



APPENDIX A

Spiritual Gifts

As you read the information about your Spiritual Gifts, check any item you feel applies to you. If you begin to sense that the items are not particularly descriptive of you, look at what you've identified as your second Spiritual Gift. See if that may be a better match.

The on-line assessment that is used by Church on the Ridge is found at:
<http://www.spiritualgiftstest.com/test/adult>

Service Gifts

- Administration
- Giving
- Helps

Speaking Gifts

- Encouragement
- Evangelism
- Leadership
- Mercy
- Prophecy
- Shepherding
- Teaching

Support Gifts

- Apostleship
- Discernment
- Faith
- Interpretation
- Knowledge
- Miracles
- Tongues
- Wisdom
- Healing

The Spiritual Gift Reference Assessment is provided to help you achieve a better understanding of you Spiritual Gifts.

**Keep in mind that final affirmation of your Spiritual Gifts
comes from the body of Christ.**

GIFT DEFINITIONS: SERVICE GIFTS

ADMINISTRATION

The divine enablement to serve and strengthen the body of Christ by understanding what makes an organization function and the special ability to effectively organizing resources and people in order to plan, execute, and achieve procedures that increase the church's organizational effectiveness.

People with this gift:

- Develop strategies of plans to reach identified goals
- Assist ministries to become more effective and efficient
- Create order out of organizational chaos
- Manage or coordinate a variety of responsibilities to accomplish a task
- Organize people, tasks, or events

Traits: Thorough, objective, responsible, organized, goal-oriented, efficient, and conscientious

Cautions: People with this gift:

- Need to be open to adjusting their plans, so that they don't stifle a leader's vision.
- Could use people simply to accomplish goals without being concerned for their growth in the process.
- Could fail to see God's purposes being fulfilled in the process of meeting a goal.

References: 1 Cor. 12:28, Acts 6:1-7, Ex. 18: 13-26

GIFT DEFINITIONS: SERVICE GIFTS

GIVING

The God-given special ability to serve and strengthen the body of Christ by joyfully supporting and funding various kingdom initiatives through material contributions beyond the tithe.

People with this gift:

- Manage their finances and limit their lifestyle in order to give as much of their resources as possible.
- Support the work of ministry with sacrificial gifts to advance the Kingdom.
- Plan and purposely give over and above the 10% tithe, in order to see God's kingdom advanced.
- Generally prefer that their donations remain anonymous or low-profile.
- Meet tangible needs that enable spiritual growth to occur.
- Provide resources, generously and cheerfully, trusting God for his provision.
- May have a special ability to make money so that they may use it to further God's work.
- Strategically seek out ways to increase their resources, in order to contribute more for God's use.
- See their resources as tools for God's use.
- Recognize God's ultimate ownership of everything.

Traits: Stewardship-oriented, responsible, resourceful, charitable, trust in God, disciplined.

Cautions: People with this gift:

- Need to esteem their gift, remembering that giving money and resources is a spiritual contribution to the body of Christ.
- Need to remember the church's agenda is determined by leaders, not by the giver's gift.

References: Rom. 12:8, II Cor. 8:5, Luke 21:1-4

GIFT DEFINITIONS: SERVICE GIFTS

SERVICE/HELPS

The God-given special ability to serve and strengthen the body of Christ by offering others assistance in reaching goals that glorify God and strengthen the body of Christ.

People with this gift:

- Enjoy and seek out ways to serve behind the scenes wherever needed to support the gifts and ministries of others.
- Rejoice in the success of others.
- Are often detail-oriented.
- See the tangible and practical things to be done and enjoy doing them.
- Sense God's purpose and pleasure in meeting everyday responsibilities.
- Attach spiritual value to practical service.
- Enjoy knowing that they are freeing up others to do what God has called them to do.
- Do not seek recognition for their efforts.

Traits: Available, willing, helpful, reliable, loyal dependable, “whatever-it-takes” attitude.

Cautions: People with this gift:

- Need to esteem their gift, remembering that doing practical deeds is a *spiritual* contribution to the body of Christ.
- Find it difficult to say “no”.
- Need to be responsive to the priorities of leadership instead of setting their own agendas.

References: I Cor. 12:28, Rom. 12:7, Acts 6: 1-4, Rom. 16: 1-2

GIFT DEFINITIONS: SPEAKING GIFTS

ENCOURAGEMENT

The God-given special ability to serve and strengthen the body of Christ by helping others live God-centered lives through inspiration, encouragement, counseling, and empowerment.

People with this gift:

- Are driven to inspire others and impact their lives positively for Christ.
- Rejoice with those whose reliance on Christ has helped them overcome difficult life situations
- Come to the side of those who are discouraged to strengthen and reassure them.
- Challenge, comfort, or confront others to trust and hope in the promises of God.
- Seek out opportunities to help others reach their full potential in Christ.
- Urge others to action by applying biblical truth.
- Motivate others to grow. Are natural encouragers, whether in words or through actions.
- Emphasize God's promises and to have confidence in His will.
- Rejoice at others' success.

Traits: Positive motivating, challenging, affirming, reassuring, supportive, and trustworthy.

Cautions: people with this gift:

- Can sometimes be overly optimistic too simplistic or flattering.
- Should first take time to understand where others are and what they really need.
- May want to just say "positive" things to others and avoid being confrontational when it's needed.

References: Rom. 12:8, Act 11:22-24, Acts 15:30-32

GIFT DEFINITIONS: SPEAKING GIFTS

EVANGELISM

The God-given special ability to serve and strengthen the body of Christ by sharing the love of Christ with others in a way that draws them to respond by accepting God's free gift of eternal life.

People with this gift:

- Communicate the message of Christ with clarity and conviction.
- Seek out opportunities to talk to unbelievers about spiritual matters.
- Sense when a person is open to Christ's message.
- Challenge unbelievers to faith and to become fully devoted followers of Christ.
- Win others to Christ through the use of love over logic.
- Adapt their presentation of the gospel to connect with the individuals' needs.
- Seek opportunities to build relationships with unbelievers.
- Are deeply burdened for those who don't know Jesus.

Traits: Sincere, candid, respected, influential, spiritual, confident, commitment-oriented.

Cautions: People with this gift:

- Need to remember the Holy Spirit, not guilt, is the motivator in a person's decision for Christ.
- Should avoid becoming critical of others by remembering that we are all "witnesses", but we are not all "evangelists".
- Need to listen carefully, because the same approach is not appropriate for everyone.

References: Eph. 4:11, Acts 8: 26-40, Luke 19: 1-10

GIFT DEFINITIONS: SPEAKING GIFTS

MERCY

The God-given special ability to serve and strengthen the body of Christ by ministering to those who suffer physically, emotionally, spiritually, or relationally. Their actions are characterized by love, care, compassion, and kindness toward others.

People with this gift:

- Focus upon alleviating the sources of pain and discomfort in suffering people.
- Address the needs of the lonely and forgotten.
- Are drawn toward opportunities to practically meet the needs of others.
- Express love, grace, and dignity to those facing hardships and crisis.
- Serve in difficult or unsightly circumstances and do so cheerfully.
- Concern themselves with individuals or social issues that oppress people.
- Are most fulfilled when visiting people in need- in hospitals, nursing homes, prisons, orphanages, villages, or wherever God directs them.
- Devote significant time in prayer for the needs of others.
- Tend to place the needs of others ahead of their own.
- Grieves with those who grieve.

Traits: Empathetic, caring, responsive, kind, compassionate, sensitive, and burden bearing.

Cautions: People with this gift:

- Need to be aware that rescuing people from their pain may be hindering God's work in them.
- Need to guard against feeling "unappreciated", since some of the people helped will not show or express any appreciation.
- Should guard against becoming defensive and angry about the sources of others' pain.

References: Rom. 12:8, Matt. 5:7, Mark 10:46-52, Luke 10:25-37

GIFT DEFINITIONS: SPEAKING GIFTS

PROPHECY

The God-given special ability to serve and strengthen the body of Christ by offering messages from God that comfort, encourage, guide, warn, or reveal sin in a way that leads to repentance and spiritual growth. The original Greek meaning of this worked is “to speak forth the truth.” The gift of prophecy includes both “forth telling (preaching), and “foretelling” (revelation).

The divine enablement to proclaim God’s truth with power and clarity in a timely and culturally sensitive fashion for correction, repentance or edification.

People with this gift:

- Love to share your strong biblical convictions with others.
- View yourself as God’s too, ready to be used by the Holy Spirit in changing lives.
- Find it easy to confront others’ motives when they are not up to God’s standards.
- Frequently receive and share messages directly from God for comforting, challenging, and confronting his people.
- Expose sin or deception in others for the purpose of reconciliation.
- Speak a timely word from God causing conviction, repentance, and edification.
- See truth that others often fail to see and challenge them to respond.
- Warn of God’s immediate heart and mind through experiences He takes them through.

Traits: Discerning, compelling, uncompromising, outspoken, authoritative, convincing, and confronting.

Cautions: People with this gift:

- Need to be aware that listeners may reject the message if not spoke with love and compassion.
- Need to avoid pride that can create a demanding or discouraging spirit that hinders the gift.
- Should remember that discernment and scripture must support and agree with each prophecy.

Reference: Rom. 12:6, I Cor. 12:10, 28, 13:2, 14:1 – 5, 2 Peter 1:19 – 21, Rom 12:6, Jer. 29:11

GIFT DEFINITIONS: SPEAKING GIFTS

SHEPHERDING/ LEADERSHIP

The God-given special ability to serve and strengthen the body of Christ by casting vision, simulating spiritual growth, applying strategies, and achieving success where God's purposes are concerned. The divine enablement to lead, care for, and nurture individuals or groups in the Body as they grow in their faith.

People with this gift:

- Exhibit a tendency toward huge visions for God and the ability to inspire others to work toward accomplishing those visions for his glory, and to bless others.
- Are naturally drawn into leadership roles. Take responsibility to nurture the whole person in their walk with God.
- Provide guidance and oversight to a group of God's people.
- Model with their life what it means to be a fully devoted follower of Jesus.
- Establish trust and confidence through long-term relationships.
- Lead and protect those within their span of care.
- Find it easy to motivate people – both individually and in teams – to work together in achieving goals for God's kingdom.
- Naturally grasp the “big picture”.
- Are able to let go of responsibility and delegate it to others who are qualified.

Traits: Influencing, nurturing, guiding, discipline, protective, supportive, and relational.

Cautions: People with this gift:

- Should remember that God judges those who neglect or abuse their oversight responsibilities.
- Need to be aware that the desire to feed and support others can make it difficult to say “no”.
- Should realize that some of those being nurtured will grow beyond the Sheppard's own ability and need to be freed to do so.

References: Eph. 4:11-12, 1 Peter 5: 1-4, John 10: 1-18

GIFT DEFINITIONS: SPEAKING GIFTS

TEACHING

The God-given special ability to serve and strengthen the body of Christ by teaching sound doctrine in relevant ways, empowering people to gain a sound and mature spiritual education. The divine enablement to understand, clearly explain, and apply the Word of God to the lives of listeners.

People with this gift:

- Enjoy making the Bible clear and understandable to others.
- Challenge listeners simply and practically with the truths of scripture.
- Present the whole counsel of God for maximum life change.
- Are given to hours in the study of Scripture in order to best apply its principles and truths.
- Are good at helping others learn to study the Bible.
- Recognize a variety of ways to effectively communicate the Word of God, including speaking.

Traits: Disciplined, perceptive, teachable, authoritative, practical, analytical, and articulate.

Cautions: People with this gift:

- Should avoid pride that may result from their “superior” biblical knowledge and understanding.
- Could become too detailed when teaching and fail to make life application.
- Should remember that their spirituality is not measured by how much they know.

References: Rom. 12:7, 1 Cor. 12:28-29, Acts 18:24-28, 2 Tim. 2:2

GIFT DEFINITIONS: SUPPORT GIFTS

APOSTLESHIP

The God-given special ability to serve and strengthen the body of Christ by launching and leading new ministry ventures that advance God's purposes and expand his kingdom. The original Greek meaning of the word is "sent one" (literally, one sent with authority or as an ambassador).

People with this gift:

- Pioneer and establish new ministries or churches
- Adapt to different surroundings by being culturally sensitive and aware.
- Desire to minister to unreached people in other communities or countries.
- Enjoy making a difference in the lives of believers and unbelievers alike.
- Have responsibilities to oversee ministries or groups of churches.
- Demonstrate authority and vision for the mission of the church.
- Willingly work hard to see churches reach their full potential for God.

Traits: Adventurous, entrepreneurial, preserving, adaptable, culturally, sensitive, risk-taking, cause-driven

Cautions: People with this gift:

- Should be aware that misusing their authority can quench the Spirit in others.
- Need to be affirmed and sent by the church.
- Can be demanding and pessimistic.

References: 1 Cor. 12:28-29, Eph. 4:11-12, Rom. 1:5, Acts 13: 2-3

GIFT DEFINITIONS: SUPPORT GIFTS

DISCERNMENT

The God-given special ability to serve and strengthen the body of Christ by recognizing truth or error within a message, person, or event.

People with this gift:

- Distinguish truth from error, right from wrong, pure motives from impure.
- Identify deception in others with accuracy and appropriateness.
- Determine whether a word attributed to God is authentic.
- Recognize inconsistencies in a teaching, prophetic message or interpretation. Perceives when the truth is twisted or communicated with error.
- Are able to sense the presence of evil. Recognizes the spiritual source of a message -whether it is from God, Satan, or man.
- Find it easy to “read” others, and are most often right. Easily identify people’s true motives and agendas.

Traits: Perceptive, insightful, sensitive, intuitive, decisive, challenging, truthful

Cautions: People with this gift:

- May struggle with how to express perceptions, fillings or insights.
- Could be harsh when confronting others, instead of speaking the truth in love.
- Need to confirm their perceptions before speaking.

References: I Cor. 12:10, Acts 5:1-4, Matt. 16:21-23

GIFT DEFINITIONS: SUPPORT GIFTS

FAITH

The God-given special ability to serve and strengthen the body of Christ by stepping out in faith in order to see God's purposes, accomplished, trusting him to handle any and all obstacles along the way. The divine enablement to see the Lord's will and act on it with unwavering belief in God's ability (vision!).

People with this gift:

- Welcome risk for God.
- Are energized by variables.
- Are challenged by ideas most see as impossible.
- Are often characterized by a passionate prayer life.
- Believe the promises of God and inspire others to do the same.
- Act in complete confidence of God's ability to overcome obstacles. Have great God-confidence in their ventures.
- Demonstrate an attitude of trust in God's will and His promises.
- Advance the cause of Christ because they go forward when others will not.
- Ask God for what is needed and trust him for his provision.

Traits: Prayerful, optimistic, trusting, assured, positive, inspiring, hopeful.

Cautions: People with this gift:

- Need to act on their faith.
- Should remember that those who speak with reason and desire to plan do not necessarily lack faith.
- Should listen to and consider the counsel of wise and spirit-filled believers.

References: I Cor. 12:9, 13:2, Heb. 11:1, Rom. 4:18-21

GIFT DEFINITIONS: SUPPORT GIFTS

HEALING

The God-given special ability to serve and strengthen the body of Christ by healing and restoring to health, beyond traditional and natural means, those who are sick, hurting, and suffering.

People with this gift:

- Pray specifically to be used by God to heal others.
- Demonstrate the power of God.
- Bring restoration to the sick and diseased.
- Fully realize that healing occurs only by God's divine permission.
- Authenticate a message from God through healing.
- Use it as an opportunity to communicate a biblical truth and to see God glorified.
- Pray, touch or speak words that miraculously bring healing to one's body.
- View medicine as a means God may choose for healing.
- Embrace their gift as from the hand of God, and as a specific way to bring him glory.

Traits: Compassionate, trusts in God, prayerful, full of faith, humble, responsive, obedient.

Cautions: People with this gift:

- Need to remember that it is not always their faith or the faith of the sick that determines a healing, but God who determines it.
- Need to realize that God does not promise to heal everyone who asks or is prayed for.
- Should remember that Jesus did not heal everyone who was sick or suffering while he was on the earth.

References: I Cor. 12:9, 28, 30, Acts 3:1-16, Mark 2:1-12

GIFT DEFINITIONS: SUPPORT GIFTS

INTERPRETATION

The God-given special ability to serve and strengthen the body of Christ by understanding, at a specific time, God's message when spoken by another using a special language unknown to the others attendance.

People with this gift:

- Respond to a message spoken in tongues by giving an interpretation.
- Glorify God and demonstrate His power through this miraculous manifestation.
- Be able to translate words and messages of God in a way that edifies comforts and exhorts believers by interpreting a timely message from God.
- Understand an unlearned language and communicate that message to the body of Christ. Convey the meaning of sounds, words, and utterances that glorify God, made by others.
- Are sometimes prophetic when exercising an interpretation of tongues for the church.

Traits: Obedient, responsive, devoted, responsible, spiritually sensitive, discerning, wise.

Cautions: People with this gift:

- Need to remember that the message being interpreted should reflect the will of God and not man.
- Should remember that this gift is to provide edification, it's to build up the church.
- Use it in conjunction with tongues and it should be used in an orderly manner.

References: I Cor. 12:10, 14-5, 14:26-28

GIFT DEFINITIONS: SUPPORT GIFTS

KNOWLEDGE

The God-given special ability to serve and strengthen the body of Christ by communicating God's truth to others in a way that promotes justice, honesty, and understanding. The divine enablement to accumulate and analyze information effectively.

People with this gift:

- Receive truth, which enables them to better serve the body.
- Devote much of their time to Search the scriptures for insight, understanding, and truth.
- Have an unusual insight or understanding that serves the church.
- Love to share biblical insight.
- Organize information for teaching and practical use. Enjoy helping others increase their understanding of God's Word.
- Gain knowledge which was not attained by natural observations or means.
- Take delight in answering difficult questions about Gods Word.

Traits: Inquisitive, responsive, observant, insightful, reflective, studious, and truthful.

Cautions: People with this gift:

- Need to be careful of this gift leading to pride ("knowledge puffs up").
- Should remember that it's God's message, not theirs, when they give a word of knowledge to the church.
- Need to remember with the increasing of knowledge come the increasing of pain.

References: I Cor. 12:8, Mark 2:6-8, John 1: 45-50

GIFT DEFINITIONS: SUPPORT GIFTS

MIRACLES

The God-given special ability to serve and strengthen the body of Christ through supernatural acts that bring validity to God and his power.

People with this gift:

- Recognize prayer as a supernatural vehicle through which God acts in the lives of people on earth.
- See themselves as instruments for Gods use.
- Speak God's truth and have it authenticated by an accompanying miracle.
- Express confidence in God's faithfulness and ability to manifest His presence.
- Bring the ministry and message of Jesus Christ with power.
- Claim God to be the source of the miracle and glorify Him.
- Fully grasp the fact that miracles only occur when God wills them to happen.
- Represent Christ and through the gift point people to a relationship with Christ.
- Pray and look to supernatural results whenever they encounter impossible life situations.

Traits: Bold, venturesome, authoritative, God-fearing, convincing, prayerful, responsive.

Cautions: People with this gift:

- Need to remember that miracles are not necessarily caused by faith.
- Should avoid viewing this gift as a personal responsibility, remembering that God determines the location and timing of His deeds.
- Need to guard against the temptation to all on the Lord's presence and power for selfish purposes.

References: I Cor. 12:10, 28-29, John 2:1-11, Luke 5:1-11

GIFT DEFINITIONS: SUPPORT GIFTS

TONGUES

The divine enablement to speak in unknown languages. The God-given special ability to serve and strengthen the body of Christ by communicating God's message in a special language unknown to the speaker.

People with this gift:

- Believe God is prompting them to communicate this message, often through prayer, in a specific language unknown to them.
- Intercede for others in prayer using unknown words, sounds, and utterance.
- Desire opportunities to pray, using these unknown languages for God's glory.
- Express with an interpretation a word by the Spirit which edifies the Body.
- Communicate a message given by God for the church.
- Share with others words and/ or messages of God given to them using unknown language. Speak in a language they have never learned and do not understand.
- Worship the Lord with unknown words too deep for the mind to comprehend.
- Experience an intimacy with God that inspires them to serve and edify others.
- Comfort or exhort others using unknown languages inspired by God.

Traits: Sensitive, prayerful, responsive, trusting, devoted, spontaneous, and receptive.

Cautions: People with this gift:

- Should remain silent in the church if there is no interpreter.
- Should avoid expecting others to manifest this gift that may cause inauthenticity of the Spirit.
- Should remember that all the gifts, including this one, are to edify the Body.

References: I Cor. 12:10, 28-30, 13:1, 14:1-33, Acts: 2:1-11

GIFT DEFINITIONS: SUPPORT GIFTS

WISDOM

The divine enablement to apply knowledge effectively. The God-given special ability to serve and strengthen the body of Christ by making wise decisions and counseling others with sound advice, all in accordance with God's will.

People with this gift:

- Enjoy speaking biblical insights into life situations.
- Are sought after by others for advice/wisdom.
- Take pleasure in counseling others.
- Are known for making correct decisions and judgments
- Recognize God as the primary source of wisdom and direction.
- Focus on the unseen consequences in determining the next steps to take.
- Receive an understanding of what is necessary to meet the needs of the Body.
- Provide divinely given solutions in the midst of conflict and confusion.
- Hear the Spirit provide direction for God's best in a given situation.
- Apply spiritual truth in specific and practical ways.

Traits: Sensible, insightful, practical, wise fair, experienced, common sense.

Cautions: People with this gift:

- Could fail to share the wisdom that God has given.
- Need to avoid having others develop a dependence upon them, which may weaken their faith in God.
- Need to be patient with others who do not have this gift.

Reference: I Cor. 12:8, James 3:13-18, 1 Cor. 2: 3-14, Jer. 9:23-24