

EQUIP 301



**DISCOVERING YOUR
SHAPE FOR MINISTRY**

OUR BECOME CLASS

CLASS 301

DISCOVERING MY S.H.A.P.E FOR MINISTRY

“God has given... pastors and teachers to prepare God’s people for works of ministry, so the body of Christ may be built up.” Eph. 4:11-12

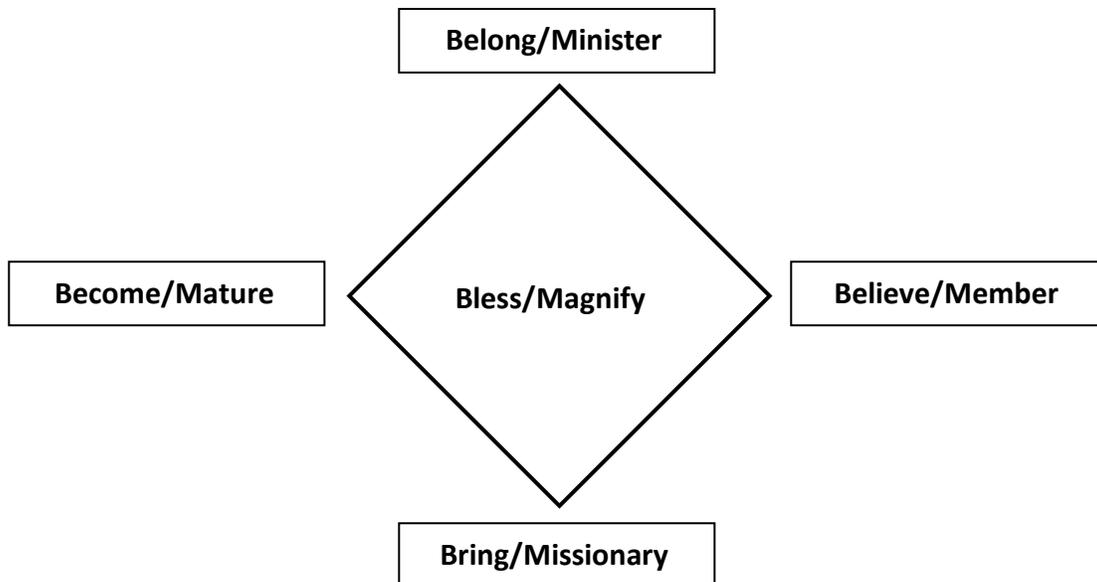
WELCOME TO 301!

I. INTRODUCTION

This is the third of five basic classes we have, here at HFTW, aimed at bringing us all together in unity and purpose. Our equip classes are built around the 5 purposes we have as a church:

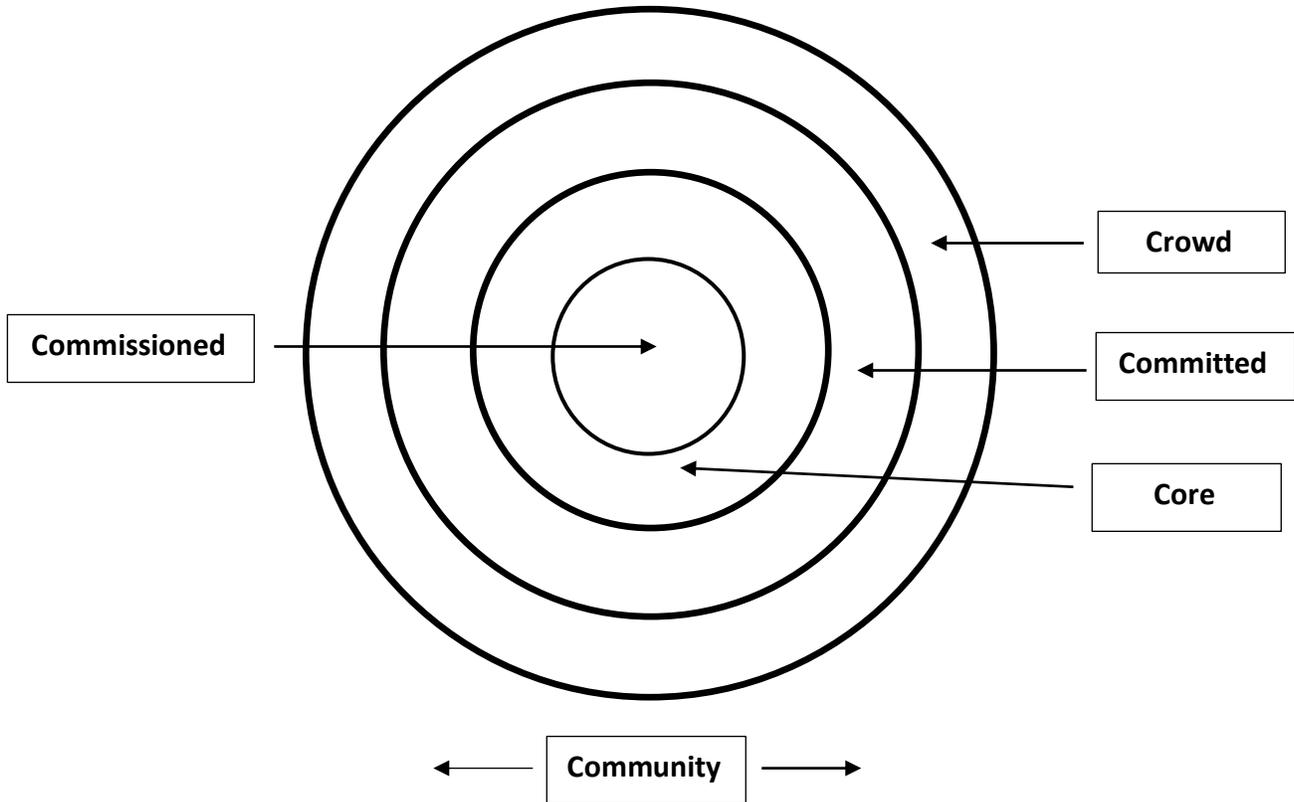
- **Believe** and grow in our faith through
- **Belong** to the family of God through fellowship. **evangelism**
- **Become** mature in our faith through discipleship.
- **Be** the hands and feet of Jesus through ministry or **servicing**.
- **Be** near and bless the heart of God through **worship**.

As we discussed in our membership class, we have an intentional plan to lead every person at HFTW on a journey to becoming a totally transformed follower of Jesus. We illustrate this as someone who goes around the bases and becomes a grand slam Christian.



We see this as a process of leading people, from simply being part of the crowd to becoming one of the **commissioned**.

CIRCLE OF COMMITMENT



By completing 301, you are moving as a disciple from the committed to the core.

- A. Today's class focuses on being the hands and feet of Jesus through ministry/serving.

One of the most important things that happens to a person when they accept Jesus is whether we know it or not, we become ministers.

- B. One of the core values of this church is that we believe:

1. The Pastors are the administrators.
2. The People are the ministers.

What this verse from Eph. 4:11-12 teaches us is that my most important job as a pastor is not the ministry I do... preaching or visiting people in hospital, counseling people. The most important thing myself and the rest of our pastors do is to equip you.

At the heart of the vision of this church is *“equipping ordinary people to be empowered by the Holy Spirit, to accomplish extraordinary things for God wherever they are and wherever they are called!”*

Along with equipping our job is to “unleash” the saints for the work of ministry!

- C. The principle undergirding this class is - My ministry is determined by my **SHAPE**.

What God made me to be determines what He intends for me to do. I will understand the purpose I was created for, when I understand the kind of person I am.

1. As we like to say, God shaped you for **significance**. Before you were ever born, you were shaped for a ministry, created for good works that God has prepared for you from the foundation of the world.

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

“Before I formed you in the womb I knew you, before you were born I set you apart.” (Jer. 1:5 NIV)

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

2. We see a difference between recruiting and **mobilizing**

people for ministry. We are not trying to get people to fill jobs; we are trying to help each one discover the job God has made and shaped them to do.

3. This is so huge because the result of doing what you were shaped to do will be fruitfulness and fulfillment.

The more you operate from your “sweet spot”, the more there will be results, impact, and lives changed from your efforts. The more you operate from your niche the easier and more rewarding what you do will be.

“My yoke is easy and my burden is light.” (Mat. 11:30)

“By this My Father is glorified, that you bear much fruit, so you will be my disciples...These things I have spoken to you, that My joy may remain in you, and that your joy may be full.” (Jn. 15:8,11)

*As we have testified, nothing brings a greater blessing to our lives than coming into a discovery of how we were saved to serve and SHAPED to minister for God in a completely unique way.

II. WHAT TO EXPECT IN THIS CLASS.

- A. The two goals of this class.
 1. That each one of you will discover your unique design (S.H.A.P.E.), for ministry and commit to develop and use your God-given gifts and abilities in serving God and others, through your church family.
 2. That each will select and begin serving in the ministry of your church that best expresses what God made you to be.
- B. It is important to realize that there are three phases to completing this class.
 1. Attending the class.
 2. Completing your SHAPE profile.
 3. Meeting with a ministry guide... a SHAPE Coach, who will help you clarify, choose, and connect with the best opportunity for you to effectively use your spiritual gifts in our church setting.
- C. Class outline
 1. **Session one: Made for Ministry**
 - What the Bible says about ministry.

- How has God shaped me?
- The process for discovering my ministry.
- Identifying my unique SHAPE.

2. **Serving through HFTW**
 - Our vision for ministry.
 - The heart and ethics of ministry.
 - Developing a heart to serve.
 - Previewing opportunities to serve.
 - Where do I go from here?

III. **WHAT THE BIBLE SAYS ABOUT MINISTRY (DIAKONOS - “TO SERVE”)**

Ministry is using whatever God has given me to serve him and the needs of others.

A. We minister in three directions.

1. We minister to the **Lord** (Acts 13:3).
2. We minister to believers (Heb. 6:10).
3. We minister to not yet believers (Mat. 5:13).

B. We minister in three areas of need.

1. To people’s physical needs.

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

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

2. To people’s emotional needs.

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

3. To people’s spiritual needs.

“God reconciled us to himself through Christ and gave us the ministry of reconciliation.” (2 Cor. 5:18)

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

- C. What happens when we are all involved in doing this together? The church becomes healthy, the community is reached, and the church grows dramatically.

“He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love.” (Eph. 4:16 NLT)

“They worshiped together at the Temple each day, met in homes for the Lord’s Supper, and shared their meals with great joy and generosity—all the while praising God and enjoying the goodwill of all the people. And each day the Lord added to their fellowship those who were being saved.... More and more people believed and were brought to the Lord.” (Acts 2:47, 5:14)

IV. UNDERSTANDING THE PRIORITY OF MINISTRY

Reasons why I should commit myself to a lifelong lifestyle of ministry.

- A. I’ve been created for ministry.

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

What we are saying is that the DNA for ministry was put in you physically, mentally, and emotionally in the plans God has, as he designed you through your parents, and spiritually at your new birth. Ministry is part of how you were made to work.

- B. I’ve been saved for ministry.

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

You were saved to serve.

This was really part of His salvation plan to redeem all that we are and that He made us to be, to bring to others the saving gift of redeeming love and a personal relationship with God, that He brought each one of us into.

- C. I’ve been called into ministry.

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

“I urge you to live a life worthy of the calling you have received.” (Eph. 4:1)

“You have been chosen by God himself. You are priests of the King. You are God’s very own. All this so that you may show to others how God called you out of darkness into his wonderful light. Once you were less than nothing, now you are God’s own!” (I Pet. 2:9-10)

If any of us have a hard time with our self-esteem, this should help us. He says before you met Jesus you may have been a nobody, thought of as less than nothing. Now you are God’s prized, child, not just a somebody, but a person called to represent Him as His very own ambassador.

One thing I would like each of us to declare and confess. “I am not who I think I am, I am not who you think I am, but I really am who God says I am! And God says I was created, saved, and called to be a minister of Jesus Christ.

- D. I’ve been gifted for ministry.

“God has given each of you some special abilities be sure to use them to help each other, passing on to others God’s many kinds of blessings (grace in its multifaceted forms.” (I Pet. 4:10)

- E. I’ve been authorized for ministry.

“All authority in heaven and earth has been given to me. Therefore, go and make disciples. (Mat. 28:18-19 am)

“And these signs will accompany those who believe: In my name they will drive out demons; they will speak in new tongues...” (Mark 16:17 NIV)

“We are therefore Christ’s ambassadors.” (2 Cor. 5:20)

- F. I’m commanded to minister.

A non-ministering Christian is a contradiction and is not being obedient to God’s call. Paul said to Archippus, *“Take heed to the ministry you’ve received from the Lord and fulfill it.”*

Having a fulfilling ministry is a secret to having a fulfilled life.

- G. I will be held accountable for ministry.

“So then, each of us will give an account of himself to God.” (Rom. 14:12)

In Matthew 25, we read about the story of the talents and how the master returned to give an account. The one who buried his talent was called an unfaithful, lazy, and wicked servant.

- H. We will each be **rewarded** according to how faithful we are to fulfill our ministry.

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

“Well done, good and faithful servant. You have been faithful with a few things; I will put you in charge of many things. Come and share your Master’s happiness.” (Mat. 25:23)

- I. The Body of Christ needs my ministry.

“All of you together are the one body of Christ and each of you is separate and necessary.” (I Cor. 12:27)

When we fulfill our ministry everybody in the church gets blessed and better. Boats rise to the level of the water; churches rise to the level of our service. This is true both in the church and through the church. As we say around here “the more who serve, the more who are saved.”

The strength, knowledge, power in individual lives increases when we minister. As Eph. 4:16 mentions, the whole body is built up through that *“which every joint supplies.”* The more we minister to each other, the more people feel loved and reach their spiritual potential in every area of their life, but as I say, the more the community and the world is also ministered to and reached for Christ.

I think one of the most powerful challenging verses of scriptures is found in Mat. 9 when it says,

“When Jesus saw the crowds he had compassion on them because they were harassed and helpless, like sheep without a shepherd. Then he said, “The harvest is great but the workers are few. Ask the Lord of the harvest to send out workers into his harvest field.” (Mat. 9:37-38)

V. **WHAT THE STEPS OR THE PROCEDURE FOR DISCOVERING MY MINISTRY (ROM. 12:1-8)**

- A. Dedicate your body to God. God doesn’t use people based on their ability but based on their availability.

“I urge you to offer yourselves to God as a living sacrifice, holy and pleasing to God which is your spiritual worship.”

- B. Eliminate competing distractions.

“Don’t conform any longer to the pattern of this world, but be transformed by the renewing of your mind.” (vs. 2)

After the act of dedication is the act of elimination. The fact is that many people are just too busy with non-essential things to do the essential acts of worship that God has called them to. If you are going to fulfill your call to ministry, there will be things that you will have to leave behind. (hobbies, distractions, a career track...)

C. Evaluate your strengths.

“Don’t cherish exaggerated ideas of yourself or of your importance, but try to have a sane estimate of your capabilities by the light of the faith God has given you.” (Rom. 12:3 Phillips)

That’s what we will spend most of the time in this seminar doing.

“Humility is not denying your strengths. Humility is being honest about your weaknesses.” –Rick Warren

What are you good at or with, words, your hands, people, projects, numbers...?

D. Step four is cooperate with other believers.

“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.” (Rom. 12:4-5)

Paul uses this analogy of a body to say four things

1. Every member is a minister in Christ’s body.
2. Every member has a different function.
3. Every member’s ministry is important.
4. Every member belongs to the other. (Your gift isn’t your gift; it belongs to God and to others in the church. Nobody is an island. We need each other. We won’t reach our potential apart from the body. As we like to say, “Find your team, find your dream.” Others are depending on you.)

What God is teaching us here is so important. He expects all of us to submit and commit our gift to the greater good. In discovering your ministry, we need to look at ourselves in the light of the whole. Our value and effectiveness for God isn’t simply based on how God has gifted us but how we best help the rest of the team.

To find your optimum opportunity to glorify God in ministry, we must have a servant's hearts. (Phil. 2:3-10) If we're willing to be available, flexible, and leave our agendas at the door, God is going to use us in a tremendous way. If you are looking for a way to really make a difference, look for the servant's door. There are no positions for superstars but there are tons of positions for servants!

E. Step five is activate your gifts. Let your gifts be put to work in the church.

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

SECTION 2

DISCOVERING HOW GOD HAS SHAPED ME FOR MINISTRY

I. REVIEWING AGAIN THE CONCEPT OF SHAPE

God has been forming and shaping you for ministry before you were born.

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

- A. You were shaped your way for a purpose. You're not an accident.
- B. You are unique... Nobody can replace you. If you don't do what God has made you to do nobody else can. You are irreplaceable.
- C. You are wonderfully complex. That means you are not only irreplaceable but special.
- D. You are expected to let God use you to do something **great** with what God made you for.

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

By the way, significance does not mean prominence in the eyes of man, it means faithfulness in the eyes of God.

- E. So the first step to discovering what you're to do is to really look and understand how you are made. In considering what God has made me to do there are 5 things that shape us for ministry.

S- Spiritual gifts.

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

The first question is: "What am I gifted for?"

H- Heart passion.

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

“For it is God who works in you, both inspiring the will and the deed, for His own chosen purpose.” (Phil. 2:13)

The question here to ask is: “What do I love to do?”

God wants you to be in a ministry that He has given you a heart for. If you’re going to really be successful in something, it really helps if you have fun doing it... if it is fulfilling and rewarding. When you are doing what God shaped you for you will, like Eric Liddell said, “You feel the pleasure of God.” Sometimes we refer to this as “discovering your “why.”

When a person really discovers their “why”, they almost always discover their what.

A- Abilities

These are natural abilities or vocational skills. Sometimes we call them talents but they are different than spiritual gifts. The Bible says, *“There are different abilities to perform services.”*

Of a man named Bazaleel, the Bible says: *“I (God) have given him skill, ability, and knowledge in all kinds of crafts.”* 2 Cor. 3:5 says, *“competence comes from God.”*

The third question is:

What natural talent and skills do I have? What vocational skills have I learned? What natural talents have I been given by God?

P- Personality

We all have a different personality and are a blend of different temperaments.

Our temperament answers questions such as what are we like around people? What gives us energy or drains us? What are the environments that our gifts will operate at our maximum potential and where will we feel like a duck out of water? It is important that we align the way we use our gifts without personality and temperament.

What is so interesting in looking at personality is the fact that weaknesses of personality actually point to strengths whereas, strengths also point to weaknesses.

E- Experiences

Your experiences also help determine the direction God is likely to call you to move towards in ministry.

There are four different kinds of experiences you want to look at.

1. Spiritual experiences, the testimony of how God touched your life.

Where you have had a special touch of God you often have faith and can impart faith to people, who need encouragement in your life?

*“For it is the Spirit of prophecy who bears testimony to Jesus.”
(Rev. 19:10)*

“They triumphed over him by the blood of the Lamb and by the word of their testimony.” (Rev. 12:11)

Our testimony will give witness and faith to what Jesus wants to do in someone else’s life. The reason the Bible says let the redeemed of the Lord say so... because that results in others being redeemed.

2. Painful experiences

So much of what God uses in our lives is that which has been broken but now has been redeemed. God uses broken people and breaking experiences to release His life and power, like the alabaster vase. He uses broken clouds to produce rain, broken bread to feed people, broken servants to reveal his grace.

Paul in declaring his testimony of being the chief of sinners says in *I Tim. 1:16*, *“But for this reason I was shown mercy so that in me, the worst of sinners, Christ Jesus might display his immense patience as an example for those who would believe in him and receive eternal life.”*

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

The hardships, tragedies, failures, and sorrows you’ve been through are tools God can redeem if you will surrender them.

*One of the absolutely greatest gifts of being involved in ministry is seeing the things that were most painful and hurtful be recycled by God. It is discovering that God never wastes a tear or a sorrow.

Our greatest ministry, we will find actually comes out of our greatest hurts and failures.

What you find is that people are impressed with our successes, but are drawn to us and are helped by us because of our weaknesses and failures.

3. Educational experiences
God wants to use what you have learned in all different fields to minister to others.

“Always remember what you have learned. Your education is your life; guard it well.” (Prov. 4:13)

4. Ministry experiences
The victories and defeats of past ministry experiences are all things God wants you to use. What is true of all of us is that we have not only testimonies of great things God has done, but of great ways we have failed or been hurt attempting to do things for God. Maybe we’ve been through the school of hard knocks. All of that is valuable and sets us up for future ministry success if we’ll let God use it.

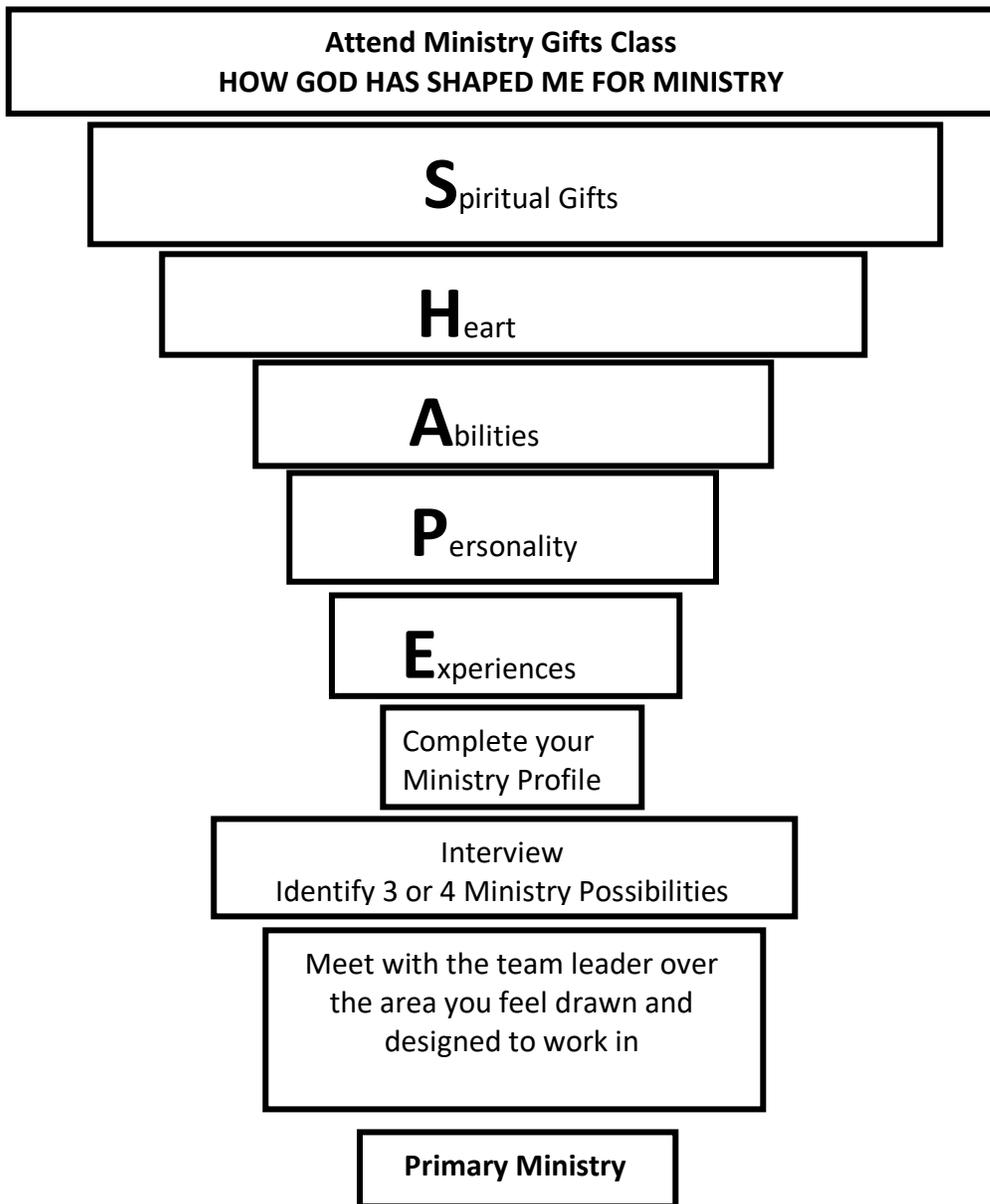
“Because of the service by which you have proved yourselves, men will praise God for the obedience that accompanies your confession of the gospel.” (2 Cor. 9:13)

The point is that as we are willing to explore how these 5 things in our life fit and weave together through reflection, discussion, and experimentation, we will move to discover and begin to operate in our ministry “sweet spot.” We will find our niche where we.

1. Know that we are faithfully doing what God called us to do.
2. Be most fruitful... most likely to see a 30, 60, 100 return on our effort.
3. Be most fulfilled and full of joy.
4. Bring the most benefit and blessing to the church team God has called us to so that the church as a whole reaches more of its redemptive potential for Christ.

II. HFTW MINISTRY DISCOVERY PROCESS (Steps to finding your place on the team)

DISCOVERY PROCESS



All who serve in ministry begin in a support role. We believe that a person's willingness to humbly serve with excellence is the best indication that they are ready to minister in a greater position of authority.

- A. **Attend** Equip 301 *Discovering My Ministry Class* as well as Equip 101 and 201.
- B. **Commit** to the Ministry Covenant.
- C. **Complete** your ministry profile on the last couple of pages of this outline. You will complete this at home. We highly encourage you to get feedback from a mature Christian, who knows you well on a personal basis. Discuss this with them and then turn your profile in to the church office and make an appointment for your interview.

Some things to remember on this:

1. Have fun! These evaluations are not tests There's no right or wrong answers. Please don't get nervous about this.
2. There are no right or wrong answers. You are self-evaluating on a journey to clarity. Nobody is going to judge you and we are interested in your feelings, not other people's, though it can be helpful to ask for input.

The goal of all we're doing is greater clarity on this important subject of life purpose. Ask the Holy Spirit to guide you and be open and expectant for God to give you some incredible keys to fulfilling more of your life mission.

3. As you complete this tool, transfer all of the results to the page called, "Personal Ministry Profile."
- D. **An interview.** You will sign up to meet with a "ministry guide." A ministry guide is a person in the church who's been trained, who understands both the ministries of the church and understands this process. They will sit down with you and help you identify three or four potential areas of service in the church. We'll go through looking at both the observations you've made about your SHAPE and look at the various ministry options and help you decide on a great place to begin serving that fits you. **Options include things like:**
 - Ministries in the church. This is a group of people who serve and strengthen the church.
 - Outreach and missions' projects. This is a group of people who desire to reach out to not yet believers in our community and the nations.
 - **Life groups.** This is a group of people who gather together for the primary purpose of fellowship, Bible Study, and caring for each other.
 - Recovery and support groups. This is a group of people who gather to support and assist each other on a journey of healing and recovery
 - E. **You will meet with the staff**, who supervises the ministries you're considering.

- F. **You will begin ministry and attend the monthly Elevate training and encouragement meetings.** Elevate is a training Pastor Dale does each month to encourage our growth and development as leaders. It is also an opportunity to connect with those supervising in areas of ministry for encouragement and strategic planning. Elevate is the key strategy we have for continual growth and improvement as ministers and leaders of HFTW church.

III. ABOUT THE HOLY SPIRIT AND THE GIFT DISCOVERY PROCESS.

The success of the entire gift discovery and implementation process depends on the leading and empowering of the Holy Spirit. The more completely dependent we are on the Holy Spirit, in the discovery and use of the gifts He has given us is what matters the most. Effective ministry doesn't come from us; it comes through us as the Holy Spirit anoints us.

- A. Somethings that Jesus told us the Holy Spirit would help us with in the discovery and ministry process

1. He would reveal to us truth and show us the gifts that have been given to us by God.

“But the Helper, the Holy Spirit, whom the Father will send in My name, He will teach you all things, and bring to your remembrance all things that I said to you.” (Jn. 14:26)

“Now we have received, not the spirit of the world, but the things that have been freely given to us by God... The natural man does not receive the things of the Spirit of God, for they are foolishness to him; nor can he know them, because they are spiritually discerned.” (I Cor. 2:12, 14)

2. He empowers and manifests His miracle producing ability through us, as we are completely dependent on Him in receiving and operating in our gifts.

“But you will receive power when the Holy Spirit has come upon you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.” (Acts 1:8)

“flesh and blood did not reveal this to you but My Father in heaven.” (Mat. 18:17)

“That which is born of the flesh is flesh and that which is born of the Spirit is spirit, the Spirit gives life and the flesh profits nothing.”

“He who abides in Me, and I in him, bears much fruit; for without Me you can do nothing.” (Jn. 15:5)

Without the Holy Spirit, we can do good things but cannot get **ETERNAL** life changing results.

Without the Holy Spirit, we will use our own strength and burn out (Isa. 40:31). The Holy Spirit is to ministry what a wave is to a surfer.

The Holy Spirit uses and works through our natural and ministry gifts. As we are filled and led by the Holy Spirit, He can supersede the natural and normal operation of gifts with supernatural manifestations. (word of knowledge, healing, miracles...)

3. Our ongoing relationship and friendship with the Holy Spirit will determine how often and how effectively the gifts of the Holy Spirit will flow through us. We can be filled with the Holy Spirit and we can also quench or grieve the Holy Spirit. We have a vital part in determining how much of an awareness of the Holy Spirit we will have and that will determine our usefulness to the Holy Spirit. The ultimate issue is not how much of the Holy Spirit we have, but how much of the Holy Spirit has us. Jesus wants the Holy Spirit to be our best friend in life!

- B. We can ask the Holy Spirit to awaken and stir to life the gifts of the Holy Spirit that are dormant, depressed, or seem to be dead within us. God promises that His gifts and callings are irrevocable, but they can be repressed and quenched. We are commanded to take an active part in stirring up dormant gifts inside of us.

“Therefore I remind you to stir up the gift of God which is in you through the laying on of my hands. For God has not given us a spirit of fear, but of power and of love and of a sound mind.” (2 Tim. 1:6-7)

SECTION 3

I. WHAT THE BIBLE SAYS ABOUT SPIRITUAL GIFTS

“Now about spiritual gifts I do not want you to be ignorant.” (1 Cor. 12:1)

We want to remind people that discovering our spiritual gifts doesn't only come through awareness; it can come from people laying hands on us. It also often comes only as we're actively involved in serving and stepping out in faith.

One main principle we teach is you are far more likely to discover your gifts as you minister than waiting to discover your gifts before you begin to minister.

A. Some key truths about spiritual gifts

1. Only believers have gifts. They are “anointing's” not just talents.
2. Every Christian has gifts they are to operate in.
3. Though we have access to all of the gifts, there are a few gifts that each believer has been given an assignment to operate in on a regular basis. I call these, ministry or motivational gifts.

Some gifts are more specifically about what we do, helps. Others tie to the core of who we are like a teacher. There are also “manifestation gifts” that operate at specific times for specific purposes but may not be things God chooses to use us in on a regular basis.

4. You can't earn or work for a spiritual gift.
5. The Holy Spirit decides what gifts you have or operate in.
6. There are gifts that you may not have as a ministry gift but you are still called to fulfill as part of your role as a Christian (evangelism, giving).

We encourage people to have a secondary ministry, to be willing to serve as a help to others in an area that is not necessarily your gift assignment.

7. It is a sin to not discover, use, or waste your gifts.
8. We are to develop the gifts that God has given us.
*One of the really important things you will learn is that God has given us many gifts in “seed” form. They are potentially very powerful but still undeveloped gifts.

9. God wants us to recognize the gifts in others and do all we can to encourage and complement the exercise of all of the gifts in our circle. God doesn't want superstars; He wants a team all shining together.
10. Using my gifts glorifies God and helps me grow. It is through our gifts, we bear the most fruit we can, help the most possible number of people, see the demonstration of God's goodness and power, while at the same time being most fulfilled.

B. Biblical cautions about spiritual gifts

1. They are not for our benefit but for others.

"Each one of you, as a good manager of God's different gifts, must use them for the good of others, so that God is glorified." (I Pet. 4:10)

2. Don't confuse gifts with fruit. A person's gift says nothing about our character or maturity. You can be spiritually gifted and spiritually immature. We need to be sure we are developing both.
3. Be aware of gift projection tendencies. People with a certain gift expect everyone to see what they see, be motivated to do what they are compelled to do. We should never feel or believe that our gifts make us superior to others.
4. Realize that without love they are useless. (I Cor. 13)
5. People who are claiming to be operating in spiritual gifts are to submit their gifts to be judged and governed by those with spiritual governance responsibilities in the church. The Bible teaches us that gifts can be counterfeited and abused. Gifts are to be directed in their function by pastors and leaders responsible to guard the welfare and to manage the operations of ministry to accomplish the greatest benefit and encouragement to all. (I Cor. 14)

C. How to START to discover your gifts

1. **Study.** Learn all you can about spiritual gifts.
2. **Trial** and error. We highly encourage people to experiment with ministries of all kinds. The discovery process often involves many failed attempts. Those who humbly but boldly step out and try to help others in lots of different ways most quickly discover their sweet spot.

3. **Analyze.** We are going to use questions, interviews and other devices that help people analyze how God may be or may want to be using them even more in certain areas of gifting.
4. **Request responses from others.** One of the most important ways we discover our gifts is through the input and confirmation of others. We will find that people greatly benefit from some things we attempt to do for the Lord, while other things we do don't seem to impact people nearly as much. God uses greatly the gift of encouragement and prophetic gifts of discernment to help people identify and grow in their gifts.
5. **Take training.** The more you are around people who are effectively using the gifts you are called to operate in and the more you read and study and try to improve in using your gifts, the more your main gifts will shine. Our ELEVATE training is specifically designed for this.

II. UNWRAPPING OUR SPIRITUAL GIFTS

The Bible does not lock us into tight restrictions as to the number of spiritual gifts, or even their definitions. There are four major lists of gifts found in Romans 12, I Cor. 12, Eph. 4, and I Peter 4, but there are other passages that mention or illustrate gifts not included in these lists. A gift is an ability God supernaturally uses for His glory.

All of the gifts are given to fulfill the 5 purposes of the church, so we've categorized them as such. This will also perhaps help steer you where God may want you to focus on considering to serve. **Those purposes are:**

- Celebrating God's presence (worship)
- Building warm relationships (fellowship),
- Demonstrating God's love (ministry)
- Educating God's people (discipleship)
- Communicating the gospel (evangelism).

As we go through the list, check off initial impressions you have concerning yourself. For example, put **(4)** I definitely have that gift, **(3)** I often have been used in that way, **(2)** I occasionally am used in that way, **(1)** I don't think I have that gift but am open, **(0)** I definitely don't have that gift.

GIFTS THAT COMMUNICATE GOD’S WORD BOTH TO BELIEVERS AND UNBELIEVERS.

1. **PROPHECY/PREACHING** _____ (place number here).

As a ministry gift, this is the ability to publicly communicate God’s Word in an inspired way that convinces unbelievers and both challenges and comforts believers. It is a very public gift, connected with being a public speaker. According to I Cor. 14:3, it has three purposes: it builds up, it fires up, and it holds up.

As a manifestation gift, it is a gift of a word that is dropped in your heart (perhaps you feel it, imagine it, envision it, intuitively just know it, have a dream, or a whisper) that is a leading of God to speak a spontaneously uttered word to a group or individual for the same purpose to encourage, comfort, and challenge. It is usually given to confirm something that God has already been trying to tell them.

2. **EVANGELISM** _____

The ability to especially sense and be burdened to act on opportunities to present the good news of Jesus to people in a private or public way. It is often marked by an intuitive knowledge of when doors are open, how the unbeliever feels, and how to turn a conversation to Jesus. These people not only have a special love for lost people but are likely to go to them and bring them in.

3. **MISSIONS** _____

The ability to adapt to a different culture in order to reach unbelievers and help believers from that culture. Paul described the gift in I Cor. 9, where he said, *“When I’m with the Jew, I become like the Jew in order to reach the Jew. When I’m with those outside the Law, I become like those outside the law in order to reach them. I become all things to all men to reach some.*

This gift cannot only apply to culture, but a gift to cross age barriers, or work with specific local gifts of people: kids, youth, international students, the homeless. Sometimes this is connected with a strong gift of mercy to empathize with a specific neglected people group.

4. **APOSTLE** _____

The ability to start new churches and oversee the development. This is a person who is gifted to start the work of God from scratch with a special intuitive sense of what is needed and the approach to be taken to develop the work. They also have favor and gifting to be a spiritual overseer and consultant to other people in ministry.

5. **INTERCESSION** _____

As in every category, there are those who are “apostolic or missional intercessors”. They are assigned a special group of people or missionary leader or organizational to back in deep prayer.

GIFTS THAT EDUCATE GOD'S PEOPLE

1. TEACHING_____

The ability to educate God's people by clearly explaining and applying the Bible in a way that causes people to learn. The ability to train and equip other believers for ministry. People with the gift of teaching are often drawn to research and word study, lists, and explaining things line upon line and precept upon precept.

Beyond the traditional places of a Sunday School class, a Bible study or life group, people with this gift may thrive as mentors or in a peer counseling situation. They could for example be good at being a ministry guide, who helps coach people in discovering and using their spiritual gifts.

2. EXHORTATION/ENCOURAGEMENT_____

The ability to motivate God's people to apply and act on Biblical principles, especially when they are discouraged or wavering in their faith. They have the ability to bring out the best in others and challenge them to develop their potential. Whereas, a teacher might emphasize the content of the text, an exhorter will be drawn to the larger principles of the text they will bring out to train and motivate people.

Again, in addition to those who do this with groups are those, who are called to do this with individuals. They may be especially drawn to send cards, make meals, spend time with people going through difficult tests. They notice and sense those who are down and what they might say to lift them up.

3. WISDOM_____

The ability to understand God's perspective on life's situations and share those insights in a simple understandable way. The ability to apply God's truth to specific situations. They seem to grasp the big picture. They are like the sons of Issachar (who knew the times and the seasons and what Israel should do, I Chron. 12:32)

As a manifestation gift, it can be a whisper dropped in our heart/mind about a specific situation that allows us to see it almost from a future perspective, so that we supernaturally know somehow in our gut what we otherwise wouldn't know about a situation.

4. DISCERNMENT_____

The ability to distinguish right from wrong, truth from error even when the situation appears gray to others. It is the ability to discern whether the source of something is self, Satan, or God's Spirit. It can be a high sensitivity to agenda's or motives at work, that are off base and forms of teaching, that are just beginning to steer from agreement with God's word.

As a manifestation gift, it is often given in the context of spiritual warfare, especially in relationship to setting people free from demonic attack and depression. This person can also often discern the activity of angels as well.

5. **KNOWLEDGE** _____

As a ministry gift, it is a special ability to discover, collect, analyze, and organize information that is vital to individual believers or the entire church family. It is an ability to comprehend a large amount of information and provide it when needed for effective decision making.

Daniel 1:17 "To these four young men God gave knowledge and understanding of all kinds of literature and learning."

As a manifestation gift, it can operate as a prophetic gift in which God reveals a specific condition or situation that He has an immediate revelation or miracle to bring. This gift can often be connected with a release of supernatural faith for a divine release of power and blessing.

GIFTS THAT FACILITATE FELLOWSHIP AND RELATIONSHIPS IN THE BODY OF CHRIST

1. **HOSPITALITY** _____

A special ability to make people feel welcomed, warmed, and wanted. It is the ability to be a host or hostess of an event or project at your home or in another place that facilitates people feeling at ease, refreshed, and wanted. They have the supernatural ability to help people belong, to help strangers become friends and friends become family.

2. **SERVICE, CRAFTSMANSHIP AND DESIGN** _____

These people have a special ability to create and facilitate environments that encourage people to come and experience God's ministry in their lives. This can include the practical aspects of setting up, preparing, and watching over people to insure their safety and ability to relax. It also describes artistic gifts that make beautiful God's meeting places and help people connect with an awareness of the closeness, goodness, and greatness of God.

GIFTS THAT DEMONSTRATE GOD'S LOVE

1. **PASTOR** _____

A special gift and ability to watch over and be aware of the spiritual and heart needs of God's people. The longing to see other Christians built up and encouraged with good teaching and fellowship. An awareness of when someone is hurting or suffering and a willingness to do what is necessary to help them. They are like the "pied pipers" who have a flock they are helping along to grow spiritually.

2. **HELPS/SERVICE** _____

These are the "worker bees" who are happy to work behind the scenes and give support and strength to other leaders or ministries. They have a special burden and care for the physical needs of people as well as their spiritual and emotional. They see needs around them that are unmet and naturally move to help things get put in place and fixed up.

They take the burdens off of others. They enjoy preparing meals or helping to fix an air conditioner for a widow.

3. **MERCY** _____

The ability to detect hurt and empathize with those who are suffering in and out of the church family. They have the ability to provide compassionate and cheerful support to those experiencing distress, crisis, or pain. These are care callers, hospital visitors, they are the rock of a support or healing recovery group, and are often excellent altar prayer people.

4. **GIVING** _____

The ability to joyously and generously contribute material resources and/or money beyond the 10% tithe so that the body may grow and be strengthened. The ability to earn and manage money so that it may be given to support the ministries of others. Beyond money they might also have a passion to contribute in other ways such as meals, or physical labor. They may also have a burden for a certain type of persons- single moms...

GIFTS THAT CELEBRATE GOD'S PRESENCE

These are the worship or prayer related gifts

1. **MUSIC AND LEADING PEOPLE INTO THE PRESENCE OF GOD BY SINGING OR PLAYING AN INSTRUMENT FOR THE LORD** _____

A worship leader is sometimes referred to as a gatekeeper, who invite and lead people into an awareness of God's presence. Beyond musical ability, there is in the person not only a great hunger but a great sensitivity to the manifest presence of God that they are able to sense and facilitate towards others.

As a manifestation gift, there are also those I like to refer to as "prophetic worship leaders". They are lightning rods for the presence of God. They have the gift of prophecy in connection to music ability and seem to be an aqueduct for the presence of God to flow through.

2. **INTERCESSION** _____

The ability to pray for the needs of others in the church family over extended periods of time on a regular basis. They not only have an unusual ability to persist in prayer but they regularly sense what I call "prayer assignments." They will have prayer burdens come on them for people, events, nations, or other things that create, almost labor pang type of feelings that don't lift until they have "prayed through." In some cases, they are called to be prayer partners of specific leaders, much like Aaron and Hur did for Moses in Exo 17.

3. **TONGUES AND THE INTERPRETATION OF TONGUES** _____

One is the ability to pray in the spirit or with a language that they have never learned and is not understood to their natural mind without an interpretation. This prayer language is usually released when they are prayed for to be filled with the Holy Spirit as done in the book of Acts on several occasions. These tongues can express worship and praise for the

edification of our spirit man, but they can also be a language of intercession for others. These tongues are often weapons of the Holy Spirit for spiritual warfare and supplication.

The interpretation of tongues is a separate gift that not all who have the gift of tongues exercise. It can be given privately to a person to give them insight into areas of prayer. It can also be used publicly as a form of prophecy to edify the body of Christ, many times as an expression of a psalm of praise or a prophetic intercession.

4. **HEALING**_____

The ability to pray in faith specifically for people who need physical, emotional or spiritual healing and see God answer. This gift is accompanied by regular gifts of faith operating in them for healing. People who operate in this gift, know with certainty when there is going to be a supernatural visitation of healing in someone's life that they feel called to pray for. They, also, often are spiritual intuitive, when "the presence of the Lord is visiting for the specific purpose of manifesting healing." They will be empathetic and feel the pain of others by revelation as a signal God is healing. Many times, they will sense a warmth or tingling in their hands or other parts of their body.

5. **MIRACLES/FAITH**_____

I put these together because they work side by side. A gift of miracles is a special endowment of faith and confidence to ask God for a specific supernatural intervention. Not simply in a way, that you believe it could happen but in a way that you cannot doubt, that in the spirit realm it has happened and will certainly manifest. Sometimes people will have this be a regular occurrence in certain areas such as finances, healings, or evangelism.

GIFTS THAT SUPPORT ANY OR ALL OF THE PURPOSES OF THE CHURCH

1. **LEADERSHIP**_____

The ability to clarify and communicate the purpose, direction, vision of a ministry in a way that attracts others to get involved. It is the special ability to motivate others by example and influence to work together to accomplish a ministry goal. They have an ability and a motivation to take charge of an area of need and build the team that covers that for the body. They are also natural facilitators; they keep projects and discussions going and see that they are effectively completed.

2. **ADMINISTRATION**_____

Also sometime called the gift of organization, this is the ability to recognize the gifts of others and recruit them for ministry. It is the ability to coordinate many details and execute the plans of leadership. In some cases, it is simply the ability to bring order out of chaos whether to a physical space or a ministry assignment.

3. **FAITH**_____

As a ministry gift it is the ability to trust God continually for the things that cannot be seen and have a willingness to boldly act on God's promises in ways that motivate others

to join them. It is a willingness to risk failure in pursuit of a ministry dream. It is an ability to come alongside of people in difficult situations and secure their hope and faith.

III. THE SECOND THING WE DO IN DISCERNING OUR SHAPE IS MONITORING OUR HEART BEAT (PASSION).

In Bible terms, the heart is the motivational center of your life; it is what drives your motivations, inclinations, and desires.

A. Our heart determines three things.

1. Why I **say** the things I do. *“Out of the abundance of the heart the mouth speaks.”* If you listen for very long, people will turn their conversations towards that which is in their heart.
2. It determines the way I feel about things. It drives what I feel I need to accomplish. It is why I get excited about some things and bored by others.
3. It determines why I act the way I do.
Prov. 4:23, *“Guard your heart for out of it proceed the issues of life.”*

B. As we come to Christ and begin to grow, God will be working in us *to will and do of His good pleasure* for our life. He will put in the longings for that which will help us be most fruitful and fulfilled for Him.

God will cause us to begin to feel deeply about certain causes. We will find certain things that we are compelled to do and deeply motivated by. I like to call it, “the things I feel I can’t, not do for the Lord”. It is something that breaks my heart or moves my desires so intensely, I feel dissatisfied if I’m not seeing progress towards fulfilling a specific cause.

Your passion causes you to have

1. Strong discipline in a certain area.
 2. The ability to persevere beyond what a normal person would do.
 3. An unspeakable joy and satisfaction in seeing certain things accomplished.
- C. In some cases, that passion is doing things that we have always done, but seeing God stir us to begin to do those things for a greater purpose, His kingdom and glory (example: making money or traveling). It is often best to start with our passion.
- D. An exercise to discover your spiritual EKG.

1. List some of your biggest accomplishments since childhood that you feel proud of and happy about. Write out a list of personal accomplishments. It doesn't matter if other people thought you did them well or not.

What to include:

- Accomplishments at home, school, work etc.
- Things you enjoyed doing.
- Things you believed you did well.
- Give specific details about what you did.

MY HIGHLIGHTS OF THINGS I DID WELL AND ENJOYED DURING MY GRADE SCHOOL YEARS

1.

2.

AS A TEENAGER

1.

2.

3.

IN COLLEGE OR EARLY 20'S

1.

2.

3.

4.

MY 'THIRTYSOMETHING' YEARS

1.

2.

3.

4

LATER/COMPLETE UP TO THE PRESENT

1.

2.

3.

IV. DISCOVER THE MOTIVATIONAL DIRECTION OF YOUR HEART

Here is a list of 15 things someone might love to do. Identify 3 or 4 of these, let them be based not only on interest but on accomplishments tied to these things you love.

I LOVE TO

DESIGN/DEVELOP

I love to make something out of nothing. I enjoy getting something started from scratch.

PIONEER

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

ORGANIZE

I love to bring order out of chaos. I enjoy organizing something that is already started.

OPERATE/MAINTAIN

I love to efficiently maintain something that is already organized.

SERVE/HELP

I love to assist others in their responsibility. I enjoy helping others succeed.

ACQUIRE/POSSESS

I love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price.

EXCEL

I love to be the best and make my team the best. I enjoy setting and attaining the highest standards.

INFLUENCE

I love to convert people to my way of thinking. I enjoy shaping the attitudes and behaviors of others.

PERFORM

I love to be on stage and receive the attention of others. I enjoy being in the limelight.

IMPROVE

I love to make things better. I enjoy taking something that someone else has designed or started and improve it.

REPAIR

I love to fix what is broken or change what is out of date.

LEAD/BE IN CHARGE

I love to lead the way, oversee, and supervise. I enjoy determining how things will be done.

PERSEVERE

I love to see things to completion. I enjoy persisting at something until it is finished.

FOLLOW THE RULES

I love to operate by policies and procedures. I enjoy meeting the expectations of an organization or boss.

PREVAIL

I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.

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

Did you find the basic motivational direction of your heart in this list?

Y / N

V. DISCOVERING YOUR ABILITIES AND TALENTS

A. WHAT IS A TALENT OR ABILITY?

1. It is an ability to do something a little better than the average person.
2. It is an undeveloped skill that the person may not be aware of having.
3. It is given by God at birth.
4. It is to be developed by you.
5. It is to be dedicated in service to God.

B. GOD IS THE SOURCE OF YOUR TALENT AND ABILITY

John answered, 'No one can receive anything except what has been given from heaven.'
John 3:27

C. GOD WANTS YOU TO APPLY YOUR ABILITIES AND TALENTS

There are different kinds of working, but the same God works all of them in all men.
1 Corinthians 12:6

One of the most common excuses people give for not getting involved in ministry is “I just don’t have any abilities to offer.” Nothing could be further from the truth. The key is matching your abilities with the right ministry.

D. FIVE MISCONCEPTIONS ABOUT ABILITIES (SKILLS AND TALENTS)

1. **MYTH:** *People aren’t born with skills; all skills must be learned by experience.*

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

2. **MYTH:** *Those skills that must be learned, are learned primarily in the classroom.*

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

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

Again, this is not true. You are probably using a number of talents or skills that you are not even aware of. You need some process of skill identification.

4. **MYTH:** *Skills that I use at work are only usable in that environment, I could not use them in ministry.*

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

5. **MYTH:** *Most people only have a few abilities.*

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

VI. APPLYING MY ABILITIES

SPECIALIZED ABILITIES

ENTERTAINING ability: to perform, act, dance, speak, magic tricks

RECRUITING ability: to enlist and motivate people to get involved

INTERVIEW ability: to discover what others are like

RESEARCHING ability: to read, gather information, collect data

ARTISTIC ability: to conceptualize, picture, draw, paint, photograph, or make renderings

GRAPHICS ability: to lay out, design, create visual displays or banners

EVALUATING ability: to analyze data and draw conclusions

PLANNING ability: to strategize, design and organize programs and events

MANAGING ability: to supervise people to accomplish a task or event and coordinate the details involved

COUNSELING ability: to listen, encourage and guide with sensitivity

TEACHING ability: to explain, train, demonstrate, tutor

WRITING ability: to write articles, letters, books

EDITING ability: to proof read and rewrite

PROMOTING ability: to advertise or promote events and activities

REPAIRING ability: to fix, restore, maintain

FEEDING ability: to create meals for large or small groups

RECALL ability: to remember or recall names and faces

MECHANICAL OPERATING ability: to operate equipment, tools or machinery

RESOURCEFUL ability: to search out and find inexpensive materials or resources needed

COUNTING ability: to work with numbers, data or money

CLASSIFYING ability: to systematize and file books, data, records and materials so they can be retrieved easily

PUBLIC RELATIONS ability: to handle complaints and unhappy customers with care and courtesy

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

COMPOSING ability: to write music or lyrics

LANDSCAPING ability: to do gardening and work with plants

DECORATING ability: to beautify a setting for a special event

VII. UNPLUGGING YOUR PERSONALITY

A. In the box below, write your name.

Now write your name with your opposite hand.

What happened?

1. You felt uncomfortable.
2. It took extra time.
3. You still did a lousy job.

The same thing happens when we try to minister in a way that is not suited to our personality.

If you were to compare your personality to one of these animals which would you be more like?

- **Otter...** fun loving, outgoing, likes variety, people person
- **Lion...** powerful, strong willed, likes to be in charge
- **Beaver...** meticulous, organized, orderly, task oriented, intense, highly driven
- **Golden Retriever...** adaptable, easy going, would like to have time to smell the roses

B. Which of the following do you think best fits your personality.

1. Doing a job where there is lots of involvement and interaction with people or preferring to work alone or with just a few.
2. Are you more comfortable speaking on a stage or speaking one on one?
3. Are you someone who is a plodder and can stick to something for a long time or someone who would rather do short term projects?
4. Would people say that you are a thinker who likes to spend time analyzing and planning or more of a doer or more of a feeler (artist)?
5. Are you an extrovert-get energy from being around people or an introvert-get energy by being alone?
6. Are you a good support person or feel more comfortable when you are in the lead?
7. Would you describe yourself as more competitive or cooperative?
8. Would you describe yourself as sensitive or thick skinned?
9. Are you more likely to bury your thoughts or quickly speak your thoughts?
10. What is a job you easily see your personality flowing with and what is one you definitely don't see your personality flowing with?

VIII. EXAMINING YOUR EXPERIENCES

As mentioned, God never wastes a hurt and has a purpose for all that you've been through in your life. We are all called to be wounded healers. He redeems everything to His glory and our advantage!

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

ON YOUR MINISTRY PROFILE RECORD THESE EXPERIENCES

A. Your spiritual experiences

Meaningful decisions/times/encounters with God

B. Your painful experiences

Problems, hurts, trials-that have taught you and you have drawn benefit from. (If you are still in the recovery process plan on receiving more healing as you attempt to help others)

C. Your educational experiences

What were your favorite subjects in school classes or in the school of life?

D. Your ministry experiences

How have you served in the past?

IX. SERVING THROUGH HEART FOR THE WORLD

Now that we have gone through these steps of helping you define your SHAPE, it's up to you to do something about this. Review and study these five areas on your own, fill out your profile, make an appointment to come see a ministry guide. The next thing you might do is just take a look at the following ministries list. This is what you will go over with a ministry guide, but perhaps you'd like to preview it yourself and note what you think might be a possible match for you.

MINISTRY OPPORTUNITIES AT HEART FOR THE WORLD

KID'S MINISTRY

1. **Kid Check.** Be the first face to welcome and ease anxieties with new families or families having a hard day. This place of service is 15 minutes prior to service time and 30 minutes into the service, about 45 minutes' total.
2. **Kid's Connect Tables "Connector".** This is the face that invites kids to belong. Kids are invited to a connect table where they will meet other kids and be seen and heard and valued by their Connector.

Connect tables are simple games or crafts of stacking cups (stem activities) that begin 15 minutes prior to the service and go 15 minutes into a service. About 30 minutes' total. Pre K and Kindergarten, elementary and Jr. high all have connect tables.

3. **Rocking Babies...** infant nursery (length of service)
4. **Assisting with Toddlers** (length of service)
5. **Kid's Church Welcome.** This is the face at the chapel doors that makes a kid feel like we have been waiting all morning for them to show up. This place of service is 15 minutes prior to service and 30 minutes into the service. (45 minutes' total)
6. **A Kid's Ministry Assistant.** Serves the length of a service starting with connect tables at the beginning, large group interaction and participation, connect table in the café, and assisting in small group time.
7. **Kid's Small Group Leader/mentor.** Helps lead a small group time with kids' nursery through Jr. High on Sunday mornings.

HOSPITALITY/GUEST SERVICES

1. **Church Greeter.** Someone who help our guests and church family feel seen, welcomed and valued from the moment they arrive to church and as they leave.
2. **Church Usher.** Ushers assist our members and guests inside of the sanctuary. They welcome guests, assist in seating, help pick up the offering, and distribute communion.
3. **Security Ushers.** Help inside and outside of the sanctuary around the premises to look out for the safety of everyone on our church property.
4. **Section Hosts.** Greeters with a pastor's heart willing to sit in the same area of the sanctuary in the same service each week on a mission to get to know those who come to

their section, befriend and look out for people in that section. They build a bridge of love to open the doors for needed connection and pastoral care to happen.

5. **Special Events Volunteers.** People willing to help at special events to set up, clean up, serve and help.
6. **Cafe and Kitchen Help Ministry.** This is a ministry that prepares and serves food to our kids each Sunday and helps gather, prepare, or serve food for other ministry events. (men's group)
7. **Serving at the Kiosk or Other Welcome Stations in the Square on Sundays.** Help connect, inform, and activate people for ministry.
8. **Newcomer's Ministry.** People willing to help thank guests for coming and serve as part of the team for our Next Step, welcome to the family events.

OUTREACH/MISSIONS/COMPASSION INITIATIVES

1. **MacArthur School Outreach.** Helping in various ways to serve the families and teachers of a school serving many of the neediest LC children and their family.
2. **Monthly Nursing Home Outreach.** Go one Saturday a month to bless, hold a service for, and minister to the residents of Casa de Oro nursing home.
3. **Food packing/Food Pantry.** Participate in a once a month food packing and preparation of food bags to give out to the hungry.
4. **Food Purchasing.** Being a shopper for our outreaches and church held events.
5. **Anapra Mission-**Travel occasionally or weekly to minister to children and families across the border with our Anapra mission team.
6. **Prayer Coordinator.** Stays in touch with our missionaries and communicates their prayer requests to our pastors and intercessors.
7. **Missionary Encouragers.** Adopt one of our missionaries to be a source of encouragement through letter writing and helping our church stay in touch with what they're doing.
8. **Mission Project Directors.** Those willing to take on a local mission of compassion to extend the heart of heart for the world more to our community
9. **Helping with Special Church-wide Outreaches.** Like Harvest party and Happy Birthday Jesus.

YOUTH AND YOUNG ADULTS- Helping to spiritually mentor and disciple youth and young adults to love and serve Jesus for the rest of their life

1. **Adult Support Team.** Supports the youth leaders and provides practical care and protection for youth services and events.
2. **Cooks and Servers for Youth**
3. **Youth and Young Adult Mentors**
4. **Help with Special Youth Events, Trips...**
5. **Youth Administration Volunteers for Communication and Preparations**

BUILDING FACILITIES CARE AND MANAGEMENT

1. **Facilities Team.** Insures that the buildings and ground are properly serviced and maintained.
2. **Facilities Team.** Help with repairs, set up/tear down, and improvement projects. There is also need for lawn care and Sunday trash or bathroom care.

LIFE GROUP/SMALL GROUP MINISTRIES

1. **Life Group Hosts.** Open their homes or organize a small group
2. **Recovery Group Table Facilitators and Helpers**
3. **Life Group Helpers.** Assist a host in helping carry out the various aspects of life group ministry.

PASTORAL CARE AND PRAYER MINISTRIES

1. **Intercessory Prayer Team.** We have intercessors who both gather to pray for the needs of the church as well as receive emergency prayer requests through the week. There are also intercessors for different pastors and ministries in the church
2. **Altar Prayer Ministry Teams.** We have teams available to pray with people after all of our Sunday services. These teams pray for healing, encouragement, and also help introduce people to salvation and the infilling of the Holy Spirit.
3. **Marriage Mentors.** Help assist our pastors with both pre-marriage classes and offering personal mentoring to couples through different marriage enrichment classes and events
4. **Hospital and Shut in Visitation Ministers.** Go to visit and encourage people unable to come to church.

5. **Encouragement Team.** Writes cards and makes calls to encourage people and to find out how we can help extend ministry to those in need.
6. **Healing Prayer Ministers.** Meet with people for prayer appointments to be instruments for God's healing presence to come spirit, soul, body, and relationally to people in need.
7. **Ministry Guide.** People who are trained to help people identify their SHAPE and where to best serve in the ministry of HFTW

WORSHIP, MEDIA, CREATIVE ARTS

God is a creative, singing God. We are made in His image and it is in us to create, sing, and find fresh ways to adore Him. Using song and artistic expression, our team strives to create an atmosphere that ushers the presence of God so that lives can be changed and healed.

1. **Adult Worship Team**
2. **Media-Audio Visual**
3. **Sound Engineering, and Video Camera Ministry**
4. **Youth Worship Team**
5. **Drama Ministries**
6. **Building Beautifying and Decoration**

OFFICE AND SECRETARIAL ADMINISTRATION SUPPORT

Helping the office in various ways both for Sunday and during Sunday

1. **Bulletin Stuffers**
2. **Making Copies**
3. **Preparing and Serving Coffee and Refreshments**
4. **Helping with Special Events** like our Next Step to organize and set up things to connect with newcomers

SECTION IV

HFTW STATEMENT OF MINISTRY PHILOSOPHY

I. WHAT WE BELIEVE ABOUT MINISTRY

Salvation in Jesus Christ automatically includes a call to ministry. Every believer is created, saved, called, gifted, authorized, and commanded to minister. How God has made me is the basis of how God wants to use me. God has uniquely shaped each one, for specific ministries He planned for them before they were born. All of His children have been given gifts that can be developed for ministry. Everyone is a “10” in some area. Choosing to develop and use your gift is an act of good stewardship and worship.

- A. We believe the best way to discover your gift is through ministry, not through waiting to discovering your ministry by identifying your gifts.

In other words, as you start serving, you’re going to find what you’re gifted at doing. We encourage everyone to expect to have “secondary ministries” that express their heart to serve and support the bigger vision even if it isn’t necessarily their primary calling. Christians are to fulfill the role of servants in areas that may not be their main gifting (giving, evangelism...). As people start serving they find out what they’re gifted at doing.

- B. The evidence of the right match between my shape and my ministry is fruitfulness and fulfillment. We believe God wants us to find the spot, where we will automatically see the greatest return from our investment and experience the greatest sense of reward in what we’re doing.

- C. A willingness to be committed, submitted, and developed (growing in maturity and ministry skill) is essential to effective ministry in the church.

It is for this reason that we require class attendance at our Believe, Belong, and Become, Classes 101, 201 and 301, along with the signing of the covenant agreements of these before being given a position of ministry in the church. For those who need to make up these classes, they can be done on line and by meeting with a pastor for a follow-up discussion.

II. WHAT WE BELIEVE ABOUT THE BODY OF CHRIST

- A. We believe that the local church is the hope of the world. He has planned for the local church to be the front lines and primary agent for mission in the world. We believe that the local church provides the avenue for holistic, lifetime ministry, that most effectively fulfills Jesus purpose of multiplying transformed followers of Jesus who change the world.

That is why the focus of our church is on supporting and helping people fulfill their call to reach the world through the local church.

- B. We believe the Holy Spirit has provided our church body with all the spiritually gifted people needed to do everything He wants us to do at this time. We believe our task as leaders is to discover, enlist, train, and support people in ministry.
- C. We believe the church is to operate on the basis of spiritual gifts, rather than elected offices. We don't elect leaders or people to ministries; we seek to recognize those God has brought and anointed for ministries.

The Bible teaches, *"A man's gift makes room for him."* The church is a body not a business, an organism not an organization, a family not a political machine. So how we function is based on relationship. Relationship is before position.

- D. We believe the mobilization of every member as a minister is the key to balanced growth in the church.

We seek to grow not by adding things on the outside but by focusing on building up the Body from the inside. We believe the greater good of the whole body must always take priority over the needs of any single ministry. There is no place for **"turfism"**, territorialism in God's family.

The focus of our growth is becoming healthy not adding numbers. We believe if we're growing healthy and building healthy people, who relate in healthy ways without competition and strife, the numbers will take care of themselves.

III. WHAT WE BELIEVE ABOUT THE ROLE OF PASTORS AT HFTW

- A. We believe that the equipping of the members for ministry is the number one **priority** of the pastoral staff. The people are the ministers and the pastors are the administrators. (Eph. 4) We measure the success of our pastors' performance not as much on the basis of what they do but on how well they involve the people of our church and help them become successful as servants of God.
- B. We believe every member deserves personal assistance in discovering a meaningful place of service. We value the individual more than the ministry. We are working to strengthen our "activation pastoral team", which will include ministry coaches, committed to walking through the whole process of helping people find the place they can grow the most (small group) and serve the best (ministry).
- C. We believe the ongoing development, training, guidance, encouragement, feedback, and resourcing of our volunteer ministers is central to the effective growth and fulfillment of our mission. We want to give high priority to this

through our monthly **Elevate** leadership meetings. We want to give our highest efforts at strengthening and developing those willing to sacrificially give their service to lead and minister with us.

One of the critical aspects of our training philosophy is a belief in on the job training. We don't require lots of training to get started. We want to help people get involved in ministry and teach them on the job. We believe people will learn by doing.

IV. WHAT WE BELIEVE ABOUT ACCOUNTABILITY

We believe we become what we are committed to. Our impact on the world will be established not in the numbers of people who attend our services but the number of people willing to commit to the cause of Christ.

We believe everything rises and falls on leadership and that no ministry can ever exceed the commitment of the leaders. We believe that the true proof of commitment is when a person is willing to be inspected and not just have a verbal agreement of what is expected. We understand that the test of true leadership is in a person's willingness to hold themselves to a higher standard than others. We unashamedly ask leaders to report and receive feedback in the carrying out their ministry responsibilities.

V. WHAT WE BELIEVE ABOUT THE LAUNCHING AND MULTIPLICATION OF MINISTRY.

We encourage people to take steps and risks of faith in stepping out into ministry and even in starting new ministries. We believe that God often reveals His will and our sweet spot of ministry through a process of trial and error. We encourage people in ministry to experiment, test the water, learn and try things. We don't call sincere efforts to serve the Lord, that don't work out the way we planned, failures. We call them ministry experiments and learning projects.

- A. We allow any member who has completed Class 301 to start a new ministry with the assistance of a ministry coach. Our first response to someone's idea for ministry is positive as long as they are willing to take responsibility for it and are willing to let it fit and flow in a way that achieves the overall good.

We do require that it fits one of the basic purposes of the church and that funds are not solicited from church members without clear agreement from our pastors. We also require that everyone who ministers in any area, minister with an open hand policy. We must all be willing to let go of any position or ministry if the elders of the church feel that it is time. We believe that ministries have life cycles and seasons. There are no sacred cows that we will keep alive if we believe their time has passed.

- B. We also have decided that only officially recognized ministries of HFTW will be given publicity space. There are many positive ministries that we bless, but we feel we are to steward the focus we give to ministries to those God has called us to oversee.

VI. WHAT WE BELIEVE ABOUT PERFORMANCE

We expect excellence in ministry not perfection. We believe that it honors God when we have a passion to improve.

We believe excellence honors God and attracts people. The biggest difference between those who move towards excellence and those who don't is not their experience in the ministry but their willingness to evaluate their ministry.

Our common ministry practice is to reflect and evaluate after every week of ministry and to be committed to the practice of asking the question, "What is something I can learn from this, so I can be better the next time I minister?"

ETHICS IN MINISTRY

STANDARDS OF CONDUCT FOR INTEGRITY IN THE MINISTRY

I will not use position, authority or power to manipulate people for selfish ends.

I will not take more power or authority in other's lives than is necessary to help them develop their own personal walk with God. I refuse to control or dominate another's life.

I will not slander or speak evil of another man or his ministry.

I will not undermine the authority of those God has placed over me. I will not be a part of anything that would sow discord or division in the body.

I will work positively and directly to resolve any problems or offenses I have with another person in the church. I am committed to openness, dialogue and peace building in the church.

I am committed to faithfully uphold the integrity of any office or position I am assigned and will faithfully work towards maintaining a standard of excellence in carrying out the tasks I am assigned. I will step down if I'm unable to faithfully fulfill my responsibilities.

I will not strive or grasp for a title or position. I will see any position or assignment as an opportunity for service and not as a means of my personal reputation.

I will faithfully keep any confidences I am entrusted and share them only within the circle previously agreed.

I will be responsible to maintain a personal walk with the Lord that is fit to be an example to others. This includes consistency in the areas of personal prayer, Bible study, church attendance, giving, and modeling the Christian life before the world.

I will guard against covetousness. I will live a simple lifestyle, and hold in check any appetite for luxury or wealth. I will maintain a lifestyle that models genuine concern for the poor. I will not allow a desire for financial gain or security to dictate decisions I make in the ministry. I will not allow money to compromise the integrity of my relationship with others. I will not be bought or influenced by another's wealth nor will I allow riches to lead me to be partial to one person over another. I will never manipulate or pressure people to give money to my ministry. I will avoid as much as possible becoming a debtor to man.

I will guard my heart from pride. I will give God all of the credit for the good that is accomplished.

I will maintain an attitude of total dependence on God. I will refuse to compare myself with others or allow competitiveness to have a place in my ministry. I will maintain a realistic awareness of my abilities and limitations and not try to be more than God called me to be. I will not allow myself to be placed on a pedestal. I will not allow myself to take liberties for myself that I would not

condone in other people. I will continue to identify with the simple and lowly and never allow myself to display false airs of importance. I will never see any task as too lowly or myself as too important to be a servant to the least of the brethren. I will be open and accountable to God and others to help me walk humbly before God.

I will be committed to moral purity in thought, word, and action. I will deal honestly, directly, and ruthlessly with any form of moral compromise that slips in my life. I will guard my eyes from that which would tempt me, my mind from the imaginations that would entrap me, and my heart from emotions that would lure me into compromise. I will honor safeguards and boundaries in my relationships with the opposite sex. I will do what is necessary to avoid arousing or being aroused by feelings and desires that cannot be legitimately and righteously fulfilled. I will guard against both physical and emotional adultery, not allowing bonds that could lead to compromise. I will maintain purity both in deed and in appearance. I will not allow myself to participate in actions that could stumble or arouse suspicion in the eyes of others. I will be accountable before God and others in this area of my life.

PERSONAL MINISTRY PROFILE

SPIRITUAL GIFTS

Spiritual gifts I believe I have operated in:

- 1.
- 2.
- 3.
- 4.

HEART

What I have a HEART for, what motivates me most:

I love to

I love to

I love to

Who I love to work with most, and the age of the people:

Church issues, ministries, or possible needs that excite me most:

If I knew I couldn't fail, I would attempt to do this for God:

ABILITIES

1. My current vocation is:

2. Other jobs or skills I have experience in:

3. I feel I have these specialized abilities:

4. I have taught a class or seminar on:

5. I feel my most valuable personal asset is:

PERSONALITY

This is how I see myself (circle one for each):

Introverted	1	2	3	4	5	6	7	8	9	Extroverted
Thinking	1	2	3	4	5	6	7	8	9	Feeling
Self-Controlled	1	2	3	4	5	6	7	8	9	Self-Expressive
Closure	1	2	3	4	5	6	7	8	9	Open-Ended

EXPERIENCE

MY SPIRITUAL EXPERIENCES

This is how and when I became a Christian, and what it has meant to me:

Times when I have felt closest to God, and meaningful spiritual experiences that stand out in my mind:

MY PAINFUL EXPERIENCE

These are the kinds of trials or problems I can relate to and encourage a fellow Christian:

MY EDUCATIONAL EXPERIENCES

Where I attended school, and my favorite subjects:

Seminars or training that has been meaningful to me:

MY MINISTRY EXPERIENCES

Where I have served in the past (if applicable):

Church	Position of service	Years
(1)	_____	
(2)	_____	
(3)	_____	

After reviewing the ministry descriptions, I feel I am best SHAPED for:

- (1) _____
- (2) _____
- (3) _____

HFTW MINISTRY COVENANT

Having committed myself to membership and the essentials for spiritual maturity in Equip 101-201 and being in agreement with HFTW's statement of philosophy of ministry and code of ministry ethics, I commit myself to

1. Discover my unique SHAPE for ministry and serve in the area that best expresses what God made me to be.
2. Prepare and grow in ministry by participating in the HFTW Elevate class/fellowship
3. Demonstrate a servant's heart by being willing to serve in secondary ministries as the Body of Christ needs me
4. Cooperate with other ministries and place the greater good of the whole Body over the needs of my ministry.

Signed

Date

This certifies that _____ is a commissioned minister of Jesus Christ through Heart for the World Church and is entrusted with the related responsibilities and privileges.

Dale Walker, Pastor