Discovery Workshop

Discovering Your S.H.A.P.E. for Ministry

Developed by Dr. Phil Maynard

Discover Your S.H.A.P.E.

For we are God's

masterpiece

He has created us anew in Christ Jesus,

so that we can do the good things he planned for us long ago.

Ephesians 2:10 (NLT)

- Spiritual Gifts: A set of special abilities that God has given you to share his love and serve others.
- Heart: The special passions God has given you so that you can glorify him on earth.
- Abilities: The set of talents that God gave you when you were born, which he also wants you to use to make an impact for him.
- Personality: The special way God wired you to navigate life and fulfill your unique Kingdom Purpose.
- Experiences: Those parts of your past, both positive and painful, which God intends to use in great ways.



Doing Church Right!

"New Wineskins for New Wine"

Doing Church Right - Questionnaire

In the questionnaire which follows, check which statement in each of the following pairs is the preferred role for United Methodist pastor/staff:

1.	 a Visiting sick and hospitalized church members. b Training a team of sensitive lay people to join the pastor/staff in visiting the sick and homebound.
2.	a Leading a Volunteer in Mission team.b Recruiting and trusting a lay person to lead a mission team.
3.	a Reading the scripture in worship with great skill.b Coaching a child or youth to read the Bible aloud in worship.
4.	 a Calling on newcomers in the community. b Motivating, training, and deploying members to seek out the unchurched.
5.	 a Leading the youth group, directing the choir, teaching Sunday school and Bible study. b Enlisting and supporting lay volunteers to work with youth and choirs
6.	 a Praying for the church and telling people what the Bible means. b Enlisting others and teaching them to join the pastor/staff in praying for the church and helping them fall in love with the scriptures.
7.	 a Leaving a great hole in the church when he or she moves to another appointment. b Leaving a greater number of mature, competent disciples when he or
	she is appointed to a new assignment.

If you checked A's you probably expect that:

- > The pastor/staff's main job is to take care of people.
- > The pastor/staff is hired to do the ministry on behalf of the church.
- > God gives calls and gifts for ministries to only those who are ordained or consecrated.
- > The lay person's job is to attend church, pay the bills, and sit on the committees to manage the pastor and staff who can do ministry.

If however, you checked B's you may have a vision of the church where:

- > The pastor/staff's job is to equip other people to serve.
- > The pastor/staff is hired to organize the laity to do the ministry.
- > God gives calls and gifts to every baptized person for ministry.
- > The lay person's job is to grow as a disciple of Jesus and a servant minister.

	Models of Ministry – Chaplaincy Model
1.	
2.	
3.	
4.	
5 .	
6.	

	Models of Ministry – Biblical Model
1.	
2.	
3.	
3.4.	
5.	
6.	

Read Exodus 18: 13-26

What model of ministry did Moses try at first?

What was the problem with that model?

Acts 6 - Example of Lay Ministry

Acts 6: 1-7

Now at this time while the disciples were increasing in number a complaint arose on the part of the Helenistic Jews against the native Hebrews, because their windows were being overlooked in the daily serving of food. And the twelve summoned the congregation of the disciples and said "It is not desirable for us to neglect the word of God in order to serve tables. But select from among you, brethren, seven men of good reputation, full of the Spirit and of wisdom, whom we may put in charge of this task. But we will devote ourselves to prayer, and to the ministry of the word." And the statement found approval with the whole congregation; and they chose Stephen, a man full of faith and the Holy Spirit, and Phillip, Prochorus, Nicanor, Timon, Parmenas and Nicolas, a proselyte from Antioch. And these they brought before the apostles; and after praying, they laid their hands on them. And the word of God kept on spreading; and the number of the disciples continued to increase greatly in Jerusalem, and a great many of the priests were becoming obedient to the faith.

Qualifications		
1		
2		
3		
4		
5		
6		

NOTES:

Gifted By God

Now about spiritual gifts, brothers, I do not want you to be ignorant...

There are different kinds of gifts, but the same spirit. There are different kinds of service, but the same Lord. There are different kinds of working, but the same God works all of them in all men.

Now each to one of the manifestation of the Spirit is given for the common good. To one there is given through the Spirit the message of wisdom, to another the message of knowledge by means of the same Spirit, to another faith by the same Spirit, to another gifts of healing by that one Spirit, to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues, and to still another the interpretation of tongues. All these are the work of one and the same Spirit, and he gives them to each one, just as he determines.

1 Corinthians 12:1, 4-11

So in Christ we who are many form one body, and each member belongs to all the others. We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith.

Romans 12: 5-6

And now I will show you the most excellent way. If I speak in the tongues of men and of angels, but have not love, I am only resounding gong or clanging cymbal. If I have the gift of prophecy and can fathom all mysteries and all knowledge, and if I have a faith that can move mountains, but have not love, I am nothing. If I give all I possess to the poor and surrender my body to the flames, but have not love, I gain nothing.

1 Corinthians 13: 1-2

Seven Basic Concepts

1.	Spiritual Gifts are given to believers by the S
2.	Spiritual Gifts are given to E believer without exception.
3.	Spiritual Gifts are gifts of God's G
4.	The Spirit gives D gifts, providing for a diversity of ministry with the body of Christ.
5.	Spiritual Gifts are to be employed for the C G or benefit of others.
6.	Gifted believers are part of the B of Christ and members of one another.
7.	Gifts must always be used in L .

The Gift Game...
How many spiritual gifts can you list?

Descriptions of Spiritual Gifts

Missionary

It is the special gift given by the Holy Spirit to certain members of the body of Christ (local church) to minister whatever other spiritual gifts they have in a second culture or second community. See 1 Corinthians 9:19-23.

Healing

It is the special gift whereby the Spirit employs certain Christians to restore health to the sick. See James 5:13-16, Luke 9:1-2.

Intercession

It is the special gift whereby the Spirit enables certain Christians to pray for extended periods of time with great positive effect for the building of the Kingdom. See <u>1</u> Thessalonians 3:10-13, <u>1 Timothy 2:1-2</u>.

Craftsmanship

It is the special gift whereby the Spirit endows certain Christians to use hands and minds to build up the Kingdom through artistic, creative means. See Exodus 28:3-4.

Hospitality

It is the special gift whereby the Spirit enables certain Christians to open their homes willingly and offer lodging, food, and fellowship cheerfully to other people. See <u>Genesis</u> 18:1-15.

Faith

It is the special gift whereby the Spirit provides Christians with extraordinary confidence in God's promises, power, and presence so that they can take heroic stands for their future of God's work in the church. See Hebrews 11.

Discernment

It is the special gift whereby the Spirit certain Christians to know with assurance whether some behavior is of God or of Satan. See Acts 5:3-6, Acts 16:16-18.

Mercy

It is the special gift whereby the Spirit enables certain Christians to feel exceptional empathy and compassion for those who are suffering so that they devote large amounts of time and energy to alleviate it. See <u>Luke 10:30-37</u>.

Giving

It is the special gift whereby the Spirit enables certain Christians to offer their material blessings for the work of the church with exceptional willingness, cheerfulness and liberality. See 2 Corinthians 8:1-5.

Administration

It is the special gift whereby the Spirit enables certain Christians to understand the goals of a given segment of the Church's ministry and to direct that area effectively, keeping the Church on course. See Acts 15:12-21.

Leadership

It is the special gift whereby the Spirit enables certain Christians to motivate, direct and inspire God's people in such a way that they voluntarily and harmoniously work together to do the Church's work effectively. See <u>Hebrews 13:7</u>, <u>Judges 3:10</u>, <u>Exodus 18:13-16</u>.

Helps

It is the spiritual gift whereby the Spirit empowers certain Christians to willingly bear the burdens of other Christians and help them in such a way that they can do their tasks more effectively. See Acts 6:2-4.

Serving

It is the special gift whereby the Spirit empowers certain Christians to identify unmet needs of people and implement plans to meet those needs. Serving one another, like witnessing, is a calling of all Christians, but there are some who have a special desire to find ways to serve, and get great blessing from it. There seems to be a special desire to meet physical needs in the people who have this gift. See Galatians 6:1-2.

Knowledge

It is the special gift whereby the Spirit enables certain Christians to understand in an exceptional way the great truths of God's Word and to make them relevant to specific situations in the church. See Ephesians 3:14-19.

Wisdom

See It is the special gift whereby the Spirit endows particular Christians with an understanding of God's will and work as it relates to the living of life. See <u>James</u> 3:13-17

Exhortation

It is the special gift whereby the Spirit enables certain Christians to stand beside fellow Christians in need and bring comfort, counsel and encouragement so they feel helped. See Acts 11:23-24, Acts 14:21-22.

Music

It is the special gift whereby the Spirit enables certain Christians to praise God through various forms of music and enhance the worship experience of the local congregation. See 1 Corinthians 14:26, Mark 14:26.

Teacher

It is the special gift whereby the Spirit enables particular Christians to communicate the truths of God's Word so that others can learn. See Hebrews 5:12-14.

Pastor

It is the special gift whereby the Spirit enables certain Christians to assume responsibility for the spiritual welfare of a group of believers. See 1 Peter 5:1-11.

Evangelist

It is the special gift whereby the Spirit enables particular Christians to share the Gospel to unbelievers in such a way that the unbeliever becomes a disciple of the Lord Jesus. See Acts 8:26-40.

Prophet

It is the special gift whereby the Spirit empowers certain Christians to interpret and apply God's revelation in a given situation.

See 1 Corinthians 14:1-5, 1 Corinthians 14:30-33, 1 Corinthians 14:37-40.

Apostle

It is the gift whereby the Spirit appoints certain Christians to lead, inspire and develop the churches of God by the proclamation and the teaching of true doctrine. See Acts 12:1-5, Acts 14:21-23.

Table Discussion:





Have you ever listened to their heart?

God often gives us godly desires and passions for people and things that He then uses to build His Kingdom. Is there something that you just can't stand anymore? This may be your holy discontent that God lays on your heart. God often uses our experiences to drive our heart. For instance a person who has lost a loved one often feels a passion for ministering to others who have lost loved ones. What are your passions?

What is your heart? What are your passions? What could you talk about for a really long time or would really get your blood boiling?

If there was one thing that you could do for the God or the Church and you knew you couldn't fail at it, what would that be?

What is something that you do well and enjoy doing? This may have been a job or just a craft or hobby.

What ministries do I have a passion for?

What about the church brings a holy discontent to you? Is there something you just can't stand anymore?

More Heart Stuff

My heart motivates me most. What I love to do and am most comfortable doing is:

I love to...

DESIGN/DEVELOP - I love to make something out of nothing. I enjoy getting something started from scratch.

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

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

OPERATE/MAINTAIN - I love to efficiently maintain something that is already organized.

SERVE/HELP - I love to assist others in their responsibilities. I enjoy helping others succeed.

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

EXCEL - I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.

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

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

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

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

LEAD/BE IN CHARGE - I love to lead the way, oversee and supervise. I enjoy determining how things will be done.

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

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

PREVAIL - I lov	re to fight for what is right and oppose what is wrong. I enjoy overcoming injustice
I love to :	
I love to:	
I love to:	

Abilities

"There are different abilities to perform service, but the same God gives
Ability to all for their particular service."

You're So Good At It!

Talents: natural abilities given to all people at birth

	Talents	Spiritual Gifts
Give at		
Given for		
Given to		

Both need to be identified, developed, and used to the glory of God. Both are gifts of God. Both require careful stewardship.

Again, it will be like a man going on a journey, who called his servants and entrusted his property to them. To one he gave five talents of money, to another two talents, and to another one talent, each according to his ability. Then he went on his journey. The man who had received the five talents went at once and out his money to work and gained five more. So also, the one with the two talents gained two more. But the man who had received the one talent went off, dug a hole in the ground and hid his master's money.

After a long time the master of those servants returned and settled accounts with them. The man who had received the five talents brought the other five. "Master," he said, "you entrusted me with five talents. See, I have gained five more."

His master replied, "Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!"

The man with the two talents also came. "Master," he said "you entrusted me with two talents; see, I have gained two more."

His master replied, "Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!"

The man who had received the one talent came. "Master" he said, "I knew that you are a hard man, harvesting where you have not sown and gathering where you have not scattered seed. So I was afraid and went out and hid your talent in the ground. See, here is what belongs to you."

His master replied, "You wicked, lazy servant! So you knew that I harvest where I have not sown and gather where I have not scattered seed? Well then, you should have put my money on deposit with the bankers, so that when I returned I would have received it back with interest."

"Take the talent from him and give it to the one who has the ten talents. For everyone who has will be given more, and he will have an abundance. Whoever does not have, even what he has will be taken from him. And throw that worthless servant outside into the darkness, where there will be weeping and gnashing of teeth." Matthew 25: 14-30

Identifying Your Talents:

hat do people say, "Oh, you're so good at		
t 10 (at least!) tale	nts you have been given!	
hich one of those to	ılents have you multiplied?	

Which one of those talents have you buried?

Who does Jesus say is responsible for developing those talents?

List three of your most cherished and most developed talents:

You might find the following list of abilities/talents helpful:

Instructions: Circle the abilities that best describe you below. If none of the words on the list fits you, feel free to add your own on the "other" line. (after all you have over 700)

Circle the following Abilities that apply to your life!

		11 / /	
2. 3. 4. 5. 6. 7.	Recruiting ability: to enlist and motivate people to get involved Interview ability: to discover what others are really like Researching ability: to read, gather information, collect data Artistic ability: to create or design Graphics ability: to lay out, design, create visual displays or banners Evaluating ability: to analyze data and draw conclusions Planning ability: to strategize, design and organize programs and events Managing ability: to supervise people to accomplish a task or event and coordinate the deta Counseling/Encouraging ability: to listen, encourage and guide with sensitivity Athletic ability: to coach or participate in a sport Teaching ability: to explain, train, demonstrate, tutor Writing ability: to write articles, letters, books Linguistic ability: to speak and write in one or more of the following languages Editing ability: to advertise or promote events and activities Promoting ability: to fix, restore, maintain		
	Canning	☐ Knitting/Crocheting	
	Woodworking	☐ Cooking	
	Gardening	☐ Furniture Construction/Repair	
	Sewing	☐ Other	
19. Feeding ability: to create meals for large or small groups 20. Recall ability: to remember or recall names and faces 21. Mechanical operating ability: to operate equipment, tools or machinery 22. Technical ability: to operate/repair equipment in the following area(s)			
	☐ Recording Studio	☐ PowerPoint	
	Audio/Technical Support	☐ Video Artist/Technician	
	☐ Web	☐ Lighting Technician	
	☐ Set Up/Tear Down	☐ Other	
24. C 25. C b 26. P 27. W 28. M	counting ability : to work with numb lassifying ability: to systematize a e retrieved easily ublic Relations ability: to handle c	nd file books, data, records and materials so they can omplaints and unhappy people with care and maturity of the develop rapport, make others feel comfortable usical instrument	

31. Other_

30. Decorating ability: to beautify a setting for a special event

Personality:

What is your personality? Our personalities are different. Some of us are energized by being with people—others are drained. Some like well structured, routine task while others enjoy spontaneity and variety. Different ministries also have different personalities. To find the best SPOT for you, you need to match your personality with the personality of the ministry.

FOCUSING QUESTIONS:

- 1. How do you most commonly relate to others and the world around you?
- 2. What, or who, gives you energy?
- 3. How have other people characterized your personality type?

Circle the word in each box that best describes you.

Planner	Spontaneous
Leader	Follower
Details	Big Picture
Work with Team	Work Alone
Numbers	Writing
In Front of People	Behind the Scenes
Teaching	Cleaning
Computer	Phone Calls
Thinker	Action
Sharing	Keeping things to myself
Routine	Variety
Cooperative	Competitive

EXPERIENCES

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

You have been shaped by your experiences in life, most of which were beyond your control. God used them to mold you. In determining your shape for serving God, you should examine at least five kinds of experiences from your past.

Ministry experiences: How have you served God in the past?

Work experiences: What jobs have you been most effective in and enjoyed most?

Spiritual experiences: What have been your most meaningful times with God?

Painful experiences: From what problems, hurts, thorns, and trials have you learned?

EXAMINING MY EXPERIENCES

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

opirituai experiences	o Automotive	Creditye Aris
o Baptized o Community Outreach o Cross Cultural Ministry o Led Someone to Christ o Member of a Small Group o Disciple new Christians o Regularly Give Back to God o Regularly Pray o Regularly Read the Bible o Serving in a Ministry o Other	o Management o Administrative Support o Advertising/Marketing o Chemicals o Consulting o Construction/Building o Financial Services o Food/Restaurant Services o Manufacturing o Personal Care Products/Services	o Creative Arts o Architecture o Advertising o Computer Arts o Fashion o Fine Arts o Graphic Design o Illustration o Industrial Design o Interior Architecture & Design
Educational Experiences o High School Diploma o Associate of Arts Degree o Bachelor Degree in o Masters Degree in o PHD/Doctoral Degree o Specialized Training in o Other	o Personnel/Human Relations o Project/Area Management o Product Receiving/Delivery o Property Management o Public Relations o Purchasing o Real Estate o Recruiting/Head Hunting o Sales/Retail o Service/Customer Relations o Sewing	o Photographer oComputer o Consulting o Data Entry/Management o Graphics o Hardware o Info Systems/Tech Support o Printing o Software o Web Based o Other
Work Experiences o Agriculture/Animals	o Small Business Owner o Other	

C----

Engineering Entertainment	o Orthodontics o Pathology	o Bus/Truck/Automobile Drive o Railroad
o Actor/Actress o Banquets/Events o Hotel Services o Media (Radio, Video, Film, etc.) o Resorts/Theme Parks Other The Field of Education o Christian/Religion o Counseling o History o Languages o Manual Arts/Vocational Skills	 o Pediatrics o Pharmacology o Physical/Occupational Therapy o Podiatry o Sales/Services Medical (continued) o Speech Pathology o Surgery o Other Military o Air Force o Army o Coast Guard 	o Travel Agency/Services o Other • Utilities o Cable Television o Gas/Electric o Phone o Service/Sales/Mgmnt/Instal o Water o Other • Vocational Ministry o Administrator o Director o Pastor
o Mathematics	o Marines o Navy	Ministry Experiences
o Music o Physical Education/Coaching o Preschool/Elementary Education o Jr. High/HS Education o Sciences o Social Sciences o Special Education o Specialist o Technology/Communication o Training o Other • Homemaker • Medical o Administrative/Support Services o Chiropractic	Other Public/Civil Services o Fire protection Government Services o Immigration Services o Internal Revenue Service o Investigation o Law Enforcement/Security o Policy/Permit o Postal Services o Social/Community Services o Transportation o Other Retired Student Tax/Legal/Court Services	• I have worked with(Age/ Life stage) o College/Career o Couples o Elementary Students o Family o High School Students o Infants/Babies o Junior High Students o Men o Preschool Students o Senior Adults o Single Adults o Young Marrieds o Women o Other
o Dental o Dermatology o General o Geriatrics o Internal o Mental Health o Nursing o Nutrition o Obstetrics/Gynecology o Ophthalmology/Optometry	o Attorney o Certified Public Accountant o Court Services o Paralegal o Prisoner Services (Bail, Parole) o Other Transportation o Airline Attendant o Airline Pilot o Air Traffic Control	• Ministry Roles/Functions o Administrative Support o Baking/Cooking o Baptism o Bible Teacher o Camp Counselor o Career Missions/World Impact o Children's Ministry

o Financial Counselor	o Retreat Planning
o Greeter/Usher	o Security
o Hosting	o Set Up/Tear Down
o Hospital Care	o Small Group Leader
o In Home Care/Senior Ministry	o Speaker/Trainer
o Lay Counselor	o Technical/AV Support
o Library	o Traffic
o Media/Tape	o Van/Bus/Truck Driver
o Musician	o Writing
o Prayer Team	o Worship Leader
o Prison Ministry	o Other
o Program/Event Coordinator	
	o Greeter/Usher o Hosting o Hospital Care o In Home Care/Senior Ministry o Lay Counselor o Library o Media/Tape o Musician o Prayer Team o Prison Ministry

It can be hard to reflect on painful experiences. Let God comfort you as you reflect on these experiences.

Circle Your Painful Experiences	o Death/Grief	o Orphaned
II. Painful Experiences (I can	o Depression	o Prison
relate to someone	o Divorce	o Recovery Program
who is/or has gone through)	o Drug Abuse/Addiction	o Remarried
o Abortion	o Eating Disorder	o Separated and/or
o Abuse	o Extended Court Proceedings	Restored Marriage
o Adoption	o Extended Depression	o Sexual Compulsion
o Alcoholism	o Extended Job Loss	o Suicide of Family
o Alzheimer's/Dementia	o Extended Physical	Member
o Annulment of Marriage	Illness/Injury	o Widowed
o Bankruptcy	o Handicapped/Disabled	o Other
o Cancer	o Homeless	
o Chronic Pain	o Military Wartime Service	
o Crisis Pregnancy	o Miscarriage	

Which of the above, would you like for God to use in your ministry?

DETERMINING MY AVAILABILITY...

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

You have begun the SHAPE discovery process. You have examined your spiritual gifts, your heart's desires, your natural abilities, your personality bent and your life experiences. Now you need to consider how you are going to use the way God has shaped you to serve within the church.

Real servants make themselves available to serve. They want to be ready to jump into service when called on. Much like a soldier, a servant must always be standing by for duty: "No soldier in active service entangles himself in the affairs of everyday life, so that he may please the one who enlisted him." 2 Timothy 2:4 (NASB) If you only serve when it's convenient for you, you should rethink your priorities. Real servants do what's needed, even when it's inconvenient. Are you available to God anytime? As you think about committing time to serve, ask yourself the following questions:

- Are you making service a priority?
- In your current season of life, how much time do you think you can give?

What service would you like to test drive?

Please select the amount of time you could serve per week:

1-2 hours
3-5 hours
6 + hours

Please select your best time during the week:

Weekday
Weeknigh
Weekend

What's your S.H.A.P.E?