

# Personal Ministry

## Class Objectives:

### 1. Determining and Developing your Spiritual SHAPE

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- **Everyone** has been given **at least one** Spiritual Gift—and most people possess two or more gifts to some degree

⇒ *“There are **different kinds of gifts**, but the same Spirit. There are different kinds of service, but the same Lord. There are different kinds of working, but the same God works all of them **in all men....** and He gives them **to each one**, just as He determines.”* 1Corinthians 12:4-6,11b

### 2. Determining and Developing your Personal Ministry

- It is **God’s will** for believers to minister to others:

⇒ *“For we are God’s workmanship, created in Jesus Christ **to do good works**, which God prepared in advance for us to do.”* Eph. 2:10 (NIV)

## Definition of Ministry

- Derived from the Greek word “diakonos” which means \_\_\_\_\_
- Ministry, then, is \_\_\_\_\_ the **unique gifts and talents** that God has given us to serve Him and the needs of others.  
  
⇒ “*Each one should use whatever gift he has received to serve others, faithfully administering God’s grace in its various forms.*” 1Peter 4:10 (NIV)

## The Master Plan

- God would not give us \_\_\_\_\_ gifts and talents if they were not to be used.  
  
⇒ “*He [Jesus] has made us competent as ministers of a new covenant.*” 2Corinthians 3:6 (NIV)
- We must discover what those unique gifts are in order to fulfill our \_\_\_\_\_  
  
⇒ “*All this is from God, who reconciled us to Himself through Christ and gave us the ministry of reconciliation.*” 2Corinthians 5:18 (NIV)
- It’s not \_\_\_\_\_ ministry—it’s Christ’s ministry at work \_\_\_\_\_ us.  
  
⇒ “*It is not that you have chosen me; but it is I who have chosen you. I have appointed you to go and bear fruit.*” John 15:16 (Ph)
- It’s not the \_\_\_\_\_ job to minister—it’s \_\_\_\_\_ job to do so.  
  
⇒ “*It was He who gave some to be..... pastors and teachers, to prepare God’s people for works of service, so that the body of Christ may be built up.*” Ephesians 4:11-12
- The pastors are the **administrators**
- The people are the ministers

## Two Levels of Personal Ministry

1. \_\_\_\_\_ ministry:
  - The ministry that best expresses what God made you to be and do
2. \_\_\_\_\_ ministry:
  - Other ministries in which you are needed

## Three Purposes of Personal Ministry

1. \_\_\_\_\_ the Lord:
  - ⇒ “As they **ministered** to the Lord.....” Acts 13:2 (KJV)
  - ⇒ “**Exalt the Lord our God and worship at his footstool.**” Psalm 99:5 (NIV)
2. \_\_\_\_\_ believers:
  - ⇒ “Let us therefore make every effort to do what leads to peace and to **mutual edification.**” Romans 14:19 (NIV)
3. \_\_\_\_\_ Christ’s Kingdom:
  - ⇒ “For this is what the Lord has **commanded us:** ‘I have made you a light for the Gentiles, that you may **bring salvation to the ends of the earth.**” Acts 14:9 (NIV)

## Three Areas of Need

1. \_\_\_\_\_ needs
  - ⇒ “For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me..... **whatever you did for one of the least of these brothers of mine, you did for Me.**” Matthew 25:35-36,40 (NIV)

2. \_\_\_\_\_ needs

⇒ *“Warn those who are idle, encourage the timid, help the weak, be patient with everyone....”* 1Thessalonians 5:14 (NIV)

3. \_\_\_\_\_ needs

⇒ *“As you come to Him, the living Stone.... you also, like living stones, are being built into a spiritual house to be a holy priesthood.”* 1Peter 2:5 (NIV)

## Ten Reasons for Developing Your Personal Ministry

1. We have been \_\_\_\_\_ for ministry:

⇒ *“God in His grace, chose me even before I was born, and called me to serve Him.”* Galatians 1:15 (LB)

2. We have been \_\_\_\_\_ for ministry:

⇒ *“It is He who saved us and chose us for His holy work, not because we deserve it but because that was His plan long before the world began.”* 2Timothy 1:9 (LB)

3. We have been \_\_\_\_\_ into ministry:

⇒ *“But you are a chosen people, a royal priesthood, a holy nation, a people belonging to God that you may declare the praises of Him who called you out of darkness into His wonderful light.”* 1Peter 2:9 (NIV)

4. We have been individually and uniquely \_\_\_\_\_ for ministry:

⇒ *“We have different gifts according to the grace given us.”* Rom. 12:6 (NIV)

5. We have been \_\_\_\_\_ for ministry:

⇒ *“All authority in heaven and on earth has been given me. Therefore go and make disciples of all nations.... teaching them to obey everything I have commanded you.”* Matthew 28:18-20 (NIV)

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## *Personal Ministry*

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⇒ “We are therefore **Christ’s ambassadors**, as though God were making His appeal through us.” 2Corinthians 5:20 (NIV)

6. We have been \_\_\_\_\_ to minister:

⇒ “**Take heed to the ministry** you’ve received from the Lord and **fulfill it.**” Colossians 4:17 (NKJ)

⇒ “Whoever wants to become great among you must be your **servant**... just as the Son of Man did not come to be served, but **to serve.**” Matthew 20:26-28

7. We are \_\_\_\_\_ for our ministry:

⇒ “After a long time the master of those servants returned and **settled accounts** with them. The man who had received the five talents brought the other five. ‘Master,’ he said, ‘you entrusted me with five talents. See, I have gained five more.’ His master replied, ‘**Well done, good and faithful servant!** You have been faithful with a few things; I will put you in charge of many things.’” Matthew 25:19-21 (NIV)

8. We will be \_\_\_\_\_ for our ministry:

⇒ “Whatever you do, work at it with all your heart, as **working for the Lord**, not for men, since you know that you will **receive an inheritance** from the Lord as a **reward.**” Colossians 3:23-24 (NIV)

9. The Body of Christ \_\_\_\_\_ our ministry:

⇒ “All of you together are the **one body of Christ** and each of you is a separate and **necessary part** of it.” 1Corinthians 12:27 (LB)

10. Ministry \_\_\_\_\_ us for Heaven:

⇒ “If a man cleanses himself... he will be an **instrument for noble purposes**, made holy, useful to the Master and **prepared to do any good work.**” 2Timothy 2:21 (NIV)

⇒ “But in keeping with His promise, we are looking forward to a **new heaven** and a new earth, the home of the **righteous.**” 2Peter 3:13 (NIV)

## Five Steps to Discovering Your Personal Ministry

Romans 12:1-8 instructs us to:

1. Dedicate your \_\_\_\_\_

⇒ *“I urge you.... to **offer your bodies** as living sacrifices, holy and pleasing to God—this is your spiritual act of worship.”* Romans 12:1 (NIV)

2. Eliminate worldly \_\_\_\_\_

⇒ *“**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.”* Romans 12:2 (NIV)

3. Evaluate your \_\_\_\_\_ & \_\_\_\_\_

⇒ *“Do not think of yourself more highly than you ought, but rather **think of yourself with sober judgment**, in accordance with the measure of faith God has given you.”* Romans 12:3 (NIV)

4. Cooperate with other \_\_\_\_\_

⇒ *“Just as each of us has one body with many members, and these members do not all have the same function, so **in Christ we who are many form one body**, and **each member belongs to all the others.**”* Romans 12:4-5 (NIV)

5. Activate your \_\_\_\_\_

⇒ *“We have **different gifts**, according to the grace given us... prophecy... serving... teaching... encouraging... contributing... giving.... leadership... mercy....”* Romans 12:6-8 (NIV)

⇒ *“Now to each one the manifestation of the Spirit is given **for the common good.**”* 1Corinthians 12:7 (NIV)

## Implications of Paul's Physiology Lesson

### 1Corinthians 12:12-26 (NIV)

*“The body is a unit, though it is made up of many parts; and though all its parts are many, they form one body. So it is with Christ. For we were all baptized by one Spirit into one body [i.e. **the Body of Christ**].....*

*“The eye cannot say to the hand, ‘I don’t need you!’ And the head cannot say to the feet, ‘I don’t need you!’ On the contrary, **those parts of the body that seem to be weaker are indispensable**, and the parts that we think are less honorable we treat with special honor....*

*“God has combined the members of the body and has given greater honor to the parts that lacked it, so that **there should be no division in the body**, but that its parts should have equal concern for each other. If one part suffers, every part suffers with it; **if one part is honored, every part rejoices with it.***

- Every member is a \_\_\_\_\_ of Christ’s Body
- Every member has a different \_\_\_\_\_
- Every member’s \_\_\_\_\_ is important
- Every member \_\_\_\_\_ to the other members
- Christ wants to use each member to \_\_\_\_\_ His Body!

## Always remember—there is Unity of Purpose

⇒ *“There are different kinds of gifts, but the **same Spirit**. There are different kinds of service, but the **same Lord**. There are different kinds of working, but the **same God**.” 1Corinthians 12:4-6 (NIV)*

## Discovering How God Has SHAPED Your Life for Ministry

- God has been forming and shaping us even \_\_\_\_\_ we were born
  - ⇒ *“Your hands **shaped me and made me**..... you molded me like clay..... and knit me together with bones and sinews.” Job 10:8,9,11 (NIV)*
  - ⇒ *“My frame was not hidden from You when I was made in the secret place. When I was woven together in the depths of the earth, **Your eyes saw my un-formed body**. All the days ordained for me were written in Your book before one of them came to be.” Psalm 139:15-16 (NIV)*
- We are God’s \_\_\_\_\_
  - ⇒ *“For we are **God’s workmanship**, created in Christ Jesus **to do good works**, which God prepared in advance for us to do.” Ephesians 2:10 (NIV)*
- We were made for a \_\_\_\_\_
  - ⇒ *“And we know that in all things God works for the good of those who love Him, **who have been called according to His purpose**. For those God foreknew, He also predestined to be conformed to the likeness of His Son.” Romans 8:28 (NIV)*
- We must accept \_\_\_\_\_ as we were created in order to be fully integrated and functional.
  - ⇒ *“But indeed, O man, **who are you** to reply against God? Will the thing formed say to Him who formed it, ‘Why have you made me like this?’ **Does not the potter have power over the clay...?’**” Romans 8:20-21 (NKJ)*
- The unique \_\_\_\_\_ God made determines your ministry.
  - ⇒ *“There are **different kinds of gifts**, but the same Spirit. There are **different kinds of service**, but the same Lord. There are **different kinds of working**, but the same God works all of them in all men.” 1Corinthians 12:4-6 (NIV)*

# The 5 Factors that Determine Your SHAPE

## **S**piritual Gifts

What you are \_\_\_\_\_ to do  
*“Each one has his own gift from God.”*  
1Corinthians 7:7 (NKJ)

## **H**earth

What you \_\_\_\_\_ to do  
*“For God has put it into their hearts to fulfill His purpose, to be of one mind.”* Revelation 17:17 (NKJ)

## **A**bilities

What you are \_\_\_\_\_ to do.  
*“He has made us competent as ministers of a new covenant.”* 2Corinthians 3:6 (NIV)

## **P**ersonality

What your \_\_\_\_\_ suits you to do.  
*“For who among men knows the thoughts of a man except the man’s spirit within him?”*  
1Corinthians 2:11 (NIV)

## **E**xperiences

What you’ve done \_\_\_\_\_ you for the road ahead.  
*“I have learned by experience that the Lord has blessed me for your sake.”* Genesis 30:27

## Your Destiny: Doing What God Made You To Do

- Christ’s ministry through us will be most effective and fulfilling when we are using our **Gifts** and **Abilities** in the area of our **Heart’s** desire in a way that best expresses our **Personality** and **Experiences**.

## Case Study: The Apostle Paul

### Paul’s Spiritual Gifts:

⇒ “... *an apostle of Jesus Christ by the will of God.*” 2Timothy 1:1 (NKJ)

### Paul’s Heart:

⇒ “*It has always been my ambition to preach the gospel.*” Romans 15:20 (NIV)

### Paul’s Ability:

⇒ “... *he was a tentmaker.... he debated in the Synagogues...*” Acts 18:2,4 (GN)

### Paul’s Personality:

⇒ “.. *you have heard of my... fanatical zeal.... and boundless enthusiasm....*” Galatians 1:13-14 (Ph)

### Paul’s Experiences:

1. **Spiritual:** Conversion & Baptism—Acts 9:1-20
2. **Educational:** “... *a Jew.... brought up... at the feet of Gamaliel, taught according to the strictness of our fathers’ law.*” Acts 22:3 (NKJ)
3. **Painful:** “.. *in prison frequently... five times I received forty stripes... three times I was beaten with rods... once I was stoned... three times I was shipwrecked... a night and day I have been in the deep.... in weariness and toil, in sleeplessness often, in hunger and thirst... in cold and nakedness...*” 2Corinthians 11:23-27 (NKJ)
4. **Ministry:** Book of Acts

# Spiritual Gifts

## What the Bible Teaches about Spiritual Gifts:

### 1. Definition:

A spiritual gift is a \_\_\_\_\_ ability **given by the Holy Spirit to every believer.**

### 2. Purpose:

a) To \_\_\_\_\_ to others

⇒ “Now to **each one** the manifestation of the Spirit is given for the **common good.**” 1Corinthians 12:7 (NIV)

b) To \_\_\_\_\_ the Body of Christ

⇒ “It was He who gave **gifts to men.... to build up the Body of Christ.**” Ephesians 4:11,13 (GN)

### 3. Biblical Facts about Spiritual Gifts:

a) Only \_\_\_\_\_ have spiritual gifts (1Cor. 2:14)

b) Every believer has at least \_\_\_\_\_ gift (1Cor. 7:7)

c) No believer receives \_\_\_\_\_ the gifts (1Cor. 12:27-30)

d) No single gift is given to \_\_\_\_\_. (1Cor. 12:29-30)

e) You do not and cannot \_\_\_\_\_ a spiritual gift (Eph. 4:7)

f) The Holy Spirit \_\_\_\_\_ who gets what gift (1Cor. 12:11)

g) Spiritual gifts are \_\_\_\_\_ (Rom. 11:29)

h) Spiritual gifts must not be \_\_\_\_\_ (1Tim. 4:14)

i) It is a \_\_\_\_\_ to waste one’s spiritual gifts (1Cor. 4:2)

- j) Using one's gifts both \_\_\_\_\_ Christ and \_\_\_\_\_ the believer. (John 15:8)
- k) Believers should \_\_\_\_\_ spiritual gifts (1Cor 14:1)
- l) Spiritual gifts are **not** signs of spiritual \_\_\_\_\_ (1Cor. 14:20)
- m) The more "sensational" gifts (e.g. prophesy) are **not** more \_\_\_\_\_ than the other gifts. (1Cor. 12:21-22)
- n) Spiritual gifts are **not** more \_\_\_\_\_ than the fruit of the Spirit (Gal. 5:22-23)
  - Fruit demonstrates \_\_\_\_\_
  - Gifts demonstrate \_\_\_\_\_
- o) Using a spiritual gift without \_\_\_\_\_ is worthless (1Cor. 13:1-3)

**4. Believers should guard against:**

- a) \_\_\_\_\_ (that is, expecting others to have the same gifts and serve in the same way as yourself)
- b) \_\_\_\_\_ (that is, understanding that others may also possess the same gift)

**5. Two levels of spiritual gifts:**

- a) \_\_\_\_\_ - area in which you are gifted
- b) \_\_\_\_\_ - area in which you are needed

**6. Three ways to use your spiritual gifts:**

- a) \_\_\_\_\_ ministry
- b) \_\_\_\_\_ projects
- c) \_\_\_\_\_ situations

## Three Classifications of Spiritual Gifts

### 1. Five-fold Ministry Gifts (Eph. 4:11-13)

- a) \_\_\_\_\_
- b) \_\_\_\_\_
- c) \_\_\_\_\_
- d) \_\_\_\_\_
- e) \_\_\_\_\_

- Ministry gifts **are not** \_\_\_\_\_ than other spiritual gifts, they just happen to be the ones necessary to form the **structure** of the Church
- You can possess a Ministry Gift and serve that \_\_\_\_\_ without holding the \_\_\_\_\_  
⇒ e.g. you might have the pastoral gift without being the Pastor

### 2. Motivational Gifts

- a) **Helping** (1Cor. 12:28)
- b) **Administration** (1Cor. 12:28)
- c) **Leadership** (Rom. 12:8)
- d) **Exhortation /Encouragement** (1Cor. 14:3 & Rom. 12:8)
- e) **Giving** (1Cor. 13:3 & Rom 12:8)
- f) **Mercy** (Rom. 12:8)
- g) **Hospitality** (1Peter 4:9)
- h) **Celibacy** (1Cor. 7:7-9, 27)

- i) **Martyrdom** (1Cor. 13:3)
- j) **Prophecy** (1Cor. 14:3 & Rom. 12:6)
- k) **Teaching** (1Cor. 12:28 & Rom 12:7)
- l) **Missionary** (1Cor. 9::14 & Rom. 10:15)

**3. Manifestation Gifts:** Spontaneous, not permanent (1Cor 12:4-11)

- a) **Mind Gifts:** Wisdom, Knowledge, Discernment of Spirits
- b) **Might Gifts:** Faith, Healing, Miracles
- c) **Mouth Gifts:** Prophecy, Tongues, Interpretation of Tongues

## **How to Start Discovering Your Spiritual Gift(s)**

1. \_\_\_\_\_ - know and understand the gifts
2. \_\_\_\_\_ - take a gifts test
3. \_\_\_\_\_ - experiment in different areas
4. \_\_\_\_\_ - e.g. attend Personal Ministry class
5. \_\_\_\_\_ - what do others perceive your gift to be
6. \_\_\_\_\_ - listen to the Holy Spirit

## The 10 Primary Spiritual Gifts

| <b>DEFINITION</b>  | <b>AMPLIFICATION</b>  | <b>DANGER/ABUSE</b>  |
|--|---|--|
| <p><b><u>Evangelism</u></b></p> <p>The motivation to lead people to the saving knowledge of Jesus Christ.</p>  | <p><b><u>Evangelists must:</u></b></p> <ol style="list-style-type: none"><li>1. Be assertive soul-winners</li><li>2. Be sensitive to the needs and readiness of each individual</li><li>3. Be impervious to rejection, hostility, criticism and condemnation</li></ol>                  | <p><b><u>Evangelists must not:</u></b></p> <ol style="list-style-type: none"><li>1. Be overly aggressive or obnoxious</li><li>2. Become discouraged by an apparent lack of progress</li><li>3. Believe that they alone hold the keys to the Kingdom of God</li></ol>   |
| <p><b><u>Prophecy</u></b></p> <p>The motivation to proclaim God's truth; to bring to light things previously concealed; to reveal unrighteous motives.</p> | <p><b><u>Prophets must:</u></b></p> <ol style="list-style-type: none"><li>1. Be persuasive speakers</li><li>2. Speak the truth no matter what the consequences</li><li>3. Point out sin and unrighteousness in individuals as well as in the church as it is revealed to them</li></ol> | <p><b><u>Prophets must not:</u></b></p> <ol style="list-style-type: none"><li>1. Be proudful of their eloquence and persuasiveness</li><li>2. Rely on their own intuition rather than the Holy Spirit's leadership and guidance</li><li>3. Become more dependent on their ability to speak than on the power of the Holy Spirit to convict</li></ol> |
| <p><b><u>Teaching</u></b></p> <p>The motivation to make clear the doctrines and principles of the Bible.</p>   | <p><b><u>Teachers must:</u></b></p> <ol style="list-style-type: none"><li>1. Communicate clearly and accurately</li><li>2. Perform extensive research studies</li></ol>   | <p><b><u>Teachers must not:</u></b></p> <ol style="list-style-type: none"><li>1. Rely on their own ideas rather than God's Word and the guidance of the Holy Spirit</li></ol>  |

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| <p><b><u>Teaching</u></b> (continued)</p>  | <p>3. Concisely summarize and effectively present God's Truth</p>   | <p>2. Boast of their accumulated knowledge</p> <p>3. Get lost in the details rather than communicating clear principles</p> <p>4. Be more concerned about the information than the needs of their students</p>   |
| <p><b><u>Exhortation</u></b></p> <p>The motivation to stimulate and encourage others in their walk with the Lord.</p>  | <p><b><u>Exhorters must:</u></b></p> <p>1. Rejoice in hope eternal</p> <p>2. Be patient with slow progress</p> <p>3. Be persistent in prayer</p> <p>4. Offer constant encouragement</p>   | <p><b><u>Exhorters must not:</u></b></p> <p>1. Become discouraged with lack of progress</p> <p>2. Motivate others for selfish gain</p> <p>3. Spend too much time with those who want only temporary relief</p>   |
| <p><b><u>Pastor/Shepherd</u></b></p> <p>The motivation to oversee and care for the needs of a group of Christians.</p> | <p><b><u>Pastors must:</u></b></p> <p>1. Deeply care about the needs of others</p> <p>2. Serve as the coach of the "team"</p> <p>3. Be willing to carry other people's burdens</p> <p>4. Provide counseling and uplifting support</p> | <p><b><u>Pastors must not:</u></b></p> <p>1. Place their own needs before the needs of the flock</p> <p>2. Satisfy their own needs through the flock</p> <p>3. Take advantage of the flock for selfish gain</p> <p>4. Place themselves on a pedestal</p> |
| <p><b><u>Leadership</u></b></p> <p>The motivation to initiate, promote and lead the various church ministries.</p>     | <p><b><u>Leaders must:</u></b></p> <p>1. Know how to turn a vision into a reality</p>   | <p><b><u>Leaders must not:</u></b></p> <p>1. Become proud and boastful</p>   |

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| <p><b><u>Leadership</u></b> (continued)</p>   | <ol style="list-style-type: none"> <li>2. Inspire others to follow their lead</li> <li>3. Understand how to manage and motivate a diverse group of personalities</li> <li>4. Be impervious to criticism and condemnation</li> </ol>   | <ol style="list-style-type: none"> <li>2. Abuse their power</li> <li>3. Use people to accomplish their own goals</li> <li>4. Ignore the leadership of the Holy Spirit</li> </ol>   |
| <p><b><u>Administration</u></b></p> <p>The motivation to organize, maintain records, produce reports and perform office-related duties.</p> | <p><b><u>Administrators must:</u></b></p> <ol style="list-style-type: none"> <li>1. Enjoy detail-oriented work</li> <li>2. Have an analytical mind</li> <li>3. Be concerned about accuracy and deadlines</li> <li>4. Prefer to follow than to lead</li> </ol>   | <p><b><u>Administrators must not:</u></b></p> <ol style="list-style-type: none"> <li>1. Lose sight of the goals when immersed in the details</li> <li>2. Become impatient with sudden shifts in goals</li> <li>3. Use information as a source of power</li> <li>4. Attempt to subvert leadership with which they do not agree</li> </ol> |
| <p><b><u>Serving</u></b></p> <p>The motivation to render practical help and assistance to the church and to individuals.</p>                | <p><b><u>Servers must:</u></b></p> <ol style="list-style-type: none"> <li>1. Feel concern and compassion for others</li> <li>2. Have a strong sense of responsibility for the well-being of the church and its members</li> <li>3. Be more concerned about performing a worthwhile task than worrying about who takes the credit</li> </ol> | <p><b><u>Servers must not:</u></b></p> <ol style="list-style-type: none"> <li>1. Become bitter when their good deeds are not recognized or appreciated</li> <li>2. Over-emphasize practical needs to the neglect of spiritual needs (both theirs and others)</li> <li>3. Be pushy or premature in meeting perceived needs</li> </ol>     |

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| <p><b><u>Mercy-Showing</u></b></p> <p>The motivation to identify with and comfort those who are in distress.</p>         | <p><b><u>Mercy-showers must:</u></b></p> <ol style="list-style-type: none"> <li>1. Feel empathy with the misfortunes and misery of others</li> <li>2. Mentally and emotionally relate to the needs of others</li> <li>3. Possess the innate capacity to enter into the grief of those who sorrow and help them to feel better</li> </ol> | <p><b><u>Mercy-showers must not:</u></b></p> <ol style="list-style-type: none"> <li>1. Resent others who are not sensitive to the needs of others</li> <li>2. Allow themselves to be guided by their own emotions than by the Holy Spirit</li> <li>3. Fail to be firm when necessary</li> <li>4. Become possessive over those whom they comfort</li> </ol>   |
| <p><b><u>Giving</u></b></p> <p>The motivation to donate personal assets beyond the tithe to further the work of God.</p> | <p><b><u>Givers must:</u></b></p> <ol style="list-style-type: none"> <li>1. Have a genuine interest in meeting the material needs of the church, its members and the community at large</li> <li>2. Give freely without conditions</li> <li>3. Sacrifice their own personal well-being for the welfare of others</li> </ol>              | <p><b><u>Givers must not:</u></b></p> <ol style="list-style-type: none"> <li>1. Give with the desire for personal recognition or gain</li> <li>2. Invest in their own interests instead of the interests of God.</li> <li>3. Measure spiritual success by the amount of their giving</li> <li>4. Overlook long-term goals in meeting immediate needs</li> <li>5. Boast about their giving</li> </ol> |

## Hindrances to Discovering Your Gift

If you are not able to discern your spiritual gift, there may be one or more of the following obstacles in your path:

1. \_\_\_\_\_ problems in your personal life.
  - It is significant that the gifts of **Romans 12** are not mentioned until the **moral conflicts** of Romans 1-11 are dealt with.
2. Lack of \_\_\_\_\_ with the needs of others.
  - Our gifts are **awakened and discovered** as we focus on the **needs of others** rather than on our own wants and needs.
3. Misguided attempts to \_\_\_\_\_ others.
  - We must **imitate Christ** and be sensitive to the **guidance of the Holy Spirit** rather than model ourselves after other human beings.
4. Failure to \_\_\_\_\_ why certain activities appeal to us.
  - It is important for us to understand our **basic motivations**, whether or not they conflict with the **image** of what we want to be. We do not decide on our own gifts but rather **discover** the gifts with which we have been **endowed**.
5. \_\_\_\_\_ between motivational gifts and personal ministries.
  - There are times due to the **needs of the Church** and the **will of God**, that we may be conducting a personal ministry that does not grow out of our primary spiritual gift. As always, **we follow God's lead** instead of trying to force our own will and motivations onto a particular situation.

## Spiritual Gifts Tests

There are many tests you can take to help you determine your spiritual gifts. It is important to remember that:

1. No spiritual gifts test is \_\_\_\_\_
  - Spiritual gifts tests are only **imperfect guides** made by imperfect human beings to help you **discover** your gifts
2. A spiritual gifts test is only as good as your \_\_\_\_\_
  - **Inaccurate** responses will throw off the results—“**Garbage in, garbage out.**”
3. Your \_\_\_\_\_ of yourself may not be accurate in some areas.
  - Before taking the test, **pray for guidance** from the Holy Spirit
  - After taking the test, **check with others** to verify your perceptions of yourself
4. The \_\_\_\_\_ of taking the test is more important than the results
  - **Contemplate and pray** about the results to resolve any questions or concerns
  - Change your answers only on the **conviction of the Holy Spirit**

We have selected two spiritual gifts tests for this course:

1. The **Spiritual Gifts Inventory** as developed by the Church Growth Institute
  - This test covers 9 of the 10 primary spiritual gifts with Leadership combined into Administration and is distributed separately from these course materials
2. The **Motivational Gifts Test** as developed by Dr. Paul Walker, then pastor of the Mount Paran Church of God in Atlanta, GA, and present General Overseer of the Church of God denomination
  - This test covers 7 of the 10 primary spiritual gifts, with Administration combined into Leadership and is included on the following pages

## Motivational Gifts Test

Answer each of the following questions by checking either Yes or No. Choose the answer that most closely matches how you perceive yourself. Be completely honest with yourself. Don't dwell on any one question, go with your gut feeling.

**Yes**    **No**

- \_\_\_    \_\_\_    1. Would you describe yourself as an effective public speaker?
- \_\_\_    \_\_\_    2. Do you find it relatively easy and enjoyable to spend time in intense study and research of the Bible?
- \_\_\_    \_\_\_    3. Do you enjoy sharing the personal and emotional problems of people?
- \_\_\_    \_\_\_    4. Do you enjoy motivating others to various tasks and ministries?
- \_\_\_    \_\_\_    5. Do you seem to concentrate more on practical things that need to be done rather than on why they should be done?
- \_\_\_    \_\_\_    6. Would you rather give money to help than perform some manual task?
- \_\_\_    \_\_\_    7. Do you enjoy visiting people who are sick or disabled?
- \_\_\_    \_\_\_    8. When situations are not right, do you feel a burden to speak up about them in order to correct them?
- \_\_\_    \_\_\_    9. Do you love to prove and answer issues and questions?
- \_\_\_    \_\_\_    10. Have you found that people often seek you out to ask your advice about their problems?
- \_\_\_    \_\_\_    11. Do you find yourself setting goals and objectives for yourself and your ministry?
- \_\_\_    \_\_\_    12. Do you usually have a great deal of joy in just "doing things" that need to be done no matter how small or trivial the task?
- \_\_\_    \_\_\_    13. When you hear of someone in need, do you immediately think of sending them some money?

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*Personal Ministry*

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- \_\_\_ \_\_\_ 14. When you hear of someone in the hospital, does it challenge you to bring them some encouragement and cheer?
- \_\_\_ \_\_\_ 15. Do you have a tendency to speak up when issues are being dealt with in a group rather than remain silent?
- \_\_\_ \_\_\_ 16. When you hear a question or problem, are you anxious to both find and give an answer?
- \_\_\_ \_\_\_ 17. Would you rather talk personally with someone about their problems rather than sending them to someone else for help?
- \_\_\_ \_\_\_ 18. When someone is not doing a job well, do you feel concerned to help them become more effective in what they are doing?
- \_\_\_ \_\_\_ 19. Do you seem to have more satisfaction in doing a task than in what others thought of what you did?
- \_\_\_ \_\_\_ 20. Do you look for opportunities to give your money away without hearing any appeals?
- \_\_\_ \_\_\_ 21. Do you find it easy to express joy in the presence of those who are suffering physically?
- \_\_\_ \_\_\_ 22. Have you sensed that people feel convicted about wrong practices or doctrinal error when you share with them what the Bible says?
- \_\_\_ \_\_\_ 23. Have people often said that you have an ability to explain difficult problems to them, usually giving reasons for what you believe?
- \_\_\_ \_\_\_ 24. Do you receive joy when encouraging people who are going through personal problems and trials?
- \_\_\_ \_\_\_ 25. Would you rather show someone else how to do a task than to do it yourself?
- \_\_\_ \_\_\_ 26. Is it true of you that, when you are asked to do a particular task, you usually feel no pressure or obligation?
- \_\_\_ \_\_\_ 27. Do you find yourself responding immediately to financial needs by giving your money without a great deal of planning?

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- \_\_\_ \_\_\_ 28. Is it easy for you to talk with those who are suffering physically and to experience a positive response on their part?
- \_\_\_ \_\_\_ 29. When you speak God's Word, do you usually think of how this is going to challenge and motivate those to whom you are speaking?
- \_\_\_ \_\_\_ 30. Have people expressed to you how much they appreciate the way you explain things from the Bible?
- \_\_\_ \_\_\_ 31. Do you find it easy to deal with people who are depressed and discouraged; and do you experience a joy in what can be accomplished?
- \_\_\_ \_\_\_ 32. Do you have special concern to train and disciple other believers to become leaders?
- \_\_\_ \_\_\_ 33. Would you rather do a job yourself than to work with a group?
- \_\_\_ \_\_\_ 34. Do you sense a great deal of joy in giving, regardless of the response of the one to whom you gave?
- \_\_\_ \_\_\_ 35. Do you often think of ways to minister and help those who are suffering physically?
- \_\_\_ \_\_\_ 36. Have other believers shared with you that you have the ability to communicate God's Word with great effectiveness?
- \_\_\_ \_\_\_ 37. Do people often come to you seeking your answers to specific questions or problems from the Bible?
- \_\_\_ \_\_\_ 38. Do you sense a great deal of love and compassion for people having personal and emotional problems?
- \_\_\_ \_\_\_ 39. Do you have a special concern to help people reach their goals and objectives in life?
- \_\_\_ \_\_\_ 40. When you hear of a specific job that needs to be done, are you anxious to do it yourself?
- \_\_\_ \_\_\_ 41. When you give your money to someone or something, do you usually desire to avoid letting others know what you did?

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*Personal Ministry*

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- \_\_\_ \_\_\_ 42. Would you enjoy a regular ministry to those who are suffering physically?
- \_\_\_ \_\_\_ 43. Do you believe that you are gifted in communicating to others?
- \_\_\_ \_\_\_ 44. Would you rather explain the meaning of a word than simply share a verse by quoting it to someone?
- \_\_\_ \_\_\_ 45. Would you rather listen to others share their personal problems than share yours with someone else?
- \_\_\_ \_\_\_ 46. Do you usually take the leadership in a group where none exists?
- \_\_\_ \_\_\_ 47. Would you rather do a particular job than spend time talking with people about their particular problems and needs?
- \_\_\_ \_\_\_ 48. When you give money to someone, do you do so without any expectation of appreciation in return?
- \_\_\_ \_\_\_ 49. Do you feel a great deal of compassion for those who are suffering physically, and do you want to help them in some way?
- \_\_\_ \_\_\_ 50. Would you rather speak God's Word to others without a great deal of explanation or taking time to explain every detail?
- \_\_\_ \_\_\_ 51. Do you usually organize your thoughts in a systematic way?
- \_\_\_ \_\_\_ 52. When you hear of some believer who has "sinned" or "fallen away," are you anxious to go to them and try to help them?
- \_\_\_ \_\_\_ 53. Do you experience a great deal of joy in a leadership position rather than frustration and difficulty?
- \_\_\_ \_\_\_ 54. Do you find that you enjoy doing things that need to be done without being asked to do them?
- \_\_\_ \_\_\_ 55. Do you see the matter of giving money as a tremendous spiritual ministry, one which you believe God has given to you?
- \_\_\_ \_\_\_ 56. When visiting those who are suffering physically, do you experience joy rather than depression?

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- \_\_\_ \_\_\_ 57. When speaking to other believers, would you rather share verses than to share your personal experiences?
- \_\_\_ \_\_\_ 58. Have other believers often told you that you should have a regular teaching ministry, and have you felt the same?
- \_\_\_ \_\_\_ 59. Do you enjoy a person-to-person ministry more than ministering to a group?
- \_\_\_ \_\_\_ 60. Do you seem to know how to meet people's needs, goals, and desires without too much study and planning?
- \_\_\_ \_\_\_ 61. Is it necessary for you to have a "job description" when you are asked to do a particular task?
- \_\_\_ \_\_\_ 62. Are you really excited when someone asks you to help financially in some worthwhile project, seeing this as a great honor and privilege?
- \_\_\_ \_\_\_ 63. Are you willing and eager to spend time, money and resources in order to help those who are suffering physically?

## Scoring the Test

Within each spiritual gift category below, write in a “Y” for each question number that you answered “Yes”. Then total the number of “Y’s” for each category. The category with the highest total number of “Yes” answers is your primary spiritual gift. Below the total score, write in the rank for each spiritual gift (i.e. highest total equals 1, next highest equals 2, etc.). It is typical that you will score some “Yeses” within each category and that several might rank near the top.

| <b>Prophecy</b> | <b>Teaching</b> | <b>Exhortation</b> |
|-----------------|-----------------|--------------------|
| 1. _____        | 2. _____        | 3. _____           |
| 8. _____        | 9. _____        | 10. _____          |
| 15. _____       | 16. _____       | 17. _____          |
| 22. _____       | 23. _____       | 24. _____          |
| 29. _____       | 30. _____       | 31. _____          |
| 36. _____       | 37. _____       | 38. _____          |
| 43. _____       | 44. _____       | 45. _____          |
| 50. _____       | 51. _____       | 52. _____          |
| 57. _____       | 58. _____       | 59. _____          |
| # Yes: _____    | # Yes: _____    | # Yes: _____       |
| Rank: _____     | Rank: _____     | Rank: _____        |

| <b>Leadership</b> | <b>Serving</b> | <b>Giving</b> | <b>Mercy</b> |
|-------------------|----------------|---------------|--------------|
| 4. _____          | 5. _____       | 6. _____      | 7. _____     |
| 11. _____         | 12. _____      | 13. _____     | 14. _____    |
| 18. _____         | 19. _____      | 20. _____     | 21. _____    |
| 25. _____         | 26. _____      | 27. _____     | 28. _____    |
| 32. _____         | 33. _____      | 34. _____     | 35. _____    |
| 39. _____         | 40. _____      | 41. _____     | 42. _____    |
| 46. _____         | 47. _____      | 48. _____     | 49. _____    |
| 53. _____         | 54. _____      | 55. _____     | 56. _____    |
| 60. _____         | 61. _____      | 62. _____     | 63. _____    |
| # Yes: _____      | # Yes: _____   | # Yes: _____  | # Yes: _____ |
| Rank: _____       | Rank: _____    | Rank: _____   | Rank: _____  |

## Determining Your Heart for Ministry

### What is Heart?

**Physiological:** the hollow, **muscular organ** in a vertebrate animal that receives blood from the veins and pumps it through the arteries by alternate dilation and contraction.

**Emotional:** the center of emotions and feelings; the **source of emotions**, contrasted with the head, the source of intellect.

**Spiritual:** the Bible uses the term “heart” to represent the **center of motivation**, desires, inclinations and emotions.

⇒ *“Delight yourself in the Lord and He will give you the **desires of your heart.**”*  
Psalm 37:4 (NIV)

### The Motivations of the Heart Determines:

1. Why we \_\_\_\_\_ the things we do.

⇒ *“For out of the abundance of the **heart** the mouth **speaks.**”* Mat-  
thew 12:34 (NKJ)

2. Why we \_\_\_\_\_ the way we do.

⇒ *“The Word of God.... judges the thoughts and **attitudes of the heart.**”*  
Hebrews 4:12 (NIV)

3. Why we \_\_\_\_\_ the way we do.

⇒ *“Above all else, **guard your heart**, for it is the **wellspring of life.**”*  
Proverbs 4:23 (NIV)

## Your heart describes who you are:

- Each person has a unique \_\_\_\_\_
- Our heart races with anticipation and joy when we \_\_\_\_\_ the things that we \_\_\_\_\_ to do.
- We \_\_\_\_\_ feel deeply about some things and not about other things.
- Our heart determines our \_\_\_\_\_ in life.
- Our heart provides us with \_\_\_\_\_ motivations.
- God had a \_\_\_\_\_ in giving you your inborn interests.

⇒ *“For God has put it into their hearts to fulfill His purpose..... Revelation 17:17 (NIV)*

## However, we also are burdened with earthly desires:

- You have the choice to use your unique heartbeat for \_\_\_\_\_ or for \_\_\_\_\_.

⇒ *“But if you harbor bitter envy and selfish ambition in your hearts, do not boast about it or deny the truth. Such wisdom does not come down from heaven but is earthly, unspiritual, of the devil.” James 3:13-15 (NIV)*

⇒ *“But the wisdom that comes from heaven is first of all pure; then peace-loving, considerate, submissive, full of mercy and good fruit, impartial and sincere.” James 3:17 (NIV)*

- Therefore, we must be careful to examine the \_\_\_\_\_ of our motivations, which we can distinguish by the type of \_\_\_\_\_ it will produce.

# Heart Checkup

The key to **understanding your unique heartbeat** is to look at your past accomplishments.

- Use the form below to list and describe your accomplishments at **home, school, work, recreation, etc.**
- Include the things that you **enjoyed doing** and the things you **did well**
- Forget about what **others think** -- what made you feel **good about yourself**

## Grade School Years:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

## High School Years:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

## College and/or Twenties:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

### **Thirty-Something Years:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

### **Forties to Retirement:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

### **Retirement Years:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

- Now examine your accomplishments for **common motivational threads**
- Use the **checklist** on the following page as a further aid

# Heart Checklist

## I love to:

- \_\_\_ **Design/Develop** (i.e. create something new from scratch)
- \_\_\_ **Pioneer** (i.e. blaze a new path that's totally different -- a risk-taker)
- \_\_\_ **Lead** (i.e. to be in charge and direct the work of others)
- \_\_\_ **Serve/Help** (i.e. assist people/organizations to do well)
- \_\_\_ **Influence** (i.e. shake and shape the behavior and attitudes of others)
- \_\_\_ **Organize** (i.e. make order out of chaos)
- \_\_\_ **Operate/Maintain** (i.e. use existing methods/systems efficiently & effectively)
- \_\_\_ **Improve** (i.e. to change existing methods/systems for the better)
- \_\_\_ **Repair** (i.e. to fix broken things and put them back into working order)
- \_\_\_ **Acquire/Possess** (i.e. shop/collect -- the bargain hunter)
- \_\_\_ **Excel** (i.e. be the best at whatever you're asked or choose to do)
- \_\_\_ **Prevail/Win** (i.e. the competitor who lives for the challenge)
- \_\_\_ **Follow the Rules** (i.e. to painstakingly adhere to directions)
- \_\_\_ **Perform** (i.e. to be on stage as a speaker, singer, dancer, actor, etc.)
- \_\_\_ **Persevere** (i.e. to take on burdens and see them through)
- \_\_\_ **Other** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## Heart Tips:

- Don't do something if your heart is not in it -- you will not \_\_\_\_\_ nor will you find \_\_\_\_\_

⇒ *“Then hear from heaven Your dwelling place, and forgive, and **give to everyone according to all his ways, whose heart You know.**”*  
1Chronicles 6:30 (NKJ)

- **Remember** -- any of these traits can be used for \_\_\_\_\_ or for \_\_\_\_\_

⇒ *“Take heed to yourselves, lest your **heart be deceived**, and you turn aside and **serve other gods** and worship them.”* Deuteronomy 11:16 (NKJ)

⇒ *“**Serve the Lord** with all your **heart.**”* 1Samuel 12:20 (NKJ)

⇒ *“**Doing the will of God** from you **heart.**”* Ephesians 6:6

- Couple your **heart** with your **spiritual gifts** and with the guidance of the **Holy Spirit** and you'll be able to \_\_\_\_\_

⇒ *“If you have **faith** as a mustard seed, you will say to this mountain, ‘Move from here to there,’ and it will move; and **nothing will be impossible for you.**”* Matthew 17:20 (NKJ)

# Aiming Your Abilities at Your Destiny

*“Then the Lord said to Moses..... ”I have filled him with the Spirit of God, with skill, ability and knowledge in all kinds of crafts.” Exodus 31:3 (NIV)*

## Definitions:

**Ability**: being able to do something

**Skill**: the talents with which that something is accomplished

## True or False Test:

**True    False**

- |  |       |       |
|--|-------|-------|
| 1. All skills and abilities must be learned by experience. | _____ | _____ |
| 2. All skills and abilities are inborn.                    | _____ | _____ |
| 3. Most acquired skills are learned in the classroom.      | _____ | _____ |
| 4. We are very aware of our skills and abilities           | _____ | _____ |
| 5. Skills used at work are not transferable to ministry.   | _____ | _____ |
| 6. Most people have only a few skills and abilities.       | _____ | _____ |

## Fact:

- Research indicates that the **average person** has between \_\_\_\_\_ and \_\_\_\_\_ skills and abilities

## Problem:

- Society insists on \_\_\_\_\_ and frowns on \_\_\_\_\_

## Solution:

- With the **Holy Spirit’s guidance and blessing**, aggressively \_\_\_\_\_ new ways to be of service to God

## **The Animal School**

The animals had a school. The curriculum consisted of running, flying, climbing and swimming. All the animals took all the subjects.

The duck was good in swimming and fair in flying. She was terrible in running, so she was made to drop her swimming class and stay after school to practice running. Although the duck didn't improve much in running, after awhile she became only average in swimming. But average was acceptable. The others, including the teacher, were no longer threatened by the duck's swimming abilities so everyone felt more comfortable -- except the duck.

The eagle was considered to be a problem student. For instance, in climbing class, he could beat all the others to the top of the tree, but he insisted on using his own methods of getting there. He had to be severely disciplined. Finally, because of his non-cooperation in swimming, he was expelled for insubordination.

The rabbit started at the top of the class in running but was obviously inadequate in other areas. Because she had to do so much makeup work in swimming, she had a nervous breakdown and had to drop out of school.

The turtle was a failure in almost every course offered. His shell was determined to be the leading cause of his failure, so his shell was removed. This did help his running, but sadly he became the first casualty of the school when he was stepped on by the horse.

The faculty was disappointed, but all in all they felt it was a pretty good school. While there were no real successes, they did concentrate on their weak points and some progress was made.

### **The Point:**

Every person doesn't fit the same mold. Some are rabbits, some eagles, some turtles. We do a great injustice to each other when we assume that we came from a cookie-cutter creator. God gave all of us unique abilities.

## Abilities Inventory

Look through the list of abilities below and put a **check** next to your abilities. These are only a **partial list** of potential abilities. Use them to **open your mind** up to your full potential. At the end of the list you can then write in others that pertain to you.

- You don't have to be the "best in the world" at something -- it is the people with **modest abilities and perseverance** who generally get the job done.
- You may have some abilities that you **haven't yet used**. If you think you have it, check it off and **try it out**. It is much worse to forego serving the Lord than to give it a good faith effort.
- You also will have some abilities of which you're **not aware**. The only way to find out is to give it a try. **Start small**, though, before committing yourself to a major responsibility.

\_\_\_ **Entertaining:** perform, speak, act

\_\_\_ **Recruiting:** enlist people to get involved

\_\_\_ **Interviewing:** discovering what others are like and how they can help

\_\_\_ **Researching:** reading, gathering and organizing information

\_\_\_ **Artistic:** drawing, painting, photography, crafts, etc.

\_\_\_ **Graphics:** layout, design, creating banners, posters, etc.

\_\_\_ **Planning:** strategize and design programs and events

\_\_\_ **Analytical:** study data and draw conclusions

\_\_\_ **Managing:** supervise people to accomplish a task

\_\_\_ **Counseling:** listen, guide and encourage people to surmount their problems

\_\_\_ **Teaching:** educate and tutor people

\_\_\_ **Writing:** put ideas into print clearly and concisely

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- \_\_\_ **Editing:** proofreading, rewriting text to make it clearer
- \_\_\_ **Promoting:** advertise events and activities, encourage people to participate
- \_\_\_ **Repairing:** fix, maintain and restore things
- \_\_\_ **Cooking:** create meals for large or small groups
- \_\_\_ **Recall:** remember names, faces, dates, etc.
- \_\_\_ **Mechanical:** operate equipment, machinery, tools, etc.
- \_\_\_ **Mathematical:** numbers, data, money, etc.
- \_\_\_ **Classifying:** arrange records, data and materials for easy retrieval
- \_\_\_ **Organizing:** assemble and coordinate people and materials for specific events
- \_\_\_ **Public Relations:** communication with the community, handling complaints
- \_\_\_ **Hospitality:** conveying warmth and developing rapport; making comfortable
- \_\_\_ **Composing:** writing music and/or song lyrics
- \_\_\_ **Landscaping:** designing, creating and maintaining property and grounds
- \_\_\_ **Decorating:** planning and creating interior designs
- \_\_\_ **Other:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Next:**

- Think about how you can **use these abilities to serve** others, the church and God.
- Don't wait to be asked -- it is the **people who start ministries**, not the pastor

# Projecting Your Personality into Your Ministry

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

## Definition of Personality:

Psychological: dynamic organization of those psychophysical systems which characterize corresponding behavior and thought

Dictionary: habitual patterns and qualities of behavior of any individual as expressed by physical and mental activities and attitudes

Simple: the outward expression of the inner self

## Follow Your Nature:

1. When we attempt something unnatural, we feel \_\_\_\_\_
2. Doing something unnatural wastes \_\_\_\_\_ and \_\_\_\_\_
3. When we do something unnatural we tend to do a \_\_\_\_\_ job
4. Therefore, do what comes \_\_\_\_\_

## Effects of Personality on Ministry

1. God is not a \_\_\_\_\_ creator
2. God loves \_\_\_\_\_
3. There is no \_\_\_\_\_ or \_\_\_\_\_ personality
4. However, in order to minister effectively, we must understand how our personality \_\_\_\_\_ with other personality types

## Personality Types

There are many different personality types, but research has shown that they can be grouped into **four primary categories**. Below is a comparison of several different personality profiles which call these four type by **different names**, but they all mean approximately the same thing:

| <b>Profile</b>                    | <b>Type 1</b> | <b>Type 2</b> | <b>Type 3</b> | <b>Type 4</b>    |
|-----------------------------------|---------------|---------------|---------------|------------------|
| <b>Personality Puzzle</b>         | Choleric      | Sanguine      | Melancholy    | Phlegmatic       |
| <b>Lead Inventory</b>             | Leader        | Expressor     | Analyst       | Dependable       |
| <b>Larry Crabb</b>                | Volitional    | Emotional     | Rational      | Personal         |
| <b>Smalley &amp; Trent</b>        | Lion          | Otter         | Beaver        | Golden Retriever |
| <b>Personal Profile System</b>    | Dominance     | Influencing   | Cautious      | Steadiness       |
| <b>Allessandra &amp; Cathcart</b> | Director      | Socializer    | Thinker       | Relater          |
| <b>Merrill-Reid Social Styles</b> | Driving       | Expressive    | Analytical    | Amiable          |

- Every person is a \_\_\_\_\_ of these four types
- There is usually \_\_\_\_\_ dominant personality type
- There is often a \_\_\_\_\_ personality type that also stands out

## **Choleric Leader**

|                             |  |
|-----------------------------|--|
| <b>Descriptors</b>          | powerful, achiever, people mover, gets things done   |
| <b>Key Traits</b>           | directing, domineering, active, assertive, straight forward, competitive, aloof, indifferent, unemotional  |
| <b>Work Style</b>           | goal oriented, acts quickly, organizes well, risk taker, likes a variety of projects, bored with repetitive tasks, entrepreneur, problem-solver, decision-maker, rule-bender |
| <b>Work Space</b>           | no frills, old desk, clean office  |
| <b>Intention</b>            | obtaining immediate results  |
| <b>Under Pressure</b>       | bossy, impatient   |
| <b>Conflict Response</b>    | attacks, starts fights   |
| <b>Type of Aggression</b>   | overt  |
| <b>Strongly Resists</b>     | personal criticism   |
| <b>Approach to Issues</b>   | generates ideas  |
| <b>Response to Change</b>   | creates change   |
| <b>Preference in Others</b> | fast-acting achievers  |
| <b>Basic Fear</b>           | being taken advantage of   |
| <b>Basic Need</b>           | appreciation   |
| <b>Motto</b>                | _____  |

## Sanguine Expressor

|                             |   |
|-----------------------------|---|
| <b>Descriptors</b>          | popular, optimistic, fun-loving, gregarious, persuasive, charismatic  |
| <b>Key Traits</b>           | interacting, influencing, generous, enthusiastic, entertaining, joyful, loud, toucher, trusting, sensitive to people's feelings |
| <b>Work Style</b>           | people oriented, energetic, inspiring, helpful, impulsive, reactive, dreamer  |
| <b>Work Space</b>           | casual, cluttered, files not alphabetized, desk drawers non-functional, filled with personal paraphernalia                      |
| <b>Intention</b>            | interacting with others, group activities   |
| <b>Under Pressure</b>       | emotional, optimistic   |
| <b>Conflict Response</b>    | try to sell, then back off  |
| <b>Type of Aggression</b>   | verbal  |
| <b>Strongly Resists</b>     | personal reflection   |
| <b>Approach to Issues</b>   | talk about them   |
| <b>Response to Change</b>   | likes change  |
| <b>Preference in Others</b> | listeners   |
| <b>Basic Fear</b>           | social disapproval  |
| <b>Basic Need</b>           | attention, recognition  |
| <b>Motto</b>                | _____   |

## **Melancholy Analyst**

|                             |  |
|-----------------------------|--|
| <b>Descriptors</b>          | perfectionist, high-standards, logical, sensitive, tidy  |
| <b>Key Traits</b>           | reserved, cautious, conscientious, distrustful, diplomatic                                       |
| <b>Work Style</b>           | planner, organizer, detail-oriented, accurate, hard-worker, follows rules, recognizes authority, |
| <b>Work Space</b>           | perfectly in order, alphabetized color-coded files, current project on top of desk               |
| <b>Intention</b>            | adherence to defined standards   |
| <b>Under Pressure</b>       | overly critical, strict  |
| <b>Conflict Response</b>    | withdraws to prepare   |
| <b>Type of Aggression</b>   | defensive  |
| <b>Strongly Resists</b>     | criticism of work, ideas   |
| <b>Approach to Issues</b>   | makes sure things are done right   |
| <b>Response to Change</b>   | change must be justified   |
| <b>Preference in Others</b> | logical and precise  |
| <b>Basic Fear</b>           | imperfection   |
| <b>Basic Need</b>           | order, recognition of emotional needs  |
| <b>Motto</b>                | _____  |

## Phlegmatic Dependable

|                             |   |
|-----------------------------|---|
| <b>Descriptors</b>          | peaceful, reliable, sincere, no glaring faults, happy anywhere  |
| <b>Key Traits</b>           | cooperative, calm, good listener, loyal, polite, warm, kind, patient, family-oriented,                          |
| <b>Work Style</b>           | team player, good administrator, steady worker, task-oriented, doesn't like risks, organized, good with details |
| <b>Work Space</b>           | basically neat, lots of half-finished projects, keeps things in easily-reachable piles                          |
| <b>Intention</b>            | stable, controlled environment  |
| <b>Under Pressure</b>       | slows down, becomes sulky   |
| <b>Conflict Response</b>    | bends to authority  |
| <b>Type of Aggression</b>   | passive   |
| <b>Strongly Resists</b>     | sudden, vague changes   |
| <b>Approach to Issues</b>   | do the work   |
| <b>Response to Change</b>   | slow to change, prefers status quo  |
| <b>Preference in Others</b> | sincere, accommodating people   |
| <b>Basic Fear</b>           | loss of security  |
| <b>Basic Need</b>           | respect   |
| <b>Motto</b>                | _____   |

## **Fitting Your Personality to Your Ministry**

1. Which two personality types make the best leaders?

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2. Which two personality types make the best followers?

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3. Which two personality types cause the most problems?

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4. Which personality types are the most resistant to change?

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5. Which personality type is the most loyal?

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6. Which personality type is the most gifted?

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7. Which personality type is the most loved?

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8. Which personality type gets the most done?

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# How Experiences Shape Your Ministry

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

## Effects of Experience:

1. Your experiences develop new \_\_\_\_\_ and \_\_\_\_\_
2. Your experiences greatly influence how you \_\_\_\_\_ things.
3. Your experiences lead to new \_\_\_\_\_
4. Your greatest lessons in life come through your \_\_\_\_\_ experiences.
5. Your most teachable moments come through your \_\_\_\_\_, not your \_\_\_\_\_
6. God wants you to minister to people who are \_\_\_\_\_ what you have already been through!

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

7. Therefore, pay close attention to what you’ve learned in the \_\_\_\_\_  
\_\_\_\_\_

⇒ *“I want you to know, brethren, that the **things which happened to me** have actually turned out for the **furtherance of the gospel.**” Philippians 1:12 (NKJ)*

## Five Kinds of Experiences

1. \_\_\_\_\_ Experiences

a) Extraordinary

⇒ “About noon as I came near Damascus, suddenly **a bright light from heaven** flashed around me. I fell to the ground and heard a voice say to me, ‘Saul! Saul! Why do you persecute me?’” Acts 22:6-7 (NIV)

b) Ordinary

⇒ “Anyone who lives on milk, being still an infant, is not acquainted with the teaching about righteousness. But **solid food is for the mature**, who by **constant use** have trained themselves to distinguish good from evil.” Hebrews 5:13-14 (NIV)

2. \_\_\_\_\_ Experiences

⇒ “Because of the **service** by which you have **proved yourselves**, men will **praise God** for the **obedience** that accompanies your **confession** of the gospel of Christ.” 2Corinthians 9:13 (NIV)

3. \_\_\_\_\_ Experiences

⇒ “Hold on to **instruction**, do not let it go; guard it well, for **it is your life**.” Proverbs 4:13 (NIV)

4. \_\_\_\_\_ Experiences

⇒ “And we pray this that you may **live a life worthy of the Lord** and may please Him in every way; **bearing fruit in every good work**, growing in the knowledge of God.” Colossians 1:10 (NIV)

⇒ “**Each one’s work** will become clear; for the Day will declare it, because it will be **revealed by fire**; and the fire will **test each one’s work**, of what sort it is.” 1Corinthians 3:13 (NKJ)

5. \_\_\_\_\_ Experiences

⇒ “*Sometimes it takes a **painful experience** to make us **change our ways.**”  
Proverbs 20:30 (GN)*

⇒ “*We also **glory in tribulations**, knowing that **tribulation produces perseverance**; and perseverance, **character**; and character, **hope.**” Ro-  
mans 5:3-4 (NKJ)*

## **Experiential Growth**

- In order to maximize your spiritual growth, we should strive to make all our ex-  
periences \_\_\_\_\_ and \_\_\_\_\_

⇒ “*You also, like living stones, are being built into a **spiritual house** to be a **holy priesthood**, offering **spiritual sacrifices** according to God through **Jesus Christ.**” 1Peter 2:5 (NIV)*

## Determining Your SHAPE for Ministry

In the spaces below, fill in your Spiritual Gifts, Heart, Abilities, Personality and Experiences to create a capsule summary of the unique you:

**S**piritual Gifts

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**H**earth

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**A**bilities

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**P**ersonality

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**E**xperiences

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# Guidelines for Starting a New Personal Ministry at The Good Shepherd Church of God

## Ministry Discovery Process

1. \_\_\_\_\_ for ministry by doing the series of courses (i.e. Spiritual Maturity, Knowing & Doing the Will of God,, Leadership, etc.)
2. Understand your unique \_\_\_\_\_ for ministry by taking the Spiritual Gifts Inventory and the LEAD Personality Inventory tests.
3. Experiment by \_\_\_\_\_ in an area that best expresses what God made you to be.
4. Demonstrate a servant's heart by serving in \_\_\_\_\_ ministries as the Body of Christ needs you.
5. \_\_\_\_\_ with other ministries and place the greater good of the whole body over the needs of your personal ministry.

## Tips

1. Be \_\_\_\_\_ -- don't wait for someone to invite you to join a ministry.
2. Be \_\_\_\_\_ -- don't just look at what's already in place, seek to discover needs that aren't being met.
3. Understand the difference between \_\_\_\_\_ and \_\_\_\_\_
  - In your **primary personal ministry**, form should follow function -- i.e. your ministry should be driven by your SHAPE
  - In your **secondary ministries**, function should dictate form -- i.e. the needs of the church determine what should be done

## **Requirements for a New Ministry**

Before embarking into a new ministry, you should take the following into account:

1. The new ministry is in harmony with the mission and vision of the church, as determined by the pastoral staff.
2. The new ministry will not harm or alter the testimony of the church.
3. All fund-raising activities must be approved by the pastoral staff.
4. All materials to be distributed must be reviewed and approved by the pastoral staff beforehand.
5. The pastoral staff is not expected to direct the new ministry -- you are.

## **Development Process**

Before seeking approval of a new ministry, develop a written plan for review by the pastoral staff as outlined below:

1. What is the purpose of the new ministry?
  - What are the primary goals of the new ministry?
  - What are the scriptural foundations of this new ministry?
  - How will it minister to people's needs?
  - What are the expected results?
  - How will it fulfill the Lord's will?
  - Have does it fulfill your unique personal SHAPE?
  - Have you prayed for guidance from the Holy Spirit?

2. How will the new ministry interact with other existing church ministries?

- Are there any overlaps in purpose or process?
- What church resources will be required?
- How does it fulfill the Good Shepherd Church of God's vision and mission?

3. What is the development plan?

- What specific steps will be taken to turn the vision into a reality?
- Who will be the leader? What qualifications does the leader have?
- Who will be the helpers? What are their qualifications?
- What facilities will be required and when?
- What materials will be required?
- What is the proposed budget, both start-up and ongoing?

# Personal Ministry

## Class Objectives:

### 1. Determining and Developing your Spiritual SHAPE

**S** \_\_\_\_\_

**H** \_\_\_\_\_

**A** \_\_\_\_\_

**P** \_\_\_\_\_

**E** \_\_\_\_\_

- **Everyone** has been given **at least one** Spiritual Gift—and most people possess two or more gifts to some degree

⇒ *“There are **different kinds of gifts**, but the same Spirit. There are different kinds of service, but the same Lord. There are different kinds of working, but the same God works all of them **in all men....** and He gives them **to each one**, just as He determines.”* 1Corinthians 12:4-6,11b

### 2. Determining and Developing your Personal Ministry

- It is **God’s will** for believers to minister to others:

⇒ *“For we are God’s workmanship, created in Jesus Christ **to do good works**, which God prepared in advance for us to do.”* Eph. 2:10 (NIV)

## Definition of Ministry

- Derived from the Greek word “diakonos” which means \_\_\_\_\_
- Ministry, then, is \_\_\_\_\_ the **unique gifts and talents** that God has given us to serve Him and the needs of others.  
  
⇒ “*Each one should use whatever gift he has received to serve others, faithfully administering God’s grace in its various forms.*” 1Peter 4:10 (NIV)

## The Master Plan

- God would not give us \_\_\_\_\_ gifts and talents if they were not to be used.  
  
⇒ “*He [Jesus] has made us competent as ministers of a new covenant.*” 2Corinthians 3:6 (NIV)
- We must discover what those unique gifts are in order to fulfill our \_\_\_\_\_  
  
⇒ “*All this is from God, who reconciled us to Himself through Christ and gave us the ministry of reconciliation.*” 2Corinthians 5:18 (NIV)
- It’s not \_\_\_\_\_ ministry—it’s Christ’s ministry at work \_\_\_\_\_ us.  
  
⇒ “*It is not that you have chosen me; but it is I who have chosen you. I have appointed you to go and bear fruit.*” John 15:16 (Ph)
- It’s not the \_\_\_\_\_ job to minister—it’s \_\_\_\_\_ job to do so.  
  
⇒ “*It was He who gave some to be..... pastors and teachers, to prepare God’s people for works of service, so that the body of Christ may be built up.*” Ephesians 4:11-12
- The pastors are the **administrators**
- The people are the ministers

## Two Levels of Personal Ministry

1. \_\_\_\_\_ ministry:
  - The ministry that best expresses what God made you to be and do
2. \_\_\_\_\_ ministry:
  - Other ministries in which you are needed

## Three Purposes of Personal Ministry

1. \_\_\_\_\_ the Lord:
  - ⇒ “As they *ministered* to the Lord.....” Acts 13:2 (KJV)
  - ⇒ “*Exalt the Lord our God and worship at his footstool.*” Psalm 99:5 (NIV)
2. \_\_\_\_\_ believers:
  - ⇒ “Let us therefore make every effort to do what leads to peace and to *mutual edification.*” Romans 14:19 (NIV)
3. \_\_\_\_\_ Christ’s Kingdom:
  - ⇒ “For this is what the Lord has *commanded us:* ‘I have made you a light for the Gentiles, that you may *bring salvation to the ends of the earth.*” Acts 14:9 (NIV)

## Three Areas of Need

1. \_\_\_\_\_ needs
  - ⇒ “For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me..... *whatever you did for one of the least of these brothers of mine, you did for Me.*” Matthew 25:35-36,40 (NIV)

2. \_\_\_\_\_ needs

⇒ “**Warn** those who are idle, **encourage** the timid, **help** the weak, be **patient** with everyone....” 1Thessalonians 5:14 (NIV)

3. \_\_\_\_\_ needs

⇒ “As you come to Him, the living Stone.... you also, like living stones, are being built into a **spiritual house to be a holy priesthood.**” 1Peter 2:5 (NIV)

## Ten Reasons for Developing Your Personal Ministry

1. We have been \_\_\_\_\_ for ministry:

⇒ “God in His grace, chose me **even before I was born**, and called me to **serve Him.**” Galatians 1:15 (LB)

2. We have been \_\_\_\_\_ for ministry:

⇒ “It is He who **saved us and chose us** for His holy work, not because we deserve it but because that was His plan **long before the world began.**” 2Timothy 1:9 (LB)

3. We have been \_\_\_\_\_ into ministry:

⇒ “But you are a **chosen people, a royal priesthood, a holy nation, a people belonging to God that you may declare the praises of Him** who called you out of darkness into His wonderful light.” 1Peter 2:9 (NIV)

4. We have been individually and uniquely \_\_\_\_\_ for ministry:

⇒ “We have **different gifts** according to the grace given us.” Rom. 12:6 (NIV)

5. We have been \_\_\_\_\_ for ministry:

⇒ “**All authority in heaven and on earth has been given me. Therefore go and make disciples** of all nations..... **teaching them** to obey everything I have commanded you.” Matthew 28:18-20 (NIV)

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## *Personal Ministry*

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⇒ *“We are therefore **Christ’s ambassadors**, as though God were making His appeal through us.”* 2Corinthians 5:20 (NIV)

6. We have been \_\_\_\_\_ to minister:

⇒ *“**Take heed to the ministry** you’ve received from the Lord and **fulfill it.**”* Colossians 4:17 (NKJ)

⇒ *“Whoever wants to become great among you must be your **servant**... just as the Son of Man did not come to be served, but **to serve.**”* Matthew 20:26-28

7. We are \_\_\_\_\_ for our ministry:

⇒ *“After a long time the master of those servants returned and **settled accounts** with them. The man who had received the five talents brought the other five. ‘Master,’ he said, ‘you entrusted me with five talents. See, I have gained five more.’ His master replied, ‘**Well done, good and faithful servant!** You have been faithful with a few things; I will put you in charge of many things.”* Matthew 25:19-21 (NIV)

8. We will be \_\_\_\_\_ for our ministry:

⇒ *“Whatever you do, work at it with all your heart, as **working for the Lord**, not for men, since you know that you will **receive an inheritance** from the Lord as a **reward.**”* Colossians 3:23-24 (NIV)

9. The Body of Christ \_\_\_\_\_ our ministry:

⇒ *“All of you together are the **one body of Christ** and each of you is a separate and **necessary part** of it.”* 1Corinthians 12:27 (LB)

10. Ministry \_\_\_\_\_ us for Heaven:

⇒ *“If a man cleanses himself... he will be an **instrument for noble purposes**, made holy, useful to the Master and **prepared to do any good work.**”* 2Timothy 2:21 (NIV)

⇒ *“But in keeping with His promise, we are looking forward to a **new heaven** and a new earth, the home of the **righteous.**”* 2Peter 3:13 (NIV)

## Five Steps to Discovering Your Personal Ministry

Romans 12:1-8 instructs us to:

1. Dedicate your \_\_\_\_\_

⇒ *“I urge you.... to **offer your bodies** as living sacrifices, holy and pleasing to God—this is your spiritual act of worship.”* Romans 12:1 (NIV)

2. Eliminate worldly \_\_\_\_\_

⇒ *“**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.”* Romans 12:2 (NIV)

3. Evaluate your \_\_\_\_\_ & \_\_\_\_\_

⇒ *“Do not think of yourself more highly than you ought, but rather **think of yourself with sober judgment**, in accordance with the measure of faith God has given you.”* Romans 12:3 (NIV)

4. Cooperate with other \_\_\_\_\_

⇒ *“Just as each of us has one body with many members, and these members do not all have the same function, so **in Christ we who are many form one body**, and **each member belongs to all the others.**”* Romans 12:4-5 (NIV)

5. Activate your \_\_\_\_\_

⇒ *“We have **different gifts**, according to the grace given us... prophecy... serving... teaching... encouraging... contributing... giving.... leadership... mercy....”* Romans 12:6-8 (NIV)

⇒ *“Now to each one the manifestation of the Spirit is given **for the common good.**”* 1Corinthians 12:7 (NIV)

## Implications of Paul's Physiology Lesson

### 1Corinthians 12:12-26 (NIV)

*“The body is a unit, though it is made up of many parts; and though all its parts are many, they form one body. So it is with Christ. For we were all baptized by one Spirit into one body [i.e. **the Body of Christ**].....*

*“The eye cannot say to the hand, ‘I don’t need you!’ And the head cannot say to the feet, ‘I don’t need you!’ On the contrary, **those parts of the body that seem to be weaker are indispensable**, and the parts that we think are less honorable we treat with special honor....*

*“God has combined the members of the body and has given greater honor to the parts that lacked it, so that **there should be no division in the body**, but that its parts should have equal concern for each other. If one part suffers, every part suffers with it; **if one part is honored, every part rejoices with it.***

- Every member is a \_\_\_\_\_ of Christ’s Body
- Every member has a different \_\_\_\_\_
- Every member’s \_\_\_\_\_ is important
- Every member \_\_\_\_\_ to the other members
- Christ wants to use each member to \_\_\_\_\_ His Body!

## Always remember—there is Unity of Purpose

⇒ *“There are different kinds of gifts, but the **same Spirit**. There are different kinds of service, but the **same Lord**. There are different kinds of working, but the **same God**.” 1Corinthians 12:4-6 (NIV)*

## Discovering How God Has SHAPED Your Life for Ministry

- God has been forming and shaping us even \_\_\_\_\_ we were born
  - ⇒ *“Your hands **shaped me and made me**..... you molded me like clay..... and knit me together with bones and sinews.” Job 10:8,9,11 (NIV)*
  - ⇒ *“My frame was not hidden from You when I was made in the secret place. When I was woven together in the depths of the earth, **Your eyes saw my un-formed body**. All the days ordained for me were written in Your book before one of them came to be.” Psalm 139:15-16 (NIV)*
- We are God’s \_\_\_\_\_
  - ⇒ *“For we are **God’s workmanship**, created in Christ Jesus **to do good works**, which God prepared in advance for us to do.” Ephesians 2:10 (NIV)*
- We were made for a \_\_\_\_\_
  - ⇒ *“And we know that in all things God works for the good of those who love Him, **who have been called according to His purpose**. For those God foreknew, He also predestined to be conformed to the likeness of His Son.” Romans 8:28 (NIV)*
- We must accept \_\_\_\_\_ as we were created in order to be fully integrated and functional.
  - ⇒ *“But indeed, O man, **who are you** to reply against God? Will the thing formed say to Him who formed it, ‘Why have you made me like this?’ **Does not the potter have power over the clay...?’**” Romans 8:20-21 (NKJ)*
- The unique \_\_\_\_\_ God made determines your ministry.
  - ⇒ *“There are **different kinds of gifts**, but the same Spirit. There are **different kinds of service**, but the same Lord. There are **different kinds of working**, but the same God works all of them in all men.” 1Corinthians 12:4-6 (NIV)*

# The 5 Factors that Determine Your SHAPE

## **S**piritual Gifts

What you are \_\_\_\_\_ to do

*“Each one has his own gift from God.”*

1Corinthians 7:7 (NKJ)

## **H**earth

What you \_\_\_\_\_ to do

*“For God has put it into their hearts to fulfill His purpose, to be of one mind.”*

Revelation 17:17 (NKJ)

## **A**bilities

What you are \_\_\_\_\_ to do.

*“He has made us competent as ministers of a new covenant.”*

2Corinthians 3:6 (NIV)

## **P**ersonality

What your \_\_\_\_\_ suits you to do.

*“For who among men knows the thoughts of a man except the man’s spirit within him?”*

1Corinthians 2:11 (NIV)

## **E**xperiences

What you’ve done \_\_\_\_\_ you for the road ahead.

*“I have learned by experience that the Lord has blessed me for your sake.”*

Genesis 30:27

## Your Destiny: Doing What God Made You To Do

- Christ's ministry through us will be most effective and fulfilling when we are using our **Gifts** and **Abilities** in the area of our **Heart's** desire in a way that best expresses our **Personality** and **Experiences**.

## Case Study: The Apostle Paul

### Paul's Spiritual Gifts:

⇒ "... *an apostle of Jesus Christ by the will of God.*" 2Timothy 1:1 (NKJ)

### Paul's Heart:

⇒ "*It has always been my ambition to preach the gospel.*" Romans 15:20 (NIV)

### Paul's Ability:

⇒ "... *he was a tentmaker.... he debated in the Synagogues...*" Acts 18:2,4 (GN)

### Paul's Personality:

⇒ "... *you have heard of my... fanatical zeal... and boundless enthusiasm...*" Galatians 1:13-14 (Ph)

### Paul's Experiences:

1. **Spiritual:** Conversion & Baptism—Acts 9:1-20
2. **Educational:** "... *a Jew.... brought up... at the feet of Gamaliel, taught according to the strictness of our fathers' law.*" Acts 22:3 (NKJ)
3. **Painful:** "... *in prison frequently... five times I received forty stripes... three times I was beaten with rods... once I was stoned... three times I was shipwrecked... a night and day I have been in the deep.... in weariness and toil, in sleeplessness often, in hunger and thirst... in cold and nakedness...*" 2Corinthians 11:23-27 (NKJ)
4. **Ministry:** Book of Acts

# Spiritual Gifts

## What the Bible Teaches about Spiritual Gifts:

### 1. Definition:

A spiritual gift is a \_\_\_\_\_ ability **given by the Holy Spirit to every believer.**

### 2. Purpose:

a) To \_\_\_\_\_ to others

⇒ “Now to **each one** the manifestation of the Spirit is given for the **common good.**” 1Corinthians 12:7 (NIV)

b) To \_\_\_\_\_ the Body of Christ

⇒ “It was He who gave **gifts to men.... to build up the Body of Christ.**” Ephesians 4:11,13 (GN)

### 3. Biblical Facts about Spiritual Gifts:

a) Only \_\_\_\_\_ have spiritual gifts (1Cor. 2:14)

b) Every believer has at least \_\_\_\_\_ gift (1Cor. 7:7)

c) No believer receives \_\_\_\_\_ the gifts (1Cor. 12:27-30)

d) No single gift is given to \_\_\_\_\_. (1Cor. 12:29-30)

e) You do not and cannot \_\_\_\_\_ a spiritual gift (Eph. 4:7)

f) The Holy Spirit \_\_\_\_\_ who gets what gift (1Cor. 12:11)

g) Spiritual gifts are \_\_\_\_\_ (Rom. 11:29)

h) Spiritual gifts must not be \_\_\_\_\_ (1Tim. 4:14)

i) It is a \_\_\_\_\_ to waste one’s spiritual gifts (1Cor. 4:2)

- j) Using one's gifts both \_\_\_\_\_ Christ and \_\_\_\_\_ the believer. (John 15:8)
- k) Believers should \_\_\_\_\_ spiritual gifts (1Cor 14:1)
- l) Spiritual gifts are **not** signs of spiritual \_\_\_\_\_ (1Cor. 14:20)
- m) The more "sensational" gifts (e.g. prophesy) are **not** more \_\_\_\_\_ than the other gifts. (1Cor. 12:21-22)
- n) Spiritual gifts are **not** more \_\_\_\_\_ than the fruit of the Spirit (Gal. 5:22-23)
- Fruit demonstrates \_\_\_\_\_
  - Gifts demonstrate \_\_\_\_\_
- o) Using a spiritual gift without \_\_\_\_\_ is worthless (1Cor. 13:1-3)

**4. Believers should guard against:**

- a) \_\_\_\_\_ (that is, expecting others to have the same gifts and serve in the same way as yourself)
- b) \_\_\_\_\_ (that is, understanding that others may also possess the same gift)

**5. Two levels of spiritual gifts:**

- a) \_\_\_\_\_ - area in which you are gifted
- b) \_\_\_\_\_ - area in which you are needed

**6. Three ways to use your spiritual gifts:**

- a) \_\_\_\_\_ ministry
- b) \_\_\_\_\_ projects
- c) \_\_\_\_\_ situations

## Three Classifications of Spiritual Gifts

### 1. Five-fold Ministry Gifts (Eph. 4:11-13)

- a) \_\_\_\_\_
- b) \_\_\_\_\_
- c) \_\_\_\_\_
- d) \_\_\_\_\_
- e) \_\_\_\_\_

- Ministry gifts **are not** \_\_\_\_\_ than other spiritual gifts, they just happen to be the ones necessary to form the **structure** of the Church
- You can possess a Ministry Gift and serve that \_\_\_\_\_ without holding the \_\_\_\_\_  
⇒ e.g. you might have the pastoral gift without being the Pastor

### 2. Motivational Gifts

- a) **Helping** (1Cor. 12:28)
- b) **Administration** (1Cor. 12:28)
- c) **Leadership** (Rom. 12:8)
- d) **Exhortation /Encouragement** (1Cor. 14:3 & Rom. 12:8)
- e) **Giving** (1Cor. 13:3 & Rom 12:8)
- f) **Mercy** (Rom. 12:8)
- g) **Hospitality** (1Peter 4:9)
- h) **Celibacy** (1Cor. 7:7-9, 27)

- i) **Martyrdom** (1Cor. 13:3)
- j) **Prophecy** (1Cor. 14:3 & Rom. 12:6)
- k) **Teaching** (1Cor. 12:28 & Rom 12:7)
- l) **Missionary** (1Cor. 9::14 & Rom. 10:15)

**3. Manifestation Gifts:** Spontaneous, not permanent (1Cor 12:4-11)

- a) **Mind Gifts:** Wisdom, Knowledge, Discernment of Spirits
- b) **Might Gifts:** Faith, Healing, Miracles
- c) **Mouth Gifts:** Prophecy, Tongues, Interpretation of Tongues

## **How to Start Discovering Your Spiritual Gift(s)**

1. \_\_\_\_\_ - know and understand the gifts
2. \_\_\_\_\_ - take a gifts test
3. \_\_\_\_\_ - experiment in different areas
4. \_\_\_\_\_ - e.g. attend Personal Ministry class
5. \_\_\_\_\_ - what do others perceive your gift to be
6. \_\_\_\_\_ - listen to the Holy Spirit

## The 10 Primary Spiritual Gifts

| <b>DEFINITION</b>  | <b>AMPLIFICATION</b>  | <b>DANGER/ABUSE</b>  |
|--|---|--|
| <p><b><u>Evangelism</u></b></p> <p>The motivation to lead people to the saving knowledge of Jesus Christ.</p>  | <p><b><u>Evangelists must:</u></b></p> <ol style="list-style-type: none"><li>1. Be assertive soul-winners</li><li>2. Be sensitive to the needs and readiness of each individual</li><li>3. Be impervious to rejection, hostility, criticism and condemnation</li></ol>                  | <p><b><u>Evangelists must not:</u></b></p> <ol style="list-style-type: none"><li>1. Be overly aggressive or obnoxious</li><li>2. Become discouraged by an apparent lack of progress</li><li>3. Believe that they alone hold the keys to the Kingdom of God</li></ol>   |
| <p><b><u>Prophecy</u></b></p> <p>The motivation to proclaim God's truth; to bring to light things previously concealed; to reveal unrighteous motives.</p> | <p><b><u>Prophets must:</u></b></p> <ol style="list-style-type: none"><li>1. Be persuasive speakers</li><li>2. Speak the truth no matter what the consequences</li><li>3. Point out sin and unrighteousness in individuals as well as in the church as it is revealed to them</li></ol> | <p><b><u>Prophets must not:</u></b></p> <ol style="list-style-type: none"><li>1. Be proudful of their eloquence and persuasiveness</li><li>2. Rely on their own intuition rather than the Holy Spirit's leadership and guidance</li><li>3. Become more dependent on their ability to speak than on the power of the Holy Spirit to convict</li></ol> |
| <p><b><u>Teaching</u></b></p> <p>The motivation to make clear the doctrines and principles of the Bible.</p>   | <p><b><u>Teachers must:</u></b></p> <ol style="list-style-type: none"><li>1. Communicate clearly and accurately</li><li>2. Perform extensive research studies</li></ol>   | <p><b><u>Teachers must not:</u></b></p> <ol style="list-style-type: none"><li>1. Rely on their own ideas rather than God's Word and the guidance of the Holy Spirit</li></ol>  |

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|--|---|--|
| <p><b><u>Teaching</u></b> (continued)</p>  | <p>3. Concisely summarize and effectively present God's Truth</p>   | <p>2. Boast of their accumulated knowledge</p> <p>3. Get lost in the details rather than communicating clear principles</p> <p>4. Be more concerned about the information than the needs of their students</p>   |
| <p><b><u>Exhortation</u></b></p> <p>The motivation to stimulate and encourage others in their walk with the Lord.</p>  | <p><b><u>Exhorters must:</u></b></p> <p>1. Rejoice in hope eternal</p> <p>2. Be patient with slow progress</p> <p>3. Be persistent in prayer</p> <p>4. Offer constant encouragement</p>   | <p><b><u>Exhorters must not:</u></b></p> <p>1. Become discouraged with lack of progress</p> <p>2. Motivate others for selfish gain</p> <p>3. Spend too much time with those who want only temporary relief</p>   |
| <p><b><u>Pastor/Shepherd</u></b></p> <p>The motivation to oversee and care for the needs of a group of Christians.</p> | <p><b><u>Pastors must:</u></b></p> <p>1. Deeply care about the needs of others</p> <p>2. Serve as the coach of the "team"</p> <p>3. Be willing to carry other people's burdens</p> <p>4. Provide counseling and uplifting support</p> | <p><b><u>Pastors must not:</u></b></p> <p>1. Place their own needs before the needs of the flock</p> <p>2. Satisfy their own needs through the flock</p> <p>3. Take advantage of the flock for selfish gain</p> <p>4. Place themselves on a pedestal</p> |
| <p><b><u>Leadership</u></b></p> <p>The motivation to initiate, promote and lead the various church ministries.</p>     | <p><b><u>Leaders must:</u></b></p> <p>1. Know how to turn a vision into a reality</p>   | <p><b><u>Leaders must not:</u></b></p> <p>1. Become proud and boastful</p>   |

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|---|---|--|
| <p><b><u>Leadership</u></b> (continued)</p>   | <ol style="list-style-type: none"> <li>2. Inspire others to follow their lead</li> <li>3. Understand how to manage and motivate a diverse group of personalities</li> <li>4. Be impervious to criticism and condemnation</li> </ol>   | <ol style="list-style-type: none"> <li>2. Abuse their power</li> <li>3. Use people to accomplish their own goals</li> <li>4. Ignore the leadership of the Holy Spirit</li> </ol>   |
| <p><b><u>Administration</u></b></p> <p>The motivation to organize, maintain records, produce reports and perform office-related duties.</p> | <p><b><u>Administrators must:</u></b></p> <ol style="list-style-type: none"> <li>1. Enjoy detail-oriented work</li> <li>2. Have an analytical mind</li> <li>3. Be concerned about accuracy and deadlines</li> <li>4. Prefer to follow than to lead</li> </ol>   | <p><b><u>Administrators must not:</u></b></p> <ol style="list-style-type: none"> <li>1. Lose sight of the goals when immersed in the details</li> <li>2. Become impatient with sudden shifts in goals</li> <li>3. Use information as a source of power</li> <li>4. Attempt to subvert leadership with which they do not agree</li> </ol> |
| <p><b><u>Serving</u></b></p> <p>The motivation to render practical help and assistance to the church and to individuals.</p>                | <p><b><u>Servers must:</u></b></p> <ol style="list-style-type: none"> <li>1. Feel concern and compassion for others</li> <li>2. Have a strong sense of responsibility for the well-being of the church and its members</li> <li>3. Be more concerned about performing a worthwhile task than worrying about who takes the credit</li> </ol> | <p><b><u>Servers must not:</u></b></p> <ol style="list-style-type: none"> <li>1. Become bitter when their good deeds are not recognized or appreciated</li> <li>2. Over-emphasize practical needs to the neglect of spiritual needs (both theirs and others)</li> <li>3. Be pushy or premature in meeting perceived needs</li> </ol>     |

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| <p><b><u>Mercy-Showing</u></b></p> <p>The motivation to identify with and comfort those who are in distress.</p>         | <p><b><u>Mercy-showers must:</u></b></p> <ol style="list-style-type: none"> <li>1. Feel empathy with the misfortunes and misery of others</li> <li>2. Mentally and emotionally relate to the needs of others</li> <li>3. Possess the innate capacity to enter into the grief of those who sorrow and help them to feel better</li> </ol> | <p><b><u>Mercy-showers must not:</u></b></p> <ol style="list-style-type: none"> <li>1. Resent others who are not sensitive to the needs of others</li> <li>2. Allow themselves to be guided by their own emotions than by the Holy Spirit</li> <li>3. Fail to be firm when necessary</li> <li>4. Become possessive over those whom they comfort</li> </ol>   |
| <p><b><u>Giving</u></b></p> <p>The motivation to donate personal assets beyond the tithe to further the work of God.</p> | <p><b><u>Givers must:</u></b></p> <ol style="list-style-type: none"> <li>1. Have a genuine interest in meeting the material needs of the church, its members and the community at large</li> <li>2. Give freely without conditions</li> <li>3. Sacrifice their own personal well-being for the welfare of others</li> </ol>              | <p><b><u>Givers must not:</u></b></p> <ol style="list-style-type: none"> <li>1. Give with the desire for personal recognition or gain</li> <li>2. Invest in their own interests instead of the interests of God.</li> <li>3. Measure spiritual success by the amount of their giving</li> <li>4. Overlook long-term goals in meeting immediate needs</li> <li>5. Boast about their giving</li> </ol> |

## Hindrances to Discovering Your Gift

If you are not able to discern your spiritual gift, there may be one or more of the following obstacles in your path:

1. \_\_\_\_\_ problems in your personal life.
  - It is significant that the gifts of **Romans 12** are not mentioned until the **moral conflicts** of Romans 1-11 are dealt with.
2. Lack of \_\_\_\_\_ with the needs of others.
  - Our gifts are **awakened and discovered** as we focus on the **needs of others** rather than on our own wants and needs.
3. Misguided attempts to \_\_\_\_\_ others.
  - We must **imitate Christ** and be sensitive to the **guidance of the Holy Spirit** rather than model ourselves after other human beings.
4. Failure to \_\_\_\_\_ why certain activities appeal to us.
  - It is important for us to understand our **basic motivations**, whether or not they conflict with the **image** of what we want to be. We do not decide on our own gifts but rather **discover** the gifts with which we have been **endowed**.
5. \_\_\_\_\_ between motivational gifts and personal ministries.
  - There are times due to the **needs of the Church** and the **will of God**, that we may be conducting a personal ministry that does not grow out of our primary spiritual gift. As always, **we follow God's lead** instead of trying to force our own will and motivations onto a particular situation.

## Spiritual Gifts Tests

There are many tests you can take to help you determine your spiritual gifts. It is important to remember that:

1. No spiritual gifts test is \_\_\_\_\_
  - Spiritual gifts tests are only **imperfect guides** made by imperfect human beings to help you **discover** your gifts
2. A spiritual gifts test is only as good as your \_\_\_\_\_
  - **Inaccurate** responses will throw off the results—**“Garbage in, garbage out.”**
3. Your \_\_\_\_\_ of yourself may not be accurate in some areas.
  - Before taking the test, **pray for guidance** from the Holy Spirit
  - After taking the test, **check with others** to verify your perceptions of yourself
4. The \_\_\_\_\_ of taking the test is more important than the results
  - **Contemplate and pray** about the results to resolve any questions or concerns
  - Change your answers only on the **conviction of the Holy Spirit**

We have selected two spiritual gifts tests for this course:

1. The **Spiritual Gifts Inventory** as developed by the Church Growth Institute
  - This test covers 9 of the 10 primary spiritual gifts with Leadership combined into Administration and is distributed separately from these course materials
2. The **Motivational Gifts Test** as developed by Dr. Paul Walker, then pastor of the Mount Paran Church of God in Atlanta, GA, and present General Overseer of the Church of God denomination
  - This test covers 7 of the 10 primary spiritual gifts, with Administration combined into Leadership and is included on the following pages

## Motivational Gifts Test

Answer each of the following questions by checking either Yes or No. Choose the answer that most closely matches how you perceive yourself. Be completely honest with yourself. Don't dwell on any one question, go with your gut feeling.

**Yes**    **No**

- \_\_\_    \_\_\_    1. Would you describe yourself as an effective public speaker?
- \_\_\_    \_\_\_    2. Do you find it relatively easy and enjoyable to spend time in intense study and research of the Bible?
- \_\_\_    \_\_\_    3. Do you enjoy sharing the personal and emotional problems of people?
- \_\_\_    \_\_\_    4. Do you enjoy motivating others to various tasks and ministries?
- \_\_\_    \_\_\_    5. Do you seem to concentrate more on practical things that need to be done rather than on why they should be done?
- \_\_\_    \_\_\_    6. Would you rather give money to help than perform some manual task?
- \_\_\_    \_\_\_    7. Do you enjoy visiting people who are sick or disabled?
- \_\_\_    \_\_\_    8. When situations are not right, do you feel a burden to speak up about them in order to correct them?
- \_\_\_    \_\_\_    9. Do you love to prove and answer issues and questions?
- \_\_\_    \_\_\_    10. Have you found that people often seek you out to ask your advice about their problems?
- \_\_\_    \_\_\_    11. Do you find yourself setting goals and objectives for yourself and your ministry?
- \_\_\_    \_\_\_    12. Do you usually have a great deal of joy in just "doing things" that need to be done no matter how small or trivial the task?
- \_\_\_    \_\_\_    13. When you hear of someone in need, do you immediately think of sending them some money?

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- \_\_\_ \_\_\_ 14. When you hear of someone in the hospital, does it challenge you to bring them some encouragement and cheer?
- \_\_\_ \_\_\_ 15. Do you have a tendency to speak up when issues are being dealt with in a group rather than remain silent?
- \_\_\_ \_\_\_ 16. When you hear a question or problem, are you anxious to both find and give an answer?
- \_\_\_ \_\_\_ 17. Would you rather talk personally with someone about their problems rather than sending them to someone else for help?
- \_\_\_ \_\_\_ 18. When someone is not doing a job well, do you feel concerned to help them become more effective in what they are doing?
- \_\_\_ \_\_\_ 19. Do you seem to have more satisfaction in doing a task than in what others thought of what you did?
- \_\_\_ \_\_\_ 20. Do you look for opportunities to give your money away without hearing any appeals?
- \_\_\_ \_\_\_ 21. Do you find it easy to express joy in the presence of those who are suffering physically?
- \_\_\_ \_\_\_ 22. Have you sensed that people feel convicted about wrong practices or doctrinal error when you share with them what the Bible says?
- \_\_\_ \_\_\_ 23. Have people often said that you have an ability to explain difficult problems to them, usually giving reasons for what you believe?
- \_\_\_ \_\_\_ 24. Do you receive joy when encouraging people who are going through personal problems and trials?
- \_\_\_ \_\_\_ 25. Would you rather show someone else how to do a task than to do it yourself?
- \_\_\_ \_\_\_ 26. Is it true of you that, when you are asked to do a particular task, you usually feel no pressure or obligation?
- \_\_\_ \_\_\_ 27. Do you find yourself responding immediately to financial needs by giving your money without a great deal of planning?

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- \_\_\_ \_\_\_ 28. Is it easy for you to talk with those who are suffering physically and to experience a positive response on their part?
- \_\_\_ \_\_\_ 29. When you speak God's Word, do you usually think of how this is going to challenge and motivate those to whom you are speaking?
- \_\_\_ \_\_\_ 30. Have people expressed to you how much they appreciate the way you explain things from the Bible?
- \_\_\_ \_\_\_ 31. Do you find it easy to deal with people who are depressed and discouraged; and do you experience a joy in what can be accomplished?
- \_\_\_ \_\_\_ 32. Do you have special concern to train and disciple other believers to become leaders?
- \_\_\_ \_\_\_ 33. Would you rather do a job yourself than to work with a group?
- \_\_\_ \_\_\_ 34. Do you sense a great deal of joy in giving, regardless of the response of the one to whom you gave?
- \_\_\_ \_\_\_ 35. Do you often think of ways to minister and help those who are suffering physically?
- \_\_\_ \_\_\_ 36. Have other believers shared with you that you have the ability to communicate God's Word with great effectiveness?
- \_\_\_ \_\_\_ 37. Do people often come to you seeking your answers to specific questions or problems from the Bible?
- \_\_\_ \_\_\_ 38. Do you sense a great deal of love and compassion for people having personal and emotional problems?
- \_\_\_ \_\_\_ 39. Do you have a special concern to help people reach their goals and objectives in life?
- \_\_\_ \_\_\_ 40. When you hear of a specific job that needs to be done, are you anxious to do it yourself?
- \_\_\_ \_\_\_ 41. When you give your money to someone or something, do you usually desire to avoid letting others know what you did?

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- \_\_\_ \_\_\_ 42. Would you enjoy a regular ministry to those who are suffering physically?
- \_\_\_ \_\_\_ 43. Do you believe that you are gifted in communicating to others?
- \_\_\_ \_\_\_ 44. Would you rather explain the meaning of a word than simply share a verse by quoting it to someone?
- \_\_\_ \_\_\_ 45. Would you rather listen to others share their personal problems than share yours with someone else?
- \_\_\_ \_\_\_ 46. Do you usually take the leadership in a group where none exists?
- \_\_\_ \_\_\_ 47. Would you rather do a particular job than spend time talking with people about their particular problems and needs?
- \_\_\_ \_\_\_ 48. When you give money to someone, do you do so without any expectation of appreciation in return?
- \_\_\_ \_\_\_ 49. Do you feel a great deal of compassion for those who are suffering physically, and do you want to help them in some way?
- \_\_\_ \_\_\_ 50. Would you rather speak God's Word to others without a great deal of explanation or taking time to explain every detail?
- \_\_\_ \_\_\_ 51. Do you usually organize your thoughts in a systematic way?
- \_\_\_ \_\_\_ 52. When you hear of some believer who has "sinned" or "fallen away," are you anxious to go to them and try to help them?
- \_\_\_ \_\_\_ 53. Do you experience a great deal of joy in a leadership position rather than frustration and difficulty?
- \_\_\_ \_\_\_ 54. Do you find that you enjoy doing things that need to be done without being asked to do them?
- \_\_\_ \_\_\_ 55. Do you see the matter of giving money as a tremendous spiritual ministry, one which you believe God has given to you?
- \_\_\_ \_\_\_ 56. When visiting those who are suffering physically, do you experience joy rather than depression?

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- \_\_\_ \_\_\_ 57. When speaking to other believers, would you rather share verses than to share your personal experiences?
- \_\_\_ \_\_\_ 58. Have other believers often told you that you should have a regular teaching ministry, and have you felt the same?
- \_\_\_ \_\_\_ 59. Do you enjoy a person-to-person ministry more than ministering to a group?
- \_\_\_ \_\_\_ 60. Do you seem to know how to meet people's needs, goals, and desires without too much study and planning?
- \_\_\_ \_\_\_ 61. Is it necessary for you to have a "job description" when you are asked to do a particular task?
- \_\_\_ \_\_\_ 62. Are you really excited when someone asks you to help financially in some worthwhile project, seeing this as a great honor and privilege?
- \_\_\_ \_\_\_ 63. Are you willing and eager to spend time, money and resources in order to help those who are suffering physically?

## Scoring the Test

Within each spiritual gift category below, write in a “Y” for each question number that you answered “Yes”. Then total the number of “Y’s” for each category. The category with the highest total number of “Yes” answers is your primary spiritual gift. Below the total score, write in the rank for each spiritual gift (i.e. highest total equals 1, next highest equals 2, etc.). It is typical that you will score some “Yeses” within each category and that several might rank near the top.

| <b>Prophecy</b> | <b>Teaching</b> | <b>Exhortation</b> |
|-----------------|-----------------|--------------------|
| 1. _____        | 2. _____        | 3. _____           |
| 8. _____        | 9. _____        | 10. _____          |
| 15. _____       | 16. _____       | 17. _____          |
| 22. _____       | 23. _____       | 24. _____          |
| 29. _____       | 30. _____       | 31. _____          |
| 36. _____       | 37. _____       | 38. _____          |
| 43. _____       | 44. _____       | 45. _____          |
| 50. _____       | 51. _____       | 52. _____          |
| 57. _____       | 58. _____       | 59. _____          |
| # Yes: _____    | # Yes: _____    | # Yes: _____       |
| Rank: _____     | Rank: _____     | Rank: _____        |

| <b>Leadership</b> | <b>Serving</b> | <b>Giving</b> | <b>Mercy</b> |
|-------------------|----------------|---------------|--------------|
| 4. _____          | 5. _____       | 6. _____      | 7. _____     |
| 11. _____         | 12. _____      | 13. _____     | 14. _____    |
| 18. _____         | 19. _____      | 20. _____     | 21. _____    |
| 25. _____         | 26. _____      | 27. _____     | 28. _____    |
| 32. _____         | 33. _____      | 34. _____     | 35. _____    |
| 39. _____         | 40. _____      | 41. _____     | 42. _____    |
| 46. _____         | 47. _____      | 48. _____     | 49. _____    |
| 53. _____         | 54. _____      | 55. _____     | 56. _____    |
| 60. _____         | 61. _____      | 62. _____     | 63. _____    |
| # Yes: _____      | # Yes: _____   | # Yes: _____  | # Yes: _____ |
| Rank: _____       | Rank: _____    | Rank: _____   | Rank: _____  |

## Determining Your Heart for Ministry

### What is Heart?

**Physiological:** the hollow, **muscular organ** in a vertebrate animal that receives blood from the veins and pumps it through the arteries by alternate dilation and contraction.

**Emotional:** the center of emotions and feelings; the **source of emotions**, contrasted with the head, the source of intellect.

**Spiritual:** the Bible uses the term “heart” to represent the **center of motivation**, desires, inclinations and emotions.

⇒ *“Delight yourself in the Lord and He will give you the **desires of your heart.**”*  
Psalm 37:4 (NIV)

### The Motivations of the Heart Determines:

1. Why we \_\_\_\_\_ the things we do.

⇒ *“For out of the abundance of the **heart** the mouth **speaks.**”* Mat-  
thew 12:34 (NKJ)

2. Why we \_\_\_\_\_ the way we do.

⇒ *“The Word of God.... judges the thoughts and **attitudes of the heart.**”*  
Hebrews 4:12 (NIV)

3. Why we \_\_\_\_\_ the way we do.

⇒ *“Above all else, **guard your heart**, for it is the **wellspring of life.**”*  
Proverbs 4:23 (NIV)

## Your heart describes who you are:

- Each person has a unique \_\_\_\_\_
- Our heart races with anticipation and joy when we \_\_\_\_\_ the things that we \_\_\_\_\_ to do.
- We \_\_\_\_\_ feel deeply about some things and not about other things.
- Our heart determines our \_\_\_\_\_ in life.
- Our heart provides us with \_\_\_\_\_ motivations.
- God had a \_\_\_\_\_ in giving you your inborn interests.

⇒ *“For God has put it into their hearts to fulfill His purpose..... Revelation 17:17 (NIV)*

## However, we also are burdened with earthly desires:

- You have the choice to use your unique heartbeat for \_\_\_\_\_ or for \_\_\_\_\_.

⇒ *“But if you harbor bitter envy and selfish ambition in your hearts, do not boast about it or deny the truth. Such wisdom does not come down from heaven but is earthly, unspiritual, of the devil.” James 3:13-15 (NIV)*

⇒ *“But the wisdom that comes from heaven is first of all pure; then peace-loving, considerate, submissive, full of mercy and good fruit, impartial and sincere.” James 3:17 (NIV)*

- Therefore, we must be careful to examine the \_\_\_\_\_ of our motivations, which we can distinguish by the type of \_\_\_\_\_ it will produce.

# Heart Checkup

The key to **understanding your unique heartbeat** is to look at your past accomplishments.

- Use the form below to list and describe your accomplishments at **home, school, work, recreation, etc.**
- Include the things that you **enjoyed doing** and the things you **did well**
- Forget about what **others think** -- what made you feel **good about yourself**

## Grade School Years:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

## High School Years:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

## College and/or Twenties:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

### **Thirty-Something Years:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

### **Forties to Retirement:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

### **Retirement Years:**

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

- Now examine your accomplishments for **common motivational threads**
- Use the **checklist** on the following page as a further aid

# Heart Checklist

## I love to:

- \_\_\_ **Design/Develop** (i.e. create something new from scratch)
- \_\_\_ **Pioneer** (i.e. blaze a new path that's totally different -- a risk-taker)
- \_\_\_ **Lead** (i.e. to be in charge and direct the work of others)
- \_\_\_ **Serve/Help** (i.e. assist people/organizations to do well)
- \_\_\_ **Influence** (i.e. shake and shape the behavior and attitudes of others)
- \_\_\_ **Organize** (i.e. make order out of chaos)
- \_\_\_ **Operate/Maintain** (i.e. use existing methods/systems efficiently & effectively)
- \_\_\_ **Improve** (i.e. to change existing methods/systems for the better)
- \_\_\_ **Repair** (i.e. to fix broken things and put them back into working order)
- \_\_\_ **Acquire/Possess** (i.e. shop/collect -- the bargain hunter)
- \_\_\_ **Excel** (i.e. be the best at whatever you're asked or choose to do)
- \_\_\_ **Prevail/Win** (i.e. the competitor who lives for the challenge)
- \_\_\_ **Follow the Rules** (i.e. to painstakingly adhere to directions)
- \_\_\_ **Perform** (i.e. to be on stage as a speaker, singer, dancer, actor, etc.)
- \_\_\_ **Persevere** (i.e. to take on burdens and see them through)
- \_\_\_ **Other** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## Heart Tips:

- Don't do something if your heart is not in it -- you will not \_\_\_\_\_ nor will you find \_\_\_\_\_

⇒ *“Then hear from heaven Your dwelling place, and forgive, and **give to everyone according to all his ways, whose heart You know.**”*

1Chronicles 6:30 (NKJ)

- **Remember** -- any of these traits can be used for \_\_\_\_\_ or for \_\_\_\_\_

⇒ *“Take heed to yourselves, lest your **heart be deceived**, and you turn aside and **serve other gods** and worship them.”* Deuteronomy 11:16 (NKJ)

⇒ *“**Serve the Lord** with all your **heart.**”* 1Samuel 12:20 (NKJ)

⇒ *“**Doing the will of God** from you **heart.**”* Ephesians 6:6

- Couple your **heart** with your **spiritual gifts** and with the guidance of the **Holy Spirit** and you'll be able to \_\_\_\_\_

⇒ *“If you have **faith** as a mustard seed, you will say to this mountain, ‘Move from here to there,’ and it will move; and **nothing will be impossible for you.**”* Matthew 17:20 (NKJ)

# Aiming Your Abilities at Your Destiny

*“Then the Lord said to Moses..... ”I have filled him with the Spirit of God, with skill, ability and knowledge in all kinds of crafts.” Exodus 31:3 (NIV)*

## Definitions:

**Ability**: being able to do something

**Skill**: the talents with which that something is accomplished

## True or False Test:

**True    False**

- |  |       |       |
|--|-------|-------|
| 1. All skills and abilities must be learned by experience. | _____ | _____ |
| 2. All skills and abilities are inborn.                    | _____ | _____ |
| 3. Most acquired skills are learned in the classroom.      | _____ | _____ |
| 4. We are very aware of our skills and abilities           | _____ | _____ |
| 5. Skills used at work are not transferable to ministry.   | _____ | _____ |
| 6. Most people have only a few skills and abilities.       | _____ | _____ |

## Fact:

- Research indicates that the **average person** has between \_\_\_\_\_ and \_\_\_\_\_ skills and abilities

## Problem:

- Society insists on \_\_\_\_\_ and frowns on \_\_\_\_\_

## Solution:

- With the **Holy Spirit’s guidance and blessing**, aggressively \_\_\_\_\_ new ways to be of service to God

## **The Animal School**

The animals had a school. The curriculum consisted of running, flying, climbing and swimming. All the animals took all the subjects.

The duck was good in swimming and fair in flying. She was terrible in running, so she was made to drop her swimming class and stay after school to practice running. Although the duck didn't improve much in running, after awhile she became only average in swimming. But average was acceptable. The others, including the teacher, were no longer threatened by the duck's swimming abilities so everyone felt more comfortable -- except the duck.

The eagle was considered to be a problem student. For instance, in climbing class, he could beat all the others to the top of the tree, but he insisted on using his own methods of getting there. He had to be severely disciplined. Finally, because of his non-cooperation in swimming, he was expelled for insubordination.

The rabbit started at the top of the class in running but was obviously inadequate in other areas. Because she had to do so much makeup work in swimming, she had a nervous breakdown and had to drop out of school.

The turtle was a failure in almost every course offered. His shell was determined to be the leading cause of his failure, so his shell was removed. This did help his running, but sadly he became the first casualty of the school when he was stepped on by the horse.

The faculty was disappointed, but all in all they felt it was a pretty good school. While there were no real successes, they did concentrate on their weak points and some progress was made.

### **The Point:**

Every person doesn't fit the same mold. Some are rabbits, some eagles, some turtles. We do a great injustice to each other when we assume that we came from a cookie-cutter creator. God gave all of us unique abilities.

## Abilities Inventory

Look through the list of abilities below and put a **check** next to your abilities. These are only a **partial list** of potential abilities. Use them to **open your mind** up to your full potential. At the end of the list you can then write in others that pertain to you.

- You don't have to be the "best in the world" at something -- it is the people with **modest abilities and perseverance** who generally get the job done.
- You may have some abilities that you **haven't yet used**. If you think you have it, check it off and **try it out**. It is much worse to forego serving the Lord than to give it a good faith effort.
- You also will have some abilities of which you're **not aware**. The only way to find out is to give it a try. **Start small**, though, before committing yourself to a major responsibility.

\_\_\_ **Entertaining:** perform, speak, act

\_\_\_ **Recruiting:** enlist people to get involved

\_\_\_ **Interviewing:** discovering what others are like and how they can help

\_\_\_ **Researching:** reading, gathering and organizing information

\_\_\_ **Artistic:** drawing, painting, photography, crafts, etc.

\_\_\_ **Graphics:** layout, design, creating banners, posters, etc.

\_\_\_ **Planning:** strategize and design programs and events

\_\_\_ **Analytical:** study data and draw conclusions

\_\_\_ **Managing:** supervise people to accomplish a task

\_\_\_ **Counseling:** listen, guide and encourage people to surmount their problems

\_\_\_ **Teaching:** educate and tutor people

\_\_\_ **Writing:** put ideas into print clearly and concisely

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*Personal Ministry*

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- \_\_\_ **Editing:** proofreading, rewriting text to make it clearer
- \_\_\_ **Promoting:** advertise events and activities, encourage people to participate
- \_\_\_ **Repairing:** fix, maintain and restore things
- \_\_\_ **Cooking:** create meals for large or small groups
- \_\_\_ **Recall:** remember names, faces, dates, etc.
- \_\_\_ **Mechanical:** operate equipment, machinery, tools, etc.
- \_\_\_ **Mathematical:** numbers, data, money, etc.
- \_\_\_ **Classifying:** arrange records, data and materials for easy retrieval
- \_\_\_ **Organizing:** assemble and coordinate people and materials for specific events
- \_\_\_ **Public Relations:** communication with the community, handling complaints
- \_\_\_ **Hospitality:** conveying warmth and developing rapport; making comfortable
- \_\_\_ **Composing:** writing music and/or song lyrics
- \_\_\_ **Landscaping:** designing, creating and maintaining property and grounds
- \_\_\_ **Decorating:** planning and creating interior designs
- \_\_\_ **Other:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Next:**

- Think about how you can **use these abilities to serve** others, the church and God.
- Don't wait to be asked -- it is the **people who start ministries**, not the pastor

# Projecting Your Personality into Your Ministry

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

## Definition of Personality:

Psychological: dynamic organization of those psychophysical systems which characterize corresponding behavior and thought

Dictionary: habitual patterns and qualities of behavior of any individual as expressed by physical and mental activities and attitudes

Simple: the outward expression of the inner self

## Follow Your Nature:

1. When we attempt something unnatural, we feel \_\_\_\_\_
2. Doing something unnatural wastes \_\_\_\_\_ and \_\_\_\_\_
3. When we do something unnatural we tend to do a \_\_\_\_\_ job
4. Therefore, do what comes \_\_\_\_\_

## Effects of Personality on Ministry

1. God is not a \_\_\_\_\_ creator
2. God loves \_\_\_\_\_
3. There is no \_\_\_\_\_ or \_\_\_\_\_ personality
4. However, in order to minister effectively, we must understand how our personality \_\_\_\_\_ with other personality types

## Personality Types

There are many different personality types, but research has shown that they can be grouped into **four primary categories**. Below is a comparison of several different personality profiles which call these four type by **different names**, but they all mean approximately the same thing:

| <b>Profile</b>                    | <b>Type 1</b> | <b>Type 2</b> | <b>Type 3</b> | <b>Type 4</b>    |
|-----------------------------------|---------------|---------------|---------------|------------------|
| <b>Personality Puzzle</b>         | Choleric      | Sanguine      | Melancholy    | Phlegmatic       |
| <b>Lead Inventory</b>             | Leader        | Expressor     | Analyst       | Dependable       |
| <b>Larry Crabb</b>                | Volitional    | Emotional     | Rational      | Personal         |
| <b>Smalley &amp; Trent</b>        | Lion          | Otter         | Beaver        | Golden Retriever |
| <b>Personal Profile System</b>    | Dominance     | Influencing   | Cautious      | Steadiness       |
| <b>Allessandra &amp; Cathcart</b> | Director      | Socializer    | Thinker       | Relater          |
| <b>Merrill-Reid Social Styles</b> | Driving       | Expressive    | Analytical    | Amiable          |

- Every person is a \_\_\_\_\_ of these four types
- There is usually \_\_\_\_\_ dominant personality type
- There is often a \_\_\_\_\_ personality type that also stands out

## **Choleric Leader**

|                             |  |
|-----------------------------|--|
| <b>Descriptors</b>          | powerful, achiever, people mover, gets things done   |
| <b>Key Traits</b>           | directing, domineering, active, assertive, straight forward, competitive, aloof, indifferent, unemotional  |
| <b>Work Style</b>           | goal oriented, acts quickly, organizes well, risk taker, likes a variety of projects, bored with repetitive tasks, entrepreneur, problem-solver, decision-maker, rule-bender |
| <b>Work Space</b>           | no frills, old desk, clean office  |
| <b>Intention</b>            | obtaining immediate results  |
| <b>Under Pressure</b>       | bossy, impatient   |
| <b>Conflict Response</b>    | attacks, starts fights   |
| <b>Type of Aggression</b>   | overt  |
| <b>Strongly Resists</b>     | personal criticism   |
| <b>Approach to Issues</b>   | generates ideas  |
| <b>Response to Change</b>   | creates change   |
| <b>Preference in Others</b> | fast-acting achievers  |
| <b>Basic Fear</b>           | being taken advantage of   |
| <b>Basic Need</b>           | appreciation   |
| <b>Motto</b>                | _____  |

## Sanguine Expressor

|                             |   |
|-----------------------------|---|
| <b>Descriptors</b>          | popular, optimistic, fun-loving, gregarious, persuasive, charismatic  |
| <b>Key Traits</b>           | interacting, influencing, generous, enthusiastic, entertaining, joyful, loud, toucher, trusting, sensitive to people's feelings |
| <b>Work Style</b>           | people oriented, energetic, inspiring, helpful, impulsive, reactive, dreamer  |
| <b>Work Space</b>           | casual, cluttered, files not alphabetized, desk drawers non-functional, filled with personal paraphernalia                      |
| <b>Intention</b>            | interacting with others, group activities   |
| <b>Under Pressure</b>       | emotional, optimistic   |
| <b>Conflict Response</b>    | try to sell, then back off  |
| <b>Type of Aggression</b>   | verbal  |
| <b>Strongly Resists</b>     | personal reflection   |
| <b>Approach to Issues</b>   | talk about them   |
| <b>Response to Change</b>   | likes change  |
| <b>Preference in Others</b> | listeners   |
| <b>Basic Fear</b>           | social disapproval  |
| <b>Basic Need</b>           | attention, recognition  |
| <b>Motto</b>                | _____   |

## **Melancholy Analyst**

|                             |  |
|-----------------------------|--|
| <b>Descriptors</b>          | perfectionist, high-standards, logical, sensitive, tidy  |
| <b>Key Traits</b>           | reserved, cautious, conscientious, distrustful, diplomatic                                       |
| <b>Work Style</b>           | planner, organizer, detail-oriented, accurate, hard-worker, follows rules, recognizes authority, |
| <b>Work Space</b>           | perfectly in order, alphabetized color-coded files, current project on top of desk               |
| <b>Intention</b>            | adherence to defined standards   |
| <b>Under Pressure</b>       | overly critical, strict  |
| <b>Conflict Response</b>    | withdraws to prepare   |
| <b>Type of Aggression</b>   | defensive  |
| <b>Strongly Resists</b>     | criticism of work, ideas   |
| <b>Approach to Issues</b>   | makes sure things are done right   |
| <b>Response to Change</b>   | change must be justified   |
| <b>Preference in Others</b> | logical and precise  |
| <b>Basic Fear</b>           | imperfection   |
| <b>Basic Need</b>           | order, recognition of emotional needs  |
| <b>Motto</b>                | _____  |

## Phlegmatic Dependable

|                             |   |
|-----------------------------|---|
| <b>Descriptors</b>          | peaceful, reliable, sincere, no glaring faults, happy anywhere  |
| <b>Key Traits</b>           | cooperative, calm, good listener, loyal, polite, warm, kind, patient, family-oriented,                          |
| <b>Work Style</b>           | team player, good administrator, steady worker, task-oriented, doesn't like risks, organized, good with details |
| <b>Work Space</b>           | basically neat, lots of half-finished projects, keeps things in easily-reachable piles                          |
| <b>Intention</b>            | stable, controlled environment  |
| <b>Under Pressure</b>       | slows down, becomes sulky   |
| <b>Conflict Response</b>    | bends to authority  |
| <b>Type of Aggression</b>   | passive   |
| <b>Strongly Resists</b>     | sudden, vague changes   |
| <b>Approach to Issues</b>   | do the work   |
| <b>Response to Change</b>   | slow to change, prefers status quo  |
| <b>Preference in Others</b> | sincere, accommodating people   |
| <b>Basic Fear</b>           | loss of security  |
| <b>Basic Need</b>           | respect   |
| <b>Motto</b>                | _____   |

## **Fitting Your Personality to Your Ministry**

1. Which two personality types make the best leaders?

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2. Which two personality types make the best followers?

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3. Which two personality types cause the most problems?

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4. Which personality types are the most resistant to change?

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5. Which personality type is the most loyal?

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6. Which personality type is the most gifted?

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7. Which personality type is the most loved?

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8. Which personality type gets the most done?

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# How Experiences Shape Your Ministry

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

## Effects of Experience:

1. Your experiences develop new \_\_\_\_\_ and \_\_\_\_\_
2. Your experiences greatly influence how you \_\_\_\_\_ things.
3. Your experiences lead to new \_\_\_\_\_
4. Your greatest lessons in life come through your \_\_\_\_\_ experiences.
5. Your most teachable moments come through your \_\_\_\_\_, not your \_\_\_\_\_
6. God wants you to minister to people who are \_\_\_\_\_ what you have already been through!

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

7. Therefore, pay close attention to what you’ve learned in the \_\_\_\_\_  
\_\_\_\_\_

⇒ *“I want you to know, brethren, that the **things which happened to me** have actually turned out for the **furtherance of the gospel.**” Philippians 1:12 (NKJ)*

## Five Kinds of Experiences

1. \_\_\_\_\_ Experiences

a) Extraordinary

⇒ “About noon as I came near Damascus, suddenly **a bright light from heaven** flashed around me. I fell to the ground and heard a voice say to me, ‘Saul! Saul! Why do you persecute me?’” Acts 22:6-7 (NIV)

b) Ordinary

⇒ “Anyone who lives on milk, being still an infant, is not acquainted with the teaching about righteousness. But **solid food is for the mature**, who by **constant use** have trained themselves to distinguish good from evil.” Hebrews 5:13-14 (NIV)

2. \_\_\_\_\_ Experiences

⇒ “Because of the **service** by which you have **proved yourselves**, men will **praise God** for the **obedience** that accompanies your **confession** of the gospel of Christ.” 2Corinthians 9:13 (NIV)

3. \_\_\_\_\_ Experiences

⇒ “Hold on to **instruction**, do not let it go; guard it well, for **it is your life**.” Proverbs 4:13 (NIV)

4. \_\_\_\_\_ Experiences

⇒ “And we pray this that you may **live a life worthy of the Lord** and may please Him in every way; **bearing fruit in every good work**, growing in the knowledge of God.” Colossians 1:10 (NIV)

⇒ “**Each one’s work** will become clear; for the Day will declare it, because it will be **revealed by fire**; and the fire will **test each one’s work**, of what sort it is.” 1Corinthians 3:13 (NKJ)

5. \_\_\_\_\_ Experiences

⇒ “*Sometimes it takes a **painful experience** to make us **change our ways.**”  
Proverbs 20:30 (GN)*

⇒ “*We also **glory in tribulations**, knowing that **tribulation produces perseverance**; and perseverance, **character**; and character, **hope.**” Ro-  
mans 5:3-4 (NKJ)*

## **Experiential Growth**

- In order to maximize your spiritual growth, we should strive to make all our ex-  
periences \_\_\_\_\_ and \_\_\_\_\_

⇒ “*You also, like living stones, are being built into a **spiritual house** to be a **holy priesthood**, offering **spiritual sacrifices** according to God through **Jesus Christ.**” 1Peter 2:5 (NIV)*

## Determining Your SHAPE for Ministry

In the spaces below, fill in your Spiritual Gifts, Heart, Abilities, Personality and Experiences to create a capsule summary of the unique you:

**S**piritual Gifts

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**H**earth

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**A**bilities

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---

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**P**ersonality

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**E**xperiences

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# **Guidelines for Starting a New Personal Ministry at The Good Shepherd Church of God**

## **Ministry Discovery Process**

1. \_\_\_\_\_ for ministry by doing the series of courses (i.e. Spiritual Maturity, Knowing & Doing the Will of God,, Leadership, etc.)
2. Understand your unique \_\_\_\_\_ for ministry by taking the Spiritual Gifts Inventory and the LEAD Personality Inventory tests.
3. Experiment by \_\_\_\_\_ in an area that best expresses what God made you to be.
4. Demonstrate a servant's heart by serving in \_\_\_\_\_ ministries as the Body of Christ needs you.
5. \_\_\_\_\_ with other ministries and place the greater good of the whole body over the needs of your personal ministry.

## **Tips**

1. Be \_\_\_\_\_ -- don't wait for someone to invite you to join a ministry.
2. Be \_\_\_\_\_ -- don't just look at what's already in place, seek to discover needs that aren't being met.
3. Understand the difference between \_\_\_\_\_ and \_\_\_\_\_
  - In your **primary personal ministry**, form should follow function -- i.e. your ministry should be driven by your SHAPE
  - In your **secondary ministries**, function should dictate form -- i.e. the needs of the church determine what should be done

## **Requirements for a New Ministry**

Before embarking into a new ministry, you should take the following into account:

1. The new ministry is in harmony with the mission and vision of the church, as determined by the pastoral staff.
2. The new ministry will not harm or alter the testimony of the church.
3. All fund-raising activities must be approved by the pastoral staff.
4. All materials to be distributed must be reviewed and approved by the pastoral staff beforehand.
5. The pastoral staff is not expected to direct the new ministry -- you are.

## **Development Process**

Before seeking approval of a new ministry, develop a written plan for review by the pastoral staff as outlined below:

1. What is the purpose of the new ministry?
  - What are the primary goals of the new ministry?
  - What are the scriptural foundations of this new ministry?
  - How will it minister to people's needs?
  - What are the expected results?
  - How will it fulfill the Lord's will?
  - Have does it fulfill your unique personal SHAPE?
  - Have you prayed for guidance from the Holy Spirit?

2. How will the new ministry interact with other existing church ministries?

- Are there any overlaps in purpose or process?
- What church resources will be required?
- How does it fulfill the Good Shepherd Church of God's vision and mission?

3. What is the development plan?

- What specific steps will be taken to turn the vision into a reality?
- Who will be the leader? What qualifications does the leader have?
- Who will be the helpers? What are their qualifications?
- What facilities will be required and when?
- What materials will be required?
- What is the proposed budget, both start-up and ongoing?