

SERVING

This information is the third part of a four part training called GROWING DEEPER. In the following pages we will consider one way to understand the SHAPE God has used to form you for serving.

Throughout the following pages, please use the Scripture by each statement/question as a guide to determine your best choice for a word to **fill in the blank**. Also, please give thoughtful consideration to the **questions/statements** which are included throughout the following pages.

WHAT THE BIBLE SAYS ABOUT MINISTRY

Ministry is using whatever God has given me to serve Him and the needs of others.
(not just on Sunday morning, not just “up front”)

WE MINISTER TO 3 AREAS OF NEED

To people's **physical** needs.

“(God says) I was hungry and you fed me, ... thirsty and you gave me a drink... needed clothes and you clothed me... sick and you cared for me... in prison and you visited me... Whenever you have done this to the least person, you did it to me.” Mathew. 25:35-36, 40

To people's **emotional** needs.

“... Warn the idle, encourage the timid, help the weak, be patient with all.” 1 Thessalonians 5:14

To people's **spiritual** needs.

*“... God reconciled us to himself through Christ and gave us the ministry of reconciliation.”
2 Corinthians 5:18*

MY S.H.A.P.E. WILL DETERMINE MY MINISTRY

Spiritual Gifts	(What am I gifted to do?)
Heart	(What do I love to do?)
Abilities	(What natural talents and skills do I have?)
Personality	(Where does my personality best suit me to serve?)
Experiences	(What experiences have I had?)

Example Of Person Discovering Best Fit For Serving Through Their SHAPE

Spiritual Gifts (What am I gifted to do?)

Teaching

Heart (What do I love to do?)

I love to work with children

Abilities (What natural talents and skills do I have?)

Counseling ability: to listen, encourage and guide with sensitivity

Interview ability: to discover what others are really like

Personality (Where does my personality best suit me to serve?)

I tend to be introverted.

Experiences (What experiences have I had?)

I have tutored elementary age students when I was in high school.

I tried to work as a youth leader, but I did not feel very comfortable.

Possible area of serving which would be a good fit for this person's SHAPE:

A possible area of serving would be teaching children in a small class setting or even one-to-one mentoring.

Areas which would not be such a good fit would include a children's class with a large number of students, teaching youth, and teaching adults.

SPIRITUAL GIFTS - (What am I gifted to do?)

“Now about *spiritual gifts* I do not want you to be ignorant.” 1 Corinthians 12:1

10 TRUTHS

1. Only Christian believers have spiritual gifts. 1 Corinthians 2:14
2. Every Christian has at least one gift. 1 Corinthians 7:7
3. No one receives all the gifts. 1 Corinthians 12:27-30
4. No single gift is given to every Christian. 1 Corinthians 12:29-30
5. You can't choose a spiritual gift. Ephesians 4:7
6. The Holy Spirit decides what gifts I get. 1 Corinthians 12:11
7. The gifts I'm given are irrevocable. Romans 11:29
8. I am to use the gifts God gives me. 1 Timothy 4:14
9. It's a sin to not use the gifts God gave me. Matthew 25:14-30
10. Using my gifts honors God and blesses me. John 15:8

CAUTIONS ABOUT SPIRITUAL GIFTS

1. Don't confuse gifts with natural talents.
2. Don't confuse gifts with the fruit of the Spirit. Galatians 5:22-23
3. Don't confuse gifts with Christian roles.
4. Be aware of the “*gift projection*” tendency. (Expecting others to serve the way you do.)
5. Don't feel my gift makes me superior to others. 1 Corinthians 12:21
6. Realize that using my gifts without love is worthless! 1 Corinthians 13:1-3
7. Recognize that I have both a *Primary* and a *Secondary* ministry in my church:

My primary ministry commitment should be in the area where I am called.

My secondary ministry includes serving in any other area of the body when I am needed.

IDENTIFY YOUR GIFTS

The Bible does not lock us into tight restrictions as to the number of spiritual gifts, or even their definitions. The four major lists of gifts are found in Romans 12:3-8, 1 Corinthians. 12:1-11, 27-31, and Ephesians 4:11-12, 1 Peter 4:9-11 but there are other passages that mention or illustrate gifts not included in these lists.

“Spiritual Gifts Test” is an online tool we recommend to help you identify your spiritual gift(s). Click on the following link or paste it into your web browser to get to “Spiritual Gifts Test.”

<http://www.kodachrome.org/spiritgift/>

Record the results you receive from this Spiritual Gifts assessment.

HEART - (What do I love to do?)

"For it is God who works in you, inspiring both the will and the deed, for his own chosen purpose!"

Philippians 2:13

IDENTIFY YOUR HEART (PASSION TO SERVE)

This exercise is adapted from the book Finding A Job You Can Love by Ralph Mattson & Arthur Miller (Nelson, 1982).

STEP 1: LIST AND DESCRIBE YOUR ACCOMPLISHMENTS SINCE CHILDHOOD

What to Include: Accomplishments at home, school, work, etc., Things you believe you did well, give specific details about what you did, things you enjoyed doing.

MY HIGHLIGHTS OF THINGS I DID WELL AND ENJOYED DOING: DURING MY ELEMENTARY SCHOOL YEARS

AS A TEENAGER

AS AN ADULT

STEP 2: DISCOVER THE MOTIVATED DIRECTION OF YOUR HEART

Examine your achievements for a common thread. You might find a key phrase repeated. See if you can match one of the "heartbeats" listed below as samples. Remember these are ALL God-given motivations. They are only sinful when used selfishly. Every one of these can be used in effective ministry. Don't be embarrassed to identify a basic heartbeat that doesn't *seem* spiritual! You should be able to support your choice with examples from your achievements.

EXAMPLE: I feel the basic motivation God put in my heart is to "ACQUIRE/POSSESS": My history demonstrates this: I purchased my first car at age 16. I've collected a collection of rare stamps. I've built up a large cash reserve. I've acquired options on three properties.

I LOVE TO ...

DESIGN AND DEVELOP -- I love to make something out of nothing. I enjoy getting something started from scratch.

PIONEER -- I love to test out and try new concepts. I am not afraid to risk failure.

ORGANIZE -- I love to bring order out of chaos. I enjoy organizing something that is already started.

OPERATE/MAINTAIN -- I love to efficiently maintain some thing that is already organized.

SERVE OR HELP -- I love to assist others in their responsibility. I enjoy helping others succeed.

ACQUIRE AND POSSESS -- I love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price.

EXCEL -- I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.

INFLUENCE -- I love to convert people to my way of thinking. I enjoy shaping the attitudes and behaviors of others.

PERFORM -- I love to be on stage and receive the attention of others. I enjoy being in the limelight.

IMPROVE -- I love to make things better. I enjoy taking something that someone else has designed or started and improve it.

REPAIR -- I love to fix what is broken or change what is out of date.

LEAD AND BE IN CHARGE -- I love to lead the way, oversee and supervise. I enjoy determining how things will be done.

PERSEVERE -- I love to see things to completion. I enjoy persisting at something until it is finished.

FOLLOW THE RULES -- I love to operate by policies and procedures. I enjoy meeting the expectations of an organization or boss.

PREVAIL -- I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice

Record your results from this page.

ABILITIES - (What natural talents and skills do I have?)

FIVE MISCONCEPTIONS ABOUT ABILITIES

- 1. MYTH: People aren't born with skills. All skills must be learned by experience.** This simply is not true. There are a number of skills that seem to be inborn and develop very early in infancy. When people say, "He just seems to have a natural talent for it", it's probably true.
- 2. MYTH: Those skills that must be learned are learned primarily in the classroom.** Actually some of your most basic skills were learned at home, "in the street", or somewhere outside the classroom.
- 3. MYTH: If you have certain abilities, you will be very aware that you have them.** Again, that is not true. You're probably using a number of talents or skills that you are not even aware of. You need some process of skill identification.
- 4. MYTH: Skills that I use at work are only usable in that environment. I couldn't use them in ministry.** Hopefully, by the end of this class, you'll see the fallacy of that idea. Be creative.
- 5. MYTH: Most people only have a few abilities.** The truth is that many national studies have proven that the average person possesses from five hundred to seven hundred different skills.

IDENTIFY YOUR ABILITIES

Circle the abilities below which you have:

Entertaining ability: to perform, act, dance, speak, magic

Recruiting ability: to enlist and motivate people to get involved

Interview ability: to discover what others are really like

Researching ability: to read, gather information, collect data

Artistic ability: to conceptualize, picture, draw, paint, photograph, or make renderings

Graphics ability: to layout, design, create visual displays or banners

Evaluating ability: to analyze data and draw conclusions

Planning ability: to strategize, design and organize programs and events

Managing ability: to supervise people to accomplish a task or event and coordinate the details involved

Counseling ability: to listen, encourage and guide with sensitivity

Teaching ability: to explain, train, demonstrate, tutor

Writing ability: to write articles, letters, books

Editing ability: to proofread or rewrite

Promoting ability: to advertise or promote events and activities

Repairing ability: to fix, restore, maintain

Feeding ability: to create meals for large or small groups

Recall ability: to remember or recall names and faces

Mechanical operating ability: to operate equipment, tools or machinery

Resourceful ability: to search out and find inexpensive materials or resources needed

Counting ability: to work with numbers, data or money

Classifying ability: to systematize and file books, data, records and materials so they can be retrieved easily

Public Relations ability: to handle complaints and unhappy customers with care and courtesy

Welcoming ability: to convey warmth, develop rapport, making others feel comfortable

Composing ability: to write music or lyrics

Landscaping ability: to do gardening and work with plants

Decorating ability: to beautify a setting for a special event

Other abilities: (please include other abilities you have which are not already listed here)

[Record your results from this page.](#)

PERSONALITY - (Where does my personality best suit me to serve?)

“No one can really know what anyone else is thinking or what he is really like, except that person himself.”

1 Corinthians 2:11

Some gifts can be used differently by people who have different personality types.

For example, a person with the gift of teaching who is extroverted would be comfortable in front of a group of students, while a person with the gift of teaching who is introverted would be more comfortable teaching one-to-one as a tutor with an individual student.

Some gifts are best used by people who have a certain personality type.

For example, a person who has the gift of hospitality and would serve as a greeter to worship services and other events would be best suited to use this gift if they have an extroverted personality.

In the box below, or on a separate paper, write your name:

Now write your name with your opposite hand:

WHAT HAPPENED?

When you tried to do something that was not *natural* to you...

1. You felt uncomfortable.
2. It took extra time and effort.
3. You still did a not-so-great job at it!

The same things are true when we try to minister in areas that are not suited to our personality. God has wired your temperament in a unique way. This factor is very important in matching you to the right ministry.

IDENTIFY YOUR PERSONALITY

Although there are many fine (and extremely detailed!) personality assessments available, for the purpose of your MINISTRY PROFILE, we want you to consider just five aspects.

Place an x on the line to indicate where you think best describes you.

Extroverted	_____	Introverted
Thinker	_____	Feeler
Routine	_____	Variety
Self-Controlled	_____	Self-Expressive
Cooperative	_____	Competitive

Record your results from this page.

In addition, Personality I.D. is a very helpful personality assessment which we strongly encourage you to use. Click on the following link or paste it into your web browser to get to “Personality I.D.”

http://www.crown.org/Tools/personality_instructions.asp

Record the results you receive from this Personality I.D. assessment.

EXPERIENCES - (What experiences have I had?)

"Sometimes it takes a painful experience to make us change our ways." Proverbs 20:30

God uses various experiences, including painful experiences, we have in life to shape us to serve.

IDENTIFY YOUR USEFUL EXPERIENCES

1. Your spiritual experiences

Meaningful decisions/times with God

2. Your educational experiences

Your favorite subjects in school

Your education beyond the classroom

3. Your ministry experiences

How have you served in the past

4. Your painful experiences

Problems, hurts, trials which have taught you

Record your results from this page.

CONGRATULATIONS!

You have just completed SERVING. We hope you have a better understanding of how God has shaped you for serving. We look forward to the opportunity to talking with you as soon as possible regarding your SHAPE for serving. Please contact us by email: (discoverychurch@gmail.com)

...AND KEEP GOING!

We encourage you to participate in the fourth (and final) class which provides the opportunity for you to GROW DEEPER in your relationship with God and with other people:

WORSHIPING-CONNECTING-INVITING