



Spiritual Gift Reference Chart

Spiritual Gift	Definition	Scriptural References	Distinctives People with this gift will...	Traits	Potential Ministry Involvement
Administration	The gift of Administration is the God-given ability to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.	1 Corinthians 12:28; Acts 6:1-7; Exodus 18:13-26	- Develop strategies or plans to reach identified goals. - Organize people, tasks, or events. - Assist ministries to become more effective and efficient.	- Thorough - Objective - Responsible - Organized - Goal-oriented - Efficient - Conscientious	planning team, ministry coordinator, organizer of special events, chairperson
Discernment	The gift of Discernment is the God-given ability to distinguish between truth and error. It is able to discern the difference between good and evil, right and wrong.	1 Corinthians 12:10; Acts 5:1-4; Romans 9:1	- Identify deception in others with accuracy and appropriateness. - Be able to sense the presence of evil. - Recognize inconsistencies in a teaching or message.	- Perceptive - Insightful - Sensitive - Intuitive - Truthful - Decisive	committee/board member, youth ministry, counseling
Encouragement	The gift of Encouragement is the God-given ability to present words of comfort, consolation, and encouragement, so to strengthen, or urge to action, those who are discouraged or wavering in their faith.	Romans 12:8; Acts 11:22-24; Acts 15:30-32	- Comfort others to trust and hope in the promises of God. - Motivate others to grow. - Urge others to action by applying biblical truth.	- Positive - Motivating - Affirming - Reassuring - Supportive - Trustworthy	children's ministry, visitation to sick or shut-in, counseling, greeter, support group facilitator, prayer ministry
Evangelism	The gift of Evangelism is the God-given ability to effectively communicate the Gospel to unbelievers so they respond in faith and move toward discipleship.	Ephesians 4:11; Acts 8:5-6; Acts 14:21	- Communicate the message of Christ with clarity and conviction. - Seek out opportunities to talk to unbelievers about spiritual matters. - Challenge unbelievers to faith in Christ.	- Sincere - Candid - Influential - Confident - Commitment-oriented	visitor calling, door-to-door visitation, outreach events, literature distribution, greeter

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Faith	The gift of Faith is the God-given ability to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes.	1 Corinthians 12:9; 1 Corinthians 13:2; Romans 4:19-21	- Act in complete confidence of God's ability to overcome obstacles. - Advance the cause of Christ because they go forward when others will not. - Ask God for what is needed and trust him for his provision.	- Prayerful - Optimistic - Trusting - Assured - Inspiring - Hopeful - Positive	prayer ministry, hospital visitation, committee/board member
Giving	The gift of Giving is the God-given ability to contribute money and resources to the work of the Lord with cheerfulness and liberality.	Romans 12:8; 2 Corinthians 6:8; Luke 21:1-4	- Manage their finances and limit their lifestyle in order to give as much of their resources as possible. - Meet tangible needs that enable spiritual growth to occur. - Support the work of ministry with sacrificial gifts to advance the Kingdom.	- Responsible - Stewardship-oriented - Resourceful - Charitable - Disciplined	support missionaries, fund-raising, stewardship board
Helps	The gift of Helps is the God-given ability to accomplish practical and necessary behind-the-scenes tasks, which free up, support, and meet the needs of others.	1 Corinthians 12:28; Romans 12:7; Acts 9:36; Romans 16:1-2	- Serve behind the scenes wherever needed. - See the tangible and practical things to be done and enjoy doing them. - Attach spiritual value to practical service.	- Available - Willing - Reliable - Loyal - Dependable - Whatever-it-takes attitude	office helper, telephoning, teacher's aide, usher, cleanup projects, information center host
Hospitality	The gift of Hospitality is the God-given ability to care for people by providing fellowship, food, and lodging.	1 Peter 4:9-10; Romans 12:13; Luke 10:38	- Provide an environment where people feel valued and cared for. - Seek ways to connect people together into meaningful relationships. - Set people at ease in unfamiliar surroundings.	- Friendly - Gracious - Inviting - Trusting - Caring - Responsive - Warm	small-group host, banquet server, new member sponsor, fellowship events, coffee hour host, greeter, Easter breakfast

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Intercession	The gift of Intercession is the God-given ability to consistently pray on behalf of and for others, seeing frequent specific results.	Romans 8:26-27; Colossians 1:9-12; Colossians 4:12-13	- Feel compelled to earnestly pray on behalf of someone or some cause. - Have a daily awareness of the spiritual battles being waged and commit to pray. - Pray in response to the leading of the Spirit, whether they understand it or not.	- Advocate - Sincere - Trustworthy - Burden-bearer - Spiritually sensitive	prayer partner, Moms In Touch, prayer groups, shut-in/hospital visitation
Knowledge	The gift of Knowledge is the God-given ability to learn, analyze, and uncover new insights from the Bible that are pertinent to the growth and well-being of the church.	1 Corinthians 12:8; 1 Corinthians 14:6; 2 Corinthians 11:6	- Research the Scriptures for insight, understanding, and truth. - Organize information for teaching and practical use. - Gain knowledge that was not attained by natural observation or means.	- Inquisitive - Responsive - Observant - Insightful - Reflective - Studious - Truthful	board/committee member, teaching, research, counseling, marriage enrichment
Leadership	The gift of Leadership is the God-given ability to cast vision, motivate, and direct people to harmoniously accomplish the purpose of God.	Romans 12:8; 1 Timothy 5:17; Hebrews 13:17	- Motivate others to perform to the best of their abilities. - Take responsibility and establish goals. - Provide direction for God's people or ministry.	- Influential - Visionary - Persuasive - Motivating - Goal-setter	small-group leader, board/committee chairperson, teaching leader, youth/children's leader
Mercy	The gift of Mercy is the God-given ability to feel deeply for those in physical, spiritual, or emotional need and then act to meet that need.	Romans 12:8; Mark 9:41; Matthew 25:34-40	- Focus on alleviating the sources of pain or discomfort in suffering people. - Concern themselves with individual or social issues that oppress people. - Address the needs of the lonely and forgotten.	- Empathetic - Caring - Responsive - Kind - Compassionate - Sensitive - Burden-bearing	hospital/shut-in visitation, nursery worker, homeless ministry, food pantry worker

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Prophecy	The gift of Prophecy is the God-given ability to reveal God's truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification.	Romans 12:6; 1 Corinthians 12:10, 28; 1 Corinthians 13:2	- See a truth that others often fail to see and challenge them to respond. - Understand God's heart and mind through experiences he takes them through. - Expose sin or deception in others for the purpose of reconciliation.	- Discerning - Compelling - Uncompromising - Outspoken - Authoritative - Confronting - Convicting	teaching leader, vision-setting team, outreach, devotion leader
Shepherding	The gift of Shepherding is the God-given ability to assume long-term personal responsibility for the spiritual welfare of a group of believers by nurturing and guiding them toward ongoing spiritual maturity.	Ephesians 4:11-12; 1 Peter 5:1-4; 1 Timothy 3:1-13	- Provide guidance and oversight to a group of God's people. - Establish trust and confidence through long-term relationships. - Lead and protect those within their span of care.	- Nurturing - Guiding - Protective - Supportive - Relational - Influencing	small-group leader, Sunday school teacher, follow up with visitors, shut-in visitation, college ministry, outreach
Teaching	The gift of Teaching is the God-given ability to understand, clearly explain, and apply the Word of God, in such a way that it is clearly understood by others.	Romans 12:7; 1 Corinthians 12:28-29; Acts 18:24-28	- Give attention to detail and accuracy. - Prepare through extended times of study and reflection. - Challenge listeners simply and practically with the truths of Scripture.	- Disciplined - Perceptive - Teachable - Authoritative - Practical - Analytical - Articulate	adult teaching leader, small-group leader, youth/children's teacher, education committee
Wisdom	The gift of Wisdom is the God-given ability to apply spiritual truth effectively to meet a need in a specific situation.	1 Corinthians 12:8; James 3:13-18; 1 Corinthians 2:3-5	- Focus on the unseen consequences in determining the next steps to take. - Provide God-given solutions in the midst of conflict and confusion. - Apply spiritual truth in specific and practical ways.	- Sensible - Insightful - Practical - Wise - Fair - Experienced	board/committee member, counseling, mentor, marriage enrichment, counseling