

DISCOVERING MY SHAPE FOR MINISTRY

THIRD BASE OF THE LIFE-DEVELOPMENT PROCESS

Mountain View's Church Discovery Series - CLASS 301

WELCOME TO DISCOVERING MY MINISTRY

We want to first point out **2 keys** to getting the most from this seminar and to discovering the special ministry God has for you:

Key #1: _____

You need to belong to a local body of believers. Spiritual gifts and ministry are always taught in the Bible in the context of belonging to a church. Even traveling ministers like Paul & Barnabas were connected to a local church that was essential to discovering their gifts and ministry. (Acts 13: 1-3)

Key #2: _____

You need to be growing spiritually in order to discover your gifts and ministry. We grow spiritually by developing the habits of quiet time, of prayer, of obedience, of fellowship, of witnessing, and of keeping Christ as Lord of every area of your life. If I'm not "abiding" in Christ (John 15:1-5), if I'm not growing closer to and more like the Lord, then I'll have difficulty identifying both my gifts and my ministry.

THE PURPOSE FOR THIS CLASS:

"It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up" Eph.4:11-12

The Bible says:

- ◆ The Pastors are the _____.
- ◆ The People are the _____.

SEMINAR OVERVIEW

THE PRINCIPLE UNDERGIRDING THIS CLASS:

My ministry is determined by my _____!

What God made me to be determines what He intends for me to DO. I will understand the purpose I was created for when I understand the kind of person I am. This is the secret of knowing God's will for my life!

God is consistent in His plan for each of our lives. He would not give us inborn talents and temperaments, spiritual gifts, and all sorts of life factors if He did not intend for us to discover the ministry He has for us... the unique way He intends for us to serve Him.

*The two results of discovering the ministry I've been shaped for are:
_____ and _____.*

THE FOCUS OF THIS CLASS:

We focus on an _____ to ministry rather than an _____.

This means that rather than start with the job slots needing to be filled, we start with you and how you can be most fulfilled.

We will focus on Five Personal Factors that have combined to shape the "real" you. By identifying the specific traits you possess in each of these areas, the ministry God has designed you for will become crystal clear!

THREE PHASES TO COMPLETE THIS CLASS:

1. Attend Third base.
2. Complete your _____ Personal Profile.
3. Meet with a _____ Coach.

THE GOALS OF THIS CLASS:

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

My Primary Ministry: The ministry that best expresses who you are.

My Secondary Ministry: The area of ministry where you may not be as strongly gifted, but where you're saying, "I have a servant's heart and I'm willing to help."

SESSION 1:

WHAT THE BIBLE SAYS ABOUT YOUR MINISTRY

WHAT IS MINISTRY?

Definition: (Greek “*diakonos*” = to serve)

“Ministry is using whatever God has given me to serve Him and the needs of others.”

WE MINISTER IN 3 DIRECTIONS:

- To _____ (Acts 13:2)
- To _____ (Heb. 6:10)
- To _____ (Matt. 5:13)

WE MINISTER IN 3 AREAS OF NEED:

1. To people’s _____ needs.

“For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me.’ . . . whatever you did for one of the least of these brothers of mine, you did for me.” Matt 25:35-36, 40

“And if, as my representatives, you give even a cup of cold water to a little child, you will surely be rewarded.” Matt 10:42 (TLB)

2. To people’s _____ needs.

“...Warn the idle, encourage the timid, help the weak, be patient with all.”

1Thess. 5:14 (TEV)

3. To people’s _____ needs.

“Through Christ, God made peace between us and himself, and God gave us the work of telling everyone about the peace we can have with him.”

2 Cor. 5:18 (NCV)

“So we continue to preach Christ to each person, using all wisdom to warn and to teach everyone, in order to bring each one into God’s presence as a mature person in Christ.” Col. 1:28 (NCV)

THE PURPOSE OF MINISTRY:

“There are different kinds of service to God, but it is the same Lord we are serving... The Holy Spirit displays God’s power through each of us as a means of helping the entire church... All of you together are the one Body of Christ and each one of you is a separate and necessary part of it.” 1 Cor 12:5, 7, 27 (TLB)

God wants to use me to _____.

THE PRIORITY OF MINISTRY: (Why should I be interested?)

Most people don’t know why they’re on earth...you do!

A non-serving disciple is a contradiction!

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 (TLB)

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 (TEV)

“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 holy and pure, you are God’s very own--all this so that you may show to others how God called you out of the darkness into his wonderful light. Once you were less than nothing; now you are God’s own.” 1 Peter 2:9-10 (TLB)

“...you will serve as holy priests...” 1 Peter 2:5 (TEV)

A LIFE-CHANGING TRUTH - MY PRIMARY IDENTITY:

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 blessings.”

1 Peter 4:10 (TLB)

5. ***I've been _____ for ministry!***

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

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

6. ***I'm _____ to minister!***

"Your attitude must be like my own, for I, the Messiah, did not come to be served..." Matt. 20:28 (TLB)

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

7. ***I'm to be _____ for ministry!***

It is the responsibility of the pastors to equip church members for ministry. Notice that in Eph. 4:11-12 it is God's people who the Lord wants doing "works of ministry."

"It was He who gave ... pastors and teachers, to prepare God's people for works of service, 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 one of you is a separate and necessary part of it." 1 Cor. 12:27 (TLB)

Ministry always functions in the context of the: _____

"When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd. Then he said to his disciples, "The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field."

Matt. 9:36-38

9. ***I am _____ accountable for my ministry!***

"So then, each of us will give an account of himself to God." Rom. 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 for men, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving." 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

THE PROCEDURE: HOW TO DISCOVER MY MINISTRY

Rom. 12:1-8

STEP 1: DEDICATE _____

"I urge you, brothers, in view of God's mercy, to offer your bodies as living sacrifices, holy and pleasing to God--this is your spiritual act of worship."

(vs. 1)

STEP 2: ELIMINATE _____

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

You don't have time to do everything, but God has given you all the time you need to do every thing he wants you to be doing!

STEP 3: EVALUATE _____

Everyone has strengths. We need to discover what these strengths are.

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

STEP 4: COOPERATE _____

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

Implications from Paul's Anatomy Lesson:

(I Cor. 12:1-31 -- Discuss the analogy of the Body)

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

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

STEP 5: ACTIVATE _____

"We all have different gifts, according to the grace given to us ... prophesy ... serving ... teaching ... encouraging ... contributing ... leadership ... showing mercy ..." Rom. 12:6-8

SESSION 2:

**DISCOVERING HOW
GOD HAS
S.H.A.P.E.D
ME FOR MINISTRY**

HOW GOD HAS SHAPED ME

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!

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

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

1. I was _____ for a purpose.

(Not by accident, but by design!)

2. I am _____!

(No one else is like you!)

3. I am _____!

*“What right do you have, a human being, to cross-examine God? The pot has no right to say to the potter: **Why did you make me this shape?** A potter can do what he likes with the clay!”* Rom 9:20-21

IN MINISTRY . . . FUNCTION FOLLOWS FORM

In architecture, form follows function. This means that first you identify the function a building is supposed to serve and then you design it's shape (form). But in ministry, God has already designed our “form” or shape which will determine what “functions” we can best serve in His kingdom.

MINISTRY IS DETERMINED BY SEVERAL FACTORS

“There are different kinds of SPIRITUAL GIFTS but the same Spirit gives them. There are different WAYS OF SERVING, but the same Lord is served. There are different ABILITIES to perform service, but the same God gives ability to everyone for their service. The Spirit's presence is shown IN SOME WAY in each one, for the good of all.” 1 Cor. 12:4-7 (TEV)

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

S _____

"...each man has his own gift from God; one has this gift, another has that." 1 Cor. 7:7b

What am I gifted to do?

H _____

"For it is God who works in you, inspiring both the will and the deed, for His own chosen purposes." Phil. 2:13 (NEB)

"God has put it into their hearts to accomplish his purpose..." Rev. 17:17

People rarely succeed unless their heart is really into what they're doing.

What do I love to do?

A _____

"There are different abilities to perform services..." 1 Cor. 12:6 (TEV)

"I ... God have given him the skill, ability, and knowledge to do all kinds of work." Exodus 31:3 (NCV)

"...our competence comes from God." 2 Cor. 3:5b

We're referring here to natural talents or learned skills, not spiritual gifts.

What natural talents and skills do I have?

P _____

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

Where does my personality best suit me to serve?

E _____

Evaluating our experiences acknowledges God's sovereignty over our lives. Consider how Moses' experiences prepared him for the ministry God planned for him. There are several different types of experiences to consider ...

1) What _____ Experiences have I had?

Note: These include how you came to Christ, how you've grown, key spiritual experiences.

2) What _____ Experiences have I had?

"Sometimes it takes a painful experience to make us change our ways." Prov. 20:30 (TEV)

"God helps us in our troubles, so we are able to help others who have all kinds of troubles, using the same help that we ourselves have received from God." 1 Cor. 1:4 (TEV)

Note: Someone has said, "God never wastes a hurt!" Even the painful experiences of our lives can be used for the good by the Lord.

3) What _____ Experiences have I had?

"Always remember what you have learned. Your education is your life – guard it well." Prov. 4:13 (TEV)

Note: This includes your education, any special training you may have had: Areas of study in which you did well.

4) What _____ Experiences have I had?

"Because of the service by which you have proved yourselves, men will praise God for the obedience that accompanies your confession of the gospel..." 2 Cor. 9:13

Note: What types of ministry has God used in your life? What ministries have you personally been involved in? What successes? What failures?

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

SUCCESS IS FAITHFULLY & EFFECTIVELY DOING WHAT GOD MADE ME TO DO!

HOW PAUL WAS "SHAPED" FOR THE MINISTRY

GOD HAD FOR HIM

Note: This section illustrates the various categories of “SHAPE” through the life of Paul. Notice how God used each area to “shape” Paul and then used his “shape” to determine his ministry.

PAUL’S **S**PIRITUAL GIFTS

“And of this gospel I was appointed a herald 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 an apostle to the Gentiles.” Gal. 2:8

“But life is worth nothing unless I use it for doing the work assigned me by the Lord Jesus...” Acts 20:24 (TLB)

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 (TEV)

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 often. I have been hurt more in beatings. I have been near death many times. Five times the Jews have given me their punishment of 39 lashes with a whip. Three different times I was beaten with rods. One time I was almost stoned to death. Three times I was in ships that wrecked, and one of those times I spent a night and a

day in the sea. I have gone on many travels and have been in danger from rivers, thieves, my own people, the Jews, and those who are not Jews. I have been in danger in cities, in places where no one lives, and on the sea. And I have been in danger with false Christians. I have done hard and tiring work, and many times I did not sleep. I have been hungry and thirsty, and many times I have been without food. I have been cold and without clothes.” 2 Cor. 11:23-27 (NCV)

“To keep me from becoming conceited because of these surpassingly great revelations, there was given me a thorn in my flesh, a messenger of Satan, to torment me.” 2 Cor. 12:7

PAUL’S EDUCATIONAL EXPERIENCES

“I received my training at the feet of Gamaliel, and I was schooled in the strictest observances of our father’s Law.” Acts 22:2 (Ph)

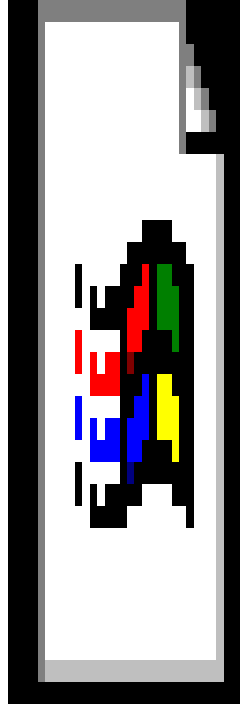
PAUL’S MINISTRY EXPERIENCES

Read the Book of Acts!

SESSION 3:

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

Mountain View's Ministry Discovery Process



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

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

- “_____ **YOUR GIFT**” will give you an overview of spiritual gifts and help you identify which ones you may have been given by God.
- “_____ **YOUR HEARTBEAT**” will help you clarify what you really love to do. Taking your Spiritual EKG will reveal your heartbeat for ministry.
- “_____ **YOUR ABILITIES**” will help you appreciate the natural talents and vocational skills you have.
- “_____ **YOUR PERSONALITY**” will help you see how your God-given temperament can best be used in ministry.
- “_____ **YOUR EXPERIENCES**” will help you review your history to discover how God has prepared you for a unique ministry that only you can fulfill.

REMEMBER:

- 1) HAVE FUN! These are not “tests!” There are no right or wrong answers. The purpose is to show you are a unique blend!
- 2) Each one is self-evaluating. No one is “rating” you on this. We are 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 response.
- 3) The value of each of these tools will vary depending on your age, how long you've been a Christian, your background, your honesty, and how much time and serious thinking you're willing to invest in them!
- 4) As you completed each tool, transfer your results to the form called “My Personal Profile”. You will bring this profile with you to your interview with your Ministry Coach.

SPIRITUAL GIFTS

WHAT THE BIBLE SAYS ABOUT SPIRITUAL GIFTS

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

Note: Today, as in the 1st century, there is a great deal of confusion and misunderstanding concerning spiritual gifts. Here is a good definition of a spiritual gift:

A SPIRITUAL GIFT: A special ability, given by the Holy Spirit to every believer at their conversion, to be used to minister to others and therefore build up the Body of Christ.

10 TRUTHS TO REMEMBER CONCERNING SPIRITUAL GIFTS. . .

1. Only _____ have spiritual gifts. 1Cor. 2:14

-Everyone has talents, but only believers have spiritual gifts

2. Every Christian has at least _____ gift. 1Cor. 7:7

-Many people don't feel gifted, but they are!

3. No one receives _____ the gifts. 1Cor. 12:27-30

-God has designed us this way to be interdependent, to need other believers.

4. No single gift is given to _____. 1Cor. 12:29-30

5. You can't _____ a spiritual gift. Eph. 4:7

6. The _____ decides what gifts I get. 1Cor. 12:11

-People can't choose their gifting.

7. The gifts I'm given are _____. Rom. 11:29

8. I am to _____ the gifts God gives me. 1Tim. 4:14

9. It's a sin to _____ the gifts God gave me.

1Cor. 4:1-2; Matt. 25:14-30

10. Using my gifts _____ God and _____ me.

John 15:8

THE PURPOSE OF SPIRITUAL GIFTS

1. *Not for my benefit, but _____.*

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

1 Peter 4:10 (TEV)

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

2. *To produce _____ and _____ in our church family.*

“It was He who ‘gave gifts to men’ ... to build up the Body of Christ so we shall all come together to that oneness in our faith ... and become mature ... Then we shall no longer be children, carried by the waves and blown about by every shifting wind.” Eph. 4:11, 13-14 (TEV)

CAUTIONS ABOUT SPIRITUAL GIFTS

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. Don’t confuse gifts with Christian roles.
4. Be aware of the “gift projection” tendency.
(Expecting others to serve the way you do and have similar results.)
5. Don’t feel my gift makes me superior to others. 1Cor. 12:21
6. Realize that using my 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 I have not love, I am nothing... it does no good” 1Cor. 13 1-3 (TEV)
7. Recognize that I have both a Primary and a Secondary ministry in my church:
 - My **PRIMARY MINISTRY** commitment should be in the area where I am _____.
 - My **SECONDARY MINISTRY** includes serving in any other area of the Body where I am _____.

HOW TO DISCOVER YOUR GIFT

Get Started!

S_____

Here's a suggested reading list:

- Romans 12
- 1 Corinthians 12-14
- Ephesians 4
- 1 Peter 4

T_____

Experiment with different areas of service.

Note: The **only** way to discover your gifts is by participating in those areas of ministry represented by the gifts - teaching, witnessing, serving, etc. It's like musical or athletic ability. Theo Fleury discovered his aptitude for hockey by **playing hockey**, not by **reading** about hockey or by watching Don Cherry videos.

A_____

Use the "Unwrapping My Gift" Tool.

R_____

Ask others what gifts they see in me.

Note: Seek the counsel of mature Christians who know you.

T_____

Read, research, ask questions, learn from others who have used this gift effectively.

Three Ways God Wants You to Use Your Gifts:

1. Through an Ongoing Ministry
2. Through Short-term Projects
3. Through Spontaneous Situations

IT'S EASIER TO DISCOVER YOUR GIFT THROUGH MINISTRY THAN TO DISCOVER YOUR MINISTRY THROUGH YOUR GIFTS!

UNWRAPPING MY GIFTS

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

All gifts are given to help the church fulfill its purposes. As you read through this list check off your initial impression concerning yourself. Remember you can have many gifts.

ADMINISTRATION

Literal Meaning: To pilot or steer a ship

Description: The gift of Administration is the divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.

Distinctive: People with this gift:

- Develop strategies or plans to reach identified goals.
- Assist ministries to become more effective and efficient.
- Create order out of organizational chaos.
- Manage or coordinate a variety of responsibilities to accomplish a task.
- Organize people, tasks, or events.

Traits:

- Thorough
- Objective
- Responsible
- Organized
- Goal-oriented
- Conscientious
- Efficient

Cautions:

- Need to be open to adjusting their plans, so that they don't stifle a leader's vision
- Could use people simply to accomplish goals without being concerned for their growth in the process
- Could fail to see God's purposes of meeting a goal.

- I am pretty sure I have this gift.
- I may have this gift.
- I don't think I have this gift.

References: 1Cor. 12:28; Acts 6:1-7; Ex. 18:13-26

APOSTLESHIP

Literal Meaning: To be sent with a message

Description: The gift of Apostleship is the divine ability to start and oversee the development of new churches or ministry structures.

Note: While the “office” of apostle that the original disciples of Christ held is unique and no longer exists, the “role” of apostle continues today and functions through the spiritual gift of Apostleship.

Distinctive: People with this gift:

- Pioneer and establish new ministries or churches.
- Adapt to different surroundings by being culturally sensitive.
- Desire to minister to unreached people in other communities or countries.
- Have responsibilities to oversee ministries or groups of churches.
- Demonstrate authority and vision for the mission of the church.

Traits:

- Adventurous
- Entrepreneurial
- Persevering
- Adaptable
- Culturally sensitive
- Risk-taking
- Cause-driven

Cautions:

- Should be aware that misusing their authority can quench the Spirit in others.
- Need to be affirmed and sent by the church.
- Can be demanding.

- I am pretty sure I have this gift.
- I may have this gift.
- I don't think I have this gift.

References: 1 Cor. 12:28-29; Eph. 4:11-12; Rom.1:5; Acts 13:2-3

DISCERNMENT

Literal Meaning: To separate or make a distinction; differentiate

Description: The gift of Discernment is the divine enablement to distinguish between truth and error. It is the ability to discern the spirits, differentiating between good and evil, right and wrong.

Distinctive: People with this gift:

- Distinguish truth from error right from wrong, pure motives from impure.
- Identify deception in others with accuracy and appropriateness.
- Determine whether a word attributed to God is authentic.
- Recognize inconsistencies in a teaching, prophetic message or interpretation.
- Are able to sense the presence of evil.

Traits:

- Perceptive
- Insightful
- Sensitive
- Intuitive
- Decisive
- Challenging
- Truthful

Cautions: People with this gift:

- May struggle with how to express their perceptions, feelings or insights.
- Could be harsh when confronting others, instead of speaking the truth in love.
- Need to confirm their perceptions before speaking.

- I am pretty sure I have this gift.
- I may have this gift.
- I don't think I have this gift.

References: 1Cor. 12:10; Acts 5:1-4; Matt. 16:21-23; 1 John 4:1-6

ENCOURAGEMENT

Literal Meaning: To come along side of

Description: The gift of Encouragement is the divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith.

Distinctive: People with this gift:

- Come to the side of those who are discouraged to strengthen and reassure them
- Challenge, comfort, or confront others to trust and hope in the promises of God.
- Urge others to action by applying biblical truth.
- Motivate others to grow.
- Emphasize God's promises and have confidence in his will.

Traits:

- Positive
- Motivating
- Challenging
- Affirming
- Reassuring
- Supportive
- Trustworthy

Cautions: People with this gift:

- Can sometimes be overly optimistic, too simplistic or flattering.
- Should first take time to understand where others are and what they really need.
- May want to just say 'positive' things to others to avoid being confrontational when it's needed.

- I am pretty sure I have this gift.
- I may have this gift.
- I don't think I have this gift.

References: Eph. 4:11; Acts 8:20-40; Luke 19:1-10

EVANGELISM

Literal Meaning: To bring good news

Description: The gift of Evangelism is the divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.

Distinctive: People with this gift:

- Communicate the message of Christ with clarity and conviction
- Seek out opportunities to talk to unbelievers about spiritual matters
- Challenge unbelievers to faith and to become fully devoted followers of Christ
- Adapt their presentation of the gospel to connect with the individual's needs
- Seek opportunities to build relationships with unbelievers

Traits:

- Sincere
- Candid
- Respected
- Influential
- Spiritual
- Confident
- Commitment-oriented

Cautions: People with this gift:

- Need to remember the Holy Spirit, not guilt, is the motivator in a person's decision for Christ
- Should avoid becoming critical of others by remembering that we are all "witnesses," but we are not all "evangelists"
- Need to listen carefully, because the same approach is not appropriate for everyone

- I am pretty sure I have this gift.
- I may have this gift.
- I don't think I have this gift.

References: Eph 4:11; Acts 8:20-40; Luke 19:1-10

FAITH

Literal Meaning: To trust, have confidence, believe

Description: The gift of Faith is the divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes.

Distinctive: People with this gift:

- Believe the promises of God and inspire others to do the same.
- Act in complete confidence of God's ability to overcome obstacles.
- Demonstrate an attitude of trust in God's will and his promises.
- Advance the cause of Christ because they go forward when others will not.
- Ask God for what is needed and trust him for his provision.

Traits:

- Prayerful
- Optimistic
- Trusting
- Assured
- Inspiring
- Hopeful
- Positive

Cautions: People with this gift:

- Need to act on their faith.
- Should remember that those who speak with reason and who have the desire to plan, do not necessarily lack faith.
- Should listen to and consider the counsel of wise and Spirit-filled believers.

- I am pretty sure I have this gift.
- I may have this gift.
- I don't think I have this gift.

References: 1 Cor. 12:9; 13:2; Heb. 11:1; Rom. 4:18-21

GIVING

Literal Meaning: To give part of, share

Description: The gift of Giving is the divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. The ability to generously contribute material resources and/or money beyond the 10% tithe so the body may grow and be strengthened.

Distinctive: People with this gift:

- Manage their finances and limit their lifestyle in order to give as much of their resources as possible.
- Support the work of ministry with sacrificial gifts to advance the Kingdom.
- Meet tangible needs that enable spiritual growth to occur.
- Provide resources, generously and cheerfully, trusting God for his provision.
- May have a special ability to make money so that they may use it to further God's work.

Traits:

- Stewardship-oriented
- Responsible
- Charitable
- Trusts in God
- Disciplined

Cautions: People with this gift:

- Need to esteem their gift, remembering that giving money and resources is a spiritual contribution to the body of Christ.
- Need to remember the church's agenda is determined by its vision, not by the giver's gift.
- Need to guard against greed.

- I am pretty sure I have this gift.
- I may have this gift.
- I don't think I have this gift.

References: Rom.12:8; 2 Cor. 6:8; Luke 21:1-4

HEALING

Literal Meaning: To restore instantaneously

Note: The word is actually plural, “healings”, which indicate that different kinds of healings are possible with this gift (i.e. emotional, relational, spiritual, physical, etc.)

Description: The ability to pray in faith specifically for people who need physical, emotional, or spiritual healing and see God’s answer. The ability to sense God is prompting you to pray this kind of prayer.

Distinctive: People with this gift:

- Demonstrate the power of God.
- Bring restoration to the sick and diseased.
- Authenticate a message from God through healing.
- Use it as an opportunity to communicate a biblical truth and to see God glorified.
- Pray, touch, or speak words that miraculously bring healing to one’s body.

Traits:

- Compassionate
- Trusts in God
- Prayerful
- Full of Faith
- Humble
- Responsive
- Obedient

Cautions: People with this gift:

- Need to remember that it is not their faith or the faith of the sick that determines a healing, but God who determines it.
- Need to realize that God does not promise to heal everyone who asks or is prayed for.
- Should remember that Jesus did not heal everyone who was sick or suffering while he was on earth.

- I am pretty sure I have this gift.
- I may have this gift.
- I don’t think I have this gift.

References: 1Cor12:9, 28, 30; Acts3:1-16; Mark 2:1-12

HELPS

Literal Meaning: To take the place of someone

Description: The gift of Helps is the divine enablement to accomplish practical and necessary tasks which ‘free-up’, support, and meet the needs of others.

Distinctive: People with this gift:

- Serve behind the scenes wherever needed to support the gifts and ministries of others.
- See the tangible and practical things to be done and enjoy doing them.
- Sense God’s purpose and pleasure in meeting everyday responsibilities.
- Attach spiritual value to practical service.
- Enjoy knowing that they are freeing up others to do what God has called them to do.

Traits:

- Available

Cautions: People with this gift:

- Need to esteem their gift, remembering that doing

Description: The gift of Intercession is the divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results. The ability to persist in prayer and not be discouraged until the answer arrives.

Distinctive: People with this gift:

- Feel compelled to earnestly pray on behalf of someone or some cause.
- Have a daily awareness and pray for the spiritual battles being waged.
- Are convinced God moves in direct response to prayer.
- Pray in response to the leading of the spirit, whether, they understand it or not.
- Exercise authority and power for the protection of others and the equipping of them to serve.

Traits:

- Advocate
- Caring
- Sincere
- Trustworthy
- Burden-bearer
- Spiritually Sensitive
- Peacemaker

Cautions: People with this gift:

- Should avoid feeling that their gift is not valued, by remembering that interceding for others is their ministry and spiritual contribution to the body of Christ.
- Should avoid using prayer as an escape from fulfilling responsibilities.
- Need to avoid a “holier than thou” attitude sometimes caused by extended times of prayer and spiritual intimacy with God.

- I am pretty sure I have this gift.
- I may have this gift.
- I don't think I have this gift.

References: Rom. 8: 26-27; John 17:9-26; 1 Tim. 2:1-2; Col. 1:9-12; 4:12-13

KNOWLEDGE

Literal Meaning: To Know.

Description: The Gift of Knowledge is the divine enablement to bring truth to the body through a revelation or biblical insight.

Distinctive: People with this gift:

- Receive truth which enables them to better serve the body.
- Search the scriptures for insight, understanding, and truth.
- Organize information for teaching and practical use.
- Gain knowledge which was not attained by natural observation or means.

Traits:

- Inquisitive
- Responsive

Cautions: People with this gift:

- Need to be careful of this gift leading to pride (“knowledge puffs up”).

- Observant
 - Insightful
 - Reflective
 - Studious
 - Truthful
- Should remember that it's God's message, not theirs, when they give a word of knowledge to the church.
 - Need to remember with the increasing of knowledge comes the increasing of responsibility.

- I am pretty sure I have this gift.
- I may have this gift.
- I don't think I have this gift.

References: 1Cor. 12:8; Mark 2:6-8; John 1:45-50

LEADERSHIP

Literal Meaning: To stand before

Description: The gift of Leadership is the divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purpose of God.

Distinctive: People with this gift:

- Provide direction for God's people or ministry .
- Motivate others to perform to the best of their abilities.
- Present the "big picture" for others to see.
- Model the values of the ministry.
- Take responsibility and establish goals.

Traits:

- Influential
- Diligent
- Visionary
- Trustworthy
- Persuasive
- Motivating
- Goal-setter

Cautions: People with this gift:

- Should realize their relational credibility takes time and critical for leadership effectiveness.
- Should remember that servant leadership is the biblical model, the greatest being the servant of all.
- Do not need to be in a leadership "position" to use this gift.

- I am pretty sure I have this gift
- I may have this gift
- I don't have this gift

References: Rom. 12:8; Heb. 13:17; Luke 22:25-26

MERCY

Literal Meaning: To have compassion

Description: The gift of Mercy is the divine enablement to cheerfully and practically help those who are suffering or are in need. Compassion moved to action.

Distinctive: People with this gift:

- Focus upon alleviating the sources of pain or discomfort in suffering people.
- Address the needs of the lonely and forgotten.
- Express love, grace, and dignity to those facing hardships and crisis.
- Concern themselves with individual or social issues that oppress people.

Traits:

- Empathetic
- Caring
- Responsive
- Kind
- Compassionate
- Sensitive

Cautions: People with this gift:

- Need to be aware that rescuing people from their pain may be hindering God's work in them.
- Need to guard against feeling "unappreciated," since some of the people helped will not show or express any appreciation.
- Should guard against becoming defensive and angry about the sources of others pain.

- I am pretty sure I have this gift.
- I may have this gift.
- I don't think I have this gift.

References: Rom. 12:8; Matt.5:7; Mark 10:46-52; Luke 10:25-37

MIRACLES

Literal Meaning: To do powerful deeds

Description: The gift of Miracles is the divine enablement to authenticate the ministry and message of God through supernatural interventions which glorify him. The ability to sense when God is prompting you to pray this kind of prayer.

Distinctive: People with this gift:

- Speak God's truth and have it authenticated by an accompanying miracle.
- Express confidence in God's faithfulness and ability to manifest his presence.
- Bring the ministry and message of Jesus Christ with power.
- Claim God to be the source of the miracle and glorify him.
- Represent Christ through the gift and point people to a relationship with Christ.

Traits:

- Bold
- Venturesome
- Authoritative

Cautions: People with this gift:

- Need to remember that miracles are not necessarily caused by faith.
- Should avoid viewing this gift as a personal

- God-fearing responsibility, remembering that God determines
- Convincing the location and timing of his deeds.
- Prayerful -Need to guard against the temptation to call on the
- Responsive Lord's presence and power for selfish purposes.

- I am pretty sure I have this gift.
- I may have this gift.
- I don't think I have this gift.

References: 1 Cor. 12:10, 28-29; John 2:1-11; Luke 5:1-11

PROPHECY

Literal Meaning: To speak before

Description: The gift of Prophecy is the divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification. There may be immediate or future implications.

Distinctive: People with this gift:

- Expose sin or deception in others for the purpose of reconciliation.
- Speak a timely word from God causing conviction, repentance, and edification.
- See truth that others often fail to see and challenge them to respond.
- Warn of God's immediate or future judgement if there is no repentance.
- Understand God's heart and mind through experiences he takes them through.

Traits:

- Discerning
- Compelling
- Uncompromising
- Outspoken
- Authoritative
- Convicting
- Confronting

Cautions: People with this gift:

- Need to be aware that listeners may reject the message if not spoken with love and compassion.
- Need to avoid pride which can create a demanding or discouraging Spirit that hinders the gift.
- Should remember that discernment and scripture must support and agree with each prophecy.

- I am pretty sure I have this gift.
- I may have this gift.
- I don't think I have this gift.

References: Rom. 12:6; 1 Cor. 12:10,28; 13:2; 2 Peter 1:19-21

SHEPHERDING

Literal Meaning: To shepherd a flock

Description: The gift of Shepherding is the divine enablement to nurture, care for, and guide people toward on-going spiritual maturity in becoming like Christ.

Distinctive: People with this gift:

- Take responsibility to nurture the whole person in their walk with God.
- Provide guidance and oversight to a group of God's people.
- Model with their life what it means to be a fully devoted follower of Jesus.
- Establish trust and confidence through long-term relationships.
- Lead and protect those within their span of care.

Traits:

- Influencing
- Nurturing
- Guiding
- Discipline
- Protective
- Supportive
- Relational

Cautions: People with this gift:

- Should remember that God judges those who neglect or abuse their shepherd responsibilities.
- Need to be aware that the desire to feed and support others can make it difficult to say "no".
- Should realize that some of those being nurtured will grow beyond the shepherd's own ability and need to be freed to do so.

- I am pretty sure I have this gift.
- I may have this gift.
- I don't think I have this gift.

References: Eph. 4:11-12; 1 Peter 5:1-4; John 10:1-18

TEACHING

Literal Meaning: To instruct

Description: The gift of Teaching is the divine enablement to understand, clearly explain, and apply the word of God, causing greater Christ-likeness in the lives of listeners.

Distinctive: People with this gift:

- Communicate biblical truth that inspires greater obedience to the word
- Challenge listeners simply and practically with the truths of scripture.
- Present the whole counsel of God for maximum life change
- Give attention to detail and accuracy.
- Prepare through extended times of study and reflection.

Traits:

- Disciplined
- Perceptive
- Teachable
- Authoritative
- Practical

Cautions: People with this gift:

- Should avoid pride that may result from their "superior" biblical knowledge and understanding .
- Could become too detailed when teaching and fail to make life application
- Should remember that their spirituality is not

-Analytical measured by how much they know.
-Articulate

- I am pretty sure I have this gift.
- I may have this gift.
- I don't think I have this gift.

References: Rom 12:7; 1 Cor. 12:28-29; Acts 18:24-28; 2 Tim. 2:2

TONGUES

Literal Meaning: Tongue, Language

Description: The gift of Tongues is the divine enablement to speak worship, or pray in a language unknown to the speaker. People with this gift may receive a spontaneous message from God which is made known to his body through the gift of Interpretation.

Distinctive: People with this gift:

- Express a word by the Spirit, with an interpretation, which edifies the body.
- Communicate a message given by God for the church.
- Speak in a language they have never learned and do not understand.
- Worship the Lord with unknown words to deep for the mind to comprehend.
- Experience an intimacy with God which inspires them to serve and edify others.

Traits:

- Sensitive
- Prayerful
- Responsive
- Trusting
- Devoted
- Spontaneous
- Receptive

Cautions: People with this gift:

- Should remain silent in the church if there is no interpreter.
- Should avoid expecting others to manifest this gift to prove authenticity of the Spirit.
- Should remember that all the gifts, including this one, are to edify others.

- I am pretty sure I have this gift.
- I may have this gift.
- I don't think I have this gift.

References: 1Cor 12:10, 28-30; 13:1; 14:1-33; Acts 2:1-11

WHY WE DO NOT ENCOURAGE THE USE OF THIS GIFT IN OUR WORSHIP SERVICES:

1. We are to focus on the building up of others, not ourselves.

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

“He who speaks in a tongue edifies himself, but he who prophesies edifies the whole church ... I would rather you prophesy.” 1Cor. 14: 4-5

2. It confuses unbelievers in the service.

(Our purpose is to be a Church for the Unchurched.)

“[If] ... some unbelievers come in, will they not say that you are out of your mind?” 1Cor. 14:23

3. Despite the thinking of some, tongues are not a sign of spiritual maturity or of a further spiritual blessing.

“Brothers, I could not address you as spiritual but as worldly – mere infants in Christ.” 1Cor. 3:1

“Do all have the gift of healing? Do all speak in tongues? Do all interpret?” (Paul’s answer is “No”.) 1Cor. 12:30

“If I had the gift of being able to speak in other languages without learning them and could speak in every language there is in all of heaven and earth, but didn’t love others, I would only be making noise.” 1 Cor. 13:1^{TLB}

4. Tongues, legitimately expressed, require an interpreter.

“If there is no interpreter, the speaker should keep quiet in the church and speak to himself and God.” 1 Cor. 14:27

5. Ideally, it is not meant to be used in the worship service.

Tongues are less beneficial than intelligible speech (prophesy-inspired preaching).

“In the church I would rather speak five intelligible words to instruct others than ten thousand words in a tongue. Brothers, stop thinking like children.” 1Cor. 14:19-20

“The gift of speaking God’s message should be under the speaker’s control, because God does not want us to be in disorder, but in harmony and peace.” 1Cor. 14:32-33 ^(TEV)

“For anyone who speaks in a tongue does not speak to men but to God. Indeed, no one understands him.” 1 Cor 14:2

Note: At Mountain View, we recognize that the gift of speaking in other languages is a legitimate gift of the Spirit. Paul wrote the book of First Corinthians to a spiritually immature church who were prostituting this gift as a mark of spiritual ‘arrival’. Because of the abuse of this gift expressed in many churches today, we will insist that the proper guidelines of Scripture are followed.

INTERPRETATION

Literal Meaning: To translate, interpret

Description: The gift of Interpretation is the divine enablement to make known to the body of Christ the message of one who is speaking in an unknown language.

Distinctive: People with this gift:

- Respond to a message spoken in tongues by giving an interpretation.
- Glorify God and demonstrate his power through this miraculous manifestation.
- Edify the body by interpreting a timely message from God.
- Understand an unlearned language and communicate that message to the body of Christ.
- Are sometimes prophetic when exercising an interpretation of tongues for the church.

Traits:

- Obedient
- Responsive
- Devoted
- Responsible
- Spiritually sensitive
- Discerning
- Wise

Cautions: People with this gift:

- Need to remember that the message being interpreted should reflect the will of God and not man.
- Should remember that this gift is to provide edification, to build up the church.
- Should use it in conjunction with tongues in an orderly manner.

- I am pretty sure I have this gift.
- I may have this gift.
- I don't think I have this gift.

References: 1Cor 12:10; 14:5; 14:26-28

WISDOM

Literal Meaning: To apply truth practically

Description: The gift of Wisdom is the divine enablement to apply spiritual truth effectively to meet a need in a specific situation.

Distinctive: People with this gift:

- Focus on the unseen consequences in determining the next steps to take.
- Receive an understanding of what is necessary to meet the needs of the body.
- Provide divinely given solutions in the midst of conflict and confusion.
- Hear the Spirit provide direction for God's best in a given situation.
- Apply spiritual truth in specific and practical ways.

Traits:

- Sensible
- Insightful
- Practical
- Wise
- Fair
- Experienced

Cautions: People with this gift:

- Could fail to share the wisdom that God has given them.
- Need to avoid having others develop a dependence upon them which may weaken their faith in God.
- Need to be patient with others who do not have

-Common Sense this gift.

- I am pretty sure I have this gift.
- I may have this gift.
- I don't think I have this gift.

References: 1Cor 12:8; James 3:13-18; 1Cor 2:3-14; Jer. 9:23-24

CONCLUDING STATEMENTS ABOUT SPIRITUAL GIFTS

1. There is no indication that spiritual gifts are gender specific.
2. Thank God for your gifts, don't envy others.
3. Most of the gifts are also commands to all believers.
4. Gifted people are pace-setters. They inspire and encourage us.
5. Imagine a church where people are all exercising their gifts. It is our desire that Mountain View will indeed be that church. *"A church for every believer's ministry."*

HEART

MONITORING MY HEARTBEAT

Definition: “Heart”

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

“Delight yourself in the Lord and he will give you the desires of your heart.”
Psalm 37:4

Heart has to do with what you **like** to do, what is **important** to you. It’s shown by what you talk about, how you spend your time, your money.

My Heart Determines . . .

- **Why I say the things I do.**
“The mouth speaks what the heart is full of” Matt. 12:34
- **Why I feel the way I do.**
“The Word of God ... examines the thoughts and motives of the heart.”
Heb. 4:12 (Ph)
- **Why I act the way I do.**
“Guard your heart, for it is the wellspring of life.” Prov. 4:23

MY HEART IS THE REAL ME!

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

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

WHY HAS GOD GIVEN EACH PERSON A UNIQUE “HEARTBEAT”?

“God has put it into their hearts to accomplish his purpose...” Rev. 17:17

God had purpose in giving you your inborn interests. In fact, your emotional heartbeat reveals a very important key to understanding God’s design and intention for your life. The Bible makes very clear that your heart was designed by God, but you make the choice to use it for good or for 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

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

By letting my heartbeat motivate me for ministry!

"It is quite true to say that a man who sets his heart on becoming a church leader has a laudable ambition." 1 Tim. 3:1 (Ph)

TAKING A SPIRITUAL EKG

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

STEP ONE:

List and describe your accomplishments since childhood.

What to include:

- Accomplishments at home, school, work etc.
 - Things you enjoy doing.
 - Things you believe you do well.
 - Give specific details about what you did.
 - Forget what others people think about it.
1. Remember, you are recalling things you enjoyed doing and did well (accomplishments), not simply pleasant experiences.
 2. You do not have to cover the highlights of the things you've done.

MY HIGHLIGHTS OF THINGS I DID WELL AND ENJOYED IN MY ELEMENTARY SCHOOL YEARS WERE:

- 1)
- 2)
- 3)

AS A TEENAGER:

- 1)
- 2)
- 3)
- 4)

IN UNIVERSITY OR EARLY 20'S:

- 1)
- 2)
- 3)
- 4)

IN MY "THIRTY- SOMETHING" YEARS:

- 1)
- 2)
- 3)
- 4)

COMPLETE UP TO YOUR PRESENT:

- 1)
- 2)
- 3)
- 4)

(The more you can list the better. Get another sheet of paper!)

STEP TWO:

DISCOVER THE MOTIVATED DIRECTION OF YOUR HEART

Examine your achievements for a common motivational thread. You might find a key phrase repeated. See if you can match one of the "heartbeats" listed below as samples:

Remember these are **ALL** God-given motivations. They are only sinful when used selfishly. Every one of these can be used in effective ministry. Don't be embarrassed to identify a basic heartbeat that doesn't seem spiritual ! Almost every one of these can be identified in the ministry of one of the twelve Apostles!

I LOVE TO ...

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

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

ORGANIZE- I love to bring order out of chaos. I enjoy helping other succeed.

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 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 standards.

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

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

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

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

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

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

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

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

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

EXAMPLE:

I feel the basic motivation God put in my heart is to “ACQUIRE / POSSESS”. My history demonstrates this by:

- I purchased my first car at age 16.
- I have a collection of rare stamps.
- I’ve built up a large cash reserve.
- I’ve acquired options on three properties.

DID YOU FIND THE BASIC MOTIVATIONAL DIRECTION OF YOUR HEART IN THIS LIST? WRITE IT ON YOUR PERSONAL PROFILE!

A BILITIES

APPLYING MY ABILITIES

Studies have shown that the average person has **500-600 different abilities!**
You're good at **lots** of things!!

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

*"I (God) ... have given him skill, ability, and knowledge in all kinds of crafts..."
Exodus 31:3*

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

FIVE MISCONCEPTIONS ABOUT ABILITIES (Skills and Talents)

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

HOW TO DISCOVER YOUR MOTIVATED ABILITIES

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

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

26 SPECIALIZED ABILITIES

Entertaining ability: to perform, act, dance, speak

Recruiting ability : to enlist and motivate people to get involved

Interviewing ability: to discover what others are really like

Researching ability: to read, gather information, collect data

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

Graphics ability: to lay out, design, create visual displays or banners
Evaluating ability: to analyze data and draw conclusions
Planning ability: to strategize, design and organize programs and events
Managing ability: to supervise people to accomplish a task 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
Recalling ability: to remember or recall names and faces
Mechanical Operating ability: to operate equipment, tools or machinery
Resourceful ability: to search out and find inexpensive materials or resources needed
Counting ability: to work with numbers, data or money
Classifying ability: to systematize and file books, data, records and materials so they can be retrieved easily
Public Relations ability: to handle complaints and unhappy customers with care and courtesy
Welcoming ability: to convey warmth, develop rapport, making others feel comfortable
Composing ability: to write music lyrics
Landscaping ability: to do gardening and work with plants
Decorating ability: to beautify a setting for a special event

List your specialized abilities on your PERSONAL PROFILE.

P

PERSONALITY PLUGGING IN YOUR PERSONALITY

In the space below, write your name:

Now write your name with your *opposite hand*

WHAT HAPPENED?

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

1. Felt uncomfortable.
2. Took extra time and effort.
3. Still did a lousy job at it.

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

It's obvious that God has not used a cookie cutter to stamp out people in a process of uniformity. He loves variety - just look around! And there is no "right" or "wrong" temperament. We need opposites to balance the church.

HOW DO I SEE MYSELF?

Extroverted			Introverted		
3	2	1	1	2	3
<i>Extreme</i>		<i>mild</i>	<i>mild</i>		<i>Extreme</i>
Routine			Variety		
3	2	1	1	2	3
Self-controlled			Self-Expressive		
3	2	1	1	2	3
Cooperative			Competitive		
3	2	1	1	2	3

Record your responses on your Personal Profile.

What were your favorite subjects in school?

- ***Your Ministry Experiences***
How have you served in the past?

RECORD THESE ON YOUR PERSONAL PROFILE

THE MOUNTAIN VIEW MINISTRY STATEMENT (Our Philosophy of Ministry)

WE BELIEVE . . .

ABOUT MINISTRY

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

ABOUT THE BODY OF CHRIST

- God intends for ministry to be performed through the context of the local church. Membership includes a commitment to ministry.
- The Holy Spirit has provided our church body with all the spiritually gifted people needed to do everything He wants done. Our task is to discover, enlist, train, and support these people in ministry.
- The Church is to operate on the basis of spiritual gifts, rather than elected offices. We do not _____ people to ministries. “A man’s gift makes room for him...” Prov. 18:16 (NAS)
- The church is a _____, not a business; and _____, not an organization. Therefore we streamline the structure in order to maximize ministry and minimize maintenance. We do not bury ministries under procedures.
- The mobilization of every member as a minister is the key to balanced growth of the church.
- The greater good of the whole Body must always take priority over the needs of any single ministry. There is no place for “_____” in God’s Family.

ABOUT THE ROLE OF EQUIPPERS

- 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)

- The objective of the Life Development Process is to _____ an army of ministers who are maximizing their unique gifts, heart, abilities, personality, and experiences in a meaningful place of service through our church.
- Every member deserves personal assistance in discovering a meaningful place of ministry. We value the individual more than the ministry.

ABOUT ACCOUNTABILITY

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

ABOUT TRAINING

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

ON DIVERSITY OF MINISTRY

- We have unity without uniformity. We believe diversity in ministries simply illustrates the unique giftedness of individuals.
- Any member who has completed Class #301 may start a new ministry with the assistance of the church.
- Every ministry must fulfill one or more of the basic purposes of the church or we don't do it.
- Ministries have a _____. If a ministry isn't meeting a need anymore, we will give it a decent burial. There are no sacred cows!
- Most ministries require a one year commitment but we allow people to change ministries gracefully, without guilt. We don't lock people in permanently.
- Only official ministries of Mountain View, under the Ministry Leadership Team's supervision are given publicity.
- Your primary ministry commitment should be in the area where you are _____. Your secondary ministry includes serving in any other area of the body where you are _____.

ABOUT PERFORMANCE

- We expect excellence in ministry, not _____. Excellence is doing your best. God deserves our best.

- We encourage creativity and innovation in ministry, which assumes mistakes will be made. “No mistakes” means you’re not growing or trying any thing new. We have no “failures” in ministry at Mountain View, only “experiments that didn’t work!”
- A failed project does not mean a failed person. There are no “ wrong” people... only “right” people in the wrong ministry!

DEVELOPING A HEART TO SERVE

MY MINISTRY COVENANT

Having committed myself to membership and the habits essential for spiritual maturity, and agreeing with Mountain View's Ministry Statement, I commit to...

- Discover my unique shape for ministry and serve in the area that best expresses what God make me to be.
- Demonstrate a servant's heart by serving in secondary ministries as the Body needs me.
- Cooperate with other ministries and place the greater good of the whole Body over the needs of my ministry.
-

signed

date

This certifies that _____ is a commissioned minister of Jesus Christ through Mountain View Christian Fellowship and is entrusted with the related responsibilities and privileges.

Jeff Christopherson, Pastor

PERSONAL PROFILE

Personal Profile

My SHAPE for Ministry

S PIRITUAL GIFTS

H EART

A BILITIES

P ERSONALITY

E XPERIENCE

MOUNTAIN VIEW CHRISTIAN FELLOWSHIP

NAME: _____

ADDRESS: _____

CITY: _____ **PROV.** _____ **P.C.** _____

HOME PHONE: _____ **WORK PHONE:** _____

SPIRITUAL GIFTS

Spiritual Gifts I believe I have (from list in syllabus):

- 1)
- 2)
- 3)

I feel I may have these gifts because:

- 1)
- 2)
- 3)

HEART

1. What I have a heart for, or what motivates me most (from list in syllabus):

I LOVE TO :

I LOVE TO :

I LOVE TO:

2. Who I love to work with most, and the age or type of people:

3. Church issues, ministries, or possible needs that excite or concern me most:

4. If I knew I couldn't fail, this is what I would attempt to do for God with my life:

ABILITIES

1. My current vocation is:

2. Other jobs or skills I have experience in:

3. I feel I have these specialized abilities (from list in syllabus):

4. I have taught a class or a seminar on:

5. I feel my most valuable personal asset is:

PERSONALITY

This is how I see myself:

Extroverted			Introverted		
<i>3</i>	<i>2</i>	<i>1</i>	<i>1</i>	<i>2</i>	<i>3</i>
<i>Extreme</i>		<i>mild</i>	<i>mild</i>		<i>Extreme</i>
Routine			Variety		
<i>3</i>	<i>2</i>	<i>1</i>	<i>1</i>	<i>2</i>	<i>3</i>
Self-controlled			Self-Expressive		
<i>3</i>	<i>2</i>	<i>1</i>	<i>1</i>	<i>2</i>	<i>3</i>
Cooperative			Competitive		
<i>3</i>	<i>2</i>	<i>1</i>	<i>1</i>	<i>2</i>	<i>3</i>

EXPERIENCES

MY SPIRITUAL JOURNEY

This is how and when I became a Christian, and what it has meant to me since:

Times when I have felt closest to God, and meaningful spiritual experiences that stand out in my mind:

MY PAINFUL EXPERIENCES

These are the kind of trials or problems I could relate to and encourage a fellow Christian who is going through them:

MY EDUCATIONAL EXPERIENCES

Where I attended school, and my favorite subjects:

Seminars or training that has been meaningful to me:

MY MINISTRY EXPERIENCE

Where I have served in the past (if applicable):

Name of Church	What Position of service	Years involved
----------------	--------------------------	----------------

1.

2.

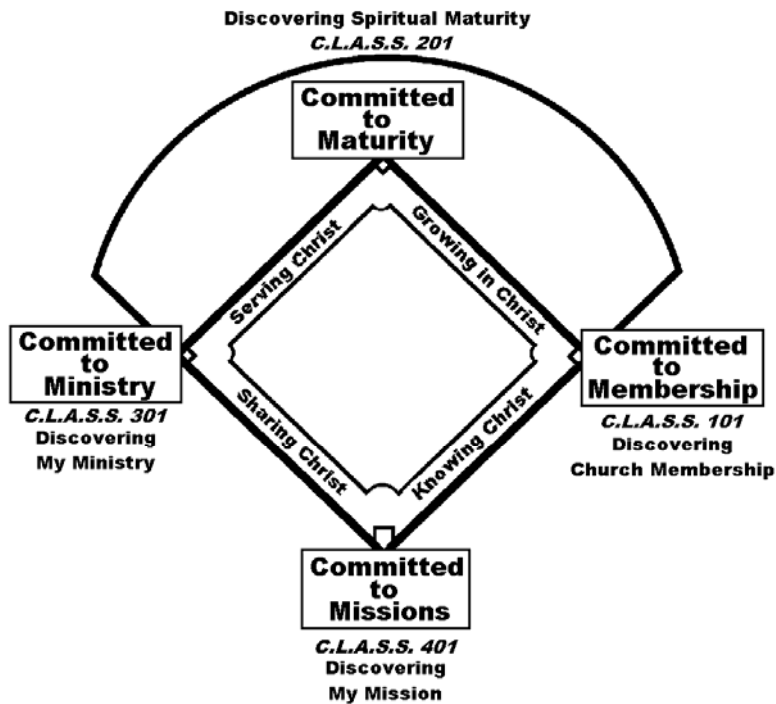
3.

After reviewing the Ministry Descriptions of Mountain View Christian Fellowship, I feel am best “shaped” for:

↑ MOUNTAIN VIEW'S STRATEGY TO HELP YOU GROW

Discovery C.L.A.S.S.

Christian Life And Service Seminars



Head for Home Plate!

- Complete your 'S.H.A.P.E. Profile'.
- Arrange a Meeting with your Ministry Coach.
- Experiment in a ministry that fits your shape!

AN OVERVIEW OF C.L.A.S.S.

- **100 Level Seminars:** They lead people to Christ and membership at Mountain View
- **200 Level Seminars:** They grow people to spiritual maturity
- **300 Level Seminars:** They equip people with the skills they need for ministry
- **400 Level Seminars:** They enlist people to the worldwide mission of sharing Christ