

## **WELCOME TO DISCOVERING MY MINISTRY #301**

This class is the third of New Memorial's four basic classes. Since these classes build on each other you should have already attended 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.

### **THE PURPOSE FOR THIS CLASS: Preparation for Ministry**

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

The Bible says:

\* The Pastors are the **ADMINISTRATORS**

\* The People are the **MINISTERS**

### **THE PRINCIPLE UNDERGIRDING THIS CLASS:**

#### **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** 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! By reviewing and studying these factors, we can discover what ministry has for us... the *unique* way God intends for us to serve Him.

The two results of discovering the ministry I've been shaped for are:

**FULFILLMENT** and **FRUITFULNESS**

## THE FOCUS OF THIS CLASS

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

## CLASS OUTLINE

### SESSION ONE: MADE FOR MINISTRY

- \* What the Bible Says About Ministry
- \* How Has God Shaped Me?
- \* The Process For Discovering My Ministry
- \* Identifying My Unique S.H.A.P.E.

### SESSION TWO: SERVING THROUGH NEW MEMORIAL

- \* New Memorial's Vision for Ministry
- \* Previewing the Opportunities ("Ministry Menu")
- \* Developing a Heart to Serve
- \* Where Do I Go From Here?

## THREE PHASES TO COMPLETING THIS CLASS

1. Attend CLASS 301
2. Complete your S.H.A.P.E. personal profile
3. Meet with a Ministry leader

## THE GOALS OF THIS CLASS:

1. THAT I WILL DISCOVER MY UNIQUE DESIGN (S.H.A.P.E.) FOR MINISTRY AND COMMIT TO DEVELOP AND USE MY GOD-GIVEN GIFTS AND ABILITIES IN SERVING GOD AND OTHERS THROUGH MY CHURCH FAMILY.

2. THAT I WILL SELECT AND BEGIN SERVING IN THE MINISTRY OF MY CHURCH THAT BEST EXPRESSES WHAT GOD MADE ME TO BE.

- My Primary Ministry
- My Secondary Ministry

## WHAT THE BIBLE SAYS ABOUT MINISTRY

### WHAT IS MINISTRY?

**DEFINITION:** (Greek "diakonos" - "to serve")

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

### **We minister in 3 directions**

- \* To THE LORD (Acts 13:3)
- \* To BELIEVERS (Heb. 6:10)
- \* To NON-BELIEVERS (Matt. 5:13)

### **WE MINISTER TO 3 AREAS OF NEEDS.**

- \* To peoples PHYSICAL needs.

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

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

- \* To people's EMOTIONAL needs.

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

- \* To people's SPIRITUAL needs.

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

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

### **THE PURPOSE OF MINISTRY**

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

GOD WANTS TO USE ME TO HELP THE CHURCH GROW

## THE PRIORITY OF MINISTRY

(Why should I be interested?)

### 1. I'VE BEEN CREATED FOR MINISTRY

*"For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do." Eph. 2:10*

### 2. I'VE BEEN SAVED FOR MINISTRY!

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

*"Saved to Serve!"*

### 3. I'VE BEEN CALLED INTO MINISTRY!

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

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

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

*"... you will serve as holy priests..." 1 Peter 2:5 (GN)*

I am not who I think I am

I am not who you think I am

But I really am who God says I am!

A LIFE CHANGING TRUTH - MY PRIMARY IDENTITY:

**I AM A MINISTER OF JESUS CHRIST!**

### 4. I'VE BEEN GIFTED FOR MINISTRY!

*"God has given each of you some social abilities; be sure to use them to help each other, passing on to others God's many kinds of blessing." 1 Peter 4:10 (LB)*

**5. I'VE BEEN AUTHORIZED FOR MINISTRY!**

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

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

**6. I'M COMMANDED TO MINISTRY!**

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

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

**7. I'M TO BE EQUIPPED FOR MINISTRY**

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

**8. THE BODY OF CHRIST 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 Cor. 12:27 (LB)*

Ministry always functions in the context of the CHURCH FAMILY

*"When Jesus saw the crowds, he had compassion on them because they were harassed and helpless, like sheep without a shepherd. Then he said, 'The harvest is great but the workers are few. Ask the Lord to send our workers into his harvest field.'" Matt. 9:36-37*

**9. I AM ACCOUNTABLE FOR MY MINISTRY!**

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

The Parable of the Talents: Matt. 25:14-30

**10. I WILL BE REWARDED FOR MY MINISTRY!**

*"Whatever you do, work at it with all your heart, as working for the Lord, not men, since*

*you know that you will receive an inheritance from the Lord as a reward." Col. 3:23, 24*

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

## **VI. THE PROCEDURE OF HOW TO DISCOVER MY MINISTRY** (ROMANS 12:1-8)

### **STEP 1: DEDICATE MY BODY**

*"I urge you... to offer yourselves as living sacrifices, holy and pleasing to God -- which is your spiritual worship." (vs. 1)*

### **STEP 2: ELIMINATE COMPETING DISTRACTIONS**

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

### **STEP 3: EVALUATE MY STRENGTHS**

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

### **STEP 4: COOPERATE WITH OTHER BELIEVERS**

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

Implications from Paul's Anatomy Lesson:  
(See also 1 Cor. 12:1-31)

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

*"Each of us is a part of the one Body of Christ... The eye can never say to the hand, 'I don't need you.' The head cannot say to the feet, 'I don't need you.' And some of the parts that seem weakest and least important are really the most necessary! ... So God put the body together in such a way that extra honor and care are given to those parts that might otherwise seem less important." 1 Cor. 12;13, 21-22, 24b (LB)*

### **STEP 5: ACTIVATE MY GIFTS**

*"We have different gifts, according to the grace God has given us.. prophesy... serving...*

*teaching... encouraging... contributing... leadership... showing mercy..." Romans 12:6-8*

## **DISCOVERING HOW GOD HAS SHAPED ME FOR MINISTRY**

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

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

God has been molding and shaping you for ministry since you were born. In fact, God started uniquely shaping even before you were born!

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

1. I was SHAPED for a purpose.
2. I am UNIQUE!
3. I am WONDERFULLY COMPLEXED.

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

In Ministry... Function follows Form!

## **MINISTRY IS DETERMINED BY SEVERAL FACTORS**

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

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

## **S- SPIRITUAL GIFTS**

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

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

### **H- HEART**

*"God has put it into their hearts to accomplish his purpose..." Rev. 17:7*

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

## **WHAT DO I LOVE TO DO?**

### **A- ABILITIES**

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

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

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

## **WHAT NATURAL TALENTS AND SKILLS DO I HAVE?**

### **P- PERSONALITY**

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

## **WHERE DOES MY PERSONALITY BEST SUIT ME TO SERVE?**

### **E- EXPERIENCE**

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

*"There has been enough time for you to be teachers -- BUT you still need to be taught... (you are) without any **experience** in the matter of right and wrong." Heb. 5:12-13*

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

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



(GN)

*"God helps us in our troubles, **so we are able to help others** who have all kinds of troubles, using the same help that we ourselves have received from God." 2 Cor. 1:4*  
(GN)

**\* WHAT EDUCATIONAL EXPERIENCES HAVE I HAD?**

*"Always remember what you have learned. Your **education** is your life -- guard it well!"*  
Prov. 4:13 (GN)

**\* WHAT SERVICE EXPERIENCES HAVE I HAD?**

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

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

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

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

**PAUL'S SPIRITUAL GIFTS**

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

**PAUL'S HEART**

*"**My constant ambition** has been to preach the gospel where the name of Christ was previously unknown, and to avoid building on another man's foundation." Rom. 15:20*  
(Ph)

*"For God, who was at work in the ministry of Peter as an apostle to the Jews, was also at work in my ministry as an apostle to the Gentiles." Gal 2:8*

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

**PAUL'S ABILITY**

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

## **PAUL'S PERSONALITY**

*"For you have heard of my past... I persecuted the church with fanatical zeal... and did my best to destroy it... I was ahead of most of my contemporaries in the Jewish religion, and had a boundless enthusiasm..." Gal. 1:13-14 (Ph)*

## **PAUL'S EXPERIENCES**

### **HIS SPIRITUAL EXPERIENCES**

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

### **HIS PAINFUL EXPERIENCES**

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

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

### **PAUL'S 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 (Ph)*

### **PAUL'S MINISTRY EXPERIENCES**

**Read the Book of Acts!**

## **NEW MEMORIAL MINISTRY DISCOVERY PROCESS**

## BEGIN MY MINISTRY AND ATTEND THE MONTHLY LEADERSHP MEETINGS

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

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

\* "UNWRAPPING YOUR GIFT" will give you an overview of spiritual gifts and help you identify which ones you may have been given by God.

\* "MONITORING YOUR HEARTBEAT" will help you clarify what you really love to do.

\* " APPLYING YOUR ABILITIES" will help you appreciate the natural talents and vocational skills you have.

\* "PLUGGING IN YOUR PERSONALITY" will help you see how your God given temperament can best be used in ministry.

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

## WHAT THE BIBLE SAYS ABOUT SPIRITUAL GIFTS

### A Condensed Overview

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

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

### 10 TRUTHS

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

2. Every Christian has at least ONE gift. 1 Cor. 7:7
3. No one receives ALL the gifts. 1 Cor. 12:27-30
4. No single gift is given to EVERYONE. 1 Cor. 12:29-30
5. You can't EARN OR WORK FOR a spiritual gift. Eph. 4:7
6. The HOLY SPIRIT decides what gifts I get. 1 Cor. 12:11
7. The gifts I'm given are PERMANENT. Rom. 11:29
8. I am to DEVELOP the gifts God gives me. 1 Tim. 4:14
9. It's a sin to WASTE the gifts God gave me. 1 Cor. 4:1-2 Mt. 25:14-30
10. Using my gifts GLORIFIES God and GROWS me. John 15:8

## THE PURPOSE OF SPIRITUAL GIFTS

### A. NOT FOR MY BENEFIT, BUT FOR OTHERS.

*"Each one of you, as a good manager of God's different gifts, must use for the **good of others**, the spiritual gift he has received from God." 1 Peter 4:10 (GN)*

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

### B. TO PRODUCE MATURITY AND STABILITY IN OUR CHURCH FAMILY.

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

## CAUTIONS ABOUT SPIRITUAL GIFTS

1. Don't confuse gifts with natural talents.

2. Don't confuse gifts with the Fruit of the Spirit. Gal. 5:22-23
  - \* "Fruit" shows my Maturity.
  - \* "Gifts" show my Ministry.
3. Don't confuse gifts with Christian roles.
4. Be aware of the *"gift projection"* tendency. (Expecting others to serve the way you do and have similar results)
5. Don't feel my gift makes me superior to others. 1 Cor. 12:21
6. Realize that using my gifts without love is worthless! *"I may be able to speak the languages of men and even of angels... I may have the gift of inspired preaching... I may have all knowledge... and all the faith to move mountains -- but if I have not love, I am nothing... it does no good."* 1 Cor. 13:1-3 (GN)
7. Recognize that I have both a *Primary* and a *Secondary* ministry in my church:
  - \* My *PRIMARY MINISTRY* commitment should be in the area where I am GIFTED
  - \* My *SECONDARY MINISTRY* includes serving in any other area of the Body when I am NEEDED.

## HOW TO DISCOVER YOUR GIFT

Get Started!

### S - STUDY

See suggested book list

### T – TRIAL AND ERROR

Experiment with different areas of service

### A - ANALYZE

Use the "unwrapping My Gift" Tool

### R – REQUEST RESPONSES FROM OTHERS

Ask others what gifts they see in me.

## **T - TRAINING**

Take advantage of leadership class

### **Three Ways God Wants You to Use Your Gifts**

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

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

### **UNWRAPPING MY GIFTS**

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

All gifts are given to help the church fulfill its purposes. So, we've categorized this list of gifts according to **New Memorial's Four Purposes**.

As you read through this list, check off your initial impression concerning yourself. Remember you can have many gifts.

### **GIFTS THAT COMMUNICATE GOD'S WORD**

(to both unbelievers and believers)

#### **PREACHING ("Prophecy") 1 Cor. 14:3**

The ability to publicly communicate God's word in an inspired way that convinces unbeliever and both challenges and comforts believers. The ability to persuasively declare God's will.

#### **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.

#### **MISSIONS 1 Cor. 9:19-23, Acts 13:2-3**

The ability to adapt to a different culture in order to reach unbelievers and help believers from that culture.

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

### **TEACHING Eph. 4:12-13**

The ability to educate God's people by clearly explaining and applying the Bible in a way that causes them to learn. The ability to equip and train other believers for ministry.

### **ENCOURAGEMENT ("Exhortation") Acts 14:22**

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.

### **WISDOM 1 Cor. 2:1, 6-16**

The ability to understand God's perspective on life situations and share those insights in a simple, understandable way. The ability to explain what to do and how to do it.

### **DISCERNMENT 1 John 4:1-6**

The ability to distinguish right from wrong, truth from error, and to give an immediate evaluation based on God's Word. The ability to discern whether the source of an experience is Satan, self, or God's Spirit

### **KNOWLEDGE Daniel 1:17**

The ability to discover, collect, analyze, and organize information that is vital to individual believers or the entire church family. The ability to comprehend a large amount of information and provide it when needed for effective decision-making.

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

### **SERVICE Acts 6:1-7**

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

### **MERCY Luke 10:30-37**

The ability to detect hurt and empathize with those who are suffering in the church family. The ability to provide compassionate and cheerful support to those experiencing distress, crisis, or pain.

### **HOSPITALITY 1 Peter 4:9-10**

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

**PASTORING ("Shepherding") 1 Peter 5:2-4**

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

**GIVING 2 Cor. 8:1-7**

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

**GIFTS THAT CELEBRATE GOD'S PRESENCE**

(Worship or prayer-related gifts)

**MUSIC Psalm 150**

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

**ARTS & CRAFTS Exodus 31:3-11**

The ability to build, maintain, or beautify the place of worship for God's glory. The ability to express worship through a variety of art forms.

**DANCE Psalm 149:3-4**

3 Let them praise his name in the dance: let them sing praises unto him with the timbrel and harp.

4 For the LORD taketh pleasure in his people: he will beautify the meek with salvation.

**4 Prayer-related gifts****INTERCESSION Col. 1:9-12**

The ability to pray for the needs of others in the church family over extended periods of time on a regular basis. The ability to persist in prayer and not be discouraged until the answer arrives.

**HEALING James 5:14-16**

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

**MIRACLES Mark 11:23-24**

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



you to pray this kind of prayer.

## **MONITORING MY HEARTBEAT**

### **Definition: "HEART"**

- a. "The organ that pumps your blood"
- b. "Your emotional constitution or disposition"
- c. "The vital force or driving impulse"

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

*"Delight yourself in the Lord and he will give you the desires of your heart." (Ps. 37:4 etc.)*

### **My heart determines...**

#### **\* Why I say the things I do**

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

#### **\* Why I feel the way I do**

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

#### **\* Why I act the way I do**

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

## **MY HEART IS THE REAL ME!**

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

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

## **WHY HAS GOD GIVEN EACH PERSON A UNIQUE "HEARTBEAT"?**

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

God had 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.

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

You may have...

*"... selfish ambition in your heart..." James 3:14*

Or you may...

*"... Serve the Lord with all your heart." 1 Sam. 12:20*

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

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

By letting my heartbeat motivate me for *ministry!*

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

## **TAKING A SPIRITUAL EKG**

If you are like most people, you have never taken time to sort out and identify the things you are good at and 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.

This exercise is adapted from the book Finding A Job You Can Love by Ralph Mattson & Arthur Miller (Nelson, 1982). We *highly recommend* that you read this book!

## **STEP 1: LIST AND DESCRIBE YOUR ACCOMPLISHMENTS SINCE CHILDHOOD**

- \* "I put on plays for the neighborhood kids with costumes, props, etc. We transformed the shed in the back of our house into a fairyland with lighting effects, decorations and princesses."
- \* "I started a kool-aid stand in the fourth grade and expanded it into three different stands. It was fun and I made money!"
- \* "I had a job as a printer's assistant and developed a method of cutting stereotypes which was faster and more accurate."
- \* "I ran for president and won sometimes when I was in school."

\* "I have always liked to build things. Before I got married, I completely rebuilt the little apartment I was living in."

\* "I successfully led protest marches against toxic wastes in my hometown and got local tv coverage."

\* "I set a goal to read fifteen books over the summer and I did."

What to Include:

- \* Accomplishments at home, school, work, etc.
- \* Things you **enjoyed** doing.
- \* Things you believe you **did well**.
- \* Give specific details about what you did.
- \* Forget what other people think about it.

1. Remember, you're recalling things you *enjoyed doing* and *did well* (accomplishments), not simply pleasant experiences

BAD EXAMPLE: Had a great vacation in Canada

GOOD: Took some stunning photos during my vacation

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

## **MY HIGHLIGHTS OF THINGS I DID WELL AND ENJOYED DOING DURING MY GRADE SCHOOL YEARS**

1.

2.

## **AS A TEENAGER**

1.

2.

3.

**IN COLLEGE OR EARLY 20'S**

1.

2.

3.

4.

**IN MY "THIRTYSOMETHING" YEARS**

1.

2.

3.

4.

**COMPLETE UP TO YOUR PRESENT:**

1.

2.

3.

4.

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

**STEP 2: DISCOVER THE MOTIVATED DIRECTION OF YOUR HEART**

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

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

**I LOVE TO ...**

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

**PIONEER** -- I love to test out and try 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 some things that is already organized.

**SERVE OR HELP** -- I love to assist others in their responsibility. I enjoy helping others succeed.

**ACQUIRE AND 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 behaviors 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 AND BE IN CHARGE** -- I love to lead the way, oversee and supervise. I enjoy determining how things will be done.

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

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

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

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

EXAMPLE:

I feel the basic motivation God put in my heart is to "ACQUIRE/POSSESS": My history

demonstrates this:

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

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

## APPLYING MY ABILITIES

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

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

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

## FIVE MISCONCEPTIONS ABOUT ABILITIES

(Skills and Talents)

### 1. MYTH: People aren't born with skills. All skills must be learned by experience.

This simply is not true. There are a number of skills which seem to be inborn and develop very early in infancy. When people say, "He just seems to have a natural talent for it", it's probably true.

**2. MYTH: Those skills which must be learned, are earned primarily in the classroom.** Actually some of your most basic skills were learned at home, "in the street", or somewhere outside the classroom.

### 3. MYTH: If you have certain abilities, you will be very aware that you have them.

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

**4. MYTH: Skills that I use at work are only usable in that environment. I couldn't use them in ministry.** Hopefully, by the end of this class, you'll see the fallacy of that idea. Be creative.

**5. MYTH: Most people only have a few abilities.** The truth is that many national studies have proven that the average person possesses from five hundred to seven hundred different skills.

## HOW TO DISCOVER YOUR MOTIVATED ABILITIES

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

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

### 26 SPECIALIZED ABILITIES

**Entertaining ability:** to perform, act, dance, speak, magic

**Recruiting ability:** to enlist and motive people to get involved

**Interview ability:** to discover what others are really like

**Researching ability:** to read, gather information, collect data

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

**Graphics ability:** to lay out, design, create visual displays or banners

**Evaluating ability:** to analyze data and draw conclusions

**Planning ability:** to strategize, design and organize programs and events

**Managing ability:** to supervise people to accomplish a task or event and coordinate the details involved

**Counseling ability:** to listen, encourage and guide with sensitivity

**Teaching ability:** to explain, train, demonstrate, tutor

**Writing ability:** to write articles, letters, books

**Editing ability:** to proofread or rewrite

**Promoting ability:** to advertise or promote events and activities

**Repairing ability:** to fix, restore, maintain

**Feeding ability:** to create meals for large or small groups

**Recall ability:** to remember or recall names and faces



**Mechanical operating ability:** to operate equipment, tools or machinery

**Resourceful ability:** to search out and find inexpensive materials or resources needed

**Counting ability:** to work with numbers, data or money

**Classifying ability:** to systematize and file books, data, records and materials so they can be retrieved easily

**Public Relations ability:** to handle complaints and unhappy customers with care and courtesy

**Welcoming ability:** to convey warmth, develop rapport, making others feel comfortable

**Composing ability:** to write music or lyrics

**Landscaping ability:** to do gardening and work with plants

**Decorating ability:** to beautify a setting for a special event

List your specialized abilities on your PERSONAL PROFILE

## **PLUGGING-IN YOUR PERSONALITY**

In the box below, write your name:

Now write your name with your opposite hand:

## **WHAT HAPPENED?**

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

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

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

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

Although there are many fine (and extremely detailed!) personality assessments available, for the purpose of your MINISTRY PROFILE, we want you to consider just five aspects:

### HOW DO I SEE MYSELF?

Extroverted		Introverted	
3 2 1 - 1		2 3	_____
		extreme mild mild extreme	

Thinker		Feeler	
3 2 1 - 1		2 3	_____
		extreme mild mild extreme	

Routine		Variety	
3 2 1 - 1		2 3	_____
		extreme mild mild extreme	

Self-Controlled		Self-Expressive	
		3 2 1 - 1 2 3	_____
extreme		extreme mild mild	

Cooperative		Competitive	
3 2 1 - 1		2 3	_____

extreme    mild   mild    extreme

## **RECORD YOUR RESPONSES ON YOUR PERSONAL PROFILE**

### **EXAMINING MY EXPERIENCES**

*"And we know that in ALL things God works for the good of those who love him, who have been called according to his purpose." Rom. 8:28*

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

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

### **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!**

*"(God)... Wonderfully comforts and strengthens us in our hardships and trials. And why does he do this? So when others are troubled, needing our sympathy and encouragement, we can pass on to them the same help and comfort God has given us!" 2 Cor. 1:3-4 (LB)*

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

\* Your spiritual Experiences  
Meaningful decisions/times with God

\* Your Painful Experiences  
Problems, hurts, trials-that have taught you

\* Your Educational Experiences  
What were your favorite subjects in school

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

## **THE NEW MEMORIAL MINISTRY STATEMENT (Our Philosophy of Ministry)**

### **WE BELIEVE...**

#### **ABOUT MINISTRY**

- \* Salvation in Jesus Christ automatically includes a call to ministry. Every believer is created, saved, called, gifted, authorized, and commanded to minister.
- \* MINISTRY is the heart of the Christian life (Matt. 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. Everyone has something to offer. Developing and using your gifts is an act of good STEWARDSHIP and of WORSHIP.
- \* 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 maturity are prerequisites to ministry.

#### **ABOUT THE BODY OF CHRIST**

- \* God intends for ministry to be performed through the context of the local church. Membership includes a commitment to ministry.

- \* The Holy Spirit has provided our church body with all the spiritually gifted people needed to do everything He wants done. Our task is to discover, enlist, train, and support these people in ministry.
- \* The church is to operate on the basis of spiritual gifts, rather than elected offices. We do not ELECT people to ministries.  
*"A man's gift makes room for him."* Prov. 18:16 (NAS)
- \* The church is a BODY, not a business, an ORGANISM, not an organization. Therefore we streamline the structure in order to maximize ministry and minimize maintenance.
- \* 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.

## **ABOUT THE ROLE OF THE PASTOR**

- \* 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 teach ministry and leadership meetings are to MOBILIZE an army of ministers who are maximizing their unique gifts, heart, abilities, personality and experiences in a meaningful place of service through our church.
- \* Every member deserves personal assistance in discovering a meaningful place of service. We value the individual more than the ministry.
- \* Those involved in ministry are entitled to competent leadership from the staff/leadership. Therefore, every ministry is assigned a leader who is committed to the success of that ministry.
- \* Each leader is to provide training, encouragement, guidance, feedback and resources to the ministers under his or her care.

## **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 the standards for leadership are raised every year.

\* There must be periodic reviews of all ministries. We do what is inspected, not just what is expected. Best intentions are not enough.

## **ABOUT TRAINING**

\* Every leader 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.

## **ON DIVERSITY OF MINISTRY**

\* We have unity without uniformity. We believe diversity in ministries simply illustrates the unique giftedness of individuals.

\* Every ministry must fill one or more of the basic purposes of the church or we won't do it.

\* Your *primary* ministry commitment should be in the area where you're GIFTED. 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*.

## **ABOUT PERFORMANCE**

\* We expect efficiency, effectiveness and 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 New Memorial, only "experiments that didn't work!"

## DEVELOPING A HEART TO SERVE

### MY MINISTRY COVENANT

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

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

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signed

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date

This certifies that \_\_\_\_\_ is a commissioned minister of Jesus Christ through the New Memorial Church and is entrusted with the related responsibilities and privileges.

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Dr. Roosevelt Walker, Jr., Pastor

### WHERE DO I GO FROM HERE?

#### 1. COMMIT TO THE MINISTRY COVENANT.

Turn in your signed covenant. Pastor Walker will sign it and return it to you.

#### 2. COMPLETE YOUR S.H.A.P.E. SELF-EVALUATION.

**3. CONTACT THE LEADER OVER THE MINISTRIES YOU'VE SELECTED FOR POSSIBLE INVOLVEMENT.** It is your responsibility to contact them. They will be waiting to hear from you.

## **BEGIN SERVING!**

### **4. START ATTENDING THE MONTHLY LEADERSHIP MEETING**

New Memorial Leadership Training meets every first Saturday morning of the month at 9am. Pastor Walker speaks to the entire Ministry community on various leadership qualities.

### **5. ENHANCE YOUR MATURITY AND MINISTRY THROUGH TEACH MINISTRY.**