

SPIRITUAL GIFTS APPLICATION

Spiritual Gifts	Reference	Description	Traits	Cautions	Possible Application
Administration	1 Cor 12:28	Ability to understand what makes an organization function and then plan and execute procedures that accomplish the goals of the ministry.	Thorough, objective, responsible, organized, goal-oriented, efficient, conscientious	Could stifle leader's vision with inflexibility Tend to be task-oriented & appear insensitive to people	Chairperson of committees any ministry New program development Assist ministries to become more effective / efficient
Apostleship	1 Cor 12:28-29 Eph 4:11-12	Ability to start & oversee devel. of new churches or ministry structures. Easily adapt to new/different surroundings w/ cultural sensitivity & awareness.	Adventurous, entrepreneurial, persevering, cause-driven, adaptable	Tend to "launch-out" under own initiative (impulsive) Misusing authority & quenching the Spirit in others	New program development Church planter Foreign missionary

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Discernment	1 Cor 12:10	Ability to distinguish between truth/error; right/wrong; good/evil; pure/impure motives. Can identify deception in others with accuracy. Can determine whether a word attributed to God is authentic. Recognizes inconsistencies in teaching, etc.	Perceptive, sensitive, intuitive, insightful, challenging, truthful	Tend to speak before thinking Struggle to express impressions Confronting appears harsh rather than loving	Intercessory prayer Stephen Ministry Discipleship Group Leader Planning Teams
Encouragement	Romans 12:8	Ability to present truth so as to strengthen, comfort, and motivate those who are discouraged. Confidence in God's promises & His Will.	Positive, challenging, affirming, reassuring, supportive, trustworthy	Can be overly optimistic, simplistic, flattering Tend to avoid corrective confrontation	Discipleship Leader Stephen Minister Outreach Missions

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Evangelism	Eph. 4:11	Ability to effectively communicate the gospel to unbelievers so they can respond in faith & move into discipleship. Seek opportunities to build relationships with unbelievers.	Confident, sincere, candid, influential, spiritual, commitment-oriented, respected	Don't expect every believer to share your passion. All are "witnesses" - not all are "evangelists!" <ul style="list-style-type: none"> • Listen carefully. Adapt approach to individual situation. • Let the Holy Spirit be in control! 	Preaching Teaching Counseling Discipleship Group Leader
Faith	1 Cor. 12:9	Ability to act on God's promises with confidence in His ability to fulfill them. Demonstrate an attitude of trust in God's Will.	Prayerful, optimistic, trusting, assured, positive, inspiring, hopeful	Can be stubborn against wise counsel Don't judge those who operate in reason & planning as having no faith	Intercessory Prayer Planning & "visioning" committees / projects

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Giving	Romans 12:8	Ability to contribute money & resources to God's work with cheerfulness & liberality. Meet tangible needs. May have a special ability to "make money" so that they can give more.	Responsible, resourceful, charitable, disciplined, trusts God, "Stewardship-minded"	Giving should not have "strings attached" Guard against greed	Finance committee Usher JOLT
Helps	1 Cor. 12:28 Rom. 12:7	Ability to "see" small details that need to be done. Desire to perform practical tasks which support others in their needs / ministries. Enjoy serving "behind the scenes". Shy away from recognition.	Available, willing, reliable, loyal, "whatever it takes"	Don't be afraid to say "no"! Remember, practical work is necessary & "spiritual!" Need to be responsive to establish priorities of leaders	YOU NAME IT! Outreach, Nursery, Wed. Night Activities, ushers, events, etc

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Hospitality	1 Peter 4:9, 10 Rom. 12:13 Heb. 13:1, 2	Ability to care for people by providing fellowship, food & shelter.	Friendly, gracious, inviting, trusting, caring, responsive, warm	Avoid viewing ministry as merely "entertaining" Realize use of your gift may cause stress for your family	Women's or Men's Conference Stewardship Campaign Greeter Support for seminars Small Group Host / Hostess
Intercession	Rom. 8:26, 27 John 17:9-26 1 Tim. 2:1, 2	Commitment to pray on behalf of others & see frequent & specific results.	Spiritually sensitive, trustworthy, peacemaker, caring, sincere	May often feel unappreciated due to private nature of this ministry Remember others who don't feel your passion for prayer are not less spiritual	Prayer groups / teams

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Knowledge	1 Cor. 12:8	Ability to bring truth to the church through revelation or biblical insight.	Observant, insightful, reflective, responsive, inquisitive, studious, truthful	Guard against spiritual pride More knowledge can bring more pain	Counseling Intercessory prayer Discipleship Leader
Leadership	Rom. 12:8	Ability to "cast a vision", motivate & provide direction to others. Sees the "big picture." Create atmosphere of harmony.	Goal-oriented, persuasive, visionary, diligent, influential, trustworthy	Relational credibility takes time - be patient Be sure to lead from a model of servanthood	Discipleship Leader New program development Church Council or Exec Church Council

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Mercy	Rom. 12:8	Ability to have compassion for others facing hardship, oppression, loneliness, illness, etc. & express appropriate actions to help alleviate distress.	Caring, kind, sensitive, responsive, compassionate	"Rescuing" people can inhibit God's redemptive work Clarify motive for helping as some people will not express appreciation You cannot solve every problem	Stephen Ministry Mission Trips Outreach
Shepherding	Eph. 4:11, 12	Ability to nurture, care for, and guide people toward on-going spiritual maturity & Christlikeness	Relational, supportive, protective, guiding, nurturing, influencing, discipling	Desire to care for others can make it difficult to say "no" Some within your span of care may grow beyond your capacity to nurture	Discipleship Leader Bible Study Teaching Youth or Children's Small Group Leader Stephen's Minister

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Teaching	Rom. 12:7 1 Cor. 12:28, 29	Ability to study, understand, & expand scriptural truth so that people are inspired toward greater obedience to God.	Disciplined, perceptive, teachable, practical, analytical, articulate, authoritative	Don't interpret so much that the Holy Spirit cannot make individual application Remember your spirituality is not measured by how much you know	Discipleship Leader Bible Study Teacher Youth or Children's Small Group Leader
Wisdom	1 Cor. 12:8	Ability to apply spiritual truth effectively to meet a need in a specific situation. Seek God's solutions in the midst of conflict & confusion. Focus on unseen consequences in determining the next steps to take.	Sensible, insightful, practical, wise, fair, experienced, common sense	May hesitate to share Godly truth out of fear of rejection Don't let others become too dependent upon you Be patient with those who don't have this gift	Planning Committees New program development