

# GIFTS CLARIFICATION

## ADMINISTRATION

The ability to organize and manage people, resources, and time for effective ministry. Compelled by a strong sense of duty, those with the gift of administration like to find things for people to do. They have the ability to coordinate many details and execute the plans of leadership.

In a word: Initiator

Overuse: Expects too much

Goal: Lead by example, not manipulation

Acts 6:1-7; Titus 1:5; I Timothy 5:4

## CRAFTSMANSHIP

The ability to facilitate ministry through the creative construction of necessary tools for ministry. Those with the gift of craftsmanship love to build and create for the Kingdom of God. They use natural and learned skills to create the structures that others use for ministry.

In a word: Skilled

Overuse: Focuses too much on the task, too little on relationships

Goal: Support ministry with their handiwork

Exodus 28:3-4

## CREATIVE COMMUNICATION

The ability to communicate God's truth through a variety of art forms. Those with this gift love to express the Gospel through music, drama, computer graphics etc.

In a word: Creative

Overuse: More concerned with the art form than the message

Goal: To make the word of God come alive

Psalms 150; I Cor. 14:26

## DISCERNMENT

The ability to distinguish right from wrong, truth from error and perceive deception. Those with the gift of discernment are often more serious. They tend to listen well and hear the seemingly insignificant things that shed light on a specific need. They feel strongly about obeying truth and living by the Word of God.

In a word: Perceiver

Overuse: Too critical or judgmental

Goal: Get more information before responding

I Cor 12:7; I John 4:1

## EVANGELISM

The ability to communicate the Gospel very effectively. Those with the gift of evangelism feel compelled to win souls. They desire to be involved in ministries to reach people for Christ.

In a word: Dynamic

Overuse: Zeal

Goal: Build disciples, not statistics

Acts 8:26, Eph. 4:7; 11; Luke 19:1-10

## EXHORTATION

The desire to stimulate faith and promote growth and Christian maturity in others. Exhorters like to tell you what to do with truth. Their fulfillment comes from challenging, inspiring and encouraging others in their faith.

In a word: Encourager

Overuse: Too much talk

Goal: Apply truth, don't create expectations

Acts 11:23-24; Romans 12:6; Hebrews 10:24-25

## FAITH

The gift of trusting God for what cannot be seen and to act on God's promises, regardless of the circumstances. The gift of faith is seen in those who believe strongly in the presence and power of God. They encourage others to act upon their faith and challenge people to increase their faith.

In a word: Optimist

Overuse: Overly trusting and often proud of their faith

Goal: Combine faith with works/ learn to be patient with others with less faith

Romans 4:18-21, Hebrews 11:1, I Cor. 12:7,9

## GIVING

The desire to contribute money and/or resources so that the body may grow and be strengthened. Givers usually have unique financial insights and are sensitive to how money is spent and saved. They tend to be conscientious and conservative. They serve especially well on boards responsible for maintaining budgets.

In a word: Steward

Overuse: The power of money

Goal: Sincere stewardship, not financial harassment or control

Romans 12:6, 8b, Acts 4:32-35, 2 Cor. 8:1-5

## **HOSPITALITY**

The ability to make others, especially strangers, feel warmly welcomed, accepted, and comfortable in the church family. Those with the gift of hospitality seem to always be ready and willing to invite guests over or offer their home for a place to meet for any occasion. They seldom show irritation over last minute requests to host a group.

In a word: Sociable

Overuse: Take on too much / Get worn out

Goal: Provide fellowship without sacrificing family time

I Peter 4:9-10, Acts 16:13-15

## **APOSTLE/INNOVATOR**

The ability to start new ministries and oversee development. Apostles have a self-spirited calling to reach out where others may never dare. They demonstrate tremendous abilities in influencing others to follow.

In a word: Pioneer/Visionary

Overuse: Abuse of power/pushes too hard

Goal: Build deeper and stronger

Eph. 4:7,11, Romans 15:20

## **LEADERSHIP**

The ability to instill vision, to motivate and to direct people to accomplish the work of ministry. Often result-oriented and driven they usually are multi-talented and excel with their people and task skills. They are great motivators but can be insensitive and impatient with those who don't respond as well or positive as they.

In a word: Dreamer

Overuse: Too demanding and authoritarian

Goal: Lead by example and willingness to be a servant

Romans 12:6,8c; Hebrews 13:7,17

## **MERCY**

The ability to detect hurt and empathize with those who are suffering. Those with the gift of mercy are compelled to help people reduce pain. Sympathizing and empathizing are their specialties. They are interested in "who" needs loving care more than about why, what, when or how.

In a word: Caring

Overuse: Too sensitive, easily manipulated

Goal: Wise insights, not foolish responses

Romans 12:6,8d; Luke 10:30-37; Matthew 5:7

## **PASTORING**

The ability to care for the spiritual needs of a group of believers and equip them for ministry. Pastors/shepherds are compelled to encourage others to work together for the body's sake. They emphasize harmony and see their service as one of maturing others.

In a word: Discipler/shepherd

Overuse: Takes advantage of others' trust

Goal: Strong leadership, not manipulating the flock

I Peter 5:2-11; Eph. 4:11

## **PROPHET**

The ability to proclaim and apply God's truth with power and clarity in a timely and culturally sensitive fashion for correction, repentance and edification. Those with the gift of prophecy like to share truth, regardless of what anyone thinks. They tend to see issues in black and white. When controlled by the Holy Spirit, the Gift of Prophecy is a powerful tool to reprove, rebuke and exhort others.

In a word: Bold

Overuse: Confrontational, fighter

Goal: Declare truth, don't divide Christians

Eph. 4:7,11; 1 Cor. 14:3-5; 2 Peter 1:19-21

## **SERVICE/HELPS**

Caring and concerned for others, those with the gift of service take the initiative to meet the practical and physical needs of others. They tend to do whatever is called for, freeing others to fulfill their own calling.

In a word: Selfless

Overuse: Takes on too much, does not delegate

Goal: Be a servant, not a martyr

I Cor. 12:28

## **TEACHING**

The ability to educate God's people by clearly explaining and applying God's word in a way which causes them to learn. While the prophet declares truth, the teacher explains the reasons why it is true. They love to study and discover nuggets of truth and present what they discover to others.

In a word: In-depth

Overuse: May miss the obvious while digging too deep

Goal: Reveal truth, don't exhaust it

Romans 12:6,7b; Col. 3:16; Eph. 4:11-12; James 3:1-2; 2 Tim. 2:2