-takers for the Kingdom of God. They are always seeking new territories in which to start outreach ministries and are on the fore front of new ministry development within the established local church. This gift of God causes the Christ Follower to be dissatisfied with the status quo within

church ministry. They are always seeking a new and better way to accomplish the work of the Great Commission and Spiritual Formation. Seeing both the evangelism and discipleship sides of the Great commission, they are truly Big Picture thinkers.

The Apostle Paul was definitely called by God to be a New Ministry Developer. He describes his ministry role in 1 Corinthians 3:10 ...”By the grace God has given me, I laid a foundation as an expert builder, and someone else is building on it. But each one should be careful how he builds.” In Romans 15:20 Paul asserts: “It has always been my ambition to preach the gospel where Christ was not known, so that I would not be building on someone else’s foundation.”

The gift of Apostleship/New Ministry Developer is often accompanied by gifts of leadership, faith, administration and wisdom. The gift of Apostleship functions best in community with others similarly gifted and called by God to establish foundations for Kingdom building. These apostolic teams are essential for health, accountability and reproduction.

Depending upon your personality style, gift mix and passions, you may prefer one of the following applications of your gift of Apostleship/New Ministry Developer.

- **Church Planter.** A Church Planter seeks to develop new outreach church ministries in regions where such a ministry is lacking. Church Planters are typically sensitive to regional demographics, growth trends and church-per-capita statistics. They are passionate about evangelism and reaching the un-reached by extending ministry into new territories and styles. They understand the new for “new wine skins” that can lead people to Christ and grow them to full maturity. They desire to extend the Kingdom of God by creating new manifestations of contagious Christian community.

## Appendix F: Spiritual Gifts Definitions

- **Cross-Cultural Missionary.** Cross-Cultural Missions does not necessarily imply overseas ministry, although this is the classic ministry role. In today's cultural melting-pot, Cross-Cultural Missions may mean extending an outreach ministry to a different community across town. Cross Cultural Missionaries are sensitive to cultural distinctives as well as the value of cultural diversity. They are typically passionate about living out the ministry ideal of the "the unity of the body of Christ." Cross Cultural Missionaries are also typically passionate about the work of Evangelism.

- **New e-Church Ministries.** E-Church ministry is still a new and developing ministry medium. Attempting to define e-Church ministry is difficult at best. However, proponents of e-Church ministry tend to value freedom of expression and safe spiritual exploration. They tend to be passionate about the work of evangelism as well as mentoring people in their spiritual formation journey. They also tend to value cultural diversity. Proponents of e-Church ministry are also technically astute.

- **New Campus Ministries.** There is always room for new campus-based ministries within an established church. People called and equipped by God to develop new campus-based ministries tend to be sensitive to groups of people who are "slipping through the cracks" of the ministry, as well as those to whom the ministry is not yet properly positioned to minister. New Campus Ministry Developers typically desire to take their local church to the "next level" in its ministry development. They are dissatisfied with the status quo and desire to see the impact of a vibrant church expand into their neighborhood.

- **New Community Impact Ministries.** New Community Impact Ministry developers are typically passionate about social justice and social impact within their community, in the name of Christ. City missions, food pantries and shelters are classic examples of Community Impact

Ministries. Contemporary examples include Computer Training Centers, Vocational Training, Random acts of Kindness, after school Care Centers, etc.

### *People with this gift:*

- pioneer and establish new ministries or churches.
- adapt to different surroundings by being culturally sensitive and aware.
- desire to minister to unreached people in other communities or countries.
- often mature to having responsibility to oversee ministries or groups of churches.
- are experts at laying kingdom foundations for others to build upon that bear fruit.
- understand reproductive disciple making and are always mentoring leaders.

### *Evidence:*

- A. You demonstrate authority and vision for the mission of the church.
- B. You have an unusual anointing on your leadership to initiate and lay foundations.
- C. You are sought out as a mentor by growing and future church and ministry leaders.
- D. You possess a desire to pioneer and establish new ministries and churches.
- E. The body of Christ has and continues to affirm you in or toward a leadership role.
- F. You understand the healthy functioning of the Kingdom of God and adapt the forms of ministry to meet the function.

### *Cautions:*

- a. Misusing the authority granted to you.
- b. Following your own agenda rather than God's.
- c. Operating outside of an accountable ministry team.

*Scriptures:* 1 Corinthians 12:28, Ephesians 4:11-12, Romans 1:5, Acts 15:1-3

## **27. Missionary**

The gift of Missionary is the distinctive ability to minister whatever other spiritual gifts you have effectively in cultures beyond your own.

# Appendix F: Spiritual Gifts Definitions

*The Purpose:* To advance the great commission by extending the local church on a worldwide basis.

Those with this gift find it easy or exciting to adjust to a different culture or community. Missionaries find great joy working with minorities, people of other countries, or those with other distinct cultural differences. Those with this gift have a stronger-than-average desire to be a part of the fulfillment of the Great Commission around the world.

*People with this gift:*

- have an intense spirit of unease at the thought of all the unsaved people in the world.
- adapt themselves and core Biblical principles to different surroundings by being culturally sensitive and aware.
- have the ability to reach out people groups of a different ethnicity, language, or cultural background.
- can establish meaningful relationships with people of other nationalities or cultures.
- desire to minister to unreached people in other communities or countries.

*Evidence:*

- A. You adapt well to other cultures.
- B. Foreign Languages are easy for you.
- C. You are generally flexible by nature.
- D. You are committed to Evangelism.
- E. You desire to minister to unreached people in other communities or countries.
- F. You adapt to different surroundings by being culturally sensitive and aware.

*Cautions:*

- a. Getting caught up in the “glamour” of world travel and the status some churches give to missionaries.
- b. Approaching foreign missions work as an escape from lack of fruit in the local church.
- c. Placing foreign missions as a higher priority than the other efforts of the local church.

*Scriptures:* Ephesians 3:6-8, Mark 16:15, Acts 1:8, Acts 13:2-5, Acts 22:21, Romans 10:14-15, 1 Corinthians 9:19-23, Acts 8:4

## 28. Pastor/Shepherd

The gift of Pastor/Shepherd is the distinctive ability to assume responsibility for the spiritual care, protection, guidance, and feeding (teaching and equipping) of a group of Christians.

*The Purpose:* To nurture a group of people in spiritual growth by providing spiritual direction, loving accountability and teaching by example; with the goal of leading them to greater spiritual maturity and effective ministry.

The gift of Pastor is also an office of authority within the Church. A Pastor is gifted by God to develop long-term relationships with a group of Christ Followers, and assumes responsibility for their spiritual development and personal nurture. A Pastor guides, instructs, equips, encourages, exhorts and at times disciplines members of the assembly of Christ Followers.

Ephesians 4:11 and 12 make it clear that the Pastor is particularly called of God to equip lay people to utilize their spiritual gifts in personal ministry. When the gift of Pastor is publicly recognized, and a person with this gift is elevated into the office of Pastor, the “Pastor” is also considered by the Bible to be an “Overseer” or “Elder” of the local congregation. 1 Peter 5:1-11 and 1 Timothy 3:1-7 provide instructions regarding the selection, qualifications and operations of an Elder/Overseer.

People with the gift of Pastor will express that gift differently based upon their God-given personality and gift mix. You may find that you prefer one or more of the following expressions of the pastoral gift.

- Nurturing Pastor. Pastoral care often involves nurturing and caring for the weak within the body. Typically, Nurturing Pastors prefer a one-on-one ministry. Visiting the sick, shut-ins, caring for a small group, or comforting those who suffer are all classic functions of a Nurturing Pastor.

## Appendix F: Spiritual Gifts Definitions

• **Teaching Pastor.** Teaching Pastors prefer to study the Word of God and expound it for others within the body. 2 Timothy 4:2 and 3 instruct Timothy, a Teaching Pastor, “Preach the Word; be prepared in season and out of season; correct, rebuke and encourage – with great patience and careful instruction. For the time will come when men will not put up with sound doctrine....”

1 Corinthians 4:6b instructs Pastoral Teachers: “Do not go beyond what is written.” James 3:1 states a warning to those who would presume to be a teacher within the Church: “Not many of you should presume to be teachers, my brothers, because you know that we who teach will be judged more strictly.”

• **Administrative Pastor.** Most personality types that God generally calls into pastoral roles are people-oriented and so are typically weak strategic planners and system administrators. However, there exists a category of people to whom God does grant the gift of “Pastor”, who care for people, but are particularly called to focus their service upon the systems and structures of the ministry. They possess strong administrative and planning abilities, and so are able to help other pastoral-types be less reactive in their ministry. The Administrative Pastor’s ability to proactively plan and create ministry systems will enable other pastoral ministry types to be more effective. These same qualities are essential in establishing a broad-based lay ministry within the Church. Administrative Pastors will seek to empower others and delegate responsibility.

• **Evangelistic Pastor.** An Evangelistic Pastor generally has the gift of Evangelism as well as Pastor. Evangelism Pastors are passionate about ministry to spiritual Seekers. Typically, the “Pastoral” aspect of their gifts and personality causes them to prefer relational versus programmed approaches to the work of Evangelism.

• **Discipleship Pastor.** Discipleship Pastors are concerned about the Spiritual Formation of the people within their lives. They value working with people at every stage of spiritual development, from Seeker to Leader.

*People with this gift:*

- 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.

*Evidence:*

- A. You possess a passion for personal spiritual growth and the spiritual growth of others around you.
- B. You have a vibrant walk with God.
- C. You are loyal and dedicated to your local church.
- D. You have the gift of teaching and/or exhortation.
- E. You are process oriented and people are your focus.
- F. You establish trust and respect through long-term relationships.
- G. You lead and protect those within your span of care.

*Cautions:*

- a. Developing too strong a personal ownership of the people.
- b. Leading with your agenda, not God’s.
- c. Allowing popularity to mean more to you than the people’s spiritual growth.

*Scriptures:* John 10:1-16, Acts 20:28, Ephesians 4:11-15, 1 Timothy 3:1-7, 2 Timothy 4:1-2, 1 Timothy 4:11-16, 1 Peter 5:1-4

# Appendix F: Spiritual Gifts Definitions

## Life Focus Gifts:

Life Focus gifts are divine empowerments that serve people by enabling them to be inspired towards obedience through sacrificial examples of faith in God's preferable future.

## 29. Faith

The gift of Faith is the special conviction God gives to some to be firmly persuaded of God's power and promises to accomplish His will and purpose, and to display such a confidence in Him and His Word that circumstances and obstacles do not shake that conviction.

*The Purpose:* To lift the body of Christ above common distractions and discouragements to believe that God will fulfill even His seemingly impossible promises.

It is the divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes and bring about His preferable future despite the circumstances.

Every Christ Follower has established a relationship with God through faith in the work and person of Jesus Christ. Beyond that, however, the gift of Faith enables a person to trust God for remarkable provision, especially in circumstances that appear to offer no viable solution. The person gifted with Faith often displays unusual confidence in the will and purposes of God. Such a gifted person exhibits a lack of anxiety and communicates to others peace and assurance. People gifted with Faith may become frustrated with others, or with their church leaders, for moving too slowly or for supporting a limited vision or easily obtained goals. People gifted with Faith just know that God wants to do more through us than we could think or imagine (Ephesians 3:20).

The gift of Faith is often combined with miracles (Matthew 7:20) or healing (Matthew 17:17-21). I Corinthians 12:9 specifically identifies Faith within its list of gifts granted by the Holy Spirit. Hebrews

11 portrays a lineage of people who possessed great faith in God. James 2:22-24 makes it clear that true faith will be evidenced by the actions taken by the person claiming to have faith. All Christians need faith for Salvation (Ephesians 2:8) to build a right relationship with God (Colossians 2:6) and to please God (Hebrews 11:6). The Gift of faith enhances the personal spiritual growth of others.

Within the Church, Faith can find expression in many ways. However, based upon your personality type, gift mix and passions, you may be more inclined to utilize the gift of Faith in one of the following ways:

- Faith in God's promises regarding Physical, Emotional or Spiritual Restoration. When the gift of Faith is used in this manner, the person possessing the gift of Faith may also possess the gift of Healing, Discernment or Intercessory Prayer.

- Faith in God's promises regarding Financial or Material Provision. When the gift of Faith is used in this manner, the person possessing the gift of Faith may also possess the gift of giving, stewardship or encouragement. People with the gift of Faith, expressed in the area of finance and material provision, will likely demonstrate this gift through personal giving well above their tithe. In addition, when they see a person or family in need, they are likely to extend themselves to meet that need.

- Faith in God's assurances regarding Risky Ministry Opportunities. People with the gift of Faith are often frustrated when they perceive people and ministries taking small, manageable risks for Christ's Kingdom. They know that God can do more than we think or imagine. People with the gift of Faith can dream big because they are enabled by the Holy Spirit to trust big. For this reason, this type of gifted person will gravitate to roles and leaders who desire to accomplish great things for the Kingdom.

## Appendix F: Spiritual Gifts Definitions

### *People with this gift:*

- believe the promises of God and inspire others to do the same.
- act with complete confidence in 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.

### *Evidence:*

- A. You tend to have a consistently positive disposition, and optimistic outlook on life.
- B. You are confident about the promises of God.
- C. Other people's faith is increased when they are around you.

### *Cautions:*

- a. You may tend to downplay the value of practical planning and preparation.
- b. You may want to tell others what will and won't happen if they only had more faith.

*Scriptures:* 1 Corinthians 12:7-11, Mark 5:25-34, Acts 27:21-25, Hebrews 11, Romans 4:18-21

## **30. Martyrdom**

The gift of martyrdom is the distinctive ability to surrender one's life for the cause of Christ and love those who have chosen to be your enemy.

*The Purpose:* To confront evil with good and lay down our lives in love so that others might know God, in order to be faithful to God.

It is the ability to undergo suffering for witnessing to the faith even to death while consistently displaying a joyous and victorious attitude that brings glory to God. It empowers one to have a willingness to die, whether or not death actually occurs.

### *People with this gift:*

- are empowered by God to minister in dangerous areas of the world.
- are unique in their courage and bravery when serving others.
- are definitely forceful though not violent men and women for God.

### *Evidence:*

- A. You have the ability to forgive those who hurt you and who profess to be your enemies.
- B. You confront evil with good on a regular basis with a sense of abandonment that gets people's attention.
- C. You desire to be a role model of love in order for others to see God's love enfolded.

### *Cautions:*

- a. Being overzealous when people aren't really opposing you.
- b. Spiritual superiority resulting in pride.
- c. Feeling that your gift is not valued, even if those around you don't seem to want to commit as passionately as you.

*Scriptures:* Psalm 44:22, Matthew 10:39, John 12:25, Matthew 23:34-35; Luke 9:24

## **31. Celibacy**

The gift of Celibacy is the special ability God gives to some to voluntarily remain single, abstain from sexual intercourse and remain unmarried without regret and with the ability to maintain control over sexual impulses, so as to serve the Lord without distraction.

*The Purpose:* To free someone up for lovingly building contagious Christian Communities without the struggle and division that comes from sexual desires.

Celibacy is a state totally opposed to all of the biological, social, and emotional needs espoused by secular society and it resists those built into man or woman by God. Only God is able to

# Appendix F: Spiritual Gifts Definitions

override our human instincts and by grace control them so that a person can remain unmarried. This is often formalized by a person called to this through the use of spiritual vows. Being unmarried is not necessarily the same as having this gift. Those who have this gift remain single because they feel they can serve the Lord better that way.

*People with this gift:*

- remain single so as to be able to devote themselves completely to ministry.
- have other gifts that they are able to use more effectively because they are celibate.

*Evidence:*

- A. You have a much lower than normal sexual desire.
- B. You have an ability to see men and women as people and not sexual objects of desire.

*Cautions:*

- a. Being insensitive to the struggle of others.
- b. Spiritual superiority resulting in pride.
- c. Avoid feeling different and incomplete because you are not married and building a nuclear family, rather your devotion can be focused on building the family of God.

*Scriptures:* Matthew 19:10–12;  
1 Corinthians 7:1, 2, 7–9, 25, 26, 32–40;  
1 Corinthians 9:5; 1 Timothy 4:1–3;  
Revelation 14:1–5

## 32. Volunteer Poverty

The gift of voluntary Poverty is the distinctive ability to be a channel of God’s loving presence by living a life of cheerful, voluntary simplicity or poverty in order to identify with Jesus and the poor.

*The Purpose:* To Bring honor and glory to God and serve those in need by embracing a contented life style of simplicity, and generously sharing every thing else you have with those in need, as God guides.

It is the special ability God gives to some to purposely live an impoverished lifestyle to serve and aid others with their material resources. It is the special ability that God gives to some members of the body of Christ to renounce material comfort and luxury and adopt a personal lifestyle equivalent to that of people living at the poverty level in a given society, in order to serve God more effectively.

*People with this gift:*

- will often choose to live among people who are considered poverty-stricken.
- live at a poverty level although they have the means to live at a higher standard.
- choose this lifestyle in order to minister more effectively to people through identification.

*Evidence:*

- A. You have a generous heart and an ability to sacrifice so that other’s needs might be met.
- B. You love the freedom and focus that a life of simplicity provides.
- C. You find great satisfaction and contentment in knowing that you are doing everything you can to maximize your resources and bless as many people as possible.

*Cautions:*

- a. Too quickly judging those who are rich in this world as hoarders, when God might have called them to identify with wealthy people and be a light in their life.
- b. Spiritual superiority resulting in pride.

*Scriptures:* James 1:9–10, Matthew 5:42, Matthew 8:20, Psalm 146:7, 1 Corinthians 13:1–3, 2 Corinthians 8:9, Acts 2:44–45, Acts 4:32–35

# Appendix F: Spiritual Gifts Definitions

## **Spiritual Gifts Reference Material**

We have intentionally included the widest variety of gifts and their definitions that we could support through scripture and observable experience, so that everyone in the Body of Christ might be able to sense where they fit into God's Kingdom building efforts.

### **Biblical Summary about Spiritual Gifts**

1. Every Christian has at least one Spiritual Gift (1 Peter 4:10)
2. No Christian has all the gifts (1 Corinthians 12:28-30 )
3. We cannot choose our gifts; God does that job (1 Corinthians 12:7-11)
4. There is no gift that every Christian possesses (1 Corinthians 12:29-30)
5. Believers will account to the Lord for how they use their gifts (1 Peter 4:10)
6. Spiritual Gifts point to God's call and purpose for a Christian's life (Romans 12:2-8)
7. Gifts used without love do not accomplish God's intended purposes (1 Corinthians 13:1-3)
8. Spiritual Gifts are for the common good to build up the Body (1 Corinthians 12:27)

### **Biblical Guidelines for using Spiritual Gifts**

1. Usage of the gift(s) should conform to Biblical teaching (2 Timothy 3:16 ; Romans 12 ; 1 Corinthians 12-14 ; Ephesians 4 ; 1 Peter 4).
2. There should be affirmation and positive feedback within the Body of Christ for the expression of the gift (1 Corinthians 12:7 ; Ephesians 4:16).
3. There should be agreement within the Body of Christ that the Holy Spirit is at work (1 John 4:1 ; 1 Thessalonians 5:21).
4. We should experience the peace of the Holy Spirit in our spirits as we offer our gift(s) to the Body of Christ (John 15:26 ; Romans 8:16 ).
5. There should be evidence of godly fruit in the life of the Body (John 15:8 ; Matthew 7:16-20).
6. Believers should offer their gifts for the common good as others have need (Acts 2:44-45 ; 1 Corinthians 12:7).
7. Unless gifts are offered in love, they have no worth (1 Corinthians 13:1-3).
8. We should strive to live a life worthy of our calling (Ephesians 4:1).

## **The main places in the Bible where we learn about Spiritual Gifts are:**

- 1 Corinthians 12-14
- Romans 12
- Ephesians 4
- 1 Peter 4:7-11

From Scripture, we learn the following key information about Spiritual Gifts:

### *How Many Different Spiritual Gifts Are There?*

There is little agreement among Christians as to exactly how many different Spiritual Gifts there are.

- Some people look at the key Bible passages on Spiritual Gifts and limit the Gifts to the ones listed there:
  - Romans 12 - Prophecy, Service, Teaching, Encouragement, Giving, Leadership, and Mercy
  - 1 Corinthians 12 - Message of Wisdom, Message of Knowledge, Faith, Healing, Miraculous Powers, Prophecy, Distinguishing between spirits, Speaking in Tongues, and Interpreting Tongues
  - Ephesians 4 - Apostle, Prophet, Evangelist, Pastor, and Teacher
  - 1 Peter 4:7-11 – Hospitality, Preaching, Service.
- Some say that the Gifts of Administration and Leadership are the same Gift.
- Some say the Gifts of Service, Helps and Mercy are the same Gift.
- Some add the Gifts of Craftsmanship and Music because of the skills that God gave to people to help with the Old Testament Tabernacle.
- Some see Craftsmanship as a vehicle to exercise the Gift of Service.
- Some stick to the gifts listed in the New Testament.
- Some believe that certain Spiritual Gifts were only given to people by the direct laying on of hands of the original Apostles and that these Gifts ceased to exist after the first century.
- Some add the possibility of other gifts in addition to those already mentioned:
  - 1 Corinthians 7:1-9 - Celibacy
  - 1 Peter 4:9-10 - Hospitality
  - 1 Corinthians 13:1-3 - Martyrdom
  - Ephesians 3:6-8 - Missionary
  - 1 Corinthians. 13:1-3 - Voluntary Poverty
  - Ephesians 6:18 - Intercession/Prayer
  - Luke 1:1-3 – Creative Communication
  - Mark 14:22-25 – Community Builder
  - Luke 12:42-44 - Stewardship
- Some see Prayer and Intercession as a vehicle through which the Gifts of Faith, Healing, and Miracles operate.