



C L A S S

Discovering My Ministry

TEACHING GUIDE

C L A S S

301

S E R V E

Class 301: Discovering My Ministry — TEACHING GUIDE

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FORMATTING KEY:

TEACHING SCRIPT

(material for the teacher to say)

TEACHING TIP

(material for the teacher to keep in mind)

PARTICIPANT NOTES

(material in the participant's guide)



Welcome

Class 301: Discovering My Ministry is the third of Saddleback's foundational classes.

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

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

TEACHING TIP

Welcome to teaching 301, the Class that releases God's people to do God's work! Here are a few tips for you as you begin:

- The material that the class participants have is in black in this teaching guide, and the material in blue is for you to teach.
- The teaching material is from Pastor Rick Warren. We've kept it with his personal references as a model for you, knowing that you'll often need to change those references to fit yourself and your church.
- The class is filled with great information about our SHAPE for ministry and an opportunity for people to think through their individual shape — but that is not the most important part of the class. The most important part is the commitment that those in the class make together at the end. Keeping that commitment in mind as you teach will cause you to teach in a different way. Instead of teaching information, you'll find yourself teaching towards a commitment. Instead of exercises in discovering personal strengths, you'll find yourself leading people to discover God's call in their life. Think of it like a wedding ceremony — the pastor may do some teaching about marriage in the ceremony, but it is teaching that is pointing to the commitment the couple will make.
- As you go through this Class, you'll notice that sometimes Rick moves through the material quickly, and at other times he stops to take longer on a point and tell a story. This pacing is very intentional, because it's one of the things that makes a long class more interesting. As a teacher, this means that you'll need to resist the temptation to add a story to every point; and instead move through a section sometimes more quickly. This is more important in 301 than any other class, so that you'll be able to give people time to fill out their SHAPE profile.

TEACHING TIP:

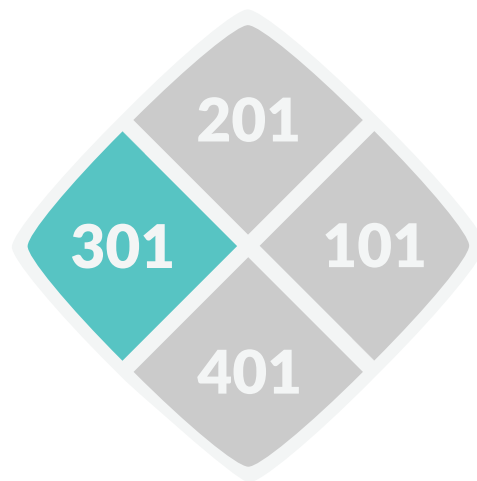
This Welcome session should take 5 minutes.

Welcome to Class 301. I'm going to be guiding you the next four hours on a discovery of who God made you to be. We believe that once you understand who God made you to be, you'll understand what God made you to do.

This is the third class of Saddleback's four basic classes. Since these classes build on each other, it is required that you first attend Discovering My Membership 101 and Discovering Spiritual Maturity 201 before taking this class. We are convinced that you must first be committed to membership in a church family and committed to the habits for spiritual maturity before you are ready for ministry. Membership and Maturity are the foundation for Ministry.

CLASS PURPOSE

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



YOU ARE HERE

By identifying the specific traits that you possess in each of these areas, the ministry God has designed for you, I believe, is going to become crystal clear. This class could change your life!

INTRODUCTION

“Service is the pathway to real significance.”

THE PURPOSE DRIVEN LIFE, PAGE 232

What Are Your Goals for Today?

MY GOALS FOR CLASS 301 ARE:

.....

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What Are Our Goals for Class 301?

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

Two Basic Goals:

1. I will discover my unique design, my SHAPE, for ministry and commit to developing and using my God-given gifts and abilities in serving God and others through my church family.
2. I will select and begin serving in the ministry at my church that best expresses (and this is the key) what God made me to be.

We're going to talk about discovering your primary ministry and your secondary ministry. You ought to spend the maximum of your time in the ministry that best expresses who you are. But in addition to that, there are secondary ministries where you may not be as strongly gifted in, but you have a servant's heart and you're willing to help. These are ministries that meet a deep need in people's lives and for the church. For instance, although there may not be a lot of people who have the spiritual gift of "Traffic Ministry," without the many who do this as a secondary ministry, we would have chaos every weekend just getting to church.



TEACHING TIP:

Session one should take 12 minutes.

**SESSION
ONE**

Saddleback's Strategy for Service

WHY WE DO WHAT WE DO

SERVING AND THE ROLE OF THE PASTORS

At Saddleback, we focus on an individual approach to serving rather than an institutional approach.

An institutional approach is when you center it around the church and people are just seen as resources. Most churches act this way. They make up a large list of jobs that need to be done. Then they go find people to fill the jobs whether they match or not. They say, "We've got an institution here, and we've got things to do and therefore we're going to fit people into the jobs and they pressure people to take any job, whether they fit there or not."

At Saddleback, we take the exact opposite approach to ministry. We center it around people and each person's uniqueness. We don't force a square peg into a round hole. Our goal is not to build an institution. Our goal is to build people. We want to develop you more than we want to develop an institution.

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

MY MINISTRY IS DETERMINED BY MY MAKEUP. 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 experiences—and then not use them. We believe by reviewing and studying these factors, you'll discover the ministry God has for you, the unique way God intends for you to serve him.

The two results for discovering ministry I've been shaped for are fruitfulness and fulfillment. When you discover what God made you to be and begin to do what God made you to do, through what he made you to be, you're going to be fulfilled. Fulfillment comes from service, not from status or anything else. A lot of times people say, "I'm frustrated!" and I tell them, "You just need a ministry. You need an outlet."

It was he [Christ] who gave . . . pastors and teachers to prepare God's people for works of service, so that the body of Christ may be built up.

EPHESIANS 4:11–12 (NIV84)

In Class 101 we said:

The Bible says:

- The pastors are the **ADMINISTRATORS**.
- The people are the **MINISTERS**.

That's the whole Saddleback strategy in relation to our structure. It's not my job to do the ministry. The Bible says that it's my job as a pastor and teacher to prepare God's people to do ministry. I consider this class to be the most important thing I do in this church. I consider it more important than Sunday morning or anything else because out of this class we're helping people discover what ministry is all about.

What the Bible Says about Ministry

Definition

Greek word "diakonos" = "to serve"

What word do we get from that? Deacon. The word "deacon" simply means servant. The word "diakonos" means to serve.

Here is how we define ministry at Saddleback:



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



When we talk about finding your ministry, we're asking, "What has God given me?" That's where it starts. What he's given me he expects me to use in serving him and the needs of others.

We Minister in Three Directions at Saddleback

1. To **THE LORD**

As they ministered to the Lord, and fasted.

ACTS 13:2 (KJV)

We do it through worship. When we worship, we are actually ministering to God. We're using what God has given us to serve him.

2. To **BELIEVERS**

Hebrews 6:10 talks about ministering to other Christians:

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

HEBREWS 6:10 (CEV)

3. To **NON-BELIEVERS**

Matthew 5:13 says:

You are like salt for everyone on earth.

MATTHEW 5:13 (CEV)

There are three types of ministry. There's ministry to the Lord. There is ministry to other believers. And there's ministry to unbelievers.

THE GOAL OF OUR MINISTRY AT SADDLEBACK

God wants to use us to **HELP OTHERS GROW**.

God has put us in the church to grow us. And he's decided that it's through our ministry to each other that growth will happen.

Look at Ephesians 4:

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

EPHESIANS 4:11-13 (NIV)

And at 1 Corinthians 12:

There are different kinds of service in the church, but it is the same Lord we are serving. [The Holy Spirit displays God's power through each of us as a means of helping the entire church.] All of you together are the one Body of Christ and each one of you is a separate and necessary part of it.

1 CORINTHIANS 12:5, 7, 27 (NLT/TLB)

What is the purpose of ministry? Underline "Each of us as a means of helping the entire church." God wants to use me to build up his body. That's the purpose of ministry. God wants every one of you to be a bodybuilder—a spiritual bodybuilder.

How We Achieve Our Goal

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

1. To **COMMUNICATE** God's Word (Evangelism)

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

EPHESIANS 4:11-12 (NIV)

2. To **INCORPORATE** God's Family (Fellowship)

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

GALATIANS 6:2 (ESV)

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

GALATIANS 6:10 (ESV)

3. To **CELEBRATE** God's Presence (Worship)

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

MATTHEW 4:10 (NIV)

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

JOHN 4:23–24 (NLT)

4. To **EDUCATE** God's People (Discipleship)

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

HEBREWS 6:1 (NIV)

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

2 PETER 3:18 (NLT)

5. To **DEMONSTRATE** God's Love (Ministry)

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

JOHN 13:35 (NIV)

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

1 CORINTHIANS 12:27 (NIV)

We minister in three areas, and we minister according to God's five purposes. Also, we minister to five areas of need. You're made of a body, a soul, a spirit, and a mind, and through those you relate to God and others. We believe ministry involves those five things.

WE FOCUS ON ATTENDING TO FIVE KINDS OF NEEDS

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

That's a Christ-like ministry. Jesus says in Matthew 25:

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

MATTHEW 25:35–36, 40 (ESV)

Jesus said, whenever you do something kind for another person in his name, it's as if you're doing it directly for the Lord. There are legitimate ministries in our church that simply take care of people's physical needs—hunger, clothing, food, and things like that.

Matthew 10:42 says:

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

MATTHEW 10:42 (TLB)

To those of you who are Sunday school teachers, even if you take a little child to the rest room, you'll be rewarded. Everything is rewarded by God.

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

People have different kinds of emotional needs, and the Bible says it takes different kinds of ministries.

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

1 THESSALONIANS 5:14 (GNT)

We respond to different people in different ways. When you minister a word of counsel or encouragement or comfort, that is ministry.

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

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

2 CORINTHIANS 5:18 (NIV)

Reconciliation is when you take two opposing parties and you bring them together. When a couple reconciles in a marriage, maybe they've been separated, they come back together. That's reconciliation. Two opposite parties. The Bible says it's our job as Christians, our ministry, to reconcile people with God. People who have been separated from God, we're to bring them together.

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

COLOSSIANS 1:28 (NLT)

There are spiritual needs that need to be ministered to.

4. 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)

5. To people's **RELATIONAL** needs

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

2 CORINTHIANS 1:12 (NIV)

WHAT WE BELIEVE ABOUT MINISTRY IN THE CHURCH

TEACHING TIP:

You won't have time to teach every point in this section. Tell the class that you're giving this to them to look through later, and then review it quickly by pointing out one or two beliefs from each section below that are the most important to your church at this time.

*What We Believe about **MINISTRY***

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

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

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

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

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

*What We Believe about **TRAINING***

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

*What We Believe about **PERFORMANCE***

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

*What We Believe about **ACCOUNTABILITY***

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

*What We Believe about **DIVERSITY OF MINISTRY***

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



SESSION TWO

The Priority of Ministry

WHY SHOULD I BE INTERESTED?

TEACHING TIP:

This section should take about 14 minutes to teach.

Why should I be interested? I think this is important right at the front because we're going to teach you how to discover your ministry. But before that, we're going to discover why we should make the effort. Why do I need to know this?

Ten Foundational Truths: These are things the Bible teaches about ministry.

ABOUT YOUR SIGNIFICANCE

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

Ephesians 2:10 says:

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)

We were created in Christ Jesus to do good works. You were created for ministry. Most people don't know that. You were created for ministry, good works, that God prepared in advance for you to do. You were made for ministry. People say, "Why am I here on earth?" You're made for ministry.

2. I've been **SAVED** for ministry.

2 Timothy 1:9 says:

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

2 TIMOTHY 1:9 (TLB)

God planned that you would be saved and that you would begin to serve him in ministry. The Bible teaches that every Christian is saved to serve. A non-serving Christian is a contradiction.

“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 (GNT)

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

EPHESIANS 4:1 (NIV)

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

1 PETER 2:9–10 (TLB)

Circle "chosen." If you ever have a hard time with self-esteem, look this verse up. Before you became a Christian you were a nobody, but now you're a somebody. Once you were less than nothing, now you are God's own.

You are called into ministry. 1 Peter 2:5 says:

You will serve as holy priests.

1 PETER 2:5 (GNT)

Every Christian, the moment you became a Christian, you were called into ministry.

“

I AM NOT WHO I
THINK I AM. I AM
NOT WHO YOU
THINK I AM. BUT
I REALLY AM WHO
GOD SAYS I AM!

”

“

A LIFE CHANGING
TRUTH – MY PRIMARY
IDENTITY: I AM A
MINISTER OF JESUS
CHRIST!

”

If you'll let that sink into your life, it will flat out change your perspective on everything. *I'm not who I think I am, I'm not who you think I am, I'm who God says I am. And God says I was created, I've been saved, and I've been called into ministry. I am a minister of Jesus Christ.* We could stop here and go home because that's one of the most profound truths you'll understand. When you became a Christian, you became a minister. It's clearly taught in Scripture. I was called, I was created, and I was saved to minister.

People ask me all the time, "How many ministers do you have at Saddleback?" I say we have thousands upon thousands. I know what they mean but they're wrong. There's a difference between a minister and a pastor. If someone says, "How many pastors do you have?" or "How many full-time staff members do you have?" that's one thing, but ministers? All of us are ministers. The Bible teaches that.

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 blessings.*

1 PETER 4:10 (TLB)

We're going to talk in a few minutes about how to discover your gifts.

5. I've been **AUTHORIZED** for ministry.

*"All authority in heaven and earth has been given
to me. Therefore, go and make disciples."*

MATTHEW 28:18-19 (NIV)

We are therefore Christ's ambassadors.

2 CORINTHIANS 5:20 (NIV)

An ambassador is someone who represents royalty or a throne or a government. The Bible says you're an ambassador on the earth for Jesus Christ. When someone comes up to you and says, "So you are a minister of Jesus Christ, huh?" You say, "Yes, I am!" without any shame or lack of confidence. They say, "Who do you think you are, anyway?" You say, "I've been authorized by Jesus Christ." It's not because you deserve it. You don't. It's not because I deserve it. I don't deserve to be in the ministry. I don't deserve even to be a Christian. But it's all God's grace. I have been authorized, and you have been authorized to minister to other people.

6. I'm **COMMANDED** to minister.

Jesus said:

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

MATTHEW 20:28 (TLB)

Jesus said it's not an option. A non-ministering Christian is not obeying God. He expects us to be like Jesus Christ. To Archippus, Paul says,

And say to Archippus, "Take heed to the ministry which you have received in the Lord, that you may fulfill it."

COLOSSIANS 4:17 (NKJV)

The secret of a fulfilled life is to find the ministry for which God made you and get right in the middle. You're going to find fulfillment there more than any other area of your life, because it's what God made you to be. He said, you lose your life to find it. I'm commanded to minister.

7. I'm to be **EQUIPPED** for ministry.

This verse we looked at earlier; Ephesians 4:11-12 says:

[God] gave . . . pastors and teachers to prepare God's people for works of service so that the body of Christ may be built up.

EPHESIANS 4:11-12 (NIV)

This verse scares me sometimes because the Bible teaches clearly that I'm going to be evaluated as a pastor on how well I prepare you. That's why I said I take this class very seriously. More than what I say on Sunday morning, I'm going to be evaluated on how I prepare God's people for 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 (TLB)

When I don't fulfill the ministry God has given me, you get cheated. When you don't fulfill the ministry God has given you, I get cheated and other people get cheated. We're all a necessary part.

What if your liver said to your body, "I don't want to serve this year, I need

some time off.”? Have you ever heard your liver say, “I just want to be fed”? You say, “I’m sorry, dear liver, but because you’re part of the body, you’ve got to perform your function.” Because, if the liver doesn’t do its part, the whole body gets cheated.

At the retreat I was in last week with sixteen pastors of the largest churches in America, a guy said he answered the phone one day after hours and a lady asked about the church, “We’re looking for a church where we can be blessed,” she said. The pastor said, “That’s fine. We’re looking for members who can bless the church.” She said, “You don’t understand. We’re looking for a place where we can be fed.” He said, “That’s fine, ma’am. But we’re looking for members who can feed others.” She said, “What kind of church is this?”

Many people are in a church “hopper and shopper” mode, and they think the church exists for them. The Bible says that the church exists for the world. We, the body of Christ, exist for the world. That’s why on Sunday morning, we don’t sing songs I’d like to sing. I’d like to sing hymns. But the unchurched don’t know them. So we sing songs that they can understand.

The body of Christ needs my ministry.

Ministry always functions in the context of the **CHURCH** family.

It’s meant to be through some local body because it’s for the body of Christ.

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

MATTHEW 9:36–38 (NIV)

Is this still true today? Of course it is—the needs are all around us. The harvest is truly plentiful. There are more people out there ready to receive Christ than we’re ready to share it. The body of Christ needs my ministry.

9. I am **ACCOUNTABLE** for my ministry.

So then, each of us will give an account of himself to God.

ROMANS 14:12 (NIV84)

There are many, many parables in the New Testament—like the parable of the talents.



**THE PARABLE OF
THE TALENTS**

MATTHEW 25:14 – 30



God talks about how the man gave one man one talent, one five talents, and one ten talents—and came back a couple of years later and said, “What did you do with it?” To the one who hadn’t done anything, he said, “You’re wicked and lazy!” If God has given me a talent, it is a sin not to use it. One day I’m going to stand before God and I’m going to give an account of the talents, the gifts, and the abilities that he’s given me. One day you are too. That’s why I take this class very seriously because I want to help prepare you for the final exam. One day God’s going to say to you, “What did you do with what you were given?” You’re accountable for ministry.

God could have left it at that—but He doesn’t leave it on the negative.

10. I will be **REWARDED** for my ministry!

Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive an inheritance from the Lord as a reward.

COLOSSIANS 3:23, 24 (NIV84)

God says you're going to be rewarded in heaven on the basis of your ministry. Matthew 25:23 says:

"His master replied, 'Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!'"

MATTHEW 25:23 (NIV)

The Bible clearly teaches that I was created for ministry, I was saved for ministry, I was called for ministry, I've been authorized to minister, I'm commanded to minister, I'm gifted for ministry, I'm prepared for ministry by pastors and teachers, the body of Christ needs my ministry, I'm accountable for ministry, and I will be rewarded in heaven on the basis of my ministry.

Now . . . are you interested in going on with the rest of this class? This is not some minor topic we're going to talk about. We're talking about the central issue of the Christian life.

CLASS 301



With that understanding under your belt of “What is Ministry?” Let’s begin to look at...

SESSION THREE

Your SHAPE

SHAPED TO SERVE GOD

TEACHING TIP:

Starting here through the example of Paul should take about 10 minutes to teach.

INTRODUCTION TO SHAPE

My ministry is determined by my SHAPE.

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

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

FULFILLMENT and FRUITFULNESS.

How Has God Shaped Me?

Your hands formed and shaped me.

JOB 10:8 (GNT)

Circle those two words. God formed you and shaped you, even before you were born. The Bible says in your mother's womb,

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!

Psalm 139 says:

*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)

Even before you were born, God knew that on this day you'd be sitting here in this classroom, studying this text. He knows every day of your life before you were even born.

1. I was **SHAPED** for a purpose.

2. I am **UNIQUE**.

There's nobody else like you in the world. If you don't do the ministry God has given you, nobody else is going to do it—because God made you unique.

3. I am **WONDERFULLY COMPLEX**.

Romans 9 says:

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

ROMANS 9:20–21 (JB)

It says we should not be rebellious against God and say, “Why didn’t you make me different? Why didn’t you give me . . . the ability to read faster, or . . . the ability to speak better or be taller, shorter, skinnier, fatter . . . whatever.” God made us in a special way, and the gifts and the abilities and the background He’s given you have a specific design and intent.

We say that in ministry, function follows form. In architecture it’s the exact opposite. In architecture they say form follows function. In other words, what you’re going to do in the building determines how you should build the building. Right now we’ve been working with an architect on our first church building. The first things they say are, “What are you going to do in it?”

Forms follows function. You build the building to fit the function for it.

But when it comes to human beings, to ministry, it's the exact opposite. Function follows form. What God made you to be determines the function you're to have.

Your Shape Is Determined by Several Factors

1 Corinthians 12:4-7 says:

“There are different kinds of spiritual gifts, but the same Spirit gives them. There are different ways of serving, but the same Lord is served. There are different abilities to perform service, but the same God gives ability to all for their particular service. The Spirit's presence is shown in some way in each person for the good of all.”

1 CORINTHIANS 12:4-7 (GNT)

Underline “spiritual gifts”—that’s one factor. He says there are different “ways of serving”—he’s talking about our temperament, our personality. There are “different abilities” and “*the Spirit's presence is shown in some way*” by different experiences and things we have in life.

We have an acrostic that we’re going to study.

We say **MY SHAPE WILL DETERMINE MY MINISTRY**. What is my SHAPE? There are five factors that influence who you are. I’ve put them in an acrostic to make it easier because the Bible says God has shaped me for ministry.

What are the things that shaped me? There are five things:

Spiritual gifts

What am I gifted to do?

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

1 CORINTHIANS 7:7 (BSB)

So the first question we’re going to look at is “What am I gifted to do?”

Heart

What do I love to do?

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

PHILIPPIANS 2:13 (NEB)

The question you want to ask here is, "What do I love to do?"

Isn't it true there are some things you love to do and there's just some things you hate to do? That's your heart. Where did you get that natural inclination? God put it in you. God wants your ministry to be a blessing, not a burden. So it's a legitimate question to ask yourself, "What do I love to do?" Why would God give you a ministry that He hasn't given you a heart for? When you look at your gifts and your heart, what do you like to do?

One of the things I've discovered after being in the pastorate a number of years is that people rarely succeed unless they're having fun doing it. Unless they're enjoying it. We're going to look at discovering, What is my heart beat? What shape is my heart?

What am I gifted to do? What do I love to do?

Abilities

What natural abilities do I have?

Natural talents and vocational skills are different from spiritual gifts. The Bible says:

There are different abilities to perform service.

1 CORINTHIANS 12:6 (GNT)

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

EXODUS 31:3 (NCV)

Those are vocational skills. God says He gives people abilities.
2 Corinthians 3:5 says:

Our competence comes from God.

2 CORINTHIANS 3:5 (NIV)

The third question to ask yourself is, *What natural talent and skills do I have? What vocational skills have I learned? What natural talents have I been given by God?*

Personality

Where does my personality best suit me to serve?

This is the fourth thing we're going to look at. We're all very different. We've all got different personalities, different blends of temperament.
1 Corinthians 2:11 says:

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

1 CORINTHIANS 2:11 (TLB)

So we're going to ask ourselves, Where does my personality best suit me to serve?

If you are an introverted person, I'd suggest you not get involved in the Greeters Ministry. That's going to put a lot of additional stress on your life. When you have an area that you may be gifted to do and a heart to do, but you don't have personality to do, it puts enormous stress on your life. God doesn't want you to have to do that.

Experiences

What experiences have I had?

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

ECCLESIASTES 2:24 (VOICE)

Your experiences help determine the direction you should move toward in ministry. We're going to walk through four different kinds of experiences you want to look at when you're trying to discover your shape.

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

This isn't something I made up. It's all through Scripture. I'm going to give just one example of a man who was mightily used in ministry—the apostle Paul.

If we look at Paul's Spiritual Gifts, his Heart, his Abilities, his Personality, and his Experiences, how did God use those five things to make Paul effective in ministry?

THE APOSTLE PAUL'S SHAPE FOR MINISTRY

TEACHING TIP:

This example of Paul should take about 8 minutes to teach.

Paul's Spiritual Gifts

2 Timothy 1:11 tells us he had three:

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

2 TIMOTHY 1:11 (NLT)

He was a preacher, an apostle, and a teacher. We know those three for sure. He had at least those three spiritual gifts – preaching, teaching, apostolic which is the gift of the ability to start new churches. He said he always built where no one else had built. He was a pioneer. He said, “I didn't build on anybody else's foundation.”

Paul's Heart

Paul tells us where his heart is. He writes it out in several verses:

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

ROMANS 15:20 (PHILLIPS)

We see two things here. "First," he said, "My heart is to build from scratch, to not go into areas where there are already churches, but go where there are no churches at all. That's one part of my heart. Second, it's to go to the unchurched Gentiles. I'm not going to go to the Jew who knows about God. I'm going to go to the Gentiles." Then he says:

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

ACTS 20:24 (TLB)

Paul's Abilities

What was Paul's ABILITY? In addition to his gifts, did he have any special vocational skills or natural talents? Yes, he did. Acts 18 says:

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

ACTS 18:2-4 (GNT)

This verse tells us about two different abilities that Paul had. He had the ability to work with his hands. He made tents. Some of you are incredibly talented at crafts. Where do you think you got that ability? What do you think God wants to do with that? Not just make pretty things for your home. He wants to use that in ministry. Some of you are good at tole painting. Some of you are good at macramé. Some of you are good at fixing things. There's a place in ministry for that.

Then Paul also had the ability to debate. He was an incredible debater—a brilliant mind, a genius. To have debated Paul would have been to take on a pro. He had that ability—to think fast.

Paul's Personality

What was Paul's personality? Galatians 1:13-14 says:

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

GALATIANS 1:13-14 (PHILLIPS)

Those verses talk about Paul's personality. He said, "I was a zealous person; people thought I was fanatical. And I was ahead of everybody else. I was at the top of my field. I did my best. I had boundless enthusiasm."

Would you say Paul was an introvert or an extrovert? No question! He's an off-the-scale extrovert.

Paul's Experiences

Paul's EXPERIENCES, let's look at these.

His Educational Experiences

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

ACTS 22:3 (PHILLIPS)

Gamaliel was the number one Jewish teacher in those days. It was like studying from the most important Bible scholar around. Paul said, "I was personally trained by the greatest Biblical scholar of that day."

His Work Experiences

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

ACTS 18:1-3 (NIV)

His Spiritual Experiences

What were his spiritual experiences? There were a number he tells us about:

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

His Ministry Experiences

His ministry experiences -- read the book of Acts. The book of Acts tells the full ministry experiences of Paul.

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

His Painful Experiences

Paul had both internal and external painful experiences. Starting with the internal, look at 2 Corinthians 12:7:

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

2 CORINTHIANS 12:7 (NIV)

We have no idea what that was. I think God intentionally didn't tell us what Paul's thorn was so that everybody could relate to it. Some people think he had poor eyesight. Some people think he had epilepsy. Some people think it was his wife! We don't know what it was. But he had a thorn in his flesh. Some people think it was depression. There are a lot of theories. But the fact is, there was something in his life that was a handicap and kept him

from serving God as fully as he wanted to. He said it was a thing that was really for his good and kept him from being puffed up with pride.

Paul also faced many external experiences that were painful:

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

2 CORINTHIANS 11:23–27 (GNT)

Did Paul have any painful experiences? I'd say he had a few! Those helped shape his life.

You can see how these things shaped his life. They are very clear. Tonight, we're going to spend the rest of the time looking at how these things have shaped you for ministry.

REMEMBER

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

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

The value of each of these discovery tools will vary depending on your age, how long you've been a Christian, your background, your honesty, and how much time and serious thinking you're willing to invest in them!

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

S

DISCOVERING YOUR SPIRITUAL GIFTS

TEACHING TIP:

This Spiritual Gifts section—starting here through the beginning of the gift descriptions—takes 25 minutes to teach.

H

What Does the Bible Say about Spiritual Gifts?

Now about spiritual gifts . . . I do not want you to be ignorant.

1 CORINTHIANS 12:1 (NIV)

A

Many people are ignorant about spiritual gifts. There's a lot of phony baloney out there in the world about different things. We're going to talk about what they are, how you get them, when you get them—and all that. But this is a condensed overview. We're going through this section quickly.

P

We're convinced that one of the primary ways you learn about your spiritual gifts is by getting involved in ministry. Many people try to figure out their gift and then get in ministry. We're saying the exact opposite. As you get into ministry, you'll find out what you're gifted at. Many of you don't realize that when I started out serving the Lord full time, I started out in music. I was a minister of music. It didn't take me to long to figure out, I'm not gifted there. I have a heart for music and I love to sing and I love to write songs but I just don't have the talent in that area. I never thought that I would be a speaker, but as I began to do it, all of a sudden I saw that God blesses this. It helps people and I knew that I was gifted in it.

E

You're not going to discover your gifts just by going through a list and understanding it. But we are going to give you an overview of what they are so that a year from now, you'll have a much better understanding of what your spiritual gift are.

What is a spiritual gift?

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.

Notice: A spiritual gift is a special ability. It's different from a talent. It's given by the Holy Spirit to every believer. Every Christian has at least one spiritual gift. You get it the moment you became a Christian. Many people don't know they have a gift but they do. You've got one. It may be hidden and you have to unwrap it. It's like when you were born physically, you got a sense of physical senses: hear, touch, taste, smell, see. As a baby you didn't know you had those things. Only as you matured, you figured out: "I have the ability to smell. I have the ability to hear" . . . You got them at birth but you didn't understand them until you matured. The same is true of spiritual gifts, when you're born again.

The Purpose of Spiritual Gifts

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

This is a very important truth. Spiritual gifts are not for my benefit but for others. 1 Peter 4:10 says:

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

1 PETER 4:10 (GNT)

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

1 CORINTHIANS 12:7 (TLB)

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Contrary to what some people teach and think, when you get a gift it's not for your own benefit. It's not to bless you. The gift that God gives you is given to bless other people, to bless the church. It's to help the entire church. In fact, spiritual gifts outside of the church are an unbiblical use of a gift. God meant for them to be used through the church, to build up the body.

H

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

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

EPHESIANS 4:11-14 (GNT)

A

Probably most of you know at least one Christian who started out right for the Lord and then some cult came along and swept them off their feet and they went off into some crazy cult. Why? Because Christians around them were not using their spiritual gifts to help them grow and become stable. When you use your gift, it produces maturity and stability in the church family.

Ten Truths about Spiritual Gifts

P

1. Only **BELIEVERS** have spiritual gifts.

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

1 CORINTHIANS 2:14 (GNT)

E

2. Every Christian has at least **ONE SPIRITUAL** gift.

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

1 CORINTHIANS 7:7 (NIV)

3. No one receives **ALL OF** the gifts.

Why? If someone received all the gifts, he'd have no need of anybody else. And God does not give any person all the gifts because He wants us to depend on each other. He wants us to need each other so no person can say, "I'm an island unto myself; I don't need you, I don't need the church." No one has all the gifts.

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

1 CORINTHIANS 12:27-28 (NIV)

4. No single gift is given to **EVERYONE**.

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

1 CORINTHIANS 12:29-30 (NIV)

Again, God wants variety. There's no gift that everybody has.

5. You can't **EARN** a spiritual gift.

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

EPHESIANS 4:7 (NIV)

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That's a contradiction in terms. A gift is a gift. It's something God gives, not that you've earned or worked for. It's like salvation; it's a gift.

6. The **HOLY SPIRIT** decides what gifts I get.

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

1 CORINTHIANS 12:11 (NIV)

H

You can't say, "I'm determined to get the gift of teaching . . . mercy . . . or whatever." It's OK to desire God's gifts, but the Bible says the Holy Spirit decides who gets which gifts. They are sovereignly given.

7. The gifts I'm given are **PERMANENT**.

For God's gifts and his call are irrevocable.

ROMANS 11:29 (NIV)

A

Once you've been given it, you've got it for life. He doesn't take them away. They're permanent.

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

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

1 TIMOTHY 4:14 (AMP)

P

E

When you're given a gift, it's given in seed form. It needs to grow. It is just like a muscle, the more you exercise it, the stronger it gets. The more you use your spiritual gift, the stronger it will get. One of the gifts God has given me is the gift of encouragement, and it comes out in my preaching. I like to encourage people. The more that I use it, the better I get at it. It develops. I'm to develop the gifts God gives me.

I'm to develop the gifts God gives me.

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

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

1 CORINTHIANS 4:2 (TLB)

10. Using my gifts **HONORS** God and **EXPANDS** me.

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

JOHN 15:8 (ESV)

S

SESSION THREE

H

YOUR SHAPE

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51

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PARTICIPANT PAGE ##

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S

Cautions about Spiritual Gifts

Gifts are not to be confused with natural abilities

Somebody might say, "I'm good at sales." Fine. That's a vocational skill. That's an ability, but that's not a spiritual gift.

H

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

The gifts of the Spirit are different from the fruit of the Spirit. The fruit of the Spirit shows my maturity; the gift shows my ministry. This is very important. The fruit of the Spirit is listed in Galatians 5:22-23:

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

GALATIANS 5:22-23 (NIV)

A

A person can have a spiritual gift and be spiritually immature. You get them the moment you become a Christian. When you become a Christian and are given a spiritual gift and you may be gifted as a teacher but you don't have the maturity to teach. You have to grow and develop. You need both the fruit and the gifts in your life.

P

“

**“FRUIT” SHOWS
MY MATURITY.**

**“GIFTS” SHOW
MY MINISTRY.**

”

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E

Gifts are not to be confused with Christian roles

For instance, shepherding or pastoring is a spiritual gift. It is the ability to care for the spiritual needs of other people. The gift of pastoring is different from the office or the role of being a pastor. I happen to have the role of being a pastor, but I don't have the gift of pastoring. I have the gift of leadership and teaching and encouragement, but I don't have the gift of pastoring. In fact, my wife does. My wife is a much better pastor or shepherd—the ability to care for people on a one on-one basis—than I do. So you might have the gift of pastoring or shepherding even though you're not a "pastor." Don't confuse the two.

Be aware of the "Gift Projection" tendency

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

This is real common and it causes a lot of difficulty in the church, expecting other people to serve in the way you do and have similar results. For example, people with the gift of mercy expect everybody else to be just as merciful. People with the gift of prophecy—they're the confronters. They come up and say, "That's wrong!" and they expect everybody else to be just as confrontive. When you get a person with mercy and a person with prophecy in the same Bible Study group, expect sparks because they're going to tend to project onto other people. People with the gift of administration expect everybody else to be organized. It's natural. So you've got to be careful not to project on other people. People with the gift of evangelism—it seems like every place they get onto, somebody gets saved. They bring 3,000 people to church. It's natural. They just have an ability to share Christ with other people. And it makes everybody else feel guilty! They say, "How come I don't see that many people come to Christ?" There are different gifts and abilities and you should not project your gift onto somebody else.

S

Our gifts do not make us superior to others.

Because they're not superior/inferior.

The eye can never say to the hand, "I don't need you." The head can't say to the feet, "I don't need you."

1 CORINTHIANS 12:21 (NLT)

H

Realize that using my gifts without love is worthless!

It's not by accident that the greatest chapter on love in the Bible—1 Corinthians 13—is sandwiched between 1 Corinthians 12, which is on spiritual gifts, and 1 Corinthians 14, which is on spiritual gifts. Right in the middle of the greatest passage on spiritual gifts, Paul stops and says, "By the way, let's talk about love. Because if I have not love I'm like sounding brass and tinkling symbol." He said, "I could be the greatest teacher in the world, I could be the greatest preacher in the world, I could be the greatest administrator in the world, I could have the most mercy . . . but if I have not love, it doesn't count a hill of beans."

A

I may be able to speak the languages of human beings and even of angels . . . I may have the gift of inspired preaching . . . I may have all knowledge and . . . all the faith needed to move mountains—but if I have no love, I am nothing . . . this does me no good.

1 CORINTHIANS 13:1-3 (GNT)

P

Recognize that you have both a **PRIMARY** and a

SECONDARY ministry in your church.

How do you know the difference?

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1. My **PRIMARY MINISTRY** commitment should

be in the area where I am **GIFTED (OR SHAPED)**.

2. My **SECONDARY MINISTRY** commitment includes

serving in any other area of the body where I am **NEEDED**.

Titus 3:14 in the Living Bible says, “*Our people must learn to help all who need their assistance that their lives would be fruitful.*” Just because I’m not gifted in an area doesn’t mean I’m not responsible to help. Let’s say I don’t have the gift of mercy and I see somebody fall down. I can’t say, “It’s not my gift to go help them.” Just as you are gifted to be a minister in a primary area, God expects us to manifest all the gifts just as roles. In other words, some people have the gift of giving, the ability to make money and give it away. That’s their gift. That does not excuse all the rest of us from giving. I don’t have the gift of giving, but I’m called to give simply because I’m a Christian. All of us are called to teach in different situations or settings. All of us are called to be leaders in different settings and situations. All of us are called at times to give a word of encouragement. You say, “It’s not my gift, therefore I never encourage anybody.” (One lady told me, “I have the gift of criticism.” I told her, “I’m sorry, ma’am, but that’s not in the Bible. It’s not a spiritual gift.”)

So the secondary ministries mean I’m just willing to serve, to help out when I’m needed. If I’m needed to set up chairs I can’t say, “That’s not my gift.” I just go set up chairs because I’m a servant of Christ, and Jesus said, “He that wants to be great learns to be a servant of all.” If I’m asked to serve in a Sunday School, I’ll help out, not because I’m gifted there, but it’s a secondary ministry—it’s not my primary role. But I’m willing to do that because of my maturity.

A Special Word about the Gift of Tongues

Before we mention the gift of tongues in this list, there are some directions in the Bible for the use of this gift that are especially important to understand. Tongues is definitely a gift. The Bible teaches that this is a spiritual gift. In some churches, they actually practice this gift in the service. In a charismatic church, this gift is manifested in their church. We would not allow this at Saddleback Church.

Why we do not allow this gift in our services

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

This was one gift that was being abused. Obviously, it is a legitimate gift. It’s the ability to pray in a language understood only by God or one who’s given the gift of interpretation at that time. Paul saw the problems and gave them some guidelines.

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As a pastor I would not allow the use of this gift in a public worship service for four reasons:

1. It is for personal edification, not for the whole church.

He who speaks in a tongue edifies himself, but he who prophesies edifies the church.

1 CORINTHIANS 14:4 (NIV84)

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This gift is different from every other gift. We said the purpose of every other gift was to edify the church. Yet Paul says here that he who speaks in a tongue edifies himself. But he who preaches edifies the church. The point here is that since this gift is designated for personal edification, I believe that Scripture teaches it should be used for time alone with God. If you want to speak in tongues in your quiet time and God's given you that gift, God bless you. But it's not a gift that's for the whole church. If somebody starts speaking in tongues in the church, who does that edify? Nobody. It just draws attention to that person. That's what Paul says in 1 Corinthians 14:4.

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

That's why we would not allow this gift in the service because it doesn't build up the church. It's for personal edification not for edification of the church, so we're not to focus on it in our public, corporate worship.

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Unless you speak intelligible words . . . you will just be speaking into the air. . . . try to excel in gifts that build up the church.

1 CORINTHIANS 14:9, 12 (NIV)

3. It confuses unbelievers in the service.

It will blow people's mind. Notice what Paul says:

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

1 CORINTHIANS 14:23 (NIV)

It not only confuses unbelievers, it freaks out a bunch of Christians who are

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not familiar with this gift. He says it confuses unbelievers so it should not be used where there are unbelievers present. That's why if somebody starts speaking in tongues in our service, I would feel with absolute confidence of God to say, "You're out of order." Sunday morning is built to bring unchurched people too.

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

1 Corinthians 14:19-20 says:

In the church I would rather speak five intelligible words to instruct others than ten thousand words in a tongue. Brothers, stop thinking like children.

1 CORINTHIANS 14:19-20 (NIV84)

He's saying, I'd rather say five words in a worship service that you could understand: -- "Jesus loves you. Praise God!" That's more important than ten thousand words in a tongue. He says it's not meant to be used in the worship service because it doesn't help anybody other than the person who is speaking in tongues.

Notice 1 Corinthians 14:32-33:

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

1 CORINTHIANS 14:32-33 (GNT)

What is this saying? Just like every other gift, this gift is under the control of the person who's doing it. If somebody comes and says, "I just couldn't help myself when I spoke in tongues." Then I say, "Then it wasn't from God." The Bible says that the gift of speaking God's message should be under the speaker's control. He's talking here about tongues. God doesn't want us to be in disorder but peace. So anyone who interrupts the service with tongues is out of order. That means they're out of God's will.

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Three Ways God Wants You to Use Your Gifts

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

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The way you're going to discover your spiritual gifts is simply by getting out there and experimenting with different areas of service. Some of you will be a small group leader, a lay pastor. You'll start it and realize you're pretty good at it. People respond. You can care for people and you feel good. Others will say, "No, that's not me." We give people the right to start and stop 5, 10 ministries a year until you find your niche. That's how you're going to discover it. A year from now you're going to have a better handle on what your gifts are than simply sitting here, looking at them.

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Circle the sentence in your notes: It's easier to discover your gift through ministry than to discover your ministry through your gift.

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**IT'S EASIER TO DISCOVER
YOUR GIFT THROUGH
MINISTRY THAN TO
DISCOVER YOUR MINISTRY
THROUGH YOUR GIFT.**

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UNWRAPPING MY GIFTS

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

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

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

TEACHING TIP:

These sections of Class 301 are meant to be interactive.

- First you teach on spiritual gifts, and from here on you let them fill out their personal SHAPE profile on spiritual gifts.
- **They'll need to have their profile completed before they leave the class. If you send it home with them, we've discovered by experience that most people don't get it back to you.**
- Instead of teaching them all of the descriptions of the gifts yourself, ask them to read through the descriptions themselves and check the ones that they think might apply to them.
- It's very important to have SHAPE guides wandering the room during this time to answer questions that people have about the descriptions of the gifts and which ones might fit them. You'll need about one guide for every 10 people in the class.
- Give about 20 minutes for filling out this first part of the profile. 10 minutes of explanation by you of how to do this, and 10 minutes for them to fill in what gifts they think they might have been given.

A SHORT LIST OF SPIRITUAL GIFTS

ADMINISTRATION**1 CORINTHIANS 12:28***(This is sometimes called "Organization.")*

The ability to recognize the gifts of others and recruit them to a ministry. The ability to organize and manage people, resources, and time for effective ministry.

I'm pretty sure
I have this gift

I may have
this gift

I don't think
I have this gift

☐ ☐ ☐

Let's use this first one as an example, and then I'll have you read the rest. The Greek word for administration is literally the word for "to steer a ship." It's to guide, to pilot. Administration is the gift of management, while leadership is the gift of influencing.

How do you know if you've got this gift? One of the ways is that you have the ability to balance several balls at the same time. Some people can only work on one thing at a time. But if you've got this gift you can juggle several things at one time. People recognize that. You're always looking for more efficient ways. How can I do this better? What's the more efficient way to do it? Typically, people with this gift know how to delegate. They know how to get other people involved. They don't try to do it all themselves. They like to get other people involved. People with this gift can work with the details in a thing without losing the big picture. If you don't have this gift, when you get into the details, you lose the big picture. But these people see it. They just have the ability to be organized.

Evaluate yourself on that one. Pretty sure... maybe... don't think so. Force yourself to check a box on each of these, it will help a lot when we get to the end.

We'll be walking around the room to help you as you finish filling out your profile.

APOSTLE**1 CORINTHIANS 12:28**

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

☐ ☐ ☐
DISCERNMENT**1 CORINTHIANS 12:10**

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

☐ ☐ ☐
ENCOURAGEMENT**ROMANS 12:8***(This is sometimes called "Exhortation")*

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

☐ ☐ ☐

EVANGELISM**ACTS 8:26-40**
☐ ☐ ☐

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

FAITH**1 CORINTHIANS 12:9**
☐ ☐ ☐

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

GIVING**ROMANS 12:8**
☐ ☐ ☐

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

HEALING**1 CORINTHIANS 12:9, 28**
☐ ☐ ☐

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

HOSPITALITY**ROMANS 12:13**
☐ ☐ ☐

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

KNOWLEDGE**1 CORINTHIANS 12:8**
☐ ☐ ☐

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

LEADERSHIP**ROMANS 12:8**
☐ ☐ ☐

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

MERCY**ROMANS 12:8**
☐ ☐ ☐

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

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

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

PASTORING**EPHESIANS 4:11-13**
☐ ☐ ☐

(This is sometimes called "Shepherding")

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

PRAYING WITH MY SPIRIT <i>(This is sometimes called "Tongues/Interpretation")</i> The ability to pray in a language understood only by God or one who is given the gift of interpretation at that time.	1 CORINTHIANS 12:10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PREACHING The ability to publicly communicate God's Word in an inspired way that convinces unbelievers and both challenges and comforts believers. The ability to persuasively declare God's will.	1 CORINTHIANS 14:3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
SERVICE 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.	ROMANS 12:7, 28	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
TEACHING 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.	EPHESIANS 4:12-13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
WISDOM 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.	1 CORINTHIANS 12:8	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

We've gone through this very quickly, and some of you say, "I still don't know my gift!" That's not the purpose of doing this right now. The purpose was just to identify what they are. A year from now you're going to have a better understanding what your gift is than today. Because you learn it through trial and error in getting out and seeing it affirmed from other people.

After you've got a general idea -- you're not sure but you think you have these certain gifts -- list the spiritual gifts you're most certain you have in order. "The one I feel the best about" ... Write that down as number one.

Talk to a couple of people if you can, asking, "Which of these do you think are in evidence in my life in seed form?" Maybe they're not fully developed.

TEACHING TIP:

Let people know that as you go through the profile, if they're not able to finish a section, you'll give them time at the end of the class to finish and will be here with them to help with any questions.

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DISCOVERING YOUR HEART

TEACHING TIP:

It should take about 9 minutes to teach from here to the beginning of the descriptions of different kinds of Heart.

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We've looked at Spiritual Gifts. We're going to start talking about **MONITORING MY HEARTBEAT**. Just because you're gifted in an area that doesn't mean you're going to be fulfilled in just using that gift. There are many other factors. There are four other factors you want to look at besides your spiritual gift to determine your ministry.

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I talk to people all the time that say, "I'm using my gift but I just don't get any thrill out of it. I'm just not fulfilled." That's because you have to look at not only your spiritual gift or gifts (you have at least one and most of you have many) but you also have to look at your Heart, your Abilities, your Personality, and your Experiences. When you get all five of those in a match, when it comes into sync with a ministry, then you're going to find fruitfulness and fulfillment.

Monitoring My Heartbeat

My heart is the **REAL** me!

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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.

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Have you found that true? Those of you who are married, have you found that your heart beats for some things that your spouse's heart does not beat for? It's just a fact of life. Just as we all have a different physiological heartbeat, we love to do different things.

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.

The Dictionary defines the “heart” as:

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

Like people say “The heart of that ministry is” . . . or “The heart of that organization is . . .”

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

This is all through the book of Psalms and many other places.

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

PSALM 37:4 (ESV)

We talk about accepting Jesus Christ into our heart.

We’re talking here about having Christ as the center of our motivations, our desires, and our inclinations.

My Heart Determines . . .

1. Why I **SAY** the things I do.

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

MATTHEW 12:34 (GNT)

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When people say, "I don't know where that came from when I said that!" It came from your heart. The Bible says what we speak is what's in our heart.

2. Why I FEEL the way I do.

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

HEBREWS 4:12 (PHILLIPS)

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The Bible says the motives are in your heart. It's not talking about the organ, but the seat of your motivations, your desires, your motives.

3. Why I ACT the way I do.

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

PROVERBS 4:23 (NIV)

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Why Has God Given Each Person a Unique Heartbeat?

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

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

PHILIPPIANS 2:13 (NIV)

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

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"What do I like to do?" Many people think, "If I like to do it, it must not be God's will." God's will must be something that's miserable. If I really enjoy it, if I really desire it, it couldn't be God's will; in fact, it must be sin.

The fact of the matter is, God says He puts a desire in your heart to do certain things in order to accomplish His purpose. God has 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.

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

MOTIVATE you for ministry.

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

PSALM 119:32 (NIV)

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

You may...

“

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

JAMES 3:14 (NIV)

”

OR

You may...

“

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

EPHESIANS 6:6 (NLT)

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The point here is that God gives us motivations and we're going to look at about sixteen of them tonight. They are all neutral, amoral. But they can be used for good or for bad. For instance, one motivation is the desire to acquire. Some people have an ability and a desire to accumulate. No matter what they do, they accumulate things. That can be used either positively or negatively. It can be used as a vice or a virtue, a sin or a tool for ministry.

So what I'm saying is that the basic motivation of your heart is neither good nor bad. It's good because God gave it to you, but you can use it in a good way or a bad way. How can I do God's will and serve God's purpose? By letting my heartbeat motivate me for ministry. And that's a choice.

Let's talk about **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 motivated to accomplish. As a result, it is unlikely that you use these talents as completely or effectively as you could. [The key to understanding your heartbeat is to look at your past accomplishments.](#) As you look at this list below, think about the times when you feel like you deeply loved what you were doing, you were perfectly fitted for what you were doing.

For instance, a person might say, I feel the basic motivation God put in my heart is to acquire/possess. My history demonstrates this: I purchased my first car at age 16. I've collected a collection of rare stamps. (Some people are just collectors.) I've built up a large cash reserve. I've acquired options on three properties. Those are very different things, but do you see what is in common between those four things? They collected. They acquired something.

There are a lot of things that we think we'd love that we actually hate once we do them. You might think you'd never have a heart for working with Jr. Highers, but you get in a group with Jr. Highers and recognize, "I can't believe it, I actually love this!"

So take a moment now to look with me at this list. As we go through this, check the things that you believe you might have a heart for—based on your past experiences. You can check as many boxes as you want, although if you check them all it may be that you have a heart for checking boxes!

TEACHING TIP:

From here you again turn it over to them to fill in their profile, with guides wandering the room to give them help. Give them about 10 minutes to fill in their guide.

DISCOVERING YOUR HEARTBEAT

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

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

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

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

- ☐ **DESIGN/DEVELOP:** I love to make something out of nothing. I enjoy getting something started from scratch.
- ☐ **PIONEER:** I love to test and try out new concepts. I am not afraid to risk failure.
- ☐ **ORGANIZE:** I love to bring order out of chaos. I enjoy organizing something that is already started.
- ☐ **OPERATE/MAINTAIN:** I love to efficiently maintain something that is already organized.
- ☐ **SERVE/HELP:** I love to assist others in their responsibilities. I enjoy helping others succeed.
- ☐ **ACQUIRE/POSSESS:** I love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price.
- ☐ **EXCEL:** I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.
- ☐ **INFLUENCE:** I love to convert people to my way of thinking. I enjoy shaping the attitudes and behavior of others.
- ☐ **PERFORM:** I love to be on stage and receive the attention of others. I enjoy being in the limelight.
- ☐ **IMPROVE:** I love to make things better. I enjoy taking something that someone else has designed or started and improve it.
- ☐ **REPAIR:** I love to fix what is broken or change what is out of date.
- ☐ **LEAD/BE IN CHARGE:** I love to lead the way, oversee, and supervise. I enjoy determining how things will be done.
- ☐ **PERSEVERE:** I love to see things to completion. I enjoy persisting at something until it is finished.
- ☐ **FOLLOW THE RULES:** I love to operate by policies and procedures. I enjoy meeting the expectations of an organization or boss.
- ☐ **PREVAIL:** I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.
- ☐ **OTHER:**
-
-

MY PASSION FOR PEOPLE: WHO DO I LOVE TO SERVE?

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

AGE

- ☐ College/Young Adult
☐ Elementary Children
☐ High School
☐ Infants/Babies
☐ Jr. High Students
☐ Older Adults 60+
☐ Preschool Children
☐ Toddlers
☐ Young Married
☐ Other

AFFINITY

- ☐ Athletes
☐ Business Professionals
☐ Couples
☐ ESL
☐ Families
☐ Hearing Impaired
☐ Men
☐ Musicians
☐ People Who Are Hurting
☐ Single Parents
☐ Singles
☐ Women

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

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

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

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As we've looked through that, maybe you've seen one that applies more to you than others—or maybe a couple. The basic motivation of my life is influence. When I look back over all the things I've done as a little kid growing up, and I wrote these things out—the basic motivation of my life—I've often been in leadership positions, but my motivation is not to be a leader. Frankly, if I can influence people without being the leader, I don't want to be the leader. But I want to see people's lives changed. I like to influence behavior. That's a basic motivation of my life. If you take me out of a situation where I can't influence people, I am miserable. I may be using my gifts in that area, but if my gifts aren't being used to influence people, it doesn't work. So the other things I do, I do for the purpose of influencing.

Kay has often said, "It's a good thing you're a believer." I could influence people the wrong way, if my heart wasn't right. One time when I was in high school, I lead six or eight hundred kids to cut school one day. I got them to cut school and march downtown. We marched on the courthouse. Even before I gave my life to Christ, I was influencing. It was a pattern God had put in my life.

Now go to your SHAPE guide – write on your list the boxes that you checked as being your heart—part of the basic motivational pattern of your life. Again, if you're not sure, still go ahead and write it down. Part of your process of discovery might be to see that something you thought was your heart actually is not, but you would have never known if you hadn't had the courage to write it down and try.

DISCOVERING YOUR ABILITIES

TEACHING TIP:

The teaching materials on Abilities should take about 5 minutes.

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

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I'd like to start by reading you a story called "The Animal School."

"The animals had a school. The curriculum consisted of running, climbing, flying, and swimming. All the animals took all the subjects. The duck was good at swimming and fair in flying, but he was terrible in running. So he was made to drop the swimming class and stay after school to practice running. He kept this up until he was only average at swimming but average was acceptable. The others, including the teacher, were no longer threatened by the duck's swimming abilities so everyone felt more comfortable, except the duck.

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The eagle was considered to be a problem student. For instance, in climbing class, he could beat all the others to the top of the tree but he insisted on using his own method of getting there. He had to be severely disciplined and finally, because of his non-cooperation in swimming, he was expelled for insubordination.

The rabbit started at the top of the class in running, but obviously he was inadequate in other areas. Because of so much make up work in swimming, he had a nervous breakdown and had to drop out of school.

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The turtle was a failure in most every course offered. His shell was considered to be the leading cause of his failure so it was removed. This did help his running a bit but sadly he became the first causality when he was stepped on by the horse.

Here's the summation. The faculty was disappointed but, all in all, it was a good school in humility. There were no real successes. None seemed to measure up to the others, but they did concentrate on their weak points and some progress was made."

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You get the point? Everybody doesn't fit the same mold. At Saddleback, we don't zero in on what you're not good at. We want to zero in on what you're good at. One of the things we say over and over is, "Everybody is a '10' in some area." If you're in a ministry where it's not working out . . . how do you know it's not working out? You're under stress. Stress is an indication of it because you're not enjoying it like you ought to. Everybody is a "10" in some area. If you're not making it in a certain ministry, doesn't mean you're the wrong person; it means it's the wrong job.

1 Corinthians 12:6 says:

E

There are different abilities to perform service.

1 CORINTHIANS 12:6 (GNT)

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

EXODUS 31:3 (NIV84)

Circle those three things: skill, ability, and knowledge. When we talk about the “A” in shape, we’re talking about skill, ability, and knowledge.

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

Nothing could be further from the truth. The key is matching your abilities with the right ministry. There’s a “laundry list” of 3,000-4,000 different abilities. Studies have been shown when you take an average person and sit down with them and go through a list like that, the average person has between 500-600 different abilities. They just don’t know it. You’re good at a lot of stuff. You just take it for granted.

Six Misconceptions about Your Abilities

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

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

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

This simply is not true. There are a number of talents, which seem to be inborn, or are developed very early in infancy. When people say, “He just seems to have a natural talent for it,” it’s probably true!

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

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

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

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

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SESSION THREE

H

YOUR SHAPE

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PARTICIPANT PAGE ##

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

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

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

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

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After you’ve filled out these pages, look over your list of accomplishments again and circle the verbs that denote actions performed while you were doing each achievement. Now compare those to the list below and check those abilities you feel you have.

I’ve listed, as an example, 26 SPECIALIZED ABILITIES. I want you to go through this list and check the ones you think you have. Then narrow it down to the top two or three. Select your strongest skill, your second strongest skill, and your third strongest skill.

Go back to the SHAPE Profile Sheet where it says “My Abilities” and notice there are three questions there. We gave you an exercise for Spiritual Gift, for Heart, and now I’ve shown you one for Abilities.

Number one, I feel I have these specialized abilities. Fill in some of the abilities that you checked on your participant guide, and then quickly circle what you think might be the top three. Don’t worry about getting it perfect, just go with your first impressions for now.

Number two, “I’ve Taught a Class on” . . . It could be anything: childbirth, safety, communication, media. It’s somewhere you’ve developed an ability.

And third, “I feel my most valuable asset is . . . Another way to ask that is, “Which of those abilities are you the most excited about God using to help others?”

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TEACHING TIP:

From here, have them fill out their profile, with guides available to answer questions. Give them about 10 minutes.

DISCOVER YOUR ABILITIES

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

- ☐ **Entertaining ability** (to perform, act, speak, sing)
- ☐ **Recruiting ability** (to enlist and motivate people to get involved)
- ☐ **Interview ability** (to discover what others are really like)
- ☐ **Researching ability** (to read, gather information, collect data)
- ☐ **Artistic ability** (to create or design)
- ☐ **Evaluating ability** (to analyze data and draw conclusions)
- ☐ **Planning ability** (to strategize, design, and organize programs and events)
- ☐ **Managing ability** (to supervise people to accomplish a task or event and coordinate the details)
- ☐ **Counseling/Encouraging ability** (to listen, encourage, and guide with sensitivity)
- ☐ **Athletic ability** (to coach or participate in a sport)
- ☐ **Teaching ability** (to explain, train, demonstrate, and tutor)
- ☐ **Writing ability** (to write articles, letters, books)
- ☐ **Linguistic ability** (to speak and write in one or more of the following language(s))

..... ☐ Write ☐ Read
 ☐ Write ☐ Read

- ☐ **Editing ability** (to proofread or rewrite)
- ☐ **Promoting ability** (to advertise or promote events and activities)
- ☐ **Repairing ability** (to fix, restore, maintain)
- ☐ **Hobby-related ability** (to work with your hands)
 - ☐ Scrapbooking
 - ☐ Knitting/Quilting/Sewing
 - ☐ Photography
 - ☐ Cooking
 - ☐ Gardening
 - ☐ Social Networking
 - ☐ Fitness/Exercise

Other:

- ☐ **Feeding ability** (to create meals for large or small groups)
- ☐ **Recall ability** (to remember or recall names and faces)

- ☐ **Mechanical operating ability** (to operate equipment, tools, or machinery)
- ☐ **Resourceful ability** (to search out and find inexpensive materials or resources needed)
- ☐ **Counting ability** (to work with numbers, data, or money)
- ☐ **Classifying ability** (to systematize and file books, data, records, and materials so they can be retrieved easily)
- ☐ **Public Relations ability** (to handle complaints and unhappy people with care and maturity.
- ☐ **Welcoming ability** (to convey warmth, develop rapport, and make others feel comfortable)
- ☐ **Musical ability** (to sing or play a musical instrument)
- ☐ **Landscaping ability** (to do gardening and work with plants)
- ☐ **Decorating ability** (to beautify a setting for a special event)
- ☐ **Business Administration ability** (to work with office organizational tasks such as typing, filing, transcribing, and phones)
- ☐ **Critical Thinking ability** (to evaluate, assess, and problem solve in order to reach an answer or conclusion)
- ☐ **Leadership ability** (to train, coach, mentor, facilitate and/or strategize in order to accomplish an objective or goal)
- ☐ **Financial/Numeric ability** (to sort and process accounting and bookkeeping tasks)
- ☐ **Technology ability** (to operate/repair equipment)
- ☐ **Production ability** (stage hand, audio mixer, lighting, recording, camera)
- ☐ **Computer Technology ability** (to create new apps, software, hardware, graphic design, programming, data entry)
- ☐ **Maintenance ability** (to operate/repair equipment.)
- ☐ **Video/Technology ability** (video editor, set designer, script writer, makeup artist, camera operator, director/producer, production assistant, costume coordinator)
- ☐ **Other:**
-
-

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

DISCOVERING YOUR PERSONALITY

TEACHING TIP:

The teaching material on Personality should take about 5 minutes.

Try to do something that is not natural to you.

On the line below, write your name.

.....

Now write your name with your opposite hand.

.....

What Happened?

When you tried to do something that was not natural to you, three things were true:

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

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

It's obvious that God has not used a cookie cutter to stamp out people in a process of uniformity. He loves variety—just look around. And there is not a right or wrong temperament. We need opposites to balance the church.

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So the fourth factor you've got to look at is your personality. That's very important. God has wired your temperament in a unique way. This factor is very important to 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.

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A good example of this is two people who have the gift of administration, organization. They're good organizers—that's their spiritual gift. They're both motivated to work with teenagers. So they have the same gift and they have the same heart. But one of them is an introvert and one of them is an extrovert. That's going to be an important factor too, in finding a ministry that helps fit them. If you mix up the job description between an introvert and extrovert they're both going to be miserable. It's a factor.

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Some people do not experience ministry satisfaction because what they're doing is inconsistent with their temperament or personality. We're expecting thinkers to be feelers; we're expecting feelers to be thinkers and extroverts to be introverts and people who like variety to be in a routine ministry and people who like routine to be in a variety ministry. Things like that.

It's like when you're working with wood—sometimes you have to work around the knot. You've got to sand with the grain. In your life, you have an ingrained set pattern. There are many fine personality tests. In fact, in preparation for this class, I studied over twenty different personality tests. I read books and tests and studied. They're all very good, but for the purpose of your ministry profile, we want to just consider five different aspects of your personality. You need to understand these aspects, and you need to let the Ministry Guide understand when you have your interview.

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In the section below, circle which you think better describes your personality. Put an X where you land: if you're extremely extroverted, put an X all the way to the left of the line between those two words; if you're slightly extroverted put it more towards the middle. Do you have to put the X in the boxes? I guess that depends on your personality!

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TEACHING TIP:

Again, don't teach the rest of the material on Personality to the whole group. Have them fill in their profile, with guides wandering the room to answer their questions. Give 5 to 10 minutes for them to complete this section of the profile.

IDENTIFY YOUR PERSONALITY TYPE

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

MOST OF THE TIME I WOULD CONSIDER MYSELF TO BE . . . (please check one)

Extreme Moderate Extreme
Extroverted ☐ ☐ ☐ ☐ ☐ *Introverted*

Extreme Moderate Extreme
Self-expressive ☐ ☐ ☐ ☐ ☐ *Self-controlled*

Extreme Moderate Extreme
Cooperative ☐ ☐ ☐ ☐ ☐ *Competitive*

Record your responses on your SHAPE profile.

TYPES OF MINISTRIES THAT COMPLEMENT MY PERSONALITY

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

MOST OF THE TIME I ENJOY...

Extreme Moderate Extreme
Routine ☐ ☐ ☐ ☐ ☐ *Variety*

Extreme Moderate Extreme
Serving with a Team ☐ ☐ ☐ ☐ ☐ *Serving Alone*

Extreme Moderate Extreme
Task-Oriented ☐ ☐ ☐ ☐ ☐ *People-Oriented*

Record your responses on your SHAPE profile.

DISCOVERING YOUR EXPERIENCES

TEACHING TIP:

This section, with the testimony suggested at the end, should take about 10 minutes to teach.

Examining My Experiences

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

And we know that in all things God works for the good of those who love him, who have been called according to his purpose.

ROMANS 8:28 (NIV)

It doesn't say all things are good. It says that "in all things God works" even in the bad things "God works for the good of those who love him." That means God never wastes an experience. It means that even the bad experiences you bring on yourself, God never wastes a hurt. Philippians 1:12, Paul says:

Now I want you to know, brothers, that what has happened to me has really served to advance the gospel.

PHILIPPIANS 1:12 (NIV)

He said, "all these things, everybody else thought were bad, actually have turned out for good." He's in jail when he's writing this.

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

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overcome with God's help. Since our greatest life messages come out of our weaknesses, not our strengths, we should pay close attention to what we've learned in the "school of hard knocks." God never wastes a hurt! He wants you to be open to ministering to people who are going through what you've already been through!

1. What **EDUCATIONAL** experiences have you had?

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

PROVERBS 4:13 (GNT)

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2. What **WORK** experiences have you had?

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

MARK 1:18-19 (NASB)

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3. What **SPIRITUAL** experiences have you had?

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

HEBREWS 5:12-13 (GNT)

P

4. What **MINISTRY** experiences have you had?

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

2 CORINTHIANS 9:13 (NIV)

E

5. What **PAINFUL** experiences have you had?

The Bible says God actually allows you to go through difficult situations and circumstances and problems and trials and difficulties. He comforts you and teaches you in those situations so that you can turn around and have a ministry to the very people who are going through situations you've been through. Who can relate better to someone who's had an alcohol problem than somebody who's been an alcoholic? Who can better relate to someone who's going through a divorce than someone who's been divorced? Who can better relate to someone who's lost a husband or wife in a death than someone who's lost a husband or wife? All of these experiences, God wants us to look at.

“WE SHOULD USE
OUR EXPERIENCES
TO HELP OTHERS.”

[God] wonderfully comforts and strengthens us in our hardships and trials. And why does he do this? So that when others are troubled, needing our sympathy and encouragement, we can pass on to them the same help and comfort God has given us.

2 CORINTHIANS 1:3-4 (TLB)

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TEACHING TIP:

This is a good time for you as the teacher of this section to share your story of how God has used the painful experiences in your life.

On your SHAPE profile, you're going to record these experiences. First your spiritual experiences. Start by writing out briefly how your Spiritual Journey started, this is how and when you became a Christian.

Then you'll write down one area where you sense you are growing spiritually. Being baptized, times with God, love for others, growth in character, love for the Bible. Where do you sense that God is working in your life spiritually?

As part of this we ask you to write down some of the painful experiences that you have faced. It's hard to even write it down, and you certainly can't describe it in a few words on this page. The way to think about it is there on your profile: These are the kind of trials or problems I could relate to and encourage a fellow Christian that is going through.

You'll also write down some of the work and ministry experiences that you have had. And don't forget to write down what ministry opportunities bring you the most fulfillment.

TEACHING TIP:

You'll give them time to fill in their profile from this point. The experiences section takes longer to fill out than any other, so give 15 to 20 minutes for them to fill in this portion. And tell them that if they don't finish they'll have time at the end of the class.

HOW TO EXAMINE MY EXPERIENCES

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

1. EDUCATIONAL EXPERIENCES

- | | |
|---|--|
| <input type="checkbox"/> High School Diploma | <input type="checkbox"/> Master's Degree |
| <input type="checkbox"/> Associate of Arts Degree | <input type="checkbox"/> PhD/Doctoral Degree |
| <input type="checkbox"/> Bachelor's Degree | <input type="checkbox"/> Specialized Advanced Training |
| <input type="checkbox"/> Other | |

2. WORK EXPERIENCES

Agriculture

- ☐ Agriculture/Animal Husbandry

Automotive

- | | |
|--|---|
| <input type="checkbox"/> Management | <input type="checkbox"/> Mechanic/Maintenance |
| <input type="checkbox"/> Manufacturing | <input type="checkbox"/> Sales/Marketing |
| <input type="checkbox"/> Other | |

Business

- | | |
|---|---|
| <input type="checkbox"/> Administrative Support | <input type="checkbox"/> Product Receiving/Delivery |
| <input type="checkbox"/> Advertising/Marketing | <input type="checkbox"/> Property Management |
| <input type="checkbox"/> Chemicals | <input type="checkbox"/> Public Relations |
| <input type="checkbox"/> Consulting | <input type="checkbox"/> Purchasing |
| <input type="checkbox"/> Construction/Building | <input type="checkbox"/> Real Estate |
| <input type="checkbox"/> Financial Services | <input type="checkbox"/> Recruiting/Head Hunting |

- | | |
|--|---|
| <input type="checkbox"/> Food/Restaurant Services | <input type="checkbox"/> Sales/Retail |
| <input type="checkbox"/> Manufacturing | <input type="checkbox"/> Service/Customer Relations |
| <input type="checkbox"/> Personal Care Products/Services | <input type="checkbox"/> Sewing |
| <input type="checkbox"/> Personnel/Human Relations | <input type="checkbox"/> Small Business Owner |
| <input type="checkbox"/> Project/Area Management | <input type="checkbox"/> Other |

Computer Science

- | | |
|--|--|
| <input type="checkbox"/> Consulting | <input type="checkbox"/> Info Systems/Tech Support |
| <input type="checkbox"/> Data Entry/Management | <input type="checkbox"/> Printing |
| <input type="checkbox"/> Graphics | <input type="checkbox"/> Software |
| <input type="checkbox"/> Hardware | <input type="checkbox"/> Web Based |
| <input type="checkbox"/> Other | |

Creative Arts

- | | |
|---|---|
| <input type="checkbox"/> Architecture | <input type="checkbox"/> Illustration |
| <input type="checkbox"/> Advertising | <input type="checkbox"/> Industrial Design |
| <input type="checkbox"/> Computer Arts | <input type="checkbox"/> Interior Architecture/Design |
| <input type="checkbox"/> Fashion | <input type="checkbox"/> Motion Pictures/Television |
| <input type="checkbox"/> Fine Arts | <input type="checkbox"/> Photographer |
| <input type="checkbox"/> Graphic Design | <input type="checkbox"/> Other |

Education

- | | |
|--|---|
| <input type="checkbox"/> Christian/Religion | <input type="checkbox"/> Physical Education/Coaching |
| <input type="checkbox"/> Counseling | <input type="checkbox"/> Preschool/Elementary Education |
| <input type="checkbox"/> History | <input type="checkbox"/> Sciences |
| <input type="checkbox"/> Jr. High/H.S. Education | <input type="checkbox"/> Social Sciences |
| <input type="checkbox"/> Languages | <input type="checkbox"/> Special Education |
| <input type="checkbox"/> Manual Arts/Vocational Skills | <input type="checkbox"/> Specialist |
| <input type="checkbox"/> Mathematics | <input type="checkbox"/> Technology/Communication |
| <input type="checkbox"/> Music | <input type="checkbox"/> Training |
| <input type="checkbox"/> Other | |

Academia

- ☐ Student

Entertainment

- | | |
|--|---|
| <input type="checkbox"/> Actor/Actress | <input type="checkbox"/> Homemaker |
| <input type="checkbox"/> Banquets/Events | <input type="checkbox"/> Media (Radio, Video, Film, etc.) |
| <input type="checkbox"/> Hotel Services | <input type="checkbox"/> Resorts/Theme Parks |
| <input type="checkbox"/> Other | |

Medical

- | | |
|--|--|
| <input type="checkbox"/> Administrative/Support Services | <input type="checkbox"/> Obstetrics/Gynecology |
| <input type="checkbox"/> Chiropractic | <input type="checkbox"/> Ophthalmology/Optometry |
| <input type="checkbox"/> Dental | <input type="checkbox"/> Orthodontics |
| <input type="checkbox"/> Dermatology | <input type="checkbox"/> Pathology |
| <input type="checkbox"/> General | <input type="checkbox"/> Pharmacology |
| <input type="checkbox"/> Geriatrics | <input type="checkbox"/> Physical/Occupational Therapy |
| <input type="checkbox"/> Internal | <input type="checkbox"/> Pediatrics |
| <input type="checkbox"/> Mental Health | <input type="checkbox"/> Podiatry |
| <input type="checkbox"/> Nursing | <input type="checkbox"/> Sales/Services |
| <input type="checkbox"/> Nutrition | <input type="checkbox"/> Other |

Military

- | | |
|--------------------------------------|--------------------------------------|
| <input type="checkbox"/> Air Force | <input type="checkbox"/> Marines |
| <input type="checkbox"/> Army | <input type="checkbox"/> Navy |
| <input type="checkbox"/> Coast Guard | <input type="checkbox"/> Other |

Other

- ☐ Retired

Public/Civil Services

- | | |
|---|--|
| <input type="checkbox"/> Fire Protection | <input type="checkbox"/> Postal Services |
| <input type="checkbox"/> Government Services | <input type="checkbox"/> Social/Community Services |
| <input type="checkbox"/> Immigration Services | <input type="checkbox"/> Transportation |
| <input type="checkbox"/> Internal Revenue Service | <input type="checkbox"/> Speech Pathology |
| <input type="checkbox"/> Investigation | <input type="checkbox"/> Surgery |
| <input type="checkbox"/> Law Enforcement/Security | |
| <input type="checkbox"/> Policy/Permit | <input type="checkbox"/> Other |

Science

- ☐ Engineering

Tax/Legal/Court Services

- | | |
|--|---|
| <input type="checkbox"/> Attorney | <input type="checkbox"/> Paralegal |
| <input type="checkbox"/> Certified Public Accountant | <input type="checkbox"/> Prisoner Services (Bail, Parole) |
| <input type="checkbox"/> Court Services | <input type="checkbox"/> Other |

Transportation

- | | |
|--|--|
| <input type="checkbox"/> Airline Attendant | <input type="checkbox"/> Bus/Truck/Automobile Driver |
| <input type="checkbox"/> Airline Pilot | <input type="checkbox"/> Railroad |
| <input type="checkbox"/> Air Traffic Control | <input type="checkbox"/> Travel Agency/Services |
| <input type="checkbox"/> Other | |

Utilities

- | | |
|---|---|
| <input type="checkbox"/> Cable Television | <input type="checkbox"/> Service/Sales/Management/Install |
| <input type="checkbox"/> Gas/Electric | <input type="checkbox"/> Water |
| <input type="checkbox"/> Phone | <input type="checkbox"/> Other |

Vocational Ministry

- | | |
|--|--------------------------------------|
| <input type="checkbox"/> Administrator | <input type="checkbox"/> Pastor |
| <input type="checkbox"/> Director | <input type="checkbox"/> Other |

3. SPIRITUAL EXPERIENCES

- | | |
|--|--|
| <input type="checkbox"/> Baptized | <input type="checkbox"/> Member of Saddleback Church |
| <input type="checkbox"/> Community Outreach | <input type="checkbox"/> Regularly Tithe to God |
| <input type="checkbox"/> Cross-Cultural Ministry | <input type="checkbox"/> Regularly Pray |
| <input type="checkbox"/> Led Someone to Christ | <input type="checkbox"/> Regularly Read the Bible |
| <input type="checkbox"/> Member of a Small Group | <input type="checkbox"/> Serving in a Ministry |
| <input type="checkbox"/> Other | |

4. MINISTRY EXPERIENCES (I have worked with . . .)

Age and Life Stages

- | | |
|---|---|
| <input type="checkbox"/> College/Career | <input type="checkbox"/> Men |
| <input type="checkbox"/> Couples | <input type="checkbox"/> Preschool Students |
| <input type="checkbox"/> Elementary Students | <input type="checkbox"/> Senior Adults |
| <input type="checkbox"/> Family | <input type="checkbox"/> Single Adults |
| <input type="checkbox"/> High School Students | <input type="checkbox"/> Young Marrieds |
| <input type="checkbox"/> Infants/Babies | <input type="checkbox"/> Women |
| <input type="checkbox"/> Junior High Students | <input type="checkbox"/> Other |

Ministry Roles/Functions

- | | |
|--|---|
| <input type="checkbox"/> Administrative Support | <input type="checkbox"/> Hosting |
| <input type="checkbox"/> Baking/Cooking | <input type="checkbox"/> Hospital Care |
| <input type="checkbox"/> Baptism | <input type="checkbox"/> In-Home Care/Senior Ministry |
| <input type="checkbox"/> Bible Teacher | <input type="checkbox"/> Lay Counselor |
| <input type="checkbox"/> Camp Counselor | <input type="checkbox"/> Library |
| <input type="checkbox"/> Career Missions/World Impact | <input type="checkbox"/> Media/Tape |
| <input type="checkbox"/> Children's Ministry | <input type="checkbox"/> Musician |
| <input type="checkbox"/> Choir | <input type="checkbox"/> Prayer Team |
| <input type="checkbox"/> Church Life (weddings, funerals, anniversaries) | <input type="checkbox"/> Prison Ministry |
| <input type="checkbox"/> Cleaning/Maintenance/Repair | <input type="checkbox"/> Program/Event Coordinator |
| <input type="checkbox"/> Communications/Tech/Graphics | <input type="checkbox"/> Retreat Planning |
| <input type="checkbox"/> Communion | <input type="checkbox"/> Security |
| <input type="checkbox"/> Deaf Ministry | <input type="checkbox"/> Setup/Teardown |
| <input type="checkbox"/> Disciple/Mentor | <input type="checkbox"/> Small Group Leader |
| <input type="checkbox"/> Discussion/Table Leader | <input type="checkbox"/> Speaker/Trainer |
| <input type="checkbox"/> Drama | <input type="checkbox"/> Technical/AV Support |
| <input type="checkbox"/> Facilities Oversight | <input type="checkbox"/> Traffic |
| <input type="checkbox"/> Financial Counselor | <input type="checkbox"/> Van/Bus/Truck Driver |
| <input type="checkbox"/> Food Preparation/Café | <input type="checkbox"/> Writing |
| <input type="checkbox"/> Greeter/Usher | <input type="checkbox"/> Worship Leader |
| | <input type="checkbox"/> Other |

5. PAINFUL EXPERIENCES (I can relate/I have gone through . . .)

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

*Check us out online at Saddleback.com
for a complete list of serving opportunities.*



TEACHING TIP:

This section should take about 20 minutes.

SESSION FOUR

Your Service

GREAT PLACES TO EXPRESS GOD'S LOVE

Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving.

COLOSSIANS 3:23–24 (NIV84)

COMMITTING YOURSELF TO MINISTRY

What we've talked about for the last three and a half hours is really very dangerous. Because James 4:17 says this, *"Anyone who knows to do good and then doesn't do it, sins."* Now you're responsible. You could have gotten away with it before you came to this class—"I didn't know I was supposed to minister! And I didn't know God had shaped me for ministry." But you're on the hook now. Now that you know it, the Bible says God is going to hold you accountable. Someday He's going to say, "What did you do with what I gave you? What did you do with the gifts, the personality, the heart, the abilities, and the experiences I gave you—how I shaped you for ministry-- what did you do with it? Did you just use it on yourself to make money? Did you use it on yourself to have fun? Or did you use it for building the kingdom of God?" One day God's going to ask you that. What you want (and why this class is here) is to be able to stand before God someday and have Him say, *"Well done, thou good and faithful servant. You were faithful in little now you can be faithful in much."*

So we come to the time of commitment. **MY MINISTRY COVENANT.** Read the covenant with me. Just as we have a membership covenant in the membership class, we have the maturity covenant for spiritual growth in the maturity class—201—the ministry covenant is the covenant for those who move into the Core of ministry at Saddleback.

"Having committed myself to membership and the habits essential for spiritual maturity, and in agreement with the Saddleback Ministry statement, I commit to...

- Discovering my unique shape for ministry and attending my SHAPE discovery session.
- Selecting and serving in ministry. Remaining open to serve in a secondary ministry.
- Growing and maturing in Christ. Developing my character, gifts, and abilities for better service.
- Cooperating with other ministries. Placing the greater good of the whole body over those of my ministry.

If you're ready to make this commitment, I want you to go ahead and sign your name on it. In just a minute there's a next steps card that I'll need you to turn in so that we can record your commitment and your finishing this class. You can start filling that out now if you'd like.

There are two great enemies of ministry. There are two things that are going to keep people from making this commitment. One is fear. "Maybe I can't do it." The Bible says, *"He that is in me is greater than he that is in the world,"* and *"He who began a good work in you will bring it unto completion in the day of Jesus Christ,"* and *"I can do all things through Christ who strengthens me."* God never asks you to do what He doesn't give you the power to do. He'll give you the power to do what He's called you to do.

The other enemy of ministry is secular values. We can get so busy in other things we don't have time for ministry. When somebody says, "I don't have time for ministry," I say, "You're too busy." How can you have 168 hours a week and not find at least some time, a few hours a week, for something that is more important than anything else and something that's going to outlast everything else.

I was reading in the book of Ezra and it's interesting that the people were captive in Babylon for 70 years and when Ezra got permission to go back and rebuild the temple, he said, "Let's go! After 70 years we can finally go back and rebuild the temple. Let's all go back and build this ministry." Even though they were in a foreign country, he had a hard time finding people who would go with him. Why? They were so involved in their business interests in Babylon, they couldn't go back to build the temple.

Sometimes that's true today. Some people are so involved in other things they don't have time for what's going to last for eternity.

It's fear and it's secular values that are going to keep you from doing ministry.

What we're talking about is so important. God uses ordinary people. The history of Saddleback Church is, He takes ordinary people and does extraordinary things through them. I don't know a more exciting time to be alive. I don't know a more exciting place to serve the Lord than Saddleback Church. If I did, I'd be there. I want to make my life count.

TEACHING TIP:

If you are teaching this in some other place than Orange County, you'll obviously want to let people know why the location that you are in is strategic to the plan of God.

I think that God has placed us at a strategic place in time in a strategic part of America to influence, not only Orange County, but California and the entire nation. The way Orange County goes, the way Southern California goes. And the way Southern California goes, is the way California goes. And the way California goes, is the way America goes. Because California sets the trend, right or wrong. Good or bad, we set the fads. It's either occultism, new age, or it's the Jesus movement. The way America goes is the way the world goes. We're in a very strategic place and God has put His hand on this church. I don't apologize in saying that maybe the most important thing you do with your life is get involved in ministry at Saddleback Church. It is certain to outlast anything you ever do in your job. It is certainly going to outlast anything you ever do in your family. The Bible says the kingdom of God is going to last forever. The church is going to last forever.

We are more than a church at Saddleback. We're a movement. We're a movement of ministry. And there are churches all over America and the world that are modeling after this church. They're watching us. And they're watching you. What we're doing is going back to the New Testament that says, the ministry belongs in the hands of the people, not in the hands of the professionals. My goal since I started Saddleback is to give the ministry away. When I started this church, I did everything in it. I set it up, I took it down, I printed the bulletin, I preached the sermon, I led the music, I did everything except count the offering. I've never done that. I've never seen the books in ten years. I don't get near the finances. I want to be above reproach.

Yet, as the church has grown, I've given the ministry away. Other staff members, other people. Now we have over half of our membership serving in the Core at Saddleback.

TEACHING TIP:

Much of this material is from Pastor Rick, and will need to be made personal to you as the teacher. With the material below, it would be good to tell Pastor Rick's story. Tell people that it's a card that Pastor Rick has had in his drawer, and that they are an answer to his prayer.

I keep this card inside my desk drawer. It says, "Great people are ready to help me in the right time in the right way, people I don't even know yet. I promise I'll never give up because I don't have the help, but I will trust God to provide. '*Commit your way to the Lord, Trust Him to help you do it and He will.*' God has the resources to help you that you have not even considered. There are multiplied thousands of persons with all sorts of talents and skills and concerns and contacts that God can bring into your life in order to fulfill His plans. So open your eyes and see the faces of people around you. Open your ears to hear what they're saying. Today, tomorrow, next week, you'll meet someone, someone who is just the person you need and that right person will come along to fill the right place at just the right time and you will marvel knowing that God has arranged it so beautifully."

I've kept that in my drawer for about thirty years and when I was very discouraged, when there were very few people helping out, I used to pull this out and read it. I want to say to you, you are an answer to that prayer, after ten years of praying. God wants to use you in ways that you have not even imagined. I want to say that if God would show you where you're going to be five years from now, it would blow your mind at how much an impact he's going to make with your life. It doesn't take great ability. It takes great availability. If you get available and say, "God, use me in ministry anyway you see fit," he will wear you out. If you had told me forty years ago that I would be pastoring a church, much less one of the largest churches in America, I would have said, "You're crazy!" That was about as far from my mind as I could have imagined.

You are in for some exciting days ahead as we commit ourselves to ministry and to become part of the Core here at Saddleback.

Look with me now at where to go from here—and a word of encouragement as we close. Here is Saddleback's Ministry Discovery Process:

SADDLEBACK MINISTRY DISCOVERY PROCESS

1

ATTEND

Class 301 — "Discovering My Ministry"

Discover how God has SHAPed me for ministry.

Spiritual Gifts • Heart • Abilities • Personality • Experiences

☐ Commit to the Ministry Covenant

☐ Complete Your Personal Profile

2

INTERVIEW

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

☐
☐
☐

3

MEETING

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

☐
☐
☐

Now, I want to leave you with five steps you can take to stay successful in ministry for the long term. I'll go through these very quickly—as a closing encouragement.

STEP 1: DEDICATE MY BODY.

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

ROMANS 12:1 (NIV)

You wouldn't be here, most likely, unless you'd already done that. You said, "Jesus Christ, I want to serve You. I dedicate myself. I don't understand it all, but I dedicate myself to be what you want me to be."

STEP 2: ELIMINATE COMPETING DISTRACTIONS.

This is the step some of you need to take now. The reason why you haven't been able to be involved in ministry is because your life is filled up with everything else but ministry. In verse 2 it says,

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

ROMANS 12:2 (NIV)

After the act of dedication, comes the act of elimination. I can't burn the candle at both ends. If you burn the candle at both ends, you're not as bright as you think you are. If you're serious about serving God, you're going to have to cut some things out of your life. You can't keep adding and adding without taking things out. It may be less television or it may be something else. But if you put the important things into life you're going to have to take something out that is less important.

STEP 3: EVALUATE **MY STRENGTHS** .

That's what we've spent the major portion of our time on.

Romans 12:3 (Phillips translation) says:

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

ROMANS 12:3 (PHILLIPS)

He says, be honest. Every one of us are a great mixture of some strengths and weaknesses. You have some things that you're very good at. You have some things that you're lousy at. So do I. With every strength comes a weakness. With every weakness comes a strength. The key is to find out, what am I good at? and have a sane estimation. Humility is not denying your strengths. Humility is being honest about your weaknesses. It's OK to say, "I'm good with my hands." Why? God made you to be that way. Some of you are good with words. Some of you are good with numbers. Some of you are good with people. Some of you are lousy with people, but you're good with things. You're good with projects. God has made us different to fit us all together in the body of Christ. Evaluate your strengths.

STEP 4: ACTIVATE **MY GIFTS** .

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

ROMANS 12:6-8 (NIV)

Do what God made you to do.

STEP 5: COOPERATE

WITH OTHER BELIEVERS

For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others.

ROMANS 12:4-5 (NIV)

We cooperate with other believers. Nobody is an island unto themselves. I need your ministry. You need the ministry of others around you. Dedicate, Eliminate, Evaluate, Activate, Cooperate. Let's pray together.

PRAYER:

Heavenly Father, I thank you for these folks. I look out on their faces. I see people that I love with all my heart. I see people that you've brought here to Saddleback for very different reasons. I see people with such incredible potential. The energy in this room alone could shake America, could send a revival that all the forces of hell couldn't stop. May each of us say, "Here am I, send me. Here am I, Lord. Use me. I'm willing to take time—make time in my schedule to do what's important." As we consider this commitment of ministry to you, we realize that it's scary, but you never call us to do what you don't equip us and anoint us and empower us to do. Help us grow. Help us discover our gifts and who you made us to be. In Jesus's name, Amen.

On your way out, make sure you fill out and turn in your next steps card and your completed SHAPE Profile. It's how we know that you've been to Class 301 and record your commitment, and how we get you started in ministry.

At the end of this material, you'll notice that there is a list of four great places to start serving. I encourage you to read those through as you pray about where God would have you serve.

THANKS for being at 301, I'm grateful for your commitment to MINISTRY!

FOUR GREAT PLACES TO START SERVING

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

GALATIANS 6:10 (NIV)

1. Serving opportunities at **CHURCH**

- Consider serving in one of the many ministries on campus during the weekday, weekend, or weeknight. From 30 minutes a week to a few hours a month, there are many ways to use your strengths and passions to serve others.
- Consider starting a new ministry. Maybe you have an idea for a new ministry that could help strengthen Saddleback Church. Share it with us and we can help see if it fits within our church at this time.

2. Serving opportunities in the **COMMUNITY**

- What about using your time and talents to serve people in your community? Volunteering in one of our many community ministries is a great way to show and share God's love. We have some great opportunities that help people as we strive to express God's love through The PEACE Plan locally.
- Start a new community ministry. Has God given you an idea to reach out to people in our community and help strengthen The PEACE Plan locally? If so, share the idea with us.

3. Serving opportunities around the **COUNTY**

- Your local Saddleback campus has serving opportunities in your county and surrounding communities. There are great ways to express your servant heart to those in need. For a complete listing of serving opportunities, check us out online at saddleback.com/ministry.

4. Serving opportunities around the **CONTINENTS**

- From disaster relief, to partnering with one of our international campuses, or training other Purpose Driven® churches around the world, Saddleback has numerous opportunities for you to serve the global community. For a complete listing of serving opportunities, check us out online at <https://saddleback.com/connect/ministry/the-peace-plan>.

WHAT ARE MY NEXT STEPS?

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

The 301 process involves four steps:

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

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

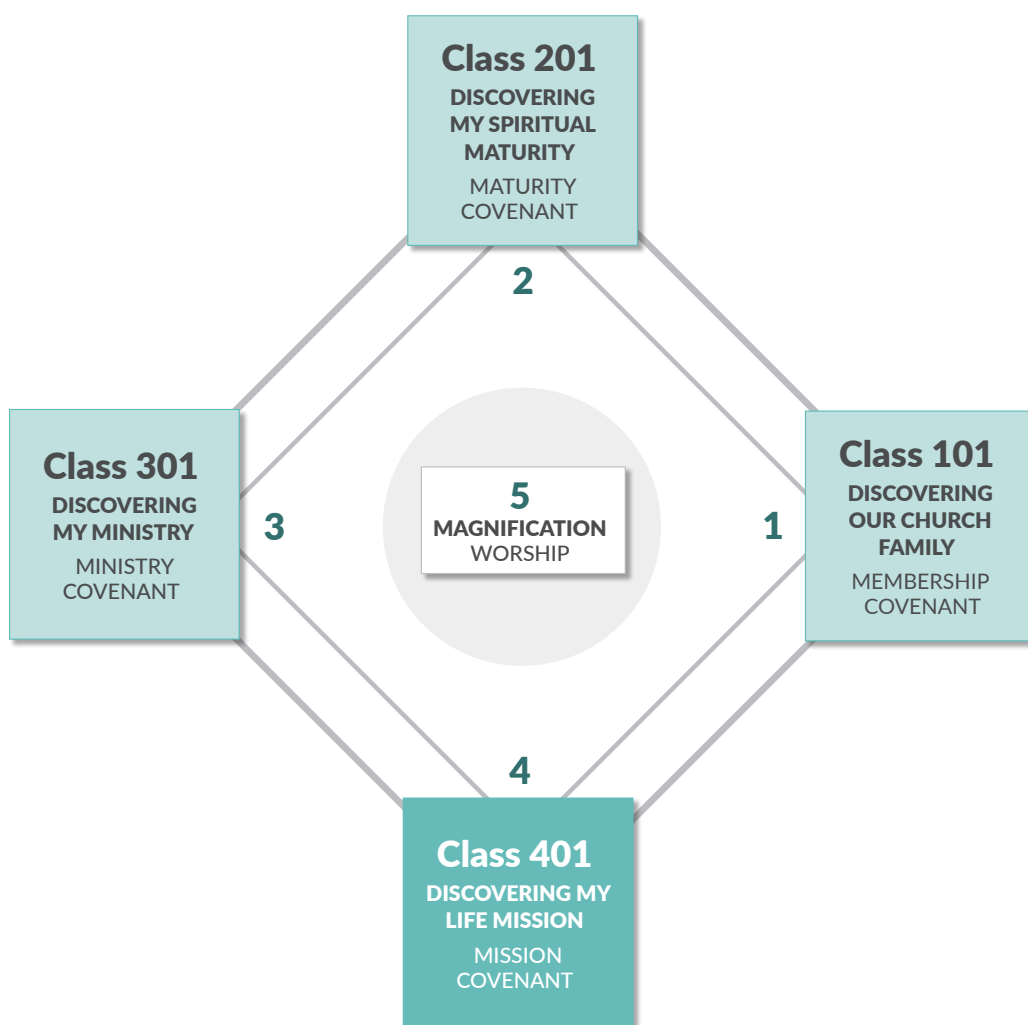
- Schedule your SHAPE Discovery Session prior to leaving class.
- This week in your daily time with God, continue to prayerfully review the Scriptures and Class 301 notes. Let God speak to you about the kind of ministry he wants you to be involved in.
- After your SHAPE Discovery Session, talk to the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

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

TEACHING TIP:

As you dismiss the class, it should take about 10 minutes to gather people's profiles and sign-ups for their discovery session.

Remember to tell them that you'll stay with them as long as they need to help them finish their profile. Don't let them leave without giving you their profile!



**GO ON TO
HOME BASE!**



Answer Key

ANSWER KEY

SESSION ONE: SADDLEBACK'S STRATEGY FOR SERVICE

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

The pastors are **ADMINISTRATORS**.
The people are the **MINISTERS**.

WE MINISTER IN THREE DIRECTIONS AT SADDLEBACK

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

THE GOAL OF OUR MINISTRY AT SADDLEBACK

God Wants to Use Us to **HELP
OTHERS GROW**.

HOW WE ACHIEVE OUR GOAL

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

WE FOCUS ON ATTENDING TO FIVE KINDS OF NEEDS

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

SESSION TWO: THE PRIORITY OF MINISTRY

ABOUT YOUR SIGNIFICANCE

1. I've been **CREATED**
for ministry.
2. I've been **SAVED**
for ministry.
3. I've been **CALLED**
into ministry.
4. I've been **GIFTED**
for ministry.
5. I've been **AUTHORIZED**
for ministry.
6. I'm **COMMANDED**
to minister.
7. I'm to be **EQUIPPED**
for ministry.
8. The body of Christ **NEEDS**
my ministry.

Ministry always functions in the context of the **CHURCH** family.

9. I am **ACCOUNTABLE** for my ministry.
10. I will be **REWARDED** for my ministry!

SESSION THREE: YOUR SHAPE

My ministry is determined by my **SHAPE**

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

HOW HAS GOD SHAPED ME?

1. I was **SHAPED** for a purpose.
2. I am **UNIQUE**.
3. I am **WONDERFULLY COMPLEX**.

THE PURPOSE OF SPIRITUAL GIFTS

1. Not for my benefit, but **FOR THE BENEFIT OF OTHERS**
2. To produce **MATURITY** and **HARMONY** in your church family

TEN TRUTHS ABOUT SPIRITUAL GIFTS

1. Only **BELIEVERS** have spiritual gifts.
2. Every Christian has at least **ONE SPIRITUAL** gift.
3. No one receives **ALL OF** the gifts.
4. No single gift is given to **EVERYONE**.
5. You can't **EARN** a spiritual gift.

6. The **HOLY SPIRIT** decides what gifts I get.
7. The gifts I'm given are **PERMANENT**.
8. I am to **DEVELOP** the gifts that God gives me.
9. It's a sin to **WASTE** the gifts God gives me.
10. Using my gifts **HONORS** God and **EXPANDS** me.

GIFTS ARE NOT TO BE CONFUSED WITH CHRISTIAN ROLES

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

1. My **PRIMARY MINISTRY** commitment should be in the area where I am **GIFTED (or SHAPED)**.
2. My **SECONDARY MINISTRY** commitment includes serving in any other area of the body where I am **NEEDED**.

DISCOVERING YOUR HEART

My heart is the **REAL** me!

MY HEART DETERMINES...

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

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

MOTIVATE you for ministry.

DISCOVERING YOUR EXPERIENCES

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

SESSION FOUR: YOUR SERVICE

COMMITTING YOURSELF TO MINISTRY

STEP 1: Dedicate **MY BODY**.

STEP 2: Eliminate **COMPETING DISTRACTIONS**.

STEP 3: Evaluate **MY STRENGTHS**.

STEP 4: Activate **MY GIFTS**.

STEP 5: Cooperate **WITH OTHER BELIEVERS**.

FOUR GREAT PLACES TO START SERVING

1. Serving opportunities at **CHURCH**.

2. Serving opportunities in the **COMMUNITY.**
3. Serving opportunities around the **COUNTY.**
4. Serving opportunities around the **CONTINENTS.**