

## SPIRITUAL GIFTS & THE ORGANIZATION

### Gifts of Perception

*Discernment-- Perceiving spirit dynamics*

*Faith/trust-- Always aware of God-given possibilities*

*Knowledge-- Apprehending facts*

*Prophecy/alignment-- Keen sense of God's heart/purposes*

*Wisdom-- Sees big picture/integrator/problem solver*

*Tongues/languages--Speaking in language that you haven't learned*

*Interpretation/translation--Understanding language you haven't learned*

#### Characteristics:

Person *apprehends* truths—and often cannot say how they know.

Person must share/talk/be given voice to make the gift useful to the group.

The information is valuable to the group in and of itself. These gifts offer raw data—but need the other gifts to interpret and follow through on the information.

Person often doesn't know what they "know" until they are in the midst of the interaction

## **GIFTS FOCUSED TOWARD THE GROUP**

*Administration-- Ability to organize/mobilize resources*  
*Exhortation/Coming alongside-- Listening/empathizing/comforting*  
*Giving-- Open channel of resources*  
*Healing-- Restores bodies, minds, spirits*  
*Helps/Assisting-- Assists leadership*  
*Intercession/Upholding-- Does spirit work through words/ thoughts/images*  
*Leadership-- “Ya’ll come—this is the way”*  
*Pastoring/Shepherding-- Sustains nurturing relationship over time*  
*Service-- Sees & does*  
*Teaching-- Empowers folks through education*

### Characteristics

These gifts are the practical glue that keeps a community functioning.

People with these gifts highly value the group/church/Meeting/organization.  
Their concerns often center around healthy maintenance of the group.

## **GIFTS FOCUSED OUTWARD/OUTREACH/MISSION**

*Oversight/apostleship-- Has voice & leadership outside local church*  
*Evangelism-- Shares and is a catalyst for change*  
*Exorcism-- Ability to release from systemic oppression*  
*Hospitality-- Receiving/welcoming persona/space*  
*Mercy-- Gravitational pull to the marginalized*  
*Miracles-- Ability to speak change*  
*Cross-culture/missionary-- Gravitational pull to other cultures*  
*Speaking/preaching-- Empowered words/speech*

### Characteristics

These gifts are focused outside of the group. Maintenance issues often feel mundane and self-absorbed by these gifts.

These are the “intake” gifts.

It requires the full team work of the perceivers and the maintainers to absorb the people/issues that these gifts bring.

Persons with these gifts are tempted to see the other gifts as a “drag” on their faithfulness.