

CLASS 301

DISCOVERING MY MINISTRY

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

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In this class you will find scripture passages used from many different Bible translations and paraphrases. Here are some of the versions you'll see:

GN: Good News Bible

GWT: God's Word for Today

ICB: International Children's Bible

LB: Living Bible

Mes: The Message

NCV: New Century Version

NIV: New International Version

NLT: New Living Translation

WELCOME TO CLASS 301

DISCOVERING MY MINISTRY

This is the third of Cherry Hills' four discipleship 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.

We exist to graduate ministers from our 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 NIV).

One of the primary reasons we exist is for you to DISCOVER God's purpose for your life and FULFILL it by doing ministry.

THEREFORE, our goals for this class are (1) to help you discover how you are shaped and (2) to challenge you to find a ministry based on what we discover.

CLASS 301 DISCOVERING MY MINISTRY

The backbone of CLASS 301 is the following truth:

Your ministry will be determined by your SHAPE! (see page 5)

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 realize the kind of **person** you are. This understanding 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 **MATURITY** and **FULFILLMENT**.

YOU WILL BE CHALLENGED TO:

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

CLASS 301 DISCOVERING MY MINISTRY

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 (Ephesians 4:11-12 NIV).

- The pastors are the **PREPARERS**
- The people are the **MINISTERS**

3. WHERE are we to minister?

- To **the LORD**
And as they ministered to the Lord, and fasted . . . (Acts 13:2 ASV).
- To **BELIEVERS**
. . . for God is not unrighteous to forget your work . . . ministered unto the saints, and still do ministry (Hebrews 6:10 ASV).
- To **NON-BELIEVERS**
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 (Matthew 5:13 NIV).

4. WHAT is our ministry purpose?

1. To **COMMUNICATE** God's word (Evangelism) Ephesians 3:10
2. To **LOVE** God's family (Fellowship) Galatians 6:2, 10
3. To **LOVE** God's presence (Worship) Matthew 4:10; John 4:23-24
4. To **EDUCATE** God's people (Discipleship) Hebrews 6:1; 2 Peter 3:18
5. To **SERVE** The World (Ministry) John 13:35; 1 Corinthians 12:27

CLASS 301 DISCOVERING MY MINISTRY

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 (Psalms 139:14-16 LB).

This verse tells you:

- 1. I am WONDERFULLY COMPLEX! (therefore)**
- 2. I am UNIQUE as God's original MASTERPIECE!**
- 3. I was CREATED with meaning for a PURPOSE.**
- 4. God gave me my personal S.H.A.P.E.**

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! (Romans 9:20-21 NIV).

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 PERSONALITY

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.

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.

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



Congratulations! You are gifted!

WHAT THE BIBLE SAYS ABOUT SPIRITUAL GIFTS

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

A SPIRITUAL GIFT: A special ability, given by the Holy Spirit to every believer at his/her 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 receives spiritual gifts? CHRISTIANS

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 NIV).

Every Christian has at least **ONE** spiritual gift (1 Corinthians 7:7 NIV).

What are the spiritual gifts? SEVERAL

. . . wise counsel, clear understanding/knowledge, faith, healing the sick, miraculous acts, prophecy, distinguishing between good and evil spirits, tongues, interpretation of tongues, apostles, 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 NIV).

No single gift is given to **EVERYONE** (1 Corinthians 12:29-30 NIV).

Where do spiritual gifts come from? GOD

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 Corinthians 12:6 NIV).

God has shown you His grace in giving you different gifts (1 Peter 4:10 NIV).

You can't **EARN** a spiritual gift (Ephesians 4:7 NIV).

Why are spiritual gifts important? HELP THE BODY GROW

. . . use your gifts to serve each other (1 Peter 4:10 NIV).

The Holy Spirit displays God's power through each of us as a means of helping the entire church (1 Corinthians 12:7 NIV).

It's a sin to **WASTE** the gifts God gave me (1 Corinthians 4:1-2; Matthew 25:14-30 NIV).

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When you don't use your spiritual gifts, two parts of the body of Christ miss out:

1. **YOU**
2. **OTHERS: THE RECIPIENTS OF YOUR GIFTS**

When do I find out my spiritual gifts? **THROUGH DOING MINISTRY**

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

I am to **DEVELOP** the gifts God gives me (1 Timothy 4:14 NIV).

NOW WHAT?

1. **EXPERIENCE** through doing ministry.

- My **PRIMARY MINISTRY** commitment should be in the area where I am **GIFTED**.
- My **SECONDARY MINISTRY** includes serving in any other area when I am **NEEDED**.

2. **EXAMINE** your feelings.

3. **EXPECT** confirmation from the body of Christ.

4. **EVALUATE** your effectiveness.

FIVE QUICK CAUTIONS

1. Don't confuse gifts with natural talents.
2. Don't confuse gifts with the Fruit of the Spirit. (Galatians 5:22-23 NIV)
 - "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 Corinthians 12:21 NIV).
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 have not love, I am nothing . . . it does no good (1 Corinthians 13:1-3 GN).

A SHORT LIST OF SPIRITUAL GIFTS

GIFTS THAT COMMUNICATE GOD'S WORD
(TO BOTH UNBELIEVERS AND BELIEVERS)

1. PREACHING (1 Corinthians 14:3 NIV)

(This is sometimes called "prophecy")

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

2. EVANGELISM (Acts 8:26-40 NIV)

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 NIV)

The ability to distinguish between the Spirit of Truth and the spirit of error.

4. APOSTLE (Romans 15:20 NIV)

The ability to start new churches and oversee their development.

GIFTS THAT EDUCATE GOD'S PEOPLE

5. TEACHING (Ephesians 4:12-13 NIV)

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 (Acts 14:22 NIV)
(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 Corinthians 2:1, 6-16 NIV)

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 Corinthians 9:19-23, Acts 13:2-3 NIV)

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 Corinthians 12:28 NIV)

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 NIV)

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

11. HOSPITALITY (1 Peter 4:9-10 NIV)

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 NIV)
(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 Corinthians 8:1-7 NIV)

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 (Colossians 1:9-12 NIV)

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 (Psalms 150 NIV)

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 NIV)

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

17. HEALING (James 5:14-16 NIV)

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 NIV)

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.

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19. TONGUES/INTERPRETATION (1 Corinthians 14:13-15 NIV)

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 (Hebrews 13:7, 17 NIV)

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 Corinthians 14:40 NIV) (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 (Romans 4:18-21 NIV)

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.

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



MONITORING YOUR HEARTBEAT

1. Your heart is the **REAL** 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 (Psalms 37:4 NIV).

2. Your heart determines . . .

- **Why you SAY the things you do.**

The mouth speaks what the heart is full of (Matthew 12:34 GN).

- **Why you FEEL the way you do.**

The Word of God . . . examines the thoughts and motives of the heart (Hebrews 4:12 Ph).

- **Why you ACT the way you do.**

Guard your heart, for it is the wellspring of life (Proverbs 4:23 NIV).

3. God has 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.

God has put it into their hearts to accomplish his purpose . . . (Revelations 17:17 NIV).

The Bible makes it 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 NIV).*

or

You may . . . *Serve the Lord with all your heart (1 Samuel 12:20 NIV).*

Do the will of God from your heart (Ephesians 6:6 NIV).

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:

- Accomplishments at home, school, work, sports, etc.
- Things you enjoy doing
- Things you believe you do well
- Specific details about what you do

Hint: 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 EXAMPLE: 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.

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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 12 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 of failure.
- **ORGANIZE** - I love to bring order out of chaos. I enjoy organizing something that is already started.
- **OPERATE/MAINTAIN** - I love to efficiently maintain something that is already organized.
- **SERVE/HELP** - I love to assist others in their responsibilities. I enjoy helping others succeed.
- **ACQUIRE/POSSESS** - I love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price.
- **EXCEL** - I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.
- **INFLUENCE** - I love to convert people to my way of thinking. I enjoy shaping the attitudes and behavior of others.
- **PERFORM** - I love to be on stage and receive the attention of others. I enjoy being in the limelight.

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- **IMPROVE** - I love to make things better. I enjoy taking something that someone else has designed or started and improve it.
- **REPAIR** - I love to fix what is broken or change what is out of date.
- **LEAD/BE IN CHARGE** - I love to lead the way, oversee and supervise. I enjoy determining how things will be done.
- **PERSEVERE** - I love to see things to completion. I enjoy persisting at something until it is finished.
- **FOLLOW THE RULES** - I love to operate by policies and procedures. I enjoy meeting the expectations of an organization or boss.
- **PREVAIL** - I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.
- **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 Profile.

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



APPLYING MY ABILITIES

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

There are different abilities to perform service (1 Corinthians 12:6 NIV)

Abilities without God are just **TALENTS**.

Abilities with God are **OPPORTUNITIES** for ministry.

EXAMPLES:

Tom

Spiritual Gift	Evangelism
Heart	"I love to be with friends"
Ability	Collecting baseball cards
Ministry possibility	Christian CARD CLUB

Jenny

Spiritual Gift	Leadership
Heart	"I love to be a part of productions"
Ability	Dance
Ministry possibility	DANCE ministry team

Linda

Spiritual Gift	Hospitality
Heart	"I love to plan"
Ability	Cooking
Ministry possibility	Oversee a DINNER ministry

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DISCOVERING YOUR ABILITIES

1. Look over the list of abilities below and see if there is 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 and see if there are 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 information, 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.

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- **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.

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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. **I FELT UNCOMFORTABLE**
2. **IT TOOK EXTRA TIME AND EFFORT**
3. **I DIDN'T DO 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.

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MY PERSONALITY (How do I see myself?)

It's obvious that God has not used a cookie cutter to stamp out people to look 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 (Galatians 1:13-14 NIV).

Once God got control of Paul's life, his attitude was changed, his life was changed, and his purpose was changed. But Paul preached about 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 YOUR PERSONALITY.

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

(MY 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
- have lots of relationships

Reserved: stereotypical descriptions

- drained by people
- not bothered being alone
- like solo activities: reading, few people
- energized when they are alone
- enjoy 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

- like facts, trust facts
- rooted in reality
- appreciate past experience
- notice the details
- want what's actual . . . "give me the facts"
- practical

Feelings: stereotypical descriptions

- scan, glance, miss details because heads are 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
- don'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

- need 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

- don'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
- plans ahead
- closure
- deadlines

Spontaneous: stereotypical descriptions

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

Realizing your personality will be a **BENEFIT** to your ministry.

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

CLASS 301 DISCOVERING MY 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 (Romans 8:28 NIV).

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

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

GOD USES OUR . . .

1. **PAINFUL** experiences

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

. . . 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 NIV).

2. **SPIRITUAL** 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 NIV).

To me the only important thing about living is Christ. And even death would be profit for me (Philippians 1:21 NIV).

3. **PAST** experiences

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

GOD USES 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 LB).

CLASS 301 DISCOVERING MY MINISTRY

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!

CLASS 301 DISCOVERING MY MINISTRY

TOP TEN REASONS YOU NEED TO BE IN MINISTRY

1. I've been **CREATED** 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 **SAVED** for ministry!

It is He who saved us and chose us for his holy work, not because we deserved it but because that was his plan long before the world began . . . (2 Timothy 1:9 LB).

"Saved to Serve!"

3. I've been **CALLED** into ministry!

God, in his grace, chose me even before I was born, and called me to serve him (Galatians 1:15 GN).

I urge you to live a life worthy of the calling you have received (Ephesians 4:1 NIV).

. . . You have been chosen by God himself—you are priests of the King . . . you are God's very own—all this so that you may show to others how God called you out of darkness into his wonderful light! Once you were less than nothing; now you are God's own! (1 Peter 2:9-10 LB).

. . . you will serve as holy priests . . . (1 Peter 2:5 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 MINISTER OF JESUS CHRIST!

4. I've been **GIFTED** 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 **AUTHORIZED** for ministry!

Jesus said, "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 **COMMANDED** to minister!

Jesus said, "Your attitude must be like my own, for I, the Messiah, did not come to be served, but to serve . . ." (Matthew 20:28 LB).

(To Archippus) Take heed to the ministry you've received from the Lord and fulfill it (Colossians 4:17 NIV).

7. I'm to be **PREPARED** 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 . . . (Ephesians 4:11-12 NIV).

CLASS 301 DISCOVERING MY MINISTRY

8. The body of Christ NEEDS 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 NIV).

Ministry always functions in the context of **LOVE** & **NEEDS**.

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 fields" (Matthew 9:36-37 NIV).

9. I am ACCOUNTABLE for my ministry!

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

[The Parable of the Talents: Matthew 25:14-30 NIV]

10. I will be REWARDED 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 (Colossians 3:23,24 NIV).

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

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 MINISTRIES inventory profile. (Appendix A)
2. Bring your completed information to church and give it to someone on staff, and they will 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 Cherry Hills' philosophy of ministry.

APPENDIX

HOW PAUL'S MINISTRY WAS "SHAPED"

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

THE CHERRY HILLS' MINISTRY STATEMENT

SHAPE INVENTORY

CLASS 301 DISCOVERING MY MINISTRY

HOW PAUL'S MINISTRY WAS "SHAPED"

PAUL'S SPIRITUAL GIFTS

*And of this Gospel I was appointed a preacher and an apostle and a teacher
(2 Timothy 1:11 NIV).*

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 foundation
(Romans 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 an apostle to the Gentiles (Galatians 2:8 NIV).*

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

PAUL'S ABILITY

*. . . Paul went to see them, and stayed and worked with them, because He earned
his living by making tents, just as they did. He debated in the synagogues every
Sabbath, trying to convince both Jews and Gentiles (Acts 18:2b-4 GN).*

PAUL'S PERSONALITY

*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 . . . (Galatians 1:13-14 Ph).*

PAUL'S EXPERIENCES

HIS SPIRITUAL EXPERIENCES

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

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 Corinthians 11:23-27 NIV).*

CLASS 301 DISCOVERING MY MINISTRY

WE HELP STUDENTS 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 Corinthians 5:18 NIV).

We proclaim Christ, counseling and teaching everyone with wisdom, so that we may present everyone mature in Christ (Colossians 1:28-29 NIV).

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

(Jesus 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 (Matthew 25:35-36, 40 NIV).

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

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

. . . Warn the idle, encourage the timid, help the weak, be patient with all (1 Thessalonians 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 (Romans 12:2 NIV).

Your attitude should be the same as that of Christ Jesus (Philippians 2:5 NIV).

- **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 Corinthians 1:12 NIV).

THE CHERRY HILLS' 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 (Matthew 20:28 NIV).

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.

CLASS 301 DISCOVERING MY MINISTRY

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.

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.

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.

D. The church is a family, not a business; an organism, not an organization.

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 (Ephesians 4:11-12 NIV).

B. The objective is to mobilize and equip an army of ministers who are maximizing their unique gifts, hearts, abilities, personalities, 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.

CLASS 301 DISCOVERING MY MINISTRY

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 Cherry Hills, 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. 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 a pastor.
- 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.

CLASS 301 DISCOVERING MY MINISTRY

F. Only official ministries of Cherry Hills (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.

CLASS 301 DISCOVERING MY MINISTRY

S.H.A.P.E. Inventory

Personal Information

Name: _____
Address: _____
City, State, Zip: _____
Phone: _____
School/Grade: _____

Spiritual Gifts

Spiritual gifts I believe I have: (see below)

- 1.
- 2.
- 3.

... Each one has his own gift from God; one has this gift, another has that (1 Corinthians 7:7 NIV).

I feel I may have these gifts because:

- 1.
- 2.
- 3.

Spiritual gifts that communicate God's Word:

preaching evangelism apostle and missions leadership

Spiritual gifts that educate God's People:

teaching encouragement (exhortation) wisdom knowledge

Spiritual gifts that demonstrate God's Love:

serving mercy hospitality pastoring giving
helping faith administering

Spiritual gifts that celebrate God's Presence:

healing miracles tongues interpretation of tongues prophecy

Heart

List some things you're good at and love doing:

- 1.
- 2.
- 3.

God has put it into their hearts to accomplish his purpose . . . (Revelations 17:17 NIV).

People compliment me when:

Delight yourself in the Lord and he will give you the desires of your heart (Psalms 37:4 NIV).

CLASS 301 DISCOVERING MY MINISTRY

Abilities

The following are my strongest abilities:

- 1.
- 2.
- 3.

There are different abilities to perform service . . . (1 Corinthians 12:6 NIV).

Other skills and/or abilities I'm learning and/or working on are:

- 1.
- 2.
- 3.

A few examples include:

drama, writing, speaking, artistic, photography, video, counseling, fixing, designing, computers, accounting, music, memory, tutoring/explaining, athletics, etc.

Personality

This is how I see myself: (circle one of the two words for each comment)

1. Around others I am more: RESERVED or OUTGOING
2. My decisions are based more on: FACTS/THINKING or FEELINGS
3. In my relationships I tend to be more: DEPENDENT ON OTHERS or INDEPENDENT
4. My use of time is more: DETERMINED or SPONTANEOUS

One example of why I circled each of the above is:

- 1.
- 2.
- 3.

No one can really know what anyone else is thinking or what he is really like, except that person himself (1 Corinthians 2:11 NIV).

Experience

My spiritual experience is (or how I became a Christian):

Some painful experiences that I've had:

A past experience I've learned from is:

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).

S.H.A.P.E. If I could design a specific way to serve God around my personal SHAPE, and I knew I couldn't fail, it might be: