

Discover Your **SHAPE** For Ministry

A group of five young adults (three men and two women) are walking together on a city street, laughing and smiling. They are dressed in casual, contemporary clothing. The background shows a blurred city street with trees and buildings.

**FACILITATOR
HANDBOOK**

Discover Your **SHAPE** For Ministry

FACILITATORS HANDBOOK

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SHAPED FOR MINISTRY

You were **SHAPED** to serve God

God formed every creature on this planet with a special area of expertise. Some animals run, some hop, some swim, some burrow and some fly. Each has a particular role to play, based on the way it was shaped by God. The same is true with humans. Each of us is uniquely designed, or “shaped,” to do certain things.

Before architects design any new building they first ask, “What will be its purpose? How will it be used?” The intended function always determines the form of the building. Before God created you, He decided what role He wanted you to play on earth. He planned exactly how He wanted you to serve Him, and then He shaped you for those tasks. You are the way you are because you were made for a specific ministry in life.

Not only did God shape you before your birth, He planned every day of your life to support His shaping process. David says,

“Every day of my life was recorded in your book. Every moment was laid out before a single day had passed” (Psalm 139:16).

This means that nothing that happens in your life is insignificant. God uses all of it to mould you for your ministry to others and shape you for your service to Him.

God never wastes anything. The Bible says

you are “wonderfully complex.” You are a combination of many different factors. By identifying and understanding these factors you can discover God’s will for your life.

Did you know that if beavers were removed from their environment, the whole ecology of that region would be changed? God created our world in a way that is interdependent and He created us the same way. All of our experiences, passions and talents come together to form the unique SHAPE we have for ministry.

For more information about this topic, go to: <http://www.ecology.info/beaver-ecology.htm>

In the same way God created you for a purpose in life, He wired you in a specific way so you can live out that purpose.

How God Shapes You for Your Ministry

If this is what Christians are supposed to be committed to, then why are so many of us committed to other things rather than discovering God's purpose and then living it out?

The answer appears to be that, as Christians, we don't know or we have forgotten who we are and what we are to be about!

Who are we then and what have we been called to be and to do? We are His! We are the body of Christ, believers in God's Son!

The Bible tells us that all believers are

- Called (2 Cor 5:17-18)
- Gifted (Rom 12:6-8)
- Equipped (Eph 4:11-12), and
- Sent (John 17:18-23)

into the world to be ministers and evangelists. That's who we are and what we have been called to be and to do! Any church's ministry is determined by God's purposes and the make-up/SHAPE of its congregation.

And what is God's purpose? The same as it has always been — to bring all His creation back into fellowship with Him. Your life ministry is determined by the way God has shaped you. Your goal as a Christian is to discover the way God has shaped you.

The two results of discovering your SHAPE for ministry are fulfilment and fruitfulness.



What the Bible Says About Ministry

What is Ministry? Definition: (Greek “diakonos” = “to serve”) Ministry is using whatever God has given you to serve Him and to meet the needs of others.

We activate our gifts by eliminating all other competing distractions so we can dedicate our body to God (see Rom 12:1-2), evaluate our strengths, and cooperate with other believers.

Whenever God gives us an assignment, He always equips us with what we need to accomplish it. This custom combination of capabilities is called your SHAPE:



Ministry is using what God has uniquely given you to uniquely serve Him and the needs of others. The above five factors will help you determine where you can best serve Him with joy, fulfilment, and fruitfulness.

Discovering your unique set of Spiritual Gifts, heartfelt passions, abilities, personality, and life experiences will help you understand how God has designed you to uniquely serve.

God takes ordinary people and

accomplishes extraordinary things through them.

In the next 5 chapters you will learn to identify and use your SHAPE for ministry.

First, take some time to look at your spiritual journey by completing Assessment #1 on the next page. NOTE: Assessment #1 should remain private, is for personal discovery and reflection and does not need to be given to your pastor/facilitator.

Assessment #1: Spiritual Journey

“The goal of this command is love, which comes from a pure heart and a good conscience and a sincere faith” 1 Tim 1:5.

Where you are at in your spiritual journey is largely determined by your willingness to surrender to God the transformation of your character and your relationships. This assessment is not a test, but a profound way to begin discovering your SHAPE, by honestly confessing to God the truth about your character and your relationships.

IMPORTANT NOTE: if you make a copy of the Assessment results throughout this handbook to give to your SHAPE coach before your Discovery Session, do NOT include this section. It should remain private and is for personal discovery and reflection.

1. Your Character

Read over the following verses. These express the heart of God’s will for you as a disciple on earth. The work you do on your character in cooperation with God’s Spirit (as represented on these pages) make up a critical part of your Christian growth.

“For those God foreknew He also predestined to be conformed to the likeness of His Son, that He might be the first-born among many brothers” Rom 8:29.

“Therefore, I urge you, brothers, in view of God’s mercy, to offer your bodies as living sacrifices, holy and pleasing to God –this is your spiritual act of worship. Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is –His good, pleasing and perfect will” Rom 12:1-2.

“Therefore, my dear friends, as you have always obeyed –not only in my presence, but now much more in my absence – continue to work out your salvation with fear and trembling, for it is God who works in you to will and to act according to His good purpose. Do everything without complaining or arguing” Phil 2:12-14.

“As obedient children, do not conform to the evil desires you had when you lived in ignorance. But just as He who called you is holy, so be holy in all you do; for it is written: ‘Be holy, because I am holy’” 1 Pet 1:14-16.

Starting is often the hardest part. To know where to start assessing your character transformation, look to the obvious sins in your life.

Our God is a good Father, and like any Father He will encourage us to grow and mature. God always accepts us where we are, with all of our baggage. However He promises not to leave us there stagnant, but to impress on us the desire for change as we seek to become more like Him.

“Search me, O God, and know my heart! Try me and know my thoughts! And see if there be any grievous way in me, and lead me in the way everlasting!” Psalm 139: 23-24.

“And I am sure of this, that He who began a good work in you will bring it to completion at the day of Jesus Christ” Philippians 1:6.

The following list of not-so-obvious sins requires attention as you move toward character transformation. These sins must be dealt with lest they seriously damage ministries or other people in your life. Circle the number that indicates their prevalence in your life.

1 is high, 5 is low.

1	2	3	4	5	Criticising or gossiping about others
1	2	3	4	5	Grumbling and complaining
1	2	3	4	5	Bitterness and resentment
1	2	3	4	5	Dishonesty, lying, cheating
1	2	3	4	5	Lust, envy, selfish ambition
1	2	3	4	5	Temper, impatience, anger

Select 1 of these you will focus on in developing the transformation of your character.

The **Fruit of the Spirit** and other Christian character traits are listed on the right. These are evidence you are allowing His Spirit to change your character and behaviour. Circle a number to evaluate each characteristic in your life comparing the positive with the negative. As you evaluate, think of how others might describe you in these areas.

Apathy	0	1	2	3	4	5	6	7	8	9	10	Love
Depression	0	1	2	3	4	5	6	7	8	9	10	Joy
Worry	0	1	2	3	4	5	6	7	8	9	10	Peace
Impatience	0	1	2	3	4	5	6	7	8	9	10	Patience
Morally impure	0	1	2	3	4	5	6	7	8	9	10	Goodness
Harshness	0	1	2	3	4	5	6	7	8	9	10	Kindness
Overbearing	0	1	2	3	4	5	6	7	8	9	10	Gentleness
Impulsive	0	1	2	3	4	5	6	7	8	9	10	Self control
Unreliable	0	1	2	3	4	5	6	7	8	9	10	Faithfulness
Hopeless	0	1	2	3	4	5	6	7	8	9	10	Hope
Insecure	0	1	2	3	4	5	6	7	8	9	10	Secure
Hesitant	0	1	2	3	4	5	6	7	8	9	10	Courage

Envy, greed	0	1	2	3	4	5	6	7	8	9	10	Contentment
Complaining	0	1	2	3	4	5	6	7	8	9	10	Thankful
Deceitful	0	1	2	3	4	5	6	7	8	9	10	Honest
Fearful	0	1	2	3	4	5	6	7	8	9	10	Faithful
Selfish ambition	0	1	2	3	4	5	6	7	8	9	10	Humble

Select 2 or 3 of the positive traits you will focus on developing in the transforming of your character.

2. Your Relationships

All of us come into our Christian lives with relational patterns we've picked up along the way. We've all been influenced by previous relationships, especially in our home of origin.

a) Discovering My Relational Liabilities

The first step is a quick scan of your relational patterns for 'hot spots.' These statements represent unhealthy relationship patterns. Indicate to what extent they have an effect in your life. Be honest. Circle a number for each statement that best describes your relationship patterns.

- 1 = Always
- 2 = Almost always
- 3 = Sometimes
- 4 = Hardly ever
- 5 = Never

- 1 2 3 4 5 I let others know what I expect of them.
- 1 2 3 4 5 I resent it when someone questions my actions or tells me what to do.
- 1 2 3 4 5 When I'm upset with someone I confide my feelings to others.
- 1 2 3 4 5 I don't mind telling others what's wrong with them.
- 1 2 3 4 5 If I'm working with others and the leader is doing something I think is wrong I connect with other team members to discuss the problem.
- 1 2 3 4 5 I may do what's expected of me but I fume inside.
- 1 2 3 4 5 When I get upset with someone I lose my temper and say things I may later regret.
- 1 2 3 4 5 I may smile and agree with someone, but I don't intend to do what they expect.
- 1 2 3 4 5 When someone has done me wrong I find subtle ways to get them back, like messing up what they're doing.
- 1 2 3 4 5 When my feelings are hurt I pull back and don't say much.

Select 2 of these you will focus on improving in the transforming of your relationships.

b) Assessing My Relational Patterns, Healthy and Unhealthy

From these words, underline five that are most descriptive of how you generally relate to others.

forgiving	kind	gracious	generous	trusting
giving	trustworthy	delightful	talkative	reserved
affirming	easily pleased	validating	playful	accepting
like to please	rescuing	listener	encouraging	pleasant
respectful	influencer	gentle	outgoing	loving
sympathetic	get along	sensitive	truthful	sharing
assertive	compassionate			

From these words, mark at least 5 that describe how you may be in relationships at times. Mark more if applicable. To help you discern which ones to mark, think of how others close to you might describe you.

aggressive	nit-picky	suspicious	demanding	easily irritated
sarcastic	selfish	disapproving	neglectful	fearful
opinionated	rescuing	insecure	resentful	hostile
bitter	defiant	bossy	judgmental	
overbearing	critical	stubborn	arrogant	envious
obligated	weak	pleaser	doormat	aloof
sullen	uncooperative	impatient	rude	rigid
fussy	unloving	deceitful	argumentative	
insincere	too lenient	makes excuses		
know-it-all	overly protective	easily influenced		

Select 1 or 2 of these you will work on in the transforming of your relationships.

REMEMBER: This section is between you and God, and will not be part of the SHAPE Discovery Session. If you send/give a copy of this document to your SHAPE Guide before your interview, you don't have to include this section—it can remain private. However, we encourage you to share the discoveries you are making with someone you trust.

Completing this section may bring up some past hurts or issues. You may wish to speak to your church pastor or a counsellor if you would like some extra prayer or support.

3. Your Spiritual Pathway

This questionnaire is a great way to discover the ways you naturally grow and develop your relationship with God.

1. Respond to each statement below according to the following scale:

- 3 = Consistently/definitely true of me**
- 2 = Often/usually true of me**
- 1 = Once in a while/sometimes true of me**
- 0 = not at all/never true of me**

Put the number in the box before each statement

2. Transfer the numbers you gave for each assessment statement to the grid following the statements.

3. Total each column. The highest number identifies your preferred spiritual pathway; the next highest number, your secondary pathway.

- 1. When I have a problem, I'd rather pray with people than pray alone.
- 2. In a church service, I most look forward to the teaching.
- 3. People who know me would describe me as enthusiastic during worship times.
- 4. No matter how tired I get, I usually come alive when a challenge is placed before me.
- 5. Spiritual reality sometimes feels more real to me than the physical world.
- 6. I get distracted in meetings or services if I notice details in the surroundings that haven't been attended to.
- 7. A beautiful sunset can give me a spiritual high that temporarily blocks out everything bothering me.
- 8. It makes me feel better about myself to hang out with people I know and like.
- 9. I've never understood why people don't love to study the Bible in depth.
- 10. God touches me every time I gather with other believers for praise.

- 11. People around me know how passionate I feel about the causes I'm involved in.
- 12. I experience a deep inner joy when I am in a quiet place, free from distractions.
- 13. Helping others is easy for me, even when I have problems.
- 14. When faced with a difficult decision, I am drawn to walk in the woods, on the beach, or in some other outdoor setting.
- 15. When I am alone too much, I tend to lose energy or get a little depressed.
- 16. People seek me out when they need answers to Biblical questions.
- 17. Even when I'm tired, I look forward to going to a church service.
- 18. I sense the presence of God most when I'm doing His work.
- 19. I don't understand how Christians can be so busy and still think they're hearing from God.
- 20. I love being able to serve behind the scenes, out of the spotlight.
- 21. I experience God in nature so powerfully I'm sometimes tempted not to bother with church.
- 22. I experience God most tangibly in fellowship with a few others.
- 23. When I need to be refreshed, a stimulating book is just the thing.
- 24. I am happiest when I praise God together with others.
- 25. "When the going gets tough, the tough get going" — that's true about me!
- 26. My family and friends sometimes tease me about being such a hermit.
- 27. People around me sometimes tell me they admire my compassion.
- 28. Things in nature often teach me valuable lessons about God.

- 29. I don't understand people who have a hard time revealing personal things about themselves.
- 30. Sometimes I spend too much time learning about an issue rather than dealing with it.
- 31. I don't think there's any good excuse for missing a worship time.
- 32. I get tremendous satisfaction from seeing people working together to achieve a goal.
- 33. When I face a difficulty, being alone feels most helpful.
- 34. Even when I'm tired, I find I have the energy and desire to care for people's problems.
- 35. God is so real when I'm in a beautiful, natural setting.
- 36. When I'm tired, there nothing better than going out with friends to refresh me.
- 37. I worship best in response to theological truth clearly explained.
- 38. I like how all the world's problems — including mine — seem unimportant when I'm praising God at church.
- 39. I get frustrated with people's apathy in the face of injustice.
- 40. If the truth were told, I sometimes feel guilty for enjoying silence and solitude so much.
- 41. I am happiest when I find someone who really needs help and I step in and offer it.
- 42. Others know that if I'm not around, I'm most likely outside in a beautiful place.
- 43. People around me describe me as a good person.
- 44. I often read lots of books or articles to help me work through a problem.
- 45. When I get overwhelmed, there's nothing like a good worship service to get me back on track.

46. I should probably take more time to slow down, but I really love what I do, especially in ministry.
47. Sometimes I spend too much time mulling over negative things people say about me.
48. I experience God's presence as I counsel someone who is struggling or in trouble.
49. When I see natural beauty, something wonderful stirs in me that is difficult to describe.

Spiritual Pathway Assessment Scoring

Transfer the numbers from the assessment to this grid, and total each column.

1.	2.	3.	4.	5.	6.	7.
8.	9.	10.	11.	12.	13.	14.
15.	16.	17.	18.	19.	20.	21.
22.	23.	24.	25.	26.	27.	28.
29.	30.	31.	32.	33.	34.	35.
36.	37.	38.	39.	40.	41.	42.
43.	44.	45.	46.	47.	48.	49.
Total	Total	Total	Total	Total	Total	Total
A Relational	B Intellectual	C Worship	D Activist	E Contemplative	F Serving	G Creation

RELATIONAL	I connect best to God when I am with others	A
INTELLECTUAL	I connect best to God when I learn.	B
WORSHIP	I connect best to God when I worship.	C
ACTIVIST	I connect best to God when doing great things.	D
CONTEMPLATIVE	I connect best to God in silence.	E
SERVING	I connect best to God while completing Kingdom tasks.	F
CREATION	I connect best to God in nature.	G



SPIRITUAL GIFTS

“S” IN SHAPE

“The Holy Spirit displays God’s power through each of us as a means of helping the entire church” 1 Cor 12:7.

Many of us have heard of Spiritual Gifts, but we are not quite sure we understand them. 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. Their use and purpose need to be understood and developed as we grow spiritually.

A Spiritual Gift is much like a muscle; the more you use it, the stronger it becomes.

10 Bible Truths About Spiritual Gifts

1. Only believers have Spiritual Gifts (1 Cor 2:14).
2. Every Christian has at least one Spiritual Gift (1 Cor 7:7).
3. No one receives all of the gifts (1 Cor 12:27-30).
4. No single gift is given to everyone (1 Cor 12:29-30).
5. You cannot earn or work for a Spiritual Gift (Eph 4:7).
6. The Holy Spirit decides what gifts I get (1 Cor 12:11).
7. The gifts I’m given are permanent (Rom 11:29).
8. I am to develop the gifts God gives me (Matt 25:27).
9. It’s a sin to waste the gifts God gave me (1 Cor 4:1-2 and Matt 25:14-30).
10. Using my gifts honours and glorifies God (John 15:8) and increases my ability to be blessed (Matt 25:29).

Unwrapping My Gifts

God wants you to know the Spiritual Gift(s) He has chosen for you. Learning more about His gift(s) to us, and the many ways we can use those gifts within the church and our community, is a lifelong process.

The Bible does not lock us into tight restrictions as to the number of Spiritual Gifts or even their definitions. The major lists of gifts, enablements and ministries are found in Rom 12:3-8; 1 Cor 12:1-11, 27-31; Eph 4:11-16 and 1 Pet 4:9-11. There are other passages that mention or illustrate gifts not included in these lists.

What the Bible Says About Spiritual Gifts

The Apostle Paul — “Now about Spiritual Gifts, I do not want you to be ignorant” (1 Cor 12:1). Read more: Romans 12:6-8; 1 Peter 4:11.

Spiritual Gift: A Definition

A Spiritual Gift is an endowment of motivation and ability, given by the Holy Spirit to every believer, to be used to minister to others and therefore build up the Body of Christ.

It is really a supernatural endowment — a gift that cannot be used up — which is beyond our ability to understand or explain. It is driven by the Holy Spirit. It is a motivation — an inner desire to serve God in a certain way. It is an ability — a special capacity to serve which originates with the Holy Spirit; we get the gift, the motivation and the ability all in the same package.

Why the Confusion?

Some Christian writers have observed that the confusion is caused by mixing up the gifts themselves (enablements) with the ways the gifts are used (ministries/roles) and the effects the gifts have upon others (manifestations).

7 Enablements—Gifts - Motivations (Charasmaton)

1 Cor 12:4; Rom 1:6-8

Prophesying
Serving
Teaching
Exhorting
Giving
Ruling
Showing Mercy

9 Executions—Ministries (Diakonion)

1 Cor 12:5, 28

Apostle
Healing
Prophet
Helps
Teacher
Government
Evangelist
Miracle Worker
Diversity of Tongues

9 Effects—Manifestation (Energma Phanerosia)

1 Cor 12:6, 7-11

A Word of Wisdom
A Prophecy
A Word of Knowledge
Faith
Diverse Tongues
Gift of Healing
Tongues Interpretation
A Miracle

What Are the Gifts?

Different resources in this area provide quite varied lists of Spiritual Gifts. For the purposes of making it simpler in this workbook we are using the seven Spiritual Gifts as outlined in Rom 12:6-8. Other Bible references mentioning “Gifts” of the Spirit include spiritual ennoblements and ministries also given by the same Spirit that are not necessarily Spiritual Gifts.

According to Rom 12:6-8:

1. **Prophecy** Proclaiming God’s truth
2. **Serving** Meeting practical need
3. **Teaching** Clarifying truth from Scripture
4. **Exhortation** Encouraging the faith of others
5. **Giving** Losing yourself in the needs of others
6. **Ruling** Providing leadership or standing before others
7. **Mercy** Pity plus acting on the needs of others



1. Prophecy



To reveal righteous and unrighteous motives or actions by presenting God's truth. To be persuasive in speech. To reveal the secrets of men's hearts and cause them to fall down and worship God.

Objective: to Hear God's Voice

#1 Prophecy — to Proclaim God's Truth

- The Hebrew word 'havi' and the Greek word 'propheter' mean to speak on behalf of another. A prophet, therefore, speaks for God
- Usually what we have to say is on the basis of what we have learned of Him in the scriptures
- Some claim a direct 'hot line' to heaven
- God can give you specific instruction for yourself or someone else, but these times are rare and subject to gross misuse

Test yourself:

- Do you long to tell your story to others?
- How intense is your motivation to speak for God? Is it to be heard or to tell?
- Are you willing to commit your life to the exercising of this gift?
- If you have experienced opportunities to speak for God, did the results verify your gift? Did things happen which took God to explain? Were lives transformed?

2. Serving



To detect personal needs and demonstrate love by meeting those needs. To overlook personal discomfort in order to meet needs. A server must have genuine affection for others, demonstrate brotherly responsibility and be willing to let others take the credit.

Objective: Meeting Needs

#2 Ministry — Hooked on Service

- This gift means to render sacrificial and effective service to others — a 'doer'
- God may drive you to have 'many irons in the fire' or you may perform one single task
- The Holy Spirit will open your eyes to practical ways of meeting human need, like metal to a magnet, where others pass by unaffected

Test yourself:

- When it comes to helping people, are you a doer — do you have a restless urge to do something about the needs of our world?
- Must people coax you into helping or is your response to tasks spontaneous?
- Do you accept this gift as your basic service responsibility? Do others see it in you?
- Do you find lasting satisfaction through your service? Does God bless through it?

3. Teaching



To search out and validate God's truth. To engage in research and detailed study in order to validate truth. A teacher must be diligent in detail, fervent in spirit, and "do his/her work unto the Lord".

Objective: Changed Lives

#3 Teaching — to Tell the Truth

- This gift brings special illumination for Scripture like reflectors on a foggy night
- This gift is evidenced by illuminated interpretation, systematic searching and clear communication
- These people will relish opportunities to teach biblical truth
- This teaching will be clear, direct and compelling

Test yourself:

- Do you have a hunger for Scripture and insight into its meaning and are those insights exciting to share?
- Do you study the Bible more than other Christians around you? Do you have a number of resource books which you use regularly?
- Are others lives affected by your gift and do they affirm this gift in you?

4. Exhortation



To stimulate the faith of others. Exhortation is personal counselling to encourage spiritual growth. To call aside to encourage a course of action. An exhorter must rejoice in hope, be patient with slow progress, and be persistent in prayer.

Objective: Deepened Faith of Others

#4 Exhortation — a Manner of Speaking

- From the Greek word 'parakaleo' or to call to one's side — 'come sit by my side'
- To exhort is to verbally motivate another person
- If this is your gift you will love enough to be personally involved in the lives of others
- You will care enough to comfort others in a very personal manner

Test yourself:

- Do you have a deep desire for God to touch the lives of others through you?
- Does God seem to give you a 6th sense of when to act or to speak or a personal touch with people which motivates them to action?
- Do others consistently seek you out for counsel or help?

5. Giving



Entrusting personal assets to others for the furtherance of their ministry. To organise personal business in order to gain assets. An ability to make quick decisions regarding the immediate needs of others. The giver must give freely to the total needs of fellow Christians and take a genuine interest in the needs of strangers.

Objective: Meeting Needs

#5 Giving — Beyond the Call of Duty

- From the Greek word 'metadidomi' which means more than a mere contribution, but rather a giving or pouring out of self which sometimes astonishes others (Phil 2:17).
- An ability to lose yourself in a reckless abandon for others caused by the Holy Spirit moving in your life
- Heroic type action that goes far 'above and beyond the call of duty'

Test yourself:

- Do you often find yourself giving more than others — resources and of yourself?
- Are others often amazed at the extent of your giving?
- When involved in Christian service, are you usually the first to arrive, the last to leave and the least likely to quit?
- Does God seem to expect more of you?

6. Ruling



To coordinate the activities of others for the common good. To preside over. To lead, to stand before. To distinguish major objectives and help others to visualise them also. The ruler must bless those who curse him and do whatever he can to make their life spiritually prosperous.

Objective: God's People Moving Forward

#6 Ruling — Leading Others

- From the Greek word 'proistamenos' or to stand before, to preside, to be over
- The one thing which sets the leader apart is a sense of divine authority for the task
 1. NB: If God has chosen you, He will move on the hearts of others and lead them to you
 2. NB: He will always validate that selection by issuing a personal call to you

Test yourself:

- Have you ever felt a 'call' to lead out in some Christian endeavour? Do others look to you and ask for your leadership?
- Has God verified His call to you by leading others to you?
- Are you the kind of person who could organise a tornado?
- Has Satan ever opposed you in your effort?

7. Showing Mercy



Identifying and comforting those who are in distress. To mentally and emotionally relate to those who are experiencing misery or misfortune and give them aid. The merciful must share the happiness of those who are happy and enter into the sorrow of those who are in sorrow.

Objective: Offer Comfort

#7 Showing Mercy — Pity Plus Action

- From the Greek word 'eleos' to feel sympathy with the misery of another and manifests itself in action — yours!
- This is caring at a really deep level — beyond being willing to be inconvenienced, beyond being personally involved and helping, but seeing others pain as your pain, their need as your need, their sorrow as your sorrow. It is not natural for anyone to care this deeply

Test yourself:

- Do you actually feel the pain and need of others and do you respond?
- Do you seem to care more than others?
- Do others recognise this gift in you?
- Is your first response at a car accident scene to get help or to tend to those who are hurt? The merciful are most inclined to do the latter

There are 7 areas in which God can supernaturally gift you.

KEY PRINCIPLE #1

Your gifts, like muscles, grow stronger the more you use them.

Question: what could God do through you if you embraced/exercised the full use of your gift?

KEY PRINCIPLE #2

Your uniqueness comes with ability and motivation. A gift from the Holy Spirit that will not run dry.

Question: how do you see yourself praising God through your passions?

A Discerning Spirit

The Purpose of Spiritual Gifts

1. Not for my benefit, but for the benefit of others.
2. To produce maturity and harmony in our church family.

Recognise that you have both a primary and a secondary ministry your church.

Your primary ministry commitment should be in the area where you are gifted.

Your secondary ministry includes serving in any other area of the body when you are needed.

6 Cautions About Spiritual Gifts

1. Don't confuse gifts with natural talents.
For example, singing is a natural talent or ability, but when another hears God speaking through your singing, that is a Spiritual Gift (i.e. prophecy). Public speaking is a natural talent or ability, but when another is encouraged through your spoken word, that is a Spiritual Gift (i.e. exhortation).
2. Don't confuse gifts with the Fruit of the Spirit (Gal 5:22-23).
"Fruit" shows my maturity, "Gifts" show my ministry.
3. Don't confuse gifts with Christian roles.
For example evangelist, pastor etc...
4. Be aware of the "gift projection" tendency (expecting others to serve the way you do and having similar results).

5. Don't feel your gift makes you in any way superior to others (1 Cor 12:21).
6. Realise that using your gifts without love is worthless (1 Cor 13:1-3 GN).

How to Discover Your Gifts

Trial and error: experiment with different areas of service.

Request input from others: ask others what gifts they see in you.

 **Action: it is easier to discover your gift through ministry than to discover your ministry through your gift.**

Here Are 3 Pre-requisites for Finding Your Spiritual Gift:

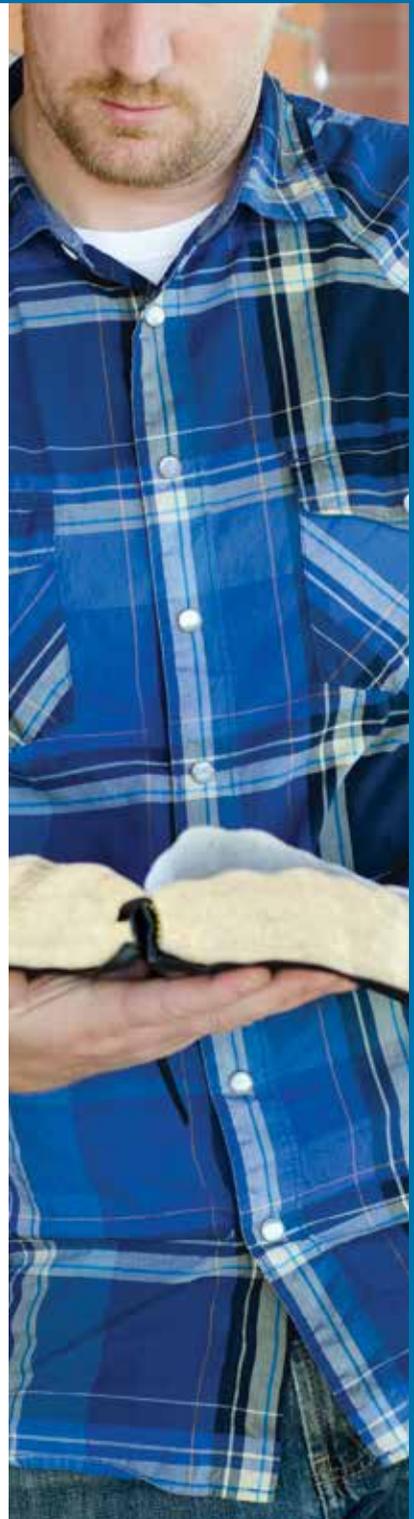
1. Sacrifice — only as I make a conscience decision to make my life a life of sacrifice to others thereby centring myself in His will for me and ...
2. Service — only as I am involved in meeting the needs of others and ...
3. Self — only as I give up trying to imitate the gifts of others

Clues to Discovering Your Spiritual Gifts

- What Christian service do I enjoy?
- What does God really bless out of all I do?
- What do others encourage in me?
- What kinds of inner leanings do I have?
- What do I learn from my times of solitude, meditation, prayer and fasting?

Discovering My Ministry

Now that you are closer to knowing your Spiritual Gifts, you can begin to think about the other factors which come into play when choosing your ministry.



Assessment #2: Spiritual Gifts Questionnaire

This guide in discovering your Spiritual Gifts should not be viewed as a test. The only “right” answers here are honest answers. The answers you provide will help you find your areas of strength within the realm of Christian service.

SPIRITUAL GIFTS ASSESSMENT

When you accepted Christ, not only were you saved, you were also given something very special from God. He gave you a giftedness to serve in a unique way. God’s plan for your life is that you would meet a specific need in the church family, and He has gifted you in a special way to meet that need.

“As each one of us has received a gift, minister it to one another, as good stewards of the manifold grace of God” 1 Pet 4:10.

If you have trusted Christ, then you have a Spiritual Gift! Even if you don’t know what it is or don’t feel particularly gifted in a specific area, the Bible teaches that you do have a special gift that you can use to serve God. Believe it or not, you are vital to the work of God in our church family. God has placed you here because your spiritual gifts are needed.

God’s Word teaches that as a member of His body, you are important to His work in this place. He has appointed you a gift and a purpose for being here—and you will greatly enjoy discovering and using that gift for His purposes.

What should you do with this Spiritual Gift?

The Bible says that God wants you to be a “good steward” of His gift to you (1 Pet 4:10). The best way to do that is to begin now discovering, developing, and using your gift to serve the Lord and His church. The great result of using your gift is that the entire church family ministers to each other and to the community. That’s the way the church, the Body of Christ, is supposed to work.

TAKING THE SPIRITUAL GIFTS ASSESSMENT

- To complete the assessment, answer every question in order by circling the number, 0 to 5, that most accurately describes yourself.
- While answering, refer to the scale indicator above the questions. When completing the Spiritual Gifts assessment, do not think as much as react.
- For the most accurate assessment, answer quickly and honestly.

For best results, PRAY BEFORE ATTEMPTING.

	Never	Rarely	Occasionally	True Sometimes	True most of the time	Always True
	0	1	2	3	4	5
1. I relate and measure everything I experience accordingly to God's Word.	0	1	2	3	4	5
2. Others seem to look to me for advice and help.	0	1	2	3	4	5
3. I'm easily bothered by other's lack of compassion.	0	1	2	3	4	5
4. I don't take anything at face value.	0	1	2	3	4	5
5. I can visualise the "big picture" of a major project.	0	1	2	3	4	5
6. When others are in my home I like to wait on them "hand and foot".	0	1	2	3	4	5
7. I feel compelled to give financially to others.	0	1	2	3	4	5
8. I will speak the truth whether or not it causes hurt feelings.	0	1	2	3	4	5
9. I can organise and delegate people and resources easily.	0	1	2	3	4	5
10. I feel compelled to share knowledge.	0	1	2	3	4	5
11. Discouraged people are often encouraged by my words.	0	1	2	3	4	5
12. I neglect my own work in order to help others.	0	1	2	3	4	5
13. I easily identify tasks that need to get done and do them myself.	0	1	2	3	4	5
14. I enjoy doing little things to help people.	0	1	2	3	4	5
15. My natural tendency is to step up and take control.	0	1	2	3	4	5
16. I cheerfully give time or money, regardless of how much I have to give.	0	1	2	3	4	5
17. I have compassion for all living creatures.	0	1	2	3	4	5
18. I don't hesitate to give constructive criticism.	0	1	2	3	4	5
19. People see me as a frank and outspoken person.	0	1	2	3	4	5
20. People seem to learn easily from me.	0	1	2	3	4	5
21. I can be described as responsible, charitable, and disciplined.	0	1	2	3	4	5

	Never	Rarely	Occasionally	True Sometimes	True most of the time	Always True
	0	1	2	3	4	5
22. I don't expect repayment for favours I do for others.	0	1	2	3	4	5
23. Others tell me I'm a good listener.	0	1	2	3	4	5
24. Communicating the facts in a situation is something I do well.	0	1	2	3	4	5
25. I am a task oriented person.	0	1	2	3	4	5
26. I find it easy to maintain an optimistic outlook.	0	1	2	3	4	5
27. I will stand alone on something I believe in strongly.	0	1	2	3	4	5
28. I will not confront others if I feel it may hurt them.	0	1	2	3	4	5
29. I give well above my tithe to the Body of Christ.	0	1	2	3	4	5
30. While I'm frugal in personal spending, I'm often led to give to others.	0	1	2	3	4	5
31. I enjoy research as well as sharing what I find.	0	1	2	3	4	5
32. I am compelled to comfort people who are hurting or suffering.	0	1	2	3	4	5
33. Deadlines challenge me and I usually meet them on time.	0	1	2	3	4	5
34. I can discern the motives of others fairly easily.	0	1	2	3	4	5
35. I find strength from bearing other's burdens.	0	1	2	3	4	5
36. My use of knowledge may appear prideful.	0	1	2	3	4	5
37. I can create order out of organisational chaos.	0	1	2	3	4	5
38. I volunteer my time and talents to worthwhile causes.	0	1	2	3	4	5
39. I'm moved with compassion to cry with others.	0	1	2	3	4	5
40. I can select the best person for particular tasks.	0	1	2	3	4	5
41. My focus on right and wrong may be read as being judgemental.	0	1	2	3	4	5
42. I enjoy helping others develop a plan of action to deal with their concerns.	0	1	2	3	4	5

SPIRITUAL GIFTS TEST SCORING KEY

DIRECTIONS: Transfer the number you circled to the blank space beside the corresponding question. Add up the totals in each column. The highest possible score in one column would be 30.

	1.	6.	4.	2.	7.	5.	3.
	8.	12.	10.	11.	16.	9.	17.
	19.	13.	20.	18.	21.	15.	28.
	27.	14.	24.	23.	22.	33.	32.
	34.	25.	31.	26.	29.	37.	35.
	41.	38.	36.	42.	30.	40.	39.
Totals							
	Prophet/ Perceiver	Server	Teacher	Exhorter/ Encourager	Giver	Leader/ Administrator	Mercy/ Compassion

Transfer your top 3 Spiritual Gifts onto the SHAPE Profile on page 66.



SPIRITUAL GIFT:

PROPHET/PERCEIVER



The God-given ability to communicate God's message in relation to the truth already revealed (Jude 3). It is not necessarily or even primarily a prediction. Rather, it is done for the purposes of encouraging, strengthening and comforting (1 Cor 14:3). These have the ability to perceive the spiritual needs of others and meet those needs through Scripture.

Characteristics of a Prophet / Perceiver:

1. Able to recognise good and bad and hates what is bad.
2. Sees everything clearly not dimly; no foggy or indefinite areas.
3. Recognises character in people, whether good or bad.
4. Encourages repentance for the glory of God.
5. Is an introvert rather than an extrovert.
6. Sees the Bible as the foundation for truth.
7. Courageously holds to spiritual truths.
8. Outspoken.
9. Powerful and persuasive speaker.
10. Distraught over the sins of others.
11. Sees their own shortcomings and those of others.
12. Desires to see God's plans take place.
13. Promotes spiritual growth in others.
14. Fanatical about integrity.
15. Strongly communicates what they perceive.
16. Self-examiner.
17. Opinionated and holds to convictions.
18. Holds to a high standard.
19. Desperately desires to obey God.

Challenges of the Prophet / Perceiver:

1. May be judgemental and upfront.
2. Delights in goal accomplishment not forward progress.
3. Forcefully pushes others toward spiritual growth.
4. Intolerant of other views.
5. Struggles with self-image.

Places in the Church Body Where This Gift Could Be Used:

1. Small group leader.
2. Any type of lay counselling.
3. Security at any church function.
4. Providing oversight of any ministry function.
5. Great mentors and peacemakers

SPIRITUAL GIFT:

SERVER



A server has the God-given ability to recognise a need and administer assistance to others. In relation to other believers, this releases them to utilise their God-given gifts. (e.g. deacons in Acts 6:1-6; 1 Cor 12:28; Rom 12:7)

Characteristics of a Server:

1. Willingly meets the needs of others.
2. Has a hands-on approach.
3. Precise and orderly.
4. Detail oriented.
5. Friendly.
6. Has trouble turning others away.
7. More interested in others than self.
8. More short-term orientated than long term.
9. Actively expressive rather than verbally expressive.
10. Desires appreciation.
11. Goes above and beyond what is asked of them.
12. Enjoys being helpful.
13. High energy level.
14. Orderly; does not like clutter.
15. Perfectionist.
16. Places an importance on serving.
17. Would rather do than delegate.
18. Supports the leadership.

Challenges for the Server:

1. Criticises those who are not serving.
2. Helps others to the extent of neglecting personal family.
3. So enthusiastic to help, may come across as pushy.
4. Does not like to be served.
5. Saddened when unappreciated.

Places in the Church Body Where This Gift Could Be Used:

1. Hospitality ministry.
2. Children's ministry.
3. Homeless ministry.
4. Taking meals to ill or injured.
5. Set-up or pack-up of special events.
6. Serving anywhere, anytime, any way.
7. Construction of any type.
8. Maintenance of anything.
9. Putting together anything with the hands.

SPIRITUAL GIFT:

TEACHER



The God-given ability to study, research, explain and communicate truth. (e.g. Paul and Timothy in 2 Tim 2:2)

Characteristics of a Teacher:

1. Logical presenter of truth.
2. Confirms truth by examining facts.
3. Enjoys study and investigation.
4. Knows how to do word studies.
5. Uses biblical illustrations.
6. Detests Scripture used out of context.
7. Establishes truth biblically.
8. Objective rather than subjective.
9. Extensive vocabulary.
10. Accurate presenter of truth.
11. Tests the information of others.
12. Favours teaching over evangelism.
13. Starts with Scripture when answering questions.
14. Intellectual.
15. Disciplined.
16. Emotionally stable.
17. Has a close circle of friends.
18. Strong convictions based on solid research.
19. Believes God's truth leads to life-change.

Challenges for the Teacher:

1. Can neglect application in exchange for information download.
2. Slow to accept views of others.
3. Prideful due to knowledge.
4. May be legalistic and dogmatic.
5. Easily distracted by love of new interests.

Places in the Church Body Where This Gift Could Be Used:

1. Small group leader.
2. Bible study leader: Men's ministry, Women's ministry, Children's ministry.
3. Research assistant.
4. Developer of curriculum.
5. Child, youth, teen mentor

SPIRITUAL GIFT:

EXHORTER



The God-given ability to draw near to individuals in time of need; encouraging and counselling them accurately with the Word of God; and persuading them to take courage in the face of something they must do or assuring them to take comfort because of something that has occurred (e.g. Barnabas in Acts 4:36-37; 9:26-27; 11:19-26; and 15:36-41)

Characteristics of an Exhorter:

1. Verbally encouraging.
2. Likes to apply the Word rather than investigate it.
3. Prefers practical application over theological truth.
4. Works best with others.
5. Verbally encourages others to excel in ministry.
6. Loves to do personal counselling.
7. Loves to talk.
8. Excels in communication.
9. Perceives trials as opportunities for personal growth.
10. Has a positive attitude.
11. Easily makes decisions.
12. Prefers to quickly resolve problems.
13. Needs to bounce ideas off others.

Challenges for the Exhorter:

1. Frequently interrupts others.
2. Uses Scripture out of context.
3. Outspoken and opinionated.
4. Slightly overconfident.

Places in the Church Body Where This Gift Could Be Used:

1. Lay counselling.
2. Table facilitator.
3. Hospitality ministry.
4. Drama ministry.
5. Nursing home ministry.
6. Homeless Ministry Team.
7. Small group leader.
8. Any place where encouragement is needed.

SPIRITUAL GIFT:

GIVER



The God-given ability to give freely of what God has entrusted to them with joy and eagerness and without any “ulterior motives” that would benefit the giver. This includes giving time, material goods, and financial resources. (e.g. David in 1 Chr 29:1-10)

Characteristics of a Giver:

1. Gives as led by the Spirit.
2. Freely and happily gives.
3. Often gives anonymously.
4. Understands giving is an intricate part of serving.
5. Takes pleasure in meeting the needs of others.
6. Gives not only quantity but quality.
7. Gives to bless and enhance ministries.
8. Sees hospitality as a chance to give.
9. Financially wise.
10. Strongly believes in tithes and offerings.
11. Understands that God owns everything.
12. Strong business skills.
13. Appreciates value.
14. Is not gullible.

Challenges for the Giver:

1. Tends to be controlling with money.
2. Pressures others to be more generous.
3. May over-commit.
4. Uses financial giving as a way out of other requirements.
5. Leads others on guilt trips.

Places in the Church Body Where This Gift Could Be Used:

1. Homeless ministry.
2. Small group leader.
3. Fundraising.
4. Any serving opportunity.
5. Hospitality ministry.
6. Financial counselling ministry team.
7. Support of church special projects (i.e. building)
8. Financially support any ministry.

SPIRITUAL GIFT:

RULER

LEADERSHIP / ADMINISTRATION



The God-given ability to lead others in meaningful endeavours which demonstrates personal care and concern in order to meet the needs of others and encourage their growth. (e.g. fathers in 1 Tim 3:4-5, 12)

Characteristics of a Ruler:

1. Motivates others to action.
2. Clearly Communicates.
3. Thrives when given authority.
4. Happily receives authority when given.
5. Naturally assumes leadership when there is a lack.
6. Takes on long-term projects.
7. Is a visionary.
8. Has good networking abilities.
9. Delegates well.
10. Takes criticism well.
11. Is passionate and enthusiastic.
12. Enjoys accomplishing goals.
13. Gives credit to others.
14. Meets challenges as they arise.
15. Is a natural and capable leader.
16. Understands the big picture.
17. Discards what does not work and keeps what does.
18. Enjoys people
19. Dislikes the mundane routine.

Challenges for the Ruler:

1. May have trouble dealing with opposition.
2. May become callous due to constant criticism.
3. Pushes hard to the point of neglecting family.
4. Ignores family responsibilities due to love of work.

Places in the Church Body Where This Gift Could Be Used:

1. Small group leader.
2. High school ministry.
3. University ministry.
4. Singles ministry.
5. Prison ministry.
6. Any type of leadership / oversight role.
7. Creator of new ministries.
8. Coach of sports ministries.

SPIRITUAL GIFT:

MERCY / COMPASSION



The God-given ability to have immediate compassion for those who are suffering combined with great joy in meeting their needs. (e.g. the Good Samaritan in Luke 10:30-37)

Characteristics of Mercy / Compassion:

1. Loves to love.
2. Searches out the good in people.
3. Brings out the good in people.
4. Recognises the spiritual and emotional condition of others.
5. Acts out of concern for others.
6. Cares for the emotional, spiritual, and physical wellbeing of others.
7. Considers others more important than self.
8. Chooses their words carefully.
9. Recognises the effect words can have.
10. Detects insincerity.
11. Loves to be thoughtful.
12. Is trustworthy.
13. Non-confrontational.
14. Unusually cheerful.
15. Thinks with the heart rather than the head.
16. Rejoices and / or grieves with others.

Challenges for Mercy / Compassion:

1. Overly sensitive.
2. Caring may be misunderstood by the opposite sex.
3. Easily takes up others problems that are not their own.
4. Thinking with their heart leads to indecision.
5. Can easily be hurt by others unintentionally.

Places in the Church Body Where This Gift Could Be Used:

1. Small group leader.
2. Homeless ministry.
3. Counselling ministry.
4. Hospitality of any sort.
5. Visitation and follow-up.
6. Prison ministry.
7. Greeters.
8. Any type of phone work.
9. Children's ministry.

IMPORTANT REMINDERS

Keep in mind that often-times the Holy Spirit gives us more than one gift which serves to keep our other gift/s in check or harmonise to create a blended gift that God uses in unique ways. This is another reason why each and every one of us has a unique role to play in the Kingdom even if your gift may seem just like someone else's gift combination.

1.

Scripture commands us to minister in many areas whether or not we have the corresponding Spiritual Gift/s. For example, Scripture clearly tells us that some have the following gifts, yet all are to minister in these ways—gifts to some, commands to all.

Ministering (serving)

Serve one another (Gal 5:13)

Exhortation

Exhort each other (Heb 10:25)

Giving

All are to give (2 Cor 9:7)

Teaching

Make disciples (Matt 28:19)

Showing Mercy

Be kind (Eph 4:32)

Faith

Walk by faith (2 Cor 5:7)

Evangelism

All are to witness (Acts 1:8)

Often-times we are more faithful to these commands as a result of having discovered our own Spiritual Gift/s.

2.

No matter what Spiritual Gifts we have received, the Christian virtue of love must accompany the exercise of those gifts; otherwise, they will prove unfruitful. "If I speak with the tongues of men and of angels, but do not have love, I have become a noisy gong or a clanging cymbal. And if I have the gift of prophecy, and know all mysteries and all knowledge; and if I have all faith, so as to remove mountains, but do not have love, I am nothing. And if I give all my possessions to feed the poor, and if I deliver my body to be burned, but do not have love, it profits me nothing" (1 Cor 13:1-3).

The Difference Between Gifts and Talents:

Talents have to do with techniques and methods; gifts have to do with spiritual abilities. Talents depend on natural ability, gifts depend on spiritual endowment. Talents instruct, inspire, or entertain on a natural level. However, when a gift is exercised, something supernatural happens in and through the one who is ministering.

Conclusion:

Your God-given personality, talents, abilities and Spiritual Gifts all work together to make you uniquely you! "Whoever serves is to do so as one who is serving by the strength which God supplies; so that in all things God may be glorified through Jesus Christ, to whom belongs the glory and dominion forever and ever. Amen" (1 Pet 4:11).

HEART

“H” in SHAPE

“Delight yourself in the Lord and He will give you the desires of your heart” Ps 37:4.

The Bible uses the term “heart” to describe the bundle of desires, hopes, interests, ambitions, dreams, and affections you have. Your heart represents the source of all your motivations—what you love to do and what you care about most. Even today we still use the word in this way when we say, “I love you with all my heart.” In more modern words, the heart is the centre of your core values.

Monitoring My Heartbeat

The Bible defines the “Heart” as:

- a. The organ that pumps your blood (Gen 18:5; Judges 19:5; Acts 14:17).
- b. Your emotional constitution or disposition (Ps 4:7; Is 65:14).
- c. The vital force or driving impulse (Rom 2:15).

The Bible says, “As a face is reflected in water, so the heart reflects the person” (Prov 27:19 NIV). Your heart reveals the real you—what you truly are, not what others think you are or what circumstances force you to be. Your heart determines why you say the things you say, why you feel the way you feel and why you act the way you act.

In the same way, God has given each of us a unique emotional “heartbeat” that races when we think about the subjects, activities, or circumstances that interest us. We instinctively care about some things and not about others. These are clues as to where you should be serving.

Another word for heart is passion. Passions are desires or purposes that bring us joy.

There are certain subjects you feel passionate about and others you couldn't care less about. Some experiences switch you on and capture your attention while others turn you off or bore you to tears. These reveal the nature of your heart.

Being involved in something that captures your passion within a specific role, with a specific people and for a specific cause will deeply motivate your heart.

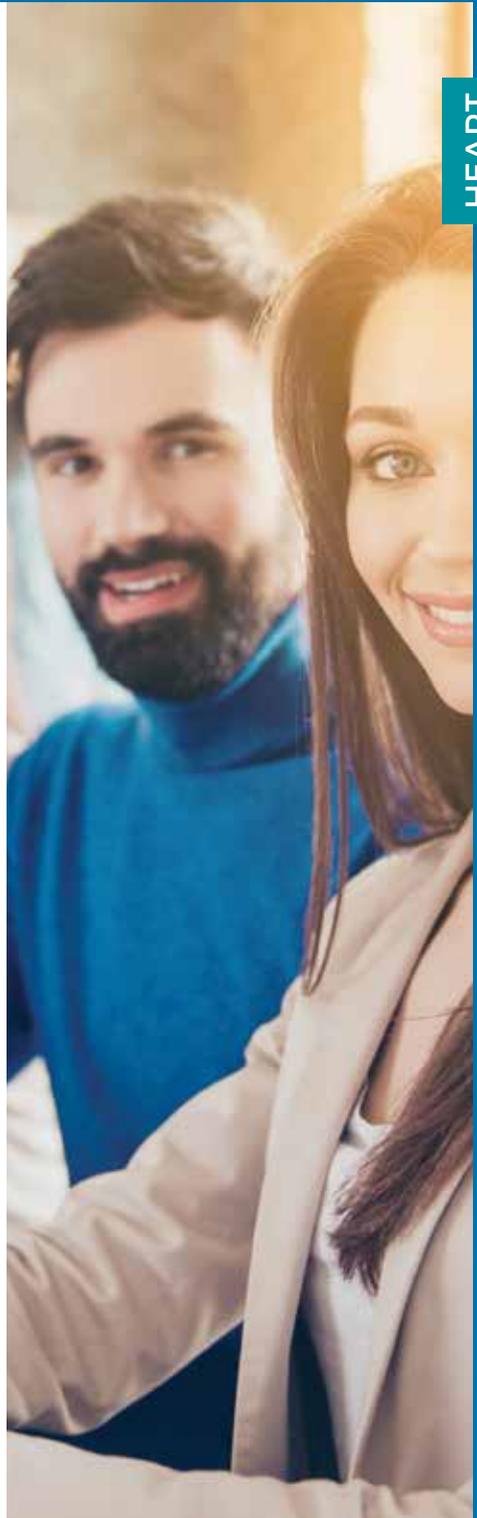
**Your heart is the real you!
Why has God given you a
unique heartbeat? Because you
can do God's will and serve
God's purpose by letting your
heartbeat motivate you for
ministry!**

Heart

- What is your heart telling you?
- When do you find yourself saying, "I must do this", or, "I'm looking forward to doing this", not, "I ought to do this"?
- What is your passion?
- What would you do for FREE?

Reflection:

Finish this sentence: With regard to my Christian service, I love to...



Assessment #3: Monitoring My Heartbeat

INSTRUCTIONS: Check the items that best describe you. If none of the words on the list fit you, feel free to add your own on the "other" line at the bottom of the page.

Tick the following roles you enjoy fulfilling.

1. My Passion for a Role:

- 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.
- ORGANISE: I love to bring order out of chaos. I enjoy organising something that is already started.
- OPERATE/MAINTAIN: I love to efficiently maintain something that is already organised.
- SERVE/HELP: I love to assist others in their responsibilities. I enjoy helping others succeed.
- ACQUIRE/POSSESS: I love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price.
- EXCEL: I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.
- INFLUENCE: I love to convert people to my way of thinking. I enjoy shaping the attitudes and behaviour of others.
- PERFORM: I love to be on stage, receiving the attention of others, 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.
- CHANGE: I love to be an agent of change, introducing positive, refreshing new approaches.
- 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 until it is finished.
- FOLLOW THE RULES: I love to operate by policies and procedures. I enjoy meeting the expectations of an organisation or boss.
- PREVAIL: I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.
- TEACH: I love to teach, sharing knowledge with others and helping them learn.
- DISCIPLE/MENTOR: I love to encourage and help someone grow personally and spiritually.
- OTHER _____

2. My Passion for People:

I love to be with or work with...

- | | | |
|---|---|---|
| <input type="checkbox"/> Infants/Babies | <input type="checkbox"/> Women | <input type="checkbox"/> Toddlers |
| <input type="checkbox"/> Preschool Children | <input type="checkbox"/> Singles | <input type="checkbox"/> Primary School Aged Children |
| <input type="checkbox"/> Single Parents | <input type="checkbox"/> Families | <input type="checkbox"/> High School |
| <input type="checkbox"/> Couples | <input type="checkbox"/> University Aged Young Adults | |
| <input type="checkbox"/> Older Adults 60+ | <input type="checkbox"/> Young Marrieds | <input type="checkbox"/> Men |
| <input type="checkbox"/> Other _____ | | |

3. My Passion for a Cause:

I am passionate in helping in the following kinds of areas...

- | | |
|---|---|
| <input type="checkbox"/> Parenting | <input type="checkbox"/> Evangelism |
| <input type="checkbox"/> Families / Marriage | <input type="checkbox"/> World Evangelisation |
| <input type="checkbox"/> At-Risk Children | <input type="checkbox"/> People at risk of Abuse / Violence |
| <input type="checkbox"/> Fellowship | <input type="checkbox"/> Mobilising People for Ministry |
| <input type="checkbox"/> Worship | <input type="checkbox"/> Policy / Politics |
| <input type="checkbox"/> Financial Management | <input type="checkbox"/> Disabilities / Support |
| <input type="checkbox"/> Divorce Recovery | <input type="checkbox"/> Deafness |
| <input type="checkbox"/> Business and the Economy | <input type="checkbox"/> Health / Fitness |
| <input type="checkbox"/> Visually Impaired | <input type="checkbox"/> Relief Efforts |
| <input type="checkbox"/> Ethics | <input type="checkbox"/> Sanctity of Life |
| <input type="checkbox"/> Homelessness Education | <input type="checkbox"/> Law / Justice System |
| <input type="checkbox"/> Environment Science / Technology | <input type="checkbox"/> Drug and Alcohol Recovery |
| <input type="checkbox"/> Compulsive Behaviour Recovery | <input type="checkbox"/> International and Global Affairs |
| <input type="checkbox"/> Illness / Injury Recovery | <input type="checkbox"/> Regional, State or Federal Issues |
| <input type="checkbox"/> Sexuality / Gender Issues | <input type="checkbox"/> Community / Neighbourhood Issues |
| <input type="checkbox"/> Other _____ | |

ABILITIES

“A” in SHAPE

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

Your abilities are the natural talents with which you were born. All of our abilities come from God. The Bible says, “God has given each of us the ability to do certain things well” Rom 12:6 TLB. Since your natural abilities are from God, they are just as important as your Spiritual Gifts. The only difference is that you were given them at birth.

One of the most common excuses people give for not serving is “I just don’t have any abilities to offer.” This is ludicrous. You have dozens, probably hundreds, of untapped, unrecognised, and unused abilities that are lying dormant inside you. Many studies have revealed that the average person possesses from 500 to 700 different skills and abilities—far more than you realise.

Every ability can be used for God’s glory.

Paul said, “Whatever you do, do it all for the glory of God” 1 Cor 10:31 NIV. The Bible is filled with examples of different abilities that God uses for His glory.

The Bible says, “There are different abilities to perform service, but the same God gives ability to all for their particular service” 1 Cor 12:6 GNB.

God has a place in His church where your specialties can shine and you can make a difference. It’s up to you to find that place.

What I’m able to do, God wants me to do.

You are the only person on earth who can use your abilities. No one else can play your role, because they don’t have the unique shape that God has given you.

The Bible says that God equips you “with all you need for doing His will” Heb 13:21 NIV. To discover God’s will for your life, examine what you are good at doing and what you’re not good at doing.

Applying My Abilities

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

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

5 Myths About Abilities

1. Myth: People aren’t born with predisposition to certain skills.

Fact: There are a number of talents which seem to be inborn predispositions. Perhaps it is these predispositions that explain why we develop certain skills – this may have more to do with our investment or motivation to learn.

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

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

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

Fact: 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 couldn’t use them in ministry.

Fact: Hopefully, by the end of this workshop, you’ll see the fallacy of this idea. Be creative!

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

Fact: The truth is that many national studies have proven that the average person possesses from 500 to 700 skills!

Ability

What unique abilities do you have which many others do not? What do you find relatively easy while others say, “Not me!” Have you ever surprised yourself by finding out that you could do something which you thought you could not?

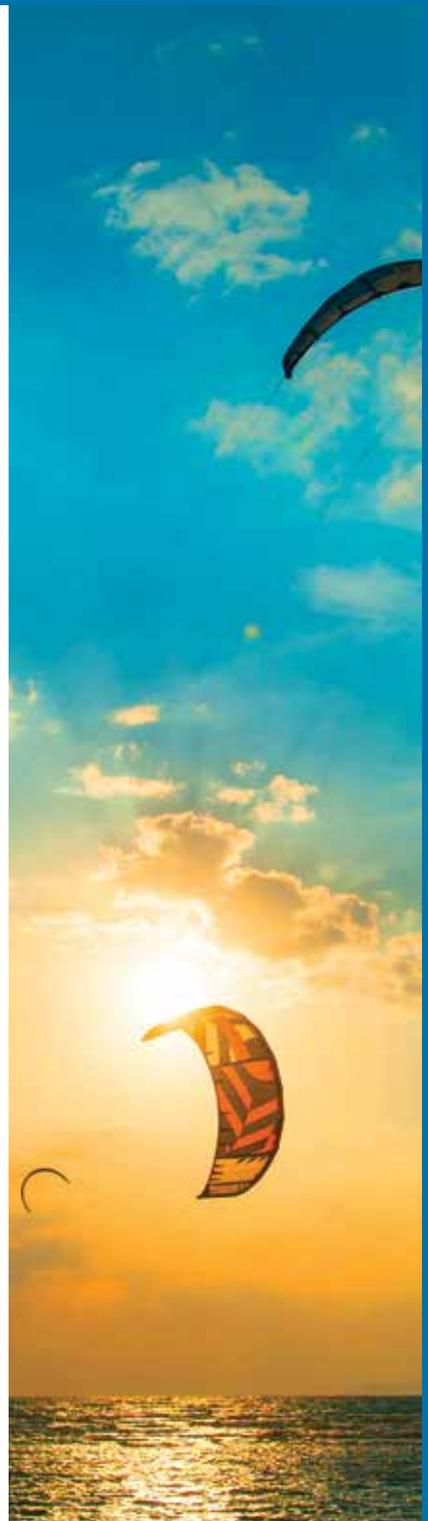
Assessment #4: Applying My Abilities

INSTRUCTIONS: Check the abilities that you and others have confirmed you are good at. If none of the words on the list fits you, feel free to add your own on the "other" line. Tick all that apply.

- Entertaining ability: To perform, act, speak, sing
- Recruiting ability: to enlist and motivate people to get involved
- Interview ability: to discover what others are really like
- Researching ability: to read, gather information, collect data
- Artistic ability: to create or design
- Graphics ability: to lay out, design, create visual displays or banners
- Evaluating ability: to analyse data and draw conclusions
- Planning ability: to strategise, design and organise programs and events
- Managing ability: to supervise people to accomplish a task or event and coordinate the details
- Counselling/encouraging ability: to listen, encourage and guide with sensitivity
- Athletic ability: to coach or participate in a sport
- Teaching ability: to explain, train, demonstrate, and tutor
- Writing ability: to write articles, letters, books
- Linguistic ability: to speak and write in one or more of the following languages:
Please specify: _____
- Editing ability: to proofread or rewrite
- Promoting ability: to advertise or promote events and activities
- Repairing ability: to fix, restore, maintain
- Hobby related ability: to work with your hands in the following areas
 - Preserving
 - Knitting/Crocheting
 - Woodworking
 - Cooking
 - Gardening
 - Furniture Construction/Repair
 - Sewing
 - Other: _____
- Feeding ability: to create meals for large or small groups
- Recall ability: to remember or recall names and faces
- Mechanical operating ability: to operate equipment, tools or machinery

- Technical ability: to operate/repair equipment in the following area(s)
 - Recording Studio
 - PowerPoint
 - Audio/Technical Support
 - Video Artist/Technician
 - Media/Tape
 - Lighting Technician
 - Information Systems (Web)
 - Set Up/Pack Up
 - Other: _____
- Resourceful ability: to search out and find inexpensive materials or resources needed
- Counting ability: to work with numbers, data or money
- Classifying ability: to systematise and file books, data, records and materials for easy retrieval
- Public Relations ability: to handle complaints and unhappy people with care and maturity
- Welcoming ability: to convey warmth, develop rapport, make others feel comfortable
- Musical ability: to sing or play a musical instrument
- Landscaping ability: to do gardening and work with plants
- Decorating ability: to beautify a setting for a special event
- Other: _____

Transfer your top 3 Primary Abilities onto the SHAPE Profile on page 66.



PERSONALITY

“P” in SHAPE

Your personality will affect how and where you use your Spiritual Gifts and abilities. For instance, two people may have the same gift of evangelism, but if one is introverted and the other is extroverted, that gift will be expressed in very different ways.

Woodworkers know that it is easier to work with the grain rather than against it. In the same way, when you are forced to minister in a manner that is “out of character” for your temperament, it creates tension and discomfort, requires extra effort and energy, and produces less than the best results. This is why mimicking someone else’s ministry never works. You don’t have their personality. Besides, God made you to be you! You can learn from the examples of others, but you must filter what you learn through your own shape.

Like stained glass, our different personalities reflect God’s light in many colours and patterns. This blesses the family of God with depth and variety. It also blesses us personally. It feels good to do what God made you to do. When you minister in a manner consistent with the personality God gave you, you experience fulfilment, satisfaction, and fruitfulness.

It’s obvious that God has not used a cookie cutter to stamp out people in a process of uniformity. He loves variety; just look around. And there is not a “right” or “wrong” temperament. We need opposites to balance the church, the family and the workplace.

Understanding our own personality and how we interact with other people’s personalities can help in all areas of our lives.

There are several ways to discover your personality:

1. Take a good online assessment. This will be fun, quick and effective. The summary of results will give you a picture of your strengths and those areas where you need to be careful, and where your relationship with Christ can and will transform you. Suggested websites: <http://www.viacharacter.org/www/Character-Strengths-Survey> and <http://www.humanmetrics.com/cgi-win/jtypes2.asp>
2. Work through a simple list. The personality traits listed on Page 48 are grouped in four couplets each with two opposing tendencies. By indicating which traits are most like you, you get an overall idea of your personality.

3. The “Big Five Personality Traits” (located in the appendix on page 48) represent the five major personality traits and allows you to discover your own predominant personality traits by choosing words that are most like you.

Completing this online test might help you understand yourself better: <https://www.123test.com/big-five-personality-theory/>

Plugging in My Personality

What happens when we try to serve outside our giftedness — how do we feel? We feel uncomfortable, it takes extra time and effort to do things, and even with the extra effort, we frequently do a less than wonderful job.

“

Look for the uniqueness that God created in you — you are a priceless treasure. Why did you listen to those who demeaned you... and far worse, why did you believe them? No longer hide your rarity in the dark. Bring it forth. Show the world. Strive not to walk where your brother walks, nor talk as your leader talks. Imitate no one. Be yourself. You bring value to the world. Let your wondrous personality shine through! Adapted from “The Greatest Miracle” ~Og Mandino.

”



Assessment #5: Plugging in My Personality

Why do I react differently than others to similar situations?

People differ. Here's personality explained.



Every human being is unique, but this uniqueness originates from the combination of 5 personality traits we all share.

Big Five personality traits



Openness

indicates how open-minded and authority-challenging a person is.



Conscientiousness

indicates how self-disciplined and organized a person is.



Extraversion

indicates how outgoing and social a person is.



Agreeableness

indicates how warm, friendly and tactful a person is.



Neuroticism

indicates a person's ability to remain stable and balanced.

Several independent sets of researchers discovered and defined five broad traits based on empirical, data-driven research. The Big Five traits of personality (Openness, Conscientiousness, Extraversion, Agreeableness and Neuroticism), commonly referred to as **OCEAN**, are five broad domains which define human personality and account for individual differences. A low or high score on each trait gives you more insight in the way you behave the way you do.

References

- Allport, G. W.; Odbert, H. S. (1936). *Trait-names: A psycho-lexical study*. Albany, NY: Psychological Review Company
- Goldberg, L. R. (December 1990). "An alternative "description of personality": The Big-Five factor structure". *Journal of Personality and Social Psychology*. **59** (6): 1216–1229

BIG FIVE INVENTORY QUESTIONNAIRE (ADAPTED)

Neuroinvesting: Build a New Investing Brain, Wai-Yee Chen.
© 2013 John Wiley & Sons Singapore Pte. Ltd.
Published 2013 by John Wiley & Sons Singapore Pte. Ltd.

Instruction 1:

In Table A.1 are some characteristics that may describe you. Read each statement and circle the score that most accurately indicates the extent to which you agree or disagree with that statement. The scoring key is as follows:

1. Disagree strongly
2. Disagree a little
3. Neither agree nor disagree
4. Agree a little
5. Agree strongly

A score of 5 indicates Yes, you strongly agree with the statement, and 1 indicates No, you strongly disagree with it. For example, if you neither agree nor disagree with the statement that you are a person who “Warms up quickly to others,” then the score will be 3.

Table A.1 Big Five Inventory (with Six Factors)

I see myself as someone who:

Factor I

1. Warms up quickly to others.	1	2	3	4	5
2. Prefers to be alone.	1	2	3	4	5
3. Is always on the go.	1	2	3	4	5
4. Can talk others into doing things.	1	2	3	4	5
5. Seeks quiet.	1	2	3	4	5
6. Is assertive and takes charge.	1	2	3	4	5
7. Holds back from expressing my opinions.	1	2	3	4	5
8. Enjoys being part of a group.	1	2	3	4	5
9. Lets things proceed at their own pace.	1	2	3	4	5

Factor II

10. Often feels blue.	1	2	3	4	5
11. Is not easily bothered by things.	1	2	3	4	5
12. Becomes stressed out easily.	1	2	3	4	5
13. Becomes overwhelmed by emotions.	1	2	3	4	5
14. Is calm, even in tense situations.	1	2	3	4	5
15. Is afraid that I will do the wrong thing.	1	2	3	4	5
16. Keeps my cool.	1	2	3	4	5
17. Does things I later regret.	1	2	3	4	5

Factor III

18. Does not have a good imagination.	1	2	3	4	5
19. Loves to read challenging material.	1	2	3	4	5
20. Is interested in many things.	1	2	3	4	5
21. Tries to understand myself.	1	2	3	4	5
22. Is not interested in abstract ideas.	1	2	3	4	5
23. Believes in the importance of art.	1	2	3	4	5
24. Prefers to stick with things that I know.	1	2	3	4	5
25. Tends to vote for conservative political candidates.	1	2	3	4	5

Factor IV

26. Suspects hidden motives in others.	1	2	3	4	5
27. Trusts others.	1	2	3	4	5
28. Contradicts others.	1	2	3	4	5
29. Values cooperation over competition.	1	2	3	4	5
30. Is easy to satisfy.	1	2	3	4	5
31. Thinks highly of myself.	1	2	3	4	5
32. Is concerned about others.	1	2	3	4	5
33. Puts people under pressure.	1	2	3	4	5

Factor V

34. Completes tasks successfully.	1	2	3	4	5
35. Often makes last-minute plans.	1	2	3	4	5
36. Excels in what I do.	1	2	3	4	5
37. Often forgets to put things back in their proper place.	1	2	3	4	5
38. Postpones decisions.	1	2	3	4	5
39. Works hard.	1	2	3	4	5
40. Pays my bills on time.	1	2	3	4	5
41. Doesn't see the consequences of things.	1	2	3	4	5

Source: Adapted from the International Personality Item Pool: A Scientific Collaboratory for the Development of Advanced Measures of Personality Traits and Other Individual Differences.

The BFI Scale Scoring Instructions

If you have not scored yourself on any of the assessments in Table A.1 before, the scoring system can be confusing. Especially if you have just completed the questionnaire and can't wait to discover the picture of yourself, working out the scoring system can seem to take too long. If this is true for you, go to this website, www.123test.com/big-five-personality-theory, undertake the questionnaire online; your scores will be displayed on the screen soon after you finish.

If you wish to attempt scoring yourself, the instructions follow.

Instruction 2:

Before working out your score for each factor, you need to reverse the score of the reverse score questions. For example, if your score on a reverse score question such as question 2 was 5, then reverse your result to a score of 1. Add up the scores from all the reverse score questions and normal score questions to calculate your total factor score.

Work out your scores and list them in Table A.2.

Table A.2 Your BFI Scores

Factor I	
Reverse score questions are: 2, 5, 7, and 9 Scores from reverse score questions: Scores from normal score questions 1, 3, 4, 6, and 8: Your factor I score is:	
Factor II	
Reverse score questions are: 11, 14, and 16 Scores from reverse score questions: Scores from normal score questions 10, 12, 13, 15, and 17: Your factor II score is:	
Factor III	
Reverse score questions are: 18, 22, 24, and 25 Scores from reverse score questions: Scores from normal score questions 19, 20, 21, and 23: Your factor III score is:	
Factor IV	
Reverse score questions are: 26, 28, 31, and 33 Scores from reverse score questions: Scores from normal score questions 27, 29, 30, and 32: Your factor IV score is:	
Factor V	
Reverse score questions are: 35, 37, 38, and 41 Scores from reverse score questions: Scores from normal score questions 34, 36, 39, and 40: Your factor V score is:	

Instruction 3:

Transpose your score from each factor from the previous page to Table A.3 in the column labelled "X. Your Scores."

Instruction 4:

You need to calculate your own average score. Take the total scores of all 5 factors (at column X) and write it in row A. Then divide it by 5 and write the number in row B (Table A.3).

Instruction 5:

To work out if you are high, average, or low in each factor, compare the score of each factor (column X) to your average score (row B). For example, if your factor I extraversion score was 28 and your average score was 32, then you are average in extraversion.

Instruction 6:

Write in the column labelled “Y. Your Big Five Scale” if your score for each of the factors was H (high), A (average), or L (low).

Now, you have a sketch of your personality profile.

Table A.3 Your BFI Scores

	X. Your Scores	Y. Your Big Five Scale High (H), Average (A), or Low (L)
Factor I: Extraversion		
Factor II: Neuroticism		
Factor III: Openness		
Factor IV: Agreeableness		
Factor V: Conscientiousness		
A. Total Scores of All 5 Factors		
B. Divide Total Scores by 5:	(This is your average score.)	

General Disclaimer: This questionnaire is to be undertaken in the spirit of discovering one’s own personality traits. Reliance on it is at one’s own discretion.

Transfer your 3 highest scoring BFI Factors onto the SHAPE Profile on page 66.

EXPERIENCES

“E” in SHAPE

“And we know that God causes all things to work together for good to those who love God, to those who are called according to His purpose” Rom 8:28.

You have been shaped by your experiences in life, most of which were beyond your control. God moulds you, using your life experience, for His purpose.

In determining your shape for serving God, you should examine at least five kinds of experiences from your past.

- 1. Ministry Experiences**
How have you served God in the past?
- 2. Work Experiences**
What jobs have you been most effective in and enjoyed most?
- 3. Educational Experiences**
What were your favourite subjects in school?
- 4. Spiritual Experiences**
What have been your most meaningful times with God?
- 5. Painful Experiences**
From what problems, hurts, thorns, and trials have you learned?

It is this last category, painful experiences, that God uses the most to prepare you for ministry. God never wastes a hurt! In fact, your greatest ministry will most likely come out of your greatest hurt.

Who could better help an alcoholic recover than someone who fought that demon and found freedom? Who could better comfort a wife whose husband has left her for an affair than a woman who went through that agony herself? God allows you to go through painful experiences to equip you for ministry to others. The Bible says

“He comforts us in all our troubles so that we can comfort others. When others are troubled, we will be able to give them the same comfort God has given us” 2 Cor 1:4.

If you really desire to be used by God, you must understand a powerful truth: the very experiences that you have resented or regretted most in life—the ones you’ve wanted to hide and forget—are the experiences God wants to use to help others. They are your ministry!

Example: The Apostle Paul’s Ministry

Consider Paul’s spiritual experiences, painful experiences, educational experiences, work experiences and ministry experiences. How did each of these contribute to His ministry?

What about you? How have you developed? What about your spiritual experiences, painful experiences, educational experiences, work experiences and ministry experiences?

(2 Corinthians 11:16-33)



Assessment #6: Examining My Experiences

INSTRUCTIONS: As you look over the word list for each of these areas, ask God to help you identify which ones describe your experiences. Tick all that apply to your life in each of the 5 areas. If necessary, use the “other” line at the end of each area to write in your unique personal experience.

1. Spiritual Experiences

- Baptised
- Community Outreach
- Cross Cultural Ministry
- Led Someone to Christ
- Member of a Small Group
- Regularly Give Back to God
- Regularly Pray
- Regularly Read the Bible
- Serving in a Ministry
- Other _____

2. Painful Experiences

I can relate to someone going through...

- Abortion
- Abuse
- Adoption
- Alcoholism
- Alzheimer's/Dementia
- Annulment of Marriage
- Bankruptcy
- Business Failure/Challenges
- Cancer
- Chronic Pain
- Crisis Pregnancy
- Death/Grief
- Depression
- Divorce
- Drug Abuse/Addiction
- Eating Disorder
- Extended Depression
- Extended Court Proceedings
- Extended Job Loss
- Physical Disability
- Extended Physical Illness/Injury
- Homeless
- Military Wartime Service
- Miscarriage
- Orphaned
- Prison
- Recovery Program
- Remarried
- Separated and/or Restored Marriage
- Sexual Compulsion
- Suicide of Family Member
- Widowed
- Other _____

3. Educational Experiences

- NCEA (High School)
- Associate of Arts Degree
- Bachelor Degree
- Masters Degree
- PHD/Doctoral Degree
- Specialised Advanced Training
- Other _____

4. Work Experiences

Agriculture/Animal Husbandry

Automotive

- Management
- Manufacturing
- Mechanic/Maintenance
- Sales/Marketing
- Other _____

Business

- Administrative Support
- Advertising/Marketing
- Chemicals
- Consulting
- Construction/Building
- Financial Services
- Food/Restaurant Services
- Manufacturing
- Personnel/Human Relations
- Personal Care Products/Services
- Project/Area Management
- Product Receiving/Delivery
- Property Management
- Public Relations
- Purchasing
- Real Estate
- Recruiting/Head Hunting
- Sales/Retail
- Service/Customer Relations
- Sewing
- Small Business Owner
- Other _____

Creative Arts

- Architecture
- Advertising
- Computer Arts
- Fashion
- Fine Arts
- Graphic Design
- Illustration
- Interior Architecture & Design
- Industrial Design
- Motion Pictures & Television
- Photographer

Computer

- Consulting
- Hardware
- Software
- Data Entry/Management
- Info Systems/Tech Support
- Web Based
- Graphics
- Printing
- Other _____

Engineering

Entertainment

- Actor/Actress
- Resorts/Theme Parks
- Other _____
- Banquets/Events
- Media (Radio, Video, Film, etc.)
- Hotel Services

Field of Education

- Christian/Religion
- Languages
- Mathematics
- Preschool/Primary Education
- Sciences
- Specialist
- _____
- Counselling
- Manual Arts/Vocational Skills
- Music
- Social Sciences
- Technology/Communication
- History
- Physical Education/Coaching
- High School Education
- Special Education
- Training

Home-maker

Medical

- Administrative/Support Services
- Dental
- Geriatrics
- Nursing
- Ophthalmology/Optomety
- Pathology
- Physical/Occupational Therapy
- Sales/Services
- Other _____
- Dermatology
- Internal
- Nutrition
- Paediatrics
- Speech Pathology
- Chiropractic
- General
- Mental Health
- Obstetrics/Gynaecology
- Orthodontics
- Pharmacology
- Podiatry
- Surgery

Military

- Air Force
- Army
- Coast Guard
- Marines
- Navy
- Other _____

Public/Civil Services

- Fire protection
- Government Services
- Immigration Services
- Inland Revenue Department
- Investigation
- Policy/Permit
- Law Enforcement/Security
- Postal Services
- Social/Community Services
- Transportation
- Other _____

Retired

Student

Tax/Legal/Court Services

- Attorney
- Certified Public Accountant
- Court Services
- Paralegal
- Prisoner Services (Bail, Parole)
- Other _____

Transportation

- Airline Attendant
- Airline Pilot
- Air Traffic Control
- Bus/Truck/Automobile Driver
- Railroad
- Travel Agency/Services
- Other _____

Utilities

- Cable Television
- Gas/Electric
- Phone
- Service/Sales/Management/Installation
- Water
- Other _____

Vocational Ministry

- Administrator
- Director
- Pastor

5. Ministry Experiences

I have worked with...(Age/Life stage)

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

Ministry Roles/Functions

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

Transfer the 3 Life Experiences you have grown from the most onto the SHAPE Profile on page 66.

SUMMARY STATEMENTS

About Ministry:

- Ministry is the heart of the Christian life (Matt 20:28).
- Function follows form in ministry. How God made you determines what He intends for you to do. God has uniquely shaped each individual for a specific ministry.
- God has given all His children gifts that can be developed and used in ministry. Everyone is a “10” in some area. Everyone has something to offer. Developing and using your gifts is an act of good stewardship and of service.
- The evidence of the right match between your ‘shape’ and your ministry is: fulfilment and fruitfulness.

About the Body of Christ:

- The church is to operate on the basis of Spiritual Gifts, rather than elected office. We do not elect people to ministries. “A man’s gift makes room for him” Prov 18:16.
- The church is a family, not a business; an organism, not an organisation. Therefore we streamline the structure in order to maximise ministry and minimise maintenance. We do not bury ministries under procedures.
- The greater good of the whole Body must always take priority over the needs of any single ministry. There is no place for “turfism” in God’s Family.

About the Role of Pastors:

- The objective is to mobilise and equip an army of ministers who are maximising their unique gifts, heart,

abilities, personality, and experiences in a meaningful place of service through our church.

About Accountability:

- Everything rises or falls on leadership. No ministry can exceed the commitment of those leading it.

About Training:

- Every minister is a learner. The moment you stop learning, you stop leading.

About Diversity of Ministry:

- Ministries have seasons. If a ministry isn’t meeting a need anymore, let’s give it a decent burial. There are no sacred cows!
- Your primary ministry commitment should be in the area where you are gifted. Your secondary ministry includes serving in any other area of the Body where you are needed.

About Performance:

- We expect excellence in ministry, not perfection. Excellence is doing your best. God deserves our best.

Congratulations!

You are now a SHAPE graduate!

THE NEXT STEP

Determining Their Availability

It does not take great ability; it takes great availability for God to make an impact with our lives!

Your participants have begun their SHAPE discovery process. They have examined their Spiritual Gifts, their heart's desires, their natural abilities, their personality bent and their life experiences. Now your job as a facilitator is to assist your participants find the ways in which they are going to use their God given SHAPE to serve within His church and the community.

It is vital that participants start experimenting and trying different ways to serve in the first two weeks after they complete the SHAPE Workshop. Participants will be more likely to try new things straight after the workshop because their motivation will be high. If they don't start on this journey in the first two weeks, they can lose the new enthusiasm and their chances of getting involved in any ministry will be very slim.

Servants make themselves available to serve. They want to be ready to jump into service when called on.

Much like a soldier, a servant must always be standing by for duty:

“No soldier in active service entangles himself in the affairs of everyday life, so that he may please the one who enlisted him” 2 Tim 2:4 (NASB).

If we only serve when it's convenient for us, we should rethink our priorities. True servants do what's needed, even when it's inconvenient.

As your participants think about committing time to serve, help them answer the following questions:

1. Are they making service a priority?
1. In their current season of life, how much time do they think they can give?

As they think about these questions, the following principles will help them not to be too overwhelmed!

1. **Less Is More.** When it comes to their ministry, they can't just drop everything and devote themselves entirely to doing 25 new things. It simply means that their focus will not be on doing things that will bring them quick results but it shall be on doing the very thing that will guarantee them long lasting results. It means that they will

work tirelessly on this one thing, investing all their energy and time to see it develop and grow. Here is the question that will help them put this principle in practice:

What is the one thing (yes—just one thing!), that if they did it consistently today and from here on, would guarantee great results now and in the future?

With this in mind, they will have just one primary ministry what they will give their best shot at and might have a secondary ministry where they can just assist others. Remember, they can't sign up to doing more than one primary and one secondary ministry when they are helping.

- 2. Realignment Is Better Than Addition.** All too often we try to add more good things to what we already do until we stop being effective because we have so many commitments. So, as participants discover their SHAPE they will need to decide what they might need to let go of so they can fully dedicate themselves to their new ministry. Don't try to add a new ministry to what they are already doing, unless they are already fulfilling their new ministry in their current role.

Please ask the participants to think about the amount of time they could dedicate to their new ministry per week:

- _ 1-2 hours
- _ 3-5 hours
- _ 6 + hours

Please ask the participants to think about their best time during the week to serve:

- _ Weekday
- _ Weeknight
- _ Weekend

**“Whoever serves Me must follow Me; and where I am, My servant also will be. My Father will honour the one who serves Me”
Jon 12:26 NIV.**

Schedule SHAPE Discovery Sessions

Once participants have completed the SHAPE Workshop, make it a priority to schedule a follow-up SHAPE Discovery Session so they can talk with you one-on-one about their SHAPE Profile. In this session, you will be helping individual participants to plug in with an appropriate ministry where God can use them to make a lasting impact.

SHAPE Discovery Session FAQ's

What to Expect

- WHERE:** SHAPE Discovery Sessions are held primarily at the church office, but may be scheduled anywhere.
- WHEN:** SHAPE Discovery Sessions are offered at various times of the day and week suitable for you.
- WHO:** Your SHAPE Discovery Session is facilitated by a trained SHAPE Coach who will depend on the Holy Spirit to guide your time as you start to explore service opportunities.
- WHAT:** During your SHAPE Discovery Session your SHAPE Coach will:
- Meet you at the church office (or elsewhere).
 - Open your session in prayer asking the Holy Spirit to guide the two of you.
 - Be confidential.
 - Review your SHAPE Profile starting with your experiences and ending with your gifts.
 - Talk about other responsibilities you have in life to see if the time is right for you to serve. Often people fall into one of four areas:
 1. Ready to serve
 2. Need time to heal...spiritually or emotionally
 3. Already serving
 4. Want to start a new ministry
 - Suggest 2-3 opportunities that fit your SHAPE, if you are ready to start serving.
 - Ask you to contact the selected ministries and start serving as soon as possible.
 - Answer any questions you may have.
 - Close this session in prayer.
- HOW LONG:** The average SHAPE Discovery Session lasts 1 hour.

SHAPE PROFILE

Since you have started discovering your Spiritual Gifts, Passion, Abilities, Personality, and Experience, you can now transfer your primary gifts, passion factors, abilities, personality traits and most significant experiences in the below profile. It will give you a good summary of what your God-given SHAPE is and how you can live a purposeful life fulfilling your unique calling.

Spiritual Gifts. Primary Ministry Roles

1. _____
2. _____
3. _____

Heart. Personal Motivational Drivers

1. _____
2. _____
3. _____

Abilities. Primary Abilities

1. _____
2. _____
3. _____

Personality. The BIG Five Personality Traits Summary

1. _____
2. _____
3. _____

Experiences. Life Experiences I Have Grown From

1. _____
2. _____
3. _____

Based on the summary above, my future ministry possibilities might be some of the following:

1. _____
2. _____
3. _____

Encourage them to Give It A Try!

Encourage your participants to experiment with different areas of service. Remember: It is easier to discover gifts through ministry than to discover a ministry through gifts. Encourage them to try a few ministries and see what fits and what does not, and then stay committed to what fits their SHAPE.

My Personal Commitment

I acknowledge that my life is God's gift to me and the way I live is my gift to God. I recognise that God has been with me ever since my first breath and that He has been shaping me into a unique person He wants me to be.

I appreciate every Spiritual Gift God has given to me

I treasure the Passion He has put into my heart

I'm thankful for the Abilities He has entrusted me with

I embrace the unique Personality He wired me with

I'm grateful for all the Experiences God has grown me with

So, I desire to commit or re-commit to God more fully in an act of service according to my SHAPE.

Name _____

Date _____



