

Finding Significance in the Church

INTRODUCTION

You want your life to be significant, don't you? Are you looking for significance in your work? It's unlikely you'll find it there. Ralph Mattson and Arthur Miller in *Finding a Job You Can Love* estimate 50-80 percent of working Americans hold jobs that don't fit their desires and abilities. Lasting significance comes, not from your job, but from finding your place in the church.

Larry Richards and his colleagues asked 5,000 pastors what the greatest needs are for strengthening the church. From a 25-item list, almost 100 percent gave first or second priority to "Getting my lay people involved as ministering men and women." Pastors aren't trying to delegate their work so they can go golfing. They know God uniquely designed you to experience fulfillment by ministering to others, and that's what they want for you.

If God uniquely shapes Christians to be significant through ministry, why isn't Christianity making more of a positive impact on our culture? Many Christians are more shaped by culture than shapers of it. Some fear serving others will cramp their lifestyle. Many march behind the pied piper of materialism, looking for real life precisely where Jesus said it can't be found (Luke 12:15). They're ever learning but never understanding that things can't satisfy. They're like a man dying of thirst yet lusting for salt. How tragic!

A survey done by George Gallup about 1991 showed 6-10% of Americans were deeply committed Christians. **They were far, far happier than the rest of the population.** Americans turn over every rock to find happiness, but, pursued for its own sake, it remains elusive. **Happiness results from being where God wants us to be, saying what he wants us to say, and doing what he wants us to do.**

God created geese to swim, deer to run, groundhogs to dig, squirrels to climb, and hawks to fly. He made us to represent Him on this planet and to rule over it. Our most important role is to extend God's kingdom on earth (Matthew 6:10). All believers already have the necessary equipment. Just as God gave special skill, ability, and knowledge to Bezalel and Oholiab to build the temple (Exodus 31:1-5), He designed **you** to help build His church! Your skills, talents, and abilities are as unique as your fingerprints.

Paul compares the church, Christ's body, to the human body (1 Corinthians 12:12-27). Each part performs a specific purpose. Coordinated effort brings maximum results. Sprinters wear spiked shoes on their feet, but without ears they'd never hear the starter's gun. Public speakers need a brain that continues to function while they're standing in front of people. Kidneys don't make three point shots with a basketball, but good luck trying to make them if your kidneys haven't been filtering blood for the last two weeks! We need to find our place in the body of Christ and work together with other believers. That's the purpose of lay mobilization strategies.

SELF-EVALUATION QUESTIONS

1. How satisfied are you with the significance of your life to this point? Explain.

2. To what degree has your vocational employment given you a lasting sense of significance?

3. Why do you think almost all pastors desire ministering laypersons?

4. Describe your strategy to make the world a better place.

5. Are the committed Christians you know happier than your acquaintances who aren't fully committed to Christ? Explain your answer.

6. Why does coordinated effort in the church bring maximum results?

LAY MOBILIZATION

You reflect God's unique design. He molds and shapes your body and spirit (Psalm 139:13-16a) to further His kingdom and provide you with deep satisfaction in the process. Your spiritual gifts are part of that design. You have at least one (1 Corinthians 12:11) and probably more. Like an index finger, your significance is experienced through serving the other parts of the body consistent with how God made you.

You might not be a five-talent person, but you have at least one and probably more and God expects you to use them to serve Him (Matthew 25:14-30). To give God the greatest return on His investment and experience the fulfillment of making a difference, you must understand how you're designed and by faith step beyond what you can do without God's help. You're saved by grace through faith, not performance, but Matthew 25:14-30 suggests if you do nothing with your God-given abilities, you'll be judged severely. Serving Jesus isn't optional for the believer, but mere busyness is no substitute for fruitfulness.

You are part of God's "body-building" equipment. He resources you with passion, spiritual gifts, an evangelistic style, temperament, and leadership style and role so you can contribute to the health and growth of the body of Christ.

SELF-EVALUATION QUESTIONS

1. What do Psalm 139:13-16a and 1 Corinthians 12:8-11 suggest about God's workmanship in your life?

2. Read Matthew 25:14-30. How serious is God about receiving a return on the gifts and abilities He has given you? What emotions are you feeling as you read this passage? What does Jesus want you to do?

PASSION

“Therefore, my dear friends, as you have always obeyed—not only in my presence, but now much more in my absence—continue to work out your salvation with fear and trembling, **for it is God who works in you to will and to act according to his good purpose**” (Philippians 2:12-13). God constantly expends His unlimited energy to make us spiritually fruitful. He gives us the desire and ability to accomplish His will. Spiritual passion comes from God. Paul’s passion was to present every man perfect in Christ (Colossians 1:28). He wrote, “To this end I labor, struggling with all his energy, which so powerfully works in me” (Colossians 1:29).

Passion is a valuable guide to the “body-building” ministry to which God is calling you. Spiritual gift inventories are a recent development. For over 1900 years no such tools existed. The key has always been need and passion. Your ministry is where your desire to serve intersects the needs of the church and world. The operative question of Christian service is, “**What do you want to do for Jesus?**” What rings your spiritual chimes? What drives you? What are you internally motivated to do? I wanted to teach the Bible to others long before a spiritual gifts inventory told me I had the gift of teaching. An inventory measures our passion for specific areas of service. Ministry desire is from God and is present in every believer.

One practical way to discover your passion is to consider a list of all the ministries your church offers and a description of each. Each church should develop such a list. In general the list includes ministries of the word and practical service. Which ones are most attractive? God might be giving you a passion to begin a ministry that isn’t yet on the list. Most pastors would love to hear about it. A suggestive list of ministries is included on pp. 26-27.

Some persons prefer to work with people, some with things and others with information. A friend who attended seminary with me excelled in Hebrew and Greek. He spent a year as a pastoral intern in Idaho. He discovered that working with people isn’t his strength. He prefers to work with information. In 1982 he joined Wycliffe. Since then he has translated much of the Scriptures into the language of the Quechua in Peru. He relates with people but primarily works with information. He is touching thousands for Christ in a ministry in which his desires and the world’s needs meet.

Your passion might change as you mature. Jim Moss, Sr., Associate for Church Planting and Renewal for the Eastern Regional Conference of the Churches of God, had a passion to work with youth when he began to work for the Conference in 1977. Now his passion is to plant churches.

You may have a burden to work with infants, young children, Junior High, Senior High, young adults, adults, or the elderly. Perhaps you are highly motivated to help singles, couples or young families. The church’s task is to fulfill the Great Commission, motivated by love for God and others, and powered by prayer. Every ministry is a piece of the bigger picture of fulfilling the Great Commission. **What do you want to do more than anything for Jesus Christ that will help make more and better disciples?**

My passion: _____ _____ _____
--

SPIRITUAL GIFTS

Spiritual gifts are God-given abilities to serve Him. The Holy Spirit apportions them among believers as He chooses (1 Corinthians 12:11). They are different from natural and acquired abilities which unbelievers also possess. Natural and acquired abilities in athletics, art, music, business, accounting, advertising, agriculture, architecture, computer science, cooking, electronics, engineering, auto repair, industrial arts, marketing, craftsmanship, medicine, and acting, among others, are also useful in God's service. Christ died for all, that those who live should no longer live for themselves but for him who died for them and was raised again (2 Corinthians 5:15). All the believer's gifts, abilities, and resources are given by God to equip him/her to glorify Jesus Christ.

No believer has all the gifts. In 1 Corinthians 12:29-30 Paul asks, "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?" The expected answer to all these questions is, "No!"

Every part of the human body contributes to the well-being of the whole. Likewise, every believer has at least one spiritual gift to build up the body of Christ (1 Peter 4:10, 1 Corinthians 12:7, 11). The heart's pumping feeds life-giving blood to the fingers, and the fingers, grasping a fork impaled in some roast beef, feed the heart. We are interdependent parts of one body. We need one another. That's why the Bible speaks of "one another lifestyle"—love one another, forgive one another, bear one another's burdens, etc. Ministry isn't just clergy-business. It's every believer's business.

Many Christians have more than one gift. Knowledge of my own gifts has emerged through ministry to others. I didn't know I had the gift of evangelism until I started evangelizing. Lend a helping hand in many areas of service, starting with ministry areas in which you have the greatest interest. No one jumps into the water for the very first time and sets a world record in the 400-meter freestyle. God gives some infants Olympic-caliber swimming potential, but their first strokes would suggest otherwise. Discovering and developing your gifts is a process which takes time. It doesn't start until you "get into the water."

Fruitful ministry = God-given gifts & desire + Comfort-zone stretching faith + Training + Effort.

Let's classify the spiritual gifts mentioned in Romans 12:6-8, 1 Corinthians 12:4-11, 28 and Ephesians 4:11. We will divide them into primary and supportive gifts. Primary gifts are prophecy, teaching, helps, giving, administration, encouragement, leadership, mercy, evangelism, shepherding, and hospitality. Supportive gifts include apostleship, discernment, faith, healing, interpretation, knowledge, miracles, tongues, and wisdom. They strengthen the primary gifts but remain secondary. We will test only for primary gifts.

The following spiritual gifts inventory will help those not presently involved in any ministry to find their niche. Electric sanders, screwdrivers, drills, saws, etc. are designed for different purposes, but all are useful to build a house. All rely on some source of power and are worthless without it. Powered by the Spirit of God, you can make a significant contribution. You might never become a familiar name in the larger Christian community, but your impact can be greater than you'd ever imagine. You probably don't know the name Mordecai Hamm. Mordecai led Billy Graham to faith in Jesus Christ.

The spiritual gifts inventory will also help some of you evaluate whether you need to move into a place of service that's a better fit. If you're already involved in a ministry, some key questions to ask yourself to determine if your ministry fits your spiritual gifts include:

1. Am I growing in Christ? _____ Yes _____ No

Finding Significance in the Church

- 2. Am I motivated to serve? _____ Yes _____ No
- 3. Do others affirm my contribution? _____ Yes _____ No
- 4. Can I see results from my ministry? _____ Yes _____ No
- 5. Are people to whom I minister growing in Christ? _____ Yes _____ No
- 6. Is my ministry fulfilling? _____ Yes _____ No
- 7. Do I feel better about myself as a result of my ministry? _____ Yes _____ No

If your answer to most of these questions is, "No," you're probably not in the ministry for which God designed you.

Take the "Spiritual Gifts Inventory."

SPIRITUAL GIFTS INVENTORY

Circle the bullet at the beginning of each sentence that describes you. Then record the number of circled bullets in each group in the Spiritual Gifts Inventory Chart on p. 9.

Group 1 (Bullets Circled = ____)

- People tell you that you "step on their toes" when you share the word.
- You're open and honest about your shortcomings.
- You're often blunt.
- You proclaim God's word to others without thinking about the consequences.
- You confront others with the truth.
- You know the message you share came from God.

Group 2 (Bullets Circled = ____)

- You do research to determine if statements others make are true.

- You're good at organizing details and facts.
- You enjoy studying.
- People say they're blessed when you share your insights about biblical passages.
- You understand the basics of God's word and how they apply to life.
- You have a passion to apply God's word to yourself and others.

Group 3 (Bullets Circled = ____)

- You're motivated to meet the physical needs of your church's leaders.
- You judge the value of service by the amount of appreciation received.
- You enjoy ministry that isn't in the public eye.
- Meeting others' physical needs gives you joy and fulfillment.
- You value meeting the needs of your pastor and others who minister.
- You think a lot about how you can meet the needs of others.

Group 4 (Bullets Circled = ____)

- You invest money wisely.
- Giving to meet the needs of individuals and ministries gives you more joy and fulfillment than anything else.
- You're far more concerned about giving than receiving.
- You don't want recognition for giving.
- You're sensitive to financial needs that others don't recognize.
- You live on less so you can give more to further God's work.

Group 5 (Bullets Circled = ____)

- You know how to subdivide tasks into manageable parts.
- You excel at organizing, coordinating, and delegating work.
- You're good at seeing the big picture and how each part relates to the whole.
- Organizing and managing resources to accomplish a goal gives you great joy and satisfaction.
- You develop strategies to achieve goals.

Finding Significance in the Church

- You're frustrated by disorganization.

Group 6 (Bullets Circled = ____)

- You're good at lifting up people who are down emotionally.
- Encouraging others to make them more effective servants of the Lord gives you joy and fulfillment.
- You emphasize what people are doing right instead of what they're doing wrong.
- You're very committed to helping people become fully devoted disciples by showing the necessary steps.
- You get pleasure from supporting the weak and stabilizing the unstable.
- You challenge and rebuke others if necessary so they'll grow spiritually.

Group 7 (Bullets Circled = ____)

- You're a goal-oriented person who finds joy and fulfillment in taking others with you to accomplish a goal.
- You can "see" what things will be like when the goal is accomplished.
- Others look to you for input about a matter before they make a decision.
- You're able to make others want to reach a goal.
- You intentionally set an example for others to follow.

- You keep pursuing a goal even when others disagree with or oppose you.

Group 8 (Bullets Circled = ____)

- You enjoy visiting those in nursing homes, helping the homeless, working in a food bank, etc.
- You put up with a lot from others without complaining.
- You show your love to others by giving them things to meet their needs.
- Serving others through kind, loving deeds gives you great joy and satisfaction.
- You attract the emotionally and spiritually hurting and meet their needs.
- You desperately want to remove other people's hurts.

Group 9 (Bullets Circled = ____)

- Leading people to open the door of their heart to Jesus gives you more joy and satisfaction than anything else.
- You're burdened by the plight of lost people.
- You share the gospel clearly.
- You're confident that sharing the gospel will provide a solution to people's problems.
- You have a desire to see new believers become part of a local church.

- You're interested in finding answers to the questions critics of the faith ask.

Group 10 (Bullets Circled = ____)

- Seeing others' spiritual progress gives you more joy and satisfaction than anything else.
- You hurt when believers turn back and go their own way instead of God's way.
- You try to protect others from spiritual deception.
- You have a desire to be a spiritual mother or father to others.
- You usually have patience with others while they're developing spiritually.
- You often deny yourself to help others grow spiritually.

Group 11 (Bullets Circled = ____)

- Providing food and/or shelter for believers in need gives you great joy and satisfaction.
- You see visitors to your church as sent by the Lord.
- You see your home as a center for ministry.
- You're blessed by ministering to those who can't return the favor.
- You're more concerned with using your home to bless than to impress others.
- You enjoy showing hospitality to guest speakers, missionaries, visitors, and members of your church.

Spiritual Gifts Inventory Chart

Record the total number of circled bullets in each group. Then place numbers 1-4 after the four highest scoring gifts.

Group 1 _____ (Prophecy)

Group 2 _____ (Teaching)

Group 3 _____ (Helps)

Group 4 _____ (Giving)

Group 5 _____ (Administration)

Group 6 _____ (Encouragement)

Group 7 _____ (Leadership)

Group 8 _____ (Mercy)

Group 9 _____ (Evangelism)

Group 10 _____ (Shepherding)

Group 11 _____ (Hospitality)

Spiritual Gift Definitions and Misuses

Spiritual gifts equip you with significant strengths which are described in the "Spiritual Gifts Inventory." For example, the strengths of those with the gift of prophecy are listed in Group 1 on p. 7. Following are definitions of each primary spiritual gift. Since we're all sinners, we naturally twist God's good gifts and use them in ways He never intended. Misuses of each gift to avoid are listed after the definition.

Prophecy - The ability to declare God's Word clearly with power and conviction.

Misuses

1. Being proud because you are speaking for God.
2. Pressuring people without loving them.
3. Being too demanding.
4. Going overboard in correcting others.

5. Jumping to conclusions.
6. Having a judgmental spirit.
7. Being tactless.
8. Overemphasizing the negative.
9. Telling others what they want to hear.

Teaching - The ability to understand God's Word, and feed others spiritually by explaining and applying it.

Misuses

1. Not studying enough to get the facts straight.
2. Overwhelming or boring others with too many irrelevant details.
3. Being proud of how much you know.
4. Telling others what they want to hear.
5. Majoring on information rather than application.
6. Sharing truth without personally applying it.

7. Being overly critical of other preachers or teachers.
-

Helps - The ability to recognize and humbly and joyfully meet practical needs so that spiritual ministry can take place in and through those who are helped.

Misuses

1. Consistently ignoring home responsibilities to help others.
 2. Getting the job done by detouring around proper channels.
 3. Getting overinvolved in the lives of others to the detriment of your own well-being.
 4. Having the wrong motivation, e.g. you become upset when gratitude isn't expressed after you've helped someone and vow not to help that individual again.
 5. Being proud of the number of persons you have helped.
-

Giving - The desire and ability to give with joy and cheer more than 10% of income to further God's kingdom.

Misuses

1. Neglecting the financial needs of your family.
 2. Listening to advice about money that is counter to scriptural teaching.
 3. Pressuring giving from those who can't afford it.
 4. Putting money into things rather than human need meeting.
 5. Trying to control with money.
 6. Being proud about how much you give.
-

Administration - The ability to humbly exercise authority and to organize God's work.

Misuses

1. Using people instead of loving them.
 2. Seeing people as a means to an end.
 3. Delegating too much.
 4. Ignoring suggestions.
 5. Not explaining things well.
 6. Being proud of the authority/position you have.
-

Encouragement - The ability to comfort and encourage others and challenge them to act.

Misuses

1. Sacrificing too much time with your family to counsel others.
 2. Treating your family and friends like projects.
 3. Leaving jobs unfinished.
 4. Being content with outward change even if not accompanied by inward change of attitude.
 5. Sacrificing sound doctrine.
 6. Giving advice before getting the facts.
-

Leadership - The ability to set goals for the local church in harmony with God's mission.

Misuses

1. Being proud of your power and position.
 2. Manipulating people.
 3. Being impatient when others don't see the goal as you do.
 4. Using your position to accomplish your goals rather than God's.
-

Mercy - The desire and ability to serve others cheerfully through kind, loving deeds.

Misuses

1. Being too wishy-washy.
 2. Making emotionally-based decisions you later regret.
 3. Condemning those who don't have your sensitivity.
 4. Being an enabler for those who are violating God's will.
 5. Being possessive of friends.
 6. Being proud of how loving and helpful you are.
-

Evangelism - The ability to lead others to faith in Jesus Christ as Savior and Lord with unusual consistency.

Misuses

1. Allowing talking about evangelism to substitute for doing it.
2. Expecting others to be as fruitful a harvester as you are.
3. Putting more confidence in techniques or having the right answers than in God's power.
4. Allowing a burden for the lost to turn into indifference.

Finding Significance in the Church

5. Being proud of the number of persons you have led to faith in Christ.
-

Shepherding - The ability to lead, feed, and guard a group of believers.

Misuses

1. Doing too much for others.
 2. Producing dependent spiritual cripples who never learn to feed themselves spiritually or minister to others.
 3. Being motivated by a need to be needed.
-

Hospitality - The cheerful ability to provide a warm, accepting, loving home environment, perhaps including lodging and food, for believers who need it.

Misuses

1. Using hospitality to try to impress others.
2. Showing partiality in choosing those whom you will bless.

EVANGELISTIC STYLE

Only 5-10 percent of believers have the gift of evangelism, but every Christian can do the work of an evangelist (2 Timothy 4:5). Maximizing your evangelistic effectiveness requires discovering your evangelistic style and intentionally developing and using it to move others toward Christ. Scripture models at least 6 ways to reach people:

Direct Method

In Acts 2, Peter's preaching was about as subtle as a tornado! In effect he said in v. 36, "You morons! You crucified the Son of God!" Some people respond best to the gospel when they're confronted courageously and directly with their sin and need to repent. God may have equipped you with the personality, gifts, and desires to use primarily the direct approach. The direct evangelist usually insists that the hearer make a decision on the spot or risk eternal condemnation. Their approach is, "Here's the truth. What are you going to do about it?" Sharing with someone "The Four Spiritual Laws" or "Connecting with God," which is available through the Conference office, is a direct method in which individuals are challenged to open the door of their life to Jesus. Virtually everyone whom God uses to lead large numbers to faith in Christ employs the direct approach. Many have never received Christ because no one has ever invited them to do so. If you want to reach many people for the Savior, you must master this method.

Rational Method

In Acts 17 Paul reasoned with the Jews and God-fearing Greeks in Athens, "explaining and proving" Christ's resurrection. Some persons need to hear convincing logical arguments to persuade them that Christianity is true. Rational evangelists are very motivated to defend the faith and usually good at debating. They examine evidence and think it through to a conclusion. They like to wrestle with difficult questions such as, "Why does God allow evil and suffering?" or "What will happen to those who never heard about Christ?" They study the evidence for the resurrection and find answers to the questions sceptics commonly ask. Paul Little's *Know Why You Believe* and Josh McDowell's *Evidence That Demands a Verdict, More Than a Carpenter* and other books are excellent resources for the rational evangelist.

Personal Experience Method

John 9 records Jesus' healing of a blind beggar. The Pharisees asked the blind man what he thought about his healer. He said, "One thing I do know. I was blind but now I see!" He also said, "Nobody has ever heard of opening the eyes of a man born blind. If this man were not from God, he could do nothing" (John 9:32-33). Personal experience evangelists tell the difference Jesus has made in their life. Many have dramatic stories of personal transformation. Our testimony usually has three parts. First we describe what our life was like before we met Jesus Christ. Then we tell how we came to know Him clearly enough so that others can understand how they could do the same. Then we share how our life has changed since we received Jesus Christ. Organize your "5-minute story" around a theme. Mine is organized around the theme of finding fulfillment in life and freedom from performing to be accepted. I'm including it to illustrate how to tell your own story.

I was raised in the Enhaut Church of God and heard the gospel preached three times each week for at least a dozen years. I went to the altar to get right with God when I was eleven, was baptized, and joined the church. I went to the altar again when I was thirteen, but I never had any assurance I would go to heaven if I died. Both trips to the altar were motivated by a desire to please my father. I believed that Jesus died on the cross for my sins, but I also thought I had to live my life up to a certain standard for God to accept me. Since I didn't know what that standard was, I was plagued with internal doubts about my salvation. I didn't know if I was good enough. My "conversion" really didn't change my life at all. I went to church frequently and knew more about the Bible than many persons, but I was living life for myself. I thought I had Jesus, but He definitely didn't have me. I never read the Bible at home, rarely prayed except at meals, had no real faith to give away to others, and didn't contribute my time, talents, or treasures to the Lord. My life was spent trying to win the praise, love, and acceptance of others. I thought I had to perform to be accepted. I poured my life into excelling in school work and athletics. I set goals and channeled my energies to attain them. I received both academic and athletic awards but they never brought lasting fulfillment or satisfaction. I agree with Chris Evert, the former tennis star, who said that the thrill of victory lasts about an hour.

While I was attending Millersville State College in the fall of 1968, several guys associated with the Navigators came to my dorm room and shared the gospel with me. Every word they spoke was familiar. They told me that all persons are sinners who haven't measured up to God's glory. In other words no one is nearly as good as Jesus and yet that is the standard to merit God's acceptance. They told me the penalty for sin is eternal separation from God. The good news, however, was that God provided a way of escape from eternal punishment. He sent His Son to die on the cross to take our place and pay our death penalty. It's up to each individual to personally receive God's provision. To do that each one must turn from self-centered living to God-centered living and receive Jesus Christ into his life as Savior and Lord. One of them read 1 John 5:11-12: "And this is the record, that God hath given to us eternal life, and this life is in his Son. He that hath the Son hath life; and he that hath not the Son of God hath not life." When I heard those verses it was as if a light came on. For the first time I understood that the issue was not whether I had lived my life up to God's standard—I hadn't and couldn't. The issue was whether or not I had the Son. That night I trusted completely in Jesus' finished work on the cross alone to save me. He had done everything necessary and I couldn't add anything to it. Assurance of God's acceptance flooded my soul, and I experienced a sense of peace I'd never known before.

Instead of being motivated by fear of God and doubting whether I was good enough, I increasingly became motivated by love for God because He accepted and saved me as I was. That was the first step of what is now a 38-year journey. Little by little I've seen my attitudes change. I'm no longer a slave to other people's approval or to performing for God to accept me. I'm more free to forget about myself and to reach out to meet the needs of others. Living out God's will has given me a measure of fulfillment I never knew when I was living to achieve self-centered goals. I'm far from perfect, but God's grace is enabling me to become more like Jesus. He can do the same for you.

Relationship Method

Jesus delivered a man tormented by an unclean spirit who then wanted to become a traveling disciple. Jesus told him, “Go home to your family and tell them how much the Lord has done for you, and how he has had mercy on you” (Mark 5:19). He told him to share his faith with those close to him.

Relationship evangelism is based on living out the faith in a relationship with non-believing friends, relatives, associates, and neighbors. Before those individuals will listen to the words of the gospel, they must experience from you the love on which it is based. The next step is to proclaim the gospel verbally. Relationship evangelists channel their time, loving words, deeds, and prayers toward their lost friends, relatives, associates and neighbors.

Come and See Method

After a long conversation with Jesus the Samaritan woman became convinced that He was the Son of God. She left her water pots and ran into the city. She begged the people to come to the well and hear Jesus for themselves. They did. Many of the Samaritans believed in Him (John 4:39). She was a “come and see” evangelist. She wasn’t equipped to share the message effectively, but she invited those she knew to hear someone who could.

Of ten people who come to a church and stay, nine are brought by a friend. When George Barna interviewed unchurched persons, they indicated the most likely way they’d attend a church was being invited by a trusted friend.

To be an effective inviter you must take the initiative, be patient and expect problems. You must take the initiative to invite your friends to come to a church event. Some will refuse. Some will accept. Some may accept only after repeated invitations. Be patient. Your job is to love them. The Holy Spirit convinces them of their need of a Savior. People feel secure when we love them and don’t force them to make a decision for Christ before they’re ready. Unchurched persons bring sin problems with them. Don’t expect them to act like Christians.

Servant Method

Dorcas impacted her city through kind deeds (Acts 9:36). She made clothing for the poor and gave it in Christ’s name. Through her actions she pointed persons to the God who filled her heart with love and could do the same for them. If you have gifts of mercy, helps, hospitality, giving or encouragement, this may be your method.

Some unbelievers know how to become a Christian but don’t want to. Their hearts need to be softened through deeds of service. They’ve heard God loves them. They need to experience that love through someone before they will believe.

Steve Sjogren defines servant evangelism as deeds of love + words of love + adequate time (*Conspiracy of Kindness*, Vine Books, 1993, p. 22). While doing an act of kindness, he explains to the person helped that he is serving to show God’s love in a practical way. God gets the glory when kind deeds mesh with words which point to Him.

My Evangelistic Style

What are your primary and secondary evangelistic methods? Put a 1 in the blank in front of your primary method and a 2 in front of your secondary method(s).

- | | |
|----------------------------------|---------------------------|
| _____ Direct Method | _____ Relationship Method |
| _____ Rational Method | _____ Come and See Method |
| _____ Personal Experience Method | _____ Servant Method |

TEMPERAMENT ANALYSIS

Each of us has influencing strengths and weaknesses based on our temperament. We maximize our influence on others when our ministry environment allows us to use our strengths. To determine your temperament, in each horizontal, numbered row put a **3** behind the characteristic that **best** describes you, a **2** behind the next best description of you, etc., down to a **0** behind the one that is **least** like you. Each row will have only one **3**, one **2**, one **1** and one **0**. Answer based on how you see yourself at work, or at church if you don't work outside the home. For example:

1. Take the lead in beginning tasks - 1	Take lead in meeting people - 0	Respond to people - 2	Help others complete tasks - 3
1. Take the lead in beginning tasks	Take lead in meeting people	Respond to people	Help others complete tasks
2. Love a challenge	Like public recognition	Calm	Strive for perfection
3. Get results	Seek others' approval	Relaxed	Make & follow the rules
4. Enjoy arguing	Friendly	Good listener	Say things just right
5. Play to win	Fun-Loving	Patient	Remember information
6. Work on many projects at once	Fear losing face/social approval	Excellent at completing projects	Can figure out complex problems
7. Brave	Persuasive	Helpful	Detail-Oriented
8. Take chances	Make friends easily	Give in	Expect best of myself & others
9. Speak freely	Look on bright side	Logical	Like planning/organizing
10. Determined	Outgoing	Steady	Safety-Conscious
11. Poor listener	Care-Free	Family-Oriented	Precise
12. Quick temper	Talkative	Loyal	Shy
13. Like to change things	Likeable	Think before speaking	Avoid risks

Finding Significance in the Church

14. Want control	Disorganized	Hard on myself	Want many explanations
15. Do it my way	Lose things	Want peace	Want to be right
16. Speak before thinking	Like to dream	Hard to say no	Fear criticism of work
Column 1 Total -	Column 2 Total -	Column 3 Total -	Column 4 Total -

1. Add up the numbers in each vertical column on p. 15 and record the totals in the Temperament Analysis Chart below **and on line 1** on p. 18. The total of the four columns should be **96**. If not, check addition.

Temperament Analysis Chart			
Column 1 Director	Column 2 Promoter	Column 3 Helper	Column 4 Perfector
Scores _____	_____	_____	_____

2. The highest total indicates your dominant temperament, the next highest your second strongest, etc.

3. Numbers 27 or higher represent significant strengths.

My High Point (check one) <input type="checkbox"/> Director <input type="checkbox"/> Promoter <input type="checkbox"/> Helper <input type="checkbox"/> Perfector
--

Temperament Descriptions

Directors

Directors excel at starting tasks. They get things moving and done. They take charge, dominating, “my way or the highway” individuals. They have bulldog tenacity. They quickly become impatient when life isn’t going their way. They are not very well-tuned to the feelings of others, often unthinkingly offending them because all they can see is their goal. They love challenges and want to be in the middle of the action. Their bottom line is results and they are pushy to get them. They hate wasted time. They want others to get directly to the point. They are poor listeners. Their decisions aren’t influenced by their emotions or possible consequences. Under tension they push the control pedal to the floor.

They would be more effective if they focused on patiently listening to and supporting people, worked at being less controlling, and gave people a higher priority than productivity.

Promoters

Promoters excel at influencing people and getting them involved. They are warm, outgoing, and personable. They like to have fun. They make friends easily. Their enthusiasm motivates others. They often make decisions without considering all the facts or consequences. They enjoy being on stage, in the spotlight, in front of people. They have a large ego. The desire for public recognition and approval is strong. They rush from one exciting activity to the next. They inspire and at times manipulate others with their verbal skills. Their emotions run from peak to

Finding Significance in the Church

valley to peak, etc. They make snap decisions based more on intuition than facts. Under tension they don't give in or run, they fight.

They would be more effective if they focused on results, facts, possible consequences of their decisions and follow through.

Helpers

Helpers build relationships and get along well with others. Appreciation keeps them going. They value peace and harmony. They rarely initiate. Relationships are more important than tasks. They are the best communicators of all temperaments because they listen as well as talk. They are loyal. They are very resistant to change. They ask others for input before they make decisions. In conflict situations they give in. They are dependable, steady, and reliable. They are hard on themselves and usually have a low self-image.

They would be more effective if they cared less about what others think of them, didn't cave in during conflict, learned to say no to others' requests, and initiated more.

Perfecteders

Perfecteders love details and facts. They are thorough, accurate and insist on doing things right. They are extremely careful. They are solemn, thoughtful and don't smile very much. They waste time trying to perfect what is already almost perfect. The quality of their work is high but the quantity is limited by their slow, plodding trek toward perfection. They need a mountain of evidence for support before they make a decision. They listen well. They are very organized. They work hard and don't quit when the going gets tough. They avoid conflict. They are critical of themselves and others.

They would be more effective if they emphasized doing right things as much as doing things right, made decisions before every possibility of error was eliminated, risked more, and worked harder on building relationships.

Temperament Patterns

Each person is a combination of Director, Promoter, Helper, and Perfecteder temperaments. From one to three of your Temperament Analysis Scores on **Line 1** on p. 18 should be **27 or higher**. If your scores on **Line 1** on p. 18 are approximately the same, with **no score 27 or higher**, please take the Temperament Analysis test on page 15 again while focusing on which of the four behavioral styles is most important to you.

Mark all scores **27 or higher** with an asterisk(*). Count the same and place the number on **Line 2**. Then write the included temperament name(s) on **Line 3**. **See Example 1**. Go to the TEMPERAMENT PATTERN CHART and find the category (One, Two or Three) which matches the number on **Line 2**. **Under that category find the combination that matches the names written on Line 3. The order of the names isn't important. Your Pattern Name is found in the far left column.** The pattern name for **Example 1** is Designer.

Example 1		TEMPERAMENT ANALYSIS SCORES			
	Column 1 Director	Column 2 Promoter	Column 3 Helper	Column 4 Perfecteder	
Line 1	Scores 30*	20	18	28*	
Line 2	Number of Scores 27 or higher - 2				
Line 3	Name(s) of Same - (Director-Perfecteder)				

TEMPERAMENT ANALYSIS SCORES				
	Column 1 Director	Column 2 Promoter	Column 3 Helper	Column 4 Perfector
Line 1	Scores _____	_____	_____	_____
Line 2	Number of Scores 27 or higher _____			
Line 3	Name(s) of Same _____			

TEMPERAMENT PATTERN CHART¹	
<u>PATTERN NAME</u>	(ONE HIGH TEMPERAMENT SCORE)
Salesperson-----	(Promoter)
Factfinder -----	(Perfector)
Relater-----	(Helper)
Confident Achiever -----	(Director) and Promoter is between 15 and 26
Wrestler -----	(Director) and Promoter is less than 15
(TWO HIGH TEMPERAMENT SCORES)	
Quality Controller-----	(Helper-Perfector)
People Mobilizer-----	(Promoter-Perfector)
Designer-----	(Director-Perfector)
Self-Oriented Accomplisher-----	(Director-Helper)
Adviser ² -----	(Promoter-Helper)
Harmonizer ² -----	(Promoter-Helper)
Motivator ³ -----	(Director-Promoter)
Marketer ³ -----	(Director-Promoter)
(THREE HIGH TEMPERAMENT SCORES)	
Problem Solver-----	(Promoter-Helper-Perfector)
Determined Finisher-----	(Director-Helper-Perfector)
¹ Temperament Pattern information in "Finding Significance in the Church" is adapted from Personal Profile System ® which is highly recommended for those who desire a deeper understanding of themselves and others. Personal Profile System ® is available from Carlson Learning Company, Minneapolis, Minnesota.	
² Separate based on the descriptions of Adviser or Harmonizer which fits you best.	
³ Separate based on the descriptions of Marketer and Motivator.	

My Temperament Pattern Name _____

Temperament Pattern Descriptions

Adviser

Advisers are good at relating to people and solving their problems. They look on the bright side of life. They see others' strong points. They are good listeners and sensitive to others' feelings. They make suggestions but don't issue ultimatums. They are warm, understanding, and loving. They are very steady and consistent. People are more important to them than tasks. They are motivated by recognition for good work. They consistently recognize the good work of others. They would be more effective if they paid greater attention to tasks and deadlines. They would benefit from being more firm and direct with those who aren't producing.

Confident Achiever

Confident Achievers are self-confident people who get things done. They are determined and don't give up. They love challenging tasks and strive for VIP positions. They play to win. They are good and know it. They enjoy showing others what they can do. They don't like to work under the control of others. They prefer to work alone. Details and routine tasks don't thrill them. Their forcefulness and directness sometimes strain relationships. They are impatient with and critical of others who are less driven. Results are more important to them than people. They can appear unloving and blunt in their quest to get things done.

Designer

Designers are motivated by both the desire to see results and to do things right. They're result-focused change agents who put a lot of thought into their designs before suggesting them. They try both to dominate and influence others. They are independent persons driven to make a unique contribution. They seem emotionally distant and lack tact. They tend to be critical of and look down on others. They would increase their effectiveness by being more warm emotionally, working together with others, and being less blunt in the way they communicate.

Determined Finisher

Determined Finishers are unemotional and highly self-controlled. Slowly, surely, persistently, and calmly they pursue their goals. They do many things well because they are stubbornly determined to follow through. They have bulldog tenacity. When a project is started, they make sure it is finished. They are swayed by facts and logic, not emotional arguments. They work best alone. Pleasing other people is not a very high priority. They are suspicious of others and inflexible. They need to understand the influence of emotions in the lives of other people to work better with them. Their natural suspiciousness should be held in check and they must learn to bend. They'd benefit from getting more personally involved in the lives of others.

Factfinder

Factfinders draw conclusions and act based on facts. They are information specialists. Everything they do must be done correctly. They prize peace at the workplace. They are very logical but don't easily express their feelings. They are not at ease in the company of aggressive people perhaps because they have a strong need to be in control themselves. They insist that others abide by rules and standards. They have a tendency to overanalyze and may hesitate to make decisions because they aren't sure they are right. They'd be more effective if they shared more of what they are thinking and feeling. They need to share some of their ideas before they are totally convinced they're right.

Harmonizer

Harmonizers pay attention to relationships and tasks. They support others emotionally and listen to others well. They make people feel important. They understand. They serve and befriend others and strive to be accepted by them. Harmonizers excel at organizing and carrying out tasks. They do for others what they don't do for themselves. They unify people and help them work together. They'd improve their effectiveness by openly confronting rather than tolerating aggressive individuals who are causing problems. They must learn to say "no."

Marketer

Marketers are friendly, self-confident persons who achieve their goals by working with and through others. They are the "refrigerator" whose outgoing, enthusiastic nature and interest in people are the attracting forces that draw others to them like magnets. Verbal skills help them sell themselves and their ideas. They thrive in environments where they can work with people on challenging, non-routine tasks and get credit for their work. Marketers must be aware that by nature they are unrealistically optimistic about how tasks are being accomplished, individuals are performing, and how much they can influence others. They need to balance their optimism with objective, detailed analysis of data.

Motivator

Motivators, through their considerable verbal skills and knowledge of human nature, change the way others think and behave and enroll them to accomplish some desired result. For example, after they have met a felt need in someone's life, they enlist that individual to help them accomplish their goal. They motivate by being charming, inspiring fear, or offering rewards. They value personal strength and social status. They'd improve effectiveness by a sincere commitment to developing other people rather than using them to accomplish their own ends.

People Mobilizer

People Mobilizers dress up creative ideas so they can be taken out and used. They want to win with style. They get things done through persuading people to join them to accomplish a goal. They help people to see how the task can be completed step by step. They become impatient and critical when things aren't going their way. They'd improve their effectiveness by relaxing and accepting that no one can win all the time and understanding that winning sometimes takes a lot longer than they'd planned. They need to be more understanding of others' feelings when criticizing.

Problem Solver

Problem Solvers are highly motivated to excel at something. They work at upgrading their skills. They score high in self-control. They expect a lot from themselves and others. They organize their work very well. They do things "the right way." They can solve both task-related and people-related problems. Problem solvers need to help others develop proficiency and realize that others can make a contribution even though they do things differently. They need to do less and delegate more.

Quality Controller

Quality Controllers approach life in a systematic, precise, cautious, conscientious manner. They excel at work which involves details and requires accuracy. They do best in a stable, predictable environment. They make decisions slowly—weighing and reweighing the data. They are highly motivated to be right. They avoid conflict. They are very tactful. They'd be more effective with more flexibility and realization that their value as persons isn't directly proportion to what they produce.

Relater

Relaters get along and work well with others. They think about others' needs and are willing to lend a helping hand. They maintain the status quo. They dislike and resist change. Their work is extremely consistent. They thrive when they know their efforts are appreciated. When conflict comes, they give in. They'd increase their effectiveness by sharing more of their ideas and by developing more confidence in themselves.

Salesperson

Salespersons develop extensive networks of relationships. Making friends is a cinch. They're outgoing with highly developed social skills. Their verbal abilities enable them to promote both their own and others' projects. They excel in work environments in which they can relate to other people. They are optimistic, sometimes overly so. They are motivated by the desire for public recognition and approval. Salespersons would be more effective if they learned how to manage their time better, controlled their emotions better, were more organized and focused on task accomplishment.

Self-Oriented Accomplisher

Self-Oriented Accomplishers are committed to achieving their own goals through hard work. They immerse themselves in their work and feel very good about their accomplishments but are never satisfied. They hesitate to involve others in accomplishing the task because the quality of the finished product might suffer. They want for themselves alone the glory for a job done well. They get things done. They'd be more effective if they shared the glory with others whom they train to do quality work. They need to do more delegating and less doing.

Wrestler

Wrestlers rely on themselves and do things their own way. They are direct and aggressive but can also manipulate people and situations if necessary. They will leap over any hurdles or knock down any walls that block the path to their objective. They are very persistent. Results mean everything. They expect a lot from others and criticize them freely if their expectations aren't met. They are motivated by the desire to move up the promotional ladder, to achieve their goals, to meet challenges head on and conquer them. They appear to be unconcerned about the needs and feelings of others. They take responsibility and often develop creative solutions to problems. Wrestlers fear losing control. They'd be more effective if they paid attention to changing the uncaring way they come across to others, were more patient, and worked together with others.

LEADERSHIP STYLE

Four leadership styles exist. They typically correspond to the Director, Promoter, Helper, Perfecter personality profiles. All are needed in the body of Christ. Individuals are usually a combination of temperaments. Correspondingly, most persons gravitate toward more than one leadership style, usually two, with one dominating.

Take Charge

Take Charge leaders are task-oriented persons who desire immediate results and love challenges. Like Michael Jordan with 10 seconds to go and the game on the line, they want the ball. Their leadership style is simply to take control and tell others what to do. This is a Director approach to decision-making.

Help Me Decide

Help Me Decide leaders are people-oriented persons who like to make the final decision after others have had an opportunity to express their views. They excel at motivating and influencing others. Help Me Decide is a Promoter leadership style.

Delegater

Delegater leaders typically have a Helper temperament. Their strengths are patience, good listening skills, calming down those who are upset, loyalty, cooperation, focus, logical thinking, unselfish team playing, and excellent follow through. They usually ask others to make leadership decisions and encourage them to follow through.

Rule-Focused

Rule-Focused leaders usually have a Perfecter temperament. They submit to authority, follow directives and standards to the letter, and expect others in the organization to do the same. As long as others stay within the boundaries, they can make their own decisions. The organization reigns.

My Leadership Style

Primary _____

Secondary _____

LEADERSHIP ROLE

A Christian leader influences others to accomplish a purpose through vision and character. Many church “leaders” are doing instead of leading. A doer sees a 10-ton pile of sand that needs moved, gets a shovel and works until the job is done. A leader motivates 10 persons to work together to move the pile of sand 10 times faster than the doer. The ten complete the job with a feeling they’ve accomplished something significant together. The doer departs with a sore back and lasting hatred of sand.

A Christian manager also has character but specializes in mobilizing resources to achieve someone else’s vision. Each believer functions as a leader, a manager or often a combination.

Leaders tend to have either Director or Promoter initiating temperaments. Managers usually have either Helper or Perfecter responding temperaments. Leader/Managers take the initiative in some settings and respond in others.

A Christian leader/manager, leader, or manager all influence others for Christ. We are most productive if our ministry fits the way God has designed us. A 6’3”, 300-pound athlete makes a much better football player than a marathon runner! A responder will be frustrated serving in a ministry setting which requires an initiator.

Circle the number that best describes you:

5= Almost always

4 = Often

3 = Sometimes

2 = Seldom

1 = Never

1. I am very motivated to discover God's purpose for my small group/church.

5 4 3 2 1

2. I am excited about God's purpose for my small group/church.

5 4 3 2 1

3. I develop strategies to achieve God's purpose.

5 4 3 2 1

4. I am good at motivating others to accomplish God's purpose.

5 4 3 2 1

5. I often reason from particular examples to a general law based on those examples.

5 4 3 2 1

6. I often initiate changes.

5 4 3 2 1

7. I believe more strongly in having the right priorities than in doing things right.

5 4 3 2 1

8. If my church/small group isn't growing, I'm not content.

5 4 3 2 1

9. I take risks.

5 4 3 2 1

10. I don't like the status quo.

5 4 3 2 1

11. I'm good at bringing order and consistency to the change process.

5 4 3 2 1

12. Doing things right is very important

to me.

5 4 3 2 1

13. I enjoy planning, budgeting, organizing, staffing, controlling.

5 4 3 2 1

14. I'm better at following someone than motivating others to follow me.

5 4 3 2 1

15. I'm more of a detail person than a big picture person.

5 4 3 2 1

16. I reason from a general law to the particular application of it.

5 4 3 2 1

17. I don't like change.

5 4 3 2 1

18. I like my church/small group just the way it is.

5 4 3 2 1

19. I want my church to work smoothly and harmoniously.

5 4 3 2 1

20. I avoid risks.

5 4 3 2 1

1. Place the sum of response numbers for questions 1-10 on line 1.

2. Place the sum of response numbers for questions 11-20 on line 2.

For example, if you circled all 2s for questions 1-10, the sum would be 20.

3. Subtract line 2 from line 1.

a. If line 1 is larger than line 2, place the difference on line 3.

b. If line 1 is smaller than line 2, place the difference on line 4.

Line 1 _____

Finding Significance in the Church

Line 2 _____

Line 3 + _____

Line 4 - _____

If your number is between -40 and -16, you are a Manager.

If your number is between -15 and +15, you are a Leader/Manager.

If your number is between +16 and +40, you are a Leader.

My leadership role is _____

Ministry Options

Knowing your passion, spiritual gifts, evangelistic style, temperament, leadership style and role is just the first step. Now you must connect with available ministry opportunities in your church. There's no sense studying the kind of socket a certain plug fits if you never plug it in! Too often that's what happens when spiritual gift inventories are taken in churches! **To plug believers into appropriate places of service, your church needs its own list of existing ministries to replace those on page 27, e.g. "Ministries of the Swatara Church of God."** The next step is to train one or more Ministry-Mobilizers to use *Finding Significance in the Church* and your church's personalized list to help others find their place in ministry. Their ministry is plugging others into ministry! These persons become experts in getting to know both the individuals and ministries of the church and connecting the two. They could suggest four or five ministry areas that seem to be a good fit and allow individuals to work in several areas until they find the one they like best.

Although not absolutely essential, the ideal is to write job descriptions for each ministry so persons understand its nature and requirements, for example:

Ministry: Bread of Life
Ministry description: Newcomers are visited and given a gift of appreciation for having visited our church.
Position: Bread of Life visitor
Position description: Visit newcomers and present them with a loaf of bread and our thanks for having visited our church.
Spiritual gifts: Helps, evangelism, encouragement.
Evangelistic style: Servant method or Relationship method
Leadership style: Not applicable
Leadership role: Not applicable
Responsible to: Fred Smith (939-5894)
Is church membership required? - No
Maturity level required: Adult
Passion required: Desire for new persons to come to know Jesus and become part of our fellowship.
Ministry target: Church visitors
Ministry location: The homes of visitors
Schedule: Monday evenings
Commitment: 1 hour/week for 6 months
Number of persons needed: 4
Temperament/Personality desired:
 ___ Director Promoter Helper ___ Perfecter

Finding Significance in the Church

To give you an example how you might want to develop your own list of ministries, I'm attempting to pair ministry opportunities with spiritual gifts. In many cases more than one gift fits a ministry. The precise emphasis may vary depending on the gift. For example, someone with the gift of evangelism on a home visit would emphasize different things than someone with the gift of encouragement. **Check(x) the ministries in which you have an interest.** Abbreviation keys follow:

Prophecy - Pr

Teaching - Te

Helps - He

Giving - Gi

Administration - Ad

Encouragement - En

Leadership - Le

Mercy - Me

Evangelism - Ev

Shepherding - Sh

Hospitality - Ho

Administrative Team

Typing - **He**

Filing - **He**

Mailings - **He**

Prepare bulletins - **He**

Prepare newsletters - **He**

Grounds and Building Team

Clean sanctuary - **He**

Mow grass - **He**

Snow removal - **He**

Trim shrubbery - **He**

Weed - **He**

Painting - **He**

Clean carpets - **He**

Plumbing - **He**

Electrical work - **He**

Heating/Air conditioning - **He**

Drama Team

Acting - **Ev, Sh, En, Le, Pr, Te**

Script writing - **Ev, Sh, En, Le,**

Pr, Te

Making props/costumes - **He**

Visitation Team

Visit new attenders - **En, Ev,**

Sh, Ho

Visit house-bound - **Me, Sh, En**

Ev

Visit nursing home residents -

Me, Sh, En, Ev

Visit hospitalized - **Me, Sh, En,**

Ev

Visit grieving - **Me, Sh, En,**

Ev

Food Service Team

Prepare fellowship meals - **He**

Clean-up after fellowship meals

He

Prepare funeral meals - **He**

Prepare wedding meals - **He**

Prepare banquets - **He**

Greeter/Usher Team

Welcome worshipers - **Ho, En,**

Sh

Distribute bulletins - **Ho, En,**

Sh

Answer questions - **Sh, Ho**

Receive offerings - **He**

Prayer of thanks for offering

Gi, Sh, Le, En, Pr, Te

Talk with first time visitors

Ho, En, Sh

Christian Education Team

Sunday School Superintendent

Le, Ad, En, Sh

Nursery/Kindergarten ministry

He, Te, Sh

Elementary ministry - **Te, Sh,**

En

Jr./Sr. High ministry - **Te, Sh,**

En

Young adult ministry - **Te, Sh,**

En

Adult ministry - **Te, Sh, En**

Discipleship ministry - **Te, Sh**

En

Teacher training - **Te, Sh, En**

Nursery Team

Care for infants - **He, Me**

Care for small children

He, Me

Small Group Ministry Team

Fellowship group leader

Ho, En, Sh

Discipleship group leader

Te, Sh, En

Home Bible study leader

Te, Sh, En

Sound System Team

Operate sound system -

He

Care Team

Send bulletins to

absentees

En, Sh, He

Phone absentees - **Ho, En,**

Sh

Mail cards - **En, Sh**

Worship Team

Vocal music - **Any**

Instrumental music - **Any**

Worship leader - **Any**

Read Scripture - **Any**

Choir director - **Le, En**

Youth Ministry Team

Lead discussions - **Sh, En,**

Te

Direct projects - **Ad, En,**

Le

Direct recreation - **Ad,**

En, Le

Bible quizzing coach - **Te,**

En, Sh

Outreach Team

Servant evangelism - **Ev,**

He, Me, Ad, Le

Lead evangelistic studies -

Ev, Te

Visitor follow-up - **Ev,**

Sh, Ho

Evangelistic trainer - **Te,**

Ev, Le

Show evangelistic videos -

Ev, Ho

Visit prospects - **Ev,**

Sh, Ho

Intercessory Team

- Pray for the lost - **Any**
- Pray for leaders - **Any**
- Pray for membership-**Any**
- Pray for new believers - **Any**

Writing Team

- Reporter to newspaper -

Any

Hospitality Team

- Entertain unbelievers - **Ho, Me**
- Entertain other believers - **Ho, Me**
- Entertain missionaries

Ho, Me

Entertain guest speakers

Ho, Me

Ministry Plan

1. My spiritual passion (p. 3) _____

2. My spiritual gifts (p. 7) 1. _____ 2. _____

3. _____ 4. _____

3. My evangelistic style (p. 11) - Primary _____ Secondary _____

4. Temperament (p. 13) Check one: ___ Director ___ Promoter ___ Helper ___ Perfecter

Pattern name (p. 15) _____

5. Leadership style (p. 19) _____

6. Leadership role (p. 20) _____

7. The ministries through which I can best contribute to the body of Christ:

