

S.H.A.P.E.

Spiritual Gifts



Redeemer
Lutheran Church

MY TOP SPIRITUAL GIFTS

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DISCOVERING YOUR GIFTS

Prayer

Redeemer Spiritual Gifts Assessment

Conversations with people close to you

Review your past ministry experience

Ask:

- What draws me close to God?
- What hurts my heart?
- What are my hopes & dreams for God's Kingdom on earth?

S.H.A.P.E. — SPIRITUAL GIFTS

LIST & EXPLANATION OF SPIRITUAL GIFTS

SPECIAL

APOSTLE

1 Cor. 12:28

Ephesians 4:11

Christians with the spiritual gift of Apostleship are God's ambassadors to several congregations. The Greek word for apostle is *apostolos*, which literally means "messenger" or "delegate." Those with the gift of apostleship possess the extraordinary ability to encourage many congregations with the gospel. They have the privilege and responsibility of spreading the faith, caring for and organizing churches, teaching about Christ, and directing mission efforts over large areas.

In 1 Corinthians 9, Paul explains what an apostle is. Apostles are first and foremost servants of the church at large. Paul is an excellent example of one with the gift of Apostleship. He wrote, "I have made myself a slave to all, so that I might win more of them ... for the sake of the gospel" (1 Corinthians 9:19, 23). He believed that he was "entrusted with a commission" (v. 17) to proclaim the gospel. Paul used this commission to found, build, and encourage numerous churches. Apostleship is a gift devoted to the care and construction of the church at large.

PROPHECY

Romans 12:6

1 Cor. 12:10

1 Cor. 12:28

Ephesians 4:11

Those with the spiritual gift of prophecy—*propheteia* in New Testament Greek—see the work and will of God in various events of the world, both large and small, and are able to clearly communicate the meaning of these events to others.

Although a small amount of prophecy in the New Testament is foretelling, usually it is forthtelling, that is, revealing God's

activity and will to others. Those with the gift of prophecy serve as spokespersons for God. They communicate the divine intentions and purposes of God's activities in the world.

People gifted in Prophecy (also referred to as "Proclaimers") speak God's messages with certainty and conviction because they live intimately with God in prayer. A proclaimer is not a seer, but a recipient and preacher of God's Word to specific situations and specific people. Those with the gift of prophecy, can see the footprints of God in various events and circumstances and reveal to people where God is leading. Christians endowed with this gift identify God's work and patiently listen for God's revelation.

EVANGELIST

Ephesians 4:11

Christians with the spiritual gift of Evangelism share the Good News of salvation through Jesus Christ in nonabrasive, natural, and simple ways that touch people where they most need to experience God's love. The Greek word *euangelistes* means "bearer of Good News." Good News is what Jesus says, does, and embodies. Just as Jesus invited people to come to him, so also the evangelist invites people to believe and trust in Jesus in a way that makes them want to accept the invitation.

People often commit themselves to Jesus Christ not only because of what an evangelist says, but also because of who an evangelist is. In the loving and accepting presence of someone with this gift, people feel God's acceptance and love. An evangelist is like a host, introducing those who are not Christians to the gift of salvation through Christ and deepening believers' understanding of God's grace. Christians with the gift of evangelism have internalized the news that Christ died and rose for them, and now they appropriately and effectively share that gratifying message with all.

Jesus said, "And I, when I am lifted up from the earth, will draw all people to myself" (John 12:32). Spiritually gifted evangelists draw people to Jesus and radiate God's Good News the way the sun radiates light—from the heat within. God gives those with this gift a sense of urgency and deep passion for reaching out to others with the love of Jesus.

PASTOR TEACHER

Ephesians 4:11

A Christian with the spiritual gift of Pastoring (Shepherding)—*poimen* in New Testament Greek—gathers people together, demonstrates concern for their struggles and difficulties, protects them from trouble or harm, and keeps them close to Jesus. A shepherd looks out for those under his or her care. In a church setting, that might mean warding off antagonists or encouraging people to resist temptation and walk in the light of Christ.

Jesus, the Good Shepherd, is the model for those with the gift of shepherding (pastoring). In rejecting the devil's temptation, for example, Jesus said, "One does not live by bread alone, but by every word that comes from the mouth of God" (Matthew 4:4). Those with the spiritual gift of shepherding feed others with the bread of life—Jesus. Jesus said, "I am the living bread that came down from heaven. Whoever eats of this bread will live forever" (John 6:51). Christians with this gift make sure to feed those under their care with the Word of God so that individuals are nurtured in their faith.

Shepherds support those who look to them for guidance during difficult times. They model the protective, loving care that Jesus has for all of us. Christians with this gift can be characterized by having a "flock"—a group who looks to the shepherd for guidance, direction, teaching, and protection.

TEACHER

Romans 12:7

1 Cor. 12:28

Ephesians 4:11

The spiritual gift of Teaching—*didaskalia* in Greek—is the specific ability to clearly explain the Christian faith and equip individuals to apply it in their daily lives. Those who have this spiritual gift communicate with both words and actions—they live what they teach. The life of someone who teaches the faith is often his or her best lesson, following the example of Jesus, the Master Teacher.

The gift of Teaching the faith can be different from the ability to teach other subjects. Therefore, professional teachers

may not necessarily have this spiritual gift. Christians with the gift of Teaching the faith help others understand God's Word and relate it practically to their living. Those with this gift communicate the Gospel message of Jesus Christ in ways that motivate and empower others to grow in Christian maturity. "All Scripture is inspired by God and is useful for teaching, for reproof, for correction, and for training in righteousness" (2 Timothy 3:16). Gifted Christian teachers do not present their own ideas, but rather convey scripturally based, practical truths to the community of believers.

Those with the gift of Teaching the faith do more than disseminate biblical facts. Using common life examples, they communicate the Christian faith in ways that penetrate people's hearts and minds and motivate people to live for God. The responsibility of this gift is so awesome that James says, "Not many of you should become teachers, my brothers and sisters, for you know that we who teach will be judged with greater strictness" (James 3:1). Teachers of the faith help Christians understand God's Word so they can apply it to their lives.

The purpose of discovering your gifts is not just knowledge of self, but effective ministry for the Kingdom and the blessing of others.

**DISCOVERING YOUR GIFTS BRINGS THE
RESPONSIBILITY TO USE THEM**

SPEAKING

ENCOURAGEMENT

Romans 12:8

The gift of Encouragement is the ability to inspire, comfort, motivate, affirm, strengthen, and be present with others so that they can meet their life situations with confidence.

Encouragement—*parakalein* in New Testament Greek—points to the hope that is ours in Christ and the promise of the Holy Spirit's presence. Those with the gift of Encouragement instill this hope in others.

The spiritually gifted encourager inspires people to “rise above themselves” and be who they really are in Christ, even when the world shouts down such a possibility. While the world challenges and dares individuals to “be all you can be,” those with the gift of Encouragement inspire Christians to be all God has made and calls them to be.

Encouraging others involves delivering more than just comforting words. Sometimes people need to be admonished or confronted about their actions in a gentle, yet firm manner that motivates them to live according to God's will. Paul practiced such encouragement with the Thessalonians, “For we hear that some of you are living in idleness, mere busybodies, not doing any work. Now such persons we command and exhort in the Lord Jesus Christ to do their work quietly and to earn their own living. Brothers and sisters, do not be weary in doing what is right” (2 Thessalonians 3:11-13).

Encouragement is the gift of offering consolation and inspiration to others in their joys and trials. It is being a “little Christ” and a “little Holy Spirit,” assuring others that they are not alone, and that they can indeed follow God's call for their lives.

WISDOM

1 Cor. 12:8

Christians gifted with Wisdom—*sophia* in New Testament Greek—have mature, skillful judgment. They see the ramifications of problems and then sift among possible alternatives to find solutions that are in accordance with God's

intentions. The gift of Wisdom is the capacity to make godly choices and encourage others to do likewise. Those gifted in Wisdom know the right time and place for different types of behavior. They understand how life works and can make good decisions that are in harmony with God's will.

The spiritual gift of Wisdom combines elements of insight, good judgment, perceptiveness, winsomeness, and diplomacy. Diplomacy is an integral characteristic of Christians with this gift, because Wisdom involves sorting out problems in the context of relationships. Wise Christians speak the truth in love. This requires a spirit of gentleness, as James suggests: "Who is wise and understanding among you? Show by your good life that your works are done with gentleness born of wisdom" (James 3:13).

KNOWLEDGE

1 Cor. 12:8

The spiritual gift of Knowledge—*gnosis* in New Testament Greek—is having a deep, personal communion with Jesus Christ and sharing that relationship and the insights gained from it with others. Christians with the gift of Knowledge communicate much more than facts when they talk with people about Jesus. They share Jesus Christ in ways that make him personal and real to others.

This gift is sometimes thought to be concerned only with head-knowledge. The spiritual gift of Knowledge, however, is heart-knowledge. It is not knowing about Jesus; it is knowing Jesus personally. Christians gifted in Knowledge do not have to be scholars or theological experts, full of factual knowledge. They understand and experience Jesus in a real way and convey the love and warmth that springs from an intimate relationship with Christ.

Those with this gift could join with the apostle Paul in saying, "More than that, I regard everything as loss because of the surpassing value of knowing Christ Jesus my Lord" (Philippians 3:8). They share and reflect the relationship they have with Jesus, and they take others by the hand to meet him too.

SERVING

SERVING

Romans 12:7

1 Cor. 12:5

Serving, or *diakonia* in Greek, is a humble and an unpretentious way of thinking, being, and doing. Those who have the gift of serving do not simply possess this gift; they are servanthood. Serving is selfless, sacrificial, and loving—Christians endowed with this gift ministry without any regard for recognition or public affirmation.

Jesus is the incomparable model of servanthood. Jesus told his disciples, “For the Son of Man came not to be served, but to serve, and to give his life as a ransom for many” (Mark 10:43-45).

The gift of Serving is the opposite of what the world considers greatness. Those with this gift perform ordinary deeds with extraordinary humility. Christians with the gift have genuine authority, but it is based on their serving. They live out Peter’s instruction, “As each has received a gift, employ it for one another [literally, ‘serve one another with it’] as good stewards of God’s varied grace” (1 Peter 4:10). Those with the gift of Serving undergird their actions with a selfless attitude—whether it is waiting tables or exercising apostleship.

HELPS

1 Cor. 12:28

Christians with the spiritual gift of Helps powerfully assist others with practical deeds, especially during critical times. Those with the gift of Helps have an enhanced sense of compassion and willingness to tangibly support others, particularly those with whom they already have a relationship.

The Greek word for helping is *antilempsis*, which can be translated as “a timely act of rescue; relief; or aid.” Paul explained the importance of assisting others in Acts 20:34-35, “You know for yourselves that I worked with my own hands to support myself and my companions. In all this I have given you an example that by such work we must help the weak.” Helpful

deeds done out of Christian love can have lasting, powerful effects.

The gift of Helps is used at its fullest during times of crisis. When catastrophe strikes, those with the gift of Helps will be there ready and willing to do whatever is necessary. Consider Paul's description of Jesus' helpfulness, "For while we were still weak, at the right time Christ died for the ungodly" (Romans 5:6). Jesus is the perfect model of Christian helping.

LEADERSHIP

Romans 12:8

Those with the gift of Leadership—*proistanai* in New Testament Greek—lead by sheltering, guiding, modeling, and other parenting-type behavior. Nurturing leaders guide people where God would have them go and provide protection along the way. They promote the well-being and personal growth of those who look to them for leadership by advocating for them when necessary. They care for others by guiding them and by setting a good example.

Christians with this gift are dedicated to guiding individuals and watching over them as they grow. Nurturing leaders are even willing to accept criticism at times, for the benefit of those under their direction. Those with this gift glorify God by loving and caring for others with protective authority and by leading them in ways that best suit their needs. Jesus demonstrated the spirit of nurturing leadership when he lamented over Jerusalem: "Jerusalem ... How often I desired to gather your children together as a hen gathers her brood under her wings" (Matthew 23:37). For nurturing leaders, Jesus' example is integral to their style of leadership.

ADMINISTRATION

1 Cor. 12:28

The Greek word *kubernesis*, translated as "visionary and managing leadership," originally referred to the work of a pilot or helmsman of a ship—one who knew the way, the winds, and the shoals—and who could be trusted to take others safely to their destination. The gift is often translated as "Administration," suggesting someone who can primarily focus and follow through

on details. Although this gift does include the ability to handle details, it particularly involves directing, governing, guiding, and setting a course.

The gift of Administration (visionary and managing leadership) has a “take charge” quality to it, not in the sense of dictatorship, but in building support and mobilizing people to work together for a common cause. Those with this gift communicate a vision and plan to help others get from where they are to where they are called to be. Christians with this gift have the ability to guide Christian groups, large or small, to use their gifts to the fullest.

Those with the gift are “rudder persons” who keep congregations or groups on course and focused on their goals. Visionary and managing leaders follow through on details by effectively delegating tasks and using organizational skills. Christians with this gift build consensus, harness energies, and work through people to get things done.

MERCY

Romans 12:8

Christians endowed with the spiritual gift of Mercy have an exceptional ability to perform acts of kindness and compassion to others. Mercy—*e/eos* in New Testament Greek—is offered even to those undeserving of it. The model is God’s redemptive sacrifice of Jesus, even though we did not deserve it.

In Romans 12:8, Paul urges that those who exercise mercy do so with cheerfulness and gladness. Christians endowed with the gift of mercy have deep empathy for those in need that sweeps aside concerns about the other person’s worthiness. Mercy may appear foolish to those who do not have this gift, just as God’s grace may appear foolish to those who do not understand God’s nature. Christians with this gift are not foolish, but rather have kind hearts that are deeply moved to show compassion for those who are suffering or in trouble. Showing mercy is taking part in God’s kindly disposition toward us. Those with the spiritual gift of Mercy instinctively offer help to others. Their acts of kindness are tangible results of a caring heart and a loving spirit.

An excellent example of mercy in action is Jesus' interaction with the woman caught in adultery and about to be stoned. The woman knew what she deserved according to the law. Instead she received Jesus' mercy. It may be hard to imagine how much she appreciated Jesus' words, "Neither do I condemn you. Go your way and from now on do not sin again" (John 8:11b).

GIVING

Romans 12:8

The gift of Giving (or Generosity) is the unique endowment of the Holy Spirit that enables some Christians to share joyfully and passionately what they have and who they are with others. Persons with this gift share time, money, abilities, and self freely and willingly. Christians with the gift of generosity share out of kindness without patronizing or minimizing the recipient as if he or she were inferior.

Giving (Generosity)—*metadidonai* in Greek—can be translated as "giving or sharing of one's entire self." A scriptural example of someone with this gift is the widow who put two small copper coins—all that she had—into a collection box at the temple (Luke 21:1-4). The widow gave all that she had to God, without regard for herself.

This spiritual gift is characterized by its open-handed, no-strings-attached character of giving. Those with the gift of Giving share to the extent that the giver becomes the gift. It is incarnational giving. Paul describes this gift in his letter to the Thessalonians: "So deeply do we care for you that we are determined to share with you not only the gospel of God but also our own selves, because you have become very dear to us" (1 Thessalonians 2:8). Those gifted with Giving/Generosity do not expect anything in return, yet they receive the joy that increases as it is given away.

DISCERNMENT

1 Cor. 12:10

Christians with the gift of Discernment protect the spiritual health of the body of Christ by distinguishing true from false teachings, good from evil intentions, and right from wrong actions. The literal translation of the Greek words for this gift—*diakrisis*

pneumaton—is “discernment of spirits.” The early church was warned: “Beloved, do not believe every spirit, but test the spirits to see whether they are from God; for many false prophets have gone out into the world” (1 John 4:1).

What was true in the early church is true today. There are many people who claim to be presenting the will of God. Christians with the gift of Discernment help others avoid being led astray by false teachings. Those with this gift can also perceive the true manner and motives of people; distinguishing who is genuine from who is not. They are the ones to turn to when a congregation needs to know who is a concerned activist and who is a destructive antagonist. They can tell the difference between one who faithfully communicates a challenging message to the church and one who simply seeks to cause division.

Christians with this gift of Discernment also help determine who in the fellowship might be abusing their spiritual gifts—for example, whether someone claiming the gift of prophecy is speaking God’s truth or falsehood.

FAITH

1 Cor. 12:9

The spiritual gift of Faith—*pistis* in New Testament Greek—is an unshakable trust and deep conviction that God faithfully and reliably keeps promises. Christians with this gift have a profound belief and confidence in their relationship with Jesus that becomes an example for others. These individuals are endowed with the spiritual gift of Faith in addition to the saving faith that all Christians have.

The story of the woman who has healed when she touched Jesus’ cloak illustrates the gift of Faith. Her great confidence in Jesus’ healing power moved her to simply touch his garment, knowing that she would be made whole. Jesus told her, “Daughter, your faith has made you well; go in peace and be healed of your disease” (Mark 5:34). Those with the spiritual gift of Faith have such unwavering trust and confidence in God that others are inspired to greater faith and trust in God as well. When this monumental faith is put into action, it is a powerful witness to God’s faithfulness and love.

Christians with the spiritual gift of Faith have deep trust in God's love. They have steadfast belief in God's faithful promises to hear and answer their prayers. Christians with this gift are often inspirational leaders in the congregation. Those with the spiritual gift of Faith assume that, "All things can be done for the one who believes" (Mark 9:23). They inspire congregations to live out God's vision for the church through great and joyful deeds of service.

HOSPITALITY

1 Peter 4:8-10

Romans 12:13-20

Christians with the gift of Hospitality are able to make others, especially strangers, feel welcome and valued. The Greek word for hospitality is *philoxenia*, which translates to "love of strangers." Those with the gift of Hospitality often host people for a meal or invite a group of people over to watch the game. They make others feel welcome in various circumstances. They typically introduce themselves to strangers and take time to get to know others better. They will frequently invite others in when they have nowhere to go.

The gift of Hospitality is commended by Jesus in Luke. "Then Jesus said to his host, 'When you give a luncheon or dinner, do not invite your friends, your brothers or sisters, your relatives, or your rich neighbors; if you do, they may invite you back and so you will be repaid. But when you give a banquet, invite the poor, the crippled, the lame, the blind, and you will be blessed. Although they cannot repay you, you will be repaid at the resurrection of the righteous'" (Luke 14:12-14).

Christians gifted with Hospitality entertain people knowing that there is a very real possibility that the guest may not be able to pay them back or return the favor. These people open their homes and give time and resources away joyfully to make others feel welcome. It's living thoughtfully and generously toward others to ensure they feel welcome, included, and loved.

SIGN

TONGUES

1 Cor. 12:10

1 Cor. 12:28-30

1 Cor. 14

The spiritual gift of Tongues is the ability to communicate verbally with God without using intelligible words. This speech can be unintelligible even to those who have the gift. The New Testament Greek words for this gift—*gene glosson*—is translated to be “kinds of tongues,” suggesting that there are different manifestations of the gift. The apostle Paul says that this gift can inspire and build up the congregation during worship. “When you come together, each one has a hymn, a lesson, a revelation, a tongue, or an interpretation. Let all things be done for building up” (1 Corinthians 14:26).

Speaking in tongues uplifts Christians as they experience communion with God, but the gift only builds up others when there is an interpreter available. Because of this, tongues is the only spiritual gift that Paul limits. He states in 1 Corinthians 14 that during worship, Christians should only speak in tongues when there is someone to interpret, so that others may be built up in love.

He also warned that speaking in tongues and interpretation should be done in orderly fashion. “If anyone speaks in a tongue, let there be only two or at most three, and each in turn; and let one interpret. But if there is no one to interpret, let them be silent in church and speak to themselves and to God ... But all these things should be done decently and in order” (1 Corinthians 14:27-28, 40). When these guidelines are followed, the gift of tongues is exercised in a way that truly respects and serves others.

INTERPRETATION

1 Cor. 12:10

1 Cor. 12:30

1 Cor. 14

The spiritual gift of Interpretation (of Tongues) is the ability to understand and explain the ecstatic speech of those with the gift of Tongues. The apostle Paul said that someone with the gift of Interpretation is vital if the gift of Tongues is to build up the worshiping community. "If anyone speaks in a tongue, let there be only two or at most three, and each in turn; and let one interpret. But if there is no one to interpret, let them be silent in church and speak to themselves and to God" (1 Corinthians 14:27-28).

Christians with the gift of Interpretation of Tongues—*hermeneia glosson* or *diermeneuin* in New Testament Greek—interpret and explain ecstatic utterances so that others can understand what they mean. Through the interpreter, the congregation is built up and strengthened by those with the gift of Tongues. This spiritual gift makes the gift of Tongues beneficial for the whole community.

MIRACLES

1 Cor. 12:10

1 Cor. 12:28

Christians with the spiritual gift of Miracles can do great and mighty deeds that transcend the laws of nature. The translation of the Greek *energemata dunameon* in the New Testament, is literally "operations of powers."

Miracles are not ends in themselves, but means to a greater end: the revelation of God's Kingdom on earth. Miracles are wonders and signs that proclaim God's presence and authority. Their purpose is to give glory to God, testify to God's power, and lead people to repentance or deeper faith. In that sense miracles primarily benefit the witnesses, along with those who are directly affected by the powerful deed. Another purpose of miracles is to overcome the power of evil. Thus, the gift of Miracles can also include the ability to do exorcisms in the name of Jesus.

Jesus showed his authority over nature by performing miracles—he walked on water, he multiplied food, he calmed a storm. These are only examples, not a closed list. The gift of Miracles refuses to be tamed or made predictable—it is the gift of the unexpected. Miracles serve as a spotlight to reveal where true authority resides, with God, the author of all creation.

HEALING

1 Cor. 12:9

1 Cor. 12:28

The spiritual gift of Healing—*iamata*—in New Testament Greek, is the miraculous capacity to bring God’s immanent healing to others. Christians with the spiritual gift of Healing do not just apply therapeutic techniques. They are vessels for extraordinary power.

Christians with this gift can bring about God’s cure in different ways—by anointing with oil, prayer, touch, or words. They restore wholeness where there was once brokenness. This healing is a tangible witness to the restored relationship God has established with creation through Jesus. “He took our infirmities and bore our diseases” (Matthew 8:17). Those who are healed experience the grace and goodness of God.

This gift is not a spectacle, but a sign of God’s love and power. As those with other gifts, Christians with the gift of healings know with deepest conviction that it is not they themselves who heal, but God working through them. God’s will for wholeness passes through the healer to those in need of healing.

DISCOVERY
DEVELOPMENT
DEPLOYMENT

Spiritual Gifts

S.H.A.P.E.

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*Spiritual Gift Information is based on the
Haugk Spiritual Gifts Inventory Part II:
Scoring and Interpreting Your Gifts*

