

## Descriptions of Support and Leadership Spiritual Gifts:

Service/Ministry: the gift of doing for others, sometimes to the exclusion of meeting personal needs. Servants look for ways to do for others both within and beyond the congregation and community. Servants do not choose to serve, but serve from a sense of identity and call. Servants never feel put-upon or taken advantage of, but see each opportunity to do for others as a way to be true to self.

Exhortation: this gift is visible in people who offer encouragement, wise counsel, unfailing support and empowerment. Those who exhort stay focused on helping people maximize their own potential. Exhorters help people feel good about themselves, build confidence, and not grow discouraged. Those with the gift of exhortation often make others feel good just by being present...same word used to describe the work of the Holy Spirit.

Giving: a deep commitment to provide whatever resources are needed to support God's will and plan. In addition to radical generosity, those who possess the gift of giving have the uncanny ability to discover and channel new sources of money, time and energy to needs. Money management skills, grant writing abilities, and the easy knack of asking for donations and cultivating donors are among common skills of gifted givers.

Mercy: cheerful acts of compassion characterize those with the gift of mercy. Persons with this gift aid the Body by empathizing with hurting members. They keep the Body healthy and unified by keeping others aware of the needs within the church.

Faith: an abiding foundation of confidence that God works all things together for good, and that the people of God can rise above any obstacle. People with the gift of faith hold fast to the deep conviction that no matter what we see with our eyes, we can trust the promises and plans of God.

Helps: The support and behind-the-scenes effort that make groups, families, and congregations more effective. Not everyone is gifted to lead, but many are gifted to follow and handle the tasks that are so essential. Helpers love to serve others, support others, and assist others in the important work of ministry and missions. Helpers are less interested in receiving thanks and recognition than in doing good, valuable work.

Administration: allows a person to organize people and resources for greater efficiency, effectiveness, and success. Administrators have the ability to apply resources where they will do the greatest good. Administrators are good with details and are deeply aware of how all the parts of a group or organization work together to achieve their goals.

Leadership: Special ability to set goals in accordance with God's purpose for the future and to communicate these goals to others in such a way that they voluntarily and harmoniously work together for the glory of God. A visionary and forward-looking gift that enables people to stay focused on where God might be leading us as individuals, congregations, and communities at any given time. Leaders look more to where we are going than where we currently are, or where we have been. Leaders motivate others to work together in ways that help them achieve more together than they could on their own.

Apostle: New Testament use: 1) in the general sense in that all are sent into the world by Christ and thus share the apostolic mission of spreading the Gospel, 2) "apostles of the churches" are messengers sent on particular errands from one church to another, 3) the "apostles of Christ" consisting of the Twelve and Paul...eyewitnesses of the historic Jesus, especially the risen Lord. Modern day use is a missionary sent with a message, responsible to establish a church and to exercise authority in establishing and enforcing

policies. The gift of apostleship compels people to reach out to new and unfamiliar groups and individuals to invite them to become part of God's kingdom. Apostles share the story of their faith in other lands, cultures and traditions, as well as welcoming the stranger in their own land.

Prophet: a public expounder...one who, moved by the Holy Spirit and hence God's spokesman who declares to men what he has received by inspiration, especially concerning future events and in particular such as relates to the cause and kingdom of God and to human salvation. In apostolic times the gift of prophecy had two parts: 1) the communication of words from God to men [a supernatural gift that no longer exists as it did in the 1<sup>st</sup> Century Christianity because God no longer directly reveals "new truth" since we now have completed Scripture...today we have greater understanding, but not inspired new revelation; and 2) edification, instruction, consolation, and exhortation of the believers in local congregations. The gift of prophecy is the ability to speak God's word to others, or more appropriately to be open for God to speak His word through us. Prophets do not predict the future, but offer insight and perspective on current conditions and how things might turn out if changes aren't made. Prophets are incisive, clear, and often controversial communicators. Prophets often see things that others don't and they have the courage to "tell it like it ought to be."

Evangelist: The special ability to share the gospel with unbelievers in such a way that men and women become Jesus' disciples and responsible members of the Body of Christ. The gift of faith-sharing and proclaiming the gospel of Jesus Christ. Gifted evangelists do not force their faith on others, but offer a relationship with God as a gift and are ready to tell the story of God and Christ in their life.

Pastor/Shepherd: The special ability to assume a long-term, personal responsibility for the spiritual welfare of a group of believers. The gift of mentoring and providing spiritual guidance to others to help them develop in discipleship and faith formation. Believers with this gift take an active and individualized interest in the life and faith of others. They are good at asking provocative questions, recommending appropriate resources and experiences and helping people find their own way to the next level of their development.

Teacher: The special ability to communicate information relevant to the health and ministry of the Body and its members in such a way that others will learn. People with the gift of teaching enjoy studying the Bible and related materials in order to communicate what they have learned to other Christians. Those with this gift find it easy to organize vast amounts of information in such a way as to make it easy to communicate, understand, and remember.