

Next Steps: Individual Session

The next session, which will be on an individual basis, will give us an opportunity to:

- Discuss the five **Personal Factors** that have combined to shape us
- Identify our **primary and secondary** areas of ministry
- Agree what **next steps** we need to take

Please bring to the session this completed workbook

You will be contacted by phone within the next two weeks to arrange your individual session.

This Booklet has been adapted from Rick Warren's Class 301

Welcome to:

SERVE AS COMMUNITY

Aim of the Course

- To help you understand what it means to serve and why you should do it
- To help you discover your own unique God-given gifts and abilities and how you can use and develop these
- To begin the process of selecting your Primary and Secondary areas of service

How will we achieve this?

After this session you will be offered the opportunity to attend an individual follow-up session

*"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."*

Ephesians 4: 11-12

Why should we serve?

- God wants to use me to build up the body of His church
- God wants me to enjoy the results of discovering the areas in which I feel gifted to serve and to feel fulfilled in that.

Created to serve	<i>Eph. 2:10</i>
Called to serve	<i>Gal. 1:15 GN</i>
Gifted to serve	<i>1 Peter 4:10</i>
Commanded to serve	<i>Matt. 20:28 LB</i>
Prepared to serve	<i>Eph. 4:11-12</i>
That the body of Christ needs me to serve	<i>1 Cor. 12:27</i>
That I am accountable for my works of service	<i>Rom. 14:12</i>
That I will be rewarded for my works of service	<i>Col. 3:23, 24</i>

How do we serve?

We serve in three directions:

- To God *Acts 13:3*
- To other believers *Heb. 6:10*
- To unbelievers *Matt. 5:14-16*

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Faith

This is the ability to discern with extraordinary confidence the will and purposes of God for his work.

☐ ☐

Administration

This is the ability to understand clearly the immediate and long-range goals of a particular unit of the body of Christ and to devise and execute effective plans for the accomplishment of those goals.

1. The ones I've ticked twice are:

2. The ones I've ticked once are:

3. The one (if any) that stands out from all the others

4. Gifts that other people see in me:

- ☐ ☐ **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.

Prayer-related Gifts

- ☐ ☐ **Intercession** *Col. 1: 9-12*
This is 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*
This is 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*
This is 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.
- ☐ ☐ **Praying with my Spirit**
("Tongues/Interpretation") *1 Cor. 14: 13-15*
This is the ability to pray in a language understood only by God or one who is given the gift of interpretation at that time.

Gifts that support all aspects of the church

- ☐ ☐ **Leadership**
This is the ability to set goals in accordance with God's purpose for the future and to communicate these goals to others in such a way together to accomplish those goals for the glory of God.

We serve to 3 areas of needs:

- To people's physical needs *Mat 25:35-36, 40*
- To people's emotional needs *1 Thes. 5:14 GN*
- To people's spiritual needs *2 Cor. 5:18*

We serve successfully by doing what God has made us to do best, by doing what we have been SHAPED by God to do.

What S.H.A.P.E. Are We?

We serve successfully by doing what God made us to do best.

- The areas we serve in are determined by the way in which we have been shaped so we need to look at the factors that have combined to shape us.
- We will focus on **Five Personal Factors** that have combined to shape the "real" you.
- By identifying the specific traits we possess in each of these areas, the ministry God has designed us for should become crystal clear!

S _____ *1 Cor. 7:7b*

What am I **gifted** to do?

H _____ *Rev. 17:17*

What do I **love** to do?

A _____ *1 Cor. 12:6*

What **natural skills and abilities** do I have?

P _____ *1 Cor. 2:11 LB*

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

E _____

Where do **my experiences** best suit me to serve?

We are going to look at the Five Personal Factors but not in the S.H.A.P.E. order.

Abilities

Applying our abilities, skills and talents

One of the most common excuses people give for not getting involved in serving is, “I just don’t have anything to offer.” Nothing could be further from the truth.

It says in the Bible that:

*“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

The key is **matching** your abilities with the right area of service!

Five misconceptions about abilities, skills and talents

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

MYTH: Those skills, which must be learned, are learned primarily in the classroom.

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

MYTH: Skills that I use at work are only useable in that environment. I couldn’t use them in ministry.

MYTH: Most people only have a few abilities

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** *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** *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** *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

- ☐ ☐ **Music** *Psalms 150*
The ability to celebrate God's presence through music, either vocal or instrumental, and to lead the church family in worship.

Acts 14 *strengthening the disciples and encouraging them to remain true to the faith. "We must go through many hardships to enter the kingdom of God," they said.*

☐ ☐

Wisdom 1 Cor. 2:1. 6-16

This is 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 2 *When I came to you, brothers, I did not come with eloquence or superior wisdom as I proclaimed to you the testimony about God. We do, however, speak a message of wisdom among the mature, but not the wisdom of this age or of the rulers of this age, who are coming to nothing. No, we speak of God's secret wisdom, a wisdom that has been hidden and that God destined for our glory before time began...*

☐ ☐

Discernment 1 John 4: 1-6

This is 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.

1 John 4 *Dear friends, do not believe every spirit, but test the spirits to see whether they are from God, because many false prophets have gone out into the world...*

☐ ☐

Knowledge

This is the ability to discover, collect, analyse, 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.

Daniel 1 *To these four young men God gave knowledge and understanding of all kinds of literature and learning. And Daniel could understand visions and dreams of all kinds.*

Recognizing our abilities, skills and talents

Exercise One: "Abilities"

- Give one tick to the areas where you feel you may have some ability and two ticks where you feel you have a particular talent.
- Don't spend too long thinking about each question.

<input type="checkbox"/> <input type="checkbox"/>	Entertaining	Ability to perform, act, dance, speak
<input type="checkbox"/> <input type="checkbox"/>	Recruiting	Ability to enlist, and motivate people to get involved
<input type="checkbox"/> <input type="checkbox"/>	Interviewing	Ability to discover what others are really like
<input type="checkbox"/> <input type="checkbox"/>	Researching	Ability to read, gather information, collect data
<input type="checkbox"/> <input type="checkbox"/>	Artistic	Ability to conceptualise, picture, draw, paint, photograph
<input type="checkbox"/> <input type="checkbox"/>	Graphics	Ability to lay out, design, create visual displays or banners
<input type="checkbox"/> <input type="checkbox"/>	Evaluating	Ability to analyse data and draw conclusions
<input type="checkbox"/> <input type="checkbox"/>	Planning	Ability to strategise, design and organise programmes and events
<input type="checkbox"/> <input type="checkbox"/>	Managing	Ability to supervise people to accomplish a task or event and co-ordinate the details involved
<input type="checkbox"/> <input type="checkbox"/>	Counselling	Ability to listen, encourage and guide with sensitivity
<input type="checkbox"/> <input type="checkbox"/>	Teaching	Ability to explain, train, demonstrate, tutor

- ☐ ☐ **Writing** Ability to write articles, letters, books
- ☐ ☐ **Editing** Ability to proof-read 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** Ability to operate equipment, operating 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 systematise 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

- ☐ ☐ **Missions** *1 Cor. 9: 19-23, Acts 13:2-3*
This is the ability to adapt to a different culture in order to reach unbelievers and help believers from that culture

Acts 13:2-3 While they were worshiping the Lord and fasting, the Holy Spirit said, "Set apart for me Barnabas and Saul for the work to which I have called them." So after they had fasted and prayed, they placed their hands on them and sent them off.
- ☐ ☐ **Apostle** *Romans 15:20*
This is the ability to start new churches and oversee their development

Romans 15 It has always been my ambition to preach the gospel where Christ was not known, so that I would not be building on someone else's foundation.

Gifts that help you to educate God's people

- ☐ ☐ **Teaching** *Eph. 4: 12-13*
This is 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 service.

Ephesians 4 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.
- ☐ ☐ **Encouragement** *Acts 14:22*
This is 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.

Exercise Eight: “Unwrapping My Gifts”.

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** *1 Cor. 14:3*
This is the ability to publicly communicate God's word in an inspired way that convinces both believer and unbeliever. The ability to persuasively declare God's will.
- ☐ ☐ **Prophecy** *1Cor. 14:3*
The gift of prophesy is the special ability that God gives to certain members of the body of Christ to receive and communicate an immediate message of God to his people through a divinely -anointed utterance given to a believer.
1 Corinthians 14 But everyone who prophesies speaks to men for their strengthening, encouragement and comfort.
- ☐ ☐ **Evangelism** *Acts 8: 26-40*
This is 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.
Acts 8:26-40 Then Philip ran up to the chariot and heard the man reading Isaiah the prophet. "Do you understand what you are reading?" Philip asked. "How can I," he said, "unless someone explains it to me?"...Then Philip began with that very passage of Scripture and told him the good news about Jesus.

Abilities that I ticked twice:

Abilities that I ticked once:

Exercise Two: “My Abilities”

1. My current vocation: What job are you doing at the moment?

2. Other jobs or skills I have experience in

3. I feel like I have the following specialised abilities

4. Areas or subjects I've taught, trained or helped other people in

Exercise Three: "Highlights Of Things I did Well and Enjoyed"

List and describe your accomplishments since childhood. The following examples will help to get you thinking.

e.g.

"I organised the.....for the local..... .."

"I had a job with.....where I managed to make the work easier and more efficient"

"I have always liked to build things. Last summer I built a pond"

"I used to compete in the and sometimes won"

How to Discover our Spiritual Gifts

Start!

- **Study**—Ask for books etc. that can help.
- **Trial & Error**—Experiment with different areas of service.
- **Analyse**—Use "Unwrapping My Gift" (Exercise 8).
- **Responses from Others**—Ask a friend what gifts they see in me.
- **Training**—Take advantage of any help that is offered.

How we can use our gifts

- Through an Ongoing Ministry.
- Through Short-Term Projects.
- Through Spontaneous Situations.
-

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.

Cautions about spiritual gifts

- Don't confuse gifts with natural talents.
- Spend time discovering your own gifts not envying the gifts of others
1 Cor 12

Examples of Natural Talents being used and becoming Spiritual Gifts:

- You may naturally have a musical gift which you use to lead worship.
- You may be a good cook and you use this natural gift to offer hospitality to others.
- You may be a good salesman and you use this natural gift to talk to others about Jesus!

Both natural talents and spiritual gifts:

- Vary in degree and kind.
- Can be developed.
- Are given by God and ought to be used under the Lordship of Jesus Christ. (*Colossians 3:17, 23-24; James 1:17*)
- My **PRIMARY AREA OF SERVICE** should be in the area where I am **gifted**
- My **SECONDARY AREA OF SERVICE** means showing a willingness to serve in any area where I am **needed**

"I successfully organised a team ofto do"

"I set a goal to.....over the summer and I succeeded and enjoyed it"

What to include:

- Accomplishments at home, school, work etc.
- Give specific details about what you did. Forget what other people thought about it.

What to remember:

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

Good Example:

Had a great holiday that I planned well and enjoyed organising

Bad Example:

Had a great holiday that went well

You do not have to cover every year of your life. Focus on what **you feel** are the highlights of the things you've done. The more you can list the better, get another sheet of paper if you need it or use the notes pages at the back of this book.

Highlights of things I did well and enjoyed.

1. Early Years:

2. Middle Years:

3. Recent Years:

4. Now go through the last three exercises and look for a common thread.

Spiritual Gifts

Unwrapping our spiritual gifts

What the bible says about spiritual gifts:

A **spiritual gift** is a special ability, given by the Holy Spirit to every believer after their conversion, to be used to serve others and therefore build up the Body of Christ.

10 truths about spiritual gifts:

- | | |
|---|------------------|
| 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 | Romans 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 |
| 10. Using my gifts glorifies God and helps me to grow | John 15:7 |

The purpose of spiritual gifts:

- Not for my benefit, but for **others**.

1 Peter: 4:10 GN, 1 Cor. 12:7 LB

- To produce **maturity** and **stability** in our church family.

Eph. 4:11, 13-14 GN

- ☐ **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 organisation or boss
- ☐ **Prevail** – I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice

Exercise Seven: “What makes my heart beat faster?”

The key to understanding your heartbeat is to look at what you’re good at and what drives you.

Who and what do I love to work with the most?

- | | | | |
|----------------|--------------------------|---------------------------|--------------------------|
| Adults | <input type="checkbox"/> | Hurting People | <input type="checkbox"/> |
| Youth | <input type="checkbox"/> | Helpless People | <input type="checkbox"/> |
| Children | <input type="checkbox"/> | Things rather than people | <input type="checkbox"/> |
| Elderly People | <input type="checkbox"/> | Information | <input type="checkbox"/> |
| Students | <input type="checkbox"/> | Business People | <input type="checkbox"/> |
| Any other | <input type="checkbox"/> | | |

Why?

Personality

Plugging in our personality

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

Ps. 37:4

In the box below, write your name:

Now write your name with your opposite hand:

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

- You felt uncomfortable
- It took extra time and effort
- You may do a lousy job!

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 us to the right ministry.

Exercise Four: “Personality Profile”

Go through the list, cross out the ones that don’t apply to you, and write the appropriate number - 1, 2 or 3 into the corresponding box.

Note that you can complete as many boxes as you think apply to you e.g. you may be an extrovert in some situations but generally more of an introvert.

Where: 1 is Low, 2 is Medium and 3 is High.

Extrovert	<input type="checkbox"/>	Introvert	<input type="checkbox"/>
Thinker	<input type="checkbox"/>	Feeler	<input type="checkbox"/>
Prefer Routine	<input type="checkbox"/>	Prefer Variety	<input type="checkbox"/>
Self-Controlled	<input type="checkbox"/>	Self-Expressive	<input type="checkbox"/>
Co-operative	<input type="checkbox"/>	Competitive	<input type="checkbox"/>

Experiences

Examining our experiences

One of the most overlooked factors in determining the area of service God has for us is our past experience, particularly the hurts and problems we’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.”

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

No heart - no desire to serve

Exercise Six: “What motivates me most?”

Look at the following list and tick the things that motivate you most.

I love to...

- ☐ **Design & Develop** – I love to make something out of nothing. Enjoy getting something started from scratch
- ☐ **Pioneer** – I love to test out and try new things. I am not afraid to risk failure.
- ☐ **Organise** – I love to bring order out of chaos. I enjoy organising something that is already started.
- ☐ **Operate/Maintain**– I love to efficiently maintain something that is already organised
- ☐ **Serve or Help** – I love to assist others in their responsibility. I enjoy helping others succeed
- ☐ **Acquire & Possess** – I love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price
- ☐ **Excel**– I enjoy setting and attaining the highest standard
- ☐ **Influence**– I enjoy shaping the attitudes and behaviour 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 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

Why do we get confused about that purpose?

The Bible makes it very clear that our hearts were designed by God, but we make the choice to use it for good or evil, for God or self.

You may have . . .

“selfish ambition in our 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 service
- By examining the state of my heart

How's my heart functioning?

- A fit body with a weak heart will never function as well as it should
- A gifted Christian with a weak heart will never minister as well as he/she should

1. Your heart will energise or drain you in your areas of service:

“A heart at peace gives life to the body” Prov. 14:30

2. Your heart is the glue that helps you stick with your chosen area of service

*“His heart is **steadfast**, trusting in the Lord. His heart is **secure**, he will have no fear”* Psalms 112: 7, 8

3. Your heart holds the key to your acts of service

“Above all else, guard your heart Prov. 4:23

God uses our past experiences, both good and bad, to equip us to help others in similar circumstances

“(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)

Exercise Five: Examining my 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 favourite/hated subjects in school. Your feelings about your education in general
- Your **Ministry** Experiences: How have you served in the past?

1. My **Spiritual** Experiences (Meaningful decisions/times with God)

2. **My Painful Experiences**
(Problems, Hurts, Trials - that have taught you)

3. **My Educational Experiences**
(Favourite/Hated subjects)

4. **My Ministry Experiences**
(How you have served in the past)

5. Other **Meaningful** Experiences

Heart

Monitoring Our Heartbeat

We use the word “heart” to describe

- “The organ that pumps your blood”
- “Your emotional constitution or disposition”
- “The vital force or driving impulse”

The Bible uses the word “heart” to describe the centre of your desires and motivations and inclinations.

Our Hearts Determine . . .

Why we say the things we do

“The mouth speaks what the heart is full of”

Matt. 12:34 (GN)

Why we feel the way we do

“The Word of God ... examines the thoughts and motives of the heart.”

Heb. 4:12

Why we act the way we do

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

God has given us a unique “heartbeat”

He deliberately designed me for a specific and unique purpose