

## **WELCOME TO C.L.A.S.S. 301**

### **DISCOVERING MY MINISTRY**

This class is the third of New Hope's four foundational classes. Since each of these classes build on each other, you should have already attended CLASS 101: *Discovering My Membership* and CLASS 201: *Discovering Spiritual Maturity* before taking this class. The reason for this progression of classes is because we believe it's important that you be committed to a church body through membership and committed to the habits of spiritual maturity before you begin your ministry. Membership (CLASS 101) and Maturity (CLASS 201) are the foundations for you doing Ministry.

We also believe that the best way to spend your life is discovering how God has shaped you to serve Him working through ministry.

Anyone who attends our New Hope Ministry for any length of time without hearing about the need to have a ministry has missed one of the major values of our ministry. We exist to graduate *ministers* from our New Hope Ministry. If we graduate *attendees* we have fallen short of our goal. If someone attends our ministry and simply SITS and just SOAKS in the messages without SERVING we believe their faith will SOUR and their spiritual life will SUFFER.

The Bible tells us we are to DO something with our faith!

*"In the same way, faith by itself, if it is not accompanied by action, is dead. But someone will say, 'You have faith; I have deeds.' Show me your faith without deeds, and I will show you my faith by what I do." James 2:17-18*

One of the primary reasons we exist is for you to DISCOVER God's purpose for your life and FULFILL it by doing ministry. Remember what you learned in CLASS 101?

“Our ministry exists to **REACH** non-believing students, to **CONNECT** them with other Christians, to help them **GROW** in their faith, and to challenge the growing to **DISCOVER** their ministry and **HONOR** God with their life.”

**THEREFORE**, our goal for this class is to help you discover how you are 'shaped' and to challenge you to find a ministry based on what we discover today.

**The backbone of CLASS 301 is based on the following truth:**

**Your ministry will be determined by you \_\_\_\_\_!**

What God made you to *BE* determines what He intends for you to *DO*. You will discover the **purpose** you were created for when you understand the kind of **person** you are. This is the secret of knowing God's will for your 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 want to use them! He has created us to be used!

When we review and study God's creation in our lives we will discover the ministry God has for us ... the **unique** way He intends for us to serve him.

IMAGINE being dressed in a uniform, given a glove, great cleats, a beautiful swing, the ability to hit from both sides of the plate, incredible speed, natural athletic talent, and then you spend your life sitting in the stands instead of playing.

**A total waste, right?** That's the same idea with Christians who don't discover their ministry.

Two results of discovering the ministry you've been shaped for are:

Increased \_\_\_\_\_ and \_\_\_\_\_.

**YOU WILL BE CHALLENGED TO:**

1. Discover your unique design (S.H.A.P.E.) for ministry and commit to developing and \_\_\_\_\_ your God-given gifts and abilities in serving God and others.
2. Select and begin \_\_\_\_\_ in the ministry that best expresses what God made you to do.
3. Continue growing and \_\_\_\_\_ in Christ, developing your character, gifts, and \_\_\_\_\_ for better service, and remain sensitive

to His leading.

# WHAT THE BIBLE SAYS ABOUT MINISTRY

## 1. WHAT IS MINISTRY?

The Greek word is “diakonos” which means “to serve”)

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

## 2. WHO IS TO DO MINISTRY?

*“(God) has given ... pastors and teachers to prepare God’s people for works of ministry, so the Body of Christ may be built up.”  
Eph. 4:11-12*

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

## 3 WHERE ARE WE TO MINISTER

- To \_\_\_\_\_  
*“And as they ministered to the Lord, and fasted, ...” Acts 13:2 (ASV)*
- To \_\_\_\_\_  
*“... for God is not unrighteous to forget your work ... ministered unto the saints, and still do minister.” Heb 6:10 (ASV)*
- To \_\_\_\_\_  
*“You are the salt of the earth. But if the salt loses its saltiness, how can it be made salty again? It is no longer good for anything, except to be thrown out and trampled by men.” Matt. 5:13 (NIV)*

## 4. WHAT IS OUR MINISTRY PURPOSE?

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

1. To \_\_\_\_\_ **God’s word (Evangelism)** Eph. 3:10
2. To \_\_\_\_\_ **God’s family (Fellowship)** Gal. 6:2, 10
3. To \_\_\_\_\_ **God’s presence (Worship)** Matt. 4:10; Jn 4:23-24
4. To \_\_\_\_\_ **God’s people (Discipleship)** Heb. 6:1; 2 Peter 3:18
5. To \_\_\_\_\_ **God’s love (Ministry)** Jn. 13:35; 1 Cor. 12:27

At New Hope we fulfill these purposes by the key words in our purpose statement: REACH (evangelism), CONNECT (fellowship), GROW (discipleship), DISCOVER (ministry), and HONOR (worship).

## DISCOVERING HOW GOD HAS SHAPED YOU FOR MINISTRY

### HOW HAS GOD SHAPED YOU?

*“Your hands **formed** and **shaped me** ...” Job 10:8a (GN)*

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 (LB)*

**This verse tells you:**

1. I am \_\_\_\_\_! (therefore)
2. I am \_\_\_\_\_ as God’s original \_\_\_\_\_!
3. I was \_\_\_\_\_ with meaning for a \_\_\_\_\_.
4. God gave me my personal \_\_\_\_\_.  
*“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?** A potter can do what he likes with the clay!”  
Rom. 9:20-21*

**Take a minute and write a thank you letter to God for His work in your life:**

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**MINISTRY IS DETERMINED BY FIVE PERSONAL FACTORS  
DISCOVERING MY UNIQUE  
S.H.A.P.E.**

**S** SPIRITUAL GIFTS

**How has God gifted me?**

**“CONGRATULATIONS! YOU ARE GIFTED!”** We will give you an overview of spiritual gifts and help you identify which ones you may have been given by God.

**H** HEART

**What do I love to do?**

**“MONITORING MY HEARTBEAT”** will help you clarify what you really love to do.

**A** ABILITIES

**What natural abilities do I have?**

**“APPLYING MY ABILITIES”** will help you appreciate the natural talents and vocational skills you have.

**P** PRAYER

**Where does my personality best suit me to serve?**

**“PLUGGING IN MY PERSONALITY”** will help you see how your God-given temperament can best be used in ministry.

**E** EXPERIENCES

**What experiences have I had?**

**“EXAMINING MY EXPERIENCES”** will help you review your history to discover how God has prepared you for a unique ministry that only you can fulfill.

During the next several pages we are going to look at each of these five factors in a more extensive manner. As we look through these you will need to be taking notes on each of the factors (S.H.A.P.E.) and then you will transfer your answers into the booklet titled FINDING YOUR SHAPE IN STUDENT MINISTRIES.

A couple of reminders before you get too concerned about your answers:

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

# Spiritual Gifts

Heart

Abilities

Personality

Experiences

Congratulations! You are gifted!

## WHAT THE BIBLE SAYS ABOUT SPIRITUAL GIFTS

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

**A SPIRITUAL GIFT:** Is 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 “who,” “what,” “where,” “why,” “when” of spiritual gifts

**Who? Who receives spiritual gifts?** \_\_\_\_\_

*“A person who is not spiritual does not accept the gifts that come from the Spirit of the God. That person thinks they are foolish. He cannot understand the Spirit’s gifts ...” 1 Corinthians 2:14*

Every Christian has at least \_\_\_\_\_ spiritual gift. (1 Cor. 7:7)

**What? What are the spiritual gifts?** \_\_\_\_\_

*“... wise counsel, clear understanding/knowledge, faith, healing the sick, miraculous acts, prophecy, distinguishing between good and evil spirits, tongues, interpretation of tongues, apostle, teachers, miracle workers, helpers, leaders, (1 Corinthians 12:4-11;28-30) evangelist, pastor, (Ephesians 4:7,8,11,12) hospitality, service (1 Peter 4:9-11)*

No single gift is given to \_\_\_\_\_. (1 Cor. 12:29-30)

**Where? Where do spiritual gifts come from?** \_\_\_\_\_

*“All these gifts have a common origin, but are handed out, one by one, by the one Spirit of God. He decides who gets what, and when.” 1 Cor. 12:6*

*“God has shown you his grace in giving you different gifts.” 1 Peter 4:10*

- You can’t \_\_\_\_\_ a spiritual gift. (Eph. 4:7)

## Why? Why are spiritual gifts important? \_\_\_\_\_

“... use your gifts to serve each other.” 1 Peter 4:10

“The Holy Spirit displays God’s power through each of us as a means of the entire church.” 1 Cor. 12:7

- It’s a sin to \_\_\_\_\_ the gifts God gave me. (1Cor.4:1-2; Mt.25:14-30)
- When you don’t use your spiritual gifts, two parts of the body of Christ miss out:
  1. \_\_\_\_\_
  2. \_\_\_\_\_

## When? When do I find out my spiritual gifts? \_\_\_\_\_

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

I am to \_\_\_\_\_ gifts God gives me. (1 Tim. 4:14)

### NOW WHAT?

1. E \_\_\_\_\_ through doing ministry
  - My **PRIMARY MINISTRY** commitment should be in the area where I am \_\_\_\_\_.
  - My **SECONDARY MINISTRY** includes serving in any other area when I am \_\_\_\_\_.
2. E \_\_\_\_\_ your feelings
3. E \_\_\_\_\_ confirmation from the body of Christ
4. E \_\_\_\_\_ your effectiveness

#### FIVE QUICK CAUTIONS:

1. Don’t confuse gifts with natural talents.
2. Don’t confuse gifts with the Fruit of the Spirit. (Gal. 5:22-23)
  - “Fruit” shows my Maturity.
  - “Gifts” show my Ministry.
3. Be aware of the “*gift projection*” tendency.  
(Expecting others to serve the way you do and have similar results.)
4. Don’t feel your gift makes you superior to others. (1 Cor. 12:21)
5. Realize that using your gifts without love is worthless!  
*“I may be able to speak the languages of men and even of angels ... I may have the gift of inspired preaching ... I may have all knowledge ... and all the faith to move mountains - but if*

## **A SHORT LIST OF SPIRITUAL GIFTS**

### **GIFTS THAT COMMUNICATE GOD'S WORD** (To Both Unbelievers and Believers)

**1. PREACHING (1 Cor. 14:3)**  
**(This is sometimes called "Prophecy")**

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.

**2. 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.

**3. DISCERNMENT (1 John 4:1; Acts 16:16-22)**

The ability to distinguish between the spirit of truth and the spirit of error.

**4. APOSTLE (Rom. 15:20)**

The ability to start new churches and oversee their development.

### **GIFTS THAT EDUCATE GOD'S PEOPLE**

**5. TEACHING (Eph. 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.

**6. ENCOURAGEMENT (Act 14:22)**  
**(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.

**7. WISDOM (1 Cor. 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.

**8. MISSIONS (1 Cor. 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.

## **GIFTS THAT DEMONSTRATE GOD'S LOVE**

### **9. SERVICE (Acts 6:1-7; 1 Cor. 12:28)**

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.

### **10. MERCY (Romans 12:8)**

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

### **11. 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.

### **12. PASTORING (1 Peter 5:2-4)**

**(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 nurture a small group in spiritual growth and assume responsibility for their welfare.

### **13. GIVING (2 Cor. 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 it may be given to support the ministry of others.

## **GIFTS THAT CELEBRATE GOD'S PRESENCE**

**(Worship or Prayer-Related Gifts)**

### **14. INTERCESSION (Col. 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.

### **15. MUSIC (Psalm 150)**

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

### **16. ARTS & CRAFTS (Exodus 31:3-11)**

The ability to build, maintain, or beautify the place of worship for God's glory.

### **17. 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.

**18. MIRACLES (Mark 11:23-24)**

The ability to pray, in faith, specifically for God's supernatural intervention into an impossible situation, and see God answer. The ability to sense when God is prompting you to pray this kind of prayer.

**19. TONGUES/INTERPRETATION 1 Cor. 14:13-15**

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

**GIFTS THAT SUPPORT ALL PURPOSES**

**20. LEADERSHIP (Heb. 13:7, 17)**

The ability to clarify and communicate the purpose and direction ("vision") 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.

**21. ADMINISTRATION (1 Cor. 14:40)**

**(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.

**22. FAITH (Rom. 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.

In the appendix of these notes you'll find a spiritual gifts test that may help you discover God's gifting to you. This test was taken out of THE WORD ON FINDING AND USING YOUR SPIRITUAL GIFTS (by Jim Burns and Doug Fields). The gifts that receive the highest response will give you a better understanding of where you "might" be gifted. Again, you will discover your gifts by doing. Transfer your answers to your SHAPE profile.

**Note to youth workers who have purchased these 301 notes ...**

**The spiritual gifts test that we use cannot be xeroxed for resale with these notes (it's illegal). You will have to purchase the book yourself and xerox the test for your students (it's legal). You can order the book from Christian bookstores or call my office: MAKING YOUNG LIVES COUNT (949.830.4042).**



## DISCOVERING MY S.H.A.P.E.

Spiritual Gifts

# Heart

Abilities

Personality

Experiences

## MONITORING YOUR HEARTBEAT

### 1. Your heart is the \_\_\_\_\_ you!

Each of us has a unique heartbeat. Each person alive 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 so deeply about others.

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.” Ps. 37:4*

### 2. Your heart determines ...

- **Why you \_\_\_\_\_ the things you do.**

*“The mouth speaks what the heart is full of.” Matt. 12:34 (GN)*

- **Why you \_\_\_\_\_ the way you do.**

*“The Word of God ... examines the thoughts and motives of the heart.”  
Heb. 4:12 (Ph)*

- **Why you \_\_\_\_\_ the way you do.**

*“Guard your heart, for it is the wellspring of life.” Pr. 4:23*

### 3. God has given each person a \_\_\_\_\_ “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.

*“God has put it into their **hearts** to accomplish his purpose ...”*

Rev. 17:17

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 heart ...” James 3:14*

**or**

**You may ...** *“Serve the Lord with all your heart.” 1 Sam. 12:20*

*“Do the will of God from your heart.” Eph. 6:6*

## TAKING YOUR OWN HEART TEST

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

### **STEP 1: LIST AND DESCRIBE THOSE THINGS YOU HAVE DONE WELL AND ENJOYED SINCE CHILDHOOD.**

#### **What to Include:**

- Accomplishment at home, school, work, sports, etc.
- Things you enjoy doing
- Things you believe you do well
- Give specific details about what you do
- Forget about what other people might think about your answers

Remember, you’re recalling things you *enjoy doing* and *did well* (accomplishments), not simply pleasant experiences.

**BAD EXAMPLE:** Had a great summer vacation (pleasant experiences)

**GOOD:** Took some great photos during my vacation (did well, took pictures)

You do not have to cover every year of your life, instead focus on what **you feel** are the highlights of things you’ve done.

## **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 have always liked to build things. I built the best tree house in the neighborhood.”

## **LIST HIGHLIGHTS OF THINGS I DO WELL AND ENJOY**

- 1.
- 2.
- 3.
- 4.
- 5.

**What I love doing is ...**

**People compliment me when ...**

## STEP 2: DISCOVER THE “LOVES” OF YOUR HEART

Examine your answers for a common motivational thread. See if you can find one of the “loves” listed to match to your answers on the previous page.

[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 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 responsibility. I enjoy helping other 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.

- ▶ **PRESERVE** - 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.
- ▶ **OTHER**

You should be able to support your choice with examples from your achievements.

**EXAMPLE:**

I feel the basic love God put in my heart is to **“LEAD/BE IN CHARGE”**: This could be demonstrated because:

- I've been in leadership in all my classrooms.
- I'm always asked to be the captain of teams even when I'm not the best.
- My peers look to me when we need to make a group decision.
- I'm usually the first one to take charge of a situation or problem.

**Transfer your answers to your SHAPE profiles.**

## DISCOVERING MY S.H.A.P.E.

Spiritual Gifts

Heart

# Abilities

Personality

Experiences

## APPLYING MY ABILITIES

One of the most common reasons New Hope 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!

*"There are different abilities to perform service." 1 Cor. 12:6*

Abilities without God are just \_\_\_\_\_.

Abilities with God are \_\_\_\_\_ for ministry.

### EXAMPLES:

#### Tom

Spiritual Gift  
Heart  
Ability  
Ministry possibility

Evangelism  
"I love to be with friends"  
Collecting baseball cards  
Christian \_\_\_\_\_

#### Jenny

Spiritual Gift  
Heart  
Ability  
Ministry possibility

Leadership  
"I love to be a part of productions"  
Dance  
\_\_\_\_\_ ministry team

#### Linda

Spiritual Gift  
Heart  
Ability  
Ministry possibility

Hospitality  
"I love to plan"  
Cooking  
Oversee our \_\_\_\_\_ ministry

## DISCOVERING YOUR ABILITIES

**1. Look over the list of abilities below and see if there are any that when you read it, you think, “that’s me”.**

**2. Look back through your notes on things that brought you joy in the HEART section (pg. 13) and see if there’s any of these abilities listed. If there are, circle them and mark them on your SHAPE test.**

### 28 SPECIALIZED ABILITIES

- ▶ **ENTERTAINING ABILITY:** to perform, act, dance, speak, 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 info, collect data.
- ▶ **ARTISTIC ABILITY:** to conceptualize, picture, draw, paint, or photograph.
- ▶ **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 or event and coordinate the details involved.
- ▶ **COUNSELING ABILITY:** to listen, encourage and guide with sensitivity.
- ▶ **TEACHING ABILITY:** to explain, train, demonstrate, tutor.
- ▶ **WRITING ABILITY:** to write articles, letters, books.
- ▶ **EDITING ABILITY:** to proofread or rewrite.
- ▶ **PROMOTING ABILITY:** to advertise or promote events and activities.
- ▶ **REPAIRING ABILITY:** to fix, restore, maintain.
- ▶ **FEEDING ABILITY:** to create meals for large or small groups.
- ▶ **RECALL ABILITY:** to remember or recall names and faces.

- ▶ **MECHANICAL OPERATING ABILITY:** to operate equipment, tools or machinery.
- ▶ **RESOURCEFUL ABILITY:** to search out and find inexpensive materials or resources needed.
- ▶ **COUNTING ABILITY:** to work with numbers, data, or money.
- ▶ **CLASSIFYING ABILITY:** to systematize and file books, data, records and materials so they can be retrieved easily.
- ▶ **PUBLIC RELATIONS ABILITY:** to handle complaints and unhappy customers with care and courtesy.
- ▶ **WELCOMING ABILITY:** to convey warmth, develop rapport with others easily, making others feel comfortable.
- ▶ **COMPOSING ABILITY:** to write music or lyrics.
- ▶ **LANDSCAPING ABILITY:** to do gardening and work with plants.
- ▶ **ARTS AND CRAFTS AND DECORATING ABILITY:** to beautify a setting for a special event.
- ▶ **MUSICAL ABILITY:** to lead the church family either vocally or instrumentally.
- ▶ **OTHER.**

**List your specialized abilities on your SHAPE form.**

## DISCOVERING MY S.H.A.P.E.

Spiritual Gifts

Heart

Abilities

# Personality

Experiences

## PLUGGING IN MY PERSONALITY

In the box below, write your name:

Now, try to do something that is unnatural to you ... write your name with your opposite hand:

### WHAT HAPPENED?

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

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

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

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.

## **MY PERSONALITY**

(How do I see myself?)

It's obvious that God has not used a cookie cutter to stamp out people to look and get the same. God loves variety - just look around. And there is not a "right" or "wrong" personality.

A personality is difficult to change, but attitudes can be changed over time. God has wired you in a unique way. For example, imagine you have a lion's personality, we could try to change you by pulling your fangs out (attitude) with the hope you will become a cat. It won't work - you won't become a cat, you'll become a fangless lion.

When I became a Christian, my attitude changed but my personality remained the same. I was outgoing before I became a Christian and I was outgoing afterwards. I just had a new attitude (Christ - attitude) to go with my outgoing personality.

### **Look at the Apostle Paul:**

*"For you have heard of my past ... I persecuted the church 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 boundless enthusiasm." Gal. 1:13-14*

Once God got control of Paul's life, his attitude was changed, his life was changed, and his purpose was changed. But Paul preached Christ with the same type of fanatical zeal that he used to persecute the church before he knew Christ.

Although there are many great personality tests available, for the purpose of your SHAPE test, we want you to consider just four aspects of your unique personality:

- 1. How I am around other people**
- 2. How I make my decisions**
- 3. How I am in my relationships**
- 4. How I am in my use of time**

**Remember: THE RIGHT PERSONALITY IS \_\_\_\_\_.**

Importance isn't based on what personality type you have, it's what you do with your personality that's important.

## 1. How I am around other people (your preference for 'people interaction')

Around others I am more:

### Reserved or Outgoing

[Now, there will be times when you switch back and forth between reserved and outgoing but you usually have a preferred style where you feel most comfortable.]

#### **Outgoing:** stereotypical descriptions

- social and energized by people
- lonely when they're not with people
- love parties--usually the last to leave
- easily connect with strangers
- has lots of relationships

#### **Reserved:** stereotypical descriptions

- drained by people
- not bothered being alone
- likes solo activities: reading, few people
- energized when they are alone
- enjoys others but they're drained afterwards
- limited number of relationships

## 2. How I make my decisions (my preference for 'decision making')

My decisions are based more on:

### Facts/thinking or Feelings

#### **Facts:** stereotypical descriptions

- likes facts, trust facts
- rooted in reality
- appreciates past experience
- notices the details
- wants what's actual .. "give me the facts"
- practical

#### **Feelings:** stereotypical descriptions

- scan, glance, miss details because heads in clouds
- futuristic thinking
- don't care about past, wants to know what's ahead
- forward thinking anticipates the future
- great imagination
- loves to speculate and go on hunches
- doesn't care what's practical

### 3. How I am in my relationships (my preference for 'relating to others')

In my relationships I tend to be more:

#### **Dependent on others or Independent**

**Dependent:** stereotypical descriptions

- needs people
- high expectations of others
- rely on people to be there during tough times
- need others to validate me
- need to talk feelings out
- external

**Independent:** stereotypical descriptions

- doesn't need others
- low expectations of others
- rely on self to get through tough times
- seek validation from self
- figure out my own feelings
- internal

### 4. How I am in my use of time (my preference for 'use of time')

My use of time is more:

#### **Determined or Spontaneous**

**Determined:** stereotypical descriptions

- fixed
- organized
- plan ahead
- closure
- deadlines

**Spontaneous:** stereotypical descriptions

- flexible
- adapt as you go
- open ended
- what deadline?
- plenty of time ... what's the rush

Realize your personality will be a \_\_\_\_\_ to your ministry.

Record your responses on your SHAPE profile. We will talk more specifically as to how your personality will impact your ministry.

## DISCOVERING MY S.H.A.P.E.

Spiritual Gifts

Heart

Abilities

Personality

# Experiences

## 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.”  
Rom. 8:28*

*“Now I want you to know, brothers, that **what has happened to me** has really served to advance the gospel.” Phil. 1:12*

One of the most overlooked factors in determining the ministry God has for you is your past experiences; especially your hurts and problems you've overcome with God's help. Since our greatest life messages come out of our weaknesses, not your strengths, we should pay close attention to what we've learned during tough times.

### GOD USES OUR ...

1. P \_\_\_\_\_ experiences

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

*“... I want you to know that what has happened to me has helped to spread the Good News. I am in prison because I am a believer in Christ. All the palace guards and everyone else knows this.” Philippians 1:12-13*

2. S \_\_\_\_\_ experiences

*“I mean that I want us to help each other with the faith that we have. Your faith will help me, and my faith will help you.” Romans 1:12*

*“To me the only important thing about living is Christ. And even death would be profit for me.” Philippians 1:21*

3. P \_\_\_\_\_ experiences

*"If anyone belongs to Christ, then he is made new. The old things have gone; everything is made new!" 2 Corinthians 5:17*

### **GOD USES OUR EXPERIENCES TO HELP OTHERS.**

*"(God) ... wonderfully comforts and strengthens us in our hardships and trails. 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 Cor. 1:3-4 (LB)*

### **RECORD THESE EXPERIENCES ON YOUR MINISTRY PROFILE:**

- **Your Spiritual Experiences**

- How you came to know Christ
- Meaningful decisions you've made
- Times with God

- **Your Painful Experiences**

- Problems, hurts, or trials that you have learned lessons from.

- **Your Past Experiences**

- Areas from your past (positive & negative) that have added to your growth.

**SUCCESS IS DOING WHAT GOD MADE YOU TO DO!**

## TOP TEN REASONS YOU NEED TO BE IN MINISTRY

### 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." Eph. 2:10*

### 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 Tim. 1:9 (LB)

*"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." Gal. 1:15 (GN)*

*"I urge you to live a life worthy of the calling you have received."  
Eph. 4:1*

*"... 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 ..."* Peter 2:5 (GN)

**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!**

### 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 blessing."  
1 Peter 4:10 (LB)*

### 5. I'VE BEEN \_\_\_\_\_ FOR MINISTRY!

*"(Jesus said) All authority in heaven and earth has been given to me. Therefore, go and make disciples ..."* Matt. 28:18-19

*"We are therefore Christ's ambassadors ..."* 2 Cor. 5:20

### 6. I'M \_\_\_\_\_ TO MINISTER!

*“(Jesus) Your attitude must be like my own, for I, the Messiah, did not come to be served, but to serve ...” Mt. 20:28 (LB)*

*“(To Archippus) Take heed to the ministry you’ve received from the Lord and fulfill it.” Col. 4:17 (NIV)*

**7. I’M TO BE \_\_\_\_\_ FOR MINISTRY!**

*“God gave ... pastors and teachers to prepare God’s people for works of ministry so that the Body of Christ may be built up ...” Eph. 4:11-12*

**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 Cor. 12:27*

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, “The harvest is great but the workers are few. Ask the Lord to send out workers into his harvest field.” Matt. 9:36-37*

**9. I AM \_\_\_\_\_ FOR MY MINISTRY!**

*“So then, each of us will give an account of himself to God.” Romans 14:12*

[The Parable of the Talents: Matt. 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.” Col. 3:23,24*

*“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!” Matt. 25:23*

## **YOUR NEXT STEP**

Congratulations on completing C.L.A.S.S. 301, Discovering My Ministry! I hope that the investment of this time will result in immediate results in your Christian life. I want to encourage you, while the class is still fresh in your mind, to follow through with these quick steps.

1. Complete your FINDING YOUR SHAPE IN NEW HOPE MINISTRIES. If you want to take the expanded spiritual gift's inventory that is included with these notes I encourage you to do this soon while this information is fresh in your heart and mind.
2. Bring your completed information to church and give to either Cynthia Lewis or Pastor Noble and we'll schedule a time to talk about starting your ministry if you're not already in one.
3. Select a ministry and begin serving.
4. Read through the material in the appendix for further study of SHAPE, ministry to others, and New Hope's philosophy of ministry.

# Appendix

**HOW PAUL'S MINISTRY WAS "SHAPED"**

**HOW WE HELP PEOPLE ACHIEVE MATURITY  
BY ATTENDING TO FIVE KINDS OF NEEDS**

**THE NEW HOPE BAPTIST CHURCH  
MINISTRY STATEMENT**

## HOW PAUL'S MINISTRY WAS "SHAPED"

### PAUL'S **S**PIRITUAL GIFTS

*"And of this gospel I was appointed a **preacher** and an **apostle** and a **teacher**." 2 Tim. 1:11*

### PAUL'S **H**EART

*"**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 foundation." Rom. 15:20 (Ph)*

*"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 a apostle to the Gentiles." Gal. 2:8*

*"Life is worth nothing unless I use it for doing the work assigned me by the Lord Jesus ..." Acts 20:24 (LB)*

### PAUL'S **A**BILITY

*"... 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 synagogues every Sabbath, trying to convince both Jews and Gentiles." Acts 18:2b-4 (GN)*

### PAUL'S **P**ERSONALITY

*"For you have heard of my past ... I persecuted the church 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 boundless enthusiasm ..." Gal. 1:13-14 (Ph)*

### PAUL'S **E**XPERIENCES

#### HIS SPIRITUAL EXPERIENCES

- Watching Stephen be stoned (Acts 8:1)
- Conversion on the Damascus Road (Acts 9:1-20)
- 3 years maturing in Arabia (Gal. 1:18)
- Special vision from God (2 Cor. 12:2-7)

#### HIS PAINFUL EXPERIENCES

*"... I have been in prison more times ... near death often ... been whipped five times with 39 lashes by the Jews and three times by the Romans ... once stoned ... I've been in three shipwrecks ... and once spent 24 hours in the water ... In my travels I've been in danger from floods ... robbers ... enemies ... wild animals and false friends ... I've served long hours without sleep or food or shelter or even clothing ..." 2 Cor. 11:23-27*

*"To keep me from becoming conceited because of these great revelations, I was given a thorn in my flesh, a messenger from satan, to torment me." 2 Cor. 12:7*

**WE HELP PEOPLE TOWARDS SPIRITUAL MATURITY BY  
ATTENDING TO FIVE KINDS OF NEEDS.**

- **To people's SPIRITUAL needs.**

*"... God reconciled us to Himself through Christ and gave us the ministry of reconciliation." 2 Cor. 5:18*

*"We proclaim Christ, counseling and teaching everyone with wisdom, so that we may present everyone mature in Christ."  
Col. 1:28-29*

- **To people's PHYSICAL needs.**

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

*"If, as my representative, you give even a cup of cold water to a little child, you will surely be rewarded." Matt. 10:42 (LB)*

- **To people's EMOTIONAL needs.**

*"... Warn the idle, encourage the timid, help the weak, be patient with all." 1 Thess. 5:14 (GN)*

- **To people's INTELLECTUAL 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." Rom. 12:2*

*"Your attitude should be the same as that of Christ Jesus." Phil 2:5*

- **To people's RELATIONAL 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 Cor. 1:12*

# **THE NEW HOPE BAPTIST CHURCH MINISTRY STATEMENT**

## **(Our Philosophy of Ministry)**

### **1. What We Believe ... ABOUT MINISTRY**

- A. Salvation in Jesus Christ automatically includes a call to ministry. Every believer is created, saved, called, gifted, authorized, and commanded to minister.
- B. Ministry is the heart of the Christian life. (Matt. 20:28)
- C. 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.
- D. God has given all his children gifts that can be developed and used in ministry. Everyone is a “10” in some area. Everyone has something to offer. Developing and using your gifts is an act of good stewardship and of service.
- E. You discover your gifts through ministry, instead of discovering your ministry by identifying your gifts.
- F. The evidence of the right match between my “*shape*” and my ministry is fulfillment and results.
- G. Membership and maturity are prerequisites to ministry. Therefore we require class attendance and commitment to these two areas before serving through New Hope Baptist Church.

### **2. What We Believe ... ABOUT THE BODY OF CHRIST**

- A. God intends for ministry to be performed through the context of the local church. Membership includes a commitment to ministry.
- B. The Holy Spirit has provided our church body with all the spiritually-gifted people needed to do everything He wants done. Our task is to discover, enlist, train, and support these people in ministry.
- C. The church is to operate on the basis of spiritual gifts, rather than elected office. We do not elect people to ministries. “A man’s gift makes room for him ...” *Prov. 18:16 (NAS)*
- D. 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.
- E. The mobilization of every member as a minister is the key to balanced growth of the church.

F. The greater good of the whole Body must always take priority over the needs of any single ministry. There is no place for “turf”-ism in God’s Family.

### **3. What We Believe ... ABOUT THE ROLE OF PASTORS**

- A. 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.  
(*Eph. 4:11-12*)
- B. The objective of the Ministry Development Center is to mobilize and equip an army of ministers who are maximizing their unique gifts, heart, abilities, personality, and experiences in a meaningful place of service through our church.
- C. Every member deserves personal assistance in discovering a meaningful place of ministry. We value the individual more than the ministry.
- D. 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.
- E. Each staff supervisor is to provide training, encouragement, guidance, feedback and resources to the ministers under his or her care.

### **4. What We Believe ... ABOUT TRAINING**

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

### **5. What We Believe ... ABOUT PERFORMANCE**

- A. We expect excellence in ministry, not perfection. Excellence is doing your best. God deserves our best.
- B. 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 New Hope Baptist Church, only “experiments that didn’t work!”
- C. A failed project does not mean a failed person. There are no “wrong” people ... only “right” people in the wrong ministry!

## **6. What We Believe ... ABOUT DEVELOPMENT AND ACCOUNTABILITY**

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

## **7. What We Believe ... ON DIVERSITY OF MINISTRY**

- A. We have unity without uniformity. We believe diversity in ministries simply illustrates  
the unique giftedness of individuals.
- B. Any member who has completed CLASS 301 may start a new ministry with the assistance of Pastor Noble.
- C. Every ministry must fulfill one or more of the basic purposes of the church or we don't do it.
- D. Ministries have seasons. If a ministry isn't meeting a need anymore, we will give it a decent burial. There are no sacred cows!
- E. Most ministries require a one year commitment but we allow people to change ministries gracefully, without guilt. We don't lock people in permanently.
- F. Only official ministries of New Hope Baptist Church, under staff supervision are given  
publicity space in the bulletin.
- G. Your *primary* ministry commitment should be in the area where you are gifted. Your *secondary* ministry includes serving in any other area of the Body where you are needed.
- H. You are not ready for ministry, until you are willing to serve anywhere.**