

CHARISMA



The explosive growth of the Church didn't happen just because of social innovation. Its growth was miraculous—divine action through human instruments. Deposited in each follower of Jesus are spiritual gifts that build up the Church and that are for the common good. Do you know how you've been gifted? And are you courageous enough to live them out?

CHARISMA...

This is what the Holy Spirit gives us. He brings awakening. He develops character. He bestows spiritual gifts. Think of these more as ministries, not abilities. Spiritual gifts are capacities through the power of the Spirit to minister to others and build up the body of Christ. There are 20 spiritual gifts and these are manifested in various apportions through various ministries. Spiritual gifts are not natural gifts like athleticism or acquired gifts like playing the guitar. Rather, spiritual gifts are supernaturally-endowed through the power of the Spirit, fuelled by spiritual disciplines, and require practice through stepping out in faith.

There are three categories of spiritual gifts: Love, Word, and Power. None of these gifts are more important than the other; they are all necessary for the body of Christ. Think of each category as representing one leg of a three-legged stool. If you take one of the legs away, the stool does not hold; the stool needs all three legs to function properly and provide stability. Also, if one leg is more emphasized than the other, the stool will be off-balance. Love gifts, Word gifts, and Power gifts need to be equally present in order to cultivate unity and health in the church.

Jesus is our model for living in these gifts. He lived a life that was full of the Holy Spirit and had the capability to operate in any of the gifts at any time. He modelled this life to show us that it's possible for us to do the same. As you become more like Jesus, you also will realize the capability to operate in many of these gifts through the power of the Holy Spirit. So then, don't think of spiritual gifts as either possessing them or not possessing them. Rather, think of yourself as on a spectrum with each of these gifts. You may be low on the Mercy scale and high on the Prophetic scale, but as you mature in Christ, you'll move further along in the Mercy gift. The Apostle Paul says to earnestly desire the spiritual gifts. So as you pursue Jesus, desire to look more and more like Him through operating in these various gifts.

LOVE GIFTS (4)

The capability to demonstrate the reality of God's love through practical ways.

	1) Service (Romans 12:7)
	<u>Definition</u> The spiritual capacity to reveal God's servant heart by unselfishly helping others through very practical means.
	 When operating in this gift you enjoy serving others behind the scenes you are happy wherever you are needed you can see the practical things that need to be done and enjoy doing them you sense God's pleasure and purpose in everyday tasks you understand and attach spiritual value to practical service
	 you take pleasure in freeing up others to do what they're gifted in
	 You can develop in this gift by practicing the spiritual disciplines of gratitude, stewardship, and obedience serving on a ministry team in your church coming alongside leaders in your church understanding what you're good at and what you should stay away from studying Scripture on servanthood
	Biblical Examples • Jesus (John 13:12-16) • Deacons (Acts 6:1-4) • Stephanus (1 Corinthians 16:15)
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2) Administration (1 Corinthians 12:28)	
<u>Definition</u> The spiritual capacity to demonstrate God's direction by understanding what a group of people needs to meet its mission and vision and the divine ability to make that a reality by steering or governing them toward a destination.	
 When operating in this gift you can create order out of chaos you can see problems before they occur that others can't see you understand how the details relate to the big picture 	
 you enjoy organizing people and tasks you think strategically you can take what someone else is doing and make it more efficient and effective you are okay with not being in charge 	
you see administration as love and worship	
You can develop in this gift by • practicing the spiritual disciplines of obedience, meditation, self-examination, and stewardship • serving in an organizational role • supporting the leadership of your church • developing organizational skills (e.g. running a meeting) • developing communication skills (e.g. delegating tasks) • developing relational skills (e.g. encouraging others) • studying Scripture that addresses with servanthood	
Biblical Examples • Jesus (Luke 9:1-6) • The Twelve (Acts 6:1-4) • Titus (Titus 1:5)	

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ew 19:16-30)	studying the accounts of generosity in the early church
ew 19:16-30)	Biblical Examples
	Jesus (Matthew 19:16-30)
	• Barnabas (Acts 4:34b-37)

4) Mercy (Romans 12:8)	
<u>Definition</u> The spiritual capacity to display God's compassion by both feeling empathy for those in need and manifesting this empathy in a beneficial way toward those who are suffering or afflicted.	
When operating in this gift	
you are deeply moved when you see or hear of others undergoing great suffering	
you have a very empathetic personality	
 you are sensitive to hurting people when confronted by hurting people your first thought is, 'How can I come alongside them?' 	
 you demonstrate patience and strive to alleviate the sources of suffering, not just a quick-fix 	
you are a good listener	
you are concerned with social justice	
You can develop in this gift by	
 practicing the spiritual disciplines of prayer, contemplation, journaling, and fellowship 	
• serving in a small group	
being around those who are hurting	
 pursuing a mentor who has this gift 	
 studying this characteristic of God throughout the Scriptures 	
Biblical Examples	
• Jesus (John 11:32-38)	
Tabitha/Dorcas (Acts 9:36)	

WORD GIFTS (7)

The capability to communicate about God and for God by clarifying the nature of God and what He desires for His children.

5) Apostleship (1 Corinthians 12:28; Ephesians 4:11)	
<u>Definition</u> The spiritual capacity to reveal God's vision by creating and nurturing an environment for others to discover and live out their Kingdom calling.	
 When operating in this gift you demonstrate a deep understanding and vision for the Kingdom of God and the mission of the Church you can adapt to different surroundings by being culturally sensitive you have a strong sense of calling by God for establishing new things you have various gifts you are able to influence and lead other leaders you are able to take risks and take on difficult tasks you are concerned about others living out their calling 	
You can develop in this gift by • practicing the spiritual disciplines of obedience, solitude, and fellowship • serving in a leadership capacity • taking small risks of faith • learning about the history and development of the church • starting something new	
Biblical Examples • Jesus (Luke 10:1-24) • Paul (Romans 15:14-21)	

6) Prophecy (Romans 12:6; 1 Corinthians 12:10, 28; 14:1ff; Ephesians	s 4:11)
Definition The spiritual capacity to reveal God's intimacy by rec a divinely inspired message and delivering it to other enabling the body of Christ to discern God's leading.	rs,
When operating in this gift	
 you aren't afraid to speak out publicly or take strong on issues 	g stands
 you tend to see the needs of the group as a whole than individually 	more
 you have a deep conviction of biblical imperatives 	
 perhaps you occasionally have images, picture, visi Scriptures you feel are for the whole church 	ons, or
• you are sensitive to the Spirit's voice	
You can develop in this gift by	
practicing the spiritual disciplines of meditation, jour and silence	rnaling,
speaking out in smaller groups	
earning how to hear God through the Scriptures	
learning how to hear God through your mind	
Biblical Examples	
Jesus (Luke 4:17-22)	
Peter (1 Peter 1:10-12; 2 Peter 1:19-21)	

7) Evangelism (Ephesians 4:11)
Definition
The spiritual capacity to communicate God's love by sharing the gospel message effectively to unbelievers.
When operating in this gift
 you have an intense sense of urgency and unrest at the thought of unsaved people
you are capable of communicating the message of Christ with clarity and conviction
 you seek opportunities to build relationships with unbelievers
 you have the ability to insert spiritual truth in normal conversation with the unsaved
 you experience above average success in your evangelism
often your prayers focus on the lost
 you have a freedom and joy in talking about spiritual things in a natural way
You can develop in this gift by
 practicing the spiritual disciplines of prayer, gratitude, and obedience
 serving in a ministry that focuses on engaging with unbelievers
being around others who share their faith
 developing your relational skills
Biblical Examples
• Jesus (Mark 1:14-20)
• Philip (Acts 8:34-40)

8) Shepherding (Ephesians 4:11)
<u>Definition</u> The spiritual capacity to demonstrate God's care by exercising concern for members of a group so as to encourage them in their growth in Christ.
 When operating in this gift you care deeply for other believers disunity in the church disturbs you you are protective for those you care for you feel and take responsibility for others' walks with God
 you organically model what it means to be a fully-devoted follower
 you are capable of building trust/respect/confidence through long-term relationships
 you easily see problems and assume responsibility to helpyou are naturally influential
 You can develop in this gift by practicing the spiritual disciplines of prayer, fasting, fellowship, and confession serving in a small group spending time in the Word opening yourself to carrying one another's burdens receiving discipleship so that you can disciple others
Biblical Examples • Jesus (John 10:2-18)
 The Ephesian Elders (Acts 20:28-31)

9) Teachi	ing
(Romans	12:7

(Romans 12:7; 1 Corinthians 12:28; Ephesians 4:11)

Definition

The spiritual capacity to communicate God's authenticity so that others grow in their understanding of the Word of God and ability to live through the Spirit of God.

When operating in this gift...

- others increasingly understand truth as a result of what you say about the Scriptures
- you have a deep passion to understand truth
- you are always explaining things you're learning to others
- you are able to discipline yourself to study the Scriptures
- you find yourself overly concerned about words and meaning
- · you are unsatisfied with unclear explanations
- your teaching enables spiritual growth
- you are protective of the clear communication of truth in context and without error

You can develop in this gift by...

- practicing the spiritual disciplines of prayer, meditation, journaling, and self-examination
- serving in a teaching capacity
- observing various teaching methodologies in order to discover your own voice
- being teachable regarding your communication skills

- Jesus (Matthew 7:28-29)
- Apollos, Priscilla, Aquila (Acts 18:24-28)
- John (1 John 1:1-4)

 10) Leadership (Romans 12:8)
<u>Definition</u> The spiritual capacity to exercise God's influence over a group of people toward a specific vision with an emphasis on the capacity to make decisions while maintaining unity in the group.
 When operating in this gift
you are more people-oriented than task-oriented
 you have the ability to receive direction/vision from God for
 a group and other people naturally follow you
 you likely have another Word Gift that operates in conjunction with this gift
 you are capable of motivating others to do their part to meet the vision
 you feel a sense of responsibility for God's vision for the group
• you think more big picture rather than details
 • you are always 10 steps ahead
 you are deeply passionate
 You can develop in this gift by
 practicing the spiritual disciplines of self-examination, silence, stewardship, and obedience
 serving in a leadership capacity and developing conflict resolution skills and learning how to cast vision
 developing organizational skills (e.g. running a meeting)
 developing communication skills (e.g. delegating tasks)
• developing relational skills (e.g. encouraging others)
 • studying Scripture that deals with servant leadership
mentoring young leaders
Biblical Examples
• Jesus (John 10:1-20)
• Peter (Acts 1:15-17, 21-23)

11) Exhortation (Romans 12:8)	
<u>Definition</u> The spiritual capacity to communicate God's zeal by	
encouraging others to action through applying truth to their lives.	
their lives.	
When operating in this gift	
 you often feel a deep burden to say something specific to another person 	
 others feel safe talking to you and appreciate your listening ear 	
• you are bold	
you are not afraid to say what you feel needs to be saidyou can cheer people up	
 you love to share biblical truths with others and see those truths lived out 	
you don't mind confrontation	
 you enjoy sharing stories of God's work in your life because you know it will encourage others 	
You can develop in this gift by	
 practicing the spiritual disciplines of gratitude, meditation, and fellowship 	
speaking encouragement into those around you	
• learning to be transparent	
developing an awareness of those who are discouraged	
Biblical Examples	
• Jesus (John 13:31-35)	
Barnabas (Acts 11:19-24)	

POWER GIFTS (9)

The capability to help others experience the authenticity, credibility, power, and reality of God.

12) Discernment (1 Corinthians 12:10)
<u>Definition</u> The spiritual capacity to demonstrate God's perception by perceiving and knowing the power source behind certain issues and giving judgment concerning those issues, including the ability to recognize the spiritual forces behind them.
 When operating in this gift you have a keen sense for recognizing inconsistencies you have a good grasp of scriptural truth in general you are critical positive, not critical negative you have a strong distaste for half-truth, misapplied truth, and false teaching perhaps you get a 'bad feeling' when you enter a room or place you see, hear, or even smell things that others can't you get bad vibes from certain people for seemingly no particular reason you can clearly distinguish between the influence of God/good and the influence of the world/evil
 You can develop in this gift by practicing the spiritual disciplines of silence, prayer, and meditation studying the accounts of power encounters in the Scriptures pursuing mentorship from someone who has this gift being in situations where you can use this gift in an environment where power and word gifts are used

- Jesus (Luke 8:26-39)
- Peter (Acts 8:18-24)
- Paul (Acts 16:6-10; 16-18)

 13) Words of Knowledge (1 Corinthians 12:8)
<u>Definition</u> The spiritual capacity to reveal God's omniscience by receiving specific information from the Holy Spirit that leads to some sort of spiritual healing or growth in others.
 When operating in this gift you are sensitive to the Holy Spirit's promptings you can recognize when certain thoughts or impressions are from God you find yourself in situations where you feel the Holy Spirit wants to do something and you're given knowledge that could not have originated with you
 You can develop in this gift by practicing the spiritual disciplines of prayer, silence, and meditation taking risks of faith even when you're unsure if you're hearing correctly or not practicing your gift in smaller settings working on your gift's weak side (the continuum between sovereign knowledge and accumulated knowledge)
Biblical Examples • Jesus (John 4:16-26) • Peter (Acts 5:1-5) • Paul (Acts 27:22-26)

14) Words of Wisdom (1 Corinthians 12:8)	
<u>Definition</u> The spiritual capacity to reveal God's understanding by receiving insight from the Holy Spirit into how truth may be applied to specific situations.	
 When operating in this gift you are sensitive to the Holy Spirit's promptings you can recognize when certain thoughts or impressions are from God you find yourself in situations where you feel the Holy Spirit wants to do something and you're given clarity and direction that could not have originated with you you have an ability to see truth principles and transfer them quickly into application for the given situation you are able to take from your own life experiences and apply those learned truths to the present situation 	
You can develop in this gift by • practicing the spiritual disciplines of silence, solitude, and meditation (the person with this gift can go beyond the surface level and even the mantle level of truth) • making yourself available to help others through life circumstances (possibly in counselling situations) • working on your gift's weak side (the continuum between sovereign wisdom and experiential wisdom)	
Biblical Examples • Jesus (John 8:2-11) • James (Acts 15:13-21) • Paul (1 Corinthians 3)	

Definition at face value God's working already done it' He does

15) Faith (1 Corinthians 12:9)

The spiritual capacity to demonstrate God's sovereignty by trusting in God's ability to fulfill His purposes and acting on God's promises with confidence.

When operating in this gift...

- you have an unusual willingness to accept God's promises
- you think big picture and can see the big picture in
- you have an attitude that says 'not only can God do something, but He definitely will do something, or even has
- you wonder why others have so many doubts
- you expect God to move and aren't surprised when

You can develop in this gift by...

- practicing the spiritual disciplines of prayer, fasting, silence, solitude, obedience, journaling, and celebration
- maintaining remembrance stones in your journey with God
- learning about the lives of saints who have gone before VOU

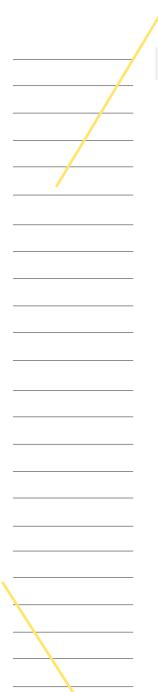
- Jesus (Matthew 14:13-21)
- Rahab (Joshua 2:8-14)
- Daniel (1:11-16)
- Woman (Matthew 9:20-22)

17) Miracles (1 Corinthians 12:10) Definition The spiritual capacity to display God's glory through revealing God's power and presence by operating outside of His creation-order. When operating in this gift... • you find yourself in situations in which you must see God's power demonstrated in order to confirm His character · you have an ability to sense what God wants to do in a given situation • willing to risk your reputation and trust God in unusual situations you have a deep trust and faith you do not claim power yourself, but always give credit to God • you are a person of prayer · you have an ability to see the spiritual realities of a situation and discern the power encounters that are happening • others either come to faith in Christ or draw closer to Him as a result You can develop in this gift by... • practicing the spiritual disciplines of prayer, fasting,

- and obedience
- pursuing the gift of discernment or pairing up with someone who has it
- studying the miraculous accounts in the Scriptures
- listening to those who have experienced a miracle

- Jesus (Luke 8:23-24; 26-33)
- Paul (Acts 20:7-12)

18) Tongues (1 Corinthians 12:10, 28; 14:2ff)	
<u>Definition</u> The spiritual capacity to reveal God's faithfulness by expressing ourselves in a spontaneous, self-controlled utterance to God in praise and adoration through an unlearned language, human or angelic.	
When operating in this gift	
you often feel the need to worship God or pray to Him through your spirit in words too deep for the mind to comprehend	
you desperately want to connect and communicate with Him, but you aren't sure what to say	
you may find yourself at a loss for words during personal prayer times, but still have a deep longing to commune with the Lord	
you may feel an overwhelming sense that God wants to encourage the church, but you aren't sure what to say	
You can develop in this gift by • practicing the spiritual disciplines of prayer, meditation, and obedience	
 learning about different kinds of tongues asking questions of those who practice this gift studying 1 Corinthians 12-14 	
 asking a person with discernment about the use of your gift 	
Biblical Examples • Jesus (Mark 16:15-18, references tongues) • Paul (1 Corinthians 14:18)	



19) Interpretation of Tongues (1 Corinthians 12:10)

Definition

The spiritual capacity to reveal God's faithfulness by clearly communicating the heart (or message) of an individual praying in tongues and/or the spiritual capacity to hear and understand a spontaneous prayer in tongues to God so that it is heard and understood by everyone present.

When operating in this gift...

- you feel you understand what is being said when an individual publicly/corporately speaks in tongues
- when you share what you feel the message is, others affirm it, and it leads to the building up of the church

You can develop in this gift by...

- practicing the spiritual disciplines of prayer, meditation, and obedience
- learning about different kinds of tongues
- asking questions of those who practice this gift
- studying 1 Corinthians 12-14
- asking a person with discernment about the use of your gift

Biblical Examples

• Paul (1 Corinthians 14:13)

20) Intercession	
(Not in the formal list of gifts, but strongly inferred throughout	
Scripture.)	
Definition	
The spiritual capacity to demonstrate God's Fatherhood by	
praying for extended periods of time on a regular basis and	
seeing frequent and specific answers to prayers to a degree	
greater than the average Christian experience.	
When operating in this gift	
• you believe in the power of prayer	
 prayer comes naturally to you 	
• you are capable of praying for long periods of time, maybe	
even several hours a day (and you think that's normal)	
 when something bad happens your first instinct is to pray 	
• you have specific burdens for specific people or groups to	
pray for	
you are prompted to pray often	
You can develop in this gift by	
 practicing the spiritual disciplines of fasting, meditation, 	
silence, solitude, journaling, and self-examination	
 praying regularly with and for your church and its leaders 	
 praying regularly with the for your charen and its leaders praying for others in their presence 	
sharing your prayers for others with others	
making yourself available to pray for others	
• studying the accounts of intercession in the Scriptures	
(cf. Moses, Hannah, David, Daniel, Mary, Jesus)	

- Abraham (Genesis 18:22-33)
- Moses (Exodus 32:11-14)
- Hannah (1 Samuel 1:10-20)
- Jesus (Luke 6:12-16)





