

Ministry/Serving Gifts

Server

- Definition: Those with the gift of serving find great satisfaction in using available resources to meet the practical needs of the body.
- Traits of:
 - o Enjoys doing manual jobs or projects.
 - o Prefers to focus on immediate rather than long-term goals.
 - o Usually has a need for closure; will stick with a job until it is finished.
 - o Tends to express love more through deeds and actions than words and feelings.
 - o Enjoys working behind the scenes.
 - o Is usually well-organized and self-disciplined.
- Cautions for:
 - o Tend to give themselves at the expense of their own needs and the needs of their families.
 - o Find it very difficult to say, "No."
 - o Can have a great need to be appreciated and may become resentful if they feel they are taken for granted.
 - o Must guard against becoming critical of those who don't work as hard as they do or don't enjoy the kind of work they do.
- Biblical Example: Martha, The Seven (Acts 6)

Mercy

- Definition: Those with the gift of mercy have an unusual ability to empathize with and demonstrate compassion to those in need.
- Traits of:
 - o Especially drawn to those who are hurting or going through significant challenges or difficulties.
 - o May respond to practical needs, but are more concerned with providing a "ministry of presence."
 - o Tend to be ruled by the heart more than the head. Not likely to ask why someone is hurting, but will simply respond to the need.
 - o Have a great need for harmony in relationships and will often sacrifice personal needs in order to avoid conflict.
 - o Chooses his or her words carefully in order not to hurt others.
- Cautions for:
 - o Tend to be indecisive because they have such a strong need for harmony.
 - o Because they have such a strong ability to identify with the pain of others, are often weighed down by the burdens of others.
 - o Because they show great compassion, they can be hurt when they don't receive the same.
 - o Because they tend to be very affectionate, mercy people must be aware of gender issues.
- Biblical Example: The Good Samaritan

Helps

- Definition: Those with the gift of helps have the special ability to come alongside others for the purpose of helping them carry out their work.
- Traits of:
 - o Often demonstrates characteristics consistent with a blending of the traits shown for “serving” and “mercy.”
 - o Feels compelled to use his or her gifts and talents to help others use theirs.
 - o Enjoys working on tasks with others, but the greatest joy is in the relationship that develops in the process.
 - o Is often a model of humility and selflessness.
 - o Tends to be quick to sign up when volunteers are needed.
- Cautions for:
 - o The person with the gift of helps will face many of the same dangers as those with the gifts of serving and mercy.
 - o Because humility is such a vital characteristic of this gift, must guard against pride or resentment of those they help who may get more recognition or praise than they do.
- Biblical Example: Silas (Paul), Mark (Peter)

Exhortation

- Definition: Those with the gift of exhortation have a special ability to build up others through a ministry of encouragement, counsel, and, when necessary, “speaking the truth in love”.
- Traits of:
 - o Tend to be very positive individuals who always seem to have the right words to stimulate and inspire others to live victoriously.
 - o Particularly drawn to those who are discouraged or have experienced significant failure, often demonstrating belief in those who no longer believe in themselves.
 - o Love to share “prescriptions” for the problems and trials of life.
 - o Place a great deal of emphasis on personal experience and use their own experience to encourage others.
 - o Often make great counselors.
- Cautions for:
 - o Tend to expect a lot from themselves and those they exhort; can become disillusioned by repeated failure.
 - o Sometimes expect quick solutions to problems and sometime lack patience with those who don’t change quickly.
 - o Because exhorters prefer application to research, their “prescriptions” are often simplistic and fail to take complex issues into consideration.
- Biblical Example: Barnabas

Giving

- Definition: Those with the gift of giving find great satisfaction in the opportunity to contribute material or other resources to the work of the Lord with great generosity and cheerfulness.
- Traits of:
 - o Tend to be very industrious and are often quite successful in their ventures.

- Are usually wise and capable managers of their finances and expect the same from the ministries they support.
- Want to be directly involved with the ministries they support.
- Do not need to be recognized for their giving. In fact, most prefer to give anonymously.
- Need not be very wealthy. The key is the proportion of their material resources they are willing to give.
- Cautions for
 - Because many givers are successful in terms of acquiring resources, they must always guard against the lure of materialism.
 - While they should expect accountability from the ministries they support, givers must be careful not to use their gifts to manipulate or control them.
 - Must guard against becoming critical or judgmental of those who do not give as freely or liberally as they do.
- Biblical Example: The “Widow” of Jesus’ parable (Luke 21:1-4), Joseph the Levite (Acts 4:36-37)

Leadership: Visionary (1 Cor 12:28) and Administrative (Rom 12:8)

- Definition: Those with the gift of leadership have the ability to organize, influence, and give aid to others in order to make them more effective and multiply their own impact.
- The two gifts mentioned in 1 Corinthians 12:28 and Romans 12:8 are very closely related, and Paul may not mean to distinguish them. However, he does use two different words, one which may emphasize broad leadership or guidance (1 Cor 12:28) and another which may emphasize detailed leadership or administration (Rom 12:8).
 - Visionary Leadership (1 Cor 12:28): Guidance (“to steer or pilot a ship”)
 - Administrative Leadership (Rom 12:8): Giving Aid
- Traits of:
 - While the administrator is the supreme organizer, the leader is the supreme visionary.
 - Visionary leaders tend to assume authority easily while administrators prefer to serve under authority.
 - Leaders will almost always emerge when there is a leadership vacuum; administrators are more likely to wait until they are given an assignment.
 - Both tend to have good communication skills.
 - Both are usually good at delegating responsibilities to others.
- Cautions for:
 - Tend to drive themselves at the expense of both personal and family needs.
 - May have a tendency to focus only on the “big” things at the expense of important, but ordinary, tasks.
 - Because they are usually “out front,” they are often the target of criticism.
 - Must be careful to always follow Christ’s example of servant leadership.
- Biblical Example: Joseph, Moses, Jethro. Moses and Jethro together demonstrate well the distinctions of these two gifts, Moses being the visionary leader and Jethro being the administrator.