

EXPLANATION OF SPIRITUAL GIFTS

1. **LEADERSHIP – the gift of orchestrating the gifts and resources of others to accomplish the work of Christ.** Leaders move people toward a God-given vision of service, and they enable others to use their gifts to the best of their abilities. Leaders are capable of creating an environment in which a group may achieve more than its individual members could achieve on their own.
2. **ADMINISTRATION – the gift of organizing resources to accomplish the work of Christ.** Administrators have a special ability to set goals, make plans, delegate responsibilities, track progress, and evaluate the effectiveness of procedures. They attend to details, communicate effectively, and take as much pleasure in working behind the scenes as they do in standing in the spotlight.
3. **TEACHING – the gift of communicating biblical and spiritual truths to others.** More than just teaching Christian education classes, gifted teachers witness to the truth of Jesus Christ in a variety of ways and effectively communicate the complex realities of the Christian faith. They are revealers, shining the light of understanding into the darkness of doubt and confusion. They open people to new truths, and inspire people to seek more depth and light in their Christian experience.
4. **KNOWLEDGE – the gift of insight into the truth.** This gift often comes through faithful study of Scripture and insight into the human experience. Sometimes people with this gift have a special knowledge not acquired through education or even experience, but through prayer and spiritual sensitivity. People possessing this gift challenge others to improve themselves through study, Bible reading, discussion, and prayer.
5. **WISDOM – the gift of translating life experience into spiritual truth and of seeing the application of biblical truth to daily living.** People with this gift offer balance and understanding that transcend reason, and apply a God-given common sense to an understanding of God's will.
6. **PROPHECY – the gift of speaking the word of God clearly, faithfully, and courageously.** Prophets allow God to speak the truth through them, even when it is unpopular. They are empowered spiritually to speak a timely message from God.
7. **DISCERNMENT – the ability to separate truth from un-truth or half-truth.** Those with this gift rely on spiritual intuition to distinguish between those who are genuine and those who are not, those to whom we should listen and those whose messages we should not accept as truth.
8. **ENCOURAGEMENT – the gift of inspiring people to be what God wants them to be.** Encouragers support others, even in the midst of struggles, to remain faithful. They comfort, counsel, restore, and challenge people to achieve wholeness.

9. **SHEPHERDING – the gift of guidance, taking care of and nurturing a “flock” (or group) of people.** Shepherds display a spiritual maturity, and facilitate the spiritual growth and development of others, taking people under their care, walking with them on their faith journeys, providing spiritual direction and guidance.
10. **FAITH – the gift of trusting in the goodness and faithfulness of God, even in the pressures, problems, crises, and obstacles of life.** This gift inspires people who might be tempted to give up to persevere. More than just belief, the gift of faith empowers an individual to hold fast to his or her identity in Christ in the face of any challenge.
11. **EVANGELISM – the gift of sharing the gospel of Jesus Christ with those who have not heard it before or with those who have not yet made a decision to follow Jesus.** This gift is manifested in both one-on-one situations and in group settings, both large and small. It is the ability to share one’s personal faith experience in such a way that others are led to express faith in Jesus Christ as Lord.
12. **APOSTLESHIP – the gift of being an ambassador for Christ to other cultures.** Apostleship is the missionary passion that moves a person from the familiar into uncharted territory to share the good news. Apostles embrace opportunities and mobilize others to participate in the cross-cultural expansion of the church.
13. **SERVICE – the gift of showing the love of God to others in everyday, practical ministry.** People with this gift work behind the scenes and attend to details that some people would rather not deal with. They function faithfully, regardless of the credit or attention they receive.
14. **MERCY – the gift of extending compassion, kindness, and understanding to those in distress.** People with this gift are warm, empathetic, caring listeners who are prompted to relieve the distress of others. More than just concern, the gift of mercy prompts people to share in the suffering of others in order to connect the gospel truth with other realities of life.
15. **GIVING – the gift of generosity for the honor and glory of God.** Those with this gift discern the best ways to invest their resources, and receive great joy in directing their resources (time, talent, money) to serve others in the name of Christ.
16. **HOSPITALITY – the gift of making people feel welcome and putting people at ease.** People with this gift receive great joy in opening their homes to others for food and fellowship, and enjoy creating an invitational environment and atmosphere.