

**Class 301**

**Discovering  
My Ministry**

**PARTICIPATION GUIDE**

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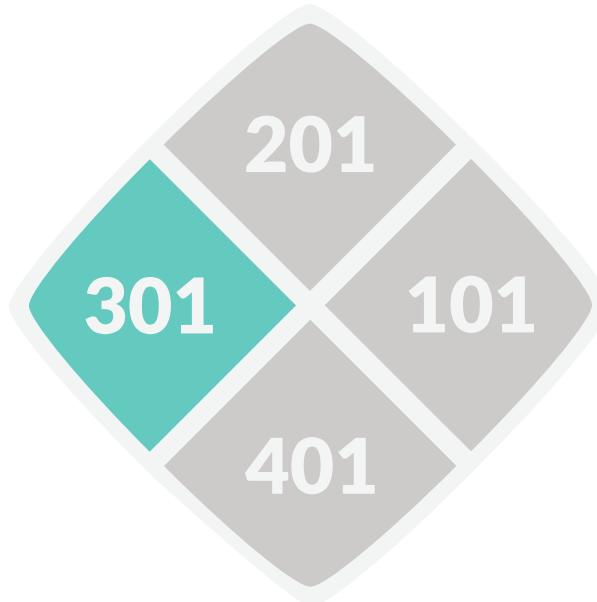
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# Welcome

*Class 301: Discovering My Ministry* is the third of Moore's Chapel's foundational classes.

- In *Class 101: Discovering Our Church Family*, you committed to being a **Member** of God's family.
- In *Class 201: Discovering My Spiritual Maturity*, you committed to the habits of **Spiritual Maturity**.

We are convinced that you must first be committed to membership in a church family and committed to the habits for spiritual growth before you are ready for ministry. Membership and Spiritual Maturity are the foundations for ministry.



## **C L A S S**

## **P U R P O S E**

First we will focus on what the Bible says about ministry strategy for Moore's Chapel's ministry. We will then look at the Five Personal Factors that continue to shape the "real" you. By identifying the specific traits you possess in each of these areas, the ministry for which God has designed you will become clearer. Finally, you will have the opportunity to sign-up for ministry and start serving!

## INTRODUCTION

*“Service is the pathway to real significance.”*

THE PURPOSE DRIVEN LIFE, PAGE 232

## *What Are Your Goals for Today?*

## MY GOALS FOR CLASS 301 ARE:

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## *What Are Our Goals for Class 301?*

Our goals for the class are to help you embrace your God-given SHAPE and find a few great ways to start expressing it in ministry for God's glory.

**SESSION  
ONE**

**Saddleback's  
Strategy for Service**

**WHY WE DO WHAT WE DO**

## SERVING AND THE ROLE OF THE PASTORS

At Moore's Chapel, we focus on an individual approach to serving rather than an institutional approach.

Saddleback's ministry is determined by \_\_\_\_\_ purposes and the  
\_\_\_\_\_ or \_\_\_\_\_ of our congregation.

*It was he [Christ] who 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 (NIV84)

The Bible says:

- The pastors are the \_\_\_\_\_.
- The people are the \_\_\_\_\_.

### *What the Bible Says about Ministry*

#### **DEFINITION**

Greek word "diakonos" = "to serve"

**"MINISTRY IS USING WHATEVER  
GOD HAS GIVEN ME TO SERVE HIM  
AND THE NEEDS OF OTHERS."**

## *We Minister in Three Directions at Moore's Chapel*

1. To \_\_\_\_\_

*As they ministered to the Lord, and fasted.*

ACTS 13:2 (KJV)

2. To \_\_\_\_\_

*God is always fair. He will remember how you helped his people in the past and how you are still helping them. You belong to God, and he won't forget the love you have shown his people.*

HEBREWS 6:10 (CEV)

3. To \_\_\_\_\_

*You are like salt for everyone on earth.*

MATTHEW 5:13 (CEV)

# THE GOAL OF OUR MINISTRY AT MOORE'S CHAPEL

God wants to use us to \_\_\_\_\_.

*It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.*

EPHESIANS 4:11-13 (NIV)

*There are different kinds of service in the church, but it is the same Lord we are serving. [The Holy Spirit displays God's power through each of us as a means of helping the entire church.] 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 12:5, 7, 27 (NLT/TLB)

## How We Achieve Our Goal

We seek to achieve the goal of our ministry by fulfilling these five purposes of the church:

1. To \_\_\_\_\_ God's Word (Evangelism)

*So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up...*

EPHESIANS 4:11-12 (NIV)

2. To \_\_\_\_\_ God's Family (Fellowship)

*Bear one another's burdens, and so fulfill the law of Christ.*

GALATIANS 6:2 (ESV)

*So then, as we have opportunity, let us do good to everyone, and especially to those who are of the household of faith.*

GALATIANS 6:10 (ESV)

3. To \_\_\_\_\_ God's Presence (Worship)

*For it is written: "Worship the Lord your God, and serve him only."*

MATTHEW 4:10 (NIV)

*But the time is coming—indeed it's here now—when true worshipers will worship the Father in spirit and in truth. The Father is looking for those who will worship him that way. For God is Spirit, so those who worship him must worship in spirit and in truth.*

JOHN 4:23-24 (NLT)

4. To \_\_\_\_\_ God's People (Discipleship)

*Therefore let us move beyond the elementary teachings about Christ and be taken forward to maturity.*

HEBREWS 6:1 (NIV)

*Rather, you must grow in the grace and knowledge of our Lord and Savior Jesus Christ.*

2 PETER 3:18 (NLT)

5. To \_\_\_\_\_ God's Love (Ministry)

*By this everyone will know that you are my disciples, if you love one another.*

JOHN 13:35 (NIV)

*Now you are the body of Christ, and each one of you is a part of it.*

1 CORINTHIANS 12:27 (NIV)

# WE FOCUS ON ATTENDING TO FIVE KINDS OF NEEDS

## 1. To people's \_\_\_\_\_ needs

*For I was hungry and you gave me food, I was thirsty and you gave me drink, I was a stranger and you welcomed me, I was naked and you clothed me, I was sick and you visited me, I was in prison and you came to me. . . Truly, I say to you, as you did it to one of the least of these my brothers, you did it to me.*

MATTHEW 25:35–36, 40 (ESV)

*If, as my representatives, you give even a cup of cold water to a little child, you will surely be rewarded.*

MATTHEW 10:42 (TLB)

## 2. To people's \_\_\_\_\_ needs

*Warn the idle, encourage the timid, help the weak, be patient with everyone.*

1 THESSALONIANS 5:14 (GNT)

## 3. To people's \_\_\_\_\_ needs

*All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation.*

2 CORINTHIANS 5:18 (NIV)

*So we tell others about Christ . . . teaching everyone with all the wisdom God has given us. We want to present them to God, perfect in their relationship to Christ.*

COLOSSIANS 1:28 (NLT)

## 4. To people's \_\_\_\_\_ needs

*Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is—his good, pleasing and perfect will.*

ROMANS 12:2 (NIV)

## 5. To people's \_\_\_\_\_ needs

*Now this is our boast: Our conscience testifies that we have conducted ourselves in the world, and especially in our relations with you, in the holiness and sincerity that are from God. We have done so not according to worldly wisdom but according to God's grace.*

2 CORINTHIANS 1:12 (NIV)

# WHAT WE BELIEVE ABOUT MINISTRY IN THE CHURCH

## *What We Believe about **MINISTRY***

- Salvation in Jesus Christ automatically includes a call to ministry. Every believer is created, saved, called, gifted, authorized, and commanded to minister.
- Ministry is the heart of the Christian life (Matthew 20:28).
- Function follows form in ministry. How God made me determines what he intends for me to do. God has uniquely shaped each individual for a specific ministry.
- God has given all his children gifts that can be developed and used in ministry. Everyone is a “10” in some area and has something to offer. Developing and using your gifts is an act of good stewardship and service.
- You discover your gifts through ministry instead of discovering your ministry by identifying your gifts.
- The evidence of the right match between my SHAPE and my ministry is fruitfulness and fulfillment.
- Membership and spiritual growth are prerequisites to ministry. Therefore, we require CLASS attendance and commitment to these two areas before serving through Moore's Chapel.

## *What We Believe about **THE BODY OF CHRIST***

- God intends for ministry to be performed through the context of the local church. Membership includes a commitment to ministry.
- The Holy Spirit has provided our church body with all the spiritually gifted people needed to do everything he wants done. Our task as a church is to discover, enlist, train, and support these people in ministry.
- The church is a family, not a business; an organism, not an organization. Therefore, we streamline the structure in order to maximize ministry and minimize maintenance. We do not bury ministries under procedures.
- The mobilization of every member as a minister is the key to balanced growth of the church.
- The greater good of the whole body must always take priority over the needs of any single ministry. There is no place for “turfism” in God's family.

## *What We Believe about **THE ROLE OF PASTORS***

- The equipping of the members for ministry is the number one priority of the pastoral staff. The people are the ministers and the pastors are the administrators (Ephesians 4:11–12).
- The objective of the Ministry Team is to mobilize and equip an army of ministers who are maximizing their unique Spiritual gifts, Heart, Abilities, Personality, and Experiences (SHAPE) in a meaningful place of service through our church.
- Every member deserves personal assistance in discovering a meaningful place of ministry. We value the individual more than the ministry. At Moore's Chapel, we call them SHAPE Discovery Sessions.
- Those involved in ministry are entitled to competent leadership from the staff. Therefore, every ministry is assigned a staff supervisor who is committed to the success of that ministry.
- Each staff supervisor is to provide training, encouragement, guidance, feedback, and resources to the ministers under his or her care.
- The church is to operate on the basis of spiritual gifts rather than elected office. We do not elect people to ministries.

## *What We Believe about **TRAINING***

- Every minister is a learner. The moment you stop learning, you stop leading.
- We emphasize on-the-job training more than pre-service training. We learn best by doing. We delegate to develop people.

## *What We Believe about **PERFORMANCE***

- We expect excellence in ministry, not perfection. Excellence is doing your best. God deserves our best.
- We encourage creativity and innovation in ministry, which assumes mistakes will be made. “No mistakes” means you’re not growing or trying anything new. We have no failures in ministry at Moore’s Chapel —just failed experiments.
- A failed project does not mean a failed person. There are no “wrong” people in ministry—just “right” people in the wrong ministry.

## *What We Believe about ACCOUNTABILITY*

- We become what we are committed to. Therefore we encourage growth in commitment to Christ and his church.
- Everything rises or falls on leadership. No ministry can exceed the commitment of those leading it.
- One mark of a maturing church is that standards for leadership are raised every year.
- There must be periodic reviews of all ministries. We do what is inspected, not just expected. Sometimes best intentions are not enough.

## *What We Believe about DIVERSITY OF MINISTRY*

- We have unity without uniformity. We believe diversity in ministries simply illustrates the unique giftedness of individuals.
- Any member who has completed Class 301 may submit a new ministry idea application to the Ministry Team.
- Every ministry must fulfill one or more of the basic purposes of the church.
- Ministries have life-cycles. If a ministry isn't meeting a need anymore, we will give it a decent burial. There are no sacred cows!
- Most ministries require a one-year commitment, but we allow people to change ministries gracefully, without guilt. We don't lock people in permanently.
- Only official ministries of Saddleback, under staff supervision, are given publicity space in the bulletin, on the patio, or on the website.
- Your primary ministry commitment should be in the area where you are best shaped. Your secondary ministry includes serving in any other area of the body where you are needed.
- You are not ready for ministry until you are willing to serve anywhere.

## SESSION TWO

# The Priority of Ministry

WHY SHOULD I BE INTERESTED?

# ABOUT YOUR SIGNIFICANCE

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 (TLB)

## “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)

*But you are not like that, for you have been chosen by God himself—you are priests of the King, you are holy and pure, you are God's very own—all this so that you may show to others how God called you out of the darkness into his wonderful light. Once you were less than nothing; now you are God's own. Once you knew very little of God's kindness; now your very lives have been changed by it.*

1 PETER 2:9-10 (TLB)

*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 MINISTER 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 (TLB)

5. I've been \_\_\_\_\_ for ministry.

*“All authority in heaven and 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.

*“Your attitude must be like my own, for I, the Messiah, did not come to be served, but to serve.”*

MATTHEW 20:28 (TLB)

*And say to Archippus, “Take heed to the ministry which you have received in the Lord, that you may 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 (TLB)

Ministry always functions in the context of the \_\_\_\_\_ family.

*When [Jesus] saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd. Then he said, “The harvest is plentiful but the workers are few. Ask the Lord . . . 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 (NIV84)

## “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 for men, since you know that you will receive an inheritance from the Lord as a reward.*

COLOSSIANS 3:23, 24 (NIV84)

*“His master replied, ‘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)

## SESSION THREE

# Your SHAPE SHAPED TO SERVE GOD

# INTRODUCTION TO SHAPE

My ministry is determined by my \_\_\_\_\_.

What God made me to be determines what he intends for me to do. I will understand the purpose for which I was created when I understand the kind of person I am. This is the secret of knowing God's will for my life! God is consistent in his plan for each of our lives. He would not give us inborn talents and temperaments, spiritual gifts, and all sorts of life experiences and then not use them! By reviewing and studying these factors, we can discover the ministry God has for us—the unique way God intends for us to serve him.

The two results of discovering your SHAPE and using it to serve God: \_\_\_\_\_ and \_\_\_\_\_.

## *How Has God Shaped Me?*

*Your hands formed and shaped me.*

JOB 10:8 (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 139:14-16 (TLB)

1. I was \_\_\_\_\_ for a purpose.
2. I am \_\_\_\_\_.
3. I am \_\_\_\_\_.

*What right do you have, a human being, to cross-examine God? The pot has no right to say to the potter: Why did you make me this shape? Surely, a potter can do what he likes with the clay?*

ROMANS 9:20-21 (JB)

## *Your Shape Is Determined by Several Factors*

*“There are different kinds of spiritual gifts, but the same Spirit gives them. 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 all 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)

### **S**piritual gifts

#### **WHAT AM I GIFTED TO DO?**

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

1 CORINTHIANS 7:7 (BSB)

### **H**eart

#### **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 (NEB)

### **A**bilities

#### **WHAT NATURAL ABILITIES DO I HAVE?**

*There are different abilities to perform service.*

1 CORINTHIANS 12:6 (GNT)

*I [God] have given him the skill, ability, and knowledge to do all kinds of work.*

EXODUS 31:3 (NCV)

*Our competence comes from God.*

2 CORINTHIANS 3:5 (NIV)

### **P**ersonality

#### **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 (TLB)

### **E**xperiences

#### **WHAT EXPERIENCES HAVE I HAD?**

*There is nothing better than for people to eat and drink and to see the good in their hard work. These beautiful gifts, I realized, too, come from God’s hand.*

ECCLESIASTES 2:24 (VOICE)

Your ministry will be most effective and fulfilling when you are using your **gifts** and **abilities** in the area of your **heart's desire** in a way that best expresses your **personality** and **experience**!

## THE APOSTLE PAUL'S SHAPE FOR MINISTRY

### *Paul's Spiritual Gifts*

*And God chose me to be a preacher, an apostle, and a teacher of this Good News.*

2 TIMOTHY 1:11 (NLT)

### *Paul's Heart*

*My constant ambition has been to preach the gospel where the name of Christ was previously unknown, and to avoid building on another man's foundations.*

ROMANS 15:20 (PHILLIPS)

*Life is worth nothing unless I use it for doing the work assigned me by the Lord Jesus.*

ACTS 20:24 (TLB)

### *Paul's Abilities*

*Paul went to see them, and stayed and worked with them, because he earned his living by making tents, just as they did. He [debated] in the synagogue every Sabbath, trying to convince both Jews and [Gentiles].*

ACTS 18:2-4 (GNT)

### *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 (PHILLIPS)

### *Paul's Experiences*

#### HIS EDUCATIONAL EXPERIENCES

*"I received my training at the feet of Gamaliel, and I was schooled in the strictest observance of our fathers' Law."*

ACTS 22:3 (PHILLIPS)

#### HIS WORK EXPERIENCES

*Paul went to see them, and because he was a tentmaker as they were, he stayed and worked with them.*

ACTS 18:1-3 (NIV)

### HIS SPIRITUAL EXPERIENCES

- Watching Stephen be stoned (Acts 7:54–8:1)
- Conversion on the road to Damascus (Acts 9:1–20)
- Three years maturing (Galatians 1:18)
- Special vision from God (2 Corinthians 12:2–7)

### HIS MINISTRY EXPERIENCES

- Spreading Christianity throughout the Roman Empire (Acts 13–28)
- Bringing the gospel to the Gentiles (Acts 22:21)

### HIS PAINFUL EXPERIENCES

*Therefore, in order to keep me from becoming conceited, I was given a thorn in my flesh, a messenger of Satan, to torment me.*

2 CORINTHIANS 12:7 (NIV)

*I have been in prison more times . . . near death often . . . five times I was whipped and given thirty-nine lashes by the Jews; three times I was whipped by the Romans; and once I was stoned. I have been in three shipwrecks, and once I spent twenty-four hours in the water. In my many travels I've been in danger from floods . . . robbers . . . enemies . . . dangers in the wild . . . false friends. There has been work and toil; often I have gone without sleep; I have been hungry and thirsty; I have often been without enough food, shelter, or clothing.*

2 CORINTHIANS 11:23–27 (GNT)

### REMEMBER

Have fun as you work through these sections to discover your SHAPE. These are not “tests.” There are no right or wrong answers. The purpose is to show how God made you a unique creation!

Each one is self-evaluating. No one is rating you on this. We’re interested in your feelings, not the feelings of others. However, it may be helpful to ask for additional input from those closest to you after you’ve filled in your own responses.

The value of each of these discovery 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!

As you complete each section, transfer your results to the form called "**SHAPE Profile**." You will bring this profile with you to your discovery session to meet with a SHAPE guide.

## DISCOVERING YOUR SPIRITUAL GIFTS

### *What Does the Bible Say about Spiritual Gifts?*

*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 their conversion, to be used to minister to others and therefore build up the body of Christ.

### *The Purpose of Spiritual Gifts*

1. Not for my benefit, but \_\_\_\_\_.

*Each one, 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 (TLB)

2. To produce \_\_\_\_\_ and \_\_\_\_\_ in your church family.

*It was he who "gave gifts to people" ... to build up the Body of Christ. And 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)

### *Ten Truths about Spiritual Gifts*

1. Only \_\_\_\_\_ have spiritual gifts.

*Whoever does not have the Spirit cannot receive the gifts that come from God's Spirit. Such a person really does not understand them, and they seem to be nonsense, because their value can be judged only on a spiritual basis.*

1 CORINTHIANS 2:14 (GNT)

2. Every Christian has at least \_\_\_\_\_ gift.

*I wish that all of you were as I am. But each of you has your own gift from God; one has this gift, another has that.*

1 CORINTHIANS 7:7 (NIV)

3. No one receives \_\_\_\_\_ the gifts.

*Now you are the body of Christ, and each one of you is a part of it. And God has placed in the church first of all apostles, second prophets, third teachers, then miracles, then gifts of healing, of helping, of guidance, and of different kinds of tongues.*

1 CORINTHIANS 12:27-28 (NIV)

4. No single gift is given to \_\_\_\_\_.

*Are all apostles? Are all prophets? Are all teachers? Do all work miracles? Do all have gifts of healing? Do all speak in tongues? Do all interpret?*

1 CORINTHIANS 12:29-30 (NIV)

5. You can't \_\_\_\_\_ a spiritual gift.

*But to each one of us grace has been given as Christ apportioned it.*

EPHESIANS 4:7 (NIV)

6. The \_\_\_\_\_ decides what gifts I get.

*All these are the work of one and the same Spirit, and he distributes them to each one, just as he determines.*

1 CORINTHIANS 12:11 (NIV)

7. The gifts I'm given are \_\_\_\_\_.

*For God's gifts and his call are irrevocable.*

ROMANS 11:29 (NIV)

8. I am to \_\_\_\_\_ the gifts that God gives me.

*Do not neglect the spiritual gift within you, [that special endowment] which was intentionally bestowed on you [by the Holy Spirit] through prophetic utterance when the elders laid their hands on you [at your ordination].*

1 TIMOTHY 4:14 (AMP)

9. It's a sin to \_\_\_\_\_ the gifts God gives me.

*Now the most important thing about a servant is that he does just what his master tells him to.*

1 CORINTHIANS 4:2 (TLB)

10. Using my gifts \_\_\_\_\_ God and \_\_\_\_\_ me.

*By this my Father is glorified, that you bear much fruit and so prove to be my disciples.*

JOHN 15:8 (ESV)

### *Cautions about Spiritual Gifts*

**Gifts are not to be confused with natural abilities.**

**Gifts are not to be confused with the fruit of the Spirit.**

*But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law.*

GALATIANS 5:22-23 (NIV)

**“ “FRUIT” SHOWS  
MY MATURITY.”**

**“ “GIFTS” SHOW  
MY MINISTRY.”**

**Gifts are not to be confused with Christian roles.**

**Be aware of the “Gift Projection” tendency.**

The gift projection tendency is expecting others to serve the way I do and have similar results.

**Our gifts do not make us superior to others.**

*The eye can never say to the hand, “I don’t need you.” The head can’t say to the feet, “I don’t need you.”*

1 CORINTHIANS 12:21 (NLT)

**Realize that using my 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 no love, I am nothing . . . this does me no good.*

1 CORINTHIANS 13:1-3 (GNT)

Recognize that you have both a \_\_\_\_\_ and a \_\_\_\_\_ ministry in your church.

1. My \_\_\_\_\_ commitment should be in the area where I am \_\_\_\_\_.
2. My \_\_\_\_\_ commitment includes serving in any other area of the body where I am \_\_\_\_\_.

### *A Special Word about the Gift of Tongues*

#### **WHY WE DO NOT ALLOW THIS GIFT IN OUR SERVICES**

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

1. It 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 (NIV84)

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. It confuses unbelievers in the service.

*If . . . some unbelievers come in, will they not say that you are out of your mind?*

1 CORINTHIANS 14:23 (NIV)

4. Ideally, it 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 (NIV84)

*The gift of [speaking] God’s message should be under the speaker’s control, because God does not want us to be in disorder, but in harmony and peace.*

1 CORINTHIANS 14:32–33 (GNT)

### *Three Ways God Wants You to Use Your 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.”**

#### **UNWRAPPING MY GIFTS**

This list can serve as a helpful guideline, giving us ideas about the kinds of gifts God gives. The key is to find the areas in which the Holy Spirit seems to supernaturally empower your service to others.

**Instructions:** As you read through this biblical list, prayerfully consider if the definition for each of the gifts describes you. Remember, you can have more than one gift, but everyone has at least one. When you are finished, please transfer your answers to your SHAPE Profile.

**Example:** Cindy has the gift of service and expresses this gift in the Children’s Ministry. She helps secure the textbooks, prepares the handouts, and helps with registration. Cindy is willing to serve in any way possible to take the load off the teacher, so she can focus on using her speaking gift more effectively. The gift of service edifies the gifts of others, freeing them from temporal tasks to focus on their spiritual gifts. People with the gift of service often like to work behind the scenes.



## A SHORT LIST OF SPIRITUAL GIFTS

### ADMINISTRATION 1 CORINTHIANS 12:28

(This is sometimes called "Organization.")

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.

I am pretty sure I have this gift.  
 I may have this gift.  
 I do not think I have this gift.

### APOSTLE 1 CORINTHIANS 12:28

The ability to start new churches/ventures and oversee their development.

### DISCERNMENT 1 CORINTHIANS 12:10

The ability to distinguish between the spirit of truth and the spirit of error. The ability to detect inconsistencies in another's life and confront in love.

### ENCOURAGEMENT ROMANS 12:8

(This is sometimes called "Exhortation")

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.

### 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.

### FAITH 1 CORINTHIANS 12:9

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.

### GIVING ROMANS 12:8

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

### HEALING 1 CORINTHIANS 12:9, 28

The unique God-given gift that certain members of the body of Christ possess which enables them to serve as intermediaries used by God to cure illness and restore health.

### HOSPITALITY ROMANS 12:13

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.

**KNOWLEDGE 1 CORINTHIANS 12:8**  

The special ability to seek out, gather, organize, and clarify facts and ideas on a number of diverse subjects related to the Word of God in an effort to increase one's knowledge.

**LEADERSHIP ROMANS 12:8**  

The ability to clarify and communicate the purpose and direction of a ministry in a way that attracts others to get involved. The ability to motivate others, by example, to work together in accomplishing a ministry goal.

**MERCY ROMANS 12:8**  

The ability to manifest practical, compassionate, cheerful love toward suffering members of the body of Christ.

**MIRACLES 1 CORINTHIANS 12:10, 28**  

The special gift that God gives to certain members of the body of Christ to serve as intermediaries whom God uses to perform powerful acts that edify him.

**PASTORING EPHESIANS 4:11-13**  

*(This is sometimes called "Shepherding")*

The ability to care for the spiritual needs of a group of believers and equip them for ministry. The ability to mentor a small group into spiritual growth and assume responsibility for their welfare.

**PRAYING WITH MY SPIRIT 1 CORINTHIANS 12:10**  

*(This is sometimes called "Tongues/Interpretation")*

The ability to pray in a language understood only by God or one who is given the gift of interpretation at that time.

**PREACHING 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.

**SERVICE ROMANS 12:7, 28**  

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.

**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.

**WISDOM 1 CORINTHIANS 12:8**  

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.

# DISCOVERING YOUR HEART

## *Monitoring My Heartbeat*

My heart is the \_\_\_\_\_ 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.

The dictionary defines the “heart” as:

1. “The organ that pumps your blood”
2. “Your emotional constitution or disposition”
3. “The vital force or driving impulse”

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

*Delight yourself in the Lord, and he will give you the desires of your heart.*

PSALM 37:4 (ESV)

## *My Heart Determines . . .*

1. Why I \_\_\_\_\_ the things I do.

*“The mouth speaks what the heart is full of.”*

MATTHEW 12:34 (GNT)

2. Why I \_\_\_\_\_ the way I do.

*The Word that God speaks. . . exposes the very thoughts and motives of a man’s heart.*

HEBREWS 4:12 (PHILLIPS)

3. Why I \_\_\_\_\_ the way I do.

*Guard your heart, for it is the wellspring of life.*

PROVERBS 4:23 (NIV)

## Why Has God Given Each Person a Unique Heartbeat?

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.

*For it is God who works in you to will and to act in order to fulfill his good purpose.*

PHILIPPIANS 2:13 (NIV)

God is the author of all that is written on your heart, and he longs very much to use your passions and interests to accomplish his will.

You can do God's will and serve God's purpose by letting your heartbeat \_\_\_\_\_

you for ministry.

*I run in the path of your commands, for you have set my heart free.*

PSALM 119:32 (NIV)

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

You may . . .

**“... HARBOR BITTER ENVY  
AND SELFISH AMBITION IN  
YOUR HEARTS.”**

JAMES 3:14 (NIV)

O R

You may . . .

**“... DO THE WILL OF GOD  
WITH ALL YOUR HEART.”**

EPHESIANS 6:6 (NLT)

## DISCOVERING YOUR HEARTBEAT

Please consider the three ways in which your heart or passion is directed:

- passion for a role (what you like to do)
- passion for specific people (whom you like to help)
- passion for a cause (what you would like to see changed)

### MY HEART FOR A ROLE: WHAT I LOVE TO DO . . .

**INSTRUCTIONS:** Check the following **ROLES** you enjoy fulfilling and that best describe you. If none of the words on the list fit you, feel free to add your own on the "Other" line provided. When you are finished, please transfer your answers to your SHAPE Profile.

**DESIGN/DEVELOP:** Love to make something out of nothing. I enjoy getting something started from scratch.

**PIONEER:** Love to test and try out new concepts. I am not afraid to risk failure.

**ORGANIZE:** Love to bring order out of chaos. I enjoy organizing something that is already started.

**OPERATE/MAINTAIN:** Love to efficiently maintain something that is already organized.

**SERVE/HELP:** Love to assist others in their responsibilities. I enjoy helping others succeed.

**ACQUIRE/POSSESS:** Love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price.

**EXCEL:** Love to be the best and make my team the best. I enjoy setting and attaining the highest standard.

**INFLUENCE:** Love to convert people to my way of thinking. I enjoy shaping the attitudes and behavior of others.

**PERFORM:** Love to be on stage and receive the attention of others. I enjoy being in the limelight.

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

**REPAIR:** Love to fix what is broken or change what is out of date.

**LEAD/BE IN CHARGE:** Love to lead the way, oversee, and supervise. I enjoy determining how things will be done.

**PERSEVERE:** Love to see things to completion. I enjoy persisting at something until it is finished.

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

**PREVAIL:** Love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.

**OTHER:** \_\_\_\_\_

## MY PASSION FOR PEOPLE: HOW DO I LOVE TO SERVE?

**INSTRUCTIONS:** Check the following **PEOPLE**, listed by age and affinity group, whom you feel most drawn to serve. If none of the words on the list fit, feel free to add your own on the “Other” line provided.

AGE	AFFINITY
<input type="checkbox"/> College/Young Adult	<input type="checkbox"/> Athletes
<input type="checkbox"/> Elementary Children	<input type="checkbox"/> Business Professionals
<input type="checkbox"/> High School	<input type="checkbox"/> Couples
<input type="checkbox"/> Infants/Babies	<input type="checkbox"/> ESL
<input type="checkbox"/> Jr. High Students	<input type="checkbox"/> Families
<input type="checkbox"/> Older Adults 60+	<input type="checkbox"/> Hearing Impaired
<input type="checkbox"/> Preschool Children	<input type="checkbox"/> Men
<input type="checkbox"/> Toddlers	<input type="checkbox"/> Musicians
<input type="checkbox"/> Young Married	<input type="checkbox"/> People Who Are Hurting
<input type="checkbox"/> Other _____	<input type="checkbox"/> Single Parents
_____	<input type="checkbox"/> Singles
_____	<input type="checkbox"/> Women

## MY PASSION FOR A CAUSE: WHAT I GET EXCITED ABOUT . . .

**INSTRUCTIONS:** Check the following **CAUSES** you feel led to champion! If none of the words on the list fit you, feel free to add your own on the “Other” line provided.

<input type="checkbox"/> Abuse/Violence	<input type="checkbox"/> Health and/or Fitness
<input type="checkbox"/> Assisting the Poor	<input type="checkbox"/> Helping People Get Involved in Ministry
<input type="checkbox"/> Athletics	<input type="checkbox"/> Homelessness
<input type="checkbox"/> At-Risk Children	<input type="checkbox"/> Illness and/or Injury
<input type="checkbox"/> Blindness	<input type="checkbox"/> International/Global Affairs
<input type="checkbox"/> Business and the Economy	<input type="checkbox"/> Law and/or Justice System
<input type="checkbox"/> Caring for the Sick	<input type="checkbox"/> Marriage
<input type="checkbox"/> Community/Neighborhood Issues	<input type="checkbox"/> Media and/or Entertainment
<input type="checkbox"/> Compulsive Behavior Recovery	<input type="checkbox"/> Mental Health
<input type="checkbox"/> Deafness	<input type="checkbox"/> Parenting/Family
<input type="checkbox"/> Disabilities and/or Support	<input type="checkbox"/> Planting Churches
<input type="checkbox"/> Divorce Recovery	<input type="checkbox"/> Policy and/or Politics
<input type="checkbox"/> Drug and Alcohol Recovery	<input type="checkbox"/> Race
<input type="checkbox"/> Educating the Next Generation	<input type="checkbox"/> Relief Efforts
<input type="checkbox"/> Environment	<input type="checkbox"/> Regional, State, Federal Issues
<input type="checkbox"/> Equipping Leaders	<input type="checkbox"/> Sanctity of Life
<input type="checkbox"/> Ethics	<input type="checkbox"/> Science and/or Technology
<input type="checkbox"/> Evangelism	<input type="checkbox"/> Sexuality and/or Gender Issues
<input type="checkbox"/> Fellowship	<input type="checkbox"/> World Evangelization
<input type="checkbox"/> Financial Management	<input type="checkbox"/> Worship
<input type="checkbox"/> HIV/AIDS	<input type="checkbox"/> Other _____

# DISCOVERING YOUR ABILITIES

Your abilities are the natural talents with which you were born. All of our abilities come from God. The Bible says, “*God has given each of us the ability to do certain things well*” (Romans 12:6, NLT). Since your natural abilities are from God, they are just as important as your spiritual gifts. The only difference is that you were given them at birth.

*There are different abilities to perform service.*

1 CORINTHIANS 12:6 (GNT)

*“I [God] . . . have filled him with . . . skill, ability and knowledge in all kinds of crafts.”*

EXODUS 31:3 (NIV84)

One of the most common reasons 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!

## *Six Misconceptions about Your Abilities*

### **1. MYTH: Most people only have a few abilities.**

The truth is that most people possess between five hundred and seven hundred specific skills!

### **2. MYTH: People aren’t born with skills. All skills must be learned through experience.**

This simply is not true. There are a number of talents, which 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!

### **3. MYTH: You will be very aware of the abilities you possess.**

Again, this is not true. You are probably using a number of talents or skills of which you are not even aware! You need some process of skill identification.

### **4. MYTH: You must have natural talent to develop skills.**

The truth is we can learn to do a number of things well without possessing natural talent. Need or desire motivates most of our learning.

### **5. MYTH: Skills, which must be learned, are learned primarily in the classroom.**

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

### **6. MYTH: Skills that I use at work are only usable in that environment. I can’t use them in ministry.**

We hope by the end of this class, you’ll see the fallacy of this idea. Be creative!

## DISCOVER YOUR ABILITIES

**INSTRUCTIONS:** Check the Abilities that best describe you below. If none of the words on the list fit you, feel free to add your own on the "Other" line. When you are finished, please transfer your answers to your SHAPE Profile.

- Entertaining ability** (to perform, act, speak, sing)
- 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 create or design)
- 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)
- Counseling/Encouraging ability** (to listen, encourage, and guide with sensitivity)
- Athletic ability** (to coach or participate in a sport)
- Teaching ability** (to explain, train, demonstrate, and tutor)
- Writing ability** (to write articles, letters, books)
- Linguistic ability** (to speak and write in one or more of the following language(s))

\_\_\_\_\_  Write  Read

\_\_\_\_\_  Write  Read

- Editing ability** (to proofread or rewrite)
- Promoting ability** (to advertise or promote events and activities)
- Repairing ability** (to fix, restore, maintain)
- Hobby-related ability** (to work with your hands)

- Scrapbooking
- Knitting/Quilting/Sewing
- Photography
- Cooking
- Gardening
- Social Networking
- Fitness/Exercise

Other: \_\_\_\_\_

- 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 people with care and maturity.)
- Welcoming ability** (to convey warmth, develop rapport, and make others feel comfortable)
- Musical ability** (to sing or play a musical instrument)
- Landscaping ability** (to do gardening and work with plants)
- Decorating ability** (to beautify a setting for a special event)
- Business Administration ability** (to work with office organizational tasks such as typing, filing, transcribing, and phones)
- Critical Thinking ability** (to evaluate, assess, and problem solve in order to reach an answer or conclusion)
- Leadership ability** (to train, coach, mentor, facilitate and/or strategize in order to accomplish an objective or goal)
- Financial/Numeric ability** (to sort and process accounting and bookkeeping tasks)
- Technology ability** (to operate/repair equipment)
- Production ability** (stage hand, audio mixer, lighting, recording, camera)
- Computer Technology ability** (to create new apps, software, hardware, graphic design, programming, data entry)
- Maintenance ability** (to operate/repair equipment.)
- Video/Technology ability** (video editor, set designer, script writer, makeup artist, camera operator, director/producer, production assistant, costume coordinator)
- Other:** \_\_\_\_\_  
\_\_\_\_\_

*Please transfer only those technical abilities that you rated intermediate or advanced to your SHAPE profile.*

# DISCOVERING YOUR PERSONALITY

Try to do something that is not natural to you.

On the line below, write your name.

---

Now write your name with your opposite hand.

---

## *What Happened?*

1. You felt uncomfortable.
2. It took extra time and effort.
3. You did a lousy job with it!

Well, 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.

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 not a right or wrong temperament. We need opposites to balance the church.

## IDENTIFY YOUR PERSONALITY TYPE

**INSTRUCTIONS:** When you think about your personality, indicate what attributes best describe you.

**MOST OF THE TIME I WOULD CONSIDER MYSELF TO BE . . . (PLEASE CHECK ONE)**

	Extreme	Moderate	Extreme				
<b>EXTROVERTED</b>	<input type="checkbox"/>	<b>INTROVERTED</b>					
<b>SELF-EXPRESSIVE</b>	<input type="checkbox"/>	<b>SELF-CONTROLLED</b>					
<b>COOPERATIVE</b>	<input type="checkbox"/>	<b>COMPETITIVE</b>					

*Record your responses on your SHAPE profile.*

## TYPES OF MINISTRIES THAT COMPLEMENT MY PERSONALITY

**INSTRUCTIONS:** When you think about serving, what type of opportunities do you most enjoy?

**MOST OF THE TIME I ENJOY . . .**

	Extreme	Moderate	Extreme			
<b>ROUTINE</b>	<input type="checkbox"/>	<b>VARIETY</b>				
<b>SERVING WITH A TEAM</b>	<input type="checkbox"/>	<b>SERVING ALONE</b>				
<b>TASK-ORIENTED</b>	<input type="checkbox"/>	<b>PEOPLE-ORIENTED</b>				

*Record your responses on your SHAPE profile.*

# DISCOVERING YOUR EXPERIENCES

## *Examining My Experiences*

One of the most overlooked factors in determining the ministry God has for me is my past experience, particularly my hurts and the problems I'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."

*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)

1. What \_\_\_\_\_ experiences have you had?

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

PROVERBS 4:13 (GNT)

2. What \_\_\_\_\_ experiences have you had?

*As He [Jesus] walked beside the Sea of Galilee, He saw Simon . . . and Andrew his brother, casting a net into the sea; for they were fishermen. And He said to them, "Follow Me, and I will make you fishers of men."*

MARK 1:18–19 (NASB)

3. What \_\_\_\_\_ experiences have you had?

*There has been enough time for you to be teachers—yet you still need someone to teach you . . . [You are] without any experience in the matter of right and wrong.*

HEBREWS 5:12–13 (GNT)

4. 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)

5. What \_\_\_\_\_ experiences have you had?

**“WE SHOULD USE OUR  
EXPERIENCES TO HELP OTHERS.”**

*[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 (TLB)

## HOW TO EXAMINE MY EXPERIENCES

**INSTRUCTIONS:** As you look over the experience word list for each of these areas, ask God to help you identify which ones describe you and your experiences. Check all the areas that apply to your life in each of the five areas. If necessary, use the "Other" line at the end of each area to write in your unique personal experience.

### 1. EDUCATIONAL EXPERIENCES

---

- High School Diploma
- Associate of Arts Degree
- Bachelor's Degree
- Other \_\_\_\_\_

- PhD/Doctoral Degree
- Master's Degree
- Specialized Advanced Training

### 2. WORK EXPERIENCES

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#### **Agriculture**

- Agriculture/Animal Husbandry

#### **Automotive**

- Management
- Mechanic/Maintenance
- Manufacturing
- Sales/Marketing
- Other \_\_\_\_\_

#### **Business**

- Administrative Support
- Product Receiving/Delivery
- Advertising/Marketing
- Property Management
- Chemicals
- Public Relations
- Consulting
- Purchasing
- Construction/Building
- Real Estate
- Financial Services
- Recruiting/Head Hunting
- Food/Restaurant Services
- Sales/Retail
- Manufacturing
- Service/Customer Relations
- Personal Care Products/Services
- Sewing
- Personnel/Human Relations
- Small Business Owner
- Project/Area Management
- Other \_\_\_\_\_

#### **Computer Science**

- Consulting
- Info Systems/Tech Support
- Data Entry/Management
- Printing
- Graphics
- Software
- Hardware
- Web Based
- Other \_\_\_\_\_

#### **Creative Arts**

- Architecture
- Illustration
- Advertising
- Industrial Design
- Computer Arts
- Interior Architecture/Design
- Fashion
- Motion Pictures/Television
- Fine Arts
- Photographer
- Graphic Design
- Other \_\_\_\_\_

#### **Education**

- Christian/Religion
- Physical Education/Coaching
- Counseling
- Preschool/Elementary Education
- History
- Sciences

- Jr. High/H.S. Education
- Social Sciences
- Languages
- Special Education
- Manual Arts/Vocational Skills
- Specialist
- Mathematics
- Technology/Communication
- Music
- Training
- Other \_\_\_\_\_

#### Academia

- Student

#### Entertainment

- Actor/Actress
- Homemaker
- Banquets/Events
- Media (Radio, Video, Film, etc.)
- Hotel Services
- Resorts/Theme Parks
- Other \_\_\_\_\_

#### Medical

- Administrative/Support Services
- Obstetrics/Gynecology
- Chiropractic
- Ophthalmology/Optometry
- Dental
- Orthodontics
- Dermatology
- Pathology
- General
- Pharmacology
- Geriatrics
- Physical/Occupational Therapy
- Internal
- Pediatrics
- Mental Health
- Podiatry
- Nursing
- Sales/Services
- Nutrition
- Other \_\_\_\_\_

#### Military

- Air Force
- Marines
- Army
- Navy
- Coast Guard
- Other \_\_\_\_\_

#### Other

- Retired

#### Public/Civil Services

- Fire Protection
- Postal Services
- Government Services
- Social/Community Services
- Immigration Services
- Transportation
- Internal Revenue Service
- Speech Pathology
- Investigation
- Surgery
- Law Enforcement/Security
- Policy/Permit
- Other \_\_\_\_\_

#### Science

- Engineering

#### Tax/Legal/Court Services

- Attorney
- Paralegal
- Certified Public Accountant
- Prisoner Services (Bail, Parole)
- Court Services
- Other \_\_\_\_\_

#### Transportation

- Airline Attendant
- Bus/Truck/Automobile Driver
- Airline Pilot
- Railroad
- Air Traffic Control
- Travel Agency/Services
- Other \_\_\_\_\_

#### Utilities

- Cable Television
- Service/Sales/Management/Install
- Gas/Electric
- Water
- Phone
- Other \_\_\_\_\_

#### Vocational Ministry

- Administrator
- Pastor
- Director
- Other \_\_\_\_\_

### 3. SPIRITUAL EXPERIENCES

- Baptized
- Member of Saddleback Church
- Community Outreach
- Regularly Tithe to God
- Cross-Cultural Ministry
- Regularly Pray

- Led Someone to Christ
- Regularly Read the Bible
- Member of a Small Group
- Serving in a Ministry
- Other \_\_\_\_\_

### 4. MINISTRY EXPERIENCES (I HAVE WORKED WITH . . . )

#### Age and Life Stages

- College/Career
- Men
- Couples
- Preschool Students
- Elementary Students
- Senior Adults
- Family
- Single Adults
- High School Students
- Young Marrieds
- Infants/Babies
- Women
- Junior High Students
- Other \_\_\_\_\_

- Career Missions/World Impact
- Media/Tape
- Children's Ministry
- Musician
- Choir
- Prayer Team
- Church Life (weddings, funerals, anniversaries)
- Prison Ministry
- Program/Event Coordinator
- Cleaning/Maintenance/Repair
- Retreat Planning
- Communications/Tech/Graphics
- Security
- Communion
- Setup/Teardown
- Deaf Ministry
- Small Group Leader
- Disciple/Mentor
- Speaker/Trainer
- Discussion/Table Leader
- Technical/AV Support
- Drama
- Traffic
- Facilities Oversight
- Van/Bus/Truck Driver
- Financial Counselor
- Writing
- Food Preparation/Café
- Worship Leader
- Greeter/Usher
- Other \_\_\_\_\_

#### Ministry Roles/Functions

- Administrative Support
- Hosting
- Baking/Cooking
- Hospital Care
- Baptism
- In-Home Care/Senior Ministry
- Bible Teacher
- Lay Counselor
- Camp Counselor
- Library

## 5. PAINFUL EXPERIENCES (I CAN RELATE/I HAVE GONE THROUGH . . .)

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- Abortion
- Extended Depression
- Abuse
- Extended Job Loss
- Adoption
- Extended Physical Illness/Injury
- Alcoholism
- Handicapped/Disabled
- Alzheimer's/Dementia
- Homeless
- Annulment of Marriage
- Military Wartime Service
- Bankruptcy
- Miscarriage
- Cancer
- Orphaned
- Chronic Pain
- Prison
- Crisis Pregnancy
- Recovery Program
- Death/Grief
- Remarried
- Depression
- Separated and Restored Marriage
- Divorce
- Separated and not yet Restored
- Drug Abuse/Addiction
- Marriage
- Dating Disorder
- Sexual Compulsion
- Extended Court
- Suicide of Family Member
- Proceedings
- Widowed
- Other \_\_\_\_\_

*Check us out online at [Saddleback.com](http://Saddleback.com) for a complete list of serving opportunities.*

## SESSION FOUR

# Your Service

## GREAT PLACES TO EXPRESS GOD'S LOVE

*Whatever you do, work at it with all your heart, as working for the Lord, not for 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 (NIV84)

# COMMITTING YOURSELF TO MINISTRY

## SADDLEBACK MINISTRY DISCOVERY PROCESS

1

### ATTEND Class 301—“Discovering My Ministry”

Discover how God has SHAPEd me for ministry.

Spiritual Gifts ♦ Heart ♦ Abilities ♦ Personality ♦ Experiences

- Commit to the Ministry Covenant
- Complete Your Personal Profile

2

### INTERVIEW

Identify 3 ministry possibilities with the help of your SHAPE guide.

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

3

### MEETING

Meet with staff representative supervising the ministries you're considering.

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

**STEP 1: DEDICATE** \_\_\_\_\_.

*I urge you, brothers and sisters, in view of God's mercy, to offer your bodies as a living sacrifice, holy and pleasing to God—this is your true and proper worship.*

ROMANS 12:1 (NIV)

**STEP 2: ELIMINATE** \_\_\_\_\_.

*Do not conform to the pattern of this world, but be transformed by the renewing of your mind.*

ROMANS 12:2 (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 that God has given to you all.*

ROMANS 12:3 (PHILLIPS)

**STEP 4: ACTIVATE** \_\_\_\_\_.

*We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.*

ROMANS 12:6-8 (NIV)

**STEP 5: COOPERATE** \_\_\_\_\_.

*For 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, though many, form one body, and each member belongs to all the others.*

ROMANS 12:4-5 (NIV)

# FOUR GREAT PLACES TO START SERVING

*Therefore, as we have opportunity, let us do good to all people, especially to those who belong to the family of believers.*

GALATIANS 6:10 (NIV)

1. Serving opportunities at \_\_\_\_\_
  - Consider serving in one of the many ministries on campus during the weekday, weekend, or weeknight. From 30 minutes a week to a few hours a month, there are many ways to use your strengths and passions to serve others.
  - Consider starting a new ministry. Maybe you have an idea for a new ministry that could help strengthen Saddleback Church. Share it with us and we can help see if it fits within our church at this time.
  
2. Serving opportunities in the \_\_\_\_\_
  - What about using your time and talents to serve people in your community? Volunteering in one of our many community ministries is a great way to show and share God's love. We have some great opportunities that help people as we strive to express God's love through The PEACE Plan locally.
  - Start a new community ministry. Has God given you an idea to reach out to people in our community and help strengthen The PEACE Plan locally? If so, share the idea with us.
  
3. Serving opportunities around the \_\_\_\_\_
  - Your local Saddleback campus has serving opportunities in your county and surrounding communities. There are great ways to express your servant heart to those in need. For a complete listing of serving opportunities, check us out online at [saddleback.com/ministry](http://saddleback.com/ministry).
  
4. Serving opportunities around the \_\_\_\_\_
  - From disaster relief, to partnering with one of our international campuses, or training other Purpose Driven® churches around the world, Saddleback has numerous opportunities for you to serve the global community. For a complete listing of serving opportunities, check us out online at <https://saddleback.com/connect/ministry/the-peace-plan>.

# WHAT ARE MY NEXT STEPS?

**Congratulations!** You have now completed Classes 101, 201, and 301!

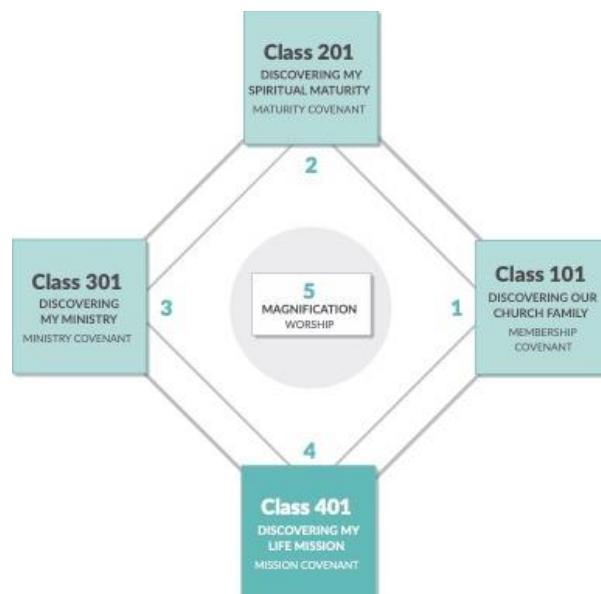
The 301 process involves four steps:

- Attend Class 301, which you have just completed.
- Sign the Ministry Covenant sheet that is included in your booklet.
- Complete a SHAPE Discovery Session (working with a SHAPE Guide and your completed SHAPE Profile).
- Placement in a ministry based on your SHAPE.

You need all four of the above to finish your 301 commitment. Below are next steps to help you complete the Class 301 process:

- Schedule your SHAPE Discovery Session prior to leaving class.
- This week in your daily time with God, continue to prayerfully review the Scriptures and Class 301 notes. Let God speak to you about the kind of ministry he wants you to be involved in.
- After your SHAPE Discovery Session, talk to the leaders of the ministries you are interested in, select a ministry and begin serving!
- Sign up to attend Class 401 using the Next Steps card. We'd also appreciate you completing the CLASS Survey on the backside of the card.

Please leave your Next Steps/Survey Card, signed Ministry Covenant Sheet and your completed SHAPE Profile (you keep the pink copy) on the back table as you leave class today.



# ANSWER

## KEY

### SESSION ONE: SADDLEBACK'S STRATEGY FOR SERVICE

Saddleback's ministry is determined by GOD'S purposes and the MAKEUP or SHAPE of our congregation.

The pastors are ADMINISTRATORS. The people are the MINISTERS.

#### WE MINISTER IN THREE DIRECTIONS AT SADDLEBACK

1. To THE LORD
2. To BELIEVERS
3. To NON-BELIEVERS

#### THE GOAL OF OUR MINISTRY AT SADDLEBACK

God Wants to Use Us to Help Others Grow.

#### HOW WE ACHIEVE OUR GOAL

1. To COMMUNICATE God's Word (Evangelism)
2. To INCORPORATE God's Family (Fellowship)
3. To CELEBRATE God's Presence (Worship)
4. To EDUCATE God's People (Discipleship)
5. To DEMONSTRATE God's Love (Ministry)

#### WE FOCUS ON ATTENDING TO FIVE KINDS OF NEEDS

1. To people's PHYSICAL needs
2. To people's EMOTIONAL needs
3. To people's SPIRITUAL needs
4. To people's INTELLECTUAL needs
5. To people's RELATIONAL needs

### SESSION TWO: THE PRIORITY OF MINISTRY

#### ABOUT YOUR SIGNIFICANCE

1. I've been CREATED for ministry.
2. I've been SAVED for ministry.
3. I've been CALLED into ministry.
4. I've been GIFTED for ministry.
5. I've been AUTHORIZED for ministry.
6. I'm COMMANDED to minister.
7. I'm to be EQUIPPED for ministry.

8. The body of Christ NEEDS my ministry.

Ministry always functions in the context of the CHURCH family.

9. I am ACCOUNTABLE for my ministry.

10. I will be REWARDED for my ministry!

### **SESSION THREE: YOUR SHAPE**

My ministry is determined by my SHAPE

The two results of discovering your SHAPE and using it to serve God: FULFILLMENT and FRUITFULNESS.

#### **HOW HAS GOD SHAPED ME?**

1. I was SHAPED for a purpose.

2. I am UNIQUE.

3. I am WONDERFULLY COMPLEX.

### **THE PURPOSE OF SPIRITUAL GIFTS**

1. Not for my benefit, but FOR THE BENEFIT OF OTHERS.

2. To produce MATURITY and HARMONY in your church family.

### **TEN TRUTHS ABOUT SPIRITUAL GIFTS**

1. Only BELIEVERS have spiritual gifts.

2. Every Christian has at least ONE SPIRITUAL gift.

3. No one receives ALL OF the gifts.

4. No single gift is given to EVERYONE.

5. You can't EARN a spiritual gift.

6. The HOLY SPIRIT decides what gifts I get.

7. The gifts I'm given are PERMANENT.

8. I am to DEVELOP the gifts that God gives me.

9. It's a sin to WASTE the gifts God gives me.

10. Using my gifts HONORS God and EXPANDS me.

### **GIFTS ARE NOT TO BE CONFUSED WITH CHRISTIAN ROLES**

Recognize that you have a PRIMARY and a SECONDARY ministry in your church.

1. My PRIMARY MINISTRY commitment should be in the area where I am GIFTED (or SHAPED).

2. My SECONDARY MINISTRY commitment includes serving in any other area of the body where I am NEEDED.

## DISCOVERING YOUR HEART

My heart is the REAL me!

### MY HEART DETERMINES...

1. Why I SAY the things I do.
2. Why I FEEL the way I do.
3. Why I ACT the way I do.

You can do God's will and serve God's purpose by letting your heartbeat MOTIVATE you for ministry.

## DISCOVERING YOUR EXPERIENCES

1. What EDUCATIONAL experiences have you had?
2. What WORK experiences have you had?
3. What SPIRITUAL experiences have you had?
4. What MINISTRY experiences have you had?
5. What PAINFUL experiences have you had?

## SESSION FOUR: YOUR SERVICE

### COMMITTING YOURSELF TO MINISTRY

STEP 1: Dedicate MY BODY.

STEP 2: Eliminate COMPETING DISTRACTIONS.

STEP 3: Evaluate MY STRENGTHS.

STEP 4: Activate MY GIFTS.

STEP 5: Cooperate WITH OTHER BELIEVERS.

### FOUR GREAT PLACES TO START SERVING

1. Serving opportunities at CHURCH.
2. Serving opportunities in the COMMUNITY.
3. Serving opportunities around the COUNTY.
4. Serving opportunities around the CONTINENTS.