

WELCOME TO
DISCOVERING MY MINISTRY
CLASS 301

Scriptures in this document are from the New International Version unless otherwise noted.

This class is the third of Crosspoint Church four basic classes. Since these classes build on each other you should have already attended **Introduction to Church Membership -CLASS 101** and **Introduction to Spiritual Maturity- CLASS 201** *before* taking this class. We are convinced that you must first be committed to membership in a church family and committed to the habits for spiritual maturity before you are ready for ministry.

Membership and Maturity are the foundation for Ministry.

Opening Questions:

1. How long have you been attending Crosspoint Church?
2. How have you grown as a Christian since arriving at Crosspoint Church?
3. What do you like best about the ministry here?
4. When you help others, what do you do?

THE PURPOSE FOR THIS CLASS:

"It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up" Eph. 4:11-12

The Bible says:

*The Pastors are the _____

* The People are the _____

THE PRINCIPLE UNDERGIRDING THIS CLASS:

MY MINISTRY IS DETERMINED BY MY _____!

What God made me to BE determines what He intends for me to DO. I will understand the purpose I was created for when I understand the kind of person I am. This is the secret of knowing God's will for my 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 the ministry I've been shaped for are:

_____ and _____.

THE FOCUS OF THIS CLASS

At Crosspoint Church, we focus on an individual approach to ministry rather than an institutional approach.

We will focus on **Five Personal Factors** that have combined to shape the "real" you. By identifying the specific traits you possess in each of these areas, the ministry God has designed you for will become crystal clear!

THE STEPS TO COMPLETING THIS CLASS

1. Attend CLASS 301 Part A
2. Complete your 301 Homework and S.H.A.P.E. Personal Profile
3. Attend CLASS 301 Part B.
4. Set up a time to do a SHAPE Ministry Placement Interview to help in finding your niche. ...Or, based on your findings, choose a ministry, contact a ministry leader, and offer to help.

THE GOALS OF THIS CLASS:

1. THAT I WILL _____ MY UNIQUE DESIGN (S.H.A.P.E.) FOR MINISTRY AND COMMIT TO _____.

2. AND _____ MY GOD-GIVEN GIFTS AND ABILITIES IN SERVING GOD AND OTHERS THROUGH MY CHURCH FAMILY.

3. THAT I WILL _____ AND BEGIN _____ IN THE MINISTRY OF MY CHURCH THAT BEST _____ WHAT GOD MADE ME TO BE.

4. THAT I WILL RECOGNIZE THAT I HAVE BOTH A PRIMARY AND A SECONDARY MINISTRY IN MY CHURCH:
 - * My PRIMARY MINISTRY commitment should be in the area where I am gifted.
 - * My SECONDARY MINISTRY includes serving in any other area of the Body when I am needed.

WHAT THE BIBLE SAYS ABOUT MINISTRY

WHAT IS MINISTRY?

DEFINITION: (Greek "diakonos" - "to serve")

"MINISTRY IS USING WHATEVER GOD HAS GIVEN ME TO SERVE HIM AND THE NEEDS OF OTHERS"

We minister in 3 directions

*To _____

While they were worshipping the Lord and fasting, the Holy Spirit said, "Set apart for me Barnabas and Saul for the work to which I have called them." Acts 13:2

*To _____

God is not unjust; he will not forget your work and the love you have shown him as you have helped his people and continue to help them. Heb. 6:10

* To _____ "You are the light of the world. A city on a hill cannot be hidden. Neither do people light a lamp and put it under a bowl. Instead they put it on its stand, and it gives light to everyone in the house. Matt. 5:13

WE MINISTER TO 3 AREAS OF NEEDS

* To peoples _____ needs.

"(Jesus 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." Matt. 25:35-36, 40

And if anyone gives even a cup of cold water to one of these little ones because he is my disciple, I tell you the truth, he will certainly not lose his reward. Matt. 10:42

* To people's _____ needs.

" And we urge you, brothers, warn those who are idle, encourage the timid, help the weak, be patient with everyone." 1 Thess. 5:14

* To people's _____ needs.

"All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation:" 2 Cor. 5:18

"So we tell others about Christ, warning everyone and teaching everyone with all the wisdom God has given us. We want to present them to God, perfect (mature) in their relationship to Christ." Col 1:28, 29

THE PURPOSE OF MINISTRY

"There are different kinds of spiritual gifts, but the same Spirit is the source of them all. There are different kinds of service, but we serve the same Lord. God works in different ways, but it is the same God who does the work in all of us.

A spiritual gift is given to each of us so we can help each other." 1 Corinthians 12:4-7 (NLT)

GOD WANTS TO USE ME TO _____

THE PRIORITY OF MINISTRY (Why should I be interested?)

1. I'VE BEEN _____ FOR MINISTRY!

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

2. I'VE BEEN _____ FOR MINISTRY!

For God saved us and called us to live a holy life. He did this, not because we deserved it, but because that was his plan from before the beginning of time - to show us his grace through Christ Jesus. 2 Tim. 1:9 (NLT)

"Saved to Serve!"

3. I'VE BEEN _____ INTO MINISTRY!

"But even before I was born, God chose me and called me by his marvelous grace. Then it pleased him to reveal his Son to me so that I would proclaim the Good News about Jesus to the Gentiles." Gal. 1:15-16

"I urge you to live a life worthy of the calling you have received." Eph. 4:1

"... for you are a chosen people. You are royal priests, a holy nation, God's very own possession. As a result, you can show others the goodness of God, for he called you out of the darkness into his wonderful light.

"Once you had no identity as a people; now you are God's people.

Once you received no mercy; now you have received God's mercy." 1 Peter 2:9-10 (NLT)

"And now you are living stones that are being used to build a spiritual house. You are also a group of holy priests, and with the help of Jesus Christ you will offer sacrifices that please God." 1 Peter 2:5 (CEV)

I am not who I think I am
I am not who **you** think I am
But I really am who **God** says I am!

A LIFE CHANGING TRUTH - MY PRIMARY IDENTITY:

I AM A _____ OF JESUS CHRIST!

4. I'VE BEEN _____ FOR 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

5. I'VE BEEN _____ FOR MINISTRY!

"(Jesus said) All authority in heaven and earth has been given to me. Therefore, go and make disciples..." Matt. 28:18-19

"We are therefore Christ's ambassadors..." 2 Cor. 5:20

6. I'M _____ TO MINISTRY!

"...just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many." Mt. 20:28

"(To Archippus) Take heed to the ministry you've received from the Lord and fulfill it." Col.4:17(KJV)

7. I'M TO BE _____ FOR MINISTRY

"Christ chose some of us to be apostles, prophets, missionaries, pastors, and teachers, so that his people would learn to serve and his body would grow strong." Eph. 4:11 -12 (CEV)

8. THE BODY OF CHRIST _____ MY MINISTRY!

"Together you are the body of Christ. Each one of you is part of his body." 1 Cor. 12:27 (CEV)

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 our workers into his harvest field.'" Matt. 9:36-37

9. I AM _____ FOR MY MINISTRY!

"So then, each of us will give an account of himself to God." Romans 14:12

(See also the Parable of the Talents: Matt. 25:14-30)

10. I WILL BE _____ FOR MY MINISTRY!

"Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving." Col. 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 your Master's happiness!" Matt. 25:23

HOW TO DISCOVER MY MINISTRY (ROMANS 12:1-8)

STEP 1: DEDICATE _____

"Therefore, I urge you, brothers, in view of God's mercy, to offer your bodies as living sacrifices, holy and pleasing to God - this is your spiritual act of worship. " (vs. 1)

STEP 2: ELIMINATE _____

"Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is - his good, pleasing and perfect will. " (vs. 2)

STEP 3: EVALUATE _____

"Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the measure of faith God has given you. (vs. 3)

STEP 4: COOPERATE _____

"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) (See also 1 Cor. 12:1-31)

STEP 5: ACTIVATE _____

"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. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully." Romans 12:6-8

DISCOVERING HOW GOD HAS SHAPED ME FOR MINISTRY

HOW HAS GOD SHAPED ME?

"Your hands shaped me and made me." Job 10:8a

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!
Your workmanship is marvelous - how well I know it.
You watched me as I was being formed in utter seclusion,
as I was woven together in the dark of the womb.
You saw me before I was born.
Every day of my life was recorded in your book.
Every moment was laid out
before a single day had passed."
Psalm 139:14-16 (NLT)

1. I was _____ for a purpose.
2. I am _____!
3. I am _____.

"But who are you, O man, to talk back to God? Shall what is formed say to him who formed it, 'Why did you make me like this?' Does not the potter have the right to make out of the same lump of clay some pottery for noble purposes and some for common use?" Rom. 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 is the source of them all. There are different kinds of service, but we serve the same Lord. God works in different ways, but it is the same God who does the work in all of us. A spiritual gift is given to each of us so we can help each other.." 1 Cor. 12:4-7 (NLT)

MY S.H.A.P.E. WILL DETERMINE MY MINISTRY

S _____

"... Each man has his own gift from God; one has this gift, another has that." 1 Cor. 7:7b

WHAT AM I GIFTED TO DO?

H _____

"God has put it into their hearts to accomplish his purpose..." Rev. 17:7

"For God is working in you, giving you the desire and the power to do what pleases him." Phil. 2:13 (NLT)

WHAT DO I LOVE TO DO?

A _____

"There are different abilities to perform service..." 1 Cor. 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 Cor. 3:5b

WHAT NATURAL TALENTS AND SKILLS DO I HAVE?

P _____

"For who among men knows the thoughts of a man except the man's spirit within him?"
1 Cor. 2:11

WHERE DOES MY PERSONALITY BEST SUIT ME TO SERVE?

E _____

*** WHAT _____ 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 " Heb 5-12-13

*** WHAT _____ EXPERIENCES HAVE I HAD?**

"Sometimes it takes a painful experience to make us change our ways " Prov 20-30 (GN)

"Praise be to the God and Father of our Lord Jesus Christ, the Father of compassion and the God of all comfort, who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves have received from God " 2 Cor 1:4

*** WHAT. _____ EXPERIENCES HAVE I HAD?**

"Hold on to instruction, do not let it go; guard it well, for it is your life." Prov. 4:13

*** WHAT _____ 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 Cor. 9:13

NOTE:

Your ministry will be most effective and fulfilling when you are using your GIFTS and ABILITIES in the area of HEART'S DESIRE in a way that best expresses your PERSONALITY and EXPERIENCE!

SUCCESS IS DOING WHAT GOD MADE ME TO DO!

HOW PAUL'S MINISTRY WAS "SHAPED"

PAUL'S SPIRITUAL GIFTS

"And of this gospel I was appointed a **preacher** and an **apostle** and a **teacher**." 2 Tim. 1:11

PAUL'S HEART

"My ambition has always been to preach the Good News where the name of Christ has never been heard, rather than where a church has already been started by someone else." Rom. 15:20

"For God, who was at work in the ministry of Peter as an apostle to the Jews, was also at work in my ministry as an apostle to the Gentiles." Gal 2:8

"However, I consider my life worth nothing to me, if only I may finish the race and complete the task the Lord Jesus has given me" Acts 20:24

PAUL'S ABILITY

"Paul went to see Aquila and Priscilla and found out that they were tent makers. Paul was a **tent maker** too. So he stayed with them, and they worked together. Every Sabbath, Paul went to the Jewish meeting place. He **spoke** to Jews and Gentiles and tried to win them over. " Acts 18:2b-4 (CEV)

PAUL'S PERSONALITY

"For you have heard of my former conduct in Judaism, how I persecuted the church of God beyond measure and tried to destroy it. And I advanced in Judaism beyond many of my contemporaries in my own nation, being more **exceedingly zealous** for the traditions of my fathers." Gal. 1:13-14 (NKJV)

PAUL'S EXPERIENCES

HIS SPIRITUAL EXPERIENCES

- * Watching Stephen be stone (Acts 8:1)
- * Conversion on the Damascus Road (Acts 9:1-20)
- * 3 years maturing in Arabia (Gal. 1:18)
- * Special vision from God (2 Cor. 12:2-7)

HIS PAINFUL EXPERIENCES

"... I have been in prison more times... near death often... been whipped five times with 39 lashes by the Jews and three times by the Romans... once stoned... I've been in three shipwrecks... and once spent hours in the water... In my travels I've been in danger from floods... robbers... enemies... wild animals and false friends... I've served long hours without sleep or food or shelter or even clothing..." 2 Cor. 11:23-27

"To keep me from becoming conceited because of these great revelations, I was given a thorn in my flesh, a messenger from Satan, to torment me." 2 Cor. 12:7

PAUL'S EDUCATIONAL EXPERIENCES

"Then Paul said, "I am a Jew, born in Tarsus, a city in Cilicia, and I was brought up and educated here in Jerusalem under Gamaliel. As his student, I was carefully trained in our Jewish laws and customs. I became very zealous to honor God in everything I did, just like all of you today. " Acts 22:3 (NLT)

PAUL'S MINISTRY EXPERIENCES

Read the Book of Acts!

WHAT THE BIBLE SAYS ABOUT SPIRITUAL GIFTS

A Condensed Overview

"Now about spiritual gifts I do not want you to be ignorant." 1 Cor. 12:1

A SPIRITUAL GIFT: Is a _____ given by the Holy Spirit to every believer at their conversion, to be used to minister to others and therefore build up the Body of Christ

10 TRUTHS

1. Only _____ have spiritual gifts. 1 Cor. 2:14
2. Every Christian has at least one _____ gift. 1 Cor. 7:7
3. No one receives _____ the gifts. 1 Cor. 12:27-30
4. No single gift is given to _____. 1 Cor. 12:29-30
5. You can't _____ a spiritual gift. Eph. 4:7
6. The _____ decides what gifts I get. 1 Cor. 12:11
7. The gifts I'm given are _____. Rom. 11:29
8. I am to _____ the gifts God gives me. 1 Tim. 4:14
9. It's a sin to _____ the gifts God gave me. 1 Cor. 4;1-2 Mt. 25:14-30
10. Using my gifts _____ God and _____ me. John 15:8

THE PURPOSE OF SPIRITUAL GIFTS

A. NOT FOR MY BENEFIT, BUT _____.

"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

"A spiritual gift is given to each of us so we can help each other." 1 Cor. 12:7

B. TO PRODUCE _____ AND _____ IN OUR CHURCH FAMILY.

"Now these are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. Then we will no longer be immature like children. We won't be tossed and blown about by every wind of new teaching. We will not be influenced when people try to trick us with lies so clever they sound like the truth."
Eph.4:11, 14

C. RECOGNIZE THAT YOU HAVE BOTH A PRIMARY AND A SECONDARY MINISTRY IN YOUR CHURCH:

My PRIMARY MINISTRY_commitment should be in the area where I am **GIFTED**.

My SECONDARY MINISTRY_includes serving in any other area of the Body when I am **NEEDED**

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" shows 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 my gift makes me superior to others. 1 Cor. 12:21
6. Realize that using my gifts without love is worthless!

"If I could speak all the languages of earth and of angels, but didn't love others, I would only be a noisy gong or a clanging cymbal. If I had the gift of prophecy, and if I understood all of God's secret plans and possessed all knowledge, and if I had such faith that I could move mountains, but didn't love others, I would be nothing. If I gave everything I have to the poor and even sacrificed my body, I could boast about it; but if I didn't love others, I would have gained nothing." 1 Cor. 13:1 -3 (GN)

Three Ways God Wants You to Use Your Gifts

1. Through an Ongoing Ministry
2. Through Short-Term Projects
3. Through Spontaneous Situations

IT'S EASIER TO DISCOVER YOUR GIFT THROUGH MINISTRY
THAN TO DISCOVER YOUR MINISTRY THROUGH YOUR GIFT

HOMEWORK:

**Please prayerfully work through pages 17-27
before meeting for 301 Part B.**

As you work through these **SHAPE Evaluation Tools**, remember:

1. Have fun! These are not "tests"! There are no right or wrong answers. The purpose is to show how you are a unique blend!
2. Each one is self-evaluating. No one is "rating" you on this. We're interested in your feelings, not others. However, it may be helpful to ask for additional input from those closest to you after you've filled in your own responses.
3. The value of each of these tools will vary depending on your age, how long you've been a Christian, your background, your honesty, and how much time and serious thinking you're willing to invest in them!
4. **AS YOU COMPLETE EACH TOOL, TRANSFER YOUR RESULTS TO THE FORM CALLED "301 PERSONAL PROFILE". At the end of 301 part B, you will turn in the 301 Personal Profile and keep this booklet.**

Evaluation tools:

UNWRAPPING MY GIFTS

The Bible does not lock us into tight restrictions as to the number of spiritual gifts, or even their definitions. The four major lists of gifts are found in Romans 12:-8,1 Cor. 12:1-11, 27-31, and Eph. 4:11-12, 1 Peter 4:9-11 but there are other passages that mention or illustrate gifts not included in these lists.

All gifts are given to help the church fulfill its purposes. So we've categorized this list of gifts according to purposes.

As you read through this list, check mark your initial impression. Transfer your strongest ones to the **Personal Profile** that you will turn in. Remember you can have many gifts.

GIFTS THAT COMMUNICATE GOD'S WORD (to both unbelievers and believers)

PREACHING (-"Prophecy")- 1Cor. 14:3

The ability to publicly communicate God's word in an inspired way that convinces unbeliever and both challenges and comforts believers. The ability to persuasively declare God's will.

EVANGELISM -Acts 8:26-40

The ability to communicate the Good News of Jesus Christ to unbelievers in a positive, non-threatening way. The ability to sense opportunities to share Christ and lead people to respond with faith.

MISSIONS -1 Cor. 9:19-23, Acts 13:2-3

The ability to adapt to a different culture in order to reach unbelievers and help believers from that culture.

APOSTLE -Rom. 15:20

The ability to start new churches and oversee their development.

GIFTS THAT EDUCATE GOD'S PEOPLE

TEACHING -Eph. 4:12-13

The ability to educate God's people by clearly explaining and applying the Bible in a way that causes them to learn. The ability to equip and train other believers for ministry.

ENCOURAGEMENT -("Exhortation") Acts 14:22

The ability to motivate God's people to apply and act on Biblical principles, especially when they are discouraged or wavering in their faith. The ability to bring out the best in others and challenge them to develop their potential.

WISDOM -1 Cor. 2:1, 6-16

The ability to understand God's perspective on life situations and share those insights

in a simple, understandable way. The ability to explain what to do and how to do it.

DISCERNMENT -1 John 4:1-6

The ability to distinguish right from wrong, truth from error, and to give an immediate evaluation based on God's Word. The ability to discern whether the source of an experience is Satan, self, or God's Spirit

KNOWLEDGE -Daniel 1:17

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

GIFTS THAT DEMONSTRATE GOD'S LOVE

SERVICE-Acts 6:1-7

The ability to recognize unmet needs in the church family, and take the initiative to provide practical assistance quickly, cheerfully, and without a need for recognition

MERCY-Luke 10:30-37

The ability to detect hurt and empathize with those who are suffering in the church family. The ability to provide compassionate and cheerful support to those experiencing distress, crisis, or pain.

HOSPITALITY-1 Peter 4:9-10

The ability to make others, especially strangers, feel warmly welcomed, accepted, and comfortable in the church family. The ability to coordinate factors that promote fellowship

PASTORING ("Shepherding")-1 Peter 5:2-4

The ability to care for the spiritual needs of a group of believers and equip them for ministry. The ability to nurture a small group in spiritual growth and assume responsibility for their welfare.

GIVING-2 Cor. 8:1-7

The ability to generously contribute material resources and/or money beyond the 10 tithe so that the Body may grow and be strengthened. The ability to earn and manage money so it may be given to support the ministry of others.

GIFTS THAT CELEBRATE GOD'S PRESENCE (Worship or prayer-related gifts)

MUSIC -Psalm 150

The ability to celebrate God's presence through music, either vocal or instrumental, and to lead the church family in worship.

ARTS & CRAFTS -Exodus 31:3-11

The ability to build, maintain, or beautify the place of worship for God's glory. The ability to express worship through a variety of art forms.

4 Prayer-related gifts

INTERCESSION -Col. 1:9-12

The ability to pray for the needs of others in the church family over extended periods of time on a regular basis. The ability to persist in prayer and not be discouraged until the answer arrives.

HEALING -James 5:14-16

The ability to pray in faith specifically for people who need physical, emotional, or spiritual healing and see God answer. The ability to sense when God is prompting you to pray this kind of prayer.

MIRACLES -Mark 11:23-24

The ability to pray in faith specifically for God's supernatural intervention into an impossible situation and see God answer. The ability to sense when God is prompting you to pray this kind of prayer.

PRAYING WITH MY SPIRIT* ("Tongues/Interpretation") -1 Cor. 14:13-15

The ability to pray in a language understood only by God or one who is given the gift of interpretation at that time.

**WHY WE DO NOT ALLOW THIS GIFT IN OUR SERVICES*

This gift caused such a problem in the Corinthian church; Paul had to write an entire chapter (1 Cor 14) of guidelines.

1. It is for personal edification, not for the whole church.

"He who speaks in a tongue edifies himself, but he who preaches edifies the church." 1Cor. 14:4

2. We are to focus on building up others, not ourselves.

"Unless you speak intelligible words... you will just be speaking into the air... try to excel in the gifts that build up the church." 1 Cor. 14:9 & 12

3. It confuses unbelievers in the service.

"... if some unbelievers come in, will they not say you are out of your mind?" 1 Cor. 14:23

4. Ideally, it is not meant to be used in the worship service.

"In the church, I would rather speak five intelligible words to instruct others than ten thousands words in a tongue. Brothers, stop thinking like children!" 1 Cor. 14:19-20

"The gift of speaking God's message should be under the speaker's control, because

God does not want us to be in disorder, but in harmony and peace." 1 Cor. 14:32-33

MONITORING MY HEARTBEAT

Definition: "HEART"

- a. "The organ that pumps your blood"
- b. "Your emotional constitution or disposition"
- c. "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." (Ps. 37:4)

My heart determines...

* Why I say the things I do

"The mouth speaks what the heart is full of" Matt. 12:34

* Why I feel the way I do

"The Word of God... examines the thoughts and motives of the heart." Heb. 4:12 (Ph)

* Why I act the way I do

"Guard your heart, for it is the wellspring of life." Pr. 4:23

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 motivation serves as an internal guidance system for our lives. 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 has put it into their hearts to accomplish his purpose..." Rev. 17:17

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 you do God's will and serve God's purpose?

.....By letting your heartbeat motivate you for ministry!

"This is a trustworthy saying: "If someone aspires to be an elder, he desires an honorable position." " 1 Tim. 3:1 (NLT) other translations- overseer, church official, bishop

TAKING A SPIRITUAL EKG

If you are like most people, you have never taken time to sort out and identify the things you are good at and motivated to accomplish. As a result, it is unlikely that you use these talents as completely or effectively as you could. The key to understanding your heartbeat is to look at your past accomplishments.

This exercise is adapted from the book Finding A Job You Can Love by Ralph Mattson & Arthur Miller(Nelson, 1982).

STEP 1: LIST AND DESCRIBE YOUR ACCOMPLISHMENTS SINCE CHILDHOOD

Examples:

- * "I put on plays for the neighborhood kids with costumes, props, etc. We transformed the shed in the back of our house into a fairyland with lighting effects, decorations and princesses."
- * "I started a kool-aid stand in the fourth grade and expanded it into three different stands. It was fun and I made money!"
- * "I had a job as a printer's assistant and developed a method of cutting stereotypes which was faster and more accurate."
- * "I ran for president and won sometimes when I was in school."
- * "I have always liked to build things. Before I got married, I completely rebuilt the little apartment I was living in."
- * "I successfully led protest marches against toxic wastes in my hometown and got local tv coverage."
- * "I set a goal to read fifteen books over the summer and I did."

What to Include:

- * Accomplishments at home, school, work, etc.
- * Things you enjoyed doing.
- * Things you believe you did well.
- * Give specific details about what you did.
- * Forget what other people think about it.

1. Remember, you're recalling things you enjoyed doing and did well (accomplishments), not simply pleasant experiences

BAD EXAMPLE: Had a great vacation in Canada.

GOOD: Took some stunning photos during my vacation.

2. You do not have to cover every year of your life. Just focus on what you feel are the **highlights of things you've done well and enjoyed**. If you'd like, you can take more time later to get really introspective and detailed. Just list the highlights for now.

HIGHLIGHTS OF THINGS I DID WELL AND ENJOYED DOING

DURING MY GRADE SCHOOL YEARS

1.

2.

AS A TEENAGER

1.

2.

3.

IN COLLEGE OR EARLY 20'S

1.

2.

3.

IN MY "THIRTYSOMETHING" YEARS

1.

2.

3.

4.

COMPLETE UP TO YOUR PRESENT:

1.

2.

3.

4.

The more you can list the better. Attach another page if you like!

STEP 2: DISCOVER THE MOTIVATED DIRECTION OF YOUR HEART

Examine your achievements for a common motivational thread. You might find a key phrase repeated. See if you can match one of the "heartbeats" listed below.

Remember these are ALL God-given motivations. They are only sinful when used selfishly. Every one of these can be used in effective ministry. Don't be embarrassed to identify a basic heartbeat that doesn't seem spiritual! Almost every one of these can be identified in the ministry of one of the twelve Apostles!

I LOVE TO ...

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

PIONEER - I love to test out and try 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 some things that is already organized.

SERVE OR HELP - I love to assist others in their responsibility. I enjoy helping others succeed.

ACQUIRE AND 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 behaviors of others.

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

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

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

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

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

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

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

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

EXAMPLE:

I feel the basic motivation God put in my heart is to "ACQUIRE/POSSESS": My history demonstrates this:

I purchased my first car at age 16.

I've collected a collection of rare stamps.

I've built up a large cash reserve.

I've acquired options on three properties.

DID YOU FIND THE BASIC MOTIVATIONAL DIRECTION OF YOUR HEART IN THE LIST?

List your top three on page one of your PERSONAL PROFILE.

APPLYING MY ABILITIES

"There are different abilities to perform service." 1 Cor. 12:6

"I (God)... have given him skill, ability, and knowledge in all kinds of crafts..." Exodus 31:3

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 and develop very early in infancy. When people say, "He just seems to have a natural talent for it", it's probably true.
2. MYTH: Those skills which must be learned, are earned primarily in the classroom. Actually some of your most basic skills were learned at home, "in the street", or somewhere outside the classroom.
3. MYTH: If you have certain abilities, you will be very aware that you have them. Again, that is not true. You're probably using a number of talents or skills that you are not even aware of. You need some process of skill identification.
4. MYTH: Skills that I use at work are only usable in that environment. I couldn't use them in ministry. Hopefully, by the end of this class, you'll see the fallacy of that idea. Be creative.
5. MYTH: Most people only have a few abilities. The truth is that many national studies have proven that the average person possesses from five hundred to seven hundred different skills.

HOW TO DISCOVER YOUR MOTIVATED ABILITIES

Go back and look over your list of accomplishments again and circle all verbs that denote actions performed while you were doing each achievement.

Now compare those verbs to the list below and check those abilities you feel you have.

26 SPECIALIZED ABILITIES

Entertaining ability: to perform, act, dance, speak, magic, etc.

Recruiting ability: to enlist and motive people to get involved

Interview ability: to discover what others are really like

Researching ability: to read, gather information, collect data

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

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

Evaluating ability: to analyze data and draw conclusions

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

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

Counseling ability: to listen, encourage and guide with sensitivity

Teaching ability: to explain, train, demonstrate, tutor

Writing ability: to write articles, letters, books

Editing ability: to proofread or rewrite

Promoting ability: to advertise or promote events and activities

Repairing ability: to fix, restore, maintain

Feeding ability: to create meals for large or small groups

Recall ability: to remember or recall names and faces

Mechanical operating ability: to operate equipment, tools or machinery

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

Counting ability: to work with numbers, data or money

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

Public Relations ability: to handle complaints and unhappy customers with care and courtesy

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

Composing ability: to write music or lyrics

Landscaping ability: to do gardening and work with plants

Decorating ability: to beautify a setting for a special event

List your specialized abilities on your PERSONAL PROFILE pg 2

PLUGGING-IN YOUR PERSONALITY

Write your name here: _____

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.

Although there are many fine (and extremely detailed!) personality assessments available, for the purpose of your PERSONAL PROFILE, we want you to consider just five aspects:

HOW DO I SEE MYSELF? Circle your answers.

Extroverted or Introverted? Mild or extreme?

Thinker or Feeler? Mild or extreme?

Routine or Variety? Mild or extreme?

Self-Controlled or Self-Expressive? Mild or extreme?

Cooperative or Competitive? Mild or extreme?

RECORD YOUR RESPONSES ON YOUR PERSONAL PROFILE

EXAMINING MY 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." Rom. 8:28

"Now I want you to know, brothers, that what has happened to me has really served to advance the gospel" Phil. 1:12

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 YOU TO BE OPEN TO MINISTERING TO PEOPLE WHO ARE GOING THROUGH WHAT YOU'VE ALREADY BEEN THROUGH!

"Praise be to the God and Father of our Lord Jesus Christ, the Father of compassion and the God of all comfort, who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves have received from God." 2 Cor. 1:3-4

ON YOUR 301 PERSONAL PROFILE, BRIEFLY RECORD THESE EXPERIENCES:

- * Your **Spiritual** Experiences
Meaningful decisions/times with God
- * Your **Painful** Experiences
Problems, hurts, trials-that have taught you
- * Your **Educational** Experiences
What were your favorite subjects in school?
- * Your **Ministry** Experiences
How have you served in the past?

301 Part B starts on page 29.

Serving Through Crosspoint Church

THE CROSSPOINT CHURCH 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.

* _____ is the heart of the Christian life (Matt. 20:28)

* _____ follows form in ministry. How God made me determines what He intends for me to do. God has uniquely shaped each individual for a specific ministry.

* God has given all His children gifts that can be developed and used in ministry. Everyone is a "10" in some area. Everyone has something to offer. Developing and using your gifts is an act of good _____ and of _____.

* You discover your gifts through ministry, instead of discovering your ministry by identifying your gifts.

* The evidence of the right match between my "shape" and my ministry is _____ and _____.

* Membership and maturity are prerequisites to ministry. Therefore we require class attendance and commitment to these two areas before serving through Crosspoint Church.

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 all the spiritually gifted people needed to do everything 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 spiritual gifts, rather than elected offices. We do not _____ people to ministries. "A man's gift makes room for him."
Prov. 18:16(NAS)

* The church is a _____, not a business, an _____,
not an organization. Therefore we streamline the structure in order to maximize ministry and minimize maintenance.

* 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 _____ in God's family.

ABOUT THE ROLE OF PASTORS

* The equipping of the members for ministry is the number one priority of the pastoral staff. The people are the ministers and the pastors are the administrators. (Ephesians 4:11-12)

ABOUT MINISTRY LEADERS

* Those involved in ministry are entitled to competent leadership. Therefore, every ministry is assigned a ministry leader who is committed to the success of that ministry.

* Each ministry leader is to provide training, encouragement, guidance, feedback and resources to the ministers under his or her care.

* The objective of the 301 Ministry Team is to _____ an army of ministers who are maximizing their unique gifts, heart, abilities, personality and experiences in a meaningful place of service through our church.

ABOUT ACCOUNTABILITY

* We become what we are committed to. Therefore we encourage growth in commitment to Christ and His Church.

* Everything rises or falls on _____. No ministry can exceed the commitment of those leading it.

* There must be periodic reviews of all ministries. We do what is inspected, not just what is expected. Best intentions are not enough. Ministry leaders are expected to give a report at monthly Leadership Team meetings.

ABOUT TRAINING

* Every leader is a _____. The moment you stop learning, you stop leading.

* We emphasize on-the-job training more than pre-service training. We learn best by doing. We delegate to develop people.

ON DIVERSITY OF MINISTRY

* We have unity without uniformity. We believe diversity in ministries simply illustrates the unique giftedness of individuals.

* Any member who has completed Class 301 may start a new ministry with the approval of the pastors and leadership team.

* Every ministry must fill one or more of the basic purposes of the church or we don't do it.

- * Ministries have _____ . If a ministry isn't meeting a need anymore, we will give it a decent burial. There are no sacred cows!
- * Most ministries require one year commitment, but we allow people to change ministries gracefully, without guilt. We don't lock people in permanently.
- *Your **primary** ministry commitment should be in the area where you're _____ .
- *Your **secondary** ministry includes serving in any other area of the body where you are _____ .
- * You are not ready for ministry until you are willing to serve anywhere.

ABOUT PERFORMANCE

- * We expect excellence in ministry, not _____. Excellence is doing your best. God deserves our best.
- * We encourage creativity and innovation in ministry, which assumes mistakes will be made. "No mistakes" means you're not growing or trying anything new. We have no "failures" in ministry at Crosspoint Church, only "experiments that didn't work!"
- * A failed project does not mean a failed person. There are no "wrong" people, only "right" people in the wrong ministry.

Crosspoint Church Ministers:

- ◆ Have accepted Jesus as Lord and Savior
- ◆ Have been baptized by immersion
- ◆ Have completed CLASS 101 and 201 and 301 and are committed to those covenants
- ◆ Are growing, active members of Crosspoint Church
- ◆ Must commit to completing CLASS 401 in a reasonable period of time
- ◆ Must avail themselves to training related to their ministry when it is offered
- ◆ Must be able to answer that there are no current problems in the following areas:
 1. They must not have current struggles with serious moral issues (drugs, alcohol, cohabitation, gambling, etc.).
 2. In addition, there must not be any current marital struggles (ie. infidelity, separation, divorce in progress, etc.)
 3. Finally, the leader must support Crosspoint Church Statement of Faith without any reservation or additions.

If any of the above are a concern, please set up a time to discuss it with Pastor Sam.

As a Crosspoint Church minister, does it matter how I dress?

Your appearance reflects your values. Your choice of appearance represents to others what you consider important. Naturally, we don't want our member's appearance, especially those serving in a ministry, to conflict with the values associated with Crosspoint Church. We expect, just like many companies and corporations, that our ministers' appearance and demeanor both truly reflect the distinctive mission of Crosspoint Church and encourage the personal growth of each member and attender.

Your appearance affects your behavior and that of your peers. If your appearance is showy, immodest, and draws attention to itself in some way, then you are a distraction from the task at hand.

Your appearance sets the tone in our environment. Since clothing influences mentality, and appearances affect group living, our standards of dress aid in shaping the overall climate of the place in which we operate. We want to be proud of our church environment, no matter what the current standards, styles and tastes of our society.

Community interests take precedence over personal preferences. Personal sacrifices are inevitable whenever a group of people function in a close setting. Personal life-style preferences like dress and conduct may need to be adjusted to better serve your church and your Savior. God honors putting others before self. Modest dress and conduct shows maturity, humility, and respect for self and others.

To Complete CLASS 301:

1. COMMIT TO THE MINISTRY COVENANT.

During Class 301 Part B, sign the covenant and give it to Pastor Sam. After signing it, he will give it to our clerk so the church has a record of your commitment and participation in 301.

2. TURN IN YOUR S.H.A.P.E. SELF-EVALUATION PERSONAL PROFILE FORM.

Our 301 Administrator will add the information to our ministry database. (*Indicate on the profile if any information is not to be made available to our ministry leaders.)

3. CONTACT THE LEADERS OVER THE MINISTRIES YOU'VE SELECTED FOR POSSIBLE INVOLVEMENT. They will be happy to hear from you! Do this as soon as possible after taking 301 while your ideas are still fresh in your mind.

4. BEGIN SERVING!

Starting a new ministry?

If you feel God may be leading you to start a new ministry: Please write down your thoughts about the ministry and get the document to Pastor Sam (email is a good option - macrifamilymail@yahoo.com).

Please Include:

How you determined God's leading,
Why you believe the ministry is needed,
Who would benefit from your ministry,
What is your long-term vision for the ministry,
What possible expenses would be needed, and
List any other members you know would help you in this ministry.

Pastor Sam will bring your desire to the next scheduled leadership meeting for discussion. We are excited to see God expanding our ministries!

Guidelines for new ministries:

The new ministry must:

- Be biblically sound
- Enhance the reputation of Crosspoint Church
- Support the vision and direction of the church
- Not raise funds
- Meet needs within the body

Congratulations!

You only have one more base CLASS to complete, "Discovering My Mission – CLASS 401." You are well on your way to becoming a Crosspoint Church Grand Slam Disciple!

Here is a copy of the covenant for you to keep. Turn in your 301 Personal Profile with your signed Ministry Covenant.

DEVELOPING A HEART TO SERVE

MY MINISTRY COVENANT

Having committed myself to membership and the habits essential for spiritual maturity, and agreeing with Crosspoint Church Ministry Statement, I commit to...

- * Discover my unique shape for ministry and serve in the area that best expresses what God made me to be.
- * Demonstrate a servant's heart by serving in secondary ministries as the Body needs me.
- * Cooperate with other ministries and place the greater good of the whole Body over the needs of my ministry.

I do not have current struggles with serious moral issues (ie. drugs, alcohol, cohabitation, gambling, etc.).

In addition, I have no current serious marital struggles (ie. infidelity, separation, divorce in progress, etc.)

I support Crosspoint Church Statement of Faith without any reservation or additions and I support all four CLASS covenants.

Signed _____ Date _____

This certifies that _____ is a commissioned minister of
Print

Jesus Christ through the Crosspoint Church and is entrusted with the related responsibilities and privileges.

COPY

THANK YOU!