

Administration

Definition: To steer a vessel.

Summary: The God-given endowment to guide, or direct a group of people toward a goal, or destination. Christians with this gift know how to organize, direct, and implement plans that lead others toward greater effectiveness and success. In the opposite way, administrators can help ministries and organizations get out of chaotic states and move toward effectiveness and consistency. Administrators have a natural ability to apply resources where they will be the most fruitful.

Strengths

- Administrators work well with details and tasks, often being very thorough with their work.
- Administrators thrive in organizations and know how to make all the parts work together.

Cautions

- Be open to change – administrators shouldn't be more committed to their plan than their leader's vision.
- The growth of others needs to be important to administrators – using others to solely accomplish tasks in the end won't lead to a fruitful experience for both parties.

Tip

- In our era administration is often done online through a system. Many churches have great resources for smaller churches and those who are just beginning to explore their gift. Connect with different church administrators or marketplace professionals to learn from them.

Who to partner with and why: Partner up with a leader! The gift of leadership is tied closely with administration, however administrators are often task oriented and are more concerned with details of the given objective. Leaders will remind you why you do what you do.

The reason I left you in Crete was that you might put in order what was left unfinished and appoint elders in every town, as I directed you [Titus 1:5]

Apostleship

Definition: To be sent with a message.

Summary: The God-given endowment to plant new ministries and churches. Christians with this gift have an ability to reach new and unfamiliar groups and individuals with the message of God's love. Apostles extend themselves in friendship with people from different generations, nations, and languages. Apostles, in a sense, are missionaries to the land or community God has called them. Being affirmed by a local church is important for apostles.

Strengths

- Often apostles are very influential – they have the potential to be leaders to leaders by pursuing their God-given calling.
- Apostles are risk-takers and persevere through difficult trails and tasks. They will often fearlessly walk into the unknown to spread God's love.

Cautions

- Apostles often have a lot of God given authority; they need to be aware that overextending that authority can quench the Spirit in others.
- Sometimes your gift requires you to carry and advance someone's vision other than your own. Remember stewarding someone else's vision may be the very thing that promotes you into being released to live out your own vision. **And remember to Pray before you start!**

Tip

- If you have never been on a mission trip consider going on one. Pray that God would open doors if it is in his will for you. Communicate your gifting and desire to your church leadership and ask if there are any areas that need help getting "start ups" accomplished.

Who to partner with and why: Stick close to intercessors who build you up through prayer. Everybody faces tough seasons, but for apostles in the mission field, prayer will sustain you through the tough days.

While they were worshipping the Lord and fasting, the Holy Spirit said, "Set apart for me Barnabas and Saul or the work to which I have called them." So after they had fasted and prayed, they placed their hands on them and sent them off. [Acts 13:2-3]

Craftsmanship

Definition: to design or craft.

Summary: The God-given endowment to craft or build items to be used in ministry. Christians with this gift can utilize craftsmanship in a church setting or outside of the church to display God's glory in the world. Craftsmanship can be as artistic as the craftsman or craftswoman desires, ranging from works of furniture, cabinetry, embroidery, carpentry, drama, graphic arts, painting, sculpting. In the same way God is the great Creator, craftsmen and craftswoman have a desire to create, to be inspired and inspire others through their work.

Strengths

- Enjoy working with their hands to accomplish tasks
- Can design or craft ministry tools to help others in the body and those in need

Cautions

- Craftsmen and craftswomen need to know their value as creators – your gifting makes a spiritual contribution to the body and we need you.
- When leading a project, help others grow in their gift rather than using them to simply accomplish the task.

Tip

- Practice your gift outside of the church at home or volunteer to use your gift to aid projects in your local area

Who to partner with and why: Ever hear the phrase, “words fall short”? Team up with someone gifted in creative communication and see how together you can express God's glory through words and imagery. In the church the arrangement of images, design, and aesthetic environment can add an incredible amount of beauty to the church, and thus glorify God.

“See, I have chosen Bezalel son of Uri, the son of Hur, of the tribe of Judah, and I have filled him with the Spirit of God, with wisdom, with understanding, with knowledge and with all kinds of skills—to make artistic designs for work in gold, silver and bronze, to cut and set stones, to work in wood, and to engage in all kinds of crafts” [Exodus 31:2-5]

Creative Communication

Definition: To artistically communicate.

Summary: The God-given endowment to communicate God's truth in artistic forms. Christians with this gift can use endless mediums to express the grace and truth of God – music, dance, film, writing, drama or theatre, public speaking, graphic design to name a few. Creative communicators have the ability to captivate and challenge other people's perception of Christ's message. Communication can be verbal and non-verbal.

Strengths

- Creative communicators are imaginative, expressive, and unconventional.
- Creative communicators make great brain-stormers for projects and often are idea-oriented

Cautions

- Art is not for art's sake; rather art is used to inspire others and to bring God glory.
- Remember teamwork is key – creative communicators should remember the importance of the body and not get caught in their individualism.

Tip

- Seek healthy fun forms of art to be inspired and refreshed in your creativity. Remember that repetition can be dull.

Who to partner with and why: Christians with craftsmanship can aid in spurring your creativity and together you may be able to create many things to glorify God. Christians with a gift in prophecy are helpful in spotting areas of the world that need healing, and can inspire create communicators to share a message in that area.

Praise him with trumpet sound; Praise him with lute and harp! Praise him with tambourine and dance; Praise him with strings and pipe! Praise him with clanging cymbals; Praise him with loud clashing cymbals [Psalm 150:3-5]

Discernment

Definition: To make distinction, differentiate.

Summary: The God-given endowment to distinguish between truth and error in a statement, situation, or environment. Christians with this gift can often judge and discern the difference between spirits, and discern good and evil. Those with discernment can identify inconsistencies and deception in teaching, prophecy, and interpretations. This gift is given to help guide believers towards God's truth.

Strengths

- Christians with this gift can challenge others in a way that leads fellow believers towards truthful and faithful living.
- Discerners can be perceptive and insightful in tough situations where others can't see the underlying issue or error.

Cautions

- Always check your discernment with fellow a believer or two who are gifted in discernment –our emotions can influence our discernment and mislead us, if not submitted or open to feedback.
- Always remember what Paul said – everything we do must be in love. Learn how to speak the truth in love so others don't mistake you for being harsh.

Tip

- Read 1 Corinthians 12 on spiritual gifts to see how discernment is used in the church, and ask the Lord to pull you closer to his heart.

Who to partner with and why: Partner up with anyone who is insightful and deep with the Lord. This can include those gifted in prophecy, wisdom, tongues, knowledge, ect. Pray for the Lord to sharpen your insights and make clear what he wants to exactly speak and do in your lives.

Dear friends, do not believe every spirit, but test the spirit to see whether they are from God, because many false prophets have gone out into the world.

This is how you can recognize the Spirit of God: Every spirit that acknowledges that Jesus Christ has come in the flesh is from God, but every spirit that does not acknowledge Jesus is not from God. [1 John 4:1-2]

Encouragement

Definition: To come along side of.

Summary: The God-given endowment to put courage back into someone by speaking or demonstrating truth. Christians with this gift have a keen ability to strengthen the wavering faith of fellow believers. Those with encouragement will challenge and motivate others around them towards God's truth and promises. They have a strong sense of confidence in God's will and purposes.

Strengths

- Encouragers motivate others towards trusting God.
- Often Encouragers are trustworthy and reassuring to be around, often having a very positive outlook. Hope & Confidence= greatest tools.

Cautions

- If unchecked, encouragers can lean on over simplification and optimism. Remember sometimes empathy is needed before an encouraging word.
- Sometimes confrontation can be difficult for encouragers, because they want to be positive in tough situations.

Tip

- Stay encouraged! Too often those with the gift of encouragement speak life into others, but don't have anyone encouraging them personally. Get around friends and family, listen to worship music, read God's word and about his promises, your "higher" perspective is what God wants to use in the lives of others.

Who to partner with and why: Everybody could use some encourage, those inside the body of Christ and outside the body. Within the church, look for those who go unrecognized or do "behind the scenes" work. Make sure they know they are noticed and valuable. Remember, wherever you go, if you can't find a single nice person, choose to be the nice person.

News of this reached the church in Jerusalem, and they sent Barnabas to Antioch. When he arrived and saw what the grace of God had done, he was glad and encouraged them all to remain true to the Lord with all their hearts. He was a good man, full of the Holy Spirit and faith, and a great number of people were brought to the Lord. [Acts 11:22-24]

Evangelism

Definition: One who brings good news.

Summary: The God-given endowment to effectively communicate and share the message of the Gospel with others. Christians with this gift are able to feel a burden for the lost in the world. In a broad sense, all Christians are called to share their faith and live unashamed of the gospel of Jesus Christ, but those with a gift in evangelism have an extra measure of faith to help influence people who are uninterested in religion to being fully devoted disciples of Christ.

Strengths

- Evangelists are great at seeking out opportunities to talk to unbelievers and building a relationship with those far from Christ.
- Evangelists can communicate the message of the cross with sincerity and seriousness. And they have a unique ability to cater the presentation of the Gospel to meet the needs of the hearer.

Cautions

- Need to remember all Christians are witnesses, but not all are evangelists.
- Evangelists need to actively listen to others with respect and know that the same approach won't work for everybody.

Tip: Invite friends, family, and coworkers to a Sunday morning, or event. Not only are you opening the door to a relationship to God for your guest, but you also remind the rest of the body of Christ that Sunday mornings are not only for believers.

Who to partner with and why: Partnering with someone gifted in Mercy will help you remember to see the individual needs of the person and how to share in a way that will be well received. Also Creative Communicators can help you communicate in effective, new ways.

Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." [Matthew 28:18-20]

Faith

Definition: To trust or have confidence in.

Summary: The God-given endowment to act on the promises of God with unwavering confidence in God's ability to fulfill these promises. Christians with this gift advance the cause of Christ by stepping forward first where others would not. Those with the gift of faith believe in God's promises and challenge others to step into a life of dependency and trust in God. They take God at God's word and build up the church to believe God is indeed good and His sovereignty is trustworthy.

Strengths

- Are able to believe for extra dimensions of God's supernatural ability in our world today, including, but not limited to, healings, miracles, divine provisions and so forth.
- Christians with this gift have an extra portion of faith to persevere through trials and can wait for God's promises even when nothing seems to be changing.

Cautions

- Should know that those who plan and act on reason do not "lack faith".
- Should listen to and consider the wise council of Spirit-filled believers.

Tip

- Others will look to you for inspiration and confidence moving forward where the Spirit leads them, but don't forget yourself and your faith. Get around others who inspire and challenge you to go deeper with the Lord.

Who to partner with and why: Stick around those with the gift of intercession who can pray for you when trials come or the Spirit prompts you to take a deep step of faith. Prayer will build you up and sustain you through tough times.

*For it is by grace you have been saved, through faith—and this is not from yourselves, it is the gift of God—not by works, so that no one can boast.
[Ephesians 2:8-9]*

Giving

Definition: To impart.

Summary: The God-given endowment to meet various needs of the church and its ministries, missionaries, and those who do not have the means to provide for themselves with liberality and cheerfulness. Christians with this gift ask, "How much do I need to live off of?" and let God use their resources to further His kingdom. Often those with the gift of giving are hospitable as well and they seek out opportunities to help other people.

Strengths

- Givers are stewardship-oriented and responsible, great with managing financials and other resources.
- Givers have a profound and deep trust in God to provide the provision for their life.

Cautions

- Givers should esteem their giving, remembering that financials is a spiritual contribution to the body.
- Beware of greed.

Tip

- Read through the Gospels and study how Jesus interacted with the poor or oppressed. Keep your heart open to blessing those who are struggling or donating to an organization that can aid those in need.

Who to partner with and why: Partnering with someone with a gift in hospitality could lead to an even greater kingdom impact in someone's life or a ministry program. Also Apostleship gifted people who are starting new organizations, ministries, or plants will give lots of opportunity for you to invest in kingdom work.

As Jesus looked up, he saw the rich putting their gifts into the temple treasury. He also saw a poor widow put in two very small copper coins. "Truly I tell you," he said, "this poor widow has put in more than all the others. All these people gave their gifts out of their wealth; but she out of her poverty put in all she had to live on." [Luke 21:1-4]

Healing

Definition: To restore.

Summary: The God-given endowment to be God's means to restore people to wholeness. Christians with this gift are not supernatural in themselves, but allow the Holy Spirit to work through them to heal other people. Those with this gift use these authentic moments to communicate a biblical truth and glorify God. Healings can happen through touch, prayer, or speaking. Ultimately we do not decide whom God heals, but it is the heart of those with this gift to seek every opportunity to see God move in miraculous ways.

Strengths

- Compassion and faith mark those with a gift of healing, specifically compassion for the sick or wounded.
- Open to the power of God moving through public and private places.

Cautions

- Needs to know that it is not their work that results in people getting healed, rather it is God who heals who He chooses.
- Jesus did not heal everybody who was sick when he was on earth, and neither will a person with this gift.

Tip

- The Greek word for healing is *Charismata*, which more properly translates the "healings". Since the word in it's original form is plural, this means healings can happen beyond the physical level, and into the spiritual, relational, and emotional levels as well.

Who to partner with and why: Those with the gift of healing may need a boost of faith from those with the gift of faith. Seek out those who help push you deeper into the wisdom and understanding of the Lord. Praying, laying hands on, or speaking healing over someone can be uncomfortable at first, especially in public, but by partnering with Christians with an extra dose of faith, the Lord will move in remarkable ways.

When Jesus landed and saw a large crowd, he had compassion on them and healed their sick. [Matthew 14:14]

Helps

Definition: To take the place of someone.

Summary: The God-given endowment to accomplish practical and necessary tasks to assist or free up another person. Christians with this gift sense a feeling of accomplishment and pleasure when pursuing practical everyday tasks. Those with helps are available, reliable, and loyal people who see the spiritual value in necessary tasks that free up others. Those with this gift enjoy, or prefer working behind-the-scenes.

Strengths

- Those with helps are the core to every team or project.
- Those with helps do a great job at freeing up other members of the body to pursue their ministry.

Cautions

- Remember its ok to say "no". Taking on too many projects can lead to burn out.
- When working under leadership those with helps needs to abide by their leaders vision rather than your own agenda.

Tip

- The gift of helps can open up doors to relationships with those far from Christ. Use your servant heart to make connections where others could not go.

Who to partner with and why: Stick by a leader (or an administrator) who can help steer you into the right direction of serving and helping. It is healthy to have a leader who knows you and knows how much you can handle and where you are interested in helping.

I commend to you our sister Phoebe, who is a servant of the church which is at Cenchrea; that you receive her in the Lord in a manner worthy of the saints, and that you help her in whatever matter she may have need of you; for she herself has also been a helper of many, and of myself as well.

[Romans 16:1-2]

Hospitality

Definition: To love strangers.

Summary: The God-given endowment to provide fellowship, food, and or shelter for others. Christians with this gift are inviting and desire others to feel welcomed and accepted. Those with hospitality are warm and seek to connect new people into meaningful relationships. They desire to create environments where new people can be at ease and comforted.

Strengths

- Those with hospitality are inviting and gracious, making them great at inviting new people over, being a church greeter, and setting a comfortable tone for others.
- Those with hospitality are friendly and caring.

Cautions

- Don't view your gift as just "entertainment" – the hospitality you provide can be the key to unlocking someone's "spiritual door".
- You won't be able to meet every ones needs, so remember to ask God who he wants you to serve and befriend.

Tip

- Hosting church programs (small group, youth group, connect gathering) is a great way to serve your local church and operate in your gift. Outside of the church, try inviting some new neighbors over and building relationships with those far from Christ.

Who to partner with and why: Team up those with the gift of mercy and pray about individuals or people groups that you would desire to bless and serve. Your heart to host and "provide the party" may include some details and tasks to make it happen, so Helps and Administrative gifted people will be a great asset to you. They can focus on details and tasks while you connect with the people.

Keep on loving one another as brothers and sisters. Do not forget to show hospitality to strangers, for by so doing some people have shown hospitality to angels without knowing it. [Hebrews 13:1-2]

Intercession

Definition: To plead on behalf of someone.

Summary: The God-given endowment to consistently pray on behalf of others and see frequent and consistent results from prayer. Christians with this gift are aware of spiritual battles taking place and pray in accordance with what the Spirit is leading them to pray. Intercessors are spiritually sensitive and carry burdens of others in a healthy manner, always lifting their needs and burdens to God.

Strengths

- Intercessors are often peacemakers and desire to have God's peace reign in all places.
- Intercessors exercise an authority and protection for others.

Cautions

- Avoid isolation caused by extended time of prayer and spiritual intimacy with God.
- Don't lose sight of your value and importance, intercession is your gift and needed contribution to the body.

Tip

- Read John 17 and study how Jesus prayed. Knowing how to hold hands with God and with people on earth is how you will see fruit from your gift.

Who to partner with and why: Intercessors are helpful everywhere, but especially with a leader. Intercessors have a keen sense of when something or someone is even slightly off in their spiritual walk. Leaders need people who are trustworthy and filled with the Spirit to rely on as a mirror and to stand next to them, holding them up in prayer as they lead.

In the same way, the Spirit helps us in our weakness. We do not know what we ought to pray for, but the Spirit himself intercedes for us through wordless groans. And he who searches our hearts knows the mind of the Spirit, because the Spirit intercedes for God's people in accordance with the will of God. [Romans 8:26-27]

Interpretation

Definition: To translate.

Summary: The God-given endowment to understand and translate a message in tongues. This is a miraculous gift and its appearance in a believer's life would be obvious. Christians with this gift may receive a word that is prophetic and translate it. The gift of interpretation is useful for edifying the church by translating a timely word.

Strengths

- Interpreters have a spiritual sensitivity and devotion that allows miraculous manifestation to occur.
- Interpreters are worshipful in nature and responsible with their walk of faith.

Cautions

- This gift has to be used in the proper orderly manner in conjunction with tongues, prophecy, or words of knowledge.
- The interpretation must reflect the will of God and not man.

Tip

- Read 1 Corinthians 12 to understand how spiritual order operates within the early church and ask God in what areas does the holy spirit need to train you to greater wisdom. Also remember intimate relationship with God is really important.

Who to partner with and why: This gift is unique in that it is directly connected to the gift of tongues and must follow a word spoken. Pray with those who have the gift of tongues that God would align both of you to utilize your gifts for the edification of the church. It may sometimes partner with prophecy or dreams as well.

To another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues, and to still another the interpretation of tongues. [1 Corinthians 12:10]

Knowledge

Definition: To know.

Summary: The God-given endowment to bring biblical insight or revelation to the body. This gift is otherwise known as “word of knowledge”. Christians with this gift are often well versed in the Scriptures. They know the appropriate time to share an insight that is helpful. Believers are able to relate with the Scriptures and particularly the Gospel of Jesus. Paul spoke of knowledge of the Gospel of Christ as the highest form of knowledge there is.

Strengths

- Those with this gift have an unusual ability to search the Scriptures for insight or understanding.
- Those with this gift are able to organize information so that it is helpful for others.

Cautions

- Beware of pride and becoming “puffed up”.
- Remember that a word of knowledge is God’s message and not man’s message. Also be sure to ask the Lord what is needed with the word of knowledge. It may need spoken it may only be for you to pray.

Tip

- Find a friend or mentor who you can study the Scriptures with and ask challenging questions to. Be sure you have someone who is permitted to challenge you as well as encourage you.

Who to partner with and why: Knowledge is often tied closely with teaching, so to try to connect with another believer who is gifted in teaching. The insights and information you both have will be helpful and useful in building the church.

To one there is given through the Spirit a message of wisdom, to another a message of knowledge by means of the same Spirit. [1 Corinthians 12:8]

Leadership

Definition: To stand before.

Summary: The God-given endowment to cast vision, motivate, and lead others into the promises and will of God. Christians with this gift are great at providing direction for other believers. They take responsibility and are diligent people. Often looking at the big picture, leaders set goals and model the values of their ministry. A leader may be the first to arrive and the last to leave, a leader will jump at opportunities to serve others, a leader will desire to grow and expand their capacity to be a vessel for the Lord. Not for their glory, but to see the Lord glorified and praised.

Strengths

- Leaders are able to motivate others to perform to the best of their ability.
- Leaders are persuasive and visionary, often reminding others of the big picture or the ultimate goals.

Cautions

- Remember that being connected to the cause of Christ is different than the cause of man.
- Servant leadership, not American big business leadership, is the biblical model and the best kind for leadership.

Tip

- Study the Gospels and reflect on how Jesus served others and sacrificed for the greater good. You don't need a position to be a leader, you can lead right where you are at.

Who to partner with and why: Leaders may have a God-given vision and desire to see the promises of God fulfilled, but they cannot take this journey of life alone. It is crucial that leaders find strong helpers to uphold the vision just as much as the leader upholds it. Discernment and intercession gifts will help hold you up when the weight of leadership gets heavy.

“Whoever would be great among you must be your servant, and whoever would be first among you must be your slave, even as the Son of Man came not to be served but to serve, and to give his life as a ransom for many.”

[Matthew 20:26-28]

Mercy

Definition: To have compassion.

Summary: The God-given endowment cheerfully and practically help those who are suffering or in need. Christians with this gift spring at opportunities to serve and display Christ's compassion. Those with this gift are passionate about justice in the world and desire to show love and grace to hurting people. Similar to encouragement, those with mercy come alongside people for an extended period of time and see them through their healing process. They are the hands and feet of God for those who are afflicted, and quickly sense when someone isn't doing well.

Strengths

- Those with this gift are caring and empathetic, desiring to comfort lonely or hurting people. They desire to get to the root of the problem, not just offer temporary comfort.
- Those with this gift have eyes to spot oppression in a variety of mediums (individual, social, political, economical, ect).

Cautions

- Some people that you help won't show appreciation for what you do, but don't be discouraged.
- Be sure that when confronting a source of pain, you aren't experiencing anger in an unhealthy manner.

Tip

- Those with mercy can make great counselors and mentors, especially in grief, recovery, or outreach ministries. Look for ways to come alongside of people inside and outside your local church.

Who to partner with and why: Team up those with the gift of hospitality and pray about individuals or people groups that you would desire to show Christ's mercy towards. It is IMPORTANT to be under a good leader. Compassion for others can bring distraction if not careful. A good leader will help keep the ultimate goal in front of Merciful people.

Rejoice with those who rejoice; mourn with those who mourn. Live in harmony with one another. Do not be proud, but be willing to associate with people of low position. Do not be conceited. [Romans 12:15-16]

Miracles

Definition: To do powerful deeds.

Summary: The God-given endowment to authenticate the message of the Gospel through supernatural events that glorify God. This is a miraculous gift and its appearance in a believer's life would be obvious. Christians with this gift point people to Jesus through the miracles that God performs. Those with this gift have a heightened sensitivity to the Holy Spirit and desire to make themselves available for God to do a powerful work through them.

Strengths

- Those with this gift are bold and venturesome, but always remain humble when miracles occur.
- Those with this gift have an unwavering confidence and faith in God's ability to perform divine acts that lead people to a relationship with Him.

Cautions

- Guard against calling on the Lord's power for selfish purposes.
- Need to remember miracles aren't caused by our works, the time and place of miracles are solely determined by God.

Tip

- Read the Gospels and study how Jesus performed miracles, and ask for God to change and shape your heart to put you in positions to be open to His promptings.

Who to partner with and why: Connect with those gifted in intercession.

Prayer and a strong petition to God to reveal His glory to His people are the first steps to seeing miracles done by the Lord.

Jesus performed many other signs in the presence of his disciples, which are not recorded in this book. But these are written that you may believe that Jesus is the Messiah, the Son of God, and that by believing you may have life in his name. [John 20:30-31]

Prophecy

Definition: To speak before.

Summary: The God-given endowment to reveal truth in a timely and relevant manner. Biblical Prophecy has 3 purposes.

Edification: which means "to build up"

Exhortation: which means "to call near"

Consolation: which means "to cheer up"

The revelations God gives prophets move the body of Christ forward.

Strengths

- Those with this gift are able to understand the heart and mind of God through experiences he has taken them through.
- Those with this gift are authoritative, and with proper use can lead people to reconciliation.

Cautions

- Prophecy must line up with Scripture and be used with proper discernment.
- While this gift can cause conviction, repentance, and edification, if it is not all done in love, it is useless.

Tip: The primary purpose of the gift of Prophecy is not to direct or correct, although it is often a temptation to do so. It is meant to encourage the Church. Paul uses some form of the words edify and exhort 7 times in 1 Corinthians 14 alone. Study this scripture and ask for God to give you a heart of Love that seeks to encourage and bring the best out in people. We may see the negative in the lives of others, but we need to call them up not only call them out.

Who to partner with and why: Pray and seek the Lord with those who have a gift of discernment. When the Lord reveals a truth or revelation to you, it is always wise to check that word with a wise believer who can help guide the word the Lord gives. (those gifted in knowledge, wisdom, Intercession, and encouragement)

I have seen the affliction of my people who are in Egypt, and have heard their cry because of their taskmasters; I know their sufferings, and I have come down to deliver them out of the hand of the Egyptians. And now, behold, the cry of the people of Israel has come to me, and I have seen the oppression with which Egyptians oppress them. Come, I will send you. [Exodus 3:7-10]

Shepherding

Definition: To shepherd a flock.

Summary: The God-given endowment to care for, nurture, and steer people towards ongoing spiritual maturity and coming like Christ. Christians with this gift desire to model their life like Christ to be an example to others. Those with this gift have a heart to protect and lead those within their span of care. Shepherds are relational and desire long-term relationships with others. Shepherds are first and foremost servants to others as Christ was a servant to all.

Strengths

- Shepherds are able to provide guidance to a group of people, making them excellent small group leaders or mentors.
- Shepherds take a personal responsibility to help nurture a person whole walk with the Lord.

Cautions

- Shepherds should be aware of their own personal capacity and know when to say “no” to something.
- Shepherds should always remember that God will judge those who overextend or neglect their oversight responsibilities.

Tip

- Read the Gospels and study how Jesus shepherded and led his disciples, and pray for God to mold your heart closer to the heart of Jesus.

Who to partner with and why: Shepherds share similarities with those gifted in leadership and teaching. Work with those who have these gifts and pray for ways the Lord can combine all of your gifting to help further minister to your congregation. Partnering with Mercy gifted will allow you to find those who need shepherded easily, and will encourage you to get to the root of the problems with people, not only be compassionate.

“I am the good shepherd; I know my sheep and my sheep know me—just as the Father knows me and I know the Father—and I lay down my life for the sheep. [John 10:14-15]

Teaching

Definition: To instruct.

Summary: The God-given endowment to clearly communicate what the Bible says and what it means, causing greater Christlikeness in the lives of the listeners. Christians with this gift help to make sure the church doesn't fall into error and sin through misunderstanding of the Scriptures and God. Teachers study, dissect, and desire to further understand the Bible and the heart of God. They are able to bring light to detail and accuracy in order that the whole council of the Lord is shared.

Strengths

- Teachers are gifted in teaching, but they are also very teachable and disciplined themselves.
- Teachers are gifted in their analytical and articulate nature and can spend extended periods of time studying and discovering.

Cautions

- Should remember that knowledge doesn't = spiritual intimacy with God.
- Be careful not to be too detailed in their teaching that it causes others to miss the main point.
- Remember that while you care deeply for accuracy, God doesn't NEED you to defend Him. He will use you, but be sure you are always honoring, not condescending or easily angered. God will defend His truth better than we ever can, So pray!

Tip: Never stop learning. Challenge yourself to read more and to find resources for your study that are beneficial.

Who to partner with and why: Teachers should pair up with those gifted in knowledge to grow and study the Scriptures together. This could be simply reading passages together, or discussing deeper spiritual and theological topics together, but ultimately the end goal is to grow in love of the Lord and stir up a passion for growing the church.

Not many of you should become teachers, my fellow believers, because you know that we who teach will be judged more strictly. We all stumble in many ways. Anyone who is never at fault in what they say is perfect, able to keep their whole body in check. [James 3:1-2]

Tongues

Definition: Tongue, language.

Summary: The God-given endowment to receive a spontaneous message from God in public worship that is spoken in an unknown language and is translated by one with a gift in interpretation. This is a miraculous gift and would require no need for testing, since it's appearance in a believer's life would be obvious. Christians with this gift are worshipful and prayerful in nature, and as a result from their gifting have a desire to serve and edify others in the church.

Strengths

- Those with the gift of tongues are spontaneous and responsive to the Holy Spirit.
- Those with this gift can speak in a language they don't know, and sometimes are given the ability to speak a foreign language to minister to another person.

Cautions

- Should only speak in tongues out loud if the Holy Spirit is leading and there is someone with the gift of interpretation present. You must also have the blessing of the leadership to use this gift publically. God wants honor more than He wants to speak in tongues through you.
- Always remember this gift is designed to edify others and not all believers will have this gift.

Tip: Speak in tongues (especially your prayer language) as often as you can during the day without causing a disruption to those around you.

Who to partner with and why: Those with the gift of interpretation are the other half to the gift of tongues. Pray with those who have the gift of interpretation that God would align both of you to utilize your gifts for the edification of the church.

When the day of Pentecost came, they were all together in one place. Suddenly a sound like the blowing of a violent wind came from heaven and filled the whole house where they were sitting. They saw what seemed to be tongues of fire that separated and came to rest on each of them. All of them were filled with the Holy Spirit and began to speak in other tongues as the Spirit enabled them. [Acts 2:1-4]

Wisdom

Definition: To practically apply truth.

Summary: The God-given endowment to apply God's truth to meet a specific spiritual need. Christians with this gift are wise, sensible, and insightful.. Those with this gift have a life full of praise and worship to the Lord. Those with this gift receive insight from the Lord that others might not have when it comes to handling problems or answering tough questions. Conflict and confusion are not a hindrance as these people seek the Lord's wisdom to find solutions.

Strengths

- Those with wisdom are able to take lessons from their own life experiences and share what God has taught them through those experiences.
- Those with wisdom are able to sense in advance the possible outcomes of a decision, and determine whether they are the right choice or not.

Cautions

- Need to be patient with those who do not have this gift.
- Should always remember that others shouldn't be dependent upon your wisdom, but rather all should be dependent upon God. Point people to God by asking them questions, not just giving advice.

Tip

- Don't be afraid to share the wisdom you have. Sometimes it can be uncomfortable sharing stories or insights you have, but ultimately whether an individual takes your advice or not, God designed you to help others through the wisdom the Holy Spirit gives you.

Who to partner with and why: Those with a gift of discernment share a characteristic of insightfulness and intuitiveness. Praying together can be very powerful. Share wisdom when given permission by leaders. Leaders can gain great spiritual insight through this gift, and God can even use it to keep the church on track. *You need relationship with the leader, and marching orders from the Holy Spirit, not just blast leaders with your thoughts and insights.

The fear of the LORD is the beginning of wisdom; all who follow his precepts have good understanding. To him belongs eternal praise. [Psalm 111:10]