

SYLLABUS: PREPARATION FOR PERSONAL PROFILE

SESSION 1

THE GOALS OF THIS CLASS

1. I will _____ my unique design (S.H.A.P.E.) for ministry and commit to _____ and _____ my God-given gifts and abilities in serving God and others through my church family.
2. I will _____ and begin _____ in the ministry of my church that best _____ what God made me to be.

WHAT THE BIBLE SAYS ABOUT MINISTRY

What is ministry?

- Definition: Greek *diakonos* = "to serve"
- Ministry is using whatever God has given me to serve Him and the needs of others.

We minister in three directions:

- To _____ (Acts 13:2)
- To _____ (Hebrews 6:10)
- To _____ (Matthew 5:13)

We minister to three areas of need:

- To people's _____ needs
[Jesus said] "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."
(Matthew 25:35-36, 40 NIV)
"If, as my representative, you give even a cup of cold water to a little child, you will surely be rewarded."
(Matthew 10:42 LB)
- To people's _____ needs
"...warn those who are idle, encourage the timid, help the weak, be patient with everyone."
(1 Thessalonians 5:14 NIV)
- To people's _____ needs
"...God reconciled us to himself through Christ and gave us the ministry of reconciliation."
(2 Corinthians 5:18 NIV)
"We proclaim him, admonishing and teaching everyone with all wisdom, so that we may present everyone perfect in Christ." (Colossians 1:28 NIV)

THE PURPOSE OF MINISTRY

"There are different kinds of service to God, but it is the same Lord we are serving."

(1 Corinthians 12:5 LB)

"The Holy Spirit displays God's power through each of us as a means of helping the entire church."

(1 Corinthians 5:7 LB)

"All of you together are the one Body of Christ, and each one of you is a separate and necessary part of it."

(1 Corinthians 12:27 LB)

God wants to use me to _____ .

THE PRIORITY OF MINISTRY

(Why should I be interested?)

1. I've been _____ for ministry!

"For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do."

(Ephesians 2:10 NIV)

2. I've been _____ for ministry!

"It is he who saved us and chose us for his holy work, not because we deserved it but because that was his plan long before the world began..."

(2 Timothy 1:9 LB)

We're saved to serve!

3. I've been _____ into ministry!

"God, in his grace, chose me even before I was born, and called me to serve him."

(Galatians 1:15 GNT)

"...I urge you to live a life worthy of the calling you have received."

(Ephesians 4:1 NIV)

"...you have been chosen by God himself—you are priests of the King... you are God's very own—all this so that you may show to others how God called you out of darkness into his wonderful light! Once you were less than nothing; now you are God's own!..."

(1 Peter 2:9-10 LB)

"...you will serve as holy priests..."

(1 Peter 2:5 GNT)

I am not who I think I am.

I am not who you think I am.

But I really am who God says I am!

A Life-Changing Truth—My Primary Identity:

I am a _____ of Jesus Christ!

4. I've been _____ for ministry!

"God has given each of you some special abilities; be sure to use them to help each other, passing on to others God's many kinds of blessings."

(1 Peter 4:10 LB)

5. I've been _____ for ministry!

[Jesus said], *"All authority in heaven and on earth has been given to me. Therefore go and make disciples..."*

(Matthew 28:18-19 NIV)

"We are therefore Christ's ambassadors..."

(2 Corinthians 5:20 NIV)

6. I'm _____ to minister!

[Jesus said], *"Your attitude must be like my own, for I, the Messiah, did not come to be served, but to serve..."*

(Matthew 20:28 LB)

[To Archippus] *"Take heed to the ministry which you have received in the Lord and fulfill it."*

(Colossians 4:17 NKJV)

7. I'm to be _____ for ministry!

"[God gave]... pastors and teachers to prepare God's people for works of service, so that the body of Christ may be built up..."
(Ephesians 4:11-12 NIV)

8. The body of Christ _____ my ministry!

"All of you together are the one body of Christ and each of you is a separate and necessary part of it."
(1 Corinthians 12:27 LB)

Ministry always functions in the context of the _____.

"When [Jesus] saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd. Then he said to his disciples, 'The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.'"
(Matthew 9:36-38 NIV)

9. I am _____ for my ministry!

"So then, each of us will give an account of himself to God."
(Romans 14:12 NIV)

The Parable of the Talents: Matthew 25:14-30

10. I will be _____ for my ministry!

"Whatever you do, work at it with all your heart, as working for the Lord, not men, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving." (Colossians 3:23-24 NIV)

"Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!"
(Matthew 25:23 NIV)

THE PROCEDURE: HOW TO DISCOVER MY MINISTRY (ROMANS 12:1-8)

Step 1: Dedicate _____

"I urge you... to offer your bodies as living sacrifices, holy and pleasing to God—this is your spiritual act of worship."
(v. 1 NIV)

Step 2: Eliminate _____

"Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind."
(v. 2 NIV)

Step 3: Evaluate _____

"Don't cherish exaggerated ideas of yourself or your importance, but try to have a sane estimate of your capabilities by the light of the faith God has given to you all."
(v. 3 JBP)

Step 4: Cooperate _____

"Just as each of us has one body with many members, and these members do not all have the same function, so in Christ we who are many form one body, and each member belongs to all the others." (vv. 4-5 NIV)

Implications from Paul's Anatomy Lesson (see also 1 Corinthians 12:1-31):

- Every member is a minister in Christ's body.
- Every member has a different function.
- Every member's ministry is important.
- Every member belongs to the others.

"Each of us is a part of the one body of Christ... The eye can never say to the hand, 'I don't need you.' The head cannot say to the feet, 'I don't need you.' And some of the parts that seem weakest and least important are really the most necessary... So God has put the body together in such a way that extra honor and care are given to those parts that might otherwise seem less important."
(1 Corinthians 12:13, 21-22, 24b LB)

Step 5: Activate _____

"We have different gifts, according to the grace given us... prophesying... serving... teaching... encouraging... contributing... leadership... showing mercy..."
(Romans 12:6-8 NIV)

How Has God Shaped Me?

*"Your hands **formed** and **shaped** me..."*

(Job 10:8a GNT)

God has been molding and shaping you for ministry since you were born. In fact, God started uniquely shaping you even before you were born!

"Thank you for making me so wonderfully complex! It is amazing to think about. Your workmanship is marvelous... You were there while I was being formed... You saw me before I was born and scheduled each day of my life before I began to breathe."
(Psalm 139:14-16a LB)

1. I was _____ for a purpose.
2. I am _____!
3. I am _____!

"But who are you, O man, to talk back to God? Shall what is formed say to him who formed it, 'Why did you make me like this?'" Does not the potter have the right to make out of the same lump of clay some pottery for noble purposes and some for common use?"

(Romans 9:20-21 NIV)

In ministry, function follows form!

Ministry Is Determined By Several Factors

"There are several different kinds of GIFTS, but the same Spirit. There are different WAYS of serving, but the same Lord is served. There are different ABILITIES to perform service, but the same God gives ability to everyone for their particular service. The Spirit's presence is shown IN SOME WAY in each person, for the good of all."
(1 Corinthians 12:4-7 GNT)

My S.H.A.P.E. (form) will determine my ministry (function)!

S _____

"...Each man has his own gift from God; one has this gift, another has that."

(1 Corinthians 7:7b NIV)

What am I gifted to do?

H _____

"God has put it into their hearts to accomplish his purpose..."

(Revelation 17:17 NIV)

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

(Philippians 2:13 NEB)

What do I love to do?

A _____

"There are different abilities to perform service..."

(1 Corinthians 12:6 GNT)

"I [God]... have given him skill, ability, and knowledge in all kinds of crafts..."

(Exodus 31:3 NIV)

"...our competence comes from God."

(2 Corinthians 3:5b NIV)

What natural talents and skills do I have?

P _____

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

(1 Corinthians 2:11 LB)

Where does my personality best suit me to serve?

E _____

- What _____ experiences have you had?

"There has been enough time for you to be teachers—BUT you still need to be taught... [you are] without any experience in the matter of right and wrong."

(Hebrews 5:12-13 GNT)

- What _____ experiences have you had?

"Sometimes it takes a painful experience to make us change our ways."

(Proverbs 20:30 GNT)

"God helps us in our troubles, so we are able to help others who have all kinds of troubles, using the same help that we ourselves have received from God."

(2 Corinthians 1:4 GNT)

- What _____ experiences have you had?

"Always remember what you have learned. Your education is your life—guard it well!"

(Proverbs 4:13 GNT)

- What _____ experiences have you had?

"Because of the service by which you have proved yourselves, men will praise God for the obedience that accompanies your confession of the gospel..."

(2 Corinthians 9:13 NIV)

Your ministry will be most effective and fulfilling when you are using your GIFTS and ABILITIES in the area of HEART'S DESIRE in a way that best expresses your PERSONALITY and EXPERIENCE!

Success is being what God wants me to be and doing what God wants me to do. Success is being in the center of God's will today.

HOW PAUL'S MINISTRY WAS "SHAPED"

S: Paul's Spiritual gifts

"And of this gospel I was appointed a preacher and an apostle and a teacher."

(2 Timothy 1:11 NIV)

H: Paul's Heart

"My constant ambition has been to preach the Gospel where the name of Christ was previously unknown, and to avoid, as far as possible, building on another man's foundations..."

(Romans 15:20 JBP)

"For God, who was at work in the ministry of Peter as an apostle to the Jews, was also at work in my ministry as an apostle to the Gentiles."

(Galatians 2:8 NIV)

A: Paul's Ability

"...Paul went to see them, and stayed and worked with them, because he earned his living by making tents, just as they did. He held discussions in the synagogue every Sabbath, trying to convince both Jews and Greeks."

(Acts 13:2b-4 GNT)

P: Paul's Personality

"For you have heard of my past... I persecuted the Church of God with fanatical zeal... and did my best to destroy it. I was ahead of most of my contemporaries in the Jewish religion, and had a greater enthusiasm..."

(Galatians 1:13-14 JBP)

E: Paul's Experiences

• Paul's spiritual experiences

- Watching Stephen be stoned (Acts 8:1)
- Conversion on the Damascus road (Acts 9:1-20)
- Three years' maturing in Arabia (Galatians 1:18)
- Special vision from God (2 Corinthians 12:2-7)

• Paul's painful experiences

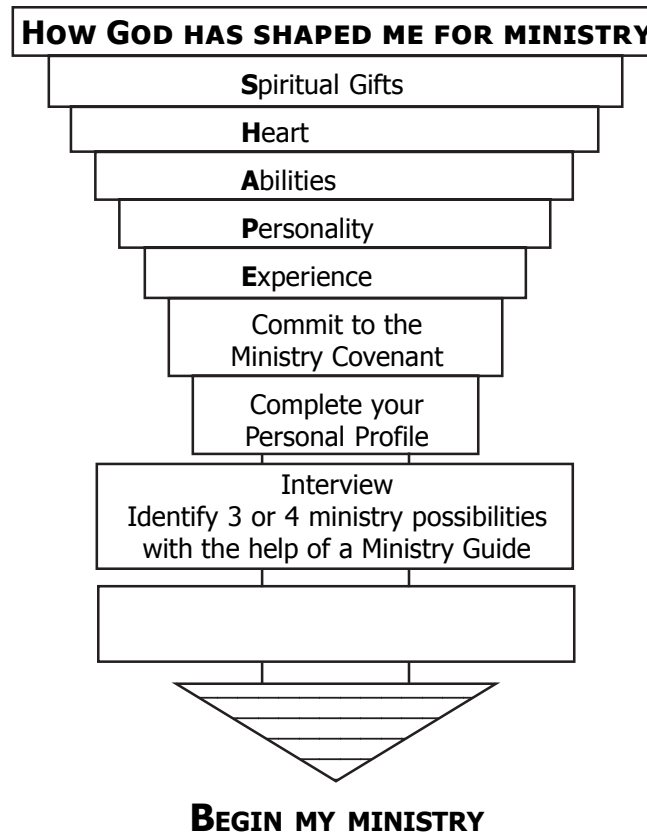
"... I have been in prison more times... near death more often... three times whipped by the Romans with 39 lashes... To keep me from becoming conceited because of these surpassingly great revelations, there was given me a thorn in my flesh, a messenger of Satan, to torment me."

(2 Corinthians 12:7 NIV)

• Paul's ministry experiences

- Read the book of Acts!

DISCOVERING MY MINISTRY




IDENTIFYING MY UNIQUE S.H.A.P.E.

We've prepared and adapted several tools to help you discover and think through the five factors that make up who you are. You will complete these on your own (as homework for Sessions 2 and 3) before you meet with a Ministry Guide.

- "_____ My Gift" (pp. 10-15) will give you an overview of spiritual gifts and help you identify the gifts you may have been given by God.
- "_____ My Heartbeat" (pp. 16-19) will help you clarify what you really love to do.
- "_____ My Abilities" (pp. 20-22) will help you appreciate the natural talents and vocational skills you have.
- "_____ My Personality" (pp. 22-23) will help you see how your God-given temperament can best be used in ministry.
- "_____ My Experiences" (pp. 24-25) will help you review your history to discover how God has prepared you for a unique ministry that only you can fulfill.

Remember:

1. Have fun! These are not "tests"! There are no right or wrong answers. The purpose is to show how you are a unique blend!
2. Each one is self-evaluating. No one is "rating" you on this. We're interested in *your* feelings, not others' feelings. However, it may be helpful to ask for additional input from those closest to you after you've filled in your own responses.
3. The value of each of these tools will vary depending on your age, how long you've been a Christian, your background, your honesty, and how much time and serious thinking you're willing to invest in them.
4. Watch for the  symbol. As you complete each S.H.A.P.E. tool, **transfer your results** to the form "Personal Profile: My S.H.A.P.E. for Ministry." You will bring this profile with you to your interview with a ministry guide.

SESSION 2



WHAT THE BIBLE SAYS ABOUT SPIRITUAL GIFTS: A CONDENSED OVERVIEW

"Now about spiritual gifts... I do not want you to be ignorant." (1 Corinthians 12:1 NIV)

Spiritual gift: a special ability, given by the Holy Spirit to every believer at his or her conversion, to be used to minister to others and thereby build up the Body of Christ.

TEN TRUTHS

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

THE PURPOSE OF SPIRITUAL GIFTS

- A. Not for my benefit, but _____.

"Each one of you, as a good manager of God's different gifts, must use for the good of others, the spiritual gift he has received from God."

(1 Peter 4:10 GNT)

"The Holy Spirit displays God's power through each of us as a means of helping the entire church."

(1 Corinthians 12:7 LB)

- B. To produce _____ and _____ in our church family.

"It was He who gave gifts to people... to build up the body of Christ so we shall all come together to that oneness in our faith... and become mature... Then we shall no longer be children, carried by the waves and blown about by every shifting wind..."

(Ephesians 4:11-14 GNT)

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).
 - Fruit shows your maturity.
 - Gifts show your ministry.

3. Don't confuse *gifts* with Christian *roles*.
4. Be aware of the "gift projection" tendency (expecting others to serve the way you do and have similar results).
5. Don't feel that your gift makes you superior to others. (1 Corinthians 12:21)
6. Realize that using your gifts without love is worthless!

"I may be able to speak the languages of human beings and even of angels... I may have the gift of inspired preaching; I may have all knowledge... and all the faith needed to move mountains—but if I have not love, I am nothing... this does me no good."
(1 Corinthians 13:1-3 GNT)

7. Recognize that you have both a primary and a secondary ministry in your church:

- Your **primary ministry** commitment should be in the area where you are _____.
- Your **secondary ministry** includes serving in any other area of the Body when you are _____.

HOW TO DISCOVER YOUR SPIRITUAL GIFT

Get started!

S T _ _ T

Be open and receptive to a new discovery: my S.H.A.P.E.

T _ _ L

Use the "Unwrapping My Gifts" tool (see pp. 10-15).

A _ _ K

Ask others what gifts they see in me.

R _ _ D Y

Be willing to experiment with different areas of service.

T _ _ Y

Activate my S.H.A.P.E. in serving the Body (the church).

THREE WAYS GOD WANTS YOU TO USE YOUR SPIRITUAL GIFTS:

1. Through an ongoing ministry
2. Through short-term projects
3. Through spontaneous situations

It's easier to discover your gift through ministry than to discover your ministry through your gift.

SHAPE TOOL 1: Unwrapping My Spiritual Gifts

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

As you read through this list, check the box that indicates your initial impression concerning yourself. Remember that you can have many gifts.

Spiritual Gifts That Communicate God's Word (to both unbelievers and believers)

Preaching ("Prophecy").....1 Corinthians 14:3

The ability to publicly communicate God's Word in an inspired way that convinces unbelievers and both challenges and comforts believers; the ability to persuasively declare God's will

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Evangelism.....Acts 8:26-40

The ability to communicate the Good News of Jesus Christ to unbelievers in a positive, non-threatening way; the ability to sense opportunities to share Christ and lead people to respond with faith

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Missions.....1 Corinthians 9:19-23; Acts 13:2-3

The ability to adapt to a different culture in order to reach unbelievers and help believers from that culture

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Apostle.....Romans 15:20

The ability to start new churches and oversee their development

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Teaching.....Ephesians 4:12-13

The ability to educate God's people by clearly explaining and applying the Bible in a way that causes them to learn; the ability to equip and train other believers for ministry

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Encouragement (Exhortation).....Acts 14:22

The ability to motivate God's people to apply and act on biblical principles, especially when they are discouraged or wavering in their faith; the ability to bring out the best in others and challenge them to develop their potential

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Wisdom.....1 Corinthians 2:1, 6-16

The ability to understand God's perspective on life situations and share those insights in a simple, understandable way; the ability to explain what to do and how to do it

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Discernment.....1 John 4:1-6

The ability to distinguish right from wrong, truth from error, and to give an immediate evaluation based on God's Word; the ability to discern whether the source of an experience is Satan, self, or God's Spirit

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Knowledge.....Daniel 1:17

The ability to discover, collect, analyze, and organize information that is vital to individual believers or the entire church family; the ability to comprehend a large amount of information and provide it when needed for effective decision-making

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Spiritual Gifts That Demonstrate God's Love**Service.....Acts 6:1-7**

The ability to recognize unmet needs in the church family and take the initiative to provide practical assistance quickly, cheerfully, and without a need for recognition

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Mercy.....Luke 10:30-37

The ability to detect hurt and empathize with those who are suffering in the church family; the ability to provide compassionate and cheerful support to those experiencing distress, crisis, or pain

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Hospitality.....1 Peter 4:9-10

The ability to make others, especially strangers, feel warmly welcomed, accepted, and comfortable in the church family; the ability to coordinate factors that promote fellowship

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Pastoring ("Shepherding").....1 Peter 5:2-4

The ability to care for the spiritual needs of a group of believers and equip them for ministry; the ability to nurture a small group of believers in spiritual growth and assume responsibility for their welfare

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Giving.....2 Corinthians 8:1-7

The ability to generously contribute material resources and/or money beyond the 10% tithe so that the Body may grow and be strengthened; the ability to earn and manage money so that it may be given to support the ministry of others

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Music.....Psalm 150

The ability to celebrate God's presence through music, either vocal or instrumental, and to lead the church family in worship

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Arts and Crafts.....Exodus 31:3-11

The ability to build, maintain, or beautify the place of worship for God's glory; the ability to express worship through a variety of art forms

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Four Prayer-Related Spiritual Gifts

Intercession.....Colossians 1:9-12

The ability to pray for the needs of others in the church family over extended periods of time on a regular basis; the ability to persist in prayer and not be discouraged until the answer arrives

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Healing.....James 5:14-16

The ability to pray in faith specifically for people who need physical, emotional, or spiritual healing and see God answer; the ability to sense when God is prompting one to pray this kind of prayer.

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Miracles.....Mark 11:23-24

The ability to pray in faith specifically for God's supernatural intervention in an impossible situation and see God answer; the ability to sense when God is prompting one to pray this kind of prayer

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Praying with My Spirit ("Tongues"/Interpretation).....1 Corinthians 14:13-15

The ability to pray in a language understood only by God or the ability to interpret a prayer of that kind

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Why we do not allow the gift of praying in the spirit in our services:

This gift caused such a problem in the Corinthian church that Paul had to write an entire chapter of guidelines (1 Corinthians 14).

1. This gift is for personal edification, not for the whole church.

"He who speaks in a tongue edifies himself, but he who prophesies edifies the church." (1 Corinthians 14:4 NIV)

2. We are to focus on building up others, not ourselves.

"...Unless you speak intelligible words... you will just be speaking into the air... try to excel in gifts that build up the church." (1 Corinthians 14:9, 12 NIV)

3. This gift confuses unbelievers in the service.

"...if some unbelievers come in, will they not say you are out of your mind?" (1 Corinthians 14:23 NIV)

4. Ideally, this gift is not meant to be used in the worship service.

"...in the church I would rather speak five intelligible words to instruct others than ten thousand words in a tongue. Brothers, stop thinking like children." (1 Corinthians 14:19-20 NIV)

Spiritual Gifts That Support All Four Purposes

Leadership.....Hebrews 13:7, 17

The ability to clarify and communicate the purpose and direction ("vision") of a ministry in a way that attracts others to become involved; the ability to motivate others by example to work together in accomplishing a ministry goal

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Administration (Organization).....1 Corinthians 14:40

The ability to recognize the gifts of others and recruit them to a ministry; the ability to organize and manage people, resources, and time for effective ministry; the ability to coordinate many details and execute the plans of leadership

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Faith.....Romans 4:18-21

The ability to trust God for what cannot be seen and to act on God's promise, regardless of what the circumstances indicate; the willingness to risk failure in pursuit of a God-given vision, expecting God to handle the obstacles

- ☐ I'm pretty sure I have this gift.
- ☐ I may have this gift.
- ☐ I don't think I have this one.

Spiritual Gifts Inventory

The Bible lists spiritual gifts in a few key passages in the New Testament. You should take time to familiarize yourself with such passages as Romans 12:6-8 and 1 Corinthians 12:4-12, 27-31. Although not all spiritual gifts are included in the following inventory, the ones listed are the most utilized within our local congregation. After reading a brief description of the following gifts, on a scale of 1 to 10 (10 being the greatest), evaluate and mark how this description applies to you. Put the appropriate number (1 to 10) on the line to the left.

Examples of how to chart your giftedness:

1 (doesn't apply) 3 (applies slightly) 5 (average) 7 (quite a bit) 10 (very much so)

- _____ **Prophecy**—possesses strong communication skills; feels God's leadership and power when speaking; is direct or to-the-point in conversations; offers advice that is insightful; aims at the heart of the problem and is not prone to beat around the bush; is interested in what is true, not others' opinions; seems always able to look at a situation and pinpoint the exact problem or cause and a solution
- _____ **Service**—is aware of others' needs and concerns; desires to be helpful in specific and practical ways; is warm, caring, and loving; is level-headed in crisis situations; works in the background as a support person to the visible leadership; seems incapable of saying *no* when his/her help is needed or asked for; may work to help others, even when he/she must neglect himself/herself.
- _____ **Teaching**—desires to speak truth in ways that nurture growth and encouragement; explains difficult ideas in a way that people can easily understand; can analyze, explain, and interpret facts; tends to have a "teachy style" even when talking; has ability to focus attention on problems and issues to solve them scripturally; is willing to "be an example" to others in his/her life.
- _____ **Exhortation**—has an ability to give stirring and inspiring talks or advice; is sensitive to others' problems and dilemmas; though usually very understanding of people's weaknesses, can be direct at times—but without being offensive or intimidating; tends to be more of a coach than a drill sergeant; encourages others when they spend time with him/her.
- _____ **Giving**—though quality is important, has an appreciation for simple, natural pleasures; is willing to share material possessions with others; looks to meet the needs of others without being asked; cares

deeply for others and will personally do without to help a cause; receives a deep sense of satisfaction in sharing his/her own personal resources with others privately or anonymously.

- _____ **Administration**—is interested in organization and helping others accomplish tasks; is confident standing before others and answering for his/her work; possesses the ability to see needs and plan how to meet those needs; is hardworking; gives attention to detail and to tedious items that take patience; is concerned about taking the proper steps to complete a job; is good at managing his/her personal time.
- _____ **Mercy**—is very caring toward others; bears others' burdens as if they were his/her own; senses others' hurts, needs, pain, and grief; is always ready to help those who are weak, frail, or disadvantaged; possesses a deep inner sense of joy for doing deeds of goodness to others; tends to be gracious and to forgive very quickly even when others have let him/her down.
- _____ **Evangelism**—naturally enjoys talking to people about his/her faith; sees the idea of inviting people to Christ as more of a challenge than something to fear; is faithful to follow God's will despite personal longings or desires; is comfortable with all different kinds of people; enjoys communicating with others and can disarm peoples' fears easily; is sensitive to the Holy Spirit when speaking to others about Christ.
- _____ **Prayer**—is able to put into words what his/her heart is feeling; has a deep inner sense of communion with the Lord; desires to talk to the Lord about all of life's issues; thinks of devotional life as a secret place of intimacy to be protected; is willing to share his/her innermost spiritual needs only with those whom he/she trusts; tends to take personal needs to God instead of ignoring them or asking others for help
- _____ **Hospitality**—is outgoing, informal, friendly, and welcoming to friends and strangers; is able to make others feel comfortable, even in unfavorable circumstances; desires to do things for others joyfully; desires to do simple acts of kindness without repayment; senses when others need help, without being asked; will endure being inconvenienced so others can enjoy comfort and convenience; finds deep joy in entertaining others

Go back to determine your top three gifts, based on the scores, and list them below:

1. _____ Score (1-10) _____
2. _____ Score (1-10) _____
3. _____ Score (1-10) _____



On your Personal Profile, list your top three spiritual gifts.

SESSION 3

SHAPE TOOL 2: Monitoring My Heartbeat



Definition of *heart*:

- a. The organ that pumps your blood
- b. Your emotional constitution or disposition
- c. The vital force or driving impulse

The Bible uses the term *heart* to represent the center of motivation, desires, and inclinations.

"Delight yourself in the LORD and he will give you the desires of your heart."

(Psalm 37:4 NIV)

My heart determines:

- Why I say the things I say.

"The mouth speaks what the heart is full of."

(Matthew 12:34 GNT)

- Why I feel the way I feel.

"The Word of God... exposes the very thoughts and motives of a man's heart."

(Hebrews 4:12 JBP)

- Why I act the way I act.

"...guard your heart, for it is the wellspring of life."

(Proverbs 4:23 NIV)

MY HEART IS THE REAL ME!

Physiologically, each of us has a unique heartbeat. Each person has a slightly different pattern. Likewise, God has given each of us a unique emotional "heartbeat" that races when we encounter activities, subjects, or circumstances that interest us. We instinctively feel deeply about some things and not about others.

This God-given motivation serves as an internal guidance system for our lives. It determines what your interests are and what will bring you the most satisfaction and fulfillment. It also motivates you to pursue certain activities, subjects, and environments.

Why has God given each person a unique "heartbeat"?

"God has put it into their hearts to accomplish his purpose..."

(Revelation 17:17 NIV)

God had a purpose in giving you your inborn interests. In fact, your emotional heartbeat reveals a very important key to understanding God's design and intention for your life.

The Bible makes very clear that your heart was designed by God, but you make the choice to use it for good or evil, for selfish purposes or for service.

You may have...

"....selfish ambition in your hearts."

(James 3:14 NIV)

Or you may...

"`...Serve the Lord with all your hearts.'"

(1 Samuel 12:20 NIV)

"[Do] the will of God from your heart."

(Ephesians 6:6 NIV)

How can I do God's will and serve God's purpose?

By letting my heartbeat motivate me for ministry!

"It is quite true to say that a man who sets his heart on holding office [becoming a church leader] has laudable ambitions."

(1 Timothy 3:1 JBP)

Taking a Spiritual EKG

If you are like most people, you have never taken time to sort out and identify the things you are good at and are motivated to accomplish. As a result, it is unlikely that you use these talents as completely or effectively as you could. The key to understanding your heartbeat is to look at your past accomplishments.

This exercise is adapted from the book *Finding a Job You Can Love* by Ralph Mattson and Arthur Miller (Nelson, 1982). We highly recommend that you read this book.

Step 1: List and describe your accomplishments since childhood.

What to include:

- Accomplishments at home, school, work, etc.
- Things you enjoyed doing.
- Things you believe you did well.
- Specific details about what you did.
- Forget what other people think about it!

Examples:

- "I put on plays for the neighborhood kids with costumes, props, etc. We transformed the shed in back of our house into a fairyland with lighting effects, decorations, and princesses."
 - "I started a Kool-Aid stand in 4th grade and expanded it into three different stands. It was fun, and I made money!"
 - "I had a job as a printer's assistant and developed a method of cutting stereotypes which was faster and more accurate."
 - "I ran for president of everything (and sometimes won) when I was in school."
 - "I have always liked to build things. Before I got married, I completely rebuilt the little apartment I was living in."
 - "I successfully led protest marches against toxic wastes in my hometown and got local TV coverage."
 - "I set a goal to read fifteen books over the summer, and I did."
- Remember, you're recalling things you enjoyed doing and did well (accomplishments), not simply pleasant experiences.
- Bad example: "I had a great vacation in Canada."
- Good example: "I took some stunning photos during my vacation."
- You do not have to cover every year of your life. Just focus on what you feel are the highlights of things you've done.

My Highlights of Things I Did Well and Enjoyed Doing During My Grade School Years

1. _____
2. _____

As a Teenager

1. _____
2. _____
3. _____

In College or My Early Twenties

1. _____
2. _____
3. _____
4. _____

In My Thirty-Something Years

1. _____
2. _____
3. _____
4. _____

To the Present:

1. _____
2. _____
3. _____
4. _____

The more you can list, the better! Get another sheet of paper, if necessary.

Step 2: Discover the motivated direction of your heart

Examine your achievements for a common motivational 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! Almost every one of these can be identified in the ministry of one of the twelve Apostles.

I love to:

Design/develop—"I love to make something out of nothing. I enjoy getting something started from scratch."

Pioneer— I love to test and try out 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 something that is already organized."

Serve/help—"I love to assist others in their responsibilities. I enjoy helping others succeed."

Acquire/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 behavior 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/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."

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.

Heart:

In this section of our inventory, we want to find out your burdens and the things about which you feel passionate. We believe that if you have no love for where you serve the Lord, then you won't have a great sense of personal fulfillment. It is possible that in the past you were placed in a position for which you had no concern or love. With this inventory of your S.H.A.P.E., we hope that will never happen again. Please continue below and identify your areas of interest so we can help you serve God in a place that matches who He made you to be. In which of the following areas are you more personally concerned and self-confident? Please check all that apply.

People

- ☐ Infants/toddlers
- ☐ Children
- ☐ Students
- ☐ Singles/college
- ☐ Singles/career
- ☐ Singles/adult
- ☐ Young adults
- ☐ Middle adults
- ☐ Seniors
- ☐ Disabled
- ☐ Hearing impaired
- ☐ Nursing home
- ☐ Shut-ins
- ☐ Assisted living
- ☐ Widow(er)s/bereaved
- ☐ Sick/hospitalized

Issues

- ☐ Men's issues
- ☐ Women's issues
- ☐ Singles' issues
- ☐ Family/parenting
- ☐ Marital issues
- ☐ Ministry/service
- ☐ Student issues
- ☐ Environmental issues
- ☐ School/educational matters
- ☐ Politics/legal matters
- ☐ Social/ethical/moral issues
- ☐ Ethnic/racial concerns
- ☐ Inner-city missions
- ☐ Missions education
- ☐ Other _____
- ☐ Other _____

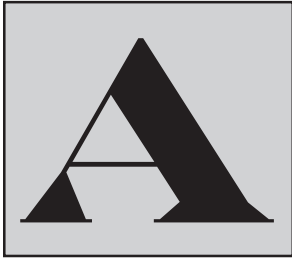
General areas

- ☐ Evangelism
- ☐ Discipleship
- ☐ Fellowship
- ☐ Prayer ministry
- ☐ Teaching
- ☐ Music/worship
- ☐ Church worker training
- ☐ Local missions
- ☐ International missions
- ☐ Other _____
- ☐ Other _____
- ☐ Other _____
- ☐ Other _____
- ☐ Other _____
- ☐ Other _____



Did you find the basic motivational directions of your heart in this list? Write them on your Personal Profile.

SHAPE TOOL 3: Applying My Abilities



"There are different abilities to perform service."

(1 Corinthians 12:6 GNT)

"I [God]... have filled him with the Spirit of God, with skill, ability, and knowledge in all kinds of crafts..."
(Exodus 31:3 NIV)

One of the most common excuses people give for not getting involved in ministry is, "I just don't have any abilities to offer." Nothing could be further from the truth. The key is matching your abilities with the right ministry!

FIVE MISCONCEPTIONS ABOUT ABILITIES (SKILLS AND TALENTS)

1. **Myth:** People aren't born with skills. All skills must be learned by experience.

Fact: This simply isn't true. There are a number of skills that seem to be inborn or are developed 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.

Fact: Actually some of your most basic skills were learned at home, "on the street," or somewhere else outside the classroom.

Specific church ministries

- ☐ Benevolence
- ☐ Christian life and ethics
- ☐ Fellowship
- ☐ Greeter
- ☐ Host/hostess
- ☐ Library
- ☐ Missions
- ☐ Stewardship
- ☐ Bible study leadership
- ☐ Usher
- ☐ Student ministry
- ☐ Other _____

Administration

- ☐ Insurance evaluation
- ☐ Accounting/bookkeeping
- ☐ Computers or programming
- ☐ Familiarity with software
- ☐ Constitution/by-laws
- ☐ Media/library
- ☐ Legal counsel
- ☐ Financial planning
- ☐ Parliamentary procedure
- ☐ Secretarial
- ☐ Treasurer/trustee
- ☐ Other _____
- ☐ Other _____

Buildings/maintenance

- ☐ Painting
- ☐ Landscaping

- ☐ Construction
- ☐ Maintenance
- ☐ Electrical
- ☐ Plumbing
- ☐ Heating and air
- ☐ Purchasing
- ☐ Other _____

Preschool/children

- ☐ Sunday school
- ☐ Extended session
- ☐ AWANA
- ☐ The Crossing (children's worship)
- ☐ The Depot (preschool worship)
- ☐ Vacation Bible School
- ☐ Church camp
- ☐ Other _____
- ☐ Other _____

Recreation

- ☐ Sports _____
- ☐ Camping _____
- ☐ Skiing, snow
- ☐ Skiing, water
- ☐ Hiking/climbing
- ☐ Canoeing/rafting
- ☐ Coaching _____
- ☐ Aerobics
- ☐ Biking, mountain
- ☐ Biking, tour
- ☐ Other _____

Music/the arts

- ☐ Sound technician
- ☐ Video technician
- ☐ Orchestra instrument _____
- ☐ Choir, adult
- ☐ Choir, student
- ☐ Choir, children
- ☐ Soloist
- ☐ Sewing/costuming
- ☐ Arts and crafts
- ☐ Acting/drama/reading
- ☐ Conducting/directing
- ☐ Mime/clowning
- ☐ Keyboards, piano
- ☐ Keyboards, organ
- ☐ Composer/arranger

Other

- ☐ Medical background
- ☐ Dental background
- ☐ Travel planning/agent
- ☐ Hospitality
- ☐ Decorating/arrangement
- ☐ Transportation
- ☐ Commercial driver's license
- ☐ Public speaking
- ☐ Scout liaison
- ☐ Running meetings
- ☐ Foreign language
- ☐ Other _____
- ☐ Other _____

- ☐ I am willing to open my home/property occasionally for studies or socials.
- ☐ I have property/home elsewhere that may be used for church retreats.

3. **Myth:** If you have certain abilities, you will be very aware that you have them.
Fact: Again, this is not true. You are 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.
Fact: Not true! Hopefully, by the end of this class, you'll see the fallacy of this idea. Be creative!
5. **Myth:** Most people only have a very few abilities.
Fact: The truth is that many national studies have proven that the average person possesses from 500 to 700 skills!

HOW TO DISCOVER YOUR MOTIVATED ABILITIES

Look over your list of accomplishments again. Circle all verbs that denote actions performed while you were doing each achievement.

Now compare those verbs to the list below and check those abilities you feel you have.

26 Specialized Abilities

- Entertaining ability:** to perform, act, dance, speak, perform magic
- Recruiting ability:** to enlist and motivate people to get involved
- Interviewing 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 lay out, 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/event and coordinate all 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/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, make 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

Abilities/Availability

Many times church leaders talk a lot about discovering your spiritual gift but say very little about the natural abilities that God has given. We believe that abilities and skills should be used in God's service just like spiritual gifts or any other aspect of our personhood. God gave us both spiritual gifts and abilities. The only difference is that one was given to us at physical birth or throughout life (our skills and abilities) while the other was given at our re-birth (our spiritual gifts). All of them, however, can be used by God when we are available to Him! Check the boxes below that indicate special abilities you have used or are now using.

Availability (this helps us see when your schedule is most open to serve the Lord):

- ☐ I am available—call whenever help is needed.
- ☐ I am occasionally free to serve during weekday mornings.
- ☐ I am occasionally free to serve during weekday afternoons.
- ☐ I am occasionally free to serve on week nights.
- ☐ I am sometimes available to serve on Saturday mornings.
- ☐ I am sometimes available to serve on Saturday afternoons.
- ☐ I am sometimes available to serve on Sunday afternoons.
- ☐ I am available to serve more during the school year than other times of the year.
- ☐ I am available during Sunday morning services.
- ☐ I am available during Sunday evening services.
- ☐ I am available during Wednesday activities.



List your specialized abilities on your Personal Profile.

SHAPE TOOL 4: Personality



We each have different personalities that influence everything about us. Our personalities help define who we are. Our ministry areas inside and outside the church need a mixture of temperaments and perspectives, which is why we invite you to complete the personality inventory below. We want to find the perfect fit for your unique S.H.A.P.E.

Read the following descriptions of the four basic personality types. Then evaluate your own personality based on those descriptions and rank them from 1 to 4 (with 4 being the most like you, 3 being the second most like you, and so on), in the order of how well you match each of them.

- _____ **Lion** (choleric)—naturally outgoing, assertive, businesslike; at ease with large groups, confident, direct, decisive, optimistic; dislikes slow decision-making and incompetence; strong-willed, not overly dependent on others; wants to be the best; natural leader; deals well with pressure and stress; presses hard to reach goals; is bold during times of adversity and hardship; influential; risk taker
- _____ **Otter** (sanguine)—bubbly and enthusiastic; fashionable; at ease with groups; expressive and spontaneous; has a deep desire to be popular or liked; excitable; is persuasive and motivational; dislikes monotonous routines and rigid rules; upbeat and positive; initiates fun and tells great stories; makes decisions and asks questions later; humorous, charming, and wants others' happiness above all else; independent; good at improvising and "shooting from the hip"
- _____ **Golden retriever** (phlegmatic)—loyal and gentle; likes to be comfortable and practical; low key; good listener, sensitive to others' needs; tolerant of others' mistakes, easygoing; sees relationships as a high priority; peaceful attitude, good peacekeeper between those at odds; dislikes abruptness, insensitivity, and confrontation; doesn't overestimate himself; has a servant's attitude; consistent, team player; strives for group agreement; cooperative, tough negotiator, and good at bargaining
- _____ **Beaver** (melancholy)—reserved, thorough, and thoughtful; often prefers privacy over large groups; systematic; perfection is a priority; dislikes surprises and unexpected situations; fears embarrassment; is a thinker, meticulous, and thorough; devoted, philosophical and well-researched; sticks with what works and has worked; efficient and often organized; is cautious in unfamiliar territory; is not overly affected by criticism or popularity issues

Now please list your top two personality types: 1. _____ 2. _____

PLUGGING IN YOUR PERSONALITY

In the box below, 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 lousy job at it!

The same things are true when we try to minister in areas that are not suited to our personalities. God has wired your temperament in a unique way. This factor is very important in matching you to the right ministry. It's obvious that God has not used a cookie cutter to stamp out people in a process of uniformity. He loves variety—just look around! And there is no “right” or “wrong” temperament. We need opposites to balance the church.

Although there are many fine (and extremely detailed!) personality assessments available, for the purpose of your Ministry Profile, we want you to consider only the following:

HOW DO I SEE MYSELF?

Extroverted

3 2 1
extreme mild

Introverted

1 2 3
mild extreme

Routine

3 2 1
extreme mild

Variety

1 2 3
mild extreme

Self-controlled

3 2 1
extreme mild

Self-expressive

1 2 3
mild extreme

Cooperative

3 2 1
extreme mild

Competitive

1 2 3
mild extreme

My top two personality types from p. 22 are (number 1 and 2):

_____ Lion (choleric) _____ Otter (sanguine)
_____ Golden retriever (phlegmatic) _____ Beaver (melancholy)



Record your personality responses on your Personal Profile.

SHAPE TOOL 5: Examining My Experiences



"And we know that in all things God works for the good of those who love him, who have been called according to his purpose."
(Romans 8:28 NIV)

"Now I want you to know, brothers, that what has happened to me has really served to advance the gospel."
(Philippians 1:12 NIV)

One of the most overlooked factors in determining the ministry God has for you is your past experience, particularly your hurts and the problems you've overcome with God's help. Since our greatest life messages come out of our weaknesses, not our strengths, we should pay close attention to what we've learned in the "school of hard knocks."

God never wastes a hurt!

God wants you to be open to ministering to people who are going through what you've already been through!

"[God]... wonderfully comforts and strengthens us in our hardships and trials. And why does he do this? So that when others are troubled, needing our sympathy and encouragement, we can pass on to them the same help and comfort God has given us."
(2 Corinthians 1:3-4 LB)



On your Personal Profile, record these experiences:

- Your spiritual experiences (meaningful decisions/times with God)
- Your painful experiences (problems, hurts, trials that have taught you)
- Your educational experiences (your favorite subjects in school)
- Your ministry experiences (how you have served in the past)

EXPERIENCES

God has given each of us experiences in life. Whether they are pleasant or unpleasant, we are to use them for God's glory and allow Him to maximize our past blessings and redeem our past mistakes. Sometimes certain jobs we have held, or hobbies or recreational activities we have pursued, make us a better fit to serve in one area than in another.

What jobs have you held?

1. _____
2. _____
3. _____

What types of recreation do you enjoy?

1. _____
2. _____
3. _____

Spiritual background:

- ☐ I became a Christian as a child.
- ☐ I became a Christian as a teenager.
- ☐ I became a Christian as an adult.
- ☐ I am not sure of my spiritual condition.
- ☐ I grew up in a Southern Baptist or other Baptist church.
- ☐ I didn't grow up regularly attending church.
- ☐ I have received limited one-on-one discipleship as a Christian.
- ☐ I consider myself a new Christian or unfamiliar with much of the Bible.
- ☐ Before coming to NWBC, my denominational background was primarily _____.
- ☐ Someone personally took me under his/her wing after I became a Christian and discipled me.

Educational background—I attended:

- ☐ Public schools
- ☐ Christian grade/high school
- ☐ College at _____ and majored in _____.
- ☐ Graduate school at _____ and majored in _____.

Painful experiences

Each of us has had life experiences that have taught us valuable lessons. Are there experiences that the Lord has brought you through that, under the right circumstances, you could use to minister to others experiencing a similar situation? Please share this with us only if you have the liberty and desire to do so. _____

Do you have suggestions about how to improve this form? _____



Record your experiences on your Personal Profile.

Bible translations cited:

JBP = The New Testament in Modern English (J. B. Phillips)
GNT = Good News Translation
NKJV = New King James Bible

NIV = The Holy Bible, New International Version
NEB = The New English Bible
LB = The Living Bible Paraphrase