

Serving Gifts

1. Serving/Helps - The God-given special ability to serve and strengthen the body of Christ by offering other assistance in reaching goals that glorify God and strengthen the body of Christ. (Read Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28)
 - Enjoy and seek out ways to serve behind the scenes
 - Rejoice in the success of others
 - Look for ways to be assistance to others
 - Do not seek recognition for their efforts
2. Mercy - The gift to feel genuine empathy and compassion for individuals who suffer distressing physical, mental, or emotional problems and to translate that compassion into cheerfully-done deeds which reflect Christ's love and alleviate the sufferings. (Read Luke 7:12-15; Luke 10:30-37; Matthew 25:34-36; Romans 12:6-8)
 - Are drawn toward opportunities to practically meet the needs of others.
 - Devote significant time in prayer for the needs of others.
 - Tend to place the needs of others ahead of their own.
 - Grieve with those who grieve.
 - Are most fulfilled when visiting people in need—in hospitals, nursing homes, prisons, orphanages, or whoever God directs them.
3. Discernment - The gift to know with assurance whether certain behavior purported to be of God is in reality divine, human, or satanic. The purpose of this gift is to prevent confusion and false teaching from infiltrating the church. (Read John 16:6-15; Romans 9:1; 1 Corinthians 2:9-16)
 - Find it easy to “read” others, and are most often right.
 - Recognize inconsistencies in others.
 - Easily identify people's true motives and agendas.
 - Perceive when the truth is twisted or communicated with error.
4. Giving - The gift that enables a believer to recognize God's blessings and to respond to those blessing by generously and sacrificially giving of one's resources (time, talent, and treasure). (Read 2 Corinthians 9:6-15; Luke 21:1-4; Romans 12:8; Mark 12:41-44)
 - Plan and purposely give over and above the 10 percent tithe, in order to see God's kingdom advanced.
 - Generally prefer that their donations remain anonymous or low-profile.
 - See their resources as tools for God's use.
 - Strategically seek out ways to increase their resources, in order to contribute more for God's use.
5. Faith - The gift that gives the believer the eyes to see the Spirit at work and the ability to trust the Spirit's leading without indication of where it all might lead. (Read Genesis 12:1-4a; Mark 5:25-34; 1 Thessalonians 1:8-10; Hebrews 11)
 - Welcome risk for God.
 - Are energized by variables.
 - Are challenged by ideas most see as impossible.

- Have great God-confidence in their ventures.
6. Hospitality - The gift that enables a believer to joyfully welcome and receive guests and those in need of food and lodging. (Read Romans 12:13; Romans 16:23a; Luke 10:38; Hebrews 13:1-2; 1 Peter 4:9)
- Are known for making those around them feel valued and cared for..
 - Desire that people feel loved and welcomed.
 - See their home as God's property, given to them expressly to make others feel welcome.
 - Promote fellowship among others wherever they are.

Speaking Gifts

7. Exhortation - The gift that moves the believer to minister words of encouragement, consolation, and comfort and motivation from God's word to help others complete their tasks and be all that God wants them to be. (Read John 14:1; 2 Timothy 1:16-18; 3 John 5-8; Acts 4:32-37; Romans 12:8; Ephesians 4:11-14)
- Are driven to inspire others and impact their lives positively for Christ.
 - Rejoice with those whose reliance on Christ has helped them overcome difficult life situations.
 - Seek out opportunities to help others reach their full potential in Christ.
 - Are natural encouragers, whether in words or through actions.
8. Prophecy - The supernatural ability to effectively proclaim and communicate the Word of God providing insight, warning, correction and encouragement. (Read 1 Timothy 4:12-16; 1 Corinthians 12:28; Matthew 5:1-12; Acts 18:24-48; Romans 12:7; Ephesians 4:11-14)
- Are known for publicly communicating God's Word, using a variety of means.
 - Love to share your strong biblical convictions with others.
 - Find it easy to confront others' motives when they are not up to God's standards.
 - Be able to translate words and messages of God in a way that motivates, edifies, and comforts believers.
9. Teaching - The gift that enables a believer to communicate a personal understanding of the Bible and faith in such a way that it becomes clear and understood by others. (Read 1 Corinthians 12:28; Matthew 5:1-12; Acts 18:24-48; Romans 12:7; Ephesians 4:11-14)
- Are given to hours in the study of Scripture in order to best apply its principles and truth.
 - Seek out opportunities to speak biblical insight into daily situations.
 - Are good at helping others learn to study the Bible.
 - Recognize a variety of ways to effectively communicate the Word of God, including speaking.
10. Wisdom - The gift that allows the believer to sort through opinions, facts, and thoughts in order to determine what solution would be best for the individual believer or the community. (Read 1 Corinthians 2:6-13; James 3:13-18; 2 Chronicles 1:7-11)
- Enjoy speaking biblical insights into life situations.
 - Take pleasure in counseling others.
 - Are known for making correct decisions and judgments.

11. Knowledge - The gift that enables a believer to discover, accumulate, analyze, and clarify information which is pertinent to the growth and well being of the body. (Read Romans 12:2; 1 Corinthians 12:8; 1 Corinthians 14:6; Acts 5:1-11; Colossians 2:2-3)
- Devote much of their time to reading Scripture.
 - Enjoy helping others increase their understanding of God's Word.
 - Benefit from time spent in studying and researching Scripture.
 - Take delight in answering difficult questions about God's Word.

Shepherding Gifts

12. Apostleship - The gift to communicate across cultural barriers and plant churches where there is no knowledge of the gospel. (Read 1 Corinthians 12:27-31, Ephesians 4:7-12)
- Are prone to the desire to plant a church or be a missionary
 - Have been used by God to begin ministries that may be defined as miraculous
 - Are comfortable beginning ministries anywhere at anytime
13. Evangelism - The gift that moves believers to reach nonbelievers in such a way that they are baptized and become active members of the Christian community. (Read Matthew 28:16-20; Ephesians 4:11-16; Acts 2:36-40; 2 Timothy 2:5; Acts 8:26-40)
- Look for ways to build relational bridges with nonbelievers.
 - Sense when a person is open to Christ's message.
 - Have likely seen many people come to faith in Jesus..
 - Are deeply burdened for those who don't know Jesus.
14. Pastoring - The gift that gives a believer the confidence, capability, and compassion to provide spiritual leadership and direction for individuals or groups of believers. (Read 1 Timothy 4:12-16; 1 Timothy 3:1-13; 2 Timothy 4:1-2; Ephesians 4:11-14; 1 Peter 5:1-3; John 10:1-18)
- Are driven to help others reach their full potential for Christ.
 - Enjoy serving others and look for opportunities to do this.
 - Are good at developing personal, trust-based relationships with a small number of people.
 - Have a propensity toward meeting the spiritual needs of others and willingly giving your time for that
15. Leadership - The gift that gives a believer the confidence to step forward, give direction, and provide motivation to fulfill a dream or complete a task. (Read Romans 12:8; John 21:15-17; 2 Timothy 4:1-5; 1 Timothy 5:17; Hebrews 13:17)
- Exhibit a tendency toward huge visions for God and the ability to inspire others to work towards them
 - Find it easy to motivate people, both individually and in teams, to work together in achieving kingdom goals.
 - Naturally grasp the "big picture"
 - Are able to let go of responsibility and delegate it to others who are qualified.

16. Administration - The gift that enables a believer to formulate, direct, and carry out plans necessary to fulfill a purpose. (Read 1 Corinthians 12:28; Acts 14:23; Acts 6:1-7 Luke 14:28-30;)

- Are effective organizers of people and projects toward reaching ministry goals.
- Are known for having specific plans to achieve clearly defined goals.
- Naturally delegate tasks, making it possible to accomplish more for God's kingdom.
- Understand what needs to be done for dreams to become reality.