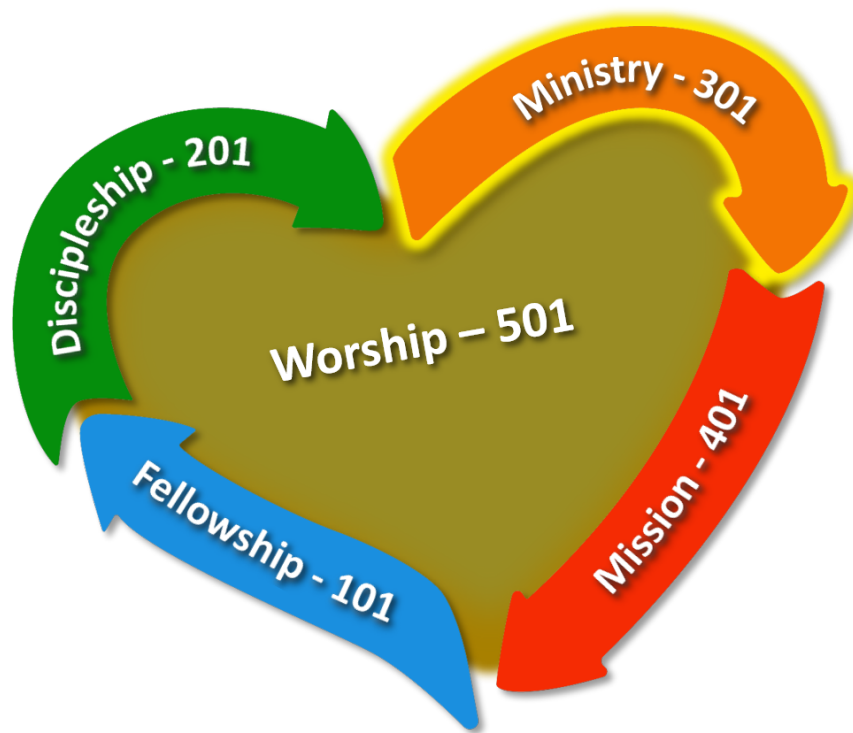


DISCOVERING MY MINISTRY CLASS 301



STUDENT'S SYLLABUS

LTC's Discipleship Process

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WELCOME TO
CLASS 301: DISCOVERING MY MINISTRY

This class is the third of LTC's four basic classes. Since these classes build on each other you should have already attended *Class 101: Discovering My Membership* (for LTC members) and *Class 201: Discovering Spiritual Maturity* 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.

Session One

Made For Ministry

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

Ephesians 2:10 (NIV)

INTRODUCTION

Opening Questions

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

The Purpose for this Class

“So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up.” Eph. 4: 11-12 (NIV)

The Bible says:

1. The Pastors are the _____
2. The People are the _____

The Principles 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 LTC, 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!

Class Outline

Session 1: Made For Ministry

Introduction
What the Bible Says About Ministry
How You Help Fulfill LTC's Vision and Purpose

Session 2: How God Shaped Me

Discovering How God Has Shaped Me for Ministry
LTC's Ministry Discovery Process

Session 3: Finding My Shape

Identifying My Unique S.H.A.P.E.
Unrapping Your Spiritual Gifts
Monitoring Your Heartbeat
Applying Your Abilities
Plugging In Your Personality
Examining Your Experiences

Session 4: Serving Through LTC

LTC's Ministry Statement
LTC's Ministry Opportunities

The Goals of This Class

1. That I will _____ my unique design (S.H.A.P.E.) for ministry and commit to _____ and _____ my God-given gifts and abilities in serving God and others through my church family.
2. That I will _____ and begin _____ in the ministry of my church that best _____ what God made me to be.
 - My Primary Ministry
 - My Secondary Ministry

WHAT THE BIBLE SAYS ABOUT MINISTRY

A. What is Ministry?

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

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

B. We Minister in Three Directions

1. To _____ (Acts 13:3)
2. To _____ (Heb. 6:10)
3. To _____ (Matt. 5:13)

C. We Minister to Three Areas of Needs

1. To people's _____ needs.

"For I was hungry and you gave me something to eat, ... thirsty and you gave me something to drink ... needed clothes and you clothed me ... sick and you looked after me ... in prison and you came to visit me ... Whatever you did for one of the least of these brothers and sisters of mine, you did for me." Matt. 25:35-36, 40 (NIV)

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

2. To people's _____ needs.

"... Warn the idle, encourage the timid, help the weak, be patient with all." 1 Thess. 5:14 (GNT)

3. To people's _____ needs.

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

"He is the one we proclaim, admonishing and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ." Col. 1:28 (NIV)

4. To people's _____ needs.

"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." Romans 12:2 (NIV)

5. To people's _____ needs.

"Now this is our boast: Our conscience testifies that we have conducted ourselves in the world, and especially in our relations with you, in the holiness and sincerity that are from God. We have done so not according to worldly wisdom but according to God's grace." 2 Corinthians 1:12 (NIV)

D. The Purpose of Ministry

*"Now God gives us many kinds of special abilities, but it is the same Holy Spirit who is the source of them all. Now here is what I am trying to say: All of you together are the one body of Christ, and each one of you is a **separate and necessary** part of it.." 1 Cor. 12:4, 27 (TLB)*

1. God wants to use me to _____.
2. Because I am a _____ of the church, if I do not do my part, the church will be _____, _____, and not _____ as it should.

E. The Priority of Ministry

(Why should I be interested?)

1. I've been _____ for ministry

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

2. I've been _____ for ministry!

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

3. I've been _____ into ministry!

"God, in his grace, chose me even before I was born, and called me to serve him."

Gal. 1:15 (GNT)

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

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!

"God has given each of you some social abilities; be sure to use them to help each other, passing on to others God's many kinds of blessing." 1 Pet. 4:10 (TLB)

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 (NIV)

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

6. I've been _____ to minister!

"(Jesus) Your attitude must be like my own, for I, the Messiah, did not come to be served, but to serve..." Matt. 20:28 (TLB)

"(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

"It was [Christ] who gave 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 (NIV)

8. The body of christ _____ my ministry!

"All of you together are the one body of Christ and each of you is a separate and necessary part of it." 1 Cor. 12:27 (TLB)

Ministry always functions in the context of the _____

"When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd. Then he said to his disciples, 'The harvest is plentiful but the workers are few.'" Matt. 9:36-37 (NIV)

9. I am _____ for my ministry!

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

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 human masters, 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 (NIV)

"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 (NIV)

F. The Procedure on How to Discover My Ministry

(Rom. 12:1-8)

Step 1: Dedicate _____

"I urge you ... to offer your bodies as a living sacrifice, holy and pleasing to God—this is your true and proper worship." (vs. 1, NIV)

Step 2: Eliminate _____

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

Step 3: Evaluate _____

"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 _____

"For just as each of us has one body with many members, and these members do not all have the same function, 5 so in Christ we, though many, form one body, and each member belongs to all the others." (vs. 4-5, NIV)

Implications from Paul's Anatomy Lesson:

(See also 1 Cor. 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 a part 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 Cor. 12:13, 21-22, 24b (TLB)

Step 5: activate _____

"We have different gifts, according to the grace God has given us.. prophesy... serving... teaching... encouraging... contributing... leadership... showing mercy..." Rom. 12:6-8 (NIV)

HOW YOU HELP FULFILL LTC'S VISION AND PURPOSE

A. LTC's vision is _____.

"Dear children, let us not love with words or speech but with actions and in truth."

1 Jn. 3:18 (NIV)

"Love never fails ... And now these three remain: faith, hope and love. But the greatest of these is love." 1 Cor. 13:8, 13 (NIV)

B. LTC's purpose is _____.

"Whoever does not love does not know God, because God is love. This is how God showed his love among us: He sent his one and only Son into the world that we might live through him." 1 Jn. 4:8-9 (NIV)

"All the believers were together and had everything in common. They sold property and possessions to give to anyone who had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved." Acts 2:44-47 (NIV)

C. When you use your spiritual gift to serve at LTC, you are _____ and being _____.

D. Serving according to your spiritual gift is your _____ of showing love to others.

This means you do NOT let others _____ into loving people the way they do. Love others the way God has created you to love by serving according to your spiritual gift.

“Now God gives us many kinds of special abilities, but it is the same Holy Spirit who is the source of them all. All of you together are the one body of Christ, and each one of you is a separate and necessary part of it.” 1 Cor. 12:7-10 (TLB)

“Are all apostles? Are all prophets? Are all teachers? Do all work miracles? Do all have gifts of healing? Do all speak in tongues? Do all interpret?” 1 Cor. 12:29-30 (NIV)

E. By serving according to your spiritual gift, you join us in being love in action and allow God to use you to produce _____ in others.

Thank you for joining us in being love in action in order to bring life transformation in others!

PUT INTO PRACTICE

Answer the following questions for yourself:

1. What is ONE thing that you have done in the past, out of love for others, that have positively impacted the life (or lives) of that person (or people) for good? Think about it and write it down here. _____
2. When you see the positive impact on that person’s (or people’s) life, how did that make you feel? Write down how you felt here: _____

3. Think about it: What kind of impact would you have on your community and the world if you could do that more often. Write it down here: _____

SESSION 1 ANSWER KEY INTRODUCTION

The Purpose for this Class

The Bible says:

1. The Pastors are the ADMINISTRATORS
2. The People are the MINISTERS

The Principle Undergirding this Class

My ministry is determined by my SHAPE !

The two results of discovering the ministry I've been shaped for are:

FULFILLMENT and FRUITFULNESS

The Goals of this Class

1. That I will DISCOVER my unique design (S.H.A.P.E.) for ministry and commit to DEVELOPING and USING my God-given gifts and abilities in serving God and others through my church family.
2. That I will SELECT and begin SERVING In the ministry of my church that best EXPRESSES what God made me to be.

What The Bible Says About Ministry

B. We minister in three directions

1. To THE LORD (Acts 13:3)
2. To BELIEVERS (Heb. 6:10)
3. To NON-BELIEVERS (Matt. 5:13)

C. We minister to three areas of needs

1. To people's PHYSICAL needs.
2. To people's EMOTIONAL needs.
3. To people's SPIRITUAL needs.
4. To people's INTELLECTUAL needs.
5. To people's RELATIONAL needs.

D. The purpose of ministry

1. God wants to use me to HELP THE CHURCH GROW.
2. Because I am a NECESSARY PART of the church, if I do not do my part, the church will be CRIPPLED, UNHEALTHY, and not GROW as it should.

E. The Priority Of Ministry

1. I've been CREATED for ministry
2. I've been SAVED for ministry!
3. I've been CALLED into ministry!

A life changing truth - my primary identity:

I am a MINISTER of Jesus Christ!

4. I've been **GIFTED** for ministry!
5. I've been **AUTHORIZED** for ministry!
6. I've been **COMMANDED** to minister!
7. I'm to be **EQUIPPED** for ministry
8. The body of Christ **NEEDS** my ministry!
 Ministry always functions in the context of the **THE CHURCH FAMILY**
9. I am **ACCOUNTABLE** for my ministry!
10. I will be **REWARDED** for my ministry!

- F. The Procedure On How To Discover My Ministry
- Step 1: Dedicate **MY BODY**
 - Step 2: Eliminate **COMPETING DISTRACTIONS**
 - Step 3: Evaluate **MY STRENGTHS**
 - Step 4: Cooperate **WITH OTHER BELIEVERS**
 - Step 5: Activate **MY GIFTS**

How You Help Fulfill Ltc's Vision And Purpose

- A. LTC's vision is **LOVE IN ACTION** .
- B. LTC's purpose is **LIFE TRANSFORMATION** .
- C. When you use your spiritual gift to serve at LTC, you are **DOING YOUR PART** and being **LOVE IN ACTION** .
- D. Serving according to your spiritual gift is your **UNIQUE WAY** of showing love to others.
 This means you do NOT let others **FORCE YOU** into loving people the way they do. Love others the way God has created you to love by serving according to your spiritual gift.
- E. By serving according to your spiritual gift, you join us in being love in action and allow God to use you to produce **LIFE TRANSFORMATION** in others.

Session Two

How God Shaped Me

“You made all the delicate, inner parts of my body and knit me together in my mother’s womb. Thank you for making me so wonderfully complex! Your workmanship is marvelous—how well I know it.”

Psalm 139:13-14 (NLT)

DISCOVERING HOW GOD HAS SHAPED ME FOR MINISTRY

A. How has God Shaped Me?

"Your hands formed and shaped me..." Job 10:8a (GNT)

God has been molding and shaping you for ministry since you were born. In fact, God started uniquely shaping 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." Ps. 139:14-16 (TLB)

1. I was _____ for a purpose.

2. I am _____!

3. I am _____.

"But who are you, my friend, to talk back to God? A clay pot does not ask the man who made it, "Why did you make me like this?" After all, the man who makes the pots has the right to use the clay as he wishes ..." Rom. 9:20-21 (GNT)

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 Cor. 12:4-7 (GNT)

B. 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 (NIV)

Key Question: What am I spiritually gifted to do?

H _____

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

"For it is God who works in you, inspiring both the will and the deed, for his own chosen purpose!" Phil. 2:13 (NEB)

Key Question: What do I love to do?

A _____

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

"I (God) have filled him ... with wisdom, with understanding, with knowledge and with all kinds of skills ..." Ex. 31:3 (NIV)

Key Question: What natural talents and skills do I have?

P _____

"No one can really know what anyone else is thinking or what he is really like, except that person himself." 1 Cor. 2:11 (TLB)

Key Question: Where does my personality best suit me to serve?

E _____

1. **What** _____ **experiences have I had?**

"You have been believers so long now that you ought to be teaching others. Instead, you need someone to teach you ... [to] know how to do what is right." Heb. 5:12-13 (NLT)

2. **What** _____ **experiences have I had?**

"Sometimes it takes a painful experience to make us change our ways." Prov. 20:30 (GNT)

*"He 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 Cor. 1:4 (GNT)*

3. **What** _____ **experiences have I had?**

*"Always remember what you have learned. Your **eduction** is your life -- guard it well!"
Prov. 4:13 (GNT)*

4. **What** _____ **experiences have I had?**

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

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!

C. Illustration: How Paul's Ministry was "Shaped"

Paul's Spiritual Gifts

"I was appointed to be a messenger of this Good News, an apostle, and a teacher."

2 Tim. 1:11 (GWT)

Paul's Heart

*"**My constant ambition** has been to preach the gospel where the name of Christ was previously unknown, and to avoid building on another man's foundation." Rom. 15:20 (Ph)*

"For the same God who worked through Peter as the apostle to the Jews also worked through me as the apostle to the Gentiles." Gal. 2:8 (NLT)

"Life is worth nothing unless I use it for doing the work assigned me by the Lord Jesus..."

Acts 20:24 (TLB)

Paul's Ability

*"... Paul went to see them, and stayed and worked with them, because **he earned his living by making tents**, just as they did. He **debated** in the synagogues every Sabbath, trying to convince both Jews and Gentiles." Acts 18:2b-4 (GNT)*

Paul's Personality

"For you have heard of my past... I persecuted the church with fanatical zeal... and did my best to destroy it... I was ahead of most of my contemporaries in the Jewish religion, and had a boundless enthusiasm..." Gal. 1:13-14 (Ph)

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 worked harder, been put in jail more often, been whipped times without number, and faced death again and again and again. Five different times the Jews gave me their terrible thirty-nine lashes. Three times I was beaten with rods. Once I was stoned. Three times I was shipwrecked. Once I was in the open sea all night and the whole next day." 2 Cor. 11:23-27 (TLB)

His Educational Experiences

"I received my training at the feet of Gamaliel, and I was schooled in the strictest observance of our fathers' Law." Acts 22:3 (Ph)

His Ministry Experiences

Read the Book of Acts! It is filled with Paul's ministry experiences.

LTC'S MINISTRY DISCOVERY PROCESS

- A. Attend CLASS 301: Discovering My Ministry** (which is this class). In this class we're going to look at these five things: my Spiritual gift, my Heart, my Abilities, my Personality, my Experience -- what God made me to be.
- B. Complete your ministry profile.** At the end of this book is a ministry profile for you to fill out. A copy will also be given to you. You'll do that at home.
- C. Commit to and sign the ministry covenant.** At each of the discipleship classes (Classes 101 – 201) -- we have a membership covenant in 101, a Maturity Covenant in 201, and in this class we have the Ministry Covenant which is the covenant we'll be talking about tomorrow. It says I'm committing myself to using my talents and the way God shaped me in ministry.
- D. An interview.** You're going to come in with your ministry profile and meet with a Ministry Guide. A Ministry Guide is a person in our church who's been trained, who understands both the ministries of the church and understands this process. He'll sit down and help you identify three or possibly four potential areas of service. We'll walk you through What is my gift, What is my ability, What is my heart, things like that. If we don't find something there that fits you, we'll create a new ministry for you. We'll find a place that best fits you. That's done in an interview.
- E. Then you meet with the staff who supervises the ministries you're considering.**
- F. You begin your ministry and attend the leadership meetings.**
We have leadership trainings for leaders to help advance their leadership skills and help mentor them on a regular basis. We will inform you of when and where the meetings are.

That's the process and that's where we're going.

PUT INTO PRACTICE

You will do a more thorough assessment of your SHAPE in Session 3. But based on today's lesson on your SHAPE, think about the following three questions and write down your answers to them:

1. What spiritual gifts have you exercised in the past?

2. What are most passionate about doing in the church?

3. What two natural abilities that you have that you can use to serve others today?

4. What is your personality like? What kind of person are you?

5. What is one good and one bad experience that you have had in the past?

SESSION 2 ANSWER KEY
DISCOVERING HOW GOD HAS SHAPED ME FOR MINISTRY

A. How Has God Shaped Me?

1. I was **SHAPED** for a purpose.
2. I am **UNIQUE** !
3. I am **WONDERFULLY COMPLEX** .

B. My S.H.A.P.E. will Determine My Ministry

S = SPIRITUAL GIFTS _____

H = HEART _____

A = ABILITIES _____

P = PERSONALITY _____

E = EXPERIENCES _____

1. What **SPIRITUAL** experiences have I had?
2. What **PAINFUL** experiences have I had?
3. What **EDUCATIONAL** experiences have I had?
4. What **MINISTRY** experiences have I had?

Session Three

Finding My Shape

“It was [Christ] who gave 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. . .”

Ephesians 4:11-12 (NIV)

IDENTIFYING MY UNIQUE S.H.A.P.E.

We've prepared and adapted several tools to help you discover and think through the five factors that make up who you are. You will complete these on your own (homework) *before* Session 4.

1. " _____ Your Spiritual Gift" will give you an overview of spiritual gifts and help you identify which ones you may have been given by God.
2. " _____ Your Heartbeat" will help you clarify what you really love to do.
3. " _____ Your Abilities" will help you appreciate the natural talents and vocational skills you have.
4. " _____ Your Personality" will help you see how your God given temperament can best be used in ministry.
5. " _____ Your Experiences" will help you review your history to discover how God has prepared you for a unique ministry that only you can fulfill.

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 "My Ministry Profile". You will bring this profile with you to your interview with a ministry guide.

UNWRAPPING YOUR SPIRITUAL GIFTS

A. What The Bible Says About Spiritual Gifts: A Condensed Overview

"Now about the gifts of the Spirit, brothers and sisters, I do not want you to be uninformed."

1 Cor. 12:1 (NIV)

A spiritual gift: Is a special ability, 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 _____ 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 Matt. 25:14-30.
10. Using my gifts _____ God and _____ me. Jn. 15:8.

B. The Purpose Of Spiritual Gifts

1. **Not for my benefit, but for the benefit of _____.**

*"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 Pet. 4:10 (GNT)*

"The Holy Spirit displays God's power through each of us as a means of helping the entire church." 1 Cor. 12:7 (TLB)

2. **To produce _____ and _____ 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..." Eph. 4:11, 13-14 (GNT)

C. 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!

"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." 1 Cor. 13:1-3 (GNT)

7. 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 _____.
- My *secondary ministry* includes serving in any other area of the Body when I am _____.

D. Three Ways God Wants to use Your Spiritual Gifts

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

E. How to Discover Your Spiritual Gift: Let's Start!

S _____

Suggested Book List

- *19 Gifts of the Spirit* by Leslie Flynn
- *Your Spiritual Gifts Can Help Your Church Grow* by C. Peter Wagner

T _____

Experiment with different areas of service.

A _____

Use the "unwrapping My Gift" Tool.

R _____

Ask others what gifts they see in me.

T _____

Take advantage of our ministry and leadership trainings.

It's easier to discover your gift through ministry than to discover your ministry through your gift.

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 **LTC's Five Purposes**.

As you read through this list, check off your initial impression concerning yourself. Remember you can have many gifts.

Gifts that Celebrate God's Presence (Worship)

(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.

Gifts that Assimilate God's People (Fellowship)

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.

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

Gifts that Educate God's People (Discipleship)

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.

** Speaking in tongues ("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. *(See note below on this gift).*

NOTE ON SPEAKING IN TONGUES (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.

"Anyone who speaks in a tongue edifies themselves, but the one who prophesies edifies the church." 1 Cor. 14:4 (NIV)

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

"Unless you speak intelligible words ... You will just be speaking into the air. Since you are eager for gifts of the Spirit, try to excel in those that build up the church." 1 Cor. 14:9 & 12 (NIV)

3. It confuses unbelievers in the service.

"So if the whole church comes together and everyone speaks in tongues, and inquirers or unbelievers come in, will they not say that you are out of your mind?" 1 Cor. 14:23 (NIV)

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

"But in the church I would rather speak five intelligible words to instruct others than ten thousand words in a tongue. Brothers and sisters, stop thinking like children."

1 Cor. 14:19-20 (NIV)

"The gift of proclaiming 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 (GNT)

Gifts that Demonstrate God's Love (Ministry)

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.

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.

Gifts that Communicate God's Word (Missions)

(to both unbelievers and believers)

Preaching - ("Prophecy") 1 Cor. 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.

Intercession - Col. 1:9-12

The ability to pray for non-believers over an extended period 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.

MONITORING YOUR HEARTBEAT

A. The Definition "HEART" (webster's online dictionary)

1. "A muscular organ . . . That by its rhythmic contraction acts as a force pump maintaining the circulation of blood"
2. "The emotional or moral nature" such as "love, affection, courage or enthusiasm"
3. "Personality, disposition"

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 (NASB)

B. What My Heart Determines

My heart determines . . .

- **Why I say the things I do**

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

- **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 above all else, for it determines the course of your life." Prov. 4:23 (NLT)

Key: My heart is the real me!

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.

C. Why has God Given each Person a Unique "Heartbeat"?

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

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 hearts..." Jms. 3:14 (NIV)

Or you may...

"... Serve the Lord with all your heart." 1 Sam. 12:20 (NIV)

"... doing the will of God from your heart." Eph. 6:6 (NIV)

How can I do God's will and serve God's purpose?

By letting my heartbeat motivate me for *ministry!*

"It is quite true to say that a man who sets his heart on becoming a church leader has a laudable ambition." 1 Tim. 3:1 (Ph)

D. Taking a Spiritual EKG (Electrocardiogram)

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). We *highly recommend* that you read this book!

Step 1: List and Describe Your Accomplishments Since Childhood

- "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.

My 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.

4.

In my "thirtysomething" years:

1.

2.

3.

4.

Complete up to your present:

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

The more you can list the better. Get another sheet of paper!

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 as samples:

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 s 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 this list? Write it on your personal profile.

APPLYING YOUR ABILITIES

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

"I (God) have filled him ... with wisdom, with understanding, with knowledge and with all kinds of skills ..." Ex. 31:3 (NIV)

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!

A. 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.

B. How to Discover Your Motivated Abilities

Look over your list of accomplishments again. 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
- *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 involved
- *Counseling ability:* to listen, encourage and guide with sensitivity
- *Teaching ability:* to explain, train, demonstrate, tutor
- *Writing ability:* to write articles, letters, books
- *Editing ability:* to 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*.

PLUGGING-IN YOUR PERSONALITY

In the space 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.

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

How Do I See Myself?

Extroverted

Introverted

3 2 1 - 1 2 3 _____
strong mild strong

Thinker

Feeler

3 2 1 - 1 2 3 _____
strong mild strong

Routine

Variety

3 2 1 - 1 2 3 _____
strong mild strong

Self-Controlled

Self-Expressive

3 2 1 - 1 2 3 _____
strong mild strong

Cooperative

Competitive

3 2 1 - 1 2 3 _____
strong mild strong

Record your responses on your personal profile.

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." Rom. 8:28 (NIV)

"Now I want you to know, brothers and sisters,[a] that what has happened to me has actually served to advance the gospel." Phil. 1:12 (NIV)

One of the most overlooked factors in determining the ministry God has for me is my past experience, particularly my hurts and problems I'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.

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

We develop through experiences.

On your ministry profile, 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

Record your responses on your personal profile.

PUT INTO PRACTICE

Your leader will give you a printout profile for you. Please take the time this week to pray, think about, and do your profile. If you have any questions, ask your host.

Make sure that you have your profile DONE before Session 4.

SESSION 3 ANSWER KEY

IDENTIFYING MY UNIQUE S.H.A.P.E.

1. “ **UNWRAPPING** Your Spiritual Gift" will give you an overview of spiritual gifts and help you identify which ones you may have been given by God.
2. “ **MONITORING** Your Heartbeat" will help you clarify what you really love to do.
3. “ **APPLYING** Your Abilities" will help you appreciate the natural talents and vocational skills you have.
4. “ **PLUGGING IN** Your Personality" will help you see how your God given temperament can best be used in ministry.
5. “ **EXAMINING** Your Experiences" will help you review your history to discover how God has prepared you for a unique ministry that only you can fulfill.

Unwrapping Your Spiritual Gifts

A. What the Bible Says about Spiritual Gifts

10 TRUTHS

1. Only **BELIEVERS** have spiritual gifts. 1 Cor. 2:14
2. Every Christian has at least **ONE SPIRITUAL** 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. You can't **EARN OR WORK FOR** a spiritual gift. Eph. 4:7
6. The **HOLY SPIRIT** decides what gifts I get. 1 Cor. 12:11
7. The gifts I'm given are **PERMANENT** . Rom. 11:29
8. I am to **DEVELOP** the gifts God gives me. 1 Tim. 4:14
9. It's a sin to **WASTE** the gifts God gave me. 1 Cor. 4:1-2 Matt. 25:14-30
10. Using my gifts **GLORIFIES** God and **GROWS** me. John 15:8.

B. The Purpose of Spiritual Gifts

1. Not for my benefit, but for the benefit of **OTHERS** .
2. To produce **MATURITY** and **HARMONY** in our church family.

C. Cautions about Spiritual Gifts

1. 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** .

D. How to Discover Your Spiritual Gift: Let's Start!

S = STUDY _____

Suggested Book List

- *19 Gifts of the Spirit* by Leslie Flynn
- *Your Spiritual Gifts Can Help Your Church Grow* by C. Peter Wagner

T = TRIAL AND ERROR _____

Experiment with different areas of service.

A = ANALYZE _____

Use the "unwrapping My Gift" Tool.

R = REQUEST RESPONSE FROM OTHERS _____

Ask others what gifts they see in me.

T = TAKE TRAINING _____

Session Four

Serving Through LTC

“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. We have different gifts, according to the grace given us. If a man’s gift is prophesying, let him use it according 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 cheerfully.”

Romans 12:4-8 (NIV)

THE LTC MINISTRY STATEMENT

(Our Philosophy of Ministry)

We believe...

A. 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 LTC.

B. 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's ministry is to operate on the basis of spiritual gifts, rather than elected offices. We do not _____ people to ministries (exceptions are the Governing Board and a few other offices as stated in our Constitutional Bylaws).

"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. We don't bury ministries under a bunch of procedures.
- Every member as a _____. Mobilizing members to serve 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.

C. About The Role Of Pastors

- The _____ of the members for ministry is the number one priority of the pastoral staff. The people are the ministers and the pastors are the administrators. (Eph. 4:11-12)
- The objective of ministry training 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.
- Every member deserves personal assistance in discovering a meaningful place of service. We value the individual more than the ministry.
- Those involved in ministry are entitled to competent leadership from the staff. Therefore, every ministry is assigned a staff supervisor who is committed to the success of that ministry.
- Each staff supervisor is to provide training, encouragement, guidance, feedback and resources to the ministers under his or her care.

D. 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.
- One mark of maturing church is that the standards for leadership are raised every year.
- There must be periodic reviews of all ministries. We do what is inspected, not just what is expected. Best intentions are not enough.

E. 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 _____. We delegate to develop people.

F. 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 assistance of the Ministry Development Center.
- 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.
- Only official ministries of LTC, under staff supervision are given publicity space in the bulletin.
- 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*.

G. 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 LTC, 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.

LTC'S MINISTRY OPPORTUNITIES

See our Organizational Chart in the appendix. Our ministries are listed according to the five areas of our organizational chart, which is a reflection of our Discipleship Process (from CLASS 101 and 201).

Note: The following are just some of the "main" ministries that we have; they are not complete. If your ministry is not on this list, please ask your instructor or ministry guide.

Worship

- *Ushers and Greeters:* This team greet people as they enter the church, write down the names of guests and visitors, help people find seating in the sanctuary, and do the offering.
- *Audio Technicians:* This team makes sure that all the musical and sound equipments work and are ready for the worship services, and control the sound system during the worship services. They also record the sermons and on-stage activities.
- *Video Technicians:* This team works with the audio technicians to make sure that all the video

work in conjunction with the audio for our worship services. They also video tape the sermons and on-stage activities.

- *Worship Team:* This team is a group of dedicated musicians of who lead worship on Sunday worship services. They practice during the week in preparation for leading our Sunday's worship services.
- *Media & Communications:* In the area of worship, this ministry helps prepare internal and external communications, video and sermon messaging for the church's worship service and its Youtube channel and Facebook page.

Fellowship

- *Life Group Leaders:* These LGLs lead a group of 10 – 12 people (especially couples). They are responsible for leading Bible studies, making sure that the fellowship of the group is strong, visiting and praying for the needs of the group (i.e. sicknesses, hospital visits, birthday celebrations, etc.), leading the group in reaching out to the lost, and training new apprentice leaders to lead future life groups. They report to their zone leader.
- *Community Leaders:* Oversee Life Group Leaders, life groups, and members in their community. They must be able to do everything that the LGLs do (when needed and called upon by their Life Group Leaders). Their ministry includes the caring for LGLs and leading members' events and praying for members (when needed) in their community. They report to the Area Leader who oversee their community.
- *Area Leaders:* Oversee the Life Group Leaders, life groups, and members in their area. They must be able to do everything that the LGLs and Community Leaders do (when needed and called upon by their Life Group and Community Leaders). Their ministry includes caring, leading events, and praying for members when needed) in their area. They report to the fellowship pastor.

Discipleship

- *Sunday School Teachers:* This team is responsible for teaching our children's Sunday School classes on Sunday morning. We have various grade levels for that requires different sets of teaching and relational skills.
- *Nursery Staff:* This team is responsible for taking care of our babies, infants, and toddlers during worship services so that parents can concentrate on worshipping God and His Word.
- *Senior Adults:* The focus of this ministry is teaching seniors the Bible, songs, and doing fellowship and caring and praying for each other.
- *Teachers and Trainers:* Teachers and trainers are needed for specific discipleship classes such as *Growing in Christ*, *Lub Neej Tshiab Ntawm Tus Ntseeg*, *TEE*, etc. If you have the gift of teaching and would like to teach a specific class, you will need to be trained in that class and meet the requirements so that you can teach that class.

Ministry

- *Care Ministry:* This ministry team goes out and celebrates with those who celebrate God's blessings, pray for those who are sick at home and in hospitals and deliver those who are bound

by evil spirits. Their focus is the healing and deliverance ministry. They supplement the work of Zone Leaders as a specialized ministry for healing and deliverance.

- *Prayer Team:* This ministry prays for the needs of the whole church. They pray for the church's unity and protection. They intercede on behalf of the pastors, leaders, and members of the church.
- *Youth Ministry:* This is a huge ministry, almost like a church within a church. If you want to be involved in this, ask the youth pastor to find out how you can be involved.
- *Single Adults Ministry:* Same as the youth ministry. If you want to be involved in this, ask the single adults leader/pastor to find out how you can be involved.
- *Celebrations Ministry:* This ministry ministers to the two areas of weddings and funerals. For the weddings, they (acting as elders) help communicate and negotiate the weddings according to LTC's Wedding Policy. For funerals, they (acting as "tswjxwm") oversee the whole funeral according to LTC's Funeral Policy.
- *Media & Communications:* In the area of Ministry, this ministry does internal and external communications for the church. They take care of the the church's website and media recording, duplication, and distribution. They also aid in the design, collection, and distribution of the ministries' report forms and other publication needs.
- *Information Technology (IT):* This team takes care of the church's information technology needs. They set up and maintain office computers and printers, manage the church's servers, network, and security.

Missions

- *Missions Team:* This ministry exposes the church to the mission fields and its spiritual and physical needs. They hold annual conferences to promote the Great Commission fund. They also connect with missionaries overseas to find out their needs and encourage and direct the short-term missions trips to help minister to those needs.
- *Benevolence Ministry:* This ministry reaches out to the needy and minister to their physical needs. They pray for, receive goods, and distribute these goods to those who are needy.

PUT INTO PRACTICE

- 1. Complete your S.H.A.P.E. Self-Evaluation (If you have not done so).**
Then transfer your results to your Ministry Profile form.
- 2. Commit to the Ministry Covenant.**
Take copy of the Ministry Covenant from the leader, read it carefully, sign it and turn it in tonight. One of our staff will sign it and return it to you.
- 3. Schedule and Interview with a Pastoral Staff Ministry Guide.** Give or email your personal profile to our Ministry Guide to lrc@lrc.church. We'll set an appointment with you go over your ministry profile and help you select two or three ministry opportunities that best match your unique *S.H.A.P.E.*
- 4. Contact the Staff Supervisors Over the Ministries You've Selected for Possible Involvement.** It is your responsibility to contact them. They will be waiting to hear from you. Do this **within ONE month** after your meeting with your Ministry Guide while your ideas are still fresh in your mind.
- 5. Once a Staff Ministry Guide Has Placed You into a Ministry, BEGIN SERVING!**
 - Test drive to find out which ministry fit you best.
 - Be willing to change if a ministry does not fit you.
 - We will do our best to help you find the ministry that fits your SHAPE the best.
- 6. Make It Your Goal to Find a Ministry that Fits Your SHAPE the BEST Within One Year and Serve in that Ministry Long-term.**

Write the Date You Will Accomplish this Goal Here: _____

SESSION 3 ANSWER KEY THE LTC MINISTRY STATEMENT

A. About Ministry

- MINISTRY is the heart of the Christian life (Matt. 20:28)
- FUNCTION 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 STEWARDSHIP and of WORSHIP.
- The evidence of the right match between my "*shape*" and my ministry is FULFILLMENT and FRUITFULNESS.

B. About the Body of Christ

- The church's ministry is to operate on the basis of spiritual gifts, rather than elected offices. We do not ELECT people to ministries (exceptions are the Governing Board and a few other offices as stated in our Constitutional Bylaws).
- The church is a BODY, not a business, an ORGANISM, not an organization. Therefore we streamline the structure in order to maximize ministry and minimize maintenance. We don't bury ministries under a bunch of procedures.
- Every member as a MINISTER. Mobilizing members to serve 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.

C. 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. (Eph. 4:11-12)
- The objective of ministry training is to MOBILIZE an army of ministers who are maximizing their unique gifts, heart, abilities, personality and experiences in a meaningful place of service through our church.

D. About Accountability

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

E. About Training

- Every leader is a LEARNER. 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.

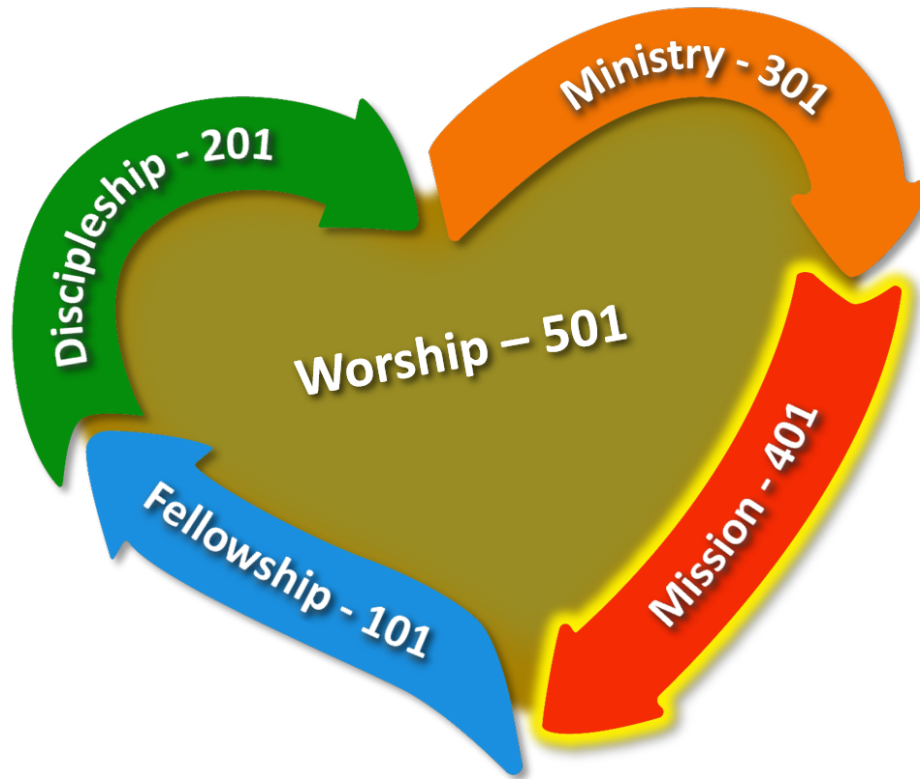
F. On Diversity of Ministry

- Ministries have **LIFE CYCLES** . If a ministry isn't meeting a need anymore, we will give it a decent burial. There are no sacred cows!
- Your *primary* ministry commitment should be in the area where you're **GIFTED** . Your *secondary* ministry includes serving in any other area of the body where you are **NEEDED** .

G. About Performance

- We expect excellence in ministry, not **PERFECTION** . Excellence is doing your best. God deserves our best.

GO ON TO MISSIONS!



An Overview of LTC's Discipleship CLASSES.

100 Level Seminars:

To lead people to Christ and membership at LTC

200 Level Seminars:

To grow people to spiritual maturity

300 Level Seminars:

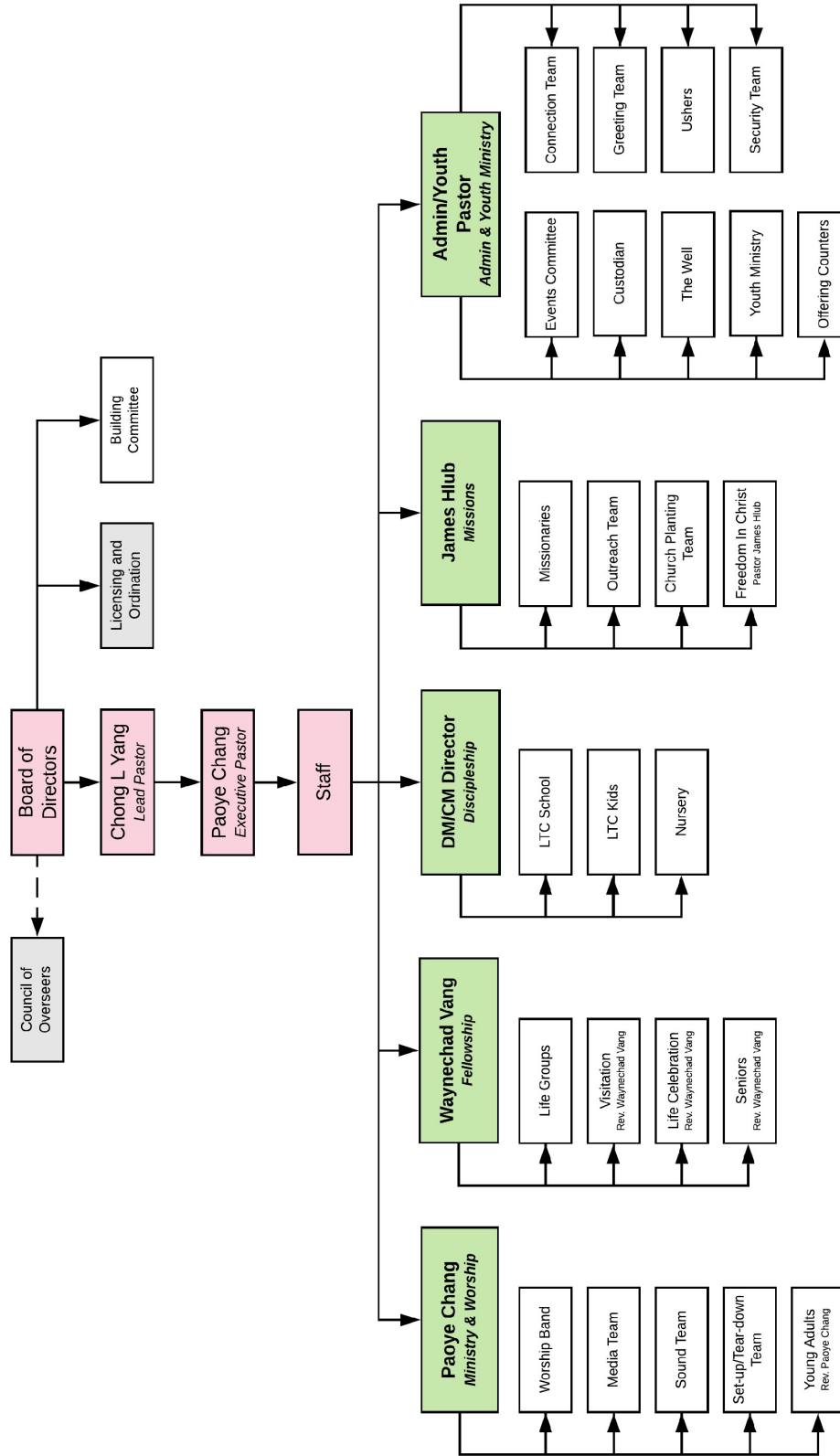
To equip people with the skills they need for ministry

400 Level Seminars:

To enlist people to the worldwide mission of sharing Christ

Appendix

LTC Organizational Chart



My SHAPE Profile

Spiritual Gifts, Heart, Abilities, Personality and Experience

Date: _____

Name: _____ Email: _____

Address: _____

Phone: Cell _____ Other _____

___ Please share my S.H.A.P.E. with the staff in an effort to help me serve.

Best way to contact me: ___ Email ___ Phone

Best time to contact me: ___ Weekday ___ Weeknight ___ Weekend ___ Any

Are you currently serving in a ministry? ___ No ___ Yes. Where? _____

Are you currently in a life group? ___ No. Would you like to be in a group? ___ No ___ Yes

___ Yes. How long? _____

What purposes are you most passionate about?

___ Worship ___ Fellowship ___ Discipleship ___ Ministry ___ Mission

What is the top need you would like to meet?

___ Spiritual ___ Physical ___ Emotional ___ Intellectual ___ Relational

Spiritual gifts I believe I have (from list in syllabus):

1. _____
2. _____
3. _____
4. _____
5. _____

Circle your top three.

I feel I may have these gifts because:

1. _____

2. _____

3. _____

4. _____

5. _____

I have a heart for, or what motivates me the most (list them and circle the top three):

A. Role: I love to . . .

1. _____ 2. _____ 3. _____

B. People: I love to be/work with . . .

1. _____ 2. _____ 3. _____

C. Cause: I get excited about . . .

1. _____ 2. _____ 3. _____

Things I do just for the fun of it (i.e. favorite hobbies):

If I knew I wouldn't fail, this is what I would attempt to do for God with my life:

I feel I have these specialized abilities:

• _____	• _____
• _____	• _____
• _____	• _____

I have taught or taken a class or seminar on:

I feel my most valuable asset is:

My personality is best described as (circle where it best fits you):

	Strong		Moderate		Strong	
Extroverted	-----	-----	-----	-----	-----	Introverted
Self-Expressive	-----	-----	-----	-----	-----	Self-controlled
Cooperative	-----	-----	-----	-----	-----	Competitive

My personality is best express in ministry opportunities that are:

	Strong		Moderate		Strong	
Routine	-----	-----	-----	-----	-----	Variety
Serving w/a team	-----	-----	-----	-----	-----	Serving Alone
Task Oriented	-----	-----	-----	-----	-----	People Oriented

My SPIRITUAL JOURNEY start: (Share how and when you became a Christian)

One area where I am growing spiritually is:

EXPERIENCES

My PAINFUL EXPERIENCES include: (These are the kinds of trials or problems I can relate to for encouraging fellow Christians that are going through similar circumstances)

My EDUCATIONAL EXPERIENCES include:

My WORK EXPERIENCES include:

My MINISTRY EXPERIENCES include:

What ministry opportunities have brought you the greatest fulfillment?

AVAILABILITY

AVAILABILITY: What type of ministry opportunities are you looking for?

- Ongoing (You would like to serve on consistent days and/or hours)
- Seasonal (Opportunities that are temporary and during certain times of the year)
- Project Based (Opportunities that are temporary and on a project-to-project basis)

DAYS AND TIMES YOU ARE AVAILABLE:

- Monday Tuesday Wednesday Thursday
- Friday Saturday Sunday Any day
- Days Evenings Weekends

How often you would like to serve:

- 1-3 hours per week 3-5 hours per week 6+ hours per week
- 1 time per month Other: _____