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  
Exhoration/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.