

NEW HOPE INTERNATIONAL CHURCH, SEATTLE

Discovering Your Ministry

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Ephesians 2:10 *"For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them."*

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TABLE OF CONTENTS

DISCOVERING YOUR MINISTRY	Page 2
INTRODUCTION	Page 2
CHAPTER 1	
WHAT THE BIBLE SAYS ABOUT MINISTRY	Page 6
THE PURPOSE OF MINISTRY	Page 8
HOW TO DISCOVER YOUR MINISTRY	Page 12
CHAPTER 2	
HOW GOD HAS SHAPED YOU FOR MINISTRY	Page 16
IDENTIFYING YOUR UNIQUE S.H.A.P.E.	Page 23
CHAPTER 3	
WHAT THE BIBLE SAYS ABOUT SPIRITUAL GIFTS	Page 26
THE PURPOSE OF SPIRITUAL GIFTS	Page 29
HOW TO DISCOVER YOUR GIFT	Page 32
THE FIVE-FOLD MINISTRY GIFTS	Page 19
CHAPTER 4	
MONITORING YOUR HEARTBEAT	Page 19
CHAPTER 5	
APPLYING YOUR ABILITIES	Page 19
CHAPTER 6	
PLUGGING-IN YOUR PERSONALITY	Page 19
CHAPTER 7	
EXAMINING YOUR EXPERIENCES	Page 19

DISCOVERING YOUR MINISTRY

Every committed disciple of Jesus should discover his or her ministry. We are convinced that in order for your ministry to be fruitful and endure until the end you must first be committed to membership in a church family and committed to establish godly mature character and lifestyles (such as the lifestyle of prayer and daily devotion, the lifestyle of regularly attending the local church, the lifestyle of tithing and giving offerings). Membership and Maturity are the foundations for Ministry.

Many people initially come to church with zeal and fire but they do not last because they lack the commitment to be a part of a local church and to grow spiritually. Ministry is about commitment. If we are not committed, we will not last

Commitment and efforts are necessary in maturity. We must learn to work through conflicts in order to grow. Spiritual maturity takes discipline and is very practical. Only Bible knowledge does not make a believer grow. How we live out the Word of God is the sign of maturity. It takes discipline to read God's Word and pray everyday. It is a process that takes time. It is demonstrated more by behaviors than beliefs. A tree does not bear fruit overnight. We won't grow overnight. Our lifestyle must be in line with the Bible. Spiritual maturity is developed in the context of fellowship, not isolation. It also comes by having a variety of spiritual experiences with God.



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INTRODUCTION

Ephesians 4:11-12 "*And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, ¹²for the equipping of the saints for the work of ministry, for the edifying of the body of Christ.*"

The pastors are **administrators** and church members are **ministers**. You should discover who God has created you to be and what God created you to do. Church members do the ministry. The five-fold ministry leaders prepare and train God's people for the work of the ministry (service).

What God created me to *be* determined 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!

Your ministry is determined by what God created you to *be*. You will know what purpose you were created for when you realize what kind of person you are. You need to know God's plan and purpose for your life.

God is consistent in His plan for each of our lives. He would not give us inborn talents and temperaments, spiritual gifts, and all sorts of life experiences and then not 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.

God gives us gifts, talents, and experiences so that we can use them for His plan. We need to discover our talents, gifts, and personality so that God can fully use us. Your ministry is determined by your make-up.

Fruitfulness and **fulfillment** are two results of discovering the ministry you have been shaped for.

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When you discover what God made you to *be* and begin to *do* what God calls you to do, you will be fulfilled. Fulfillment comes from service, not position or status. Some Christians are frustrated. Why? Because they just need to find their ministry and serve in that ministry.

In our church, we focus on an individual approach to ministry rather than an institutional approach. The institutional approach is an approach that is centered on church organization. Operating by the institutional approach, the church makes a large list of jobs that need to be done. Then the church finds people to fill the jobs. The church says, "We have many jobs to do. We need to find people to fill the jobs. It doesn't matter whether they match the job or not!"

We want to center around people and each individual's uniqueness. Our goal is not to build an institution, but to build people. We want to develop God's people, instead of developing the institution.

## THE GOALS OF THIS LESSON

1. That you will **discover** your unique design (S.H.A.P.E) for ministry and commit to **developing** and **using** your God-given gifts and abilities by serving God and others through your church family.
2. That you will **select** and begin serving in the ministry of your church that best **expresses** what God created you to be.

You will discover your primary ministry and your secondary ministry. First of all, you need to spend your maximum time in the ministry that expresses who you are. In addition to that, you may be involved in a

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secondary ministry for which you may not be as strongly gifted as you are in your primary ministry. You should be able to say, "I have a serving heart. I am willing to help and serve."

We don't want to build an organization or a denomination. We want to build people. We join together as a Divine alliance.



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## CHAPTER 1

### WHAT THE BIBLE SAYS ABOUT MINISTRY

What is ministry?

Definition: the Greek word for ministry is "diakonos" which means "to serve."

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

We minister in three directions:

❖ **We minister to the Lord.**

**Acts 13:2** "*As they ministered to the Lord and fasted, the Holy Spirit said, 'Now separate to Me Barnabas and Saul for the work to which I have called them.'*"

When you worship the Lord, you are ministering to Him.

❖ **We minister to other believers.**

**Hebrews 6:10** "*For God is not unjust to forget your work and labor of love which you have shown toward His name, in that you have ministered to the saints, and do minister.*"

❖ **We minister to unbelievers.**

**Matthew 5:13** "*You are the salt of the earth; but if the salt loses its flavor, how shall it be seasoned? It is then good for nothing but to be thrown out and trampled underfoot by men.*"

## WE MINISTER TO THREE AREAS OF NEED

☐☐ To people's **physical** needs.

**Matthew 25:35-36, 40** "*...for I was hungry and you gave Me food; I was thirsty and you gave Me drink; I was a stranger and you took Me in; <sup>36</sup>I was naked and you clothed Me; I was sick and you visited Me; I was in prison and you came to Me.*" <sup>40</sup>*And the King will answer and say to them, 'Assuredly, I say to you, inasmuch as you did it to one of the least of these My brethren, you did it to Me.'*"

**Matthew 10:42** "*And whoever gives one of these little ones only a cup of cold water in the name of a disciple, assuredly, I say to you, he shall by no means lose his reward.*"

In every ministry we do, we will be rewarded by God.

☐☐ To people's **emotional** needs.

**1 Thessalonians 5:14** "*Now we exhort you, brethren, warn those who are unruly, comfort the fainthearted, uphold the weak, be patient with all.*"

People have different kinds of emotional needs. We respond to different people in different ways. When we minister by counseling or by encouragement, we minister to people's emotional needs.

☐☐ To people's **spiritual** needs.

**2 Corinthians 5:18** "*Now all things are of God, who has reconciled us to Himself through Jesus Christ, and has given us the ministry of reconciliation.*"

**Colossians 1:28-29** "*Him we preach, warning every man and teaching every man in all wisdom, that we may present every man perfect in Christ Jesus.*" <sup>29</sup>*To this end I also labor, striving according to His working which works in me mightily.*"

The ministry of reconciliation means to bring two opposing parties together. For example, we may minister until a married couple reconcile to

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one another. It is our job to help sinners to be reconciled to God. Sinners are separated from God. We bring them together.

## THE PURPOSE OF MINISTRY

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

God wants to use us as a means to helping the entire church.

God wants to use you and me to **build up His Body**.

God wants to use every Christian to be a spiritual body builder.

## THE PRIORITY OF MINISTRY

Why should we be interested in ministry?

1. We have been **created** for ministry!

**Ephesians 2:10** "*For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them.*"

You may ask, "Why am I here on earth?" The answer is, "You are made for ministry!"

2. You have been **saved** for ministry!

**2 Timothy 1:9** "*...who has saved us and called us with a holy calling, not according to our works, but according to His own purpose and grace which was given to us in Christ Jesus before time began.*"

God plans for you to be saved and also to serve Him in a ministry. Every Christian is saved to serve.

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3. You have been **called** into ministry!

Galatians 1:15 *"But when it pleased God, who separated me from my mother's womb and called me through His grace..."*

1 Peter 2:9-10 *"But you are a chosen generation, a royal priesthood, a holy nation, His own special people, that you may proclaim the praises of Him who called you out of darkness into His marvelous light; ¹⁰who once were not a people but are now the people of God, who had not obtained mercy but now have obtained mercy."*

1 Peter 2:5 *"...you also, as living stones, are being built up a spiritual house, a **holy priesthood**, to offer up spiritual sacrifices acceptable to God through Jesus Christ."*

At the moment you became a Christian, you also became a minister of Jesus Christ.

"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!"

What is our primary identity? We are **ministers** of Jesus Christ!

If we let this fact sink into our lives, we will change our perspective on everything. It is clearly taught in Scriptures that when we become a Christian, we also become a minister of Jesus Christ. Not everyone is a pastor or an evangelist. But every Christian is a minister.

4. You have been **gifted** for ministry!

1 Peter 4:10 *"As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God."*

5. You have been **authorized** for ministry!

Matthew 28:18-19 *"And Jesus came and spoke to them, saying, 'All authority has been given to Me in heaven and on earth. ¹⁹Go therefore and make disciples of*

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all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit.'"

2 Corinthians 5:20 *"Now then, we **are ambassadors for Christ**, as though God were pleading through us: we implore you on Christ's behalf, be reconciled to God."*

You are Christ's ambassador. An ambassador is someone who represents a king or a government. The Bible says that you are an ambassador on the earth for Jesus Christ. When someone asks you, "Are you a minister of Jesus?" you say, "Yes, I am" without shame or lack of confidence. If he asks, "Who do you think you are?" you say, "I have been authorized by Jesus Christ." It is not that you deserve it. You don't deserve it! I do not deserve to be a pastor or even to be a Christian. It is all by God's grace. You have been authorized to minister to other people.

6. You are **commanded** to minister!

Matthew 20:28 *"...just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many."*

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

Colossians 4:17 *"And say to Archippus, '**Take heed to the ministry which you have received in the Lord, that you may fulfill it.**'"*

Jesus said, "Your attitude must be like My own..." Jesus did not give us an option. A non-ministering Christian is not obeying God. God expects us to be like Jesus Christ.

A secret of having a fulfilled life is to find the ministry that God made you to do (Colossians 4:17). When you minister, you will find more

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fulfillment than you can find in other areas of your life, because that is what God made you to be.

7. You are **prepared** for ministry.

Ephesians 4:11-12 *"And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, ¹²for the equipping of the saints for the work of ministry, for the edifying of the body of Christ."*

The pastor will be evaluated by God on how well he prepares God's people for the work of service.

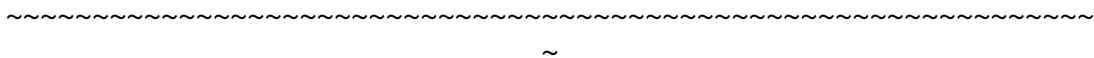
8. The Body of Christ needs your ministry!

1 Corinthians 12:27 *"Now you are the body of Christ, and members individually."*

All of you together are the one body of Christ and each of you is a separate and necessary part of it. If you do not fulfill the ministry God has given you, the body of Christ is cheated by you.

We all are necessary parts of the Body of Christ. If a Christian says, "I don't want to serve this year. I need some time off," he cheats the body of Christ. This is like a liver that says, "I just want to be fed. I don't want to work or serve." The body will say, "Sorry, my dear liver, because you are part of me, you get to perform your function." When the liver doesn't do its function, the whole body gets cheated.

People may call a pastor and say, "I'm looking for a church where I can be fed and be served." The pastor replies, "That's fine. We are looking for members who can feed others and serve others." Many people are in a church-shopping mode. They think that the church exists for them. But the Bible says that the church exists for the world. We are the body of Christ. We exist for the world.



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

Matthew 9:36-37 *"But when He saw the multitudes, He was moved with compassion for them, because they were weary and scattered, like sheep having no shepherd. ³⁷Then He said to His disciples, 'The harvest truly is plentiful, but the laborers are few.'"*

The ministry is meant to be done in a local body. Why? Because God gives the ministry to the Body of Christ. The harvest is plentiful. A lot of people out there are ready to receive Christ. We need more workers.

9. You are accountable for your ministry.

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

It is a sin not to use our gifts and talents to serve God and others. One day we will give account of our abilities and talents that God has given us. That is why this lesson is very important. We are prepared for the final exam. One day God will ask us, "What did you do with what was given to you?" (Matthew 25:14-30).

10. You will be rewarded for your ministry!

Colossians 3:23-24 *"And whatever you do, do it heartily, as to the Lord and not to men, ²⁴knowing that from the Lord you will receive the reward of the inheritance; for you serve the Lord Christ."*

Matthew 25:23 *"His lord said to him, 'Well done, good and faithful servant; you have been faithful over a few things, I will make you ruler over many things. Enter into the joy of your lord.'"*

We will be rewarded in heaven on the basis of our ministry. Discovering our ministry is a central issue of our Christian life.

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THE PROCEDURE: HOW TO DISCOVER YOUR MINISTRY

Romans 12:1-8 *"I beseech you therefore, brethren, by the mercies of God, that you present your bodies a living sacrifice, holy, acceptable to God, which is your reasonable service. ²And do not be conformed to this world, but be transformed by the renewing of your mind, that you may prove what is that good and acceptable and perfect will of God. ³For I say, through the grace given to me, to everyone who is among you, not to think of himself more highly than he ought to think, but to think soberly, as God has dealt to each one a measure of faith. ⁴For as we have many members in one body, but all the members do not have the same function, ⁵so we, being many, are one body in Christ, and individually members of one another. ⁶Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith; ⁷or ministry, let us use it in our ministering; he who teaches, in teaching; ⁸he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness."*

Step 1: Dedicate your body

Romans 12:1

We tell Jesus, "I want to serve You. I dedicate my body to be what You want me to be."

Step 2: Eliminate competing distractions

Romans 12:2

One of the reasons we cannot do a ministry is that our life is filled with everything *but* the ministry. We can't burn a candle at both ends. If we are serious about serving God, we have to cut something else out of our life. We can't keep adding and adding things into our life without cutting something

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out. It may be television. It may be something else. If we put something important in our life, we need to take out something else that is not important.

Step 3: Evaluate your strengths

Romans 12:3

Every one of us is a mixture of strengths and weaknesses. We have something that we are very good at. And we have something that we are lousy at. With every strength comes a weakness. So the key is to find out what we are good at. Humility is being honest about our weaknesses.

If God created you to be good with your hands, you can say, "I am good with my hands." Some of you are good with words and others are good with numbers. Some of you are lousy with people but good with things. God made all of us to be different and put us together in the Body of Christ.

Step 4: Cooperate with other believers

Romans 12:4-5

In 1 Corinthians 12:1-31, Paul used the analogy of a body. Nobody is an island unto himself. I need your ministry. And you also need my ministry.

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.

1 Corinthians 12:13 *"For by one Spirit we were all baptized into one body--whether Jews or Greeks, whether slaves or free--and have all been made to drink into one Spirit."*

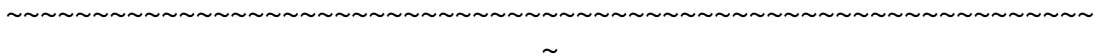
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1 Corinthians 12:21-22 "*And the eye cannot say to the hand, 'I have no need of you'; nor again the head to the feet, 'I have no need of you.'* ²²*No, much rather, those members of the body which seem to be weaker are necessary.*"

1 Corinthians 12:24 "*...but our presentable parts have no need. But God composed the body, having given greater honor to that part which lacks it.*"

Step 5: Activate you gifts

Romans 12:6-8



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## CHAPTER 2

### DISCOVERING HOW GOD HAS SHAPED YOU FOR MINISTRY

**Job 10:8** *"Your hands have made me and fashioned me, An intricate unity; Yet You would destroy me."*

God shaped you and formed you even before you were born. 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!

**Psalms 139:14-16** *"I will praise You, for I am fearfully and wonderfully made; Marvelous are Your works, And that my soul knows very well. <sup>15</sup>My frame was not hidden from You, When I was made in secret, And skillfully wrought in the lowest parts of the earth. <sup>16</sup>Your eyes saw my substance, being yet unformed. And in Your book they all were written, The days fashioned for me, When as yet there were none of them."*

There are three important truths:

1. You were shaped for a purpose, not by accident, but for a reason.
2. You are unique. Nobody else in the world is like you. If you do not do the ministry God has given you, nobody else is going to do it.
3. You are wonderfully complex.

We should not complain to God about why He made us different. God specially designed us for specific desires and intents.

**Romans 9:20-21** *"But indeed, O man, who are you to reply against God? Will the thing formed say to him who formed it, 'Why have you made me like this?' <sup>21</sup>Does not the potter have power over the clay, from the same lump to make one vessel for honor and another for dishonor?"*

**In ministry, function follows form!**

In architecture, form follows function. This means that what you are going to do in a building determines how you are going to build it. An architect will ask, "What are you going to do in this room or office?" They build a building in such a way to fit its function. When it comes to ministry, it is exactly opposite. Function follows form. What God made you to be determines what function you should have.

**Ministry is determined by several factors**

**1 Corinthians 12:4-7** *"There are diversities of gifts, but the same Spirit. <sup>5</sup>There are differences of ministries, but the same Lord. <sup>6</sup>And there are diversities of activities, but it is the same God who works all in all. <sup>7</sup>But the manifestation of the Spirit is given to each one for the profit of all."*

There are many spiritual gifts. There are diversities of activities and manifestations.

**Your S.H.A.P.E. will determine your ministry**

S = Spiritual Gifts

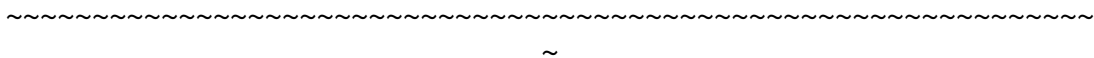
H = Heart

A = Abilities

P = Personality

E = Experiences

These are the five factors that influence and shape who you are:



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## Spiritual Gifts

**1 Corinthians 7:7** *"For I wish that all men were even as I myself. But each one has his own gift from God, one in this manner and another in that."*

- What am I gifted to do?

## Heart

**Revelation 17:17** *"For God has put it into their hearts to fulfill His purpose, to be of one mind, and to give their kingdom to the beast, until the words of God are fulfilled."*

**Philippians 2:13** *"For it is God who works in you both to will and to do for His good pleasure."*

- What do I love to do?

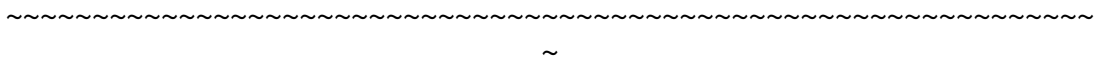
There are some things that you just hate to do and other things that you just love to do. That is your heart. Where did you get that natural inclination? God put it in you. God wants your ministry to be a blessing, not a burden. Therefore, it is a legitimate question to ask yourself, "What do I love to do?"

Why would God give you a ministry that you do not have a heart for? You will not succeed in a ministry if you do not have fun doing it. You need to enjoy it. You need to discover what your heart beat is.

## Abilities (Natural talents, vocational skills)

**1 Corinthians 12:6** *"And there are diversities of activities, but it is the same God who works all in all."*

**Exodus 31:3** *"And I have filled him with the Spirit of God, in wisdom, in understanding, in knowledge, and in all manner of workmanship."*



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**2 Corinthians 3:5** *"Not that we are sufficient of ourselves to think of anything as being from ourselves, but our sufficiency is from God."*

Our competence comes from God.

- What natural talents and skills do I have?

Natural abilities are different from spiritual gifts. God gives people natural abilities.

## Personality

**1 Corinthians 2:11** *"For what man knows the things of a man except the spirit of the man which is in him? Even so no one knows the things of God except the Spirit of God."*

- Where does your personality best suit you to serve?

We all have different personalities. If we are introverted, we should not get involved in a greeting ministry. If we do not have a personality that fits a ministry we choose to do, it will put tremendous stress on our life. God does not want us to do that.

## Experiences

Experiences also determine how we should be involved in ministry. There are four different kinds of experiences.

- What **spiritual** experiences have you had?

**Hebrews 5:12-13** *"For though by this time you ought to be teachers, you need someone to teach you again the first principles of the oracles of God; and you have come to need milk and not solid food. <sup>13</sup>For everyone who partakes only of milk is unskilled in the word of righteousness, for he is a babe."*

- What painful experiences have you had?

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**Proverbs 20:30** *"Blows that hurt cleanse away evil, As do stripes the inner depths of the heart."*

Painful experiences can determine our ministry. God may allow us to go through painful experiences and He comforted us so that we can comfort others who are going through the same thing.

If you lost a child, you can easily relate to someone who has just lost her child. You should never waste any painful experience, even ones that you bring on yourself by your wrong decisions or your mistakes. You should use painful experiences to benefit your ministry.

- What educational experiences have you had?

**Proverbs 4:13** *"Take firm hold of instruction, do not let go; Keep her, for she is your life."*

Are you educated in computers? God wants you to use that educational experience.

- What ministry experiences have you had?

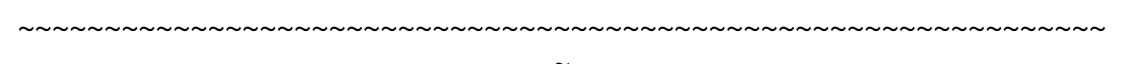
**2 Corinthians 9:13** *"...while, through the proof of this ministry, they glorify God for the obedience of your confession to the gospel of Christ, and for your liberal sharing with them and all men."*

Some of you have a lot of ministry experiences. Some of you may not have any at all.

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 EXPERIENCES.

**Success is doing what God created you to do!**

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



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### **Paul's spiritual gifts**

**2 Timothy 1:11** *"...to which I was appointed a preacher, an apostle, and a teacher of the Gentiles."*

### **Paul's heart**

**Romans 15:20** *"And so I have made it my aim to preach the gospel, not where Christ was named, lest I should build on another man's foundation."*

**Galatians 2:8** *"...for He who worked effectively in Peter for the apostleship to the circumcised also worked effectively in me toward the Gentiles."*

**Acts 20:24** *"But none of these things move me; nor do I count my life dear to myself, so that I may finish my race with joy, and the ministry which I received from the Lord Jesus, to testify to the gospel of the grace of God."*

God used Peter to be an apostle of the Jews. That was where his heart was. Paul's passion was that he wanted to build God's churches from scratch. He wanted to build them in areas where there was no church at all. He loved to pioneer a church. He desired to go to the unchurched Gentiles.

### **Paul's abilities**

**Acts 18:2-4** *"And he found a certain Jew named Aquila, born in Pontus, who had recently come from Italy with his wife Priscilla (because Claudius had commanded all the Jews to depart from Rome); and he came to them. <sup>3</sup>So, because he was of the same trade, he stayed with them and worked; for by occupation they were tentmakers. <sup>4</sup>And he reasoned in the synagogue every Sabbath, and persuaded both Jews and Greeks."*

In Acts 18, in addition to his gifts of being an apostle, teacher, and preacher, he was making tents. Paul was a tentmaker. God wants to use your natural talents for the ministry. Some of you may be good at fixing things or painting. Paul also had the ability to debate and to think fast.

### **Paul's personality**

**Galatians 1:13-14** *"For you have heard of my former conduct in Judaism, how I persecuted the church of God beyond measure and tried to destroy it. <sup>14</sup>And I advanced in Judaism beyond many of my contemporaries in my own nation, being more exceedingly zealous for the traditions of my fathers."*

Paul persecuted the church with fanatical zeal. He did his best. He was a competitive person. He had boundless enthusiasm. He was at the top of his field. He gave it his best shot. He was off the scale.

### **Paul's experiences**

His spiritual experiences

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

### **His painful experiences**

**2 Corinthians 11:23-27** *"Are they ministers of Christ? --I speak as a fool--I am more: in labors more abundant, in stripes above measure, in prisons more frequently, in deaths often. <sup>24</sup>From the Jews five times I received forty stripes minus one. <sup>25</sup>Three times I was beaten with rods; once I was stoned; three times I was shipwrecked; a*

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night and a day I have been in the deep; ²⁶in journeys often, in perils of waters, in perils of robbers, in perils of my own countrymen, in perils of the Gentiles, in perils in the city, in perils in the wilderness, in perils in the sea, in perils among false brethren; ²⁷ in weariness and toil, in sleeplessness often, in hunger and thirst, in fastings often, in cold and nakedness."

2 Corinthians 12:7 *"And lest I should be exalted above measure by the abundance of the revelations, a thorn in the flesh was given to me, a messenger of Satan to buffet me, lest I be exalted above measure."*

Paul's painful experiences helped shape his life. No one really knows what the thorn in his flesh was. God intentionally inspired Paul not to mention what it was so that everyone can relate to it. Some people think it was a physical illness, such as poor eyesight, epilepsy, etc. We do not truly know what it was. Some handicap in his life hindered him from serving God as fully as he wanted to. It kept him from being puffed up with pride.

Paul's educational experiences

Acts 22:3 *"I am indeed a Jew, born in Tarsus of Cilicia, but brought up in this city at the feet of Gamaliel, taught according to the strictness of our fathers' law, and was zealous toward God as you all are today."*

Gamaliel was the number one Jewish teacher in Paul's days. It was like studying from the best and most knowledgeable Bible scholar around. He was the best trained leader in the Jewish faith in those days.

Paul's ministry experiences

Read the book of Acts.

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After you find your spiritual gifts, heart's desire, abilities, personality, and experiences, you complete your personal profile. You should eventually be able to identify a few ministry possibilities. You meet church leaders and begin your ministry. You should attend our monthly leadership training class, such as the "Super-David Class" or the "Mighty Men of David Class."

## **IDENTIFYING YOUR UNIQUE S.H.A.P.E.**

You should think through the five factors that make up who you are.

### **Unwrapping your gift**

Unwrapping your gift will give you an overview of spiritual gifts and help you identify which ones God may have given to you.

### **Monitoring your heartbeat**

Monitoring your heartbeat will help you clarify what you really love to do.

### **Applying your abilities**

Applying your abilities will help you appreciate the natural talents and vocational skills you have.

### **Plugging in your personality**

Plugging in your personality will help you see how your God-given temperament can best be used in ministry.

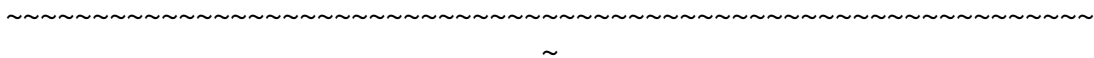
### **Examining your experiences**

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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.

Remember:

1. Have fun! These are not “tests”! There are no right or wrong answers. The purpose is to show how you are a unique blend!
2. Each one is self-evaluating. No one is “rating” you on this. We are interested in *your* feelings, not others. However, it may be helpful to ask for additional input from those closest to you after you have filled in your own responses.
3. The value of each of these tools will vary depending on your age, how long you have been a Christian, your background, your honesty, and how much time and serious thinking you’re willing to invest in them!
4. As you complete each tool, transfer your results to the form called “My Ministry Profile”. You will bring this profile with you to your interview with a ministry guide.



CHAPTER 3

WHAT THE BIBLE SAYS ABOUT SPIRITUAL GIFTS

(A Condensed Overview)

1 Corinthians 12:1 *"Now concerning spiritual gifts, brethren, I do not want you to be ignorant."*

A spiritual gift is a supernatural God-given ability, given by the Holy Ghost to every born again Christian at their conversion, to be used to minister to others and therefore build up the Body of Christ.

A lot of Christians are ignorant of spiritual gifts. The best way to learn about spiritual gifts is to get involved in ministry. As you get in a ministry, you will find out what you are gifted at. You are not going to discover your gifts by just going through a list. A list just gives you an overview of what the gifts are. But when you get involved in the ministry, you will have a better understanding of what your gifts are.

A spiritual gift is a supernatural ability. It is different from a talent. Every Christian has at least one spiritual gift. Once you get it, you get it. A lot of people do not know their gifts. You have got at least one gift. You get to unwrap it.

When you were physically born, you did not know that you had five physical senses: hearing, feeling, taste, vision, and smell. But when you grow up, you figure it out that you have an ability to smell, to hear, to feel, to see,

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and to taste. You have got it from birth. But you know it when you are more mature. This is the same as spiritual gifts.

Spiritual gifts must be used to build up others, not for yourself. God gives them to you so that you can build up the Body of Christ. These are ten truths regarding spiritual gifts:

1. Only believers have spiritual gifts.

1 Corinthians 2:14 *"But the natural man does not receive the things of the Spirit of God, for they are foolishness to him; nor can he know them, because they are spiritually discerned."*

2. Every Christian has at least one gift.

1 Corinthians 7:7 *"For I wish that all men were even as I myself. But each one has his own gift from God, one in this manner and another in that".*

3. No one receives all the gifts.

1 Corinthians 12:27-30 *"Now you are the body of Christ, and members individually. ²⁸And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues. ²⁹Are all apostles? Are all prophets? Are all teachers? Are all workers of miracles? ³⁰Do all have gifts of healings? Do all speak with tongues? Do all interpret?"*

If a person received all the gifts, he wouldn't need anybody else. God wants His children to depend on each other. Nobody can say, "I am an island by myself. I don't need others. I don't need a church."

4. No single gift is given to everyone.

1 Corinthians 12:29-30 *"Are all apostles? Are all prophets? Are all teachers? Are all workers of miracles? ³⁰Do all have gifts of healings? Do all speak with tongues? Do all interpret?"*

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God wants variety.

5. You can't earn or work for spiritual gifts.

**Ephesians 4:7** *"But to each one of us grace was given according to the measure of Christ's gift."*

Salvation is also a gift.

6. The Holy Spirit decided what gifts you get.

**1 Corinthians 12:11** *"But one and the same Spirit works all these things, distributing to each one individually as He wills."*

Gifts are sovereignly given by the Spirit.

7. The gifts you are given are permanent.

**Romans 11:29** *"For the gifts and the calling of God are irrevocable."*

We have got spiritual gifts for life. He does not take them away from us.

8. You are to develop the gifts God gives you.

**1 Timothy 4:14** *"Do not neglect the gift that is in you, which was given to you by prophecy with the laying on of the hands of the eldership."*

A gift is given to us as a seed that can sprout and grow. It is like a muscle. The more you exercise it, the stronger it gets. The more you use your spiritual gifts, the stronger they get.

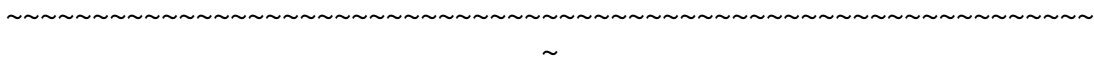
9. It is a sin to waste the gifts God gave you.

**1 Corinthians 4:1-2** *"Let a man so consider us, as servants of Christ and stewards of the mysteries of God. <sup>2</sup>Moreover it is required in stewards that one be found faithful."*

**Matthew 25:14-30**

10. Using your gifts glorifies God and helps you grow.

**John 15:8** *"By this My Father is glorified, that you bear much fruit; so you will be My disciples."*



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When we bear fruit, we glorify God.



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## THE PURPOSE OF SPIRITUAL GIFTS

### A. Not for your benefit, but for others

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

**1 Corinthians 12:7** *"But the manifestation of the Spirit is given to each one for the profit of all."*

God wants us to use spiritual gifts to bless the church.

### B. To produce maturity and stability in our church family

**Ephesians 4:11-14** *"And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, <sup>12</sup>for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, <sup>13</sup>till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ; <sup>14</sup>that we should no longer be children, tossed to and fro and carried about with every wind of doctrine, by the trickery of men, in the cunning craftiness of deceitful plotting."*

## CAUTIONS ABOUT SPIRITUAL GIFTS

1. Don't confuse gifts with natural talents.

To be a good salesman is a vocational skill or ability. To be an evangelist is a manifestation of the Holy Ghost.

2. Don't confuse gifts with the Fruit of the Spirit (Galatians 5:22-23).

"Fruit" shows your maturity.

"Gifts" show your ministry.

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A person can have powerful spiritual gifts but be spiritually immature. You get spiritual gifts at the moment you become a Christian. You may have a gift of teaching but you may not have maturity to teach. You need to grow spiritually. You need both the fruit and the gifts.

3. Don't confuse gifts with Christian roles.

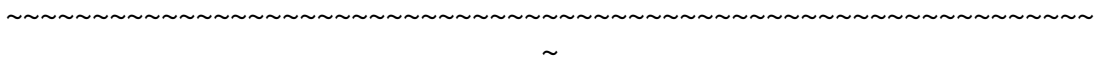
Pastoring is a spiritual gift. It is a supernatural ability to care for the spiritual needs of other people. A role of being a pastor is different from the office of pastor. You may have a gift of pastor even though you do not have the title or office of a pastor. And many pastors do not have the gift of pastoring even though they are called a pastor.

4. Be aware of the "gift projection" tendency (expecting others to serve the way you do and have similar results).

People with a gift of mercy may expect everybody else to be as merciful. People with gifts of prophecy always confront others and tell them how they are wrong. They may expect others to be as confrontive. If people with mercy and those with prophecy are in the same group, they may misunderstand each other.

Christians who have a gift of administration expect other people to be as organized. They may say, "I can't believe you are so messy!" When a person with a gift of evangelism goes on any airplane, people tend to get saved all the time on the airplane. They bring thousands of people to church. Supernaturally, they can share Christ with other people. They may make others feel guilty by saying, "Why don't you bring somebody to accept Christ?" You should not project your gifts onto somebody else.

5. Don't feel that your gift makes you superior to others.



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**1 Corinthians 12:21** *"And the eye cannot say to the hand, 'I have no need of you;' nor again the head to the feet, 'I have no need of you.'"*

6. Realize that using your gifts without love is worthless.

**1 Corinthians 13:1-3** *"Though I speak with the tongues of men and of angels, but have not love, I have become sounding brass or a clanging cymbal. <sup>2</sup>And though I have the gift of prophecy, and understand all mysteries and all knowledge, and though I have all faith, so that I could remove mountains, but have not love, I am nothing. <sup>3</sup>And though I bestow all my goods to feed the poor, and though I give my body to be burned, but have not love, it profits me nothing."*

1 Corinthians 13 talks about love. It is between chapters 12 and 14 in which Paul spoke about spiritual gifts. In 1 Corinthians 13, he said that you should use your gift with love.

7. Realize that you have both a primary and a secondary ministry in your church.

God wants us to have both a primary and a secondary ministry. Our **primary** ministry commitment should be in the area where we are **gifted**. Our secondary ministry includes serving in any other area of the Body when we are **needed**.

**Titus 3:14** *"And let our people also learn to maintain good works, to meet urgent needs, that they may not be unfruitful."*

If you are not gifted in an area for a ministry, you should still serve when you are needed in that area. If you do not have a gift of mercy and somebody falls down, you shouldn't think, "I am not gifted to help him!" God expects you to allow the Holy Spirit to manifest His gifts through your life and to serve in whatever ministry in which you are needed in your local church.

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For example, some people have a gift of giving. They can make money and give it away to God's church or to the needy. That does not excuse all the rest of us from giving. You may not have a gift of giving, but you are called and commanded to give as a Christian. All of you are called to teach in certain settings and situations. You may be called to be a leader in different settings and situations. At different times, you may be called to encourage someone. You shouldn't say, "It's not my gift. Therefore, I don't encourage anybody!"

You should be willing to set up chairs because you are a servant of Christ. When you are mature, you are willing to help and serve others even though you are not gifted in that area.

HOW TO DISCOVER YOUR GIFT

Get started!

Study

Try out

Experiment with different areas of service.

You find your gifts by experimenting in different areas of service. You may try out to be a small care group leader. You may find out that people respond to you and you feel good about it when you take care of people. You may find out that to be a pastor is not for you. It is fine to find it out. You try different ministries until you find your niche.

Analyze

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## **Requests and Responses from others**

You can ask them, "What gifts have you seen in me!" Many times we are blind in the areas that we are good at. If we are a leader, we don't need to be elected. Our gift of leadership will show up and people can notice it. People will follow us. We don't need to tell people to follow us. If we think we are a leader but no one follows us, we aren't a leader!

In our church, we don't elect the leadership. They just rise up naturally to the top. If you are a leader, people are going to naturally follow you. You don't have to tell anyone that you are a leader. People will say, "I like the way he serves God. I want to get on board with him. I see God's hand upon his life."

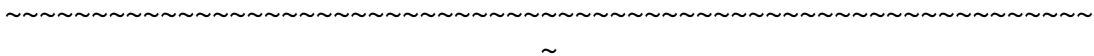
## **Take training**

In New Hope International Church, you are trained on the job, and in the field. You are involved in your care group. You learn how to lead worship, teach the Word, lead people to Christ, witness, take care of God's sheep, follow up new converts, disciple people, etc. You are required to attend the "Mighty Men of David" meeting and the "Super David" meetings.

Three ways God wants you to use your gifts:

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

It is easier to discover your gift through ministry than to discover your ministry through your gift.



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## UNWRAPPING YOUR GIFTS

The Bible does not lock us into tight restrictions as to the number of spiritual gifts, or even their definitions. The four major lists of gifts are found in Romans 12:3-8; 1 Corinthians 12:1-11, 27-31; Ephesians 4:11-12; and 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 have categorized this list of gifts according to four purposes. Remember that you can have many gifts. These are four important purposes of God's church:

1. Celebrate God's presence (Worship)
2. Demonstrate God's love and His power (Ministry)
3. Educate God's people (Discipleship)
4. Communicate God's Word (Evangelism)

Everything we do in our church will fulfill these purposes. The gifts of the Spirit are given to fulfill these Biblical purposes. The gifts recorded in the New Testament are exemplary, not exhaustive. You will learn spiritual gifts in detail in the class "The Holy Spirit and His gifts."

### **Gifts that communicate God's Word**

(To both unbelievers and believers)

### **Preaching**

**Luke 4:18** *"The Spirit of the LORD is upon Me, Because He has anointed Me To **preach** the gospel to the poor; He has sent Me to heal the brokenhearted, To*

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proclaim liberty to the captives And recovery of sight to the blind, To set at liberty those who are oppressed."

Matthew 10:7 *"And as you go, **preach**, saying, 'The kingdom of heaven is at hand.'"*

Ecclesiastes 12:10 *"The **Preacher** sought to find acceptable words; and what was written was upright--words of truth."*

2 Timothy 1:11 *"...to which I was appointed a **preacher**, an apostle, and a teacher of the Gentiles."*

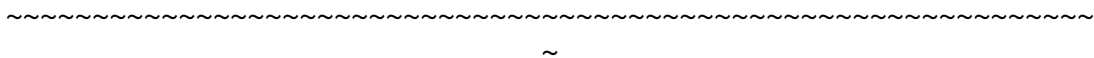
The gift of preaching is a supernatural ability or manifestation of the Spirit to publicly communicate God's Word in an inspired way that convinces unbelievers, and both challenges and comforts believers. The ability to persuasively declare God's will.

It is a public gift. People who have this gift are obvious. Some are anointed to preach the Word. The life of a preacher must be consistent with his messages. Oftentimes, he is willing to stand alone for what is right. He stands up for the right thing whether others agree or not.

Prophecy

Prophecy is inspired utterance bubbling forth out of your belly to bless other people. The gift of prophecy is speaking under the direct supernatural influence of the Holy Spirit. It is becoming God's mouthpiece, to verbalize His words as the Spirit directs or as the Spirit wills.

1 Corinthians 12:10 *"...to another the working of miracles, to another prophecy, to another discerning of spirits, to another different kinds of tongues, to another the interpretation of tongues."*



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1 Corinthians 14:3 *"But he who prophesies speaks edification and exhortation and comfort to men."*

1 Corinthians 14:3 says that prophecy does three things. It builds up, fires up, and holds up. It is for edification, exhortation, and comfort. Some messages are for edification or they build up. Some are for exhortation. They fire up. Some messages are for comfort. They hold up.

Different kinds of tongues

1 Corinthians 12:10 *"...to another the working of miracles, to another prophecy, to another discerning of spirits, to **another different kinds of tongues**, to another the interpretation of tongues".*

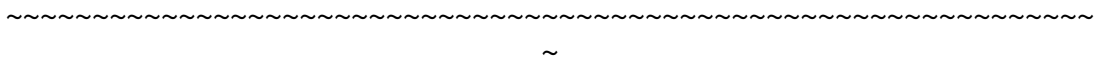
The supernatural ability given by God to utter languages, whether angelic or human, previously unknown to the person. There must be an interpretation so that other believers will understand and be edified. This is not a personal prayer language or the sign of being baptized with the Holy Spirit.

Interpretation of tongues

1 Corinthians 12:10 *"...to another the working of miracles, to another prophecy, to another discerning of spirits, to another different kinds of tongues, **to another the interpretation of tongues.**"*

The supernatural ability to interpret the gift of tongues without any previous understanding of such a message.

Evangelism



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The ability to communicate the Good News of the Lord 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 *"Now an angel of the Lord spoke to Philip, saying, 'Arise and go toward the south along the road which goes down from Jerusalem to Gaza.' This is desert. ²⁷So he arose and went. And behold, a man of Ethiopia, a eunuch of great authority under Candace the queen of the Ethiopians, who had charge of all her treasury, and had come to Jerusalem to worship, ²⁸was returning. And sitting in his chariot, he was reading Isaiah the prophet. ²⁹Then the Spirit said to Philip, 'Go near and overtake this chariot.' ³⁰So Philip ran to him, and heard him reading the prophet Isaiah, and said, 'Do you understand what you are reading?' ³¹And he said, 'How can I, unless someone guides me?' And he asked Philip to come up and sit with him. ³²The place in the Scripture which he read was this: 'He was led as a sheep to the slaughter; And as a lamb before its shearer is silent, So He opened not His mouth. ³³In His humiliation His justice was taken away, And who will declare His generation? For His life is taken from the earth.' ³⁴So the eunuch answered Philip and said, 'I ask you, of whom does the prophet say this, of himself or of some other man?' ³⁵Then Philip opened his mouth, and beginning at this Scripture, preached Jesus to him. ³⁶Now as they went down the road, they came to some water. And the eunuch said, 'See, here is water. What hinders me from being baptized?' ³⁷Then Philip said, 'If you believe with all your heart, you may.' And he answered and said, 'I believe that Jesus Christ is the Son of God.' ³⁸So he commanded the chariot to stand still. And both Philip and the eunuch went down into the water, and he baptized him. ³⁹Now when they came up out of the water, the Spirit of the Lord caught Philip away, so that the eunuch saw him no more; and he went on his way rejoicing. ⁴⁰But Philip*

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was found at Azotus. And passing through, he preached in all the cities till he came to Caesarea."

People who have this gift are very sensitive to how the unchurched feel. They always look for opportunities to share Christ. They tend to change a conversation to its spiritual side. They have Christ's love and a desire to see unbelievers saved. This gift can be used in many different ways. You may have a gift of evangelism but your personality is introverted. You have a real heart to share Christ with other people. The way you share Christ must be consistent with your personality.

Missions

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

1 Corinthians 9:19-23 *"For though I am free from all men, I have made myself a servant to all, that I might win the more; ²⁰and to the Jews I became as a Jew, that I might win Jews; to those who are under the law, as under the law, that I might win those who are under the law; ²¹to those who are without law, as without law (not being without law toward God, but under law toward Christ), that I might win those who are without law; ²²to the weak I became as weak, that I might win the weak. I have become all things to all men, that I might by all means save some. ²³Now this I do for the gospel's sake, that I may be partaker of it with you."*

Acts 13:2-3 *"As they ministered to the Lord and fasted, the Holy Spirit said, 'Now separate to Me Barnabas and Saul for the work to which I have called them.'³Then, having fasted and prayed, and laid hands on them, they sent them away."*

Paul had this gift. A person with this gift has an ability to adapt himself to many cultures. He can relate to people of different cultures. The church in

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Antioch recognized this gift in Paul. They sent him out. By the way, you do not have to go overseas to exercise this gift. We have students from many nations in our city. Leaders of the world come to the U.S. to study. It is much cheaper and more effective to reach international students while they are here in the U.S. than when they go back to their own country. Once they go back, they become leaders in their own countries. Then nine times out of ten, you can't reach them.

People with this gift have a strong desire to see the Great Commission fulfilled. They may have a heart for certain groups of people. They may love the Spanish or the Chinese.

Apostles

Romans 15:20 *"And so I have made it my aim to preach the gospel, not where Christ was named, lest I should build on another man's foundation."*

Ephesians 4:11 *"And He Himself gave some to be **apostles**, some prophets, some evangelists, and some pastors and teachers."*

The supernatural ability given by the Holy Spirit to start and plant churches and oversee their development.

Today we call these people "church planters". They start a church from scratch. They are willing to take risks and try new things. They can plant a church out of nothing.

GIFTS THAT EDUCATE GOD'S PEOPLE

Teaching and Teachers

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The supernatural 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. People with this gift can communicate Bible truths in an understandable manner. Teachers are a five-fold ministry gift. They are leaders in the church. They can write lessons. But some believers are gifted in teaching even though they are not leaders in the body of Christ.

**Romans 12:7** "*...or ministry, let us use it in our ministering; he who teaches, in teaching.*"

**Ephesians 4:11-13** "*And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and **teachers**, <sup>12</sup>for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, <sup>13</sup>till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ.*"

**1 Timothy 3:2** "*A bishop then must be blameless, the husband of one wife, temperate, sober-minded, of good behavior, hospitable, able to **teach**.*"

People who have the gift of teaching can hold the audience's attention. When you listen to them, your mind and attention will be with them. Many of us have this gift, but it is in seed form. You may not realize that you have this gift. You will develop it by getting involved in a ministry. This gift is a gift that you need to develop.

Teachers are usually systematic in their teaching. They usually think in an organized way.

## **Encouragement and exhortation**

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**Acts 14:22** "...strengthening the souls of the disciples, exhorting them to continue in the faith, and saying, 'We must through many tribulations enter the kingdom of God.'"

The supernatural ability given by the Holy Spirit 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.

Teachers usually focus on the content of the text, or the story itself, but people with the gift of exhortation focus on the principles of the text. They would say, "There are principles that will change your life." They are usually positive people. They are able to make suggestions.

They are inspirational and motivational. They can visualize the good qualities of other people. They can bring out the best of people. They can be great counselors.

Exhortation can be used in a public form as a teacher. They may have a role of teaching without having the gift of teaching. It can be used in a one-on-one situation. It can be used in the ministry of being a care group leader.

### **Word of wisdom**

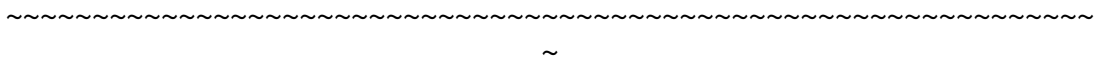
**1 Corinthians 2:1, 6-16** "And I, brethren, when I came to you, did not come with excellence of speech or of wisdom declaring to you the testimony of God. <sup>6</sup>However, we speak wisdom among those who are mature, yet not the wisdom of this age, nor of the rulers of this age, who are coming to nothing. <sup>7</sup>But we speak the wisdom of God in a mystery, the hidden wisdom which God ordained before the ages for our glory, <sup>8</sup>which none of the rulers of this age knew; for had they known, they would not have crucified the Lord of glory. <sup>9</sup>But as it is written: 'Eye has not seen,

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nor ear heard, Nor have entered into the heart of man The things which God has prepared for those who love Him.' ¹⁰But God has revealed them to us through His Spirit. For the Spirit searches all things, yes, the deep things of God. ¹¹For what man knows the things of a man except the spirit of the man which is in him? Even so no one knows the things of God except the Spirit of God. ¹²Now we have received, not the spirit of the world, but the Spirit who is from God, that we might know the things that have been freely given to us by God. ¹³These things we also speak, not in words which man's wisdom teaches but which the Holy Spirit teaches, comparing spiritual things with spiritual. ¹⁴But the natural man does not receive the things of the Spirit of God, for they are foolishness to him; nor can he know them, because they are spiritually discerned. ¹⁵But he who is spiritual judges all things, yet he himself is rightly judged by no one. ¹⁶For 'who has known the mind of the LORD that he may instruct Him?' But we have the mind of Christ."

The supernatural 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. It is the supernatural ability suddenly given by God to certain believers in a specific situation to speak appropriate words of wisdom which will solve the problems of others.

Some people may get insight in a relationship. They can observe what is going on. They can tell that there is a hidden agenda. Through the relationship, they may be able to tell a person's feeling in a situation. But people with a gift of wisdom have supernatural ability to solve a problem by God's wisdom. They have a tendency to memorize Scriptures. They like to share God's Word. They are unusually patient with people. They understand the ways of God. They are good mediators in a conflict. They emphasize practical application.



Discerning of spirits

1 Corinthians 12:10 *"To another the working of miracles; to another prophecy; to another **discerning** of spirits; to another divers kinds of tongues; to another the interpretation of tongues."*

1 John 4:1-6 *"Beloved, do not believe every spirit, but test the spirits, whether they are of God; because many false prophets have gone out into the world. ²By this you know the Spirit of God: Every spirit that confesses that Jesus Christ has come in the flesh is of God, ³and every spirit that does not confess that Jesus Christ has come in the flesh is not of God. And this is the spirit of the Antichrist, which you have heard was coming, and is now already in the world. ⁴You are of God, little children, and have overcome them, because He who is in you is greater than he who is in the world. ⁵They are of the world. Therefore they speak as of the world, and the world hears them. ⁶We are of God. He who knows God hears us; he who is not of God does not hear us. By this we know the spirit of truth and the spirit of error."*

The supernatural 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, human desire, or the Holy Spirit.

This gift is needed in the church of God today because there are many false ideas and teachings, such as the New Age Movement. This gift protects the church from getting away from the truth. Besides operating under the anointing of the Holy Spirit, you need to know the Word of God.

Word of knowledge

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**1 Corinthians 12:8** *"To one there is given through the Spirit the message of wisdom, to another the message of knowledge by means of the same Spirit."* (NIV)

The supernatural ability to speak words which reveals a portion of God's knowledge in such a way that it will help other people or the church.

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

### **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. It is the supernatural ability given by the Holy Spirit to certain believers to serve others' needs with a willing and joyful heart.

**Romans 12:7** *"If it is serving, let him serve; if it is teaching, let him teach."* (NIV)

**Acts 6:1-7** *"Now in those days, when the number of the disciples was multiplying, there arose a complaint against the Hebrews by the Hellenists, because their widows were neglected in the daily distribution. <sup>2</sup>Then the twelve summoned the multitude of the disciples and said, 'It is not desirable that we should leave the word of God and serve tables. <sup>3</sup>Therefore, brethren, seek out from among you seven men of good reputation, full of the Holy Spirit and wisdom, whom we may appoint over this business; <sup>4</sup>but we will give ourselves continually to prayer and to the ministry of the word.'<sup>5</sup> And the saying pleased the whole multitude. And they chose Stephen, a man full of faith and the Holy Spirit, and Philip, Prochorus, Nicanor, Timon, Parmenas, and Nicolas, a proselyte from Antioch, <sup>6</sup>whom they set before the apostles; and when they had prayed, they laid hands on them. <sup>7</sup>Then the word of God*

*spread, and the number of the disciples multiplied greatly in Jerusalem, and a great many of the priests were obedient to the faith."*

The Bible calls all of us to serve and to have a servant's heart. But people with a gift of service will initiate serving and take charge in doing it when they see a need. They want to be helpful. They do not want to be up front or on stage. They have a spiritual antenna to see a need and then take initiative and action to serve.

Often these people have a high energy level. They are practical and efficient at physical tasks. They are fulfilled when they can serve those who are in a visible role. They are unselfish. They are willing to do whatever it takes. They do even lowly work. They serve others as if they do it for the Lord. The church needs a lot of people with the gift of service. Service is a demonstration of God's love.

### **Mercy**

**Romans 12:8** "*...he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who **shows mercy**, with cheerfulness."*

**Luke 10:30-37** "*Then Jesus answered and said: 'A certain man went down from Jerusalem to Jericho, and fell among thieves, who stripped him of his clothing, wounded him, and departed, leaving him half dead. <sup>31</sup>Now by chance a certain priest came down that road. And when he saw him, he passed by on the other side. <sup>32</sup>Likewise a Levite, when he arrived at the place, came and looked, and passed by on the other side. <sup>33</sup>But a certain Samaritan, as he journeyed, came where he was. And when he saw him, he had compassion. <sup>34</sup>So he went to him and bandaged his wounds, pouring on oil and wine; and he set him on his own animal, brought him to an inn, and took care of him. <sup>35</sup>On the next day, when he departed, he took out two denarii,*

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*gave them to the innkeeper, and said to him, 'Take care of him; and whatever more you spend, when I come again, I will repay you.'* <sup>36</sup>*So which of these three do you think was neighbor to him who fell among the thieves?* <sup>37</sup>*And he said, 'He who showed mercy on him.'* Then Jesus said to him, 'Go and do likewise.'"

The supernatural ability given by God to certain believers to feel the hurts of others with the desire to assist them to the utmost. People who have this gift have the ability to detect hurt and empathize with those who are suffering in the church family. They have the ability to provide compassionate and cheerful support to those experiencing distress, crisis, or pain.

A good example of this gift is the good Samaritan. He picked up the injured man and left him in a hotel. He left a credit card and said, "Whatever it takes, I'll pay for this man!" These people have a tendency to empathize. They like to pray for people who face difficulties. They weep with those who weep and rejoice with those who rejoice.

They love to say comforting words or send a sympathy card to others. Those who are in the pastoral care ministry need this gift.

### **The gift of helps**

**1 Corinthians 12:28** *"And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, **helps**, administrations, varieties of tongues."*

It is the supernatural ability given by God to certain believers to assist others to be successful in their ministries.

### **Hospitality**

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**1 Peter 4:9-10** *"Be hospitable to one another without grumbling. <sup>10</sup>As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God."*

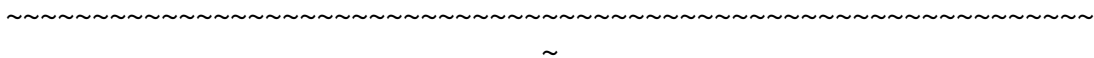
The supernatural ability to make others, especially strangers, feel warmly welcomed, accepted, and comfortable in the church family. The ability to coordinate factors that promote fellowship.

When you meet these people, you immediately feel comfortable around them. There is a difference between entertaining and showing hospitality. People can do entertaining in their homes, but the guests may feel uptight the whole time. But those who genuinely have the gift of showing hospitality make their guests comfortable no matter how their homes look. They have a way of making you feel at ease. They can usually make good conversation. They know how to bring the best out of other people and compliment it. They know how to get you to talk about yourself.

They have great concern for your comfort. They love to provide meals or serve people. They can create an atmosphere that people can enjoy. If you have this gift, you can be a greeter in the church. Greeters make the first impression to guests of the church. When a guest walks in the door, his first impression is "who talks to me outside" or "I feel good here. I feel comfortable here."

If you have this gift, the church needs you at the front line. The greeting ministry is a very important ministry. Why? Because you do not get a second chance to make a good first impression. When our unchurched guests feel good and relaxed, the gospel can be communicated to them easily.

### **Pastoring ("Shepherding")**



**1 Peter 5:2-4** *"Shepherd the flock of God which is among you, serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly; <sup>3</sup>nor as being lords over those entrusted to you, but being examples to the flock; <sup>4</sup>and when the Chief Shepherd appears, you will receive the crown of glory that does not fade away."*

The supernatural ability given by God 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.

The Greek word for "pastor" means to lead or care for. God uses pastors to protect the flock.

**Acts 20:28** *"Therefore take heed to yourselves and to all the flock, among which the Holy Spirit has made you overseers, to shepherd the church of God which He purchased with His own blood."*

Those who have the gift of pastoring are very fulfilled in their ministry. They like to call and visit people. They enjoy caring for people. Some of you may have this gift in seed form. You may be gifted to be a pastor. You need to develop it as you grow to become a strong Christian.

## **Giving**

**Romans 12:8** *"...he who exhorts, in exhortation; **he who gives, with liberality**; he who leads, with diligence; he who shows mercy, with cheerfulness"*.

**2 Corinthians 8:1-7** *"Moreover, brethren, we make known to you the grace of God bestowed on the churches of Macedonia: <sup>2</sup>that in a great trial of affliction the abundance of their joy and their deep poverty abounded in the riches of their liberality. <sup>3</sup>For I bear witness that according to their ability, yes, and beyond their ability, they were freely willing, <sup>4</sup>imploring us with much urgency that we would*

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receive the gift and the fellowship of the ministering to the saints. ⁵And not only as we had hoped, but they first gave themselves to the Lord, and then to us by the will of God. ⁶So we urged Titus, that as he had begun, so he would also complete this grace in you as well. ⁷But as you abound in everything--in faith, in speech, in knowledge, in all diligence, and in your love for us--see that you abound in this grace also."

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

People with a gift of giving love to give. You do not have to tell them that giving is a part of the Christian life. They are generous, happy, and joyful. People like to be around them. Often God blesses their work and they are successful in their business. Everything they touch turns to gold and they give it away. They make a lot of money and they give a lot of money.

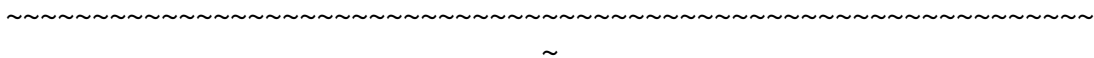
God gives some people with this gift an ability to make a large amount of money. They finance the kingdom and give money to the church. Nobody tells them to give. They just enjoy giving. The more they give, the more God blesses them.

You may have this gift. You will never be able to outgive God. You may think, "I would love to give a large amount of money for God's work."

GIFTS THAT CELEBRATE GOD'S PRESENCE

Music

Psalm 150



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

Music is clearly a spiritual gift. Some Christians are gifted as musicians, worship leaders, and singers for a local church. They are able to lead the family of God in worship.

Arts and Crafts

Exodus 31:3-11 *"And I have filled him with the Spirit of God, in wisdom, in understanding, in knowledge, and in all manner of workmanship, ⁴to design artistic works, to work in gold, in silver, in bronze, ⁵in cutting jewels for setting, in carving wood, and to work in all manner of workmanship. ⁶And I, indeed I, have appointed with him Aholiab the son of Ahisamach, of the tribe of Dan; and I have put wisdom in the hearts of all who are gifted artisans, that they may make all that I have commanded you: ⁷the tabernacle of meeting, the ark of the Testimony and the mercy seat that is on it, and all the furniture of the tabernacle--⁸the table and its utensils, the pure gold lampstand with all its utensils, the altar of incense, ⁹the altar of burnt offering with all its utensils, and the laver and its base--¹⁰the garments of ministry, the holy garments for Aaron the priest and the garments of his sons, to minister as priests, ¹¹and the anointing oil and sweet incense for the holy place. According to all that I have commanded you they shall do."*

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.

These people have a supernatural ability to build and beautify the place of worship. Some people are good at artistic works. Some are good at

painting. God does not give us that gift just to be used as a hobby, but to use it to beautify His kingdom and His place of worship.

The Bible says when God built His temple through His children He gave them different skills. We need this gift in our church. Why do we need a church building? The church is not a building. It is a family and an army of God. Every family needs a house. The church is a body. Everyone needs clothes. The church building is like a house or clothing.

OTHER SPIRITUAL GIFTS THAT SUPPORT ALL FOUR PURPOSES

Intercession

Colossians 1:9-12 *"For this reason we also, since the day we heard it, do not cease to pray for you, and to ask that you may be filled with the knowledge of His will in all wisdom and spiritual understanding; ¹⁰that you may walk worthy of the Lord, fully pleasing Him, being fruitful in every good work and increasing in the knowledge of God; ¹¹strengthened with all might, according to His glorious power, for all patience and longsuffering with joy; ¹²giving thanks to the Father who has qualified us to be partakers of the inheritance of the saints in the light".*

The supernatural 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.

People with this gift will keep praying until the answer shows up. They have an ability to pray for long hours. Intercessors should pray for the pastor and church leaders. They should pray while the worship service is going on. They pray for the city and the nations.

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## **Gifts of Healings**

**1 Corinthians 12:9** "*...to another faith by the same Spirit, to another gifts of healings by the same Spirit.*"

The supernatural ability to help those with some kind of illness, so they might receive physical, emotional, or spiritual healing from God.

God is sovereign. Not everyone gets healed every time a Christian prays for healing. People with this gift will pray with faith and see the result of divine healing.

## **The working of miracles**

**1 Corinthians 12:10** "*...to another the working of miracles, to another prophecy, to another discerning of spirits, to another different kinds of tongues, to another the interpretation of tongues.*"

The supernatural ability to perform extra-ordinary and spectacular signs and wonders, or creative healing that is beyond the laws of science and nature. It is the ability to pray in faith specifically for God's supernatural intervention into an impossible situation and see God answer.

People with this gift have an ability to pray for God to move in a supernatural way in the area of finances , miracles, or whatever area that is needed in God's church and in the spreading of the gospel.

## **The gift of faith**

**1 Corinthians 12:9** "*...to another faith by the same Spirit, to another gifts of healings by the same Spirit.*"

The supernatural ability given by God to certain believers in a specific situation, so that they feel absolutely sure that God can do a certain thing they are requesting.

How do you know you have a gift of faith? You love to take risks. You will be able to persevere. You just keep on doing God's work. You don't easily give up. You will trust God for the impossible. You will take big risks and have big visions.

God calls all of us to have faith. But some people have the gift of faith. They can believe God for the impossible.

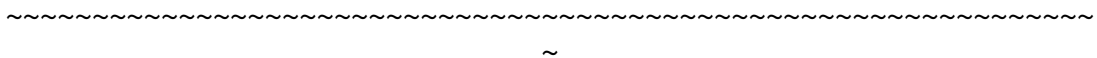
### **The gift of leadership**

**Romans 12:8** *"...he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness."*

**Hebrews 13:7, 17** *"Remember those who rule over you, who have spoken the word of God to you, whose faith follow, considering the outcome of their conduct. <sup>17</sup>Obey those who rule over you, and be submissive, for they watch out for your souls, as those who must give account. Let them do so with joy and not with grief, for that would be unprofitable for you."*

It is the supernatural ability to lead other believers by motivating them to a common course of godly actions.

It is very simple to test a gift of leadership. We ask the question, "Is there anybody following him?" If you have this gift, people will gravitate to you. People with this gift are typically goal-oriented. They are long-term people. They are not short-term. They are not just looking at a crisis today. Leaders work on the long-term. Management works on the short-term and on control, but leadership works on change. They have an ability to influence.



They are able to clarify and communicate the purposes of the church. People will respond to their direction.

### **The gift of administration**

**1 Corinthians 12:28** *"And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues."*

It is the supernatural ability to organize and smoothly guide the affairs of the church.

The word "administrate" means to guide or to pilot. It is a gift of management. People with this gift are able to handle and bounce several balls at the same time. Some people can handle one project at a time. People with the gift of administration can manage many projects at the same time.

They always look for a more efficient way to do things. Typically they know how to delegate. They know how to get other people involved. They do not try to do anything by themselves. They can work with the details without losing the big picture. They have an ability to organize.

## **THE FIVE-FOLD MINISTRY GIFTS**

### **Apostles**

**1 Corinthians 12:28** *"And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues."*

**Ephesians 4:11-13** *"And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, <sup>12</sup>for the equipping*

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of the saints for the work of ministry, for the edifying of the body of Christ, ¹³till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ."

An apostle functions as a leader over a number of churches with governing authority. His ministry is evidenced by causing a large number of churches to be founded. He lays down foundations of the church.

2 Timothy 1:11 *"...to which I was appointed a preacher, an **apostle**, and a teacher of the Gentiles."*

Prophets

A prophet functions as a leader with the special ability to receive direct messages from God with the ability to foretell certain events and to give direction to the church.

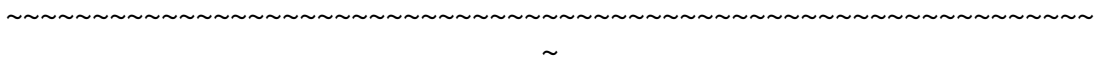
Acts 21:10 *"And as we tarried there many days, there came down from Judaea a certain **prophet**, named Agabus."*

Evangelists

An evangelist has a supernatural ability to effectively proclaim the good news and to win people to Christ, as well as to assist believers to become effective soul winners.

Acts 21:8 *"And the next day we that were of Paul's company departed, and came unto Caesarea: and we entered into the house of Philip the **evangelist**, which was one of the seven; and abode with him."*

2 Timothy 4:5 *"But watch thou in all things, endure afflictions, do the work of an **evangelist**, make full proof of thy ministry."*

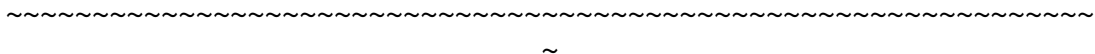


Pastors

A pastor functions with the heart of a shepherd over a group of believers. He joyfully takes care of God's people with love and concern. He should be able to teach.

Teachers

A teacher functions as a leader with the special ability to effectively teach, prepare and lay down basic and sound doctrines for believers in a group of local churches.





CHAPTER 4 MONITORING YOUR HEARTBEAT

The word “heart” has many meanings. It is an organ that pumps your blood to the whole body. It also means your emotional constitution or disposition. It is the vital force or driving impulse.

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

Psalm 37:4 *"Delight yourself also in the LORD, And He shall give you the desires of your heart."*

Your heart determines:

- Why you say the things you say.

Matthew 12:34 *"...For out of the abundance of the heart the mouth speaks."*

- Why you feel the way you feel.

Hebrews 4:12 *"For the word of God is living and powerful, and sharper than any two-edged sword, piercing even to the division of soul and spirit, and of joints and marrow, and is a discerner of the thoughts and intents of the heart."*

- Why you act the way you do

Proverbs 4:23 *"Keep your heart with all diligence, For out of it spring the issues of life."*

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Your heart is the real you!

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”?

Revelation 17:17 *"For God has put it into their hearts to fulfill His purpose, to be of one mind, and to give their kingdom to the beast, until the words of God are fulfilled."*

We love to do different things. 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.

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 Samuel 12:20).

Ephesians 6:6 *"...not with eyeservice, as men-pleasers, but as bondservants of Christ, doing the will of God from the heart."*

How can you do God's will and serve His purpose? By letting your heartbeat motivate you for ministry!

One of the ways that you know God's purpose for your life is to look at what you like to do. God doesn't want you to feel miserable. He wants you to enjoy what you are doing. He puts a desire in your heart in order to accomplish His purpose.

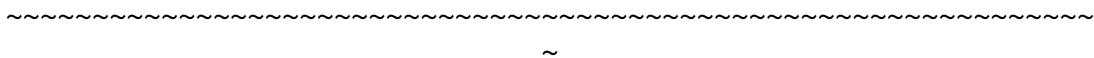
God gives us different motivations. For example, we may have a motivation to acquire. We can use that for either moral or immoral purposes. Some people have a tendency to accumulate things. They can use it either positively or negatively.

You can use your heart's desire for sin or as a tool for the ministry. You can use your basic motivation in a good or in a bad way. If God puts a desire into your heart to be a leader, you do not have to be embarrassed about it. God says it is noble to set your heart to be an overseer.

1 Timothy 3:1 *"This is a faithful saying: If a man desires the position of a bishop, he desires a good work."*

Your gift may be teaching but your heart is for children. So if the church asks you to teach an adult class, your heart will be miserable. You may be gifted in organization but your heart is for an oversea ministry. Therefore, you need to organize a mission trip, not an office. Your gift may be leadership but your heart is for homeless children or people in military. Your heart is different from your gift. You ask yourself, "Who do I love to work with the most? What type of people do I want to minister to?"

Some Christians prefer working with people and others with things. Some prefer working with information, facts, and data. God made all of us to be different. We are all important and we are part of the Body of Christ.



What church issue or ministry excites or concerns you the most? Whatever you do, you should do it with all your heart as if you do it for the Lord, not unto men.

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 and Arthur Miller (Nelson, 1982).

Step 1: List and describe your accomplishments since childhood.

Examples:

"I put on plays for the neighborhood kids with costumes, props, etc. We transformed the shed in back of our house into a fairyland with lighting effects, decorations, and princesses."

"I started a kool-aid stand in 4th grade and expanded it into three different stands. It was fun and I made money!"

"I 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 of everything (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."

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“I successfully led protest marches against toxic wastes in my hometown and got local TV coverage.”

**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 are recalling things you enjoyed doing and did well (accomplishments), not simply pleasant experiences.

Bad example: Had a great vacation in Malaysia.

Good example: 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 have done.

Please indicate your highlights of things you did well and enjoyed doing during:

Your                    grade                    school                    years                    -  
.....

As                    a                    teenager                    -  
.....

In                    college                    or                    early                    20's                    -  
.....

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In your "thirty-something" years -

.....

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

Step 2: Discover the motivational 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 does not seem spiritual! Almost every one of these can be identified in the ministry of one of the twelve apostles!

I Love To...

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

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

Organize - I love to bring order out of chaos. I enjoy 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 responsibility. I enjoy helping others succeed.

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**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.

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

Example:

I feel the basic motivation God put in my heart to “Acquire/possess”. My history demonstrates this:

I purchased my first car at age 16.

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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.



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CHAPTER 5

APPLYING YOUR ABILITIES

1 Corinthians 12:6 *"And there are diversities of activities, but it is the same God who works all in all."*

Exodus 31:3 *"And I have filled him with the Spirit of God, in wisdom, in understanding, in knowledge, and in all manner of workmanship."*

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! An average person has at least 500 to 600 abilities.

Not everyone is good at the same thing. We should not focus on what others are not good at. We should find what they are good at. Everybody is weak in some areas and good at other areas. Stress is a sign of doing something that you are not good at. You are not enjoying doing it. If a person cannot do certain ministries, it does not mean that he is not valuable. It means he is in a wrong place.

Five misconceptions about abilities (skills and talents)

1. Myth: People are not born with skills. All skills must be learned by experience.

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

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

Actually, some of your most basic skills were learned at home, 'in the street', or somewhere else outside the classroom. **For example, you cannot produce a medical doctor in a classroom setting only. A medical student must learn how to take care of patients in a hospital as well.**

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

Again, this is not true. You are 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 could not use them in ministry.

Hopefully, by the end of this class, you will see the fallacy of this idea. Be creative!

5. Myth: Most people only have a very few abilities.

The truth is that many national studies have proven that the average person possesses from five hundred to seven hundred skills!

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## **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 publicly, perform magic.

Recruiting ability: to enlist and motivate people to get involved.

Interviewing ability: to discover what others are really like.

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

Artistic ability: to conceptualize, picture, draw, paint, 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.

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Recall ability: to remember or recall names or 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.

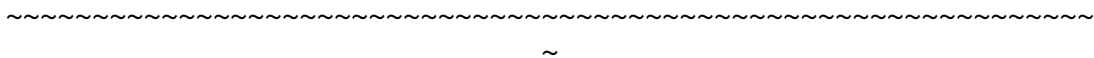
Welcoming ability: to convey warmth, develop rapport, making others feel comfortable.

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**.



**CHAPTER 6
PLUGGING-IN YOUR PERSONALITY**

In the space below, write your name:

Now write your name with your opposite hand:

What happened?

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

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

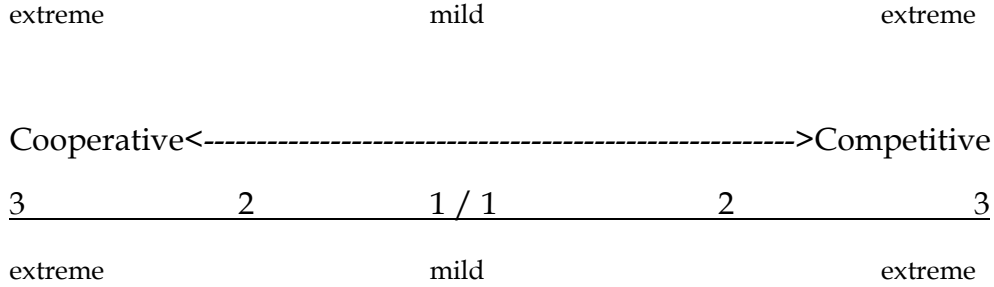
The same things are true when we try to minister in areas that are not suited to our personality. God has wired your temperament in a unique way. This factor is very important in matching you to the right ministry.

It is 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.

Two persons may have a gift of administration. They both have a heart for teenagers. So they have the same gift and the same heart. One of them is

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**RECORD YOUR RESPONSES ON YOUR PERSONAL PROFILE**

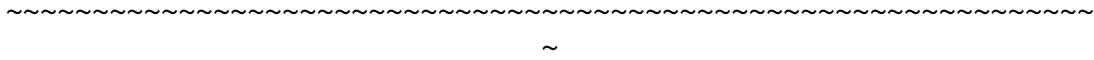
Introverted vs Extroverted

Where do you get your energy? What turns you on? What draws you? Are you charged by being with people? If your battery is charged by being with people, you are probably an extrovert. If meeting with people drains you, you are likely introverted. The introverted love to be alone. The extroverted do not like to be alone. Being with people recharges them.

Thinkers vs Feelers

How do you make decisions? If you are a thinker, you tend to make decisions on objective facts. If you are a feeler, you tend to make decisions by your gut feeling. Being a thinker does not mean you never feel. And being a feeler does not mean you never think. You have a combination of both. But you have a preference. A thinker says, "I will get all the information before I make any decision." But a feeler says, "I feel that I should do this." Normally, a thinker and a feeler marry each other.

Routine or Variety



What kind of task do you prefer? Routine or variety? If you like routine work, you like tasks that are predictable. You say, "I don't like new things. I like getting into a routine. I feel more effective when I do routine things again and again. I don't have to waste time stopping to make a decision." Some of you don't like routine tasks at all. You say, "I like variety. I like something new all the time. I like the unpredictable. I like every day to be different."

These two personalities are not right or wrong. God made us different so that His body will be balanced. We need people who like variety. Some ministries are very routine and some are very unpredictable. Teaching a Word for Life class can be a routine ministry. You teach the same group of people and the same subject on every Sunday.

#### Self-controlled or Self-expressive

Do you tend to express yourself openly? Are you outgoing? Do you express the way you feel and the way you think? Or do you like to be controlled. Some people like to be controlled in all situations. They like to be in control of their mood, of what they say, of their reaction, etc. But some of you say, "That is not me. I want to say what is on my mind. I want to be very expressive and very open."

#### Cooperative or competitive

How do you relate to other people? You are either cooperative or competitive. Some people are competitive. It is not fun if there is no competition. It is not fun if there is no goal. Some people say, "I hate competition. I don't like to compete with anybody. In fact, I like to

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cooperate. I want everyone to do the same thing at the same time in the same way." (Recommended books to read: "Please Understand Me" by David Keirsey and "Personality Plus.")



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CHAPTER 7

EXAMINING YOUR EXPERIENCES

Romans 8:28 *"And we know that all things work together for good to those who love God, to those who are the called according to His purpose."*

Philippians 1:12 *"But I want you to know, brethren, that the things which happened to me have actually turned out for the furtherance of the gospel."*

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

The Bible does not say, "All things are good", but it says, "*All things work together for good to those who love God, to those who are the called according to His purpose.*" This means God never wastes any experience. God never wastes a bad experience that you bring on yourself. He never wastes a painful experience. Paul was in jail while wrote the book of Philippians.

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!

2 Corinthians 1:3-4 *"Blessed be the God and Father of our Lord Jesus Christ, the Father of mercies and God of all comfort, ⁴who comforts us in all our tribulation, that we may be able to comfort those who are in any trouble, with the comfort with which we ourselves are comforted by God."*

God allows us to go through difficult situations, problems, trials, and hardships. And He comforts us and teaches us in these situations. Then you can turn around and have a ministry in order to comfort those who are going through similar difficulties. Who relates better to someone who is having an alcohol problem than a person who used to be an alcoholic? A person who has gone through divorce can better relate to those who are going through divorce than a person who has never gone through one.

Who can relate better to someone who has lost their spouse than those who have lost their husband or wife? You need to be honest about your painful experiences if you want to have a ministry. Everybody is hurt by somebody at some point in life.

On your ministry profile record these experiences:

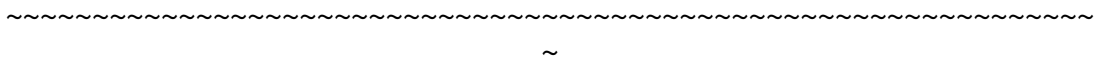
Your Spiritual Experiences – Meaningful decisions/times with God.

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?

Record these on your personal profile.



We believe that salvation in Jesus Christ automatically includes a call to ministry. Every believer is created, saved, called, gifted and authorized, and commanded to minister. Ministry is the heart of the Christian life.

Matthew 20:28 *"...just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many."*

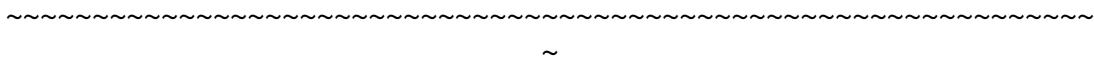
Function follows form in ministry. How God made us determines what He intends for us to do. God has uniquely shaped each individual for a specific ministry. God has given all His children gifts that can be developed and used in ministry. Everyone is a "10" in some area. Everyone has something to offer. Developing and using our gifts is an act of good stewardship and of worship.

We discover our gifts through ministry, instead of discovering our ministry by identifying our gifts. The evidence of the right match between our "shape" and our ministry is fruitfulness and fulfillment.

Membership and commitment to Christ are prerequisites to ministry. Therefore, we require class attendance and commitment to maturity and membership in our church.

God intends for ministry to be performed through the context of the local church. Membership includes a commitment to ministry. Jesus said, "I will build My church, and the gates of Hades shall not prevail against it."

The Holy Spirit has provided His 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.



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Proverbs 18:16 *"A man's gift makes room for him, And brings him before great men."*

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. 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.

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 *"And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, ¹²for the equipping of the saints for the work of ministry, for the edifying of the body of Christ."*

We want to mobilize an army of ministers who are maximizing their unique gifts, hearts, abilities, personality, and experiences in a meaningful place of service. Every member deserves personal assistance in discovering a meaningful place of ministry. We value the individual more than the ministry. Those involved in ministry are entitled to competent leadership from the staff. Therefore every ministry is assigned a leader who is committed to the success of that ministry.

We become what we are committed to. Therefore, we encourage growth in commitment to Christ and to His church. Everything rises or falls, depending 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

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ministries. We do what is inspected, not just expected. Best intentions are not enough.

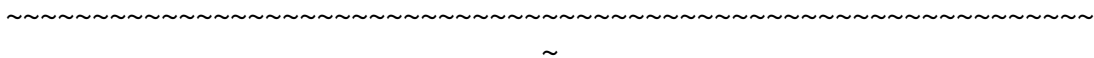
Every leader is a learner. The moment we stop learning, we stop leading. We emphasize on-the-job training more than pre-service training. We learn best by doing. We delegate to develop people.

We have unity without uniformity. We believe diversity in ministries simply illustrates the unique giftedness of individuals. Any member who has completed this class may start a new ministry with the assistance of the leader. Every ministry must fulfill one or more of the classic purposes of the church or we do not do it.

Ministries have life cycles. If a ministry is not meeting a need anymore, we will give it a decent burial. There are no sacred cows! People may change ministries gracefully after a period of time. We don't lock people in permanently.

Our *primary* ministry commitment should be in the area where we are gifted. Our *secondary* ministry includes serving in any other area of the Body where we are needed. We are not ready for ministry until we are willing to serve anywhere.

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 that mistakes will be made. "No mistakes" means you are not growing or not trying anything new. We have no "failures" in ministry in our church, only "experiments that did not work!" A failed project does not mean a failed person. There are no "wrong" people...only "right" people in the wrong ministry!



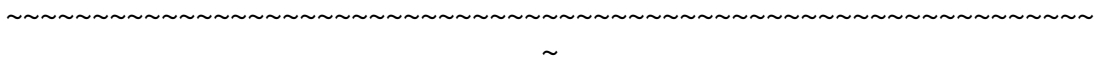
It is okay to make mistakes. If you never make any mistake, it means you never try anything new. You are not growing or developing. But if you repeatedly make the same mistake, you are in big trouble, because it means you are not learning either. When you develop something new or try to do new things, you may make mistakes. You may do that ministry at a wrong time or use a wrong person. This is fine. It is a learning experience. You may be in a wrong ministry.

God can use anybody. He uses ordinary people for extraordinary works. You need to know what your primary ministry is, for which you are gifted. And you should know your secondary ministry, where you are needed and willing to help. It may be what you are serving in right now is not your primary ministry. You may continue to serve in that area or you may want to change.

You ask yourself, "Is this the primary ministry that I am shaped for? Does it utilize my spiritual gifts? Does it reflect my heart? Is my personality expressed in that ministry? Is my ministry being affirmed by my friends, my coworkers, my leader? Am I fruitful? Am I seeing results? Am I being fulfilled in the ministry?"

**James 4:17** *"Therefore, to him who knows to do good and does not do it, to him it is sin."*

Now you know the truth about the ministry, therefore; you cannot get away. You need to minister. God is going to hold you accountable. He is going to ask you, "What are you doing with what I have given you? What are you doing with your spiritual gifts, your personality, your heart's desire, your ability, and your experiences? Do you use them for yourself to make



money? Do you use them to have fun? Or are you using them for My kingdom.”

You will stand before God one day. You want Him to say, “Well done! You are a good and faithful servant.” If you are faithful in the little, you will be faithful for much.

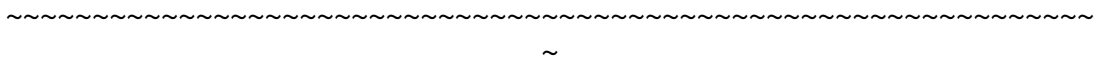
## **WHERE DO I GO FROM HERE?**

1. Complete your S.H.A.P.E self-evaluation.
2. If you would like to know what ministry you can start serving, please contact your leader (unit leader or the leaders in the Department of Ministry).
3. Begin serving!
4. Start attending the monthly discipleship training classes.
5. Enhance your maturity and ministry through other classes.

There are two great enemies of ministry. There are two main things that keep people away from their commitment:

### **Fear**

The Bible says that He that is in you is greater than the one who is in the world. He who has begun a good work in you will complete *it* until the day of Jesus Christ (Philippians 1:6). You can do all things through Him who strengthens you (Philippians 4:13). God never asks you to do what He does not give you power to do. He will give you power for the thing He calls you to do.



## Secular values

We can get so busy with other things and do not have time for ministry. If we do not have time for ministry, it means we are too busy. How can we have 168 hours a week and not find at least some time (a few hours a week) to do God's work which is more important than anything else?

The children of Israel were in captivity in Babylon for 70 years. When Ezra got permission to go back to Jerusalem to rebuild the temple, he said, "Let us go. We can go back after being here for seventy years. Let us build God's house." Even in a foreign country, he had a difficult time finding people that were willing to go with him. They did not go because they were so involved with their business interests in Babylon. Therefore, they did not want to go back to build the temple.

This is also true for today. Some people are so involved with many things and they do not have time for anything else. I hope you want to make your life count. God has placed you and me in a strategic time and place to influence our city, our nation, and the world. The most important thing that you can do in your life is to get involved in a visionary, purpose-driven church. The result of your ministry is going to outlast anything that you do in your life. The kingdom of God and His Church are going to last forever.

**We want to be a loving Biblical church.** The ministry belongs to the hands of God's people, not in the hands of the professionals. Great people are ready to serve God at the right time and the right way. We will never give up. We trust God and commit our way to Him. He will help us. God is our resource. He can multiply our manpower and provide us with thousands of people with gifts and skills. God wants to fulfill His plans through us. He rules His kingdom beautifully. He wants to use you and me in ways that we

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can't imagine. In the years to come, God will use you in a greater way. It does not take ability, but it takes availability. When you are available, God can use you powerfully.

