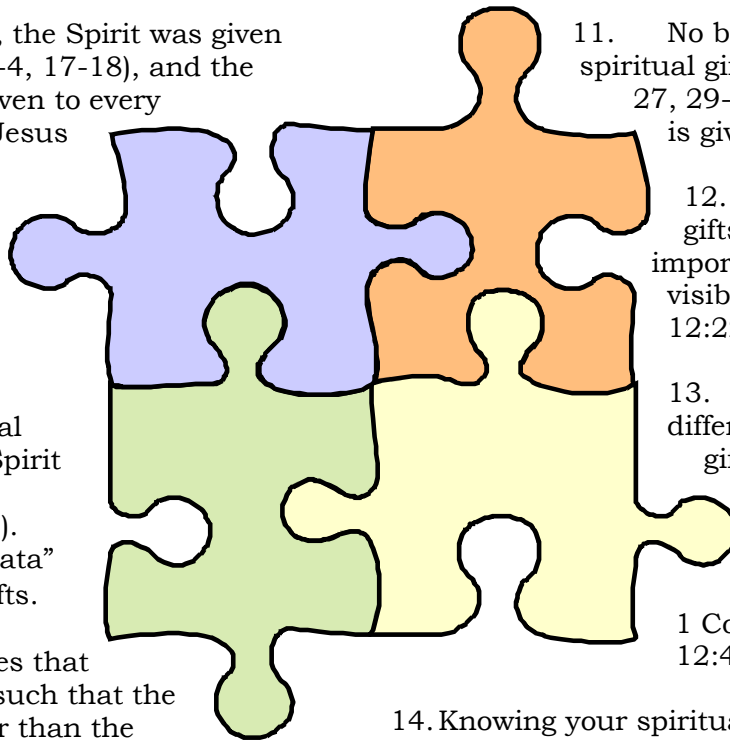


# On the Subject of Spiritual Gifts

1. In the Old Testament, the Spirit of the Lord was given to selected leaders rather than to all of God's people (Exodus 31:2-3; Judges 3:9-10, 6:34, 14:6, 14:19; 1 Samuel 10:6; Micah 3:8).
2. Jesus was the unique bearer of the Spirit (Mark 1:10; Luke 4:14-18), and he promised his disciples that they, too, would receive the Spirit (Mark 13:11; Luke 11:13).
3. On the day of Pentecost, the Spirit was given to all believers (Acts 2:3-4, 17-18), and the Spirit continues to be given to every person who believes in Jesus (Acts 2:38; Rom. 8:9).
4. The Spirit gives at least one spiritual gift to every believer (1 Corinthians 12:7, 11; Ephesians 4:7).
5. Spiritual gifts are "special abilities" that the Holy Spirit gives to each of us (1 Corinthians 12:1, 4-7). These gifts are "charismata" (χαρίσματα), or grace-gifts.
6. Spiritual gifts are abilities that are empowered by God such that the "output" is much greater than the "input." As Paul Ford put it, "There are many things you do well, but only two or three you do supernaturally on a consistent basis" (Exodus 31:6).
7. Spiritual gifts and natural talents have similarities, but they are not the same. Talents are abilities that are a part of our "first creation" or our birth & upbringing. Gifts may be related to our talents, but they don't have to be. For example, "God may give the gift of evangelism to a natural-born salesman or He may not. God may give the gift of teaching to a professional school-teacher, but He is not so bound. He may give the gift of faith to someone who is optimistic by nature, but He does not have to do so" (Basden-Johnson, p. 5).
8. Spiritual gifts are sometimes, but not necessarily, related to formal roles in the church.
9. Spiritual gifts are not the same as the "fruit of the Spirit" (Galatians 5:22-23).
10. We do not choose, control, earn, or work for our spiritual gifts. The Spirit decides what gifts we get (1 Corinthians 12:11).
11. No believer has every spiritual gift (1 Corinthians 12:12, 27, 29-30), and no single gift is given to everyone.
12. The more visible gifts are not more important than the less visible gifts (1 Corinthians 12:22-26).
13. Believers have different sets of spiritual gifts (Romans 12:3-6), and these gifts complement each other in the church (Romans 12:5; 1 Corinthians 3:7-9, 12:4-7).
14. Knowing your spiritual gifts is not as important as making sure that your life is a blessing to others. The work of the Spirit in our lives turns persons-as-a-whole into gifts.
15. Love is the most important factor in spiritual gifts (1 Corinthians 12:31-13:1; Romans 13:10; Matthew 22:39-40), and using your gifts without love is worthless (1 Corinthians 13).
16. Discovering your spiritual gifts will probably require some experimentation. How will you know whether or not you have a certain gift if you have never tried it?



17. If you are interested in discovering your spiritual gifts, you must also be open to applying them for their intended purpose—building up the church. How many hours a week are you prepared to invest in the development and use of the spiritual gifts God reveals to you? (Schwarz, p. 57).
18. Using your spiritual gifts glorifies God and helps you to grow. If you are using a true spiritual gift, you will experience joy. You will be effective. And others will confirm both this joy and this effect.
19. As you discover the gifts you have been given, you get a better idea about what it is that God calls you to do.
20. Spiritual gifts do not come fully developed, and it requires maturity to use them correctly.
21. We are accountable for our management of the gifts that God gives us (1 Peter 4:10). We will be evaluated not on the number of gifts we have, but on how we have used what we have been given (Matthew 25:14-30). It is a sin to waste the gifts God gives us.
22. Although God's gifts and God's call can never be withdrawn (Romans 11:29), we can neglect, "smother," and "stifle" the Spirit's gifts so that they become ineffective (1 Thessalonians 5:19).
23. Another danger is that we tend to "project" our gifts onto others; that is, because the things in the areas of our giftedness are so easy and joyful for us, we have a hard time understanding why those things are not easy for everyone else, too.
24. There are universal Christian responsibilities that correspond to the gifts of the Spirit. We do not all have the gift of evangelism, for example, but we all do have the responsibility of sharing our faith (Matthew 28:18-20; Acts 1:8; 2 Corinthians 5:19; 1 Peter 3:15).
25. The Spirit's gifts are given to the entire church, not to us simply as individuals (Romans 12:3-11; 1 Corinthians 12:7), and spiritual gifts are an important part of God's plan for the growth, maturity, and renewal of the church.
26. Every believer, and every congregation, has every spiritual gift that we need to do that work to which God calls us (1 Corinthians 1:7).
27. There are many systems for categorizing spiritual gifts, but none of them are found in the Bible.
28. The New Testament does not mention every possible spiritual gift. Our endlessly creative God brings new gifts into being to meet the changing needs of the work of redemption.
- Here is a partial list of Spiritual Gifts:
1. Apostleship
  2. Artistic Creativity
  3. Counseling/Encouragement/Exhortation
  4. Craftsmanship/Handiwork
  5. Deliverance/Exorcism
  6. Discernment of Spirits
  7. Evangelism
  8. Faith
  9. Giving
  10. Healing
  11. Helps/Helping
  12. Hospitality
  13. Interpretation
  14. Knowledge
  15. Leadership
  16. Mercy/Kindness
  17. Miracles
  18. Missionary
  19. Music
  20. Organization/Administration
  21. Prayer/Intercession
  22. Prophecy/Preaching
  23. Service/Serving
  24. Shepherding/Pastor/Teacher
  25. Singleness/Celibacy
  26. Suffering/Martyrdom
  27. Teaching/Writing
  28. Tongues/Unknown Languages
  29. Voluntary Poverty
  30. Wisdom

<b>Gift</b>	<b>Description</b>
<b>Apostleship</b>	This gift enables Christians to be recognized as spiritual leaders by a variety of churches.
<b>Artistic Creativity</b>	This gift enables Christians to use artistic expression for the edification of others.
<b>Counseling</b>	This gift enables Christians to serve others through comfort, admonition, and encouragement, so that they experience help and healing.
<b>Craftsmanship</b>	This gift enables Christians to use a trade or craft for the good of the Body of Christ.
<b>Deliverance</b>	This gift enables Christians to help people suffering from demonic oppression experience deliverance.
<b>Discernment</b>	This gift enables Christians to know for sure whether a given behavior originates from a divine, human, or satanic source.
<b>Evangelism</b>	This gift enables Christians to communicate the gospel to non-Christians in a manner conducive to leading them to faith.
<b>Faith</b>	This gift enables Christians to discern, with an unusual degree of confidence, the will of God for the future development of ministry.
<b>Giving</b>	This gift enables Christians to give material things cheerfully and generously to others.
<b>Healing</b>	This gift enables Christians to serve as God's instruments for restoring the health of others without the aid of medical tools.
<b>Helps</b>	This gift enables Christians to place their own gifts at the disposal of other Christians, thus releasing them to concentrate more on their ministry.
<b>Hospitality</b>	This gift enables Christians to maintain an open home, offering food and lodging to guests.
<b>Interpretation</b>	This gift enables Christians to make known in a commonly understood language a message originally communicated in tongues.
<b>Knowledge</b>	This gift enables Christians to generate, collect, and analyze ideas that are important for the health of the church.
<b>Leadership</b>	This gift enables Christians to set goals for the church and to communicate them in such a way that others volunteer to achieve them.
<b>Mercy</b>	This gift enables Christians to demonstrate empathy through practical deeds toward those who are troubled in mind, body, or spirit.

<b>Gift</b>	<b>Description</b>
<b>Miracles</b>	This gift enables Christians to serve as human instruments through whom God performs powerful acts that surpass natural laws in order to communicate a specific message to God's people.
<b>Missionary</b>	This gift enables Christians to utilize their other gifts in a second culture.
<b>Music</b>	This gift enables Christians to play a musical instrument or to use their voice in singing for the glory of God and the edification of others.
<b>Organization</b>	This gift enables Christians to understand goals for specific areas of ministry and to draft effective plans toward reaching these goals.
<b>Prayer</b>	This gift enables Christians to pray for concrete requests over long periods of time, and to receive visible answers far more frequently than most Christians.
<b>Prophecy</b>	This gift enables Christians to receive a message from God by the Holy Spirit and to communicate it to other people.
<b>Service</b>	This gift enables Christians to recognize where their participation is needed and to make sure that the most urgent jobs get done.
<b>Shepherding</b>	This gift enables Christians to assume long-term personal responsibility for the spiritual well-being of a group of believers.
<b>Singleness</b>	This gift enables Christians to live happily as singles while contributing more effectively to the kingdom of God.
<b>Suffering</b>	This gift enables Christians to suffer for their faith while at the same time maintaining a joyful, victorious spirit.
<b>Teaching</b>	This gift enables Christians to communicate truth in a manner that enables others to learn and contributes to the health of the church.
<b>Tongues</b>	This gift enables Christians to use a language they have never learned, either in their personal prayer times or for a public message.
<b>Voluntary Poverty</b>	This gift enables Christians to deny themselves material well being so that they can maintain a standard of living that parallels the poor.
<b>Wisdom</b>	This gift enables Christians to help others apply existing knowledge to specific situations.

# SPIRITUAL GIFT LISTS

<b>Romans 12:3-8</b>	<b>1 Corinthians 12:4-11, 27-31</b>	<b>Ephesians 4:11-16</b>	<b>Christian Schwarz</b>	<b>Leslie Hollon</b>	<b>Basden-Johnson</b>	<b>Heights-Wagner</b>
	Apostleship	Apostleship	Apostleship	Apostleship	Apostleship	
			Artistic Creativity	Art		
Encouragement			Counseling	Encouragement	Exhortation	Exhortation
			Craftsmanship	Handiwork		
			Deliverance			Exorcism
	Discernment of Spirits		Discernment	Discernment	Discernment	Discernment
		Evangelism	Evangelism	Evangelism	Evangelism	Evangelism
	Faith		Faith	Faith	Faith	Faith
Giving			Giving	Giving	Giving	Giving
	Healing		Healing			Healing
	Helping		Helps	Helps		Helps
			Hospitality	Hospitality	Hospitality	Hospitality
	Interpretation		Interpretation			Interpretation
	Knowledge		Knowledge	Knowledge	Knowledge	Knowledge
Leadership			Leadership	Leadership	Leadership	Leadership
Mercy/Kindness			Mercy	Mercy	Mercy	Mercy
	Miracles		Miracles			Miracles
			Missionary	Missionary		Missionary
			Music	Music	Music	
	Administration		Organization	Administration	Administration	Administration
			Prayer	Intercession	Intercession	Intercession
Prophecy	Prophecy	Prophecy	Prophecy	Prophecy/Preaching	Prophecy	Prophecy
Service			Service	Service	Serving	Service
		Pastor/Teacher	Shepherding	Shepherding	Shepherding	Pastoring
			Singleness	Celibacy		Celibacy
			Suffering	Martyrdom		
Teaching	Teaching		Teaching	Teaching/Writing	Teaching	Teaching
	Unknown Language		Tongues			Tongues
			Voluntary Poverty	Voluntary Poverty		Voluntary Poverty
	Wisdom		Wisdom	Wisdom	Wisdom	Wisdom

# AN OVERVIEW OF SPIRITUAL GIFTS

Abstracted from Christian Schwarz, *The 3 Colors of Ministry: A Trinitarian Approach to Identifying and Developing Your Spiritual Gifts* (Chicago: ChurchSmart Resources, 2001)

<b>Gift</b>	<b>Description</b>	<b>Biblical References</b>	<b>Possible Tasks</b>
<b>Apostleship</b> Red: Redemption	This gift enables Christians to be recognized as spiritual leaders by a variety of churches.	Matthew 10:2-15; Acts 8:14-25, 14:14-15, 15:1-6; <b>1 Cor. 12:28-29</b>	Church planting, church consulting, long-term planning, regional/denominational roles, foreign missions . . . .
<b>Artistic Creativity</b> Green: Creation	This gift enables Christians to use artistic expression for the edification of others.	<b>Exodus 31:1-5</b> ; 1 Kings 7:14	Layout of church publications, pantomime, development of public relations materials, arts and crafts group, dance, drama, interior decoration, lyrics, musical composition, poetry . . . .
<b>Counseling</b> Red: Redemption	This gift enables Christians to serve others through comfort, admonition, and encouragement, so that they experience help and healing.	Acts 14:21-22; Romans 12:6-8; <b>2 Cor. 1:3-7</b>	Mentoring new Christians, hospital ministry, counseling team, small group ministry, gift consulting, prayer team, marriage and family counseling, senior adult ministry, prison ministry, hospice ministry . . . .
<b>Craftsmanship</b> Green: Creation	This gift enables Christians to use a trade or craft for the good of the Body of Christ.	<b>Exodus 35:30-35</b> ; 2 Kings 12:11-14; 2 Chronicles 34:9-13; Acts 18:3	Building, gardening, helping neighbors with odd jobs, maintenance, car repair, mission projects, sewing . . . .
<b>Deliverance</b> Blue: Transformation	This gift enables Christians to help people suffering from demonic oppression experience deliverance.	Matthew 10:1, Mark 9:28-29, 16:17; <b>Luke 10:17-20</b> ; Acts 8:5-8, 16:16-18, 19:13-16	Exorcism, ministry to the underprivileged, prayer team ministry, counseling, evangelistic events, foreign missions . . . .
<b>Discernment</b> Blue: Transformation	This gift enables Christians to know for sure whether a given behavior originates from a divine, human, or satanic source.	Matthew 16:22-23; Acts 13:6-12; 1 Corinthians 12:10; 1 Thessalonians 5:19-22; <b>1 John 4:1-6</b>	Public relations, counseling, deliverance ministry, ministry to the underprivileged, church board member, evangelistic campaigns, preaching, prayer team ministry, long-term planning . . . .

<b>Gift</b>	<b>Description</b>	<b>Biblical References</b>	<b>Possible Tasks</b>
<b>Evangelism</b> Red: Redemption	This gift enables Christians to communicate the gospel to non-Christians in a manner conducive to leading them to faith.	Acts 8:5-6, <b>8:26-40</b> , 14:13-21; Romans 10:14-15; Ephesians 4:11	Preaching, open houses, visitation ministry, counseling, radio ministry, foreign missions, church planting team, ministry to the underprivileged, evangelistic home groups, music or band ministry, children's evangelism, ministry to internationals . . . .
<b>Faith</b> Blue: Transformation	This gift enables Christians to discern, with an unusual degree of confidence, the will of God for the future development of ministry.	Matthew 8:5-13; <b>Romans 4:18-21</b> ; 1 Corinthians 12:9; James 1:5-8	Prayer group leader, church board member, long-term planning, church planting, creative ideas team, denominational leadership, church leadership for missions & evangelism . . . .
<b>Giving</b> Green: Creation	This gift enables Christians to give material things cheerfully and generously to others.	Luke 21:1-4; John 12:3-8; Acts 4:32-37, 20:33-35; <b>2 Corinthians 8:1-5</b>	Finance and budget committees, supporting missionaries and missionary causes, stewardship committee, crisis ministry, treasurer, benevolent ministries, community social ministries . . . .
<b>Healing</b> Blue: Transformation	This gift enables Christians to serve as God's instruments for restoring the health of others without the aid of medical tools.	Mark 2:1-12, Mark 8:22-26, John 14:12-14; Acts 3:1-8, 14:8-15, 28:8-9; 1 Corinthians 12:9, 28-30; <b>James 5:14-15</b>	Counseling, prayer team, visiting the sick . . . .
<b>Helps</b> Red: Redemption	This gift enables Christians to place their own gifts at the disposal of other Christians, thus releasing them to concentrate more on their ministry.	Numbers 11:16-17; <b>Luke 10:38-42</b> ; 1 Corinthians 12:28	Telephone ministry, supporting leaders, secretarial help, helping families move into new homes, custodial service . . . .
<b>Hospitality</b> Green: Creation	This gift enables Christians to maintain an open home, offering food and lodging to guests.	Matthew 10:40, 25:35; Romans 12:13; 1 Peter 4:9-10; <b>Hebrews 13:1-2</b> ;	Small group host, caring for the homeless, worship greeter, social ministry, retreat leadership, hosting guests to the church, preparing for touring and ministry groups, youth ministry . . . .
<b>Interpretation</b> Blue: Transformation	This gift enables Christians to make known in a commonly understood language a message originally communicated in tongues.	<b>1 Corinthians 12:10</b> , 27-31, <b>14:1-5</b> , 12-19, <b>26-32</b>	Prayer groups, worship service team, spiritual warfare . . . .

<b>Gift</b>	<b>Description</b>	<b>Biblical References</b>	<b>Possible Tasks</b>
<b>Knowledge</b> Green: Creation	This gift enables Christians to generate, collect, and analyze ideas that are important for the health of the church.	1 Corinthians 8:1-2; Ephesians 1:16-19, <b>3:16-19</b>	Bible study, writing, church growth research, seminar preparation, long-range planning, journalism, creative outreach . . . .
<b>Leadership</b> Red: Redemption	This gift enables Christians to set goals for the church and to communicate them in such a way that others volunteer to achieve them.	Exodus 18:13-27; Romans 12:8; <b>1 Timothy 3:1-7</b>	Pastor, elder, deacon, worship service leader, department leader, long-term planning . . . .
<b>Mercy</b> Green: Creation	This gift enables Christians to demonstrate empathy through practical deeds toward those who are troubled in mind, body, or spirit.	Matthew 25:37-40; Mark 9:41; <b>Luke 10:33-37</b> ; Acts 9:36; James 2:14-17	Counseling, intercession, social ministry, prison ministry, home & foreign missions, ministry with single parents, special needs ministry, hospital visitation, ministry with addictions . . . .
<b>Miracles</b> Blue: Transformation	This gift enables Christians to serve as human instruments through whom God performs powerful acts that surpass natural laws in order to communicate a specific message to God's people.	Matthew 24:23-24; Luke 10:17-20; John 14:2-14; Acts 9:36-42; <b>20:9-12</b> ; 1 Corinthians 12:10, 28; 2 Corinthians 12:12.	Foreign missions, spiritual warfare, prayer ministry . . . .
<b>Missionary</b> Red: Redemption	This gift enables Christians to utilize their other gifts in a second culture.	Acts 9:13-17, Acts 14:21-28; <b>1 Corinthians 9:19-23</b> ; Galatians 2:7-14; Ephesians 3:6-11	Ministry to the underprivileged, ministry to internationals, foreign missions, church planting . . . .
<b>Music</b> Green: Creation	This gift enables Christians to play a musical instrument or to use their voice in singing for the glory of God and the edification of others.	<b>1 Samuel 16:18-23</b> ; 1 Chronicles 15:28, 16:42; 2 Chronicles 5:12-14, 29:27-29; Nehemiah 12:46-47; Psalm 150	Worship leadership, instrumentalist, praise teams, choir director or member, worship planning, vocal solos and ensembles . . . .

<b>Gift</b>	<b>Description</b>	<b>Biblical References</b>	<b>Possible Tasks</b>
<b>Organization</b> Green: Creation	This gift enables Christians to understand goals for specific areas of ministry and to draft effective plans toward reaching these goals.	<b>Exodus 18:13-27</b>	Age-group coordinator, organization of events (workshops, conferences, concerts, celebrations, evangelistic campaigns), coordination of small groups, librarian, cassette ministry computer work, leadership of ministry teams/efforts . . . .
<b>Prayer</b> Blue: Transformation	This gift enables Christians to pray for concrete requests over long periods of time, and to receive visible answers far more frequently than most Christians.	Daniel 9:1-4; <b>Luke 11:1-13</b> ; Acts 16:19-34; 1 Timothy 2:1-4; James 5:16-18	Prayer groups , leading prayer vigils, spiritual warfare, prayer chains, intercession for specific requests, prayer ministry at specific events . . . .
<b>Prophecy</b> Blue: Transformation	This gift enables Christians to receive a message from God by the Holy Spirit and to communicate it to other people.	Deuteronomy 18:18-22; 1 Samuel 3:1-21; Matthew 7:15-20, 1 Corinthians 12:28-29; 2 Peter 1:19-21; <b>1 John 4:1-6</b>	Foreign missions, evangelistic events, long-term planning, outreach to the underprivileged, worship team, prayer team, small groups, counseling, prayer chains . . . .
<b>Service</b> Red: Redemption	This gift enables Christians to recognize where their participation is needed and to make sure that the most urgent jobs get done.	<b>Luke 22:24-27</b> ; Acts 6:1-7; Romans 12:6-7	Odd jobs, gardening, caring for guests, cooking and baking, maintenance, typing/computer work, tape ministry, baby sitting . . . .
<b>Shepherding</b> Red: Redemption	This gift enables Christians to assume long-term personal responsibility for the spiritual well-being of a group of believers.	<b>John 10:1-15</b> ; Acts 20:28-31; Ephesians 4:11; 1 Timothy 4:11-16; 1 Peter 5:1-5	Gift consultant, pastor, children's church, small group leader, youth ministry, assimilating new Christians, training programs . . . .
<b>Singleness</b> Red: Redemption	This gift enables Christians to live happily as singles while contributing more effectively to the kingdom of God.	Matthew 19:10-12; <b>1 Corinthians 7:7-8, 32-35</b>	Since the gift of singleness is intended to make other gifts more effective, it is theoretically possible to combine any task with it. However, those involved in foreign missions and church planting may particularly profit from this gift since a great degree of flexibility is required in these ministries. This kind of flexibility is often difficult to harmonize with family concerns.



<b>Gift</b>	<b>Description</b>	<b>Biblical References</b>	<b>Possible Tasks</b>
<b>Suffering</b> Blue: Transformation	This gift enables Christians to suffer for their faith while at the same time maintaining a joyful, victorious spirit.	Matthew 5:10-12; Acts 8:1-4, 20:22-24; 1 Corinthians 13:1-3, <b>2 Corinthians</b> 1:8-11, <b>6:3-10</b> , 11:21b-33, 12:9-10; Philip- pians 1:12-14; 1 Peter 2:20-25, 4:12-16	Intercession, foreign missions, pioneer ministry . . . .
<b>Teaching</b> Red: Redemption	This gift enables Christians to communicate truth in a manner that enables others to learn and contributes to the health of the church.	Acts 18:24-28; Romans 12:6-7; 1 Corinthians 12:28-29; Ephesians 4:11-14; <b>James 3:1</b>	Small group ministry, seminars, training courses, Bible studies, new members/baptism class, church growth training . . . .
<b>Tongues</b> Blue: Transformation	This gift enables Christians to use a language they have never learned, either in their personal prayer times or for a public message.	Mark 16:17; Acts 2:1-13, Acts 10:44-48, <b>Acts 19:1-7</b> ; Romans 8:26-27; 1 Corinthians 12:10 and 28-30, 1 Corinthians 14:4-6 and 26-28	Prayer ministry, spiritual warfare . . . .
<b>Voluntary Poverty</b> Green: Creation	This gift enables Christians to deny themselves material well being so that they can maintain a standard of living that parallels the poor.	<b>Acts</b> 2:44-45; <b>4:36-37</b> ; 1 Corinthians 13:3; 2 Corinthians 6:10; Philippians 4:11-13	Home & foreign missions, social ministry, ministry with refugees and the homeless, monastic orders . . . .
<b>Wisdom</b> Green: Creation	This gift enables Christians to help others apply existing knowledge to specific situations.	<b>1 Kings 3:5-28</b> ; James 3:13-18	Spiritual counseling, conflict resolution, prayer ministry, vocational counseling, gift counseling, seminars, teaching . . . .