

Throughout the Bible we can see that God gives different people different gifts to accomplish God's purposes. Beginning with Abraham and Sarah, where would we be today without their gift of Faith, David's gift of Creativity; Solomon's gift of Wisdom, Dorcas' gift of Mercy, Paul's gift of Multiculturalism, and so on?

And so it continues today that God's Spirit gifts each of us differently so that the Body of Christ is strengthened to better fulfill God's purposes. Each congregation needs Leaders who are supported by Vision, Wisdom, Knowledge, Organization, Teaching, Discernment, Giving, Service and Assisting so that the work of Justice, Mercy, Healing, Evangelism, Prayer, Multiculturalism and Mentoring can be done with Craft, Creativity, Encouragement, Faith and Hospitality.

## Summary of Gifts

<b>The gift of...</b>	<b>is the ability to...</b>
Assisting	work to support leaders, lightening their workload, attaching spiritual value to practical, often behind-the-scenes tasks.
Crafting	use craft, professional, technical, trade, or handy skills to design, create, repair and/or construct items used for ministry.
Creativity	use artistic skills such as art, drama, music, writing, dance, etc. for the glory of God and the edification of the church.
Discernment	recognize what is genuine from what is pretence; what is of God from what is not of God.
Encouragement	inspire, admonish, hearten and support others so that they are strengthened in resolve, faith and spirit.
Evangelism	introduce Jesus to others in a way that enables them to respond in faith to become Christ's disciples.
Faith	have unwavering confidence in God's faithfulness regardless of present circumstances.
Giving	give of material wealth freely and with joy to further God's causes.
Healing	improve or restore health - in body, mind, heart, and/or soul - by Spirit-given means.
Hospitality	enjoy meeting new people and providing a warm welcome, food, friendship, or shelter.
Justice	see the quality of human relations through the lens of God's shalom, and to work effectively for necessary physical, social, political, economic or environmental changes.
Knowledge	discover, organize, synthesize, clarify, and analyze information and ideas for the health of the church.
Leadership	set goals for the church and to communicate them in such a way that others volunteer to achieve them.
Mentoring	guide and care for other Christians over time as they mature in faith.
Mercy	instinctively and compassionately respond to the suffering of others with practical deeds that embody Christ's love.
Multiculturalism	joyfully use other gifts in a second culture.
Organization	see the specific actions needed to achieve goals, and to organize information, resources and people to work effectively to accomplish those goals.
Prayer	pray daily, and to frequently receive clear responses from God to prayer requests.
Service	see concrete, practical work that needs to be done for groups/programs to function, and volunteer to do it.
Teaching	communicate factual, psychological, moral, or spiritual truths, ideas or theories that enables others to learn and contributes to the spiritual health of individuals and the church.
Vision	receive and communicate a compelling image of a process, outcome, or state of being that God desires for individuals, the church or society.
Wisdom	apply existing knowledge in practical, novel and insightful ways to complex, difficult or paradoxical situations.

Clarity about the differences between gifts is critical. It is not uncommon for those with the gift of Organization to not have the gift of Leadership, or vice versa, and yet both are needed for a project to succeed. Knowing what gifts one does not have will help you to know who you must find to work with in order to accomplish your goals.

Related groups of gifts are:

### **Practical, Personal, Hands-on, Behind-the-Scenes Gifts**

- Assisting – is focused on assisting one or more individuals who are leaders, organizers, teachers, etc.
- Crafting – is focused on using skills such as gardening, property maintenance, professional, technical or trade.
- Creativity – is focused on all forms of artistic creativity and expression.
- Mercy – is focused on personally helping those in need.
- Service – is focused on helping groups or projects around the church.

### **Nurturing, Caring, People- Oriented Gifts**

- Encouragement – focused on short-term, as needed, moral encouragement of others.
- Faith – is focused on having personal trust in God, which may or may not lead to helping and supporting others in direct ways.
- Hospitality – is focused on being comfortable meeting new people and providing a warm welcome and inviting space.
- Mentoring – is focused on longer-term support for faith development.
- Multiculturalism – is focused on being comfortable in a difficult culture.

### **Leadership Gifts**

- Knowledge – is focused on the ability to gather and organize information and ideas. This may be done for others to use.
- Leadership – is focused on inspiring others to work for a common purpose.
- Organization – is focused on the ability to coordinate all the details for a program or project to be successfully accomplished.
- Teaching – is focused on the ability to help others learn and understand.
- Vision – is focused on clarifying the goals, outcomes or purposes for a group, program or project.
- Wisdom – is focused on the ability to provide insightful yet practical solutions to complex, conflicted or puzzling situations.

### **Personal Faith Gifts**

- Discernment – is focused on an above average ability to sense personal motives and hidden agendas.
- Evangelism – is focused on being comfortable talking with others about one's faith.
- Faith – is focused on having an above average trust in God in all circumstances.
- Giving – is focused on an above average generosity with one's money.
- Healing – is focused on improving or restoring health. It may or may not involve prayer, but is focused exclusively on healing.
- Justice – is focused on an above average ability to see underlying causes and connections for social, economic, political and environmental relationships.
- Prayer – is focused on an above average time spent in prayer. It may include prayers for healing, but will not be focused exclusively on healing.