

# **Guide to Spiritual Gifts**

**Godmanchester Baptist Church** 

#### Administration

Literal Meaning: To pilot or steer a ship.

**Description:** The gift of Administration is the divine enablement to understand what makes an organisation function, and the special ability to plan and execute procedures that increase the church's organisational effectiveness. **References:** 1 Corinthians 12:28, Exodus 18:13-26, Acts 6:1-7.

## Which of the following do you feel describes you?

Characteristics: Someone with this gift contributes to the body of Christ by

Developing strategies or plans to reach identified goals

Organising people, tasks, and events, managing details carefully and thoroughly

Helping organisations or groups become more efficient

# Traits:

- Organised (with people, tasks and resources)
- Thorough; detail-oriented
- Clear thinking
- Responsible
- Orderly
- Meticulous

Distinctives: People with this gift

- People with this gift coordinate people and resources for kingdom results
- They take responsibility for attaining the goals established by leaders
- They are concerned for both doing the right things and doing things right
- They know how to bring order out of chaos in organisations

## Cautions: People with this gift

➡ People with this gift should be careful that they do not stifle the energy of leaders and the activity of the Holy Spirit

They should be open to having plans changed

They could use people simply to accomplish goals without being concerned for their growth in the process

- Efficient
   Conscientious
- Objective
- Methodical

#### Wisdom

**Literal Meaning:** Wisdom (to speak appropriate truth at the right time). **Description:** The gift of Wisdom is the divine enablement to apply spiritual knowledge effectively.

References: 1 Corinthians 12:8; 2 Peter 3:14-16; Acts 6:8-10.

#### Which of the following do you feel describes you?

Characteristics: Someone with this gift contributes to the body of Christ by

- Seeing simple, practical solutions in the midst of conflict or confusion
- Civing helpful advice to others facing complicated life situations
- C Helping people take practical action to solve real problems

#### Traits:

Ð	W	ise

- Astute
- Shrewd
- Prudent
- Anticipating
- Common sense-oriented
- Insightful
- Impartial

Practical
Logical
Reasonable
Fair

Judicious

Rational

Sensible

Pragmatic

## Distinctives: People with this gift

- Understand what's best, and apply that knowledge to specific needs or situations
- Appear to have a lot of common sense
- Cive advice that tends to be very practical and helpful

#### Cautions: People with this gift

Are tempted to keep it to themselves because others are not always open to advice

Should be careful about looking down on others who don't appear to have as much common sense.

#### Apostleship

Literal Meaning: To be sent with a message.

**Description:** The gift of Apostleship is the divine enablement to start churches and oversee their development.

References: 1 Corinthians 12:28-29; Ephesians 4:11-12; Romans 1:5.

#### Which of the following do you feel describes you?

Characteristics: Someone with this gift contributes to the body of Christ by

- Pioneering new undertakings (such as a new church or ministry)
- Serving in another country or community
- Adapting to different cultures and surroundings
- Being culturally aware and sensitive

#### Traits:

- Adventurous
- Pioneering
- Risk taking
- Adaptable
- Culturally sensitive
- Entrepreneurial
- Confident
- Persistent
- Initiating
- Persevering

Distinctives: People with this gift

- Cross cultural or sub-cultural boundaries to spread God's Word
- They have a heart for starting new churches
- They want to preach the gospel to unreached people groups

Cautions: People with this gift

Should be sent by a church. The word "apostle" literally means "a sent one"

## Craftsmanship

**Literal Meaning:** To craft, design, build **Description**: The gift of Craftsmanship is the divine enablement to creatively design and/or construct items to be used for ministry **References:** Exodus 31:3-5, 35:31-35; 2 Samuel 5:11; 2 Kings 22:4-7, Mark 6:3.

## Which of the following do you feel describes you?

Characteristics: Someone with this gift contributes to the body of Christ by

- ➡ Working creatively with wood, cloth, metal, glass, etc.
- Working with different kinds of tools
- Making things for practical use
- Designing or building things
- Working with his or her hands
- Focusing on the usable and tangible

# Traits:

- Creative (with materials or things)
- Good with hands or tools

Distinctives: People with this gift

 $\ensuremath{\mathfrak{O}}$  Are handy with tools

Prefer to work behind-the-scenes and are concerned with making tangible items and resources available for ministry use

Cautions: People with this gift

- $\ensuremath{\mathfrak{O}}$  Can easily feel that their contribution is insignificant
- Should not belittle their gift
- $\clubsuit$  Can fall into the trap of using people to get things done instead of helping them grow in the process

## Tongues

Literal Meaning: Tongue, language. Description: The gift of Tongues is the divine enablement to speak, worship or pray in an unknown language. References: 1 Corinthians 12:10, 28-30; 13:1; 14:5-6, 23; Acts 2:1-13,

# Which of the following do you feel describes you?

**Characteristics:** Someone with this gift contributes to the body of Christ by Speaking words in a tongue inspired by the Holy Spirit that can be interpreted by another believer with the gift of interpretation.

# Traits:

- Vibrant
- Sensitive
- Expressive
- Worshipful

**Distinctives:** People with this gift

➡ Have the ability, given by God, to express praise and worship to God in an unknown spiritual language

⇒ Are personally edified when they speak in tongues privately ?D Edify the body when accompanied by interpretation

Cautions: People with this gift

⇒ Need another person with the gift of Interpretation to understand what they are saying and make it known to the rest of the body

- Should express their gift within the biblical guidelines
- Should watch for spiritual pride

# Teaching

#### Literal Meaning: To teach.

**Description:** The gift of Teaching is the divine enablement to understand, clearly explain, and apply the Word of God to the lives of listeners. **References:** Romans 12:7; 1 Corinthians 12:28-29; Acts 20:20-21.

## Which of the following do you feel describes you?

Characteristics: Someone with this gift contributes to the body of Christ by

- ➡ Studying, understanding, and communicating biblical truth
- Developing appropriate teaching material and presenting it effectively
- Communicating in ways that motivate others to learn more

# Traits:

- Organised (with ideas)
- Learning-oriented
- Authoritative
- Expressive
- Seeks to understand truth
- Enthusiastic

# Distinctives: People with this gift

- ➡ Focus on changing lives by helping others understand the Bible better
- ➡ They have a thirst for knowledge and tend to be self-disciplined in their study of God's Word

➡ They apply the Bible to the lives of listeners in order to impact their lifestyle, will, and values

# Cautions: People with this gift

- Struggle with keeping their material simple and practical
- Tend to confuse people by overloading them with information
- Can easily get angry at those who appear uninterested
- Should be on guard against feeling superior to others

## **Creative Communication**

#### Literal Meaning: To communicate artistically

**Description:** The gift of Creative communication is the divine enablement to communicate God's truth through a variety of art forms. **References:** Psalm 150, 2 Samuel 6:14, Mark 4:1-2.

# Which of the following do you feel describes you?

Characteristics: Someone with this gift contributes to the body of Christ by

- Communicating with variety and creativity
- Developing and using particular artistic skills (art, drama, music, photography, etc.)
- Finding new and fresh ways to communicate ideas to others

## Traits:

- Creative (with ideas or communication)
- Expressive
- Imaginative
- Idea-oriented
- Demonstrative
- Artistic tendencies

# Distinctives: People with this gift

- Love variety
- ⇒ Are able to communicate God's truth in fresh ways that captivate and challenge the listeners

Can be expressed through a variety of art forms (music, dance, poetry, mime, art, drama, etc.)

Cautions: People with this gift

- Can get bored quickly by routine
- Must guard against the desire to impress people with their creativity instead of impacting them with God's truth
- Can be uncooperative and need to work at being team players

#### Discernment

Literal Meaning: To separate, distinguish, differentiate good and evil, right and wrong.

Description: The gift of Discernment is the divine enablement to distinguish between truth and error, and to identify deception in character and relationships.

References: 1 Corinthians 12:10: Acts 5:3: Matthew 16:21-23.

## Which of the following do you feel describes you?

## Characteristics:

Someone with this gift contributes to the body of Christ by distinguishing between truth and error, good and evil

- Accurately Judging character
- Seeing through phoniness or deceit
- Helping others to see rightness or wrongness in life situations
- Spiritually capable to identify falsehood and demonic forces

## Traits:

- Insightful
- **C**Truth-oriented
- Discriminating

- Objective Intuitive
- Usually good with first impressions

# **Distinctives:** People with this gift

Are able to recognise inconsistencies in teaching, relationships, and the motives of others

- Are quickly able to perceive deception
- Identify other's incorrect beliefs and practice
- ⇒ Are able to accurately appraise

# **Cautions:** People with this gift

Struggle with how to express their perceptions, feelings or insights

Should watch to avoid being harsh with others and focus on speaking the truth in love

## Miracles

Literal Meaning: To do deeds of power.

Description: The gift of Miracles is the divine enablement to obtain exceptional interventions of God's power that glorify him and give evidence of his grace.

References: 1 Corinthians 12:28-29; Acts 10:17-20; John 2:1-11; Luke 5:1-11.

# Which of the following do you feel describes you?

# **Characteristics:**

Someone with this gift contributes to the body of Christ by

**C**Humbly calling forth God's power in a miraculous display that results in bringing glory to God

# Traits:

- Confident
- ➡ Full of grace
- Desire to give God glory
- Compassionate

**Distinctives:** People with this gift

- ➔ Are selected by God to be avenues for miraculous displays of his power
- Are people with a strong faith in the power of God

**Cautions:** People with this gift

Should keep in mind that miracles don't cause others to come to faith

Authenticate the message as coming from God and point people toward Jesus Christ

Perceptive

#### Mercy

#### Literal Meaning: To show kindness.

**Description:** The gift of Mercy is the divine enablement to minister cheerfully and appropriately to people who are suffering. References: Romans 12:8; James 5:11; Matthew 5:7; Matthew 10:46-52.

## Which of the following do you feel describes you?

Characteristics: Someone with this gift contributes to the body of Christ by

Empathising with hurting people

Patiently and compassionately supporting people through painful experiences

Helping those generally regarded as undeserving or beyond help

# Traits:

- **C**Empathic
- Burden-bearing
- Consoling
- Responsive (to feelings)
- Comforting
- Benevolent

Tolerant Need-oriented Sustaining

Caring

Compassionate

C Kind

## **Distinctives:** People with this gift

- Can serve alongside of hurting people with joy in their hearts
- ➔ Are timely, consistent, and aware of personal needs. They tend to be very patient with people
- Are able to see past the problems or circumstances in a person's life and value that person as an individual

## Cautions: People with this gift

Don't always appreciate the benefits and personal growth that come from facing difficult times in life

Can lose balance in their own life because of the burdens they are carrying for others

Should beware of becoming an enabler to those who need to make some difficult changes in their life

## Encouragement

Literal Meaning: To come along side of.

**Description:** The gift of Encouragement is the divine enablement to reassure, strengthen, and affirm those who are discouraged or wavering in their faith. References: Romans 12:8; Acts 2:40; Acts 15:32; Acts 11:22-24.

## Which of the following do you feel describes you?

**Characteristics:** Someone with this gift contributes to the body of Christ by

- Spontaneously sensing people's needs
- Strengthening and reassuring those who are discouraged
- Encouraging or challenging people
- Motivating others to grow
- Supporting people who need to take action
- Able to confront, exhort and admonish

## Traits:

- Sensitive
- ➔ Affirming
- Positive
- Challenging (with individuals)
- Confirming
- Buoyant

**Distinctives:** People with this gift

- Come alongside those who are tired or fainthearted and provide reassurance
- Call people to be obedient and urge them to action
- Confront, exhort, and encourage those who have gotten off track in their faith or life
- Strengthen others

Cautions: People with this gift

Can sometimes appear as too simplistic or too optimistic

Should first take time to understand where others are at and what they really need

- Reassuring
  - Motivating
  - Reinforcing
- Optimistic
- Cheerful

#### Evangelism

#### Literal Meaning: To bring good news.

**Description:** The gift of Evangelism is the divine enablement to effectively communicate the message of Christ to unbelievers so they can respond in faith and move toward discipleship.

References: Ephesians 4:11; Acts 8:26-40; Luke 19:1-10.

## Which of the following do you feel describes you?

Characteristics: Someone with this gift contributes to the body of Christ by

Assured of salvation

Spiritually sensitive

Candid

Cenuine

- Looking for opportunities to build relationships with nonbelievers
- Communicating openly and effectively about his or her faith
- Talking about spiritual matters with nonbelievers

# Traits:

- Confident
- Relational
- Commitment-oriented
- Forthright
- Earnest
- **Distinctives:** People with this gift
- ⇒ Are able to communicate the Gospel with clarity and effectiveness
- $\ensuremath{\mathfrak{O}}$  Adapt the presentation of their message to connect with the individual's needs
- ➔ Are eager to see people begin a lifelong process of discipleship

# Cautions: People with this gift are

Often planting seeds and can get discouraged when they are not seeing a harvest from their evangelism efforts

Can slip into using a canned approach to their ministry that leaves others cold

Can easily become critical of other believers who are not witnessing or appear disinterested in reaching the lost

## Prophecy

Literal Meaning: To speak before.

**Description:** The gift of Prophecy is the divine enablement to speak God's truth with power and clarity in a timely and culturally relevant manner for correction, repentance, or edification.

References: Romans 12:6; 1 Corinthians 12:10, 28; 2 Peter 1:20-21.

## Which of the following do you feel describes you?

Characteristics: Someone with this gift contributes to the body of Christ by

Speaking with conviction in order to bring change in the lives of others

 $\ensuremath{\mathfrak{O}}$  Exposing cultural trends, confronting thoughts or activities that conflict

with biblical truth, teachings, or events that are morally wrong or harmful
➡ Boldly speaking truth even in places where it may be unpopular.

- Traits:
- Convicting
- Bold
- Compelling
- Opinionated
- Courageous
- Determined
- Immovable

- Confronting
- Outspoken
- Change oriented
- Individualistic
- Resolute
- Critical

Distinctives: People with this gift

- ➔ Want to speak the truth at the right time and in a culturally relevant manner.
- ➔ Are students of God's Word

Tend to understand Biblical truth that others fail to see, and tend to be very discerning

Cautions: People with this gift

Should make sure they use their gift in love and have compassion on others

 $\ensuremath{\mathfrak{O}}$  Should watch out for pride and be careful they are not too demanding or discouraging

#### Pastor

#### Literal Meaning: To shepherd a flock.

**Description:** The gift of Pastor is the divine enablement to guide, care for, and nurture individuals or groups in the body of Christ as they grow in their faith. **References:** Ephesians 4:11-13; John 10:1-18; 1 Peter5:1-3.

#### Which of the following do you feel describes you?

Characteristics: Someone with this gift contributes to the body of Christ by

- S Faithfully providing long-term support and nurture for a group of people
- Providing guidance for the whole person
- Patiently but firmly nurturing others in their development as believers

#### Traits:

- Nurturing
- Growth-oriented
- Restoring

- Protecting
  Supportive (long-term)
- Discipleship-oriented
- Distinctives: People with this gift
- $\ensuremath{\mathfrak{O}}$  Oversee others and strive to lead them to greater obedience to God
- Feel responsible to lead and protect any that God has entrusted to their care
- Guide people patiently and are willing to stick with people over long periods of time
- Understand what it means to walk with God

#### Cautions: People with this gift

- ⇒ Need to be careful that they do not abuse their authority or let pride make them too independent
- Must remain submissive to the Chief Shepherd
- Need to avoid participating in gossip
- Need to be careful about viewing certain people as projects, and stay on guard against burnout

#### Faith

**Literal Meaning:** To trust, have confidence, believe. **Description:** The gift of Faith is the divine enablement to trust God's promises and act on them with an unwavering belief in God's ability. **References:** 1 Corinthians 12:9; 1 Corinthians 13:2; Hebrews 11:1, 12:1-3.

#### Which of the following do you feel describes you?

Characteristics: Someone with this gift contributes to the body of Christ by

- Trusting God's promises and encouraging others to do so
- C Having confidence in God's continuing provision, even in difficult times
- Moving forward in spite of opposition

#### Traits:

- Trusting (in God)
- Confident
- Optimistic
- Prayerful
- Reliant on God
- Yields to God's will

Distinctives: People with this gift

- Believe what God has said and act with full confidence in him
- Often express this gift through prayer and intercession
- Tend to be undaunted by obstacles

#### Cautions: People with this gift

⇒ Should not neglect using their gift for the benefit of the body, because many others are energised and their gifts enhanced through someone with the gift of faith

#### Giving

#### Literal Meaning: To give a part of or share

**Description:** The gift of Giving is the divine enablement to contribute money and material resources to the work of the Lord with cheerfulness and liberality.

References: Romans 12:8; Ephesians 4:28; Luke 3:11; James 2:15-16.

## Which of the following do you feel describes you?

**Characteristics:** Someone with this gift contributes to the body of Christ by **Christ by** Giving liberally and joyfully to people in financial need or projects requiring support

Solution Managing their money well in order to free more of it for giving

# Traits:

- Grateful
- Generous
- Responsible
- Resourceful
- Unselfish

- Conscientious
   Stewardship-oriented
  - Charitable

Accountable

Provident

# Distinctives: People with this gift

- **C** Want to free up the most resources that they can for Kingdom use
- **C** They willingly limit their lifestyle and cheerfully give what they are able

➡ Have a special ability, given to them by God, to make money and use it to further God's work

**Cautions:** People with this gift

Can fear that they are not making a spiritual contribution to the body of Christ

Must be careful of using their resources as leverage for pushing their personal agenda at church

 $\ensuremath{\mathfrak{O}}$  Envy and greed can cause some to disregard their gift of giving

#### Interpretation

Literal Meaning: To translate, interpret.

**Description:** The gift of Interpretation is the divine enablement to make known to the body of Christ the message of one who is speaking in tongues. **References:** 1 Corinthians 12:10; 14:5; 14:26-28.

## Which of the following do you feel describes you?

Characteristics: Someone with this gift contributes to the body of Christ by ⇒ Interpreting for others the unintelligible utterances of someone who has spoken in tongues

## Traits:

- Open
- Spiritually sensitive
- Willing servant
- Trusting
- Humble

**Distinctives:** People with this gift

➔ Are able to communicate the message of someone speaking in a tongue

Make known to the rest of the body what the Spirit has said through a tongue

Cautions: People with this gift

⇒ Should remember that everything in church should be done in a fitting and orderly way

 $\ensuremath{\mathfrak{O}}$  Should remember that the gift of Interpretation is given by God to build up the church

#### Intercession

**Literal Meaning**: To plead for someone, intercede. **Description:** The gift of Intercession is the divine enablement to consistently pray with faith on behalf of others and/or for social needs. **References:** Romans 8:26-27; John 17:1-26; Hebrews 7:25; Acts 12:5.

## Which of the following do you feel describes you?

## Characteristics: Those with this gift are

Aware of the spiritual battles being waged in such a way that each day they feel drawn to lift up prayers

They vary in length and content

Sometimes their prayers are general or vague, and at other times very specific

➡ People with this gift pray in response to a leading of the spirit, whether they understand it or not

# Traits

- Mediates
- Sensitive to the Spirit
- Bold
- Diplomatic
- Available

# Distinctives: People with this gift

- Enjoy times of prayer
- ➡ View prayer as essential for all of life
- **C** Understand prayer as their "active" ministry to, with, by, and for the body

Are convinced that God moves in response to the fervent prayer of his people

## Cautions: People with this gift

Should remember that intimacy with God generated through times of extended prayer can create a "holier-than-thou" attitude toward others

Should remember that prayer may become an escape from the fulfilment of responsibilities

#### Healing

#### Literal Meaning: To restore

The word is actually plural "healings," which indicate that different kinds of healings are possible with this gift (i.e. emotional, relational, spiritual, physical, etc.)

**Description:** The gift of Healing is the divine enablement to be God's means for restoring people to wholeness.

References: 1 Corinthians 12:9, 28, 30; Acts 3:1-8; Mark 2:1-12.

# Which of the following do you feel describes you?

**Characteristics:** Someone with this gift contributes to the body of Christ by Praying with and caring for those who are ill or distressed

## Traits:

- Humble spirit
- Full of faith
- Compassionate
- Quiet assurance
- Trusting
- Hopeful
- Committed to vibrant prayer
- Possesses quiet assurance

# Distinctives: People with this gift

⇒ Are used by God to be an avenue of his power to bring healing or restoring wholeness to others

 $\ensuremath{\mathfrak{O}}$  Have a deep sense of compassion. They want God to bring about restoration

Cautions: People with this gift should remember:

Jesus did not heal everyone who was sick or suffering while he was on the earth

 God does not promise to provide a miraculous healing to everyone that is prayed for. He chooses to work in different ways in different people's lives

God is the One who heals

- Burden-bearing
   Confident
  - Advocate
- Trusts in God

#### Helps

#### Literal Meaning: To take the place of someone.

**Description:** The gift of Helps is the divine enablement to attach spiritual value to the accomplishment of practical and necessary tasks which support the body of Christ.

References: Romans 12:7; 1 Corinthians 12:28; Matthew 17:55.

#### Which of the following do you feel describes you?

Characteristics: Someone with this gift contributes to the body of Christ by

- Working behind the scenes to support the gifts and ministries of others
- Finding small things that need to be done and doing them without being asked
- Helping wherever needed

## Traits:

- Supportive
- **C** Responsive (to task requirements)
- Easygoing
- Humble
- Unassuming
- Needs affirmation

- Flexible
- Service-oriented
- Reliable
- Dependable
- Likes direction,
- "Whatever-it-takes" attitude

## Distinctives: People with this gift

Sense God's purpose and special meaning in fulfilling regular and needful "hands-on" tasks

- Tend to want to serve by meeting the needs of the church
- Should allow others in the body of Christ to use their gifts more fully

# Cautions: People with this gift

Can find it difficult to say "no"

Tend to over-commit making it difficult to maintain a healthy and balanced lifestyle

## Hospitality

Literal Meaning: To love strangers.

**Description:** The gift of Hospitality is the divine enablement to care for people by providing fellowship, food, or shelter.

References: 1 Peter 4:9; Romans 12:13; Hebrews 13:2.

#### Which of the following do you feel describes you?

Characteristics: Someone with this gift contributes to the body of Christ by

- Setting new people and helping them to feel welcome
- Entertaining guests
- Opening his or her home to others
- Providing a safe, supportive environment
- Setting people at ease in unfamiliar surroundings

## Traits:

- ➡ Friendly
- Outgoing
- Gracious
- Comfortable with strangers
- Neighbourly

- Sociable
- People-oriented
- Inviting
- Amiable
- Indulgent

**Distinctives:** People with this gift

- Provide a caring warm atmosphere for those that God is drawing
- Want people to feel valued, a part of the family, and a part of what God is doing
- Create an atmosphere and context where fellowship can happen
- Seek ways to connect people into meaningful relationships
- Tend to have an open-door policy

Cautions: People with this gift

➡ Should not neglect their gift, or complain about the difficulty of exercising this particular gift

⇒ Should be careful that having others over to their home does not create a distressing environment for their family