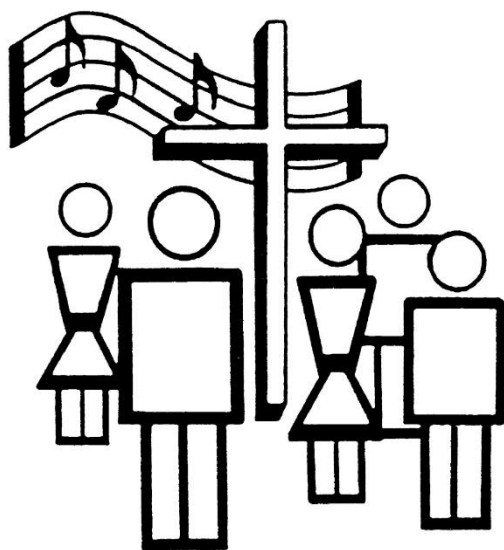


# *Discovering My Ministry*



*New Song*  
Community Church

All Bible Verses used in this course are from the ESV version unless otherwise noted.

# Welcome

This training is a station in the Equipping Track, our church's process for developing people into fully devoted followers of Christ. Since these training opportunities build on each other it is best to attend "Welcome to the Family" (being committed to Christ and the New Song Family) before taking this training. We are convinced that those commitments of Membership and Maturity are the foundation for Ministry.

## The Purpose for this Training

*“(God) has given... pastors and teachers to prepare God's people for works of ministry, so the body of Christ may be built up.”*

Ephesians 4:11-12

## The Bible says

- The Pastors are responsible for EQUIPPING
- The People are responsible for MINISTRY

## The Underlying Principle for this Training

What God made you to BE determines what He intends for you to DO. You will understand the purpose you were created for when you understand the kind of person you are. This is the secret of knowing God's will for your life.

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

The two results of discovering your SHAPE are:

- Fruitfulness
- Fulfillment

Note: We want to give credit to Rick Warren for much of this material which is used with permission.

## **The Focus of this Training**

At New Song, we focus on an individual and a church body approach to ministry.

We will focus on Five Personal Factors that have combined to SHAPE the “unique” you. By identifying the specific traits, you possess in each of these areas, the ministry God has designed you for will become more evident.

### Session Outline

- What the Bible Says About Ministry
- How to Discover Your Ministry
- Discovering How God has SHAPE'd You for Ministry
- Understanding Your Conflict Style
- Serving through New Song
- Where Do I Go from Here?

### The Goals of this Training

1. That we will discover our unique design (S.H.A.P.E.) for ministry and commit to developing our God given gifts and abilities in serving God and others through our church family and beyond.
2. That we will select and begin serving in ministries that best express who we are in Christ, who we are as individuals, and how we make up the church body.

# What the Bible Says About Ministry

## What is Ministry?

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

## We Serve in 3 Directions

- To the Lord (Acts 13:2)
- To other believers (Hebrews 6:10)
- To un-believers (Matthew 5:13)

## We Serve to 3 Areas of Need

- To people's physical needs.

*“(God says) I was hungry and you fed me .... thirsty and you gave me a drink... needed clothes and you clothed me... sick and you cared for me... in prison and you visited me... Whenever you have done this to the least person, you did it to me.”*

Matthew 25:35-36,40

*“And whoever gives one of these little ones even a cup of cold water because he is a disciple, truly, I say to you, he will by no means lose his reward.”*

Matthew 10:42

- To people's emotional needs.

*“...encourage the fainthearted, help the weak, be patient with them all.”*

1 Thessalonians 5:14b

- To people's spiritual needs.

*“...God reconciled us to himself through Christ and gave us the ministry of reconciliation.”*

2 Colossians 5:18

*“We proclaim Christ, counseling and teaching everyone with all wisdom, so that we may present everyone mature in Christ.”*

## The Purpose of Ministry

*“There are varieties of service, but the same Lord... To each is given the manifestation of the Spirit for the common good... you are the body of Christ and individually members of it.”*

1 Corinthians 12:5, 7, 27

God wants to use you to build up His body .

## The Priority of Ministry

(Why should you be interested?)

1. You have been created for ministry.

*“For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.”*

Ephesians 2:10

2. You have been saved for ministry.

*“Who saved us and called us to a holy calling, not because of our works but because of his own purpose and grace, which he gave us in Christ Jesus before the ages began”*

2 Timothy 1:9

3. You have been called for ministry.

*“But when he who had set me apart before I was born and who called me by his grace,”*

Galatians 1:15

*“I urge you to live a life worthy of the calling you have received.”*

Ephesians 4:1

*“But you are a chosen race, a royal priesthood, a holy nation, a people for his own possession, that you may proclaim the excellencies of him who called you out of darkness into his marvelous light. Once you were not a people, but now you are God's people; once you had not received mercy, but now you have received mercy.”*

1 Peter 2:9-10

*“...you will serve as holy priests...”*

1 Peter 2:5 (GN)

4. You have been equipped for ministry.

*“God has given each of you some special abilities; be sure to use them to help each other, passing on to others God's many kinds of blessing.”*

1 Peter 4:10 (LB)

5. You have been gifted for ministry.

*“(Jesus said) All authority in heaven and earth has been given to me. Therefore, go and make disciples...”*

Matthew 28:18-19

*“We are therefore Christ's ambassadors...”*

2 Corinthians 5:20

6. You have been commanded to serve in ministry.

*“(Jesus) Your attitude must be like my own, for I, the Messiah, did not come to be served, but to serve...”*

Matthew 20:28 (LB)

*“(To Archippus) Take heed to the ministry you've received from the Lord and fulfill it.”*

Colossians 4:17 (KJV)

7. You have been prepared for ministry.

*“God gave...pastors and teachers to prepare God's people for works of ministry, so that the Body of Christ may be built up...”*

Ephesians 4:11-12

8. The Body of Christ needs your ministry.

*“All of you together are the one body of Christ and each of you is a separate and necessary part of it.”*

1 Corinthians 12:27 (LB)

Ministry always functions in the context of the church family.

*“When Jesus saw the crowds, he had compassion on them because they were harassed and helpless, like sheep without a shepherd. Then he said, ‘The harvest is great but the workers are few. Ask the Lord to send out workers into his harvest field.’”*

Matthew 9:36-37

9. You are accountable for ministry.

*“So then, each of us will give an account of himself to God.”*

Romans 14:12

*The Parable of the Talents*

Matthew 25:14-30

10. You will be rewarded for ministry.

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

Colossians 3:23, 24

*“Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share our Master's happiness!”*

Matthew 25:23



# How to Discover Your Ministry

(Romans 12:1-8)

STEP 1: Dedicate your being

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

STEP 2: Consecrate your focus

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

STEP 3: Evaluate your strengths

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

STEP 4: Cooperate with other believers

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

## Implications from Paul's Anatomy Lesson

(See also I Corinthians 12:1-31)

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

*“Each of us is apart of the one Body of Christ... The eye can never say to the hand, ‘I don't need you.’ The head cannot say to the feet, ‘I don't need you.’ And some of the parts that seem weakest and least important are really the most necessary!... So God put the body together in such a way that extra honor and care are given to those parts that might otherwise seem less important.”*

1 Corinthians 12:13,21-22, 24b (LB)

### STEP 5: Activate your gifts

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

Romans 12:6-8

# Discovering How God has SHAPE'd You for Ministry

## How Has God Shaped You?

*“Your hands formed and shaped me...”*

Job 10:8a (GN)

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

*“Thank you for making me so wonderfully complex! It is amazing to think about. Your workmanship is marvelous ... You were there while I was being formed ... You saw me before I was born and scheduled each day of my life before I began to breathe.”*

Psalms 139:14-16 (LB)

1. You were shaped for a purpose.
2. You are unique.
3. You are wonderfully complex.

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

Romans 9:20-21

In Ministry... Function follows Form!

## Ministry is Determined by Several Factors

*“There are different kinds of SPIRITUAL GIFTS but the same Spirit gives them. There are different WAYS OF SERVING, but the same Lord is served. There are different ABILITIES to perform service, but the same God gives ability to everyone for their service. The Spirit's presence is shown IN SOME WAY in each one, for the good of all.”*

1 Corinthians 12:4-7 (GN)

## Your S.H.A.P.E. Will Determine Your Ministry

## Spiritual Gifts

*“...Each man has his own gift from God; one has this gift, another has that.”*

1 Corinthians 7:7b

### **What am I Gifted to do?**

## Heart

*“God has put it into their hearts to accomplish his purpose...”*

Revelations 17:17

*“For it is God who works in you, inspiring both the will and the deed, for his own chosen purpose!”*

Philippians 2:13 (NEB)

### **What do I Love to do?**

## Abilities

*“There are different abilities to perform service...”*

1 Corinthians 12:6

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

Exodus 31:3

*“...our competence comes from God.”*

2 Corinthians 3:5b

### **What Natural Skills and Abilities do I have?**

## Personality

*“No one can really know what anyone else is thinking or what he is really like, except that person himself”*

1 Corinthians 2:11 (LB)

### Where does My Personality Best Suit Me to Serve?

## Experiences

- What spiritual experiences have I had?

*“There has been enough time for you to be teachers- BUT you still need to be taught.. (you are) without any experience in the matter of right and wrong.”*

Hebrews 5:12-13

- What painful experiences have I had?

*“Sometimes it takes a painful experience to make us change our ways.”*

Proverbs 20:30 (GN)

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

2 Corinthians 1:4 (GN)

- What educational experiences have I had?

*“Always remember what you have learned. Your education is your life - guard it well!”*

Proverbs 4:13 (GN)

- What ministry experiences have I had?

*“Because of the service by which you have proved yourselves, men will praise God for the obedience that accompanies your confession of the gospel...”*

2 Corinthians 9:13

## **What do my experiences prepare me to do?**

Your ministry will be most effective and fulfilling when you are using your spiritual gifts and abilities in the areas that best expresses your heart, personality and experience.

**Real Success and Fulfillment come from doing what God made and instructs you to do.**

## **HOMEWORK:**

**Uniquely You – Spiritual Gifts (pages 3-5)**

**Assessment Tools – Monitoring My Heartbeat**

# What The Bible Says About Spiritual Gifts

*“Now about spiritual gifts I do not want you to be ignorant.”*

1 Corinthians 12:1

A Spiritual Gift: It is a divine ability, given by the Holy Spirit to every believer, to be used to minister to others and therefore build up the Body of Christ.

## 10 Truths

1. Only believers have spiritual gifts. 1 Cor. 2:14
2. Every Christian has at least one gift. 1 Cor. 7:7
3. No one receives all the gifts. 1 Cor. 12:27-30
4. No single gift is given to everyone. 1 Cor. 12:29-30
5. No one can earn or work for a spiritual gift. Eph. 4:7
6. The Holy Spirit decides what gifts one gets. 1 Cor. 12:11
7. The gifts one gets are permanent. Rom. 11:29
8. Each person must develop the gifts God gives. 1 Tim. 4:14
9. It's a sin to waste God given gifts. 1 Cor. 4:1-2  
Mt. 25:14-30
10. Using spiritual gifts glorifies God and grows the body. John 15:8

## The Purpose of Spiritual Gifts

- A. Not for personal benefit, but for others.

*“Each one of you, as a good manager of God's different gifts, must use for the good of others, the spiritual gift he has received from God.”*

1 Peter 4:10 (GN)

*“The Holy Spirit displays God's power through each of us as a means of helping the entire church.”*

1 Corinthians 12:7 (LB)

B. To produce maturity and stability in our church family.

*“It was He who ‘gave gifts to men’... to build up the Body of Christ so we shall all come together to that oneness in our faith... and become mature... Then we shall no longer be children, carried by the waves and blown about by every shifting wind...”*

Ephesians 4:11,13-14 (GN)

### **Cautions About Spiritual Gifts**

1. Don't confuse gifts with natural talents
2. Don't confuse gifts with the Fruit of the Spirit (Gal.5:22-23)
  - "Fruit" show my Maturity
  - "Gifts" show my Ministry.
3. Don't confuse gifts with Christian roles
4. Be aware of the "gift projection" tendency  
(Expecting others to serve the way you do and have similar results)
5. Don't feel your gifts makes you superior to others (1 Cor. 12:21)
6. Realize that using your gifts without love is worthless

*“I may be able to speak the languages of men and even of angels... I may have the gift of inspired preaching... I may have all knowledge... and all the faith to move mountains - but if I have not love, I am nothing....it does no good.”*

Corinthians 13:1-3 (GN)

7. Recognize that you have both a Primary and Additional ministries in your church:
  - Your primary ministry commitment should be in the area where you are gifted
  - Your additional ministries include serving in any other area of the Body when you are needed (Titus 3:14)

**Complete the Spiritual Gifts Profile in the Uniquely You workbook**



# Monitoring Your Heartbeat

**heart** (hahrt) noun

1. hollow, pumplike organ of blood circulation, composed mainly of rhythmically contractile smooth muscle, located in the chest between the lungs and slightly to the left and consisting of four chambers
2. the center of the total personality, especially with reference to intuition, feeling, or emotion
3. the vital force or driving impulse

The Bible uses the term "heart" to represent the center of your motivation, desires, and inclinations.

*"Delight yourself in the Lord and he will give you the desires of your heart."*

Isaiah 37:4

Your heart determines ...

- Why you say the things you say

*For out of the abundance of the heart the mouth speaks.*

Matthew 12:34b

- Why you feel the way you do

*"The Word of God...examines the thoughts and motives of the heart."*

Hebrews 4:12 (Ph)

- Why you act the way you do

*"Guard your heart, for it is the wellspring of life."*

Proverbs 4:23

## Your Heart Is the Real You!

Physiologically, each of us has a unique heartbeat. Each person has a slightly different pattern. Likewise, God has given each of us a unique emotional "heartbeat" that races when we encounter activities, subjects, or circumstances that interest us. We instinctively feel deeply about some things and not about others.

This God-given heart is often at the center of your motivation. It determines what your interests are, and what will bring you the most satisfaction and fulfillment. It also motivates you to pursue certain activities, subjects, and environments.

## **Why has God Given Each Person a Unique Heartbeat?**

God had a purpose in giving you your inborn interests. In fact, your emotional heartbeat reveals a very important key to understanding God's design and intention for your life.

The Bible makes very clear that your heart was designed by God, but you make the choice to use it for good or evil, for selfish purposes or for service.

You may have...

*"...selfish ambition in your heart..."*

James 3:14

Or you may...

*"...Serve the Lord with all your heart."*

1 Sam. 12:20

*"... Do the will of God from your heart."*

Eph. 6:6

How can I do God's will and serve God's purpose? By letting my heartbeat motivate me for ministry.

## **Complete the Monitoring My Heartbeat pages in the workbook**

### **HOMEWORK:**

**Assessment Tools – Applying My Abilities  
Uniquely You – DISC Profile (pages 8-12)**

## Applying Your Abilities

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

Exodus 31:3

*"For as in one body we have many members, and the members do not all have the same function, so we, though many, are one body in Christ, and individually members one of another."*

Romans 12:4-5

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

### Five Misconceptions About Abilities (Skills and Talents)

1. **MYTH:** People aren't born with skills. All skills must be learned by experience. This simply is not true. There are a number of skills which seem to be inborn, or are developed very early in infancy. When people say "They just seems to have a natural talent for it" it's probably true.
2. **MYTH:** Those skills which must be learned, are learned primarily in the classroom. Actually, some of your most basic skills were learned at home, in the street, or somewhere else outside the classroom.
3. **MYTH:** If you have certain abilities, you will be very aware that you have them. Again, this is not true. You are probably using a number of talents or skills that you are not even aware of. You need some process of skill identification.
4. **MYTH:** Skills that I use at work are only useful in that environment. I couldn't use them in ministry. Hopefully, by the end of this training, you'll see the fallacy of this idea. Be creative.
5. **MYTH:** Most people only have a very few abilities. The truth is that many national studies have proven that the average person possesses many more abilities that can be used to server other than they realize. Some studies have suggested people have 100s of abilities.

**Complete the Applying My Abilities pages in the workbook**

## Plugging-In Your Personality

God has created everyone with a personality. Recognizing your personality tendencies helps you understand how you and others react. The goal is to work better as a body of Christ, church.

In the box below, write your name:

Now write your name with your opposite hand:

What Happened?

When you tried to do something that was not natural to you...

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

The same things are true when we try to minister in areas that are not suited to our personality. God has wired your temperament in a unique way. This factor is very important in matching you to the right ministry.

It's obvious that God has not used a cookie cutter to stamp out people in a process of uniformity. He loves variety- just look around. And there is no "right" or "wrong" temperament. We need opposites to balance the church.

**Complete the DISC Profile in the Uniquely You workbook**


**HOMEWORK:**

**Assessment Tools – Examining My Experiences**

**Assessment Tools – Conflict Inventory**

## Examining Your Experiences

*“And we know that in ALL things God works for the good of those who love him, who have been called according to his purpose.”*

Romans 8:28

*“Now I want you to know, brothers, that what has happened to me has really served to advance the gospel.”*

Philippians 1:12

One of the most overlooked factors in determining the ministry God has for you is your past experience. Earning your GED, raising a child, being a counselor at youth camp, working on a farm, all equip you to serve others.

One of the most overlooked factors in determining the ministry God has for you is your past experience, particularly your hurts and problems you've overcome with God's help. Since our greatest life messages come out of our weaknesses, not our strengths, we should pay close attention to what we've learned in the "school of hard knocks." God never wastes a hurt.

He wants to use you to minister to people who are experiencing what you have already experienced.

*“For we are his workmanship...”*

Ephesians 2:10

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

2 Corinthians 1:3-4 (LB)

**Complete the Examining My Experiences pages in the workbook**

# **Understanding Your Conflict Style**

**Complete the Conflict Style Inventory pages**



# Serving through New Song

The New Song Ministry Statement  
(Our Philosophy of Ministry)

## We Believe...

### About Ministry

- Salvation in Jesus Christ automatically includes a call to ministry. Every believer is created, saved, called, gifted, authorized, and commanded to minister.
- Ministry is the heart of the Christian life. (Matt. 20:28)
- Function follows form in ministry. How God made me determines my primary ministry. God has uniquely shaped each individual.
- Everyone is a “10” in some area. Everyone has something to offer. Developing and using your SHAPE is good stewardship and of worship.
- You confirm your SHAPE through participation in ministry, instead of selecting your ministry solely by identifying your SHAPE.
- The evidence of the right match between my “SHAPE” and my ministry is fruitfulness and fulfillment.

### About the Body of Christ

- God intends for ministry to be performed through the context of the local church. Membership includes a commitment to ministry.
- The Holy Spirit has provided our church body with the spiritually-gifted people needed to do the work He wants done. Our task is to discover, enlist, train, and support these people in ministry.
- The church is to operate on the basis of SHAPE, rather than elected offices.

- The church is a family, not a business; an organism, not an organization. Therefore we streamline the structure in order to maximize ministry and minimize maintenance. We do not bury ministries under procedures.
- The mobilization of every member as a minister is the key to balanced growth of the church.
- The greater good of the whole Body must always take priority over the needs of any single ministry. There is no place for “turfism” in God’s Family.

### **About the Role of Leadership**

- The equipping of the members for ministry is the number one priority of Leadership. (Ephesians 4:11-12)
- The objective of New Song is to have an army of ministers who are maximizing their unique SHAPE in a meaningful service through our church.
- Each ministry leader is to provide training, encouragement, guidance, feedback and resources to the ministers under his or her care.

### **On Diversity of Ministry**

- We have unity without uniformity. We believe diversity in ministries simply illustrates the unique giftedness of individuals.
- We encourage everyone to use their unique SHAPE to fulfill God’s purpose as a need arises.
- Your primary ministry commitment should be in the area where you are SHAPE’d. Additional ministries include serving in any other area of the Body where you are needed. You are not ready for ministry, until you are a willing servant.

## About Performance

- We expect people to do their best in ministry, not perfection. God deserves our best.
- We encourage creativity and innovation in ministry, which assumes things will not always turn out exactly as planned. And that is OK, we learn and go forward.

# Where Do I Go from Here?









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