

## Spiritual Gifts Clusters

**Nurturing Gifts:** Nurturing congregations tend to be very committed to building fellowship, visitation, small groups, Sunday school, and member care. The focus is primarily turned inward.

- Wisdom
- Shepherding
- Exhortation
- Helping
- Discernment
- Faith
- Compassion

**Outreaching Gifts:** Outreaching congregations tend to be very missional in nature, serving the community in a variety of ways and reaching out to people in the area. The focus is on the world.

- Apostleship
- Evangelism
- Working Miracles
- Compassion
- Healing
- Servanthood
- Prophecy

**Witnessing Gifts:** Witnessing congregations tend to emphasize worship, Christian education, and church growth. Faith sharing is central to the life of the fellowship. The focus is local.

- Knowledge
- Faith
- Prophecy
- Teaching
- Evangelism
- Exhortation
- Healing

**Organizing Gifts:** Organizing congregations tend to be highly structured, very organized, and program-rich. Committees and work teams involve large numbers of people. The focus is on the institution.

- Knowledge
  - Administration
  - Giving
  - Leadership
  - Helping
  - Teaching
  - Wisdom
-

*In the work with congregations between 1986 and 2001, Tongues and Interpretation of Tongues did not appear frequently enough to emerge in a cluster pattern. Most likely, Tongues and Interpretation of Tongues would align with Outreaching and/or Witnessing clusters.*

---

**Copyright © 2010 Barbara & Dan R. Dick.  
<http://equippedforeverygoodwork.wordpress.com>**