

Gift	Bible Reference	Distinctives	Cautions
Administration	1 Cor. 12:28	Spiritual capability to understand what makes an organization function, committed to effectiveness & efficiency, bring order out of chaos, steward financial & human resources	Tendency to stifle the work of the Spirit, be willing to change course if needed, submissiveness to spiritual authority necessary, tend to strive for the "ends" instead of appreciating what God is doing in the process.
Apostleship	1 Cor. 12:28, Eph. 4:11	Likened to modern day missionaries, heart to preach the gospel in cross-cultural setting, church planting	Desire to cut new path before proper time, make sure appropriate provisions are in place for current ministry
Craftsmanship	Exodus 31	Creative construction of necessary ministry tools, "hands-on" person, enhances ministry through unique skills -- carpentry, architect, designer, metalworking, etc.	Don't belittle your contribution or spiritual impact; ministry to individuals is happening through your ministry project
Creative Communication	Throughout Bible -- poetry, song, parable, etc.	Communicate God's truth through art forms; creative & imaginative; communicate through variety of angles & means	Don't be "artsy" for art's sake, tendency toward performance, maintain focus on message & not art form
Discerning	1 Cor. 12:10	Keen insight to recognize potential or actual problems, presence of demonic activity	Tendency to expose & correct problems on own timeline, requires great submission to Spirit & assistance from those with wisdom & shepherding
Encouragement/Exhortation	Romans 12:8	Urges others to apply truth in lives; ability to come alongside wavering/discouraged people & challenge them in spiritual walk, results-oriented, practical & pragmatic	Tendency to make things too simple to those who are struggling, optimism can make others feel like you don't understand so take time to learn what they're enduring
Evangelism	Eph. 4:11	Effectively communicates gospel to non-Christians, strong desire & ability to turn conversation to spiritual matters, lesser interest in discipling believers	Avoid stereotypes of ministry environment (large groups, door-knocking, etc.), learn from other Christians about how they came to Christ, don't allow a critical spirit toward other Christians & the amount of witnessing they do

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Faith	1 Cor. 12:9	Ability to trust God's will & act on it with unwaivering belief, often expressed through strong prayer life, helps others see God working in trials	Remember that faith is active -- God's work & our willingness to obey, can easily judge others' lack of belief
Giving	Romans 12:8	Liberally contribute money & material resources, give beyond normal levels, trusts leadership & stewards, often lives in a way to be able to give more	Might not see this as a spiritual ministry, be careful not to use giving to achieve personal agenda
Healing	1 Cor. 12:9	God's channel to restore people to health -- physical, emotional, relational, often see God's power released through prayer	Reminder that while God miraculously heals there may be times He doesn't, lack of healing doesn't mean a diminished gift
Helps	Rom. 12:7, 1 Cor. 12:28	Spiritual value to practical & necessary tasks, may help with tasks to free up leadership to study or do other things, helping for the sheer satisfaction of helping	Need help from leadership to clearly see most supportive things for the church, tendency to undermine spiritual significance, think through tasks beyond their functional end
Hospitality	1 Peter 4:9	Personally care for people by providing food, fellowship or shelter; gravitate toward "fringe" people, good hosts, more focused on comfort than image, gift especially needed in larger churches so people feel they belong	Challenge will be to serve without complaint, can struggle with materialism, tiresome service at times, make sure to reflect on the contribution you are making to the work of Christ
Interpretation	1 Cor. 12:10	Make known the message of one who is speaking in tongues, ability given spontaneously by the Spirit so hard to develop in the traditional sense	Follow the rules listed in 1 Cor. 14 for public use of tongues & interpretation
Knowledge	1 Cor. 12:8	Two different definitions: 1. Gift to communicate unknown details revealed by the Spirit 2. Divine empowerment to accumulate & analyze information effectively, Enjoys research, assesses info, communicate truth	Tendency to be reclusive, need to balance time alone studying with pursuit of close relationships

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Leadership	Romans 12:8	Instill vision, motivate & direct people to accomplish work of ministry, "goal setter" in the church, sense God's direction for body of Christ & motivate people that direction, communicate potential they see in others	Good relationships give leaders credibility, gift will be proven over time & needs proven faithfulness, be keenly aware of motivations for service, tendency to draw people to you rather than God
Mercy	Romans 12:8	Minister cheerfully & appropriately to those who are suffering, enjoys serving alongside hurting people, strong desire to remove pain & discomfort in lives of others, empathy followed by action	Strong emotional component to your relational skills, recognize benefits that difficult times can bring to a person's life & take care not to short-circuit what God is doing, tendency to become overwhelmed with other's problems
Miracles	1 Cor. 12:10, 28	Exceptional interventions of God's power, purposed to glorify Christ & give evidence of His grace	Temptation to direct amazement of people toward self rather than God, need to help people see that steps of faith can be taken without miracles to affirm God's fulfilling of promises
Prophecy	Rom. 12:7, 1 Cor. 12:10, 28 Ephesians 4:11	Proclaim God's truth w/ power & clarity in a timely fashion for correction, repentance, or edification; apply biblical truth & expose deceptive culture, discerning, expressive, opinionated & authoritative, often see & articulate what many are oblivious to	Beware of lacking compassion & saying truth without love, can discourage people if not careful -- purpose of gift is to console, encourage & exhort even if others are uncomfortable, beware pride & thinking you're the only one who sees things this way
Pastor/ Shepherding	Eph. 4:11	Guide, care for & nurture individuals & groups, provides oversight, tendency to nurture & give people direction in the long-term, like to spend time w/ people protecting & disciplining in love, gravitate toward discipling relationships	Don't use oversight & concern to shield people from real-life experiences or view people as projects, allow room for Spirit to convict & move people, tendency to take responsibility for others' problems

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Teaching	Romans 12:7 1 Cor. 12:28, Eph. 4:11	Understand, communicate & apply the Word to lives of others, thirst for knowledge & insatiable desire to share that knowledge, understand & fashion message for learners, tend to be self-disciplined & prefer to teach group	Often study & learn more than can be conveyed in a single teaching, keep teaching focused enough for audience to hear & digest application, pride in knowing more than others & become upset with people who are not as excited about content, gift takes time to develop, beware self-promotion or resentment at not being asked to teach enough
Tongues	1 Cor. 12:10	Express praise & worship to God in unknown spiritual language, convey specific message from God in language the messenger doesn't know, designed for spiritual edification of self and corporate body	Tendency to elevate this gift above others, in a public setting -- need to submit to guidelines outlined in 1 Cor. 14
Wisdom	1 Cor. 12:8	Applying spiritual knowledge effectively, applying knowledge to variety of life situations, seem to have more "sense" than average person	Continue to study the Bible & seek the Lord for its application, build relationships even as you grow in knowledge of the Word

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