Correlation to Membership

Administration Knowledge Discernment Leadership

Evangelism Mercy Exhortation Serving/Ministry

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**Administration**

The Greek word for the spiritual gift of administration is *Kubernesis*.  This is a unique term that refers to a shipmaster or captain. The literal meaning is "to steer," or "to rule or govern."  It carries the idea of someone who guides and directs a group of people toward a goal or destination.  We see variations of this word in verses like [Acts 27:11](http://biblia.com/bible/esv/Acts%2027.11), and [Revelation 18:17](http://biblia.com/bible/esv/Revelation%2018.17).

With this gift the Holy Spirit enables certain Christians to organize, direct, and implement plans to lead others in the various ministries of the Church.  This gift is closely related to the gift of leadership, but is more goal or task oriented and is also more concerned with details and organization.  See also [I Corinthians 12:28](http://biblia.com/bible/esv/I%20Corinthians%2012.28), [Titus 1:4-5](http://biblia.com/bible/esv/Titus%201.4-5).

**Discernment**

The spiritual gift of discernment is also known as the gift of "discernment of spirits" or "distinguishing between spirits."  The Greek word for the gift of discernment is *Diakrisis*.  The word describes being able to distinguish, discern, judge or appraise a person, statement, situation, or environment.  In the New Testament it describes the ability to distinguish between spirits as in [1 Corinthians 12:10](http://biblia.com/bible/esv/1%20Corinthians%2012.10), and to discern good and evil as in [Hebrews 5:14](http://biblia.com/bible/esv/Hebrews%205.14).

The Holy Spirit gives the gift of discernment to enable certain Christians to clearly recognize and distinguish between the influence of God, Satan, the world, and the flesh in a given situation. The church needs those with this gift to warn believers in times of danger or keep them from being led astray by false teaching.  See also [I Corinthians 12:10](http://biblia.com/bible/esv/I%20Corinthians%2012.10), [Acts 5:3-6](http://biblia.com/bible/esv/Acts%205.3-6); [16:16-18](http://biblia.com/bible/esv/Acts%2016.16-18); [1 John 4:1](http://biblia.com/bible/esv/1%20John%204.1).

**Evangelism**

All Christians are called to evangelize and reach out to the lost with the Gospel ([Matthew 28:18-20](http://biblia.com/bible/esv/Matthew%2028.18-20)), but some are given an extra measure of faith and effectiveness in this area.  The spiritual gift of evangelism is found in [Ephesians 4:11-12](http://biblia.com/bible/esv/Ephesians%204.11-12) where Paul says that Jesus “gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ.”  The Greek word for evangelists is *Euaggelistes* which means “one who brings good news.”  This word is only found two other places in the New Testament: [Acts 21:8](http://biblia.com/bible/esv/Acts%2021.8) and [2 Timothy 4:5](http://biblia.com/bible/esv/2%20Timothy%204.5).

Evangelists are given the unique ability by the Holy Spirit to clearly and effectively communicate the Gospel of Jesus Christ to others.  They are burdened in their hearts for the lost and will go out of their way to share the truth with them.  Evangelists are able to overcome the normal fear of rejection and engage non-believers in meaningful conversations about Jesus.  Their gift allows them to communicate with all types of people and therefore they receive a greater response to the message of salvation through Jesus Christ.  They continually seek out relationships with those who don’t know Jesus and are open to the leading of the Holy Spirit to approach different people.  They love giving free treasure away for Jesus ([2 Corinthians 4:7](http://biblia.com/bible/esv/2%20Corinthians%204.7)), and it brings them great joy knowing that the “feet that bring good news” are beautiful to those who believe ([Isaiah 52:7](http://biblia.com/bible/esv/Isaiah%2052.7)).  See [Ephesians 4:11](http://biblia.com/bible/esv/Ephesians%204.11), [Acts 8:5-12](http://biblia.com/bible/esv/Acts%208.5-12), [26-40](http://biblia.com/bible/esv/Acts%208.26-40), [21:8](http://biblia.com/bible/esv/Acts%2021.8), [Matthew 28:18-20](http://biblia.com/bible/esv/Matthew%2028.18-20).

**Exhortation**

The spiritual gift of exhortation is often called the "gift of encouragement."  The Greek word for this gift is *Parakaleo*.  It means to beseech, exhort, call upon, to encourage and to strengthen.  The primary means of exhortation is to remind the hearer of the powerful and amazing work of God in Christ, particularly in regard to the saving work of Jesus in the atonement.  We see Paul commanding Titus to use this gift in [Titus 1:9](http://biblia.com/bible/esv/Titus%201.9) and throughout chapter 2, particularly [Titus 2:11-15](http://biblia.com/bible/esv/Titus%202.11-15).  He also charges Timothy in [2 Timothy 4:2](http://biblia.com/bible/esv/2%20Timothy%204.2).

The Spirit of God gives this gift to people in the church to strengthen and encourage those who are wavering in their faith.  Those with the gift of exhortation can uplift and motivate others as well as challenge and rebuke them in order to foster spiritual growth and action.  The goal of the encourager is to see everyone in the church continually building up the body of Christ and glorifying God.  See also [Romans 12:8](http://biblia.com/bible/esv/Romans%2012.8), [Acts 11:23-24](http://biblia.com/bible/esv/Acts%2011.23-24); [14:21-22](http://biblia.com/bible/esv/Acts%2014.21-22); [15:32](http://biblia.com/bible/esv/Acts%2015.32).

**Faith**

The spiritual gift of faith is not to be confused with saving faith.  All Christians have been given saving faith ([Ephesians 2:8-9](http://biblia.com/bible/esv/Ephesians%202.8-9)), but not all receive this special gift of faith.  The word for faith in the New Testament is *Pistis*.  It carries the notion of confidence, certainty, trust, and assurance in the object of faith.  The gift of faith is rooted in one’s saving faith in Christ and the trust that comes through a close relationship with the Savior.  Those with this gift have a trust and confidence in God that allows them to live boldly for Him and manifest that faith in mighty ways.

In the Bible the gift of faith is often accompanied by great works of faith.  In [Acts 3:1-10](http://biblia.com/bible/esv/Acts%203.1-10) we see this gift in action when Peter sees a lame man at the Beautiful Gate and calls on him to stand up and walk in the Name of Jesus.  Jesus said even a small amount of this faith could move mountains ([Matthew 17:20](http://biblia.com/bible/esv/Matthew%2017.20); [21:21](http://biblia.com/bible/esv/Matthew%2021.21)).  Paul echoed this truth in [1 Corinthians 13:2](http://biblia.com/bible/esv/1%20Corinthians%2013.2).

The Holy Spirit distributes this gift to some in the church to encourage and build up the church in her confidence in God.  Those with the gift of faith trust that God is sovereign and He is good.  They take Him at His Word and put the full weight of their lives in His hands.  They expect God to move and are not surprised when He answers a prayer or performs a miracle.  See also [I Corinthians 12:9](http://biblia.com/bible/esv/I%20Corinthians%2012.9), [Hebrews 11:1-40](http://biblia.com/bible/esv/Hebrews%2011.1-40)

**Giving**

The Greek word for the spiritual gift of giving is *Metadidomi*.  It simply means “to impart” or “to give.”  However, this word is accompanied in [Romans 12:8](http://biblia.com/bible/esv/Romans%2012.8) by another descriptive word: *Haplotes*.  This word tells us much more about the kind of giving that is associated with this gift.  The word Haplotes means “sincerely, generously and without pretense or hypocrisy.”

The Holy Spirit imparts this gift to some in the church to meet the various needs of the church and its ministries, missionaries, or of people who do not have the means to provide fully for themselves.  The goal is to encourage and provide, giving all credit to God’s love and provision.  Those with this gift love to share with others the overflow of blessings God has given them.  They are typically very hospitable and will seek out ways and opportunities to help others.  They are also excellent stewards and will often adjust their lifestyles in order to give more to the spread of the Gospel and the care of the needy.  They are grateful when someone shares a need with them, and are always joyful when they can meet that need.  See [Romans 12:8](http://biblia.com/bible/esv/Romans%2012.8), [13](http://biblia.com/bible/esv/Romans%2012.13), [2 Corinthians 8:1-5](http://biblia.com/bible/esv/2%20Corinthians%208.1-5); [9:6-15](http://biblia.com/bible/esv/2%20Corinthians%209.6-15); [Acts 4:32-37](http://biblia.com/bible/esv/Acts%204.32-37), [Galatians 4:15](http://biblia.com/bible/esv/Galatians%204.15), [Philippians 4:10-18](http://biblia.com/bible/esv/Philippians%204.10-18).

**Leadership** The spiritual gift of leadership is closely related to the gift of administration and, interestingly, the spiritual gift of pastor/shepherd.  The Greek word for the spiritual gift of leadership is *proistemi*. This word means to lead, to assist, to protect and to care for others.  The spiritual gift of leadership is found in [Romans 12:8](http://biblia.com/bible/esv/Romans%2012.8) sandwiched between the gifts of giving and of mercy.  It is placed there intentionally to show that it is a gift associated with caring for others.  This is what connects it to the gift of pastor/shepherd, and what differentiates it from the gift of administration.  It is more people oriented than task oriented in its application.  This is not to say those with the gift of administration do not care for people, of course they do, but those with the spiritual gift of leadership focus on people and relationships more directly.

The word *proistemi* is connected to caring for people in other passages as well.  In [1 Thessalonians 5:12-13](http://biblia.com/bible/esv/1%20Thessalonians%205.12-13) Paul says to “respect those who labor among you and are over (*proistemi*) you in the Lord and admonish you, and to esteem them very highly in love because of their work.”  The labor and work of those who were leading the believers in Thessalonica was that of tirelessly caring for their souls.  Paul also connects leadership to caring for others when he asks, “If someone does not know how to manage (*proistemi*) his own household, how will he care for God’s church?”  [1 Timothy 3:5](http://biblia.com/bible/esv/1%20Timothy%203.5)

The Holy Spirit gives the spiritual gift of leadership to some in the church to care for God’s people and lead them into deeper relationship with Christ and each other.  They base their success on how well they help others succeed and grow in their spiritual walk with Jesus.  They are able to accomplish many different tasks and objectives as they lead, but they will always lead relationally and with a deep concern for the well-being of others.  They are “visionary” and less concerned with mundane details than those with the spiritual gift of administration.  Many are entrepreneurial and willing to take risks to see the kingdom of God advanced through the church.  They will go to great lengths to protect those under their care and are well-equipped to lead through crisis situations.  See also [Romans 12:8](http://biblia.com/bible/esv/Romans%2012.8); [1 Thessalonians 5:12](http://biblia.com/bible/esv/1%20Thessalonians%205.12); [1 Timothy 3:4-5](http://biblia.com/bible/esv/1%20Timothy%203.4-5), [12](http://biblia.com/bible/esv/1%20Timothy%203.12); [5:17](http://biblia.com/bible/esv/1%20Timothy%205.17).

**Mercy**

All Christians are called to be merciful because God has been merciful to us ([Matthew 18:33](http://biblia.com/bible/esv/Matthew%2018.33);[Ephesians 2:4-6](http://biblia.com/bible/esv/Ephesians%202.4-6" \t "_blank)).  The Greek word for the spiritual gift of mercy is *Eleeo*.  It means to be patient and compassionate toward those who are suffering or afflicted.  The concern for the physical as well as spiritual need of those who are hurting is covered by the gift of mercy.  Those with this gift have great empathy for others in their trials and sufferings.  They are able to come alongside people over extended periods of time and see them through their healing process.  They are truly and literally the hands and feet of God to the afflicted.

The Holy Spirit gives the spiritual gift of mercy to some in the church to love and assist those who are suffering, and walk with them until The Lord allows their burden to be lifted.  The gift of mercy is founded in God’s mercy towards us as sinners and is consistently expressed with measurable compassion.  Those with this gift are able to “weep with those who weep” ([Romans 12:15](http://biblia.com/bible/esv/Romans%2012.15)) and “bear one another’s burdens” ([Galatians 6:2](http://biblia.com/bible/esv/Galatians%206.2)).  They are sensitive to the feelings and circumstances of others and can quickly discern when someone is not doing well.  They are typically good listeners and feel the need to simply “be there” for others.  See [Romans 12:8](http://biblia.com/bible/esv/Romans%2012.8), [Matthew 5:7](http://biblia.com/bible/esv/Matthew%205.7); [Luke 10:30-37](http://biblia.com/bible/esv/Luke%2010.30-37); [James 3:17](http://biblia.com/bible/esv/James%203.17); [Jude 22-23](http://biblia.com/bible/esv/Jude%2022-23)

**Serving/Ministering**

The spiritual gift of service, or ministering, covers a wide range of activities in its application.  There are two Greek words for this gift.  The first one, found in [Romans 12:7](http://biblia.com/bible/esv/Romans%2012.7), is *Diakonia*.  The basic meaning of this word is “to wait tables,” but it is most often translated in the Bible as “ministry.”  It refers to any act of service done in genuine love for the edification of the community.  The word*Antilepsis*is translated "helping" and is found in [1 Corinthians 12:28](http://biblia.com/bible/esv/1%20Corinthians%2012.28).  It has a similar meaning: to help or aid in love within the community.

The Holy Spirit endows some believers with this gift to fill the many gaps of ministry and meet the needs of the church as it fulfills the Great Commission.  The goal is to energize the church and free up others to use their gifts to the fullest.  The result is the continued edification of the church and the added ability to see beyond its own needs and reach out into the community.

We see people with this gift in passages like [Acts 6:1-7](http://biblia.com/bible/esv/Acts%206.1-7), [1 Corinthians 16:15-16](http://biblia.com/bible/esv/1%20Corinthians%2016.15-16), and many others.  Those with the gift of service are committed to the spread of the Gospel.  They serve in ways that benefit others with different gifts and ministries that are more public.  They have a heart devoted to Jesus and a desire to follow His command and example in [Matthew 20:25-28](http://biblia.com/bible/esv/Matthew%2020.25-28) (cf. [Mark 10:42-45](http://biblia.com/bible/esv/Mark%2010.42-45)).  Those with this gift do not seek recognition or a position in the “spotlight,” they just love to help out.  They are content with serving in the background knowing that their contribution will bless the church, display the love of Christ to the world, and bring glory to God.  See also [Romans 12:7](http://biblia.com/bible/esv/Romans%2012.7), [1 Corinthians 12:4-7](http://biblia.com/bible/esv/1%20Corinthians%2012.4-7); [28](http://biblia.com/bible/esv/1%20Corinthians%2012.28), [Acts 20:35](http://biblia.com/bible/esv/Acts%2020.35); [2 Timothy 4:11](http://biblia.com/bible/esv/2%20Timothy%204.11); [Revelation 2:19](http://biblia.com/bible/esv/Revelation%202.19).

**Teaching**

The spiritual gift of teaching is one that carries a heavy responsibility in the church.  In fact, [James 3:1](http://biblia.com/bible/esv/James%203.1) warns, “Not many of you should become teachers, my brothers, for you know that we who teach will be judged with greater strictness.”  Like every believer, teachers are to be stewards of every word that comes out of their mouths.  But the greater responsibility to which they are called is to be stewards of the Word of God to His people.  Teachers have been entrusted with the task of effectively communicating what the Bible says, what it means, and how we as followers of Jesus Christ are to apply it to our lives here and now.

The Greek word for those with the spiritual gift of teaching is *didaskalos.*Fromthe root of this word we get our English word, “didactic.”  The word *didasko* means to teach, instruct, instill doctrine, explain, and expound.  Those with the spiritual gift of teaching love to study the Word of God for extended periods of time.  They consume the Scriptures as food for their hearts, souls and minds with the expressed purpose of knowing Him and then making Him known to others.  They want to know what God has revealed of Himself and what He requires of us as people created in His image.  They take great joy and satisfaction in seeing others learn and apply the truth of God’s Word to their lives. They love to see how the Gospel is woven throughout the Scriptures and how it glorifies and magnifies Jesus Christ in the hearts and lives of those who love Him by grace.

The Holy Spirit gives certain people the spiritual gift of teaching so that they would help the church fulfill her ministry as “a pillar and buttress of the truth” ([1 Timothy 3:15](http://biblia.com/bible/esv/1%20Timothy%203.15)).  Without this gift, the church would quickly fall into error and sin.  Teachers are there to make sure that doesn’t happen. They hate when Scripture is abused and used out of context or with ill intent.  They love the truth and speak the truth in love.  They will never hide or withhold it.  On the contrary, they desire to follow in the footsteps of Jesus who taught in the synagogues and in the Temple as well as anywhere the people were gathered.  They are called to demonstrate God’s love while revealing His truth to the world without fear.  The effect of their ministry is the upholding of God’s Word and the growth and maturity of His Bride until the day of His return.  See also [Ephesians 4:11](http://biblia.com/bible/esv/Ephesians%204.11); [1 Corinthians 12:28](http://biblia.com/bible/esv/1%20Corinthians%2012.28);[Romans 12:7](http://biblia.com/bible/esv/Romans%2012.7); [James 3:1](http://biblia.com/bible/esv/James%203.1)