

The Vineyard Way of Life

PROVIDING



Trinity Church

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INTRODUCTION TO THE VINEYARD WAY OF LIFE

The **Vineyard** is a way of life here at Trinity Church.

It is designed to help you become **connected** through **planting** and **pruning** and **impactful** through **providing** and **producing**.

This way of life is discovered through **four** Vineyard Way of Life manuals:

1. Planting

It will help you to become **connected** by bringing you into **membership** with God's family and Trinity's family. It will give you God's **people** to live with. You will come to **know** Christ.

2. Pruning

It will help you to become **connected** by bringing you into **maturity**. It will give you God's **principles** to live by. You will begin to **Grow** in Christ.

3. Providing

It will help you to become **impactful** by bringing you into **ministry**. It will give you God's **passion** to live out. You will begin to **serve** Christ.

4. Producing

It will help you to become **impactful** by bringing you into **mission**. It will give you God's **purpose** to live for.

Since each of these **Vineyard Way of Life** series builds on the other, it is suggested that each manual be studied in chronological order, starting with manual one and working through to manual four.

It is hoped that this **Vineyard Way of Life** series will equip you in understanding God's purposes for your life and His Church. These materials will also help you become a better disciple or follower of Christ!

A Disciple or Follower of Christ:

- 1.** Is **following** Christ.
- 2.** Is **being changed** by Christ.
- 3.** Is **committed** to the mission of Christ.

God bless you as you read and study through this series. May you discover fully the life God has planned for you!

Pastor Ed Niswender

God put you on the earth to make a contribution.

You were not just created to eat, breathe, and take up space. God made you to make a difference with your life. You were created to *add* to life on earth, not just take from it.

God wants you to give something back. This is God's purpose for your life. That purpose is called your "*ministry*" or "*service*". This manual will help you discover how to serve Christ. It is designed to equip you for ministry and give you God's passion to live out.

What the Bible teaches about ministry and service

1. You Were Created to Serve God.

Ephesians 2:10 tells us that God created us for a life of good deeds, which He has already prepared for us to do.

These good deeds are your "*service*." Whenever you serve others, you are actually serving God and fulfilling one of your purposes.

Jeremiah 1:5 tells us that before God even made you in your mother's womb, He chose you. Before you were born, He set you apart for a special work or ministry.

You were placed in this world for a special assignment.

2. You Were Saved to Serve God.

2 Timothy 1:9 says that God saved you and chose you for His holy work, not because you deserved it but because that was His plan.

You are not saved *by* service, but you are saved *for* service. God saved you so you could do his "work."

In God's kingdom you have a place, a purpose, a role and a function to fulfill. This gives your life great significance and value!

It cost Jesus His own life to give you salvation. 1 Corinthians 6:20 tells us that God paid a great price for you. In return, you are to use your body to honor Him. We don't serve God out of guilt or fear or even duty. We serve God out of joy and deep gratitude for what He has done for us. We owe Him our very lives! Through salvation our past has been forgiven, our present is given meaning, and our future is secured.

Because of these incredible benefits, Paul concludes in Romans 12:1:

“Because of God’s great mercy...offer yourselves as a living sacrifice to God, dedicated to His service.” (GNB)

Another word for *serving* God is the word “*ministry*.” Most people, when they hear this word, think of ministers, priests, and professional clergy, but God says *every member of His family is a minister!*

In the Bible, the words “Servant” and “Minister” are synonyms along with the words “Service” and “Ministry.”

If you are a Christian, you are a minister. When you are serving, you are ministering.

God has a ministry for you in the church and a mission for you in the world.

3. You Were Called to Serve God.

Missionaries, pastors, and other “full-time” church workers are not the only ones “called” to serve God. The Bible says every Christian is called to service. Your call to salvation included your call to service. They are the same!

Regardless of your job or career, you are called to *Christian service*. (See Ephesians 4:4-14; Romans 1:6-7; 8:28-30; 1 Corinthians 1:2,9,16; 7:17; Philippians 3:14; 1 Peter 3:14; 2 Peter 1:3)

Every time you use your God-given abilities to help others, you are fulfilling your calling. Romans 7:4 says you belong to Him...in order that you might be useful in the service of God.

How much of your time are you being useful for God?

One reason why you need to be connected to a church family is to fulfill your calling to serve other believers. 1 Corinthians 12:27 says, *“All of you together are Christ’s body, and each one of you is a separate and necessary part of it.”* (NLT) Your service and contribution is desperately needed in the Body of Christ! Each of us has a role to play and every role is important.

4. You Are Commanded to Serve God.

Jesus is very clear. He says, *“Your attitude must be like my own, for I, the Messiah, did not come to be served, but to serve and to give My life.”* (Matthew 20:28 TLB).

For Christians, service is not optional (something to be tacked onto our schedules if we can spare the time). It is the *heart* of the *Christian life*.

Jesus taught that spiritual maturity is never an end in itself. Maturity is for ministry! We grow up in order to give out. (It is not enough to keep learning more and more. We must act on what we know and practice what we claim to believe.)

Serving is the opposite of our natural inclination. Most of the time, we are more interested in “serve us” than “service.” We say, “I’m looking for a church that meets my needs and blesses me,” not “I’m looking for a place to serve and be a blessing.”

The mature follower or disciple of Jesus stops asking, “Who’s going to meet my needs?” and starts asking, “Whose needs can I meet?”

Preparing for Eternity

At the end of your life on earth you will stand before God, and He is going to evaluate how well you *served* others with your life. Romans 14:12 says that each of us will have to give a personal account to God.

One day God will compare how much time and energy we spent on ourselves compared with what we invested in serving others.

At that time, many of our excuses will sound hollow: “I was too busy” or “I had my own goals” or “I was preoccupied with working, having fun, or preparing for retirement.”

Jesus said if you insist on saving your life, you will lose it. Only those who give away their lives for His sake will ever know what it means to really live (Mark 8:35).

If you are not serving, you are just existing, because life is meant for ministry. God wants you to learn to love and serve others unselfishly.

Service and Significance

You will give your life for something.
What will it be?
A career, a sport, a hobby, fame, wealth?

None of these will have lasting significance! *Service is the pathway to real significance!*

It is through ministry that we discover the meaning of our lives! (Romans 12:5 says that each of us finds our meaning and function as a part of His body the church.) As we serve together in God’s family, our lives take on eternal importance.

God wants to use you to make a difference in His church and world.
He wants to work through you.

*What matters is not the **duration** of your life, but the **donation** of it.
Not **how long** you lived, but **how** you lived.*

These thoughts came from Rick Warren's book,
The Purpose-Driven Life, chapter 24,
"Accepting Your Assignment."

HOW GOD SHAPES YOU FOR YOUR MINISTRY

God's custom combination of capabilities is called your *SHAPE* for ministry.

Your *SHAPE* can be understood by using this word as an acronym:

*S*piritual gifts

*H*ear

*A*bilites

*P*ersonality

*E*xperience

1. **Shape: SPIRITUAL GIFTS**

When you become a Christian, God gives you a spiritual gift or gifts to be used in ministry. These are special abilities for serving Him that are given only to believers.

For a complete study of spiritual gifts, please check the Spiritual Gifts section of this manual.

There are several things you need to know about Spiritual Gifts at this stage of your study:

- (1) You cannot *earn* your spiritual gifts or *deserve* them. (That is why they are called “gifts.” They are expressions of God's grace to you.)
- (2) You do not get to *choose* which gifts you would like to have. (God determines that - He alone decides which gift each person should have.)
- (3) No individual receives *all* the gifts. (If you had them all, you would have no need of anyone else.)
- (4) Your spiritual gifts were not given for your own benefit but for the *benefit of others*.

There are *two common problems* with spiritual gifts:

- (1) “Gift-Envy” - when we compare our gifts with others, feel dissatisfied with what God gave us, and become resentful or jealous of how God uses others.
- (2) “Gift-Projection” - when we expect everyone else to have our gifts, do what we are called to do, and feel as passionate about it as we do.

Remember that there is a *balance* to your shaping. Sometimes spiritual gifts are overemphasized to the neglect of the other factors God uses to shape you for service. God has shaped you in four other ways, too.

2. **sHape: HEART**

The Bible uses the word “*heart*” to describe the bundle of desires, hopes, interests, ambitions, dreams, and affections you have.

Your heart represents the source of all your motivations - what you *love to do* and what you *care about most*.

Your heart reveals the *real* you!

Your heart determines why you *say* the things you do, why you *feel* the way you do, and why you *act* the way you do.

God has given you a unique emotional “heartbeat” that races when you think about the subjects, activities, or circumstances that interest you.

Another word for “heart” is *passion*. (There are some things you feel passionate about and others you couldn't care less about. Some things turn you on and others turn you off or bore you to tears. These reveal the nature of your heart.)

Don't ignore your *interests*. Consider how they might be used for God's glory and service. God wants you to serve Him *passionately*, not dutifully! People don't do well at tasks they don't enjoy doing or feel passionate about.

Two ways to tell when you are serving God from your heart:

- (1) *Enthusiasm* - When you are doing what you love to do, no one has to motivate you or challenge you or check up on you. You do it for sheer enjoyment. You don't need rewards, applause, or payment, because you love serving in this way. (The opposite is also true: when you don't have a heart for what you are doing, you can become easily discouraged.)
- (2) *Effectiveness* - Whenever you do what God wired you to love to do, you get good at it. Passion drives perfection. (Don't waste your life in a ministry that doesn't express your heart.)

Don't settle for just achieving “The Good Life.” The good life is not good enough! Ultimately it will not satisfy. You can have a lot to live *on* and still have nothing to live *for*. Aim instead for the “*better life*” - serving God in a way that expresses your heart! Figure out what you love to do - what God gave you a heart to do - and then do it for His glory!

3. **shApe: ABILITIES**

Your abilities are *the natural talents* you were born with.

Realize *three things* about your abilities:

- (1) All Your Abilities Come From God

Romans 12:16 says “*God has given each of us the gifts to do certain things*”

well.” (TLB) Since your natural abilities are from God, they are just as important and as “spiritual” as your spiritual gifts. The only difference is that you were given them at birth.

(2) Every Ability Can Be Used for God's Glory

God's Word tells us that whatever we do, we should do it all for God's glory.

1 Corinthians 12:6 says, “*There are different gifts to perform service, but the same God gives ability to all for their particular service.*” (GNB) God has placed you in His church where your specialties can shine and you can make a difference. (It is up to you to find that place).

(3) What You Are *Able* to Do, God *Wants* You to Do

You are the only person on earth who can use your abilities. No one else can play your role, because they do not have the unique shape that God has given you. The Bible says that He equips you with all you need to do His will (Hebrews 13:21). To discover God's will for your life, you should seriously examine what you are good at doing and what you are not good at. God will never ask you to dedicate yourself to a task you have no talent or ability for.

On the other hand, the abilities you *do* have are a strong indication of what God wants you to do with your life! Your abilities were not given just to make a living – God gave them to you for your ministry!

4. **shaPe: PERSONALITY**

You are unique. No one is exactly like you. When God made you He broke the mold. There never has been, and never will be, anybody exactly like you.

He has created you with a unique combination of *personality traits*. God made *introverts* and *extroverts*. He made people who love *routine* and those who love *variety*. He made some people *thinkers* and others *feelers*. Some people work best when given individual assignments, others work well with a team.

There is no “right” or “wrong” temperament for ministry. Your *personality* will affect *how* and *where* you use your spiritual gifts and abilities. When you minister in a manner consistent with the personality God gave you, you experience fulfillment, satisfaction, and fruitfulness.

5. **shapE: EXPERIENCES**

You have been shaped by your experiences in life - most of which were beyond your control. God allowed them for His purpose of molding you!

In determining your shape for serving God, you should examine at least *six kinds of experiences* from your past:

(1) *Family* experiences - What did you learn growing up in your family?

- (2) *Educational* experiences - What were your favorite subjects in school?
- (3) *Vocational* experiences - What jobs have you been most effective in and enjoyed the most?
- (4) *Spiritual* experiences - What have been your most meaningful times with God?
- (5) *Ministry* experiences - How have you served God in the past?
- (6) *Painful* experiences - What problems, hurts, thorns, and trials have you learned from?

“*God never wastes a hurt.*” (Rick Warren)

Your greatest ministry will most likely come out of your greatest hurt. God intentionally allows you to go through painful experiences to equip you for ministry to others. 2 Corinthians 1:4 says, “*He comforts us in all our troubles so that we can comfort others. When others are troubled, we will be able to give them the same comfort God has given us.*” (NLT)

The very experiences that you may have resented or regretted most in your life may well be the experiences God wants to use to help others.

These *five ways God has shaped you for service* should cause you to have a *deeper appreciation for God's sovereignty* and give you a clearer idea of *how He has prepared you for the purpose of serving Him!*

These thoughts came from Rick Warren's book,
The Purpose-Driven Life, chapter 30,
“Shaped for Serving God.”

DISCOVERING YOUR SHAPE

Focus on Your Shape

God does not want you to worry about or wish you had abilities you don't have. Instead, He wants you to focus on the talents and gifts He has given you to use.

When you try to serve God in ways you were not shaped to serve, it can become frustrating and often produces limited results. The best use of your life is to serve God out of your shape.

To do this, you must first learn to *discover your shape* then secondly, *learn to accept and enjoy it* and finally *develop it to its fullest potential*.

How to Discover Your Shape

1. Begin by assessing your gifts and abilities.

You do this by taking a long, honest look at what you are good at and what you are not good at. Make a list. Ask other people for their honest opinion. Spiritual gifts and natural abilities are always confirmed by other people.

Questions to ask:

- (a) Where have I seen fruit in my life? (That other people have confirmed)
- (b) Where have I already been successful?

The best way to discover your gifts and abilities is to *experiment* with different areas of service. Just start serving, experimenting with different ministries, and then you'll begin to discover where you are gifted. *Until you are actually involved in serving, you are not going to know what you are good at.*

2. Consider your heart and your personality.

What do you really enjoy doing most?
When do you feel the most fully alive?
What are you doing when you lose all track of time?
Do you like routine or variety?
Do you prefer serving with a team or by yourself?
Are you more introverted or extroverted?
Are you more a thinker or a feeler?

3. Take a hard look at your experiences and extract lessons you have learned.

Simply review your life and think about how it has shaped you. God might well have a good purpose for your pain, failure, or embarrassment. Often, it is only in hindsight that one can understand how God intended a problem for good.

By pausing to see how God has worked in the various *defining moments of your life* you can begin to see *how God might want to use these lessons to help others*.

PROVIDING: UNDERSTANDING GOD'S DESIGN FOR YOU IN THE CHURCH

What is Providing?

Providing is part of our church's training program to help place the right people in the right places of ministry for the right reasons. Believers will flourish in their service and the church will benefit when they are serving in the area of their *passions, giftedness, and personal style* of ministry.

Providing helps you to offer the best service for God's glory by training you in identifying and using your *servant profile*.

What is Providing's goal?

Providing's goal is to help Christians to be *fruitful and fulfilled* in a *meaningful place of service*.

Galatians 5:13 commands us to serve one another. Most of us know we *should* serve. And most of us really *want* to serve. But many of us are just not sure *how* we can serve in a way that makes us *fruitful and fulfilled*. This is *Providing's* goal.

Providing will help you understand:

1. More of how God has made you to be.
2. How making your unique contribution in a meaningful place of service will make a kingdom difference in eternity.

Why should I serve?

The purpose for serving in the church is two-fold:

1. To *glorify God*
2. To *edify others*

The Great Commandment is found in Matthew 22:37-40 (NIV)

*“Love the Lord your God with all your heart,
and with all your soul, and with all your mind.
This is the first and greatest commandment.”*

Jesus went on to say:

*“And the second is like it:
Love your neighbor as yourself.
All the Law and the Prophets
hang on these two commandments.”*

In this Great Commandment we see a twofold emphasis on *glorifying God* and *edifying others*.

1. How does serving glorify God?

Service is *worship* and worship glorifies God (1 Peter 4:11).

2. How does serving edify others?

Serving *builds up* (edifies) the church (Ephesians 4:11-12).

Glorifying God and edifying each other is the *major test of service*.

How should I serve?

We should serve according to our *Servant Profile*.

Our *Servant Profile* is how God put us together with our unique *passions*, *spiritual gifts* and *personal styles*.

My Servant Profile

1. Passion

Passion is the God-given desire that compels us to make a difference in a particular ministry.

Your Passion indicates *where* you are best suited to serve.

When you serve in your area of Passion, you will be more *motivated*.

2. Spiritual Gifts

God gives Spiritual Gifts to every believer when he or she becomes a Christian. These Spiritual Gifts are special abilities to serve His Church.

Spiritual Gifts indicate *what* you will do when you serve.

When you serve according to your Spiritual Gifts, you serve more *competently*.

3. **Personal Style**

Your Personal Style reflects how you prefer to relate to others and the world around you.

Personal Style indicates *how* you will serve.

When you serve in a way that's consistent with your God-given Personal Style, you will feel more *confident* and *fulfilled*.

The idea of a servant profile comes from a training program published by Zondervan Press entitled "Network" by Bruce Bugbee, Don Cousins & Bill Hybels. Willow Creek Resources.

PASSIONS **("Where Should I Serve?")**

Definition of Passion

Passion is *God-given* and answers the "*where*" question: "Where Do I Serve?"

Have you ever asked yourself the question: "Where should I serve?" The answer can be found in your *Passion*.

Other words used for Passion are: dreams, burdens, vision, or call.

PASSION: *"The God-given desire that compels you to make a difference in a particular ministry."*

You might find it helpful to think of Passions as an arena or context for where you would like to make a difference:

1. Many of our passions relate to *particular groups of people* such as children, youth, teen moms, the elderly, the homeless, refugees, or those recently divorced, etc.
2. Other Passions relate to *causes or issues* such as prejudice, the environment, hunger, or social injustice, etc.
3. Passions can also revolve around *certain functions in the church* such as organizing events, people, or systems, or just being available to help.

Passion's Three Key Characteristics

A. There are three important things to remember about Passion:

1. Passion is *God-given*.
2. There is *no right or wrong* Passion.
3. Passion answers the "*where*" question: "Where Do I Serve?"

B. Knowing your Passion can:

1. Help you know *where to serve*.
2. Give you *direction*.
3. Give you the *motivation* and *energy* to serve in a particular area of ministry.

The fact that each of us cares deeply about some things more than others is by design. If all of us had a Passion for the same issues or people, many needs would go unmet. But God has given each of us a Passion as part of His plan and purpose for our lives.

Each of us have a *deep longing* or *desire to make a difference*. This Passion is God-given. He has designed us to serve in a specific area of ministry that we find motivating, the area where we find our Passion.

When you are passionate or excited about where you are serving or who you are serving, then you will have the motivation and a sense of fulfillment that you are making a difference for the kingdom. No one needs to motivate or keep you charged up for service!

THE PASSION ASSESSMENT

A copy of this worksheet for you to fill out is located in the appendix.

By completing this assessment you can identify one or more possible Passion areas.

Directions:

1. Prayerfully consider your answers to the questions.
2. Complete the assessment on your own.
3. Remember there are no right or wrong responses.
4. Complete the assessment as if there are no obstacles to fulfilling you heart's desire.

1. If I could snap my fingers and know that I couldn't fail, what would I do?

2. At the end of my life, I'd love to be able to look back and know that I'd done something about:

3. If I were to mention your name to a group of your friends, what would they say you were really interested in or passionate about?

4. What conversation would keep you talking late into the night?

At this point, if you are able to describe your Passion in a word or brief sentence, go to Item 10 of this assessment and do so. If you would like more clarification, consider the following statements:

5. What I would most like to do for others is:

6. The people I would like to help most are:

- | | | |
|---------------------------------------|---|---|
| <input type="checkbox"/> Infants | <input type="checkbox"/> Children | <input type="checkbox"/> Youth |
| <input type="checkbox"/> Teen moms | <input type="checkbox"/> Single parents | <input type="checkbox"/> College students |
| <input type="checkbox"/> Divorced | <input type="checkbox"/> Widowed | <input type="checkbox"/> Singles |
| <input type="checkbox"/> Career women | <input type="checkbox"/> Young married | <input type="checkbox"/> Refugees |
| <input type="checkbox"/> Parents | <input type="checkbox"/> Empty nesters | <input type="checkbox"/> Homeless |
| <input type="checkbox"/> Unemployed | <input type="checkbox"/> Elderly | <input type="checkbox"/> Disabled |
| <input type="checkbox"/> Prisoners | <input type="checkbox"/> Poor | <input type="checkbox"/> Hospitalized |
| <input type="checkbox"/> Others: | _____ | |

7. The issues or causes I feel strongly about are:

- | | | |
|---------------------------------------|--|--|
| <input type="checkbox"/> Environment | <input type="checkbox"/> Child care | <input type="checkbox"/> Homosexuality |
| <input type="checkbox"/> Discipleship | <input type="checkbox"/> AIDS | <input type="checkbox"/> Politics |
| <input type="checkbox"/> Violence | <input type="checkbox"/> Injustice | <input type="checkbox"/> Racism |
| <input type="checkbox"/> Education | <input type="checkbox"/> Addictions | <input type="checkbox"/> International |
| <input type="checkbox"/> Economic | <input type="checkbox"/> Reaching the lost | <input type="checkbox"/> Technology |
| <input type="checkbox"/> Health care | <input type="checkbox"/> Poverty | <input type="checkbox"/> Family |
| <input type="checkbox"/> Abortion | <input type="checkbox"/> Hunger | <input type="checkbox"/> Literacy |
| <input type="checkbox"/> Church | | |
| <input type="checkbox"/> Others: | _____ | |

8. The following exercise may help you uncover a theme from your experience which will give you insight into your Passion.

List the top five to seven positive experiences you've had in your life and briefly describe what you did and why it was meaningful to you.

These experiences may have taken place at home, work, school, or during your free time. It may have been a clock you fixed or a dress you made. It may have been a puzzle you put together or an award you received. It may have been helping some friends move, building a house, winning an election, or giving to someone in need. Remember, these are experiences that you enjoyed doing and felt fulfilled.

Five to Seven Positive Experiences	Why This Experience is Meaningful to Me
a.	
b.	
c.	
d.	
e.	
f.	
g.	

Next, read through what you have written and look for an underlying theme. If one or two come to mind, write them in the space below.

SUMMARY

9. I think the area where I could make the most significant contribution is:

If you need more help in identifying your Passion, look for patterns in your answers. For example, can you see any themes? Does a particular age group keep coming up? Is there a need that keeps surfacing? Are you serving in a similar role in different areas? Can you prioritize your concerns?

Conclusion

10. Based on my answers to the above questions, I sense *I have a Passion for*:

Making a statement of Passion is not easy for everyone. Remember that this is just the beginning of the process of identifying and clarifying your Passion. As you think, pray and gain more ministry experience, your Passion will become clearer over time.

Acknowledgement: "Network: Session Two
Where Should I Serve?"
pp. 15-19, Willow Creek Resources
Zondervan

SPIRITUAL GIFTS

(What to do when I serve)

What Is a Spiritual Gift?

1. Definition:

Spiritual Gifts are *special abilities* distributed by the *Holy Spirit* to every believer according to *God's design* and *grace* for the *common good* of the *Body of Christ*.

2. Spiritual Gifts are *Special Abilities*.

Spiritual Gifts are divine endowments. They are used for spiritual purposes. They are special abilities God has given to make our unique contribution.

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

3. Spiritual Gifts are distributed by the *Holy Spirit*.

Spiritual Gifts are given by God. He gives Spiritual Gifts to us for meaningful service. He gives us these Spiritual Gifts according to His purpose for our lives. We discover them as we walk with Christ and serve Him.

"All these are the work of one and the same Spirit, and He gives them to each one, just as He determines." (1 Corinthians 12:11 NIV)

4. Spiritual Gifts are distributed to *every believer* according to God's design and grace.

Every believer has at least one Spiritual Gift and has a place of service in the body of Christ. Every believer is a minister and therefore has a God-ordained ministry.

"Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms." (1 Peter 4:10 NIV)

5. Spiritual Gifts are for the *common good* of the Body of Christ.

The Spiritual Gifts that God gives us allow us to serve one another better. A major test of our use of Spiritual Gifts is to glorify God and edify others. While our Spiritual Gifts can be used in ministry outside the local church, we cannot neglect their use within the church.

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

6. Spiritual Gifts answer the “*what*” Question (“What Do I Do When I Serve?”).

Just as *Passion* helps us to know *where* to serve, Spiritual Gifts help us know *what* to do when we serve.

UNDERSTANDING SPIRITUAL GIFTS

(As taught by Campus Crusade)

1 Corinthians 12 Study on Gifts

A. **Spiritual Gifts** (Verse 4)

The Greek word for *gift* is “Charisma” which means:
“To grant as a favor, i.e. gratuitously, in kindness, pardon or rescue”

“To deliver, forgive, give or grant”

“A Divine gratuity, endowment, miraculous faculty, free gift”

B. **Gifts** (Note Connection to the Spirit) (Verse 4)

The Greek word for *gift* here is “Charisma.”

It means “different kinds or diversities of gifts.”

C. **Service** (Note the connection to the Lord) (Verse 5)

Some translations of the Bible use the word “Administrations” for the word “*service*.”

The Greek word is “Diakonia” (from which we get our word “Deacon”).
It means “to run on errands,” “an attendant,” “a waiter.” (deacon, minister, servant). “To aid, provide service, relief, to administer.”

D. **Workings** (Note the connection to God) (Verse 6)

Some translations of the Bible use the word “Operations” for the word “*workings*.”

The Greek word is “Energies” and means “active, operative: effectual, powerful.”
“To show forth itself, working effectively.”

E. **Manifestation of the Spirit** (Verse 7)

The Greek word is “Phanerosis” which means “exhibition, i.e. expression, bestowment, manifestation.” “To render apparent - manifestly declare, make manifest or known, to show itself.”

F. **The Manifestations of the Spirit** (Verses 7-10)

Note that these verses tell us how the Spirit will *manifest* the gifts.

G. All the Manifestations are the *work* of one and the same *Spirit*.

This is the same word as in verse 6: *workings* – “*enegeo*.” Manifestations and Workings are the same - the Holy Spirit through God gives them to each one, just as He determines!

The three distinct categories under Spiritual Gifts:

1 Corinthians 12:1-6

1. Gifts	2. Service	3. Workings
“Charisma”	“Diakonia”	“Energema” “Phanerosis”
The basic inward drive which God places in each Christian to express His love.	The opportunities of Christian service which are open to us for the exercise of our basic gift or motivation.	The actual result in the lives of those to whom we minister as determined by God and the Holy Spirit.
1 Corinthians 12:4 (<i>Motivations</i>)	1 Corinthians 12:5 (<i>Ministries</i>)	1 Corinthians 12:6 (<i>Manifestations</i>)

Scripture lists the gifts under their specific categories:

1. Gifts	2. Service	3. Workings
<i>Motivations</i> “Charisma”	<i>Ministries</i> “Diakonia”	<i>Manifestations</i> “Energema” “Phanerosis”
Romans 12:3-8 (<i>Spirit</i>)	1 Corinthians 12:27-31 Ephesians 4:1 (<i>Lord</i>)	1 Corinthians 12:7-11 (<i>God through the Spirit</i>)

*When we exercise our **gift** (motivation) given to us by the Holy Spirit (Romans 12);*

*Through our **service** (ministry) for the Lord, Who is the Head of the Church,
(1 Corinthians 12:27-31, Ephesians 4);*

*God, through the Spirit, determines what **workings** (manifestations) (1 Corinthians 12:7-14) will benefit the receiver the most (1 Corinthians 12:7 & 11).*

SPIRITUAL GIFTS ASSESSMENT

(A copy of this worksheet for you to fill out is located in the appendix.)

The following is an exercise to help you determine your basic motivation or spiritual gift. *Circle the statements that you believe apply to you.* When you are finished, total up the number of 1's and place that number above the box marked "1P." Then do the same for each of the other 7 numbers. This exercise will begin to reveal areas of giftedness.

1. Do you, or would you enjoy speaking to groups?
 2. Do you enjoy meeting the practical needs of others?
 3. Do you prefer study Bibles over paraphrased editions—for your own personal use?
 4. Are you motivated to stimulate others to confident or active faith?
 5. Do you feel that you have a good business sense?
 6. Do you find it easy to distinguish major objectives and help those around you visualize them?
 7. When a person is in distress, do you easily identify with them?
-
1. If there were a particular sin, widely practiced within your congregational group would you feel it more effective to confront them as a group rather than individually (exhorters wouldn't)?
 2. Do you have an ability to detect personal needs that others have?
 3. Do you enjoy searching out and validating theories presented you?
 4. Do you enjoy personal opportunities to encourage people in their Christian lives?
 5. Do you find it easy to make money?
 6. Are you likely to coordinate efforts with others for simplicity of operation or ease of meeting goals?
 7. Do you find it easy to empathize with others?
-
1. Do you find it easy to despise that which is evil?
 2. Are you pleased that you can help others?
 3. Do you enjoy research and detailed study?
 4. Are you patient when people show slow progress?
 5. When someone presents a financial need, are you able to easily evaluate its importance?
 6. Do you enjoy helping groups work together toward a goal?
 7. Do you enjoy providing comfort to those who are hurting?
-
1. Do you tend to do your service without regard to whether you will receive credit?
 2. Do you tend to see people as groups rather than as individuals?
 3. Do you tend to be more concerned with knowing than sharing information?
 4. Do you enjoy personal counseling opportunities?
 5. Do you genuinely become concerned about the needs of strangers?
 6. Do you easily pick out major objectives and not get pushed into meeting every detail of the project. (bogged down in details and never finding the project?)
 7. Do you find it easy to rejoice with someone who is happy?
-
1. Do you tend to categorize individuals when you find out which church or denomination they affiliate with?
 2. Do you enjoy meeting needs that free others to fulfill their major purpose?
 3. While listening to a sermon or lecture, or while reading, do you tend to review your notes and look up all of the scriptures?
 4. Do you enjoy talking with individuals about Christian growth?

5. Do you have a desire to assist others in their ministry—through helping them financially?
6. Once an objective is established, are you persistent and not easily sidetracked?
7. Can you mentally or emotionally relate to a person's need and try to help?

1. Are you motivated to reveal unrighteous motives or actions by presenting God's truth?
2. Do you ignore personal discomfort or sacrifice in meeting these needs?
3. If Hebrew or Greek were offered as a course of study, would you like to take one?
4. Do you enjoy helping people plan courses of action for their personal development?
5. Have you sometimes felt a ministry has failed because its finances weren't doing well?
6. Do you enjoy organizing?
7. Do you tend to find it easy to get close to people?

1. Do you sense at times a sense of pride in your speaking ability?
2. Do you tend to have a genuine affection for others?
3. Do you accumulate knowledge and dig out facts?
4. Do you sometimes spend too much time with people who aren't sincere about their Christian development?
5. Do immediate material needs concern you more than long range goals and plans?
6. When receiving or giving instructions, do you want them spelled out?
7. Is it sometimes hard to be firm with people, even when it is important to?

1. Do you sometimes become sharp with your tongue (when concerned about some serious breach of God's plan)?
2. Do you sometimes "take over" and do things when those you are helping are unaware that they need help?
3. Are you so much a detail person that you sometimes miss the main point?
4. Do you have to guard your motives for helping people?
5. Do you always tithe no matter how serious your own financial picture?
6. Do you sometimes overlook major problems your workers have and use them for what they *can* do?
7. Are you pleased, sometimes to the point of pride, with your ability to feel with people and help them?

1. Do you tend to pass judgment or criticism quickly?
2. Do you tend to emphasize practical projects at the expense of Spiritual needs?
3. Do you feel that human experience should not be used to validate truth but that all life should measure up to revealed truth?
4. Do you sometimes become discouraged with people who do not respond to your ministry?
5. Do you tend to evaluate the overall importance of the specific need rather than being moved by purely emotional appeals?
6. Do you sometimes get a bit proud of being "in charge" of the project?
7. Do people who are not sensitive to people's feelings and needs tend to irritate you?

1. Does hypocrisy in others bother you a lot?
2. Do you tend to neglect your own responsibilities while helping others?
3. Are you tempted to get detailed in your own explanations while conversing with people who would have been better satisfied with simple answers?
4. Do you have to restrain yourself from sharing examples of how people have been helped – which might get back to the people you have ministered to?
5. Do you tend to be a careful money manager, and a very thrifty person in general?

6. Do you use people to help you meet your goals rather than making investments into their lives to help them develop their gifts?
 7. Do you tend to become uncomfortable around people who analyze things in detail before making a decision?
-
1. Do you tend to be judgmental in problem situations?
 2. Do you like to go out of your way to help others?
 3. Does it bother you when people quote scripture out of context?
 4. Are you amazed at the wisdom you give in counseling?
 5. When you make an investment in a ministry, do you confirm the amount with your spouse?
 6. Are you an organized person with everything in order?
 7. Can you discern when a person is sincere?

1	2	3	4	5	6	7
P	S	T	E	G	A	M
Prophecy	Service	Teaching	Exhortation	Giving	Administration	Mercy

DISCOVERING AND DISCERNING SPIRITUAL GIFTS

Principles to know in understanding our Spiritual Gifts:

1. Every Christian has a spiritual gift.

When we were born physically we possessed certain natural abilities. When we were born again spiritually, we received certain spiritual abilities as a member of the body of Christ. (Romans 12:5-6)

2. Joy comes in exercising our gift.

The root word for gift is “Charisma.” This comes from the word “Chara” which means ‘joy’. “Charis” is the word for “grace” which involves God giving us the desire and power to accomplish God's will. (Philippians 2:13)

3. Personal fulfillment comes by developing our spiritual gift.

Each of us has a desire for meaningful achievement. The ultimate of this is having a significant part in a divine program. This divine program is being carried through the Body of Christ by the *proper functioning of each person's gift!* (Ephesians 4:12-16)

4. Each gift is designed to perfect the body of Christ.

Just as there are varying functions in the members of our physical body, so each Christian has a particular and necessary function in the body of Christ. Failure to understand or exercise our gift weakens the ministry of the body of Christ.

There are seven basic gifts or motivations:

1. **Prophesying**
2. **Serving**
3. **Teaching**
4. **Encouraging**
5. **Giving**
6. **Leading**
7. **Mercy**

Each of us is commanded to perform all seven gifts or activities:

1. **Prophecy** *“Make love your aim and earnestly desire spiritual gifts, especially that you may prophesy (proclaim truth).”* (1 Corinthians 14:1 RSV)
2. **Serving** *“Through love serve one another.”* (Galatians 5:13 NKJV)
“Whatever you do, do your work heartily, as for the Lord...it is the Lord Christ whom you serve.”
(Colossians 3:23-24 NASB)
3. **Teaching** *“Teach and help one another along the right road...”*
(Colossians 3:16 PHILLIPS) *“Teach them to observe all things that I have commanded you.”* (Matthew 28:20 NKJV)
4. **Encouraging** *“Exhort one another daily...”* (Hebrews 3:13 NKJV)
“Exhorting one another...as you see the day approaching.”
(Hebrews 10:25 NKJV)
5. **Giving** *“Freely you have received, freely give.”* (Matthew 10:8 NIV)
“Give and it shall be given unto you.” (Luke 6:38 KJV)
“Distribute to the necessity of the saints.” (Romans 12:13 KJV)
6. **Leading** *“A father must manage his household well.”* (1 Timothy 3:4 RSV)
“A wise servant shall have rule over a son that causes shame.”
(Proverbs 17:2 MKJV)
“He that rules his spirit is mightier than he that takes a city.”
(Proverbs 16:32 MKJV)
7. **Mercy** After illustrating mercy in the story of the good Samaritan Jesus said, *“Go and do likewise.”* (Luke 10:27 NIV)
“Bear one another's burdens and so fulfill the law of Christ.” (Galatians 6:2 NIV)
“. . . put on a heart of compassion.” (Colossians 3:12 NASB)

Each of us will perform all seven activities or gifts, but through our basic gift or motivation.

Examples:

If our gift is *teaching*, we may show mercy to one who is sick in order to clarify truth.

If our gift is *giving*, then we may use the activity of administration or leadership to help others organize their financial affairs.

If our gift is *exhortation*, then we may use the activity of preaching (proclaiming truth) to talk to a group as we would one person.

There is minimum weariness and maximum effectiveness in all seven gifts when we approach them through our motivation.

The reverse is true when we try to imitate someone else's gift or motivation.

Knowing each other's gift or motivation coordinates and unifies Christians within the body of Christ.

Examples of using our Spiritual Gifts:

1. What We Need in Our Church (See the next page.)
2. The Dessert Example (See the second example.)

USING SPIRITUAL GIFTS

If seven men, representing each of the spiritual gifts, met to organize an ideal church, here is what each one would probably

Prophecy

Well-prepared sermons exposing sin, proclaiming righteousness and warning of judgment to come.

Giving

Generous programs of financial assistance to missionaries and other ministries.

Serving

Practical assistance to each member of the church to encourage him and to help him fulfill his responsibilities.

Administration

Smooth-running organization throughout the church so that every phase will be carried out decently and in order.

Teaching

In-depth Bible studies with special emphasis on the precise meaning of words.

Exhortation

Personal counseling and encouragement for each member to assist him in applying Scriptural principles to his daily living.

Mercy

Special outreach and concern for the precise and varying feelings of individuals with a readiness to meet their needs.



USING SPIRITUAL GIFTS

The Dessert Example:

The situation: Several friends are over to your home for dinner. You have just finished the main course and one of your friends goes to the kitchen counter to pick up the desserts. As she turns around, the desserts start to slip on the tray. She cannot recover the desserts, and they fall to the floor along with the serving tray.

The question: What is your first response?
In a sentence, write out your *first* thought as to what you would *feel* and *say* if this happened in your home:

The test: Which of the responses below is closest to your response?
After you have written out your response, choose from one of seven responses listed below as the one most nearly like your response. Which of these would you have said:

- _____ 1. "That's what happens when you are not careful!"
(Trying to take too much at once) (Prophecy)
- _____ 2. "Oh, let me help you clean it up." (Serving)
- _____ 3. "The reason that fell is that it was too heavy on one side."
(Teaching)
- _____ 4. "That's OK. It could have happened to anybody. Maybe next
time you could make two trips to the dessert counter."
(Encouraging)
- _____ 5. "I'll be happy to buy more dessert and pay for the dish."
(Giving)
- _____ 6. "Jim, would you get the mop? Sue, please help pick it up.
Mary, will you go to the kitchen and help her get a new
dessert?" (Leadership)
- _____ 7. "I'm so sorry. Don't feel badly. It could have happened to anyone."
(Mercy)

DEFINING BASIC MOTIVATIONS

DEFINITION	AMPLIFICATION AND GUIDES	DANGER OR ABUSE
<p>1. PROPHECY The motivation to reveal unrighteous motives or actions by presenting God's truth.</p>	<ul style="list-style-type: none"> ❖ To be persuasive in speech. To bring to light things previously concealed. To reveal the secrets of men's hearts causing them to fall down and worship God. 1 Cor. 14:25 <u>A proclaimer must:</u> <ol style="list-style-type: none"> 1) Have love without hypocrisy; 2) Despise that which is evil; 3) Grasp that which is good. 	<ul style="list-style-type: none"> ❖ Being proud of his rhetoric and persuasiveness. ❖ Becoming more dependent on his ability to speak than the power of the Holy Spirit to convict. ❖ Seeing people as groups rather than individuals with personal needs.
<p>2. SERVING The motivation to demonstrate love by meeting practical needs.</p>	<ul style="list-style-type: none"> ❖ To detect personal needs. To overlook personal discomfort in order to meet these needs. <u>A server must:</u> <ol style="list-style-type: none"> 1) Have genuine affection for others; 2) Demonstrate brotherly responsibility; 3) Be willing to let others have the credit. 	<ul style="list-style-type: none"> ❖ Being proud of his good deeds. ❖ Being pushy or premature in meeting the needs of others before they realize their needs. ❖ Becoming bitter when deeds are not recognized or appreciated. ❖ Over-emphasizing practical needs to the neglect of basic spiritual needs.
<p>3. TEACHING Clarifying the truth. The motivation to search out and validate the truth which has been presented.</p>	<ul style="list-style-type: none"> ❖ To engage in research and detailed study in order to validate truth. A digging out of facts and accumulation of knowledge. <u>A teacher must:</u> <ol style="list-style-type: none"> 1) Be diligent in the details of his work; 2) Fervent in spirit; 3) Do his work as unto the Lord. 	<ul style="list-style-type: none"> ❖ Boasting of the knowledge which he has accumulated. ❖ Concentrating on details of information rather than communicating basic life principles. ❖ Being more concerned about the research than the response of his students.
<p>4. ENCOURAGING The motivation to stimulate the faith of others.</p>	<ul style="list-style-type: none"> ❖ To call to the side to urge one to pursue a course of conduct. Personal counseling to encourage spiritual growth. <u>An encourager must:</u> <ol style="list-style-type: none"> 1) Rejoice in hope; 2) Be patient with slow progress; 3) Be persistent in prayer. 	<ul style="list-style-type: none"> ❖ Boasting of personal results. ❖ Becoming discouraged with lack of progress. ❖ Motivating others for selfish gain. ❖ Spending too much time with those who want only temporary relief.

DEFINITION	AMPLIFICATION AND GUIDES	DANGER OR ABUSE
<p>5. GIVING The motivation to entrust personal assets to others for the furtherance of their ministry.</p>	<ul style="list-style-type: none"> ❖ To organize personal business in order to gain assets. An ability to make quick decisions regarding the immediate needs which others have. <u>The giver must:</u> <ol style="list-style-type: none"> 1) Give freely to the total needs of fellow Christians; 2) Take a genuine interest in the needs of strangers. 	<ul style="list-style-type: none"> ❖ Being proud of his giving. ❖ Measuring spiritual success by material assets. ❖ Overlooking long-range goals in meeting immediate needs.
<p>6. LEADERSHIP The motivation to coordinate the activities of others for the achievement of common goals.</p>	<ul style="list-style-type: none"> ❖ To preside over: To lead. To stand before. To distinguish major objectives and help those around him to visualize them. <u>A leader must:</u> <ol style="list-style-type: none"> 1) Bless those who curse him; 2) Do whatever he can to make their life happy and spiritually prosperous. 	<ul style="list-style-type: none"> ❖ Being proud of his power. ❖ Using people to accomplish his goals rather than meeting their personal needs. ❖ Overlooking major character faults in those who are useful to reaching his goals.
<p>7. MERCY The motivation to identify with, and comfort those who are in distress.</p>	<ul style="list-style-type: none"> ❖ To feel empathy with the misfortunes and misery of others. To mentally and emotionally relate to their needs and give them aid. <u>The merciful must:</u> <ol style="list-style-type: none"> 1) Share the happiness of those who are happy. 2) Enter into the grief of those who are in sorrow. 	<ul style="list-style-type: none"> ❖ Being proud of his ability to emphasize. ❖ Resenting others who are not sensitive to personal needs. ❖ Failing to be firm when necessary. ❖ Being guided by emotions rather than logic.

ADDITIONAL INFORMATION ABOUT SPIRITUAL GIFTS

Definitions and motivations of the seven motivational gifts:

(Romans 12:4-8)

1. Prophecy

Definition: “Proclaiming truth, forthtelling, preaching, speaking for God”

Motivation: “To reveal unrighteousness in motives or actions by presenting God's truth”

2. Serving

Definition: “Ministry, practical service”

Motivation: “To demonstrate love by meeting practical needs”

3. Teaching

Definition: “Clarifying truth”

Motivation: “To search out and validate truth”

4. Exhortation

Definition: “Encouragement”

Motivation: “To stimulate the faith of others”

5. Giving

Definition: “Sharing”

Motivation: “To entrust personal assets to others for the furtherance of their ministry. Ability to counsel in the wise use of assets”

6. Organization

Definition: “Ruling, leadership, organization”

Motivation: “To coordinate the activities of others for the achievement of common goals”

7. Mercy

Definition: “Compassion”

Motivation: “To identify with and comfort those who are in distress”

The following pages will give you additional characteristics and misunderstandings of the seven motivational gifts.

Also included will be additional questions to help you discern your spiritual gift.

Characteristics emphasized by the gift of *Prophecy*:

1. A need to express his message verbally.
2. The ability to discern the character and motives of people. (2 Peter 2:1-3)
3. The capacity to identify, define and hate evil. (Romans 12:9; 1 Timothy 3:7)
4. The willingness to experience brokenness to prompt brokenness. (John 20:21)
5. The dependence on Scriptural truth to validate his authority. (1 Peter 4:11)
6. A desire for outward evidences to demonstrate inward conviction. (1 Cor. 14:25)
7. A directness, frankness and persuasiveness in speaking. (Titus 2:8)
8. A concern for the reputation and program of God. (2 Samuel 12:14)
9. An inward weeping and personal identification with the sins of those he talks with.
10. An eagerness to have others point out their blind spot. "*Then will I teach other sinners and they will repent.*" (Psalm 51)

Misunderstandings:

1. Frankness may be viewed as harshness.
2. Interest in groups may be interpreted as disinterest in individuals.
3. Efforts to gain results may be seen as using gimmicks.
4. Focus on right and wrong may be judged as intolerance of partial good.
5. Emphasis on decisions may appear as neglecting spiritual growth.
6. Public boldness and strict standards may hinder intimate personal relationships.
7. The strong desire to convey truth may be interpreted as little interest in listening to another person's point of view.

Characteristics emphasized by the gift of *Serving*:

1. The ability to recall specific likes and dislikes of people.
2. The alertness to detect and meet practical needs. Especially enjoys manual projects.
3. The motivation to meet needs as quickly as possible.
4. Physical stamina to fulfill needs with disregard for weariness.
5. The willingness to use personal funds to avoid delays.
6. The desire to sense sincere appreciation and the ability to detect insincerity.
7. The desire to complete a job with evidence of unexpected extra service.
8. An involvement in a variety of activities with an inability to say "no."
9. A greater enjoyment of short-range goals with frustration over long-range goals.
10. A frustration when limitations of time are attached to jobs.

Misunderstandings:

1. Quickness in meeting needs may appear to be pushy.
2. Avoidance of red tape may result in excluding others from jobs.
3. Their disregard for personal needs may extend to their own family's needs.
4. Eagerness in serving may prompt suspicion of self-advancement.
5. May react to others who do not detect and meet obvious needs.
6. Insistence on serving may appear to be rejection of being served.
7. Desire to sense sincere appreciation may result in being easily hurt.

8. Quickness in meeting needs may interfere with spiritual lessons God is teaching those with needs.
9. Meeting practical needs may be judged as lack of interest in spiritual matters.
10. Their stamina may be interpreted as insensitivity or impatience with others helping.
11. Enjoyment of short-range goals may result in leadership positions and frustration or disorganization with long-range objectives.
12. Inability to avoid others' needs may result in sidetracking employer's directions.

Characteristics emphasized by the gift of *Teaching*:

1. The belief that their gift is foundational to other gifts.
2. An emphasis on the accuracy of words.
3. A testing of the knowledge of those who teach them.
4. A delight in research in order to validate truth.
5. The validating of new information by established systems of truth.
6. The presentation of truth in a systematic sequence.
7. An avoidance of illustrations from non-Biblical sources.
8. A resistance to Scriptural illustrations out of context.
9. A greater joy in researching truth than presenting it.

Misunderstandings:

1. The emphasis on the accuracy of Scriptural interpretation may appear to neglect its practical application.
2. The research of others may appear to be dependent on more than the teaching ministry of the Holy Spirit (through meditation).
3. The use of knowledge in testing others may appear to be pride of learning.
4. The concern to impart details of research may appear to be unnecessary to those listening.
5. The need to be objective in research may appear to lack warmth and feeling when speaking.

Characteristics emphasized by the gift of *Exhortation*:

1. A desire to visualize specific achievement and prescribe precise steps of action.
2. A tendency to avoid systems of information which lack practical application.
3. The ability to see how tribulation can produce new levels of maturity.
4. A dependence on visible acceptance when speaking to individuals or groups.
5. The discovery of insights from human experience which can be validated and amplified in Scripture.
6. An enjoyment with those eager to follow steps of action.
7. A grief when teaching is not accompanied by practical steps of action.
8. A delight in personal conferences that result in new insights.

Misunderstandings:

1. The emphasis on steps of action may appear to oversimplify the problem.
2. The urgency in giving steps of action may appear as having overconfidence in them.

3. The desire to win non-Christians through living examples may appear as a lack of interest in personal evangelism.
4. The use of Scripture for practical application may appear to take it out of context.
5. The emphasis on steps of action may appear to disregard the feelings of those being counseled.

Characteristics emphasized by the gift of *Giving*:

1. An ability to make wise purchases and investments.
2. A desire to give quietly to effective projects or ministries (avoiding pressure of publicity).
3. An attempt to use his giving to motivate others to give.
4. An alertness to valid needs which he fears others might overlook.
5. An enjoyment in meeting needs without the pressure of appeals.
6. A joy when his gift is an answer to specific prayer.
7. A dependency on partner's counsel to confirm the amount of a gift.
8. A concern that his gift be of high quality.
9. A desire to feel a part of the work or person to whom he gives.

Misunderstandings:

1. The need to deal with large sums of money may appear to be a focus on temporal values.
2. The desire to increase the effectiveness of a ministry by his gift may appear as an attempt to control the work or person.
3. The attempt to encourage others to give may appear as lack of generosity and unnecessary pressure.
4. The lack of response to pressure appeals may also appear as lack of generosity.
5. The personal frugality by which he lives may appear to friends and relatives as selfishness in not meeting their wants.

Characteristics emphasized by the gift of *Organization*:

1. An ability to see the overall picture and to clarify long-range goals.
2. A motivation to organize that for which he is responsible.
3. A desire to complete tasks as quickly as possible.
4. An awareness of the resources available to complete a task.
5. An ability to know what can or cannot be delegated.
6. A tendency to stand on the sidelines until those in charge turn over responsibility to him.
7. A tendency to assume responsibility if no structured leadership exists.
8. A willingness to endure reaction from workers in order to accomplish the ultimate task.
9. A fulfillment in seeing all the pieces coming together and others enjoying the finished product.
10. A desire to move on to a new challenge when a previous task is fully completed.

Misunderstandings:

1. The ability to delegate responsibility may appear as laziness in avoiding work.
2. The willingness to endure reaction may appear as callousness.

3. The neglect in explaining why tasks must be done may prompt workers to feel they are being misused.
4. The viewing of people as resources may appear that projects are more important than people.
5. The desire to complete tasks swiftly may appear to be insensitivity to the schedule, wearing or priorities of workers.

Characteristics emphasized by the gift of *Mercy*:

1. The ability to feel an atmosphere of joy or distress in an individual or group.
2. An attraction to and an understanding of people who are in distress.
3. A desire to remove hurts and bring healing to others.
4. A greater concern for mental distress than physical distress.
5. An avoidance of firmness unless he sees how it will bring benefit.
6. A sensitivity to words and actions which will hurt other people.
7. An ability to discern sincere motives in other people.
8. An enjoyment and unity with those who are sensitive to the needs and feelings of others.
9. A closing of his spirit to those who are insincere or insensitive.

Misunderstandings:

1. The avoidance of firmness may appear to be weakness and indecisiveness.
2. The sensitivity to the spirit and feelings of others may cause some to feel he is guided by emotions rather than logic.
3. The attraction and understanding of those in distress may be misinterpreted by those of the opposite sex.
4. The sensitivity to words and actions which cause hurts may appear to be taking up another's offense.
5. The ability to detect insincere motives may cause some to feel he is hard to get to know.

ADDITIONAL QUESTIONS TO DISCERN YOUR SPIRITUAL GIFT

If you have narrowed down your motivational gift to two or three, the following questions may assist you to discern your basic motivation.

Prophecy or Teaching:

If you were limited to either doing research for a lesson or preaching that lesson, which would you choose?

Research – Teaching

Presenting Lesson – Prophecy

Do you enjoy research in order to present that which you have learned or in order to clarify and prove that which has been taught?

Present – Prophecy

Clarify and Prove – Teaching

Prophecy or Exhortation:

Do you enjoy speaking more to a group or to an individual?

Group – Prophecy

Individual – Exhorter

When speaking to a group do you receive greater joy from seeing an immediate response of commitment or do you enjoy the opportunity to counsel as a result of speaking?

Response of Commitment – Prophet

Counsel – Exhorter

Do you enjoy personal follow-up to encourage spiritual growth or in order to confirm and strengthen the commitment that a person has made?

Encourage Spiritual Growth – Exhorter

Confirm Commitment – Prophet

Serving or Mercy:

Are you more comfortable in helping to meet the practical needs of others or in meeting their mental and emotional needs?

Practical Needs – Serving

Emotional Needs – Mercy

Teaching or Mercy:

Are you more concerned with the atmosphere of a worship service or the Scriptural pattern of a worship service?

Atmosphere – Mercy

Scriptural Pattern – Teaching

Serving or Ruling:

If you were given the responsibility to organize for an activity, would you prefer delegating the responsibilities to others or performing most of the responsibilities yourself?

Delegate – Ruling

Perform by Self – Serving

Which do you enjoy most – short-range projects or long-range projects?

Short-Range – Serving

Long-Range – Ruling

Serving or Exhortation:

Do you enjoy counseling an individual in order to give them steps of action or in order to discern what their practical needs are and how to meet their needs?

Steps of Action – Exhorter

Meet Practical Needs – Serving

In helping a person with a problem would you be more comfortable in counseling them or in meeting a practical need?

Counseling – Exhorter

Meet Practical Needs – Serving

Teaching or Exhortation:

Do you have a present ministry of teaching? If so, do you enjoy teaching in order to participate in research or as an opportunity to counsel others?

Research – Teaching

Counsel – Exhorter

In finding solutions to human problems, do you usually begin with Scripture and relate them to human experiences or do you usually begin with human experiences and relate them to Scripture?

Scripture and Experience – Teacher

Experience and Scripture – Exhorter

Exhortation or Ruling:

If you were responsible for an organization where conflicts were caused by an employee, would you change the employee's responsibilities and position in the organization to solve the problem or would you focus on changing the employee's attitude?

Change Responsibilities – Ruling

Change Attitudes – Exhorter

Giving or Serving

Do you receive greater joy in giving to meet the practical needs of an individual or in giving to a person who is involved in a specific ministry to others?

- Meet Practical Needs – Service Person Involved in Ministry – Giving

Exhortation or Mercy

Which emphasis is more important to you: spiritual healing or spiritual growth? If the answer is healing, are you interested in healing for the sake of preventing unnecessary suffering or through healing you may challenge one on to spiritual maturity?

- Mercy – Healing to Prevent Unnecessary Suffering Exhortation – Healing to Challenge Spiritual Growth

If the answer is spiritual growth: are you interested in spiritual growth primarily for the sake of maturity or by growing spiritually one may eliminate suffering and disharmony caused by wrong responses?

- Mercy – Growth to Eliminate Disharmony Exhortation – Growth for Maturity

Which is more important: that you are able to sense a genuine concern and interest in a person helping you, or that the person can give you steps of action in solving a problem?

- Genuine Concern – Mercy Steps of Action – Exhortation

Ruling or Mercy

Do you desire harmony in an organization in order that it may run smoothly or because of the joy and fellowship which results in a oneness of spirit?

- Run Smoothly – Ruling Oneness of Spirit – Mercy

Do you receive greater joy in being able to openly and freely discuss a problem or in designing steps to solve the problem?

- Discuss Problem – Mercy Solve Problem – Ruling

Mercy or Teaching

Are you motivated to do research in order to establish correct doctrine or in order to understand doctrinal differences among Christians and how to bring harmony and oneness?

- Correct Doctrine – Teaching Harmony and Oneness – Mercy

MY PERSONAL STYLE ("How Do I Serve Effectively?")

Review:

1. PASSIONS: *Where Do I Serve?*
2. GIFTS: *What Do I Do When I Serve?*
3. PERSONAL STYLE: *How Do I Serve?*

Personal Style characteristics:

1. Personal Style is *God-given*.

Psalm 139:13-16 tells us that God created us not just *physically* but all the way to our "*inner most being*."

Definition: Personal Style is the way we prefer to *relate* and *deal* with the world around us.

2. There is *no right or wrong* Personal Style.

Write your name on a piece of paper. Now put your pen or pencil in the other hand and write your name again. You probably could write your name the second time but it felt awkward. It was not your preference.

When it comes to Personal Style, God has designed each of us to *respond* to our world a little differently. Each of us *prefers* to *relate* in different ways.

3. Personal Style answers the "*how*" question.

Our Personal Style answers the questions of *how* we are designed to serve.

Serving in ways inconsistent with our Personal Style, just like writing with the "wrong hand," leads to inefficiency, decreased motivation, and burnout.

Personal Style elements

The Two Elements Of Personal Style:

1. How Are You *Energized*?

Task-oriented or *people-oriented*

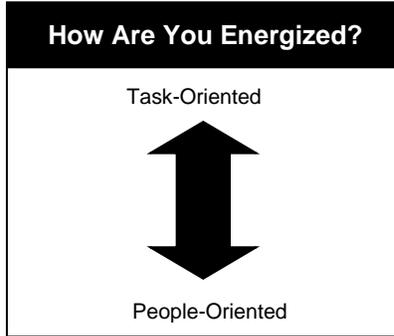
2. How Are You *Organized*?

Unstructured or *structured*?

1. How are you *energized*?

This scale describes how we receive and focus our emotional energy:

Task –
Oriented
Energized
by doing
things



People –
Oriented
Energized by
interacting
with *people*

If you are *task-oriented*:

The primary *content* of your ministry should be accomplishing *tasks* that serve people.

Your primary *focus* should be on *task accomplishment*.

If you are *people-oriented*:

The primary *content* of your ministry should be more involved with *direct people interaction*.

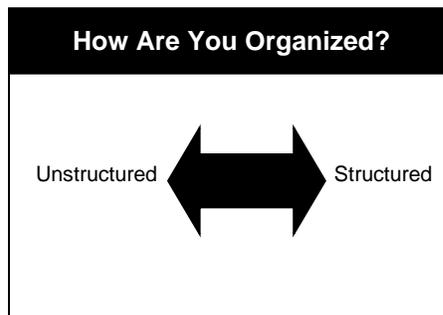
Your primary *focus* should be on *relational issues*.

Both *people-oriented* and *task-oriented* value developing relationships and meeting goals, but each has a primary and secondary means of achieving them.

2. How are you *organized*?

This scale describes how you prefer to organize yourself:

Unstructured
Prefer to have
lots of options
and *flexibility*



Structured
Prefer to plan
and bring *order*
to their lives

If you are *unstructured*:

(When taking a vacation, you pack the car and go. You say, "We will go as far as we can each day. When we want to stop or see something we will.")

Your *ministry position* should be *generally described*.

Your *relationships* with others should be *spontaneous*.

If you are *structured*:

(When taking a vacation, you call the auto club, make reservations, and have everything planned and mapped out)

Your *ministry position* should be *clearly defined*.

Your *relationships* with others should be *consistent*.

Both Unstructured and Structured value being organized, but each has a different approach to organization.

This material taken from
"Network;" Session 7
How Can I Do It With Style?
pp.113-123
Willow Creek Resources,
Zondervan

PERSONAL STYLE ASSESSMENT

A copy of this worksheet for you to fill out is located in the appendix.

Directions:

1. For each item, check the word you think best describes what you would prefer to do or be in most situations.
2. Do not answer according to what you feel is expected by a spouse, family member, employer, etc.
3. Select the behavior or perspective that would come naturally to you if you knew there were no restrictions on, or consequences for, your personal expression.

How Are You Organized?

- | | | | |
|--|---------------------------|-----------|---------------------|
| 1. While on vacation I prefer to | Be spontaneous | 1 2 3 4 5 | follow a set plan |
| <hr/> | | | |
| 2. I prefer to set guidelines that are | General | 1 2 3 4 5 | specific |
| <hr/> | | | |
| 3. I prefer to | Leave my options open | 1 2 3 4 5 | settle things now |
| <hr/> | | | |
| 4. I prefer projects that have | Variety | 1 2 3 4 5 | routine |
| <hr/> | | | |
| 5. I like to | Play it by ear | 1 2 3 4 5 | stick to a plan |
| <hr/> | | | |
| 6. I find routine | Boring | 1 2 3 4 5 | restful |
| <hr/> | | | |
| 7. I accomplish tasks best | By working it out as I go | 1 2 3 4 5 | by following a plan |

How are you organized?

0=

Total

How Are You Energized?

1. I'm more comfortable	doing things for people	1 2 3 4 5	being with people
2. When doing a task, I tend to	focus on the goal	1 2 3 4 5	focus on relationships
3. I get more excited about	advancing a	1 2 3 4 5	creating
4. I feel I have accomplished something when I've	cause gotten a job done	1 2 3 4 5	community built on a relationship
5. It is more important to start a meeting	on time	1 2 3 4 5	when everyone gets there
6. I'm more concerned with	meeting a deadline	1 2 3 4 5	maintaining the team
7. I place a higher value on	action	1 2 3 4 5	communication

How are you energized?

E=

Total

**“E” SCALE
(Task-Oriented)**

				7					
				10					
				14					
				18					
				21					
“O” SCALE (Unstructured)	7	10	14	18	24	28	32	35	“O” SCALE (Structured)
				24					
				28					
				32					
				35					

**“E” SCALE
(People-Oriented)**

Task/Unstructured

- General guidelines
- Helps wherever needed
- Versatile
- Likes tangible results

Consider the kind of ministry position that needs you to fulfill a wide variety of responsibilities.

Task/Structured

- Getting the job done
- Prefers to follow an agenda
- Focused on results
- Appreciates clear direction

Consider the kind of ministry position that allows you to know clearly what the goals are and how the task is to be accomplished.

People/Unstructured

- Spontaneous situations
- Relates well to others
- Very conversational
- Tends to be flexible

Consider the kind of ministry position that gives you the freedom to respond to people spontaneously.

People/Structured

- Defined relationships
- Projects warmth
- Familiar surroundings
- Enjoys familiar relationships

Consider the kind of ministry position that will enable you to interact with people in more stable or defined settings.

SERVANT PROFILE

Passion (A God-given desire to make a difference in a particular ministry)

I have a passion for:

People Groups: (Such as children, youth, seniors, the homeless, teen moms, recently divorced, etc.)

Causes or Issues: (Such as prejudice, the environment, hunger, social injustice, rights of the unborn, etc.)

Certain Functions in the Church: (Organize events, people, helping out, etc.) Be specific.

Spiritual Gifts My Spiritual Gifts Are:

- Motivational Gifts (Romans 12: 6-8)
- Prophecy
- Serving
- Teaching
- Encouraging
- Giving
- Leadership
- Mercy
- Other: _____

Personal Style (How you get things done) My Personal Style Is:

- People-Oriented/Structured
- People-Oriented/Unstructured
- Task-Oriented/Structured
- Task-Oriented/Unstructured

MINISTRY SURVEY

(A copy of this worksheet for you to fill out is located in the appendix.)

Date: _____

General Information

Name _____

Address _____

City _____ State _____ Zip _____

Home Phone _____ Work Phone _____ Cell _____

E-Mail _____

(Please indicate your personal interests in the following ministries)

Strategy Ministry Interests

Children's Ministry (a background check is needed to serve in these areas)

- Nursery
- Primary Sunday School
- Junior Sunday School
- Children's Church
- Vacation Bible School
- Snacks, crafts, special events
- Snacks
- Crafts
- Games
- Substitute/Alternate/Special Events
- Other: _____

Youth Ministry (a background check is needed to serve in these areas)

- Jr. High Staff
- Jr. High Sponsor
- Sr. High Staff
- Sr. High Sponsor
- College Staff
- College Sponsor

Other

- Other: _____

Adult Ministry

Worship

- Worship Planning Ministry**
- Worship Team Ministry**
- Music Ministry**
 - Soloist
 - Special Music
 - Pianist
 - Organist
 - Instrumentalist (Specify) _____
 - Choir/Director
 - Arranger/Composer
 - Piano Tuning
 - Other: _____
- Sound Ministry**
 - Sound Board
 - Audio-Visual
 - Lighting
 - PowerPoint Slide Presentations
 - Other: _____
- Drama Ministry**
 - Selecting Drama/Skits
 - Writing Drama and Skits
 - Performing Drama/Skits
 - Puppets
 - Stage and Set-Up
 - Set Design and Construction
 - Costuming
- Usher Ministry**
- Greeter**
- Communion** (set-up)
- Flower Ministry**

Fellowship

Assimilation/Membership Ministry

- Connect Team
 - Record Keeping
 - Welcome Center
 - Follow-up Guests

- Assimilation Team
 - Salvation (sharing)
 - Baptism (assisting)
 - Baptism (sharing)

- Membership Team
 - Orientation Class
 - Follow-up

Social Planning Ministry

- Social Serving Team
 - Work in kitchen
 - Work at socials
 - Work on banquets/receptions
 - Work/prepare meals
 - Clean-up
 - Table/chair set-up
 - Other _____

- Fellowship Gathering

Women's Ministries

- Women's Bible studies
- Women's socials
- Shower Team
- Creative Projects/crafts
- Retreats
- Special events _____
- Women's Friendship Support Group

Men's Ministries

- Socials
- Retreats
- Breakfasts
- Sports (specify) _____
- Special events _____
- Other: _____

Senior Ministries

- Wedding Ministry**
 - Coordinate
 - Help at wedding receptions
- Funeral Ministry**
 - Help with meals

Discipleship

- One-to-One Discipleship Ministry**
 - Take people through training manuals
- One-to-One Discipleship Ministry**
 - Follow-up of new believers
 - One-to-One Discipleship
 - Other: _____
- Other Small Group Ministry**
(specify interest)_____
- Resource Center/Library**
 - Resource Center
 - Library

Ministry

- Caring Ministry**
 - Meals to sick/shut-ins
 - Cards to the sick
 - Flowers to hospital
 - Visit to hospitals
 - Visit sick and shut-ins
 - Communion to shut-ins
 - Funeral Meals
 - Other: _____
- Prayer Ministry**
 - Phone Prayer Chain Team
 - E-mail Prayer Chain Team
 - Prayer Vigils/Prayer Walks
 - Prayer Meetings
 - Other: _____
- Visitation Ministry**
Specify Interests: _____

Evangelism

Evangelism Ministry

Missions Ministry

- Short-term Missions
- Long-term Missions
- Faith Promise
- Missions Conference
- Missionary Contact
- Home Missions
- Foreign Missions
- Prayer
- Goer
- Sender
- Other: _____

Outreach Ministry

- Meeting a Need in the Church
- Meeting a Need in the Community
- Meeting a Need in the World
- Other: _____

Support Ministry Interests

Finance Ministry

- Financial Secretary
- Counters
- Church Treasurer
- Missions Treasurer
- Budget Planning Team

Properties Ministry

- Grounds

Specify Interests: _____

- Buildings

Specify Interests: _____

- Transportation

- Provide transportation

- To and from church
- To and from youth activities
- Senior trips and ministry events
- Doctor or hospital appointments
- Other: _____

Office Ministry

- Bulletin Boards
- Clerical work (filing, copying, bulk mailing, misc.)
- Reception (answering phones, receiving individuals)
- Fold Sunday Bulletin

Other

- Moderator
- Church Clerk
- Historian
- Custodial help

Other Possible Ministry Interests

Counseling

Drug/Alcohol

Pregnancy

Family

Other: _____

Other

Banners/Murals

Art work

Multi-Media/Graphic arts/PowerPoint

Decorating

Photography

Life Guard

CPR

Paramedic

Other: _____

WHAT IS THE NEXT STEP?

Please fill out the following forms, all found in the appendix section of this manual:

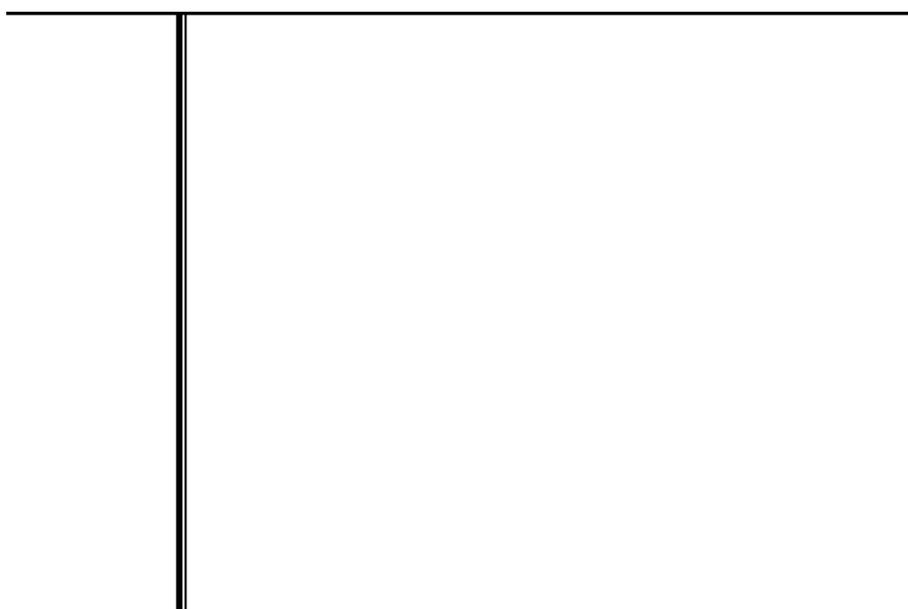
1. Passion Assessment (pgs. 73-76)
2. Spiritual Gifts (pgs. 77-79)
3. Personal Style (pgs. 81-85)
4. Servant Profile (pg. 87)
5. Ministry Survey (pgs. 89-95)

Return the completed assessments and survey to the church office when done where one of our staff will meet with you.

Check out the last manual in *The Vineyard Way of Life – PRODUCING*, which is designed to help you share Christ and bring you into mission with God and His purpose to live for.



APPENDIX



THE PASSION ASSESSMENT

By completing this assessment you can identify one or more possible Passion areas.

Directions:

1. Prayerfully consider your answers to the questions.
2. Complete the assessment on your own.
3. Remember there are no right or wrong responses.
4. Complete the assessment as if there are no obstacles to fulfilling you heart's desire.

1. If I could snap my fingers and know that I couldn't fail, what would I do?

2. At the end of my life, I'd love to be able to look back and know that I'd done something about:

3. If I were to mention your name to a group of your friends, what would they say you were really interested in or passionate about?

4. What conversation would keep you talking late into the night?

At this point, if you are able to describe your Passion in a word or brief sentence, go to Item 10 of this assessment and do so. If you would like more clarification, consider the following statements:

5. What I would most like to do for others is:

6. The people I would like to help most are:

- | | | |
|--|---|---|
| <input type="checkbox"/> Infants | <input type="checkbox"/> Children | <input type="checkbox"/> Youth |
| <input type="checkbox"/> Teen moms | <input type="checkbox"/> Single parents | <input type="checkbox"/> College students |
| <input type="checkbox"/> Divorced | <input type="checkbox"/> Widowed | <input type="checkbox"/> Singles |
| <input type="checkbox"/> Career women | <input type="checkbox"/> Young married | <input type="checkbox"/> Refugees |
| <input type="checkbox"/> Parents | <input type="checkbox"/> Empty nesters | <input type="checkbox"/> Homeless |
| <input type="checkbox"/> Unemployed | <input type="checkbox"/> Elderly | <input type="checkbox"/> Disabled |
| <input type="checkbox"/> Prisoners | <input type="checkbox"/> Poor | <input type="checkbox"/> Hospitalized |
| <input type="checkbox"/> Others: _____ | | |

7. The issues or causes I feel strongly about are:

- | | | |
|--|--|--|
| <input type="checkbox"/> Environment | <input type="checkbox"/> Child care | <input type="checkbox"/> Homosexuality |
| <input type="checkbox"/> Discipleship | <input type="checkbox"/> AIDS | <input type="checkbox"/> Politics |
| <input type="checkbox"/> Violence | <input type="checkbox"/> Injustice | <input type="checkbox"/> Racism |
| <input type="checkbox"/> Education | <input type="checkbox"/> Addictions | <input type="checkbox"/> International |
| <input type="checkbox"/> Economic | <input type="checkbox"/> Reaching the lost | <input type="checkbox"/> Technology |
| <input type="checkbox"/> Health care | <input type="checkbox"/> Poverty | <input type="checkbox"/> Family |
| <input type="checkbox"/> Abortion | <input type="checkbox"/> Hunger | <input type="checkbox"/> Literacy |
| <input type="checkbox"/> Church | | |
| <input type="checkbox"/> Others: _____ | | |

8. The following exercise may help you uncover a theme from your experience which will give you insight into your Passion.

List the top five to seven positive experiences you've had in your life and briefly describe what you did and why it was meaningful to you.

These experiences may have taken place at home, work, school, or during your free time. It may have been a clock you fixed or a dress you made. It may have been a puzzle you put together or an award you received. It may have been helping some friends move, building a house, winning an election, or giving to someone in need. Remember, these are experiences that you enjoyed doing and felt fulfilled.

Five to Seven Positive Experiences	Why This Experience is Meaningful to Me
a.	
b.	
c.	
d.	
e.	
f.	
g.	

Next, read through what you have written and look for an underlying theme. If one or two come to mind, write them in the space below.

SUMMARY

9. I think the area where I could make the most significant contribution is:

If you need more help in identifying your Passion, look for patterns in your answers. For example, can you see any themes? Does a particular age group keep coming up? Is there a need that keeps surfacing? Are you serving in a similar role in different areas? Can you prioritize your concerns?

CONCLUSION

10. Based on my answers to the above questions, I sense *I have a Passion for:*

Making a statement of Passion is not easy for everyone. Remember that this is just the beginning of the process of identifying and clarifying your Passion. As you think, pray and gain more ministry experience, your Passion will become clearer over time.

Acknowledgement: "Network: Session Two
Where Should I Serve?"
pp. 15-19, Willow Creek Resources
Zondervan

SPIRITUAL GIFTS ASSESSMENT

The following is an exercise to help you determine your basic motivation or spiritual gift. *Circle the statements that you believe apply to you.* When you are finished, total up the number of 1's and place that number above the box marked "1P." Then do the same for each of the other 7 numbers. This exercise will begin to reveal areas of giftedness.

8. Do you, or would you enjoy speaking to groups?
 9. Do you enjoy meeting the practical needs of others?
 10. Do you prefer study Bibles over paraphrased editions—for your own personal use?
 11. Are you motivated to stimulate others to confident or active faith?
 12. Do you feel that you have a good business sense?
 13. Do you find it easy to distinguish major objectives and help those around you visualize them?
 14. When a person is in distress, do you easily identify with them?
-
8. If there were a particular sin, widely practiced within your congregational group would you feel it more effective to confront them as a group rather than individually (exhorters wouldn't)?
 9. Do you have an ability to detect personal needs that others have?
 10. Do you enjoy searching out and validating theories presented you?
 11. Do you enjoy personal opportunities to encourage people in their Christian lives?
 12. Do you find it easy to make money?
 13. Are you likely to coordinate efforts with others for simplicity of operation or ease of meeting goals?
 14. Do you find it easy to empathize with others?
-
8. Do you find it easy to despise that which is evil?
 9. Are you pleased that you can help others?
 10. Do you enjoy research and detailed study?
 11. Are you patient when people show slow progress?
 12. When someone presents a financial need, are you able to easily evaluate its importance?
 13. Do you enjoy helping groups work together toward a goal?
 14. Do you enjoy providing comfort to those who are hurting?
-
8. Do you tend to do your service without regard to whether you will receive credit?
 9. Do you tend to see people as groups rather than as individuals?
 10. Do you tend to be more concerned with knowing than sharing information?
 11. Do you enjoy personal counseling opportunities?
 12. Do you genuinely become concerned about the needs of strangers?
 13. Do you easily pick out major objectives and not get pushed into meeting every detail of the project. (bogged down in details and never finding the project?)
 14. Do you find it easy to rejoice with someone who is happy?
-
8. Do you tend to categorize individuals when you find out which church or denomination they affiliate with?
 9. Do you enjoy meeting needs that free others to fulfill their major purpose?
 10. While listening to a sermon or lecture, or while reading, do you tend to review your notes and look up all of the scriptures?
 11. Do you enjoy talking with individuals about Christian growth?
 12. Do you have a desire to assist others in their ministry—through helping them financially?

13. Once an objective is established, are you persistent and not easily sidetracked?
 14. Can you mentally or emotionally relate to a person's need and try to help?
-
8. Are you motivated to reveal unrighteous motives or actions by presenting God's truth?
 9. Do you ignore personal discomfort or sacrifice in meeting these needs?
 10. If Hebrew or Greek were offered as a course of study, would you like to take one?
 11. Do you enjoy helping people plan courses of action for their personal development?
 12. Have you sometimes felt a ministry has failed because its finances weren't doing well?
 13. Do you enjoy organizing?
 14. Do you tend to find it easy to get close to people?
-
8. Do you sense at times a sense of pride in your speaking ability?
 9. Do you tend to have a genuine affection for others?
 10. Do you accumulate knowledge and dig out facts?
 11. Do you sometimes spend too much time with people who aren't sincere about their Christian development?
 12. Do immediate material needs concern you more than long range goals and plans?
 13. When receiving or giving instructions, do you want them spelled out?
 14. Is it sometimes hard to be firm with people, even when it is important to?
-
8. Do you sometimes become sharp with your tongue (when concerned about some serious breach of God's plan)?
 9. Do you sometimes "take over" and do things when those you are helping are unaware that they need help?
 10. Are you so much a detail person that you sometimes miss the main point?
 11. Do you have to guard your motives for helping people?
 12. Do you always tithe no matter how serious your own financial picture?
 13. Do you sometimes overlook major problems your workers have and use them for what they *can* do?
 14. Are you pleased, sometimes to the point of pride, with your ability to feel with people and help them?
-
8. Do you tend to pass judgment or criticism quickly?
 9. Do you tend to emphasize practical projects at the expense of Spiritual needs?
 10. Do you feel that human experience should not be used to validate truth but that all life should measure up to revealed truth?
 11. Do you sometimes become discouraged with people who do not respond to your ministry?
 12. Do you tend to evaluate the overall importance of the specific need rather than being moved by purely emotional appeals?
 13. Do you sometimes get a bit proud of being "in charge" of the project?
 14. Do people who are not sensitive to people's feelings and needs tend to irritate you?
-
8. Does hypocrisy in others bother you a lot?
 9. Do you tend to neglect your own responsibilities while helping others?
 10. Are you tempted to get detailed in your own explanations while conversing with people who would have been better satisfied with simple answers?
 11. Do you have to restrain yourself from sharing examples of how people have been helped – which might get back to the people you have ministered to?
 12. Do you tend to be a careful money manager, and a very thrifty person in general?
 13. Do you use people to help you meet your goals rather than making investments into their lives to help them develop their gifts?

14. Do you tend to become uncomfortable around people who analyze things in detail before making a decision?

8. Do you tend to be judgmental in problem situations?
9. Do you like to go out of your way to help others?
10. Does it bother you when people quote scripture out of context?
11. Are you amazed at the wisdom you give in counseling?
12. When you make an investment in a ministry, do you confirm the amount with your spouse?
13. Are you an organized person with everything in order?
14. Can you discern when a person is sincere?

1	2	3	4	5	6	7
P	S	T	E	G	A	M
Prophecy	Service	Teaching	Exhortation	Giving	Administration	Mercy

PERSONAL STYLE ASSESSMENT

Directions:

1. For each item, check the word you think best describes what you would prefer to do or be in most situations.
2. Do not answer according to what you feel is expected by a spouse, family member, employer, etc.
3. Select the behavior or perspective that would come naturally to you if you knew there were no restrictions on, or consequences for, your personal expression.

How Are You Organized?

1. While on vacation I prefer to	Be spontaneous	1 2 3 4 5	follow a set plan
<hr/>			
2. I prefer to set guidelines that are	General	1 2 3 4 5	specific
<hr/>			
3. I prefer to	Leave my options open	1 2 3 4 5	settle things now
<hr/>			
4. I prefer projects that have	Variety	1 2 3 4 5	routine
<hr/>			
5. I like to	Play it by ear	1 2 3 4 5	stick to a plan
<hr/>			
6. I find routine	Boring	1 2 3 4 5	restful
<hr/>			
7. I accomplish tasks best	By working it out as I go	1 2 3 4 5	by following a plan

How are you organized?

O=

Total

How Are You Energized?

1. I'm more comfortable	doing things for people	1 2 3 4 5	being with people
2. When doing a task, I tend to	focus on the goal	1 2 3 4 5	focus on relationships
3. I get more excited about	advancing a cause	1 2 3 4 5	creating community
4. I feel I have accomplished something when I've	gotten a job done	1 2 3 4 5	built on a relationship
5. It is more important to start a meeting	on time	1 2 3 4 5	when everyone gets there
6. I'm more concerned with	meeting a deadline	1 2 3 4 5	maintaining the team
7. I place a higher value on	action	1 2 3 4 5	communication

How are you energized?

E=

Total

**“E” SCALE
(Task-Oriented)**

				7					
				10					
			Task/ Unstructured	14		Task/ Structured			
				18					
				21					
“O” SCALE (Unstructured)	7	10	14	18	24	28	32	35	“O” SCALE (Structured)
				24					
				28					
			People/ Unstructured	32		People/ Structured			
				35					

**“E” SCALE
(People-Oriented)**

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- General guidelines
- Helps wherever needed
- Versatile
- Likes tangible results

Consider the kind of ministry position that needs you to fulfill a wide variety of responsibilities.

Task/Structured

- Getting the job done
- Prefers to follow an agenda
- Focused on results
- Appreciates clear direction

Consider the kind of ministry position that allows you to know clearly what the goals are and how the task is to be accomplished.

People/Unstructured

- Spontaneous situations
- Relates well to others
- Very conversational
- Tends to be flexible

Consider the kind of ministry position that gives you the freedom to respond to people spontaneously.

People/Structured

- Defined relationships
- Projects warmth
- Familiar surroundings
- Enjoys familiar relationships

Consider the kind of ministry position that will enable you to interact with people in more stable or defined settings.

SERVANT PROFILE

Passion (A God-given desire to make a difference in a particular ministry)

I have a passion for:

People Groups: (Such as children, youth, seniors, the homeless, teen moms, recently divorced, etc.)

Causes or Issues: (Such as prejudice, the environment, hunger, social injustice, rights of the unborn, etc.)

Certain Functions in the Church: (Organize events, people, helping out, etc.) Be specific.

Spiritual Gifts My Spiritual Gifts Are:

- Motivational Gifts (Romans 12: 6-8)
- Prophecy
- Serving
- Teaching
- Encouraging
- Giving
- Leadership
- Mercy
- Other: _____

Personal Style (How you get things done) My Personal Style Is:

- People-Oriented/Structured
- People-Oriented/Unstructured
- Task-Oriented/Structured
- Task-Oriented/Unstructured

MINISTRY SURVEY

Date: _____

General Information

Name _____

Address _____

City _____ State _____ Zip _____

Home Phone _____ Work Phone _____ Cell _____

E-Mail _____

(Please indicate your personal interests in the following ministries)

Strategy Ministry Interests

Children's Ministry (a background check is needed to serve in these areas)

- Nursery
- Primary Sunday School
- Junior Sunday School
- Children's Church
- Vacation Bible School
- Snacks, crafts, special events
- Snacks
- Crafts
- Games
- Substitute/Alternate/Special Events
- Other: _____

Youth Ministry (a background check is needed to serve in these areas)

- Jr. High Staff
- Jr. High Sponsor
- Sr. High Staff
- Sr. High Sponsor
- College Staff
- College Sponsor

Other

- Other: _____

Adult Ministry

Worship

Worship Planning Ministry

Worship Team Ministry

Music Ministry

Soloist

Special Music

Pianist

Organist

Instrumentalist (Specify) _____

Choir/Director

Arranger/Composer

Piano Tuning

Other: _____

Sound Ministry

Sound Board

Audio-Visual

Lighting

PowerPoint Slide Presentations

Other: _____

Drama Ministry

Selecting Drama/Skits

Writing Drama and Skits

Performing Drama/Skits

Puppets

Stage and Set-Up

Set Design and Construction

Costuming

Usher Ministry

Greeter

Communion (set-up)

Flower Ministry

Fellowship

Assimilation/Membership Ministry

- Connect Team
 - Record Keeping
 - Welcome Center
 - Follow-up Guests
- Assimilation Team
 - Salvation (sharing)
 - Baptism (assisting)
 - Baptism (sharing)
- Membership Team
 - Orientation Class
 - Follow-up

Social Planning Ministry

- Social Serving Team
 - Work in kitchen
 - Work at socials
 - Work on banquets/receptions
 - Work/prepare meals
 - Clean-up
 - Table/chair set-up
 - Other _____

- Fellowship Gathering

Women's Ministries

- Women's Bible studies
- Women's socials
- Shower Team
- Creative Projects/crafts
- Retreats
- Special events _____
- Women's Friendship Support Group

Men's Ministries

- Socials
- Retreats
- Breakfasts
- Sports (specify) _____
- Special events _____
- Other: _____

Senior Ministries

- Wedding Ministry**
 - Coordinate
 - Help at wedding receptions
- Funeral Ministry**
 - Help with meals

Discipleship

- One-to-One Discipleship Ministry**
 - Take people through training manuals
- One-to-One Discipleship Ministry**
 - Follow-up of new believers
 - One-to-One Discipleship
 - Other: _____
- Other Small Group Ministry**
(specify interest)_____
- Resource Center/Library**
 - Resource Center
 - Library

Ministry

- Caring Ministry**
 - Meals to sick/shut-ins
 - Cards to the sick
 - Flowers to hospital
 - Visit to hospitals
 - Visit sick and shut-ins
 - Communion to shut-ins
 - Funeral Meals
 - Other: _____
- Prayer Ministry**
 - Phone Prayer Chain Team
 - E-mail Prayer Chain Team
 - Prayer Vigils/Prayer Walks
 - Prayer Meetings
 - Other: _____

Visitation Ministry

Specify Interests: _____

Evangelism

Evangelism Ministry

Missions Ministry

- Short-term Missions
- Long-term Missions
- Faith Promise
- Missions Conference
- Missionary Contact
- Home Missions
- Foreign Missions
- Prayer
- Goer
- Sender
- Other: _____

Outreach Ministry

- Meeting a Need in the Church
- Meeting a Need in the Community
- Meeting a Need in the World
- Other: _____

Support Ministry Interests

Finance Ministry

- Financial Secretary
- Counters
- Church Treasurer
- Missions Treasurer
- Budget Planning Team

Properties Ministry

- Grounds

Specify Interests: _____

- Buildings

Specify Interests: _____

- Transportation

- Provide transportation

- To and from church
- To and from youth activities
- Senior trips and ministry events
- Doctor or hospital appointments
- Other: _____

Office Ministry

- Bulletin Boards
- Clerical work (filing, copying, bulk mailing, misc.)
- Reception (answering phones, receiving individuals)
- Fold Sunday Bulletin

Other

- Moderator
- Church Clerk
- Historian
- Custodial help

Other Possible Ministry Interests

Counseling

Drug/Alcohol

Pregnancy

Family

Other: _____

Other

Banners/Murals

Art work

Multi-Media/Graphic arts/PowerPoint

Decorating

Photography

Life Guard

CPR

Paramedic

Other: _____

