

Spiritual Gifts Overview

- Administration
- Discernment
- Encouragement/Exhortation
- Evangelism
- Faith
- Giving
- Helps
- Hospitality
- Knowledge
- Leadership
- Mercy
- Service
- Shepherding
- Teaching
- Wisdom

New Castle Bible Church believes the Holy Spirit sovereignly gives gifts to each and every believer for the edification of the whole church; and that certain of the gifts, such as tongues, miracles, and healing were of a temporary nature in order to authenticate the message of the apostles. (Rom. 12:4-8; 1 Cor. 12:4-11, 14:21-22; Eph. 4:11-13; 2 Cor. 12:12; Eph. 2:20; Heb. 2:3-4)

1. Administration (Organization) – 1 Corinthians 14:40

The unique capacity to organize and manage people, resources and time, to coordinate details and carryout the plans of leadership, in order to help the church function effectively.

Meaning: *"To steer a ship or give direction."*

People with this gift...

- Strive for efficiency.
- Are well organized and detail oriented.
- Enjoy coordinating tasks and events.
- Are adept at creating order out of chaos.
- Delegate well.

Biblical example: Nehemiah

Where this gift can be used:

- Church office/library

- Media ministry (e.g., designing/developing church website, creating PowerPoint presentations)
- AWANA
- Deacons
- Coordinating volunteer efforts
- Planning short-term mission trips
- Leading Ministry Teams

2. Discernment – 1 John 4:1-6

The unique capacity to distinguish truth from error, right from wrong, and to discern whether the source of a teaching or experience is from the Holy Spirit, self, or Satan.

Meaning: *“To separate or make a distinction.”*

People with this gift...

- Accurately identify deception in others.
- Are perceptive, insightful, and keenly observant.
- Can detect phony or manipulative people.
- Quickly sense flawed interpretations of the Bible.

Biblical example: Peter (Ananias and Sapphira in Acts 5)

Where this gift can be used:

- Leading Bible studies or Life groups
- Counseling, mentoring and discipling
- Witnessing to individuals who’ve been drawn into cults
- Correcting false doctrines or practices
- General church leadership

3. Encouragement/Exhortation – Acts 14:22

The unique capacity to strengthen, comfort, and urge to action those who are discouraged or wavering in their faith, to bring out the best in others and challenge them to develop their God-given potential.

Meaning: *“To come alongside.”*

People with this gift...

- Are sensitive to those who are hurting, discouraged or depressed.
- Are particularly motivating and uplifting.
- Point people to the hope, promises, and truth of Scripture.
- Enjoy seeing others succeed.

Biblical Example: Barnabas

Where this gift can be used:

- Greeter or Usher
- Visiting people in the hospital, nursing homes, or shut-ins
- Leading or participating in a Life group
- Discipling new or backsliding believers
- Men's ministry and Women's ministry
- Counseling ministry
- Café ministry
- Welcome Center

4. Evangelism – Acts 8:26-40

The unique capacity to effectively communicate the Gospel to unbelievers so they respond in faith and move towards discipleship.

Meaning: *"To bring good news."*

People with this gift...

- Gravitate towards unbelievers and pray for them.
- Are sensitive to the concerns of unbelievers and roadblocks to faith.
- Enjoy teaching others how to share their faith in practical ways.
- Are influential, compelling, and confident communicators.

Biblical Example: Philip (Acts 8)

Where this gift can be used:

- Witnessing to unbelievers
- AWANA
- Short-term mission trips
- Missionary work
- Lead/assist with gospel church services at nursing homes, Peoria Rescue Mission, etc.
- Benevolence ministry
- Community outreach ministry

5. Faith – Romans 4:18-21

The unique capacity to trust God for what cannot be seen, to act on His promises regardless of the circumstances, to be willing to risk failure in pursuit of God-given vision, and to expect God to take care of all the obstacles along the way.

Meaning: *"To trust."*

People with this gift...

- Don't let threatening circumstances discourage them from believing God.
- Are optimistic, assured, expectant, risk-takers.
- Confidently trust the Lord to act on their behalf.

- Sometimes have a vision of what must be done and believe God will bring it to pass.

Biblical Example: Heroes of the faith (Hebrews 11)

Where this gift can be used:

- Initiating prayer, a prayer group, or prayer ministry
- Evangelism/outreach ministries
- Ministering to believers in the midst of trials (e.g., people who are hospitalized or experiencing difficulties or loss)
- Church leadership
- Everywhere ministry occurs

6. Giving – 2 Corinthians 8:1-7

The unique capacity to generously and cheerfully contribute money and other resources to serve kingdom priorities.

Meaning: *“To give, share.”*

People with this gift...

- Don’t ask, “How much money do I need to give to God,” but rather, “How much money do I need to live on?”
- Are sensitive to the material needs of others.
- Willingly limit their lifestyle in order to provide resources for ministry.
- Seek out those in need of tangible support.
- May possess a special ability to make money.

Biblical Example: Macedonian churches (2 Corinthians 8:2)

Where this gift can be used:

- GO Care Teams
- GO Partner supporter
- Fund-raising campaign
- Helping those with special needs
- Stewardship committee
- Building committee
- Benevolence Team

7. Helps – 1 Corinthians 12:28

The unique capacity to unselfishly meet the needs of others through helping in practical ways.

Meaning: *“To support.”*

People with this gift...

- Have a desire to help others.

- Are able to see practical ways to lend a hand.
- Derive satisfaction from supporting and assisting believers so they can maximize their spiritual gifts.
- Often prefer to work behind-the-scenes rather than serve in a public, frontline ministry.

Biblical Example: John Mark (Acts 13:51)

Where this gift can be used:

- Helping in the church kitchen
- Set-up/teardown of tables or chairs
- Running errands
- Building maintenance
- Event preparation/cleanup
- Lawn care/landscaping
- Sunday school helper
- Nursery, AWANA, or VBS volunteer
- Everywhere ministry occurs

8. Hospitality – 1 Peter 4:9-10

The unique capacity to make other people, especially strangers, feel warmly welcomed, accepted, and comfortable.

Meaning: *“To love strangers.”*

People with this gift...

- Provide warm, safe, friendly environments where people will feel cared for/loved.
- Are sensitive to the needs of newcomers or loners.
- Pursue ways to connect individuals so they can experience fellowship and build relationships.
- Share the love of God by providing basic necessities such as food and shelter.

Biblical Example: Martha (Luke 10:40 – Note: This account is a good example of why we should exercise caution with our gifts.)

Where this gift can be used:

- Greeter/usher
- Safety team
- Life group host
- Welcome Center
- Meal Ministry
- Events team
- Funeral dinners
- Café Ministry
- Visitation ministry

- Phase 4 Senior Ministries

9. Knowledge – 1 Corinthians 12:8

The unique capacity to discover truth, collect, organize and analyze information to edify believers and the church.

Meaning: *“To know.”*

People with this gift...

- Diligently search the Scriptures for understanding when decisions are to be made.
- Remember Scripture well and enjoy sharing God’s truth.
- Are sensitive to the need for reliable facts and information to support decisions.
- Enjoy researching, studying, analyzing, and organizing facts in a way that’s meaningful to the church.

Biblical Example: Daniel

Where this gift can be used:

- Bible study or Life group
- Sunday school
- Elders/Deacons
- Library
- Teaching team researcher
- Counseling, mentoring and discipling

10. Leadership – Hebrews 13:7, 17

The unique capacity to cast vision, influence, motivate, and direct people to harmoniously accomplish God’s will.

Meaning: *“To stand before, influence.”*

People with this gift...

- Are goal-minded visionaries who see the “big picture.”
- Can recognize potential in others and inspire them to follow their lead.
- Develop and equip believers to reproduce ministry.

Biblical Example: Moses, Timothy and Titus

Where this gift can be used:

- Life group leader
- Land/building development
- Children’s Church leader
- AWANA leader
- Youth ministry leader

- College ministry leader
- Adult Bible class leader
- Men's or women's ministry leader
- Everywhere ministry occurs

11. Mercy – Romans 12:8

The unique capacity to sense hurt, show empathy towards those who are suffering, and minister to them with cheerfulness.

Meaning: *"To have compassion."*

People with this gift...

- Are sensitive to the hurts, loneliness and affliction of others.
- Are kindhearted, empathetic, caring and loving.
- Provide compassionate support to those in distress.
- Easily identify with others' anguish and point them to God for hope.
- Possess a strong desire to see people's pain eliminated.

Biblical Example: Jesus, Barnabas

Where this gift can be used:

- Greeter or Usher
- Meal ministry
- Seniors Over Sixty (SOS)
- Leading or participating in a Life group
- Men's ministry and Women's ministry
- Visiting people in the hospital, nursing homes, or shut-ins
- Counseling, mentoring and discipling
- Ministering to those in crisis
- Missionary work (including local missions such as the Peoria Rescue Mission)
- Benevolence Team

12. Service – Romans 12:8

The unique capacity to accomplish practical tasks that free up, support and meet the needs of others.

Meaning: *"To serve, take the place of someone."*

People with this gift...

- Are practical, dependable, willing, unselfish and available.
- Enjoy doing tasks that help others minister more effectively.
- Like to do the "little things" behind the scenes to help people.
- May need training to serve in certain capacities.

Biblical Example: Deacons (Acts 6)

Where this gift can be used:

- Building maintenance
- Event preparation/cleanup
- Set-up/teardown of tables or chairs
- Helping in the church kitchen
- Lawn care/landscaping
- Running errands
- Sunday school helper
- Nursery, AWANA, or VBS volunteer
- Media ministry (e.g., operating lights, soundboard, or PowerPoint slideshow during worship services/events)
- Life group participant
- Everywhere ministry occurs
- Deacons

13. Shepherding (i.e., Pastoring) – 1 Peter 5:2-3

The unique capacity to feed, care for, nurture, protect and guide God's children towards increased spiritual maturity, assuming responsibility for their spiritual welfare.

Meaning: *"To lead and feed."*

People with this gift...

- Are nurturing, supportive and highly relational.
- Faithfully assume responsibility for overseeing a group of believers.
- Enjoy investing themselves in the lives of others.
- Lead, feed, encourage, discipline and protect those in their care.

Biblical Example: Barnabas, Timothy

Where this gift can be used:

- Pastor
- Missionary
- Life group leader
- Children's Church leader
- AWANA leader
- Youth ministry leader
- College ministry leader
- Adult Bible class leader
- Ministry Team leader

14. Teaching – Ephesians 4:11-13

The unique capacity to comprehend, explain, illustrate and apply God's Word in a way that's relevant and brings about transformation in the lives of the listeners.

Meaning: *"To instruct/explain."*

People with this gift...

- Have a strong desire to know God's Word and share it with others.
- Are analytical, systematic, concise and articulate.
- Care about details and accuracy.
- Communicate biblical truth in a way that brings about transformation or life change.
- Apply God's Word correctly to real life situations.

Biblical Example: Apollos (Acts 18:24-28)

Where this gift can be used:

- Preaching
- Teaching devotionals (e.g., Peoria Rescue Mission, nursing home church services)
- Bible study or Life group teacher
- Adult and Children's ministry teacher
- AWANA leader
- VBS teacher
- Youth ministry leader
- College ministry leader
- Counseling, mentoring and discipling

15. Wisdom – 1 Corinthians 12:8

The unique capacity to understand God's truth as it applies to life and share those insights in a clear, practical way.

Meaning: *"To apply truth practically."*

People with this gift...

- Enjoy bringing God's Word to bear on real life situations.
- Are able to explain *what* to do and *how* to do it.
- Are sensible, fair and insightful.
- Are solution-oriented, problem-solvers.
- Are good decision-makers.
- Bring resolutions and practical answers to conflict situations.

Biblical Example: Solomon (1 Kings 3:16-28)

Where this gift can be used:

- Pastor
- Elders
- Committee member

- Counseling, mentoring and discipling
- General church leadership