

**WELCOME TO  
DISCOVERING MY MINISTRY AND DESIGN (S.H.A.P.E.) #301**

We believe that once you understand who God made you to be, then you'll understand what God made you to do.

**MY MINISTRY IS DETERMINED BY MY \_\_\_\_\_!**

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

God is consistent in His plan for each of our lives. He would not give us inborn talents and temperaments, spiritual gifts, and all sorts of life experiences and then not use them! By reviewing and studying these factors, we can discover the ministry has for us... the unique way God intends for us to serve Him.

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

\_\_\_\_\_ and \_\_\_\_\_

**THE GOALS OF THIS CLASS:**

1. That I will \_\_\_\_\_ my unique design (S.H.A.P.E.) for ministry and commit to \_\_\_\_\_ and \_\_\_\_\_ my God-given gifts and abilities in serving god and others through my church family.
  
2. That I will \_\_\_\_\_ and begin \_\_\_\_\_ in the ministry of my church that best \_\_\_\_\_ what God made me to be.
  - My Primary Ministry
  - My Secondary Ministry

## WHAT THE BIBLE SAYS ABOUT MINISTRY

### WHAT IS MINISTRY?

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

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

We minister in three directions

\* To \_\_\_\_\_ (Acts 13:3)

\* To \_\_\_\_\_ (Heb. 6:10)

\* To \_\_\_\_\_ (Matt. 5:13)

### WE MINISTER TO THREE AREAS OF NEEDS.

1. To people's \_\_\_\_\_ needs.

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

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

2. To people's \_\_\_\_\_ needs.

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

3. To people's \_\_\_\_\_ needs.

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

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

## THE PURPOSE OF MINISTRY

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

God wants to use me to \_\_\_\_\_ (His Body).

## THE PRIORITY OF MINISTRY

(Why should I be interested?)

1. I'VE BEEN \_\_\_\_\_ FOR MINISTRY.

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

2. I'VE BEEN \_\_\_\_\_ FOR MINISTRY!

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

### "Saved to Serve!"

3. I'VE BEEN \_\_\_\_\_ INTO MINISTRY!

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

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

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

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

4. I'VE BEEN \_\_\_\_\_ FOR MINISTRY!

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

5. I'VE BEEN \_\_\_\_\_ FOR MINISTRY!

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

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

6. I'M \_\_\_\_\_ TO MINISTRY!

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

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

7. I'M TO BE \_\_\_\_\_ FOR MINISTRY

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

8. THE BODY OF CHRIST \_\_\_\_\_ MY MINISTRY!

"All of you together are the one body of Christ and each of you is a separate and necessary part of it." 1 Cor. 12:27 (LB)

Ministry always functions in the context of the \_\_\_\_\_.

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

9. I AM \_\_\_\_\_ FOR MY MINISTRY!

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

10. I WILL BE \_\_\_\_\_ FOR MY MINISTRY!

"Whatever you do, work at it with all your heart, as working for the Lord, not men, since you know that you will receive an inheritance from the Lord as a reward." Col. 3:23, 24

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

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

### **STEP 1: DEDICATE** \_\_\_\_\_

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

### **STEP 2: ELIMINATE** \_\_\_\_\_

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

### **STEP 3: EVALUATE** \_\_\_\_\_

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

### **STEP 4: COOPERATE** \_\_\_\_\_

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

### **Implications from Paul's Anatomy Lesson:**

(See also 1 Cor. 12:1-31)

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

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

### **STEP 5: ACTIVATE** \_\_\_\_\_

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

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

### **How Has God Shaped Me?**

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

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

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

1. I was \_\_\_\_\_ for a purpose.
2. I am \_\_\_\_\_!
3. I am \_\_\_\_\_.

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

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

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

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

S \_\_\_\_\_

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

### WHAT AM I GIFTED TO DO?

H \_\_\_\_\_

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

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

### WHAT DO I LOVE TO DO?

A \_\_\_\_\_

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

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

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

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

P \_\_\_\_\_

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

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

E \_\_\_\_\_

- WHAT \_\_\_\_\_ EXPERIENCES HAVE I HAD?

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

- **WHAT \_\_\_\_\_ EXPERIENCES HAVE I HAD?**

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

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

- **WHAT \_\_\_\_\_ EXPERIENCES HAVE I HAD?**

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

- **WHAT \_\_\_\_\_ EXPERIENCES HAVE I HAD?**

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

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



## FLCV'S MINISTRY DISCOVERY PROCESS

1. Attend "Discovering My Ministry" Class #301. In this class, we're going to look at these five things: my Spiritual gift, my Heart, my Abilities, my Personality, my Experience -- what God made me to be.

2. Commit to the ministry covenant. At each of the classes -- we have a membership covenant in 101, a Maturity Covenant in 201, and in this class, we have the Ministry Covenant which is the covenant we'll be talking. It says, I'm committing myself to using my talents and the way God shaped me in ministry.

3. Complete your ministry Profile. That's the last two pages in the outline. You'll do that at home.

4. An interview. You're going to come in with your ministry profile and meet with a Ministry Guide or Pastoral Staff.

- A Ministry Guide or Pastoral Staff is a person in our church who's been trained, who understands both the ministries of the church and understands this process.
- He'll sit down and help you identify three or possibly four potential areas of service.
- We have a binder with different ministries of the church.
- We'll go through that, looking at What is my gift, What is my ability, What is my heart, things like that. If we don't find something there, we'll make something up. We'll find a place that best fits you. That's done in an interview.

5. Then you meet with the staff who supervises the ministries you're considering.

6. You begin your ministry and attend the monthly HUDDLE meetings.

What is HUDDLE? The HUDDLE is a time when all the leadership and those involve in ministry in the church, get together for training, information, encouragement and prayer. It's not open to everybody. It's only open to people who've finished this class and are actively involved in ministry. It's a two hour session. I do an hour and then you do an hour of training with the staff member who's over the ministry you're in.

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

### WHAT THE BIBLE SAYS ABOUT SPIRITUAL GIFTS

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

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

### TEN TRUTHS

1. Only \_\_\_\_\_ have spiritual gifts. 1 Cor. 2:14
2. Every Christian has at least \_\_\_\_\_ gift. 1 Cor. 7:7
3. No one receives \_\_\_\_\_ the gifts. 1 Cor. 12:27-30
4. No single gift is given to \_\_\_\_\_. 1 Cor. 12:29-30
5. You can't \_\_\_\_\_ a spiritual gift. Eph. 4:7
6. The \_\_\_\_\_ decides what gifts I get. 1 Cor. 12:11
7. The gifts I'm given are \_\_\_\_\_. Rom. 11:29
8. I am to \_\_\_\_\_ the gifts God gives me. 1 Tim. 4:14
9. It's a sin to \_\_\_\_\_ the gifts God gave me. 1 Cor. 4:1-2, Mt. 25:14-30
10. Using my gifts \_\_\_\_\_ God and \_\_\_\_\_ me. John 15; 8

## THE PURPOSE OF SPIRITUAL GIFTS

### A. NOT FOR MY BENEFIT, BUT \_\_\_\_\_.

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

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

### B. TO PRODUCE \_\_\_\_\_ AND \_\_\_\_\_ IN OUR CHURCH FAMILY.

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

## CAUTIONS ABOUT SPIRITUAL GIFTS

1. Don't confuse gifts with natural talents.
2. Don't confuse gifts with the Fruit of the Spirit. Gal. 5:22-23
  - "Fruit" shows my Maturity.
  - "Gifts" show my Ministry.
3. Don't feel my gift makes me superior to others. 1 Cor. 12:21
4. Realize that using my gifts without love is worthless!
  - "I may be able to speak the languages of men and even of angels... I may have the gift of inspired preaching... I may have all knowledge... and all the faith to move mountains -- but if I have not love, I am nothing... it does no good." 1 Cor. 13:1-3 (GN)

5. Recognize that I have both a Primary and a Secondary ministry in my church:

- My PRIMARY MINISTRY commitment should be in the area where I am \_\_\_\_\_.
- My SECONDARY MINISTRY includes serving in any other area of the Body when I am \_\_\_\_\_.

### **HOW TO DISCOVER YOUR GIFT Get Started!**

**S** \_\_\_\_\_  
Find some materials or books

**T** \_\_\_\_\_  
Experiment with different areas of service

**A** \_\_\_\_\_  
Analyze the different spiritual gifts

**R** \_\_\_\_\_  
Ask others what gifts they see in me.

**T** \_\_\_\_\_  
Develop your spiritual gift through training

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

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

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

“Now these are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. Their responsibility is to equip God’s people to do His work and build up the church, the body of Christ.”

EPHESIANS 4:11–12 NLT

### 1. My gifts and passions.

“We have different gifts, according to the grace given us. If a man’s gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully.”

ROMANS 12:6–8

### 2. My life experience.

“So here’s what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering. Embracing what God does for you is the best thing you can do for Him.” ROMANS 12:1 MSG

### 3. My pain.

“All praise to God, the Father of our Lord Jesus Christ. God is our merciful Father and the source of all comfort. He comforts us in all our troubles so that we can comfort others. When they are troubled, we will be able to give them the same comfort God has given us.” 2 CORINTHIANS 1:3–4 NLT

## **USING MY SPIRITUAL GIFTS**

Congratulations on discovering your spiritual gifts! God uniquely created you and gave you these gifts for a reason. Now that you’ve identified how He has gifted you, your next step is to learn how you can use those gifts for the purpose He has for you.

You can learn about your spiritual gifts and find out more about the areas available to serve at FLCV in which you can best use your gifts.

### **A. ADMINISTRATION**

The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks. Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28

(A-Team, Kids Check-in, Production, Resource, Setup/Takedown)

## **B. APOSTLESHIP**

The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training. Acts 15:22-35; 1 Corinthians 12:28; 2 Corinthians 12:12; Galatians 2:7-10; Ephesians 4:11-14 (Dream Center/Outreach, Growth Track Host, Small Group Leadership)

## **C. CRAFTSMANSHIP**

The gift of craftsmanship is the divine strength or ability to plan, build and work with your hands in construction environments to accomplish multiple ministry applications. Exodus 30:22, 31:3-11; 2 Chronicles 34:9-13; Acts 18:2-3 (Campus Support, Dream Center/Outreach, Family Life Church Kids, Family Life Church Students, Production, Setup/Takedown)

## **D. DISCERNMENT**

The gift of discernment is the divine strength or ability to spiritually identify falsehood and to distinguish between right and wrong motives and situations. Matthew 16:21-23; Acts 5:1-11, 16:16-18; 1 Corinthians 12:10; 1 John 4:1-6 (Growth Track Host, Family Life Church Haven, Kids Check-in, Prayer, Small Group Leadership, Ushers)

## **E. EVANGELISM**

The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming Christ followers. Acts 8:5-6, 8:26-40, 14:21, 21:8; Ephesians 4:11-14 (Dream Center/Outreach, Family Life Church Students, Prayer, Small Group Leadership)

## **F. EXHORTATION**

The gift of exhortation is the divine strength or ability to encourage others through the written or spoken word and Biblical truth. Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25 (Dream Team Host, Events, Greeters, Growth Track Host, Family Life Church Kids, Family Life Church Students, Kids Check-in, Next Steps Information, Nursery/Preschool, Parking Team, Small Group Leadership, Ushers)

## **G. FAITH**

The gift of faith is the divine strength or ability to believe in God for unseen supernatural results in every arena of life. Acts 11:22-24; Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11  
(All Teams)

## **H. GIVING**

The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth. Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2-7  
(Legacy)

## **I. HEALING**

The gift of healing is the divine strength or ability to act as an intermediary in faith, prayer, and by the laying-on of hands for the healing of physical and mental illnesses. Acts 3:1-10, 9:32-35, 28:7-10; 1 Corinthians 12:9, 28  
(First Responders, Family Life Church Haven, Prayer)

## **J. HELPS**

The gift of helps is the divine strength or ability to work in a supportive role for the accomplishment of tasks in Christian ministry. Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28  
(Dream Center/Outreach, Dream Team Host, Events, First Responders, Next Steps Information, Resource)

## **K. HOSPITALITY**

The gift of hospitality is the divine strength or ability to create warm, welcoming environments for others in places such as your home, office, or church. Acts 16:14-15; Romans 12:13, 16:23; Hebrews 13:1-2; 1 Peter 4:9  
(Baptism, Campus Host, Dream Team Host, Events, Greeters, Growth Track Host, Family Life Church Students, Kids Check-in, Next Steps Information, Parking Team, Ushers)

## **L. INTERCESSION**

The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or someplace believing for profound results. Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16  
(Prayer, Small Group Leadership)

## **M. KNOWLEDGE**

The gift of knowledge is the divine strength or ability to understand and to bring clarity to situations and circumstances often accompanied by a word from God.

Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3

(First Responders, Family Life Church Haven, Online Campus, Prayer, Small Group Leadership, Ushers)

## **N. LEADERSHIP**

The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea.

Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17

(Small Group Leadership, All Teams)

## **O. MERCY**

The gift of mercy is the divine strength or ability to feel empathy and to care for those who are hurting in any way. Matthew 9:35-36; Mark 9:41; Romans 12:8; 1 Thessalonians 5:14

(Dream Center/Outreach, First Responders, Family Life Church Haven, Small Group Leadership)

## **P. MIRACLES**

The gift of miracles is the divine strength or ability to alter the natural outcomes of life in a supernatural way through prayer, faith, and divine direction.

Acts 9:36-42, 19:11-12, 20:7-12; Romans 15:18-19; 1 Corinthians 12:10, 28

(First Responders, Prayer)

## **Q. MISSIONARY**

The missionary gift is the divine strength or ability to reach others outside of your culture and nationality, while in most cases living in that culture or nation.

Acts 8:4, 13:2-3, 22:21; Romans 10:15

(Dream Center/Outreach, Small Group Leadership)

## **R. MUSIC/WORSHIP**

The gift of music/worship is the divine strength or ability to sing, dance, or play an instrument primarily for the purpose of helping others worship God.

Deuteronomy 31:22; 1 Samuel 16:16; 1 Chronicles 16:41-42; 2 Chronicles 5:12-13, 34:12; Psalm 150

(Family Life Church Kids, Family Life Church Students, Family Life Church Worship, Nursery/Preschool, Small Group Leadership)



## **S. PASTOR/SHEPHERD**

The gift of pastor/shepherd is the divine strength or ability to care for the personal needs of others by nurturing and mending life issues. John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3

(Dream Center/Outreach, Growth Track Host, Family Life Church Kids, Family Life Church Students, Online Campus, Small Group Leadership, Ushers)

## **T. PROPHECY**

The gift of prophecy is the divine strength or ability to boldly speak and bring clarity to scriptural and doctrinal truth, in some cases foretelling God's plan.

Acts 2:37-40, 7:51-53, 26:24-29; 1 Corinthians 14:1-4; 1 Thessalonians 1:5  
(Prayer, Small Group Leadership)

## **U. SERVICE**

The gift of serving is the divine strength or ability to do small or great tasks in working for the overall good of the body of Christ. Acts 6:1-7; Romans 12:7; Galatians 6:10; 1 Timothy 1:16-18; Titus 3:14

(A-Team, Baptism, Dream Center/Outreach, Dream Team Host, Events, Nursery/Preschool, Resource, Setup/Takedown)

## **V. TEACHING**

The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and growth to other Christians.

Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14  
(Small Group Leadership)

## **W. TONGUES (AND INTERPRETATION)**

The gift of tongues is the divine strength or ability to pray in a heavenly language to encourage your spirit and to commune with God. The gift of tongues is often accompanied by interpretation and should be used appropriately.

Acts 2:1-13; 1 Corinthians 12:10, 14:1-14  
(Prayer)

## **X. WISDOM**

The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing a fruitful outcome and the character of Jesus Christ.

Acts 6:3,10; 1 Corinthians 2:6-13, 12:8

(Dream Center/Outreach, Family Life Church Worship, Prayer, Small Group Leadership, Ushers)

1. Total \_\_\_\_\_

	Never	Rarely	Sometimes	Often	Always
I am assertive, demanding, and decisive.	1	2	3	4	5
I enjoy doing multiple tasks at once.	1	2	3	4	5
I thrive in a challenge-based environment.	1	2	3	4	5
I think about tasks more than others or myself.	1	2	3	4	5
I am motivated by accomplishment and authority.	1	2	3	4	5

2. Total \_\_\_\_\_

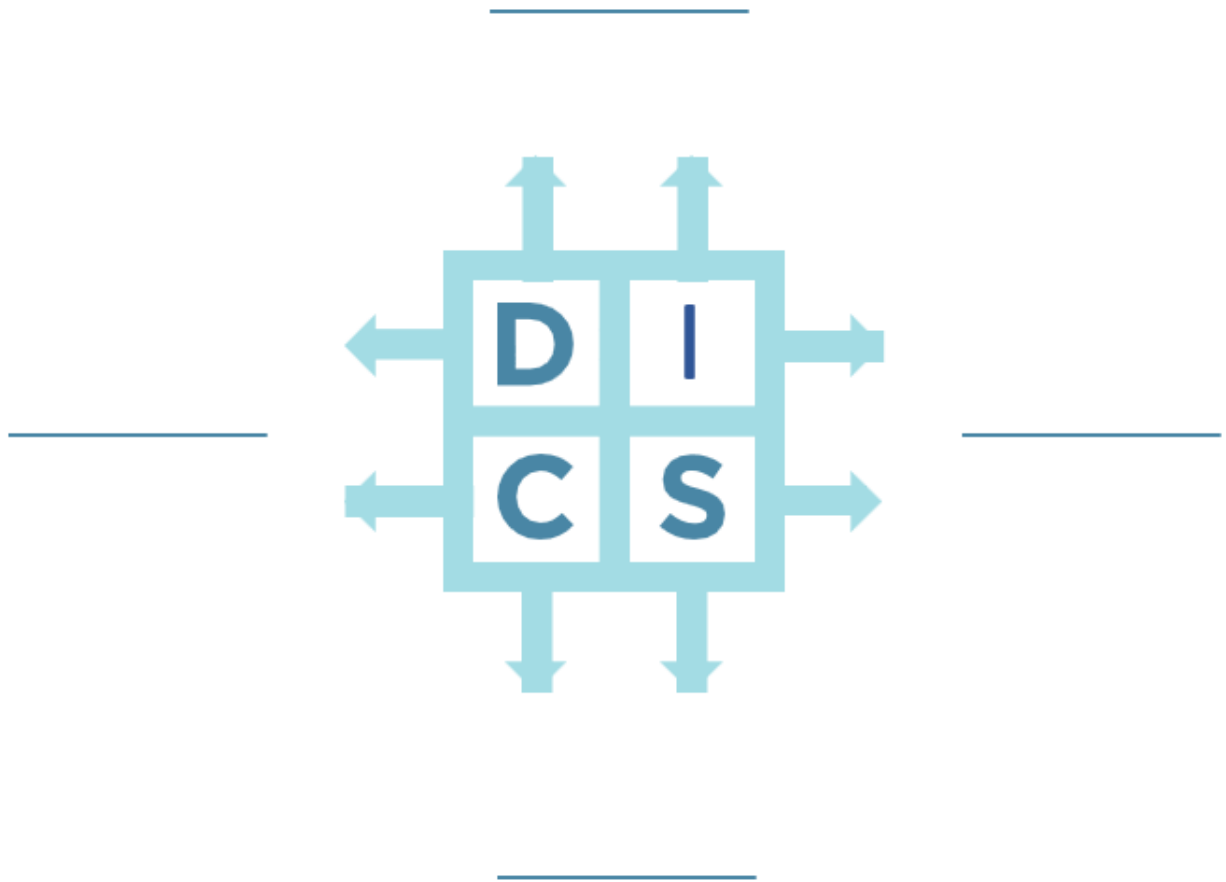
	Never	Rarely	Sometimes	Often	Always
I enjoy influencing and inspiring other people.	1	2	3	4	5
I am optimistic about others.	1	2	3	4	5
I tend to be the life of the party.	1	2	3	4	5
I think about motivating people.	1	2	3	4	5
I am motivated by recognition and approval.	1	2	3	4	5

3. Total \_\_\_\_\_

	Never	Rarely	Sometimes	Often	Always
I thrive in consistent environments.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy small groups of people.	1	2	3	4	5
I prefer being a member of a team.	1	2	3	4	5
I am motivated by stability and support.	1	2	3	4	5

4. Total \_\_\_\_\_

	Never	Rarely	Sometimes	Often	Always
I typically do not take big risks.	1	2	3	4	5
I love tasks, order, and details.	1	2	3	4	5
I am right most of the time.	1	2	3	4	5
I comply with clearly defined rules.	1	2	3	4	5
I am motivated by quality and correctness.	1	2	3	4	5



“I praise You because I am fearfully and wonderfully made; Your works are wonderful, I know that full well.” PSALM 139:14

- D We are direct and decisive. We are risk takers and problem solvers. We are more concerned with completing tasks and winning than we are with gaining approval from people. Though the internal drive tends to make us insensitive to those around us, “D”s are not afraid to challenge the status quo, and we thrive when it comes to developing new things. We need discipline to excel, and respond to direct confrontation. Our greatest fear is to be taken advantage of, and even despite our possible weaknesses—which include an aversion to routine, a tendency to overstep authority, an argumentative nature, and a habit of taking on too much—we place a high value on time and use our innovative thinking to accomplish difficult tasks and conquer challenges.
- D/I We are curious conclusers who place emphasis on the bottom line and work hard to reach our goals. We are more determined than we are inspirational, yet our high expectations and standards for ourselves and those around us typically cause us to make quite an impact, motivating others to follow us. We have an array of interests and can become distracted by taking on too many projects. We often need to focus, prioritize, and simply slow down. Because we thrive on activity and forward motion, we like to accomplish tasks through a large number of people. ***Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)***
- D/S We are achievers with an ability to persevere. We are more active than passive, but possess a kind of calm sensitivity and steadiness that makes us good leaders. We seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project planning. We strive to accomplish goals with fierce determination that comes from strong internal drive, but we could benefit from contemplative and conservative thinking as well as spending more time focusing on relationships. ***Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10:38-42)***
- D/C We are challengers that can either be determined students or defiant critics. Being in charge is important to us, yet we care little about what others think as long as we get the job done. We have a great deal of foresight and examine every avenue to find the best solution. We prefer to work alone. Though we fear failure and the lack of influence, we are motivated by challenges and can often be excellent administrators. We can benefit from learning to relax and paying more attention to people. ***Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)***
- I We are inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional—we tend to be creative problem solvers and excellent encouragers. We often have a large number of friends, but we can become more concerned with approval and popularity than with getting results. Our greatest fear is rejection, but we thrive when it comes to motivating others. Our positive sense

of humor helps us negotiate conflicts. Though we can be inattentive to details and poor listeners, we can be great peacemakers and effective teammates when we control our feelings and minimize our urge to entertain and be the center of attention. We value lots of human touch and connection.

I/D We are persuaders who are outgoing and energetic. We enjoy large groups and use our power of influence to attain respect and convince people to follow our lead. Sometimes we can be viewed as fidgety and nervous, but it comes from our need to be a part of challenges that have variety, freedom, and mobility. We could benefit from learning to look before we leap and spending more time being studious and still. We make inspiring leaders and know how to get results from and through people. ***John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)***

I/S We are influential counselors who love people, and it's no surprise that people love us. We live to please and serve, and tend to be good listeners. Looking good and encouraging others is important to us, as is following through and being obedient. We often lack in the area of organization and can be more concerned with the people involved than we are with the task at hand. However, we can be center stage or behind the scenes with equal effectiveness, and we shine when it comes to influencing and helping others. ***Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus (John 3, 7, 19)***

I/C We are inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. We excel in determining ways to improve production. We tend to be impatient and critical, and can also be overly persuasive and too consumed by the desire to win. We like to work inside the box, and we could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; we are generally dependable when it comes to paying attention to details and getting the job done. ***Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman (2 Kings 4:8-37)***

S We are steady and more reserved. We do not like change, and thrive in secure, non-threatening environments. We are often friendly and understanding as well as good listeners and loyal workers who are happy doing the same job consistently. With an incredible ability to forgive, reliable and dependable "S"s tend to make the best friends. Our greatest fear, however, is loss of security, and our possible weaknesses naturally include not only resistance to change, but also difficulty adjusting to it. We can also be too sensitive to criticism and unable to establish priorities. In order to avoid being taken advantage of, we need to be stronger and learn how to say "no." We also like to avoid the limelight, but when given an opportunity to genuinely help others, we will gladly rise to the occasion. We feel most valued when we have truly helped someone.

- S/D We are quiet leaders who can be counted on to get the job done. We perform better in small groups and do not enjoy speaking in front of crowds. Though we can be soft- and hard-hearted at the same time, we enjoy close relationships with people, being careful not to dominate them. Challenges motivate us, especially ones that allow them to take a systematic approach. We tend to be determined, persevering through time and struggles. We benefit from encouragement and positive relationships. **Martha (Luke 10:38-42), Job (Job 1:5, James 5:11)**
- S/I We are inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, we have many friends because they accept and represent others well. Our social nature and desire to be likable and flexible makes us inclined to be overly tolerant and non-confrontational. We will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, we include others and inspire people to follow us. Words of affirmation go a long way with us, and with the right motivation, we can be excellent team players. **Mary Magdalene (Luke 7:36-47), Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-13)**
- S/C We are diplomatic and steady, as well as detail-oriented. Stable and contemplative, we like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, we prefer to take our time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and we also need to be aware of the way we treat others. Operating best in precise and cause-worthy projects, we can be a peacemaker; this makes us a loyal team member and friend. **Moses (Exodus 3, 4, 20, 32), John (John 19:26-27), Eliezer (Genesis 24)**
- C We are compliant and analytical. Careful and logical lines of thinking drive us forward, and accuracy is a top priority. We hold high standards and value systematic approaches to problem solving. Though we thrive when given opportunities to find solutions, we tend to ignore the feelings of others and can often be critical and down- right crabby. Verbalizing feelings is difficult for us, but when we are not bogged down in details and have clear-cut boundaries, we can be big assets to the team by providing calculated “reality checks.” Our biggest fear is criticism, and our need for perfection is often a weakness, as is our tendency to give in when in the midst of an argument. However, we are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. We value being correct.
- C/I We are attentive to the details. We tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, we enjoy both large and small crowds. Though we work well with people, we are sometimes

too sensitive to what others think about us and our work. We could benefit from being more assertive and self-motivated. Often excellent judges of character, we easily trust those who meet our standards. We are moved by genuine and enthusiastic approval as well as concise and logical explanations. **Miriam (Exodus 15-21, Numbers 12:1-15), Ezra (Ezra 7, 8)**

C/S We are systematic and stable. We tend to do one thing at a time— and do it right. Reserved and cautious, we would rather work behind the scenes to stay on track; however, we seldom take risks or try new things and naturally dislike sudden changes in our environments. Precisionists to the letter, we painstakingly require accuracy and fear criticism, which we equate to failure. Diligent workers, our motivation comes from serving others. **Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)**

C/D We are cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, we do care about individual people but have a difficult time showing it. We often feel we are the only ones who can do the job the way it needs to be done, but because of our administrative skills, we are able to bring plans for change and improvements to fruition. We have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite our natural drive to achieve, we should concentrate on developing healthy relationships and simply loving people. **Bezalel (Exodus 35:30-36, 8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2,18)**

# MAKING THE MOST OF YOUR PERSONALITY

“For we are His workmanship, created in Christ Jesus for good works.” EPHESIANS 2:10  
NASB

Every personality has strengths and challenges. The following will give you specific areas to focus on to help you work well with others.

“D” personalities are dominant, direct, task-oriented, decisive, organized, outgoing, and outspoken. As you embrace these strengths, also make sure to:

- Listen attentively to others.
- Support other team members.
- Invest in personal relationships.
- Balance controlling and domineering tendencies.
- Value the opinions, feelings, and desires of others.

“I” personalities are influential, witty, easygoing, outgoing, and people-oriented. As you embrace these strengths, also make sure to:

- Be aware of tasks that need to be accomplished.
- Balance your emotions, words, and actions.
- Remember to consider details and facts.
- Slow down your pace for others when necessary.
- Listen attentively to others instead of only talking.
- Choose thoughtful decision-making over impulsive decision-making.

“S” personalities are steady, stable, analytical, introverted, and people-oriented. As you embrace these strengths, also make sure to:

- Take initiative.
- Practice flexibility.
- Approach confrontation constructively.
- Be direct in your interactions when necessary.
- Realize change can be healthy, and be willing to adapt.
- Consider the overall goals of your family or group, not just specific processes or procedures.



“C” personalities are compliant, competent, task-oriented, goal-oriented, and introverted. As you embrace these strengths, also make sure to:

- Be decisive when necessary.
- Cultivate personal relationships.
- Be open to others’ ideas and methods.
- Balance your focus between facts and people.
- Focus on doing the right things, not just doing things right.
- Help others accomplish their goals.

# DISCOVERING YOUR SPIRITUAL GIFT

“Very truly I tell you, whoever believes in me will do the works I have been doing, and they will do even greater things than these, because I am going to the Father.” JOHN 14:12

1. I like organizing services and events.
2. I am interested in starting new churches.
3. I enjoy working with my hands.
4. I can tell when someone is insincere.
5. I pray daily for people who don't know Jesus.
6. Encouraging others is a high priority in my life.
7. I trust God to provide for my daily needs.
8. I am passionate about financially investing in the Kingdom of God.
9. I look for opportunities to pray for the sick.
10. I enjoy doing little things that others typically do not enjoy.
11. I often have people over to my house.
12. I enjoy spending hours in prayer for other people.
13. Education is very important to me.
14. I tend to motivate others to get involved.
15. I hurt when I see others hurting.
16. I believe God will use me to enact His miracles.
17. I enjoy sharing the Gospel with other people groups and nationalities.
18. I've devoted considerable time to mastering my voice and/or musical instrument.
19. Caring for the hurting is one of my highest priorities.
20. I get frustrated when people knowingly sin.
21. I enjoy serving behind the scenes.
22. I like creating outlines of the Bible.
23. God has used me to interpret what someone speaking in tongues is saying.
24. I enjoy the book of Proverbs more than any other book in the Bible.
25. I am passionate about managing details.
26. I like to help start new ministry projects.
27. I consider myself a craftsman or craftswoman.
28. I sense when situations are spiritually unhealthy.
29. I am greatly motivated by seeing people who don't know God be saved.
30. I come across as loving and caring.
31. Asking God for a list of seemingly impossible things is exciting to me.
32. I find ways to give offerings above my tithe.
33. I believe miraculous healing is possible and still happens.
34. Helping others is one of my greatest motivations.
35. Creating a warm and welcoming environment is important to me.
36. I am burdened to pray for situations affecting the world.

37. People come to me to learn more about God and the Bible.
38. I prefer to take the lead whenever possible.
39. I'm very sensitive to sad stories.
40. Miracles often happen when I'm nearby.
41. The idea of living in another country to benefit the Gospel is exciting to me.
42. I desire to serve the church through worship.
43. I enjoy connecting, caring for, and coaching others.
44. Confronting someone about a sin in their life is important to me.
45. It bothers me when people sit around and do nothing.
46. I share Biblical truth with others to help them grow.
47. I pray in tongues daily.
48. When I study Scripture, I receive unique insights from God.
49. Creating a task list is easy and enjoyable for me.
50. I am attracted to ministries that start new churches.
51. Building something with my hands is very satisfying to me.
52. I can pinpoint issues or problems quickly.
53. Sharing the Gospel with someone I do not know is exciting and natural for me.
54. I look for ways to encourage other people.
55. I trust that God has my back in every situation.
56. I want to make more money so that I can give more.
57. God has used me to bring healing to those who are sick.
58. Being a part of the process is fulfilling to me.
59. I tend to make total strangers feel at home.
60. People often ask me to pray for them.
61. I enjoy knowing Biblical details and helping others understand them, too.
62. I delegate responsibilities to accomplish tasks.
63. I am motivated to help people in need.
64. I have a constant hunger to see God's miraculous power.
65. I focus a lot on reaching the world for Christ.
66. I gain my deepest satisfaction through leading others in vocal or instrumental worship.
67. I enjoy helping people who are going through a difficult time.
68. I enjoy hearing passionate and clear preaching of God's Word.
69. I like to do small things that others overlook.
70. I prefer to teach and study the Bible topically rather than verse by verse.
71. Praying in tongues is encouraging and important to me.
72. When faced with difficulty, I tend to make wise decisions.

1 Almost Never

2 Sometimes

3 Almost Always

			TOTAL	GIFT			
1.	_____	25.	_____	49.	_____	A.	_____
2.	_____	26.	_____	50.	_____	B.	_____
3.	_____	27.	_____	51.	_____	C.	_____
4.	_____	28.	_____	52.	_____	D.	_____
5.	_____	29.	_____	53.	_____	E.	_____
6.	_____	30.	_____	54.	_____	F.	_____
7.	_____	31.	_____	55.	_____	G.	_____
8.	_____	32.	_____	56.	_____	H.	_____
9.	_____	33.	_____	57.	_____	I.	_____
10.	_____	34.	_____	58.	_____	J.	_____
11.	_____	35.	_____	59.	_____	K.	_____
12.	_____	36.	_____	60.	_____	L.	_____
13.	_____	37.	_____	61.	_____	M.	_____
14.	_____	38.	_____	62.	_____	N.	_____
15.	_____	39.	_____	63.	_____	O.	_____
16.	_____	40.	_____	64.	_____	P.	_____
17.	_____	41.	_____	65.	_____	Q.	_____
18.	_____	42.	_____	66.	_____	R.	_____
19.	_____	43.	_____	67.	_____	S.	_____
20.	_____	44.	_____	68.	_____	T.	_____
21.	_____	45.	_____	69.	_____	U.	_____
22.	_____	46.	_____	70.	_____	V.	_____
23.	_____	47.	_____	71.	_____	W.	_____
24.	_____	48.	_____	72.	_____	X.	_____

## MY MINISTRY COVENANT.

Read the covenant with me. Just as we have a membership covenant in the membership class, we have the maturity covenant for spiritual growth in the maturity class -- 201 -- the ministry covenant is the covenant for those who move into the Core of ministry at FLCV.

### My Ministry Covenant

"Having committed myself to membership and the habits essential for spiritual maturity, and agreeing with FLCV's Ministry statement, I commit to...

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

If you're ready to make this commitment I want you to go ahead and sign your name on it and date it. On the back, print your name and address. Turn these in. I will sign them. We're going to laminate them and send them back to you.

It says, "This certifies that \_\_\_\_\_ [blank] is a commissioned minister of Jesus Christ through FLCV and is entrusted with the related responsibilities and privileges."

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

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

1. Commit to the ministry covenant.
2. Complete your S.H.A.P.E. self-evaluation.
3. Schedule an INTERVIEW WITH A PERSONAL STAFF MINISTRY GUIDE.
4. After you've had the interview, you'll contact the supervisors over the ministries you've selected for possible involvement.

Out of the interview you're going to come up with two or three different ideas, then maybe you'll go talk to one of the supervisors. They'll be waiting to hear from you. It's your responsibility to contact them. All of the staff are ready and primed to do this. Do this within two weeks after your meeting with your ministry guide, while your ideas are still fresh in your mind.

5. You'll begin serving.
6. Start attending the monthly HUDDLE meetings.
7. Attend the FLCV Annual Leadership Summit
8. Enhance your maturity and ministry through other C.L.A.S.S. courses.

Congratulations! You've taken 101 and 201 and you've finished 301. You've only got one more basic class to complete – 401 - "Discovering My Life's Mission/ Joining the Team" and you will be a Grand Slam Disciple.

You'll be presented with a certificate for completing these hours of training.