

DEFINE YOUR _____
S.H.A.P.E.

Spiritual Gifts. Heart. Abilities. Personality. Experience. **FOR MINISTRY.**

“We are God’s workmanship, created in Christ
Jesus to do good works, which God prepared
in advance for us to do”
Ephesians 2:10



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WHAT'S YOUR S.H.A.P.E. FOR MINISTRY?

"We are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do." (Ephesians 2:10)

You are God's unique workmanship – the word can also be translated "masterpiece" – created and crafted for a purpose. What is that purpose? What are the good works that has God prepared for you? Discovering who God made you to *be* is an important step toward discerning what He intends for you to *do*. As Max Lucado says: "Can you be anything you want to be? I don't think so. But can you be everything God wants you to be? I do think so. And you become that by discovering your uniqueness."

This tool can help you discover your unique "SHAPE" for ministry. Your S.H.A.P.E. profile identifies five key factors that influence who you are. You can use this profile to help you discern the specific way God has designed you to make a difference in the world – your Kingdom purpose. You can then use all these insights to develop a personal Missional Action Plan (MAP).¹

The ultimate goal of all this activity is to encourage and support you in living a life that draws people to Christ, serves people with the love of Christ, and brings glory to God.

Instructions:

Follow the directions for each section of the S.H.A.P.E. assessment. There are five sections plus an Assets and Opportunity Inventory (Appendix 1). You can also review the other optional resources in the Appendix.

After completing the profile, summarize your observations in the S.H.A.P.E. Profile Summary.

Turn in a copy of your finished profile to your class Journey Leader (keep a copy for yourself), who will deliver all the collected profiles to the Missional Journey Team.² Someone from this team will contact you in the next few months to review your profile with you and to help you develop your Missional Action Plan. Your MAP will outline specific, immediate steps you intend to take on your journey toward a richer, more fulfilling relationship with Jesus Christ – that fits your unique S.H.A.P.E. and God's specific plan for your life

If you have any questions about the S.H.A.P.E. tool or the overall process, please don't hesitate to contact your Journey Leader.

Following is a brief description of each section of the S.H.A.P.E. profile and how it is helpful in understanding your design for ministry.

¹ A Missional Action Plan tangibly expresses your heartfelt desire to take deliberate steps in the coming months to grow a deeper, more vibrant relationship with Jesus and to join him as he reaches out to the lost and broken world around you. For best results, this plan should be shared with others for mutual encouragement and accountability.

² The Missional Journey Team is a small group of friends from your class or small group who assist, resource, and cheer on those who desire to create and implement a Missional Action Plan. This team has access to training and resources to equip and inspire you.

S = Spiritual Gifts

“To each one is given the manifestation of the Spirit for the common good.” (1 Peter 4:10)

What am I gifted to do?

A spiritual gift can be defined as: “an expression of the Holy Spirit in the life of believers which empowers them to serve in the body of Christ, the church” (Gene Wilkes, *Jesus on Leadership*). God has gifted you with an expression of His Holy Spirit to support the vision and mission of His church. Spiritual gifts are not the same as natural talents or personality traits, though these can overlap. The main difference is that spiritual gifts are always used for the benefit of others, not your own enrichment or enjoyment. Scripture identifies a number of specific gifts (Romans 12:6-8; 1 Corinthians 12:8-10, 28-30; Ephesians 4:11; and 1 Peter 4:9-11). Descriptions are included in the section on spiritual gifts.

H = Heart

“For where your treasure is, there your heart will be also.” (Matthew 6:21)

What am I passionate about doing?

The Bible uses the term *heart* to represent the center of one’s motivation, desires and inclinations. Each of us has a “ministry heartbeat” that quickens to different things. Our heart is a driving force in our life. We tend to focus our energies on what we most deeply care about and love to do. The “Heart” section of this tool looks at three areas of passion: Activities, People, and Causes.

A = Abilities

“I [God] have filled him with the Spirit of God, with skill, ability and knowledge in all kinds of crafts.”

(Exodus 31:3)

What am I good at doing?

God gives everyone natural abilities and talents. You also learn skills through your vocation, home-based responsibilities or hobbies. What can you do with competence and confidence? What are your strengths in relation to working with others and accomplishing goals? This tool looks at two types of abilities: Actions (tasks) and Aptitudes (qualities). Pay special attention to your “Motivated Abilities” – things you both are *capable* of doing and *enjoy* doing.

P = Personality

“Mary sat at the Lord’s feet listening to what he said. But Martha was distracted by all the preparations that had to be made.” (Luke 10:39-40)

What am I best suited to do?

God has created each individual with a unique temperament. The sisters Mary and Martha illustrate how people are wired differently – for example, Mary was relational, Martha was task-oriented. Your personality reflects how you relate to others, how you make decisions, what preferences guide your response to ministry opportunities. You were designed to serve in a certain style. Understanding how God has designed your personality will help you remain motivated and enable you to serve to your greatest potential.

E = Experience

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

(Philippians 1:12).

What has my life history prepared me to do?

Your past experiences have helped to shape your character, hone your abilities and influence your desire to serve. This is especially true of your painful experiences and problems you have overcome with God’s help. Our most powerful witness comes out of our weaknesses, rather than our strengths (2 Corinthians 1:3-4, 11:30, 12:9-10). God wants you to be open to ministering to people who are walking through the same valley you have already passed through! This tool will ask you to consider what life experiences could translate into fruitful ministry.

S.H.A.P.E. MINISTRY PROFILE SUMMARY

Name: _____

Date: _____

Please give a copy of your completed profile to your Missional Journey Leader.

S = Spiritual Gifts - *The gift(s) that the Holy Spirit has given me to use in ministry*

(write in your three main areas of giftedness)

1. _____ 2. _____ 3. _____

H = Heart (Passion) – *My core motivations; what I most deeply care about and love to do*

Causes - I feel strongly about: (write in your top three areas of passion)

1. _____ 2. _____ 3. _____

People – I am most drawn to be with or work with: (write in your top three people groups)

1. _____ 2. _____ 3. _____

Activities – How I love to spend my time: (write in your top three activities)

1. _____ 2. _____ 3. _____

A = Abilities – *My God-given talents, skills and qualities*

Actions - I have the skills to work in the area of ... (identify all of your “motivated abilities”)

Aptitudes – I am naturally good at: (identify all of your ministry qualities)

P = Personality – *The manner in which I serve to my greatest potential*

Check the box(es) that correspond to your main personality style:

- Task Unstructured**
- People Unstructured**
- Task Structured**
- People Structured**

E = Experiences – *Ways my life story has prepared me for ministry*

Summarize the ways your past has equipped you, energized you, or influenced you for ministry:

Part I. SPIRITUAL GIFTS

What are you gifted to do?

Every Christian receives spiritual gifts from the Holy Spirit, to be used to benefit others and glorify God. Some gifts are only revealed in action as you become involved in ministry. Other gifts can be discovered through a discernment process, such as this **Spiritual Gifts Survey**.

Directions

The survey consists of 80 statements. Some items reflect concrete actions; some are descriptive traits; and others are statements of belief. This is not a test, so there are no wrong answers!

- For each item, select the one response you feel best characterizes yourself. Record your answer in the blank beside each item.
- Work at your own pace, but try not to spend too much time on any one item. Usually your immediate response is best.
- Please give an answer for each item. Do not skip any items.
- Do not ask others how they are answering or how they think you should answer.

Your response choices are:

- 5—Highly characteristic of me / definitely true for me
 - 4—Most of the time this would describe me / be true for me
 - 3—Frequently characteristic of me / true for me—about 50 percent of the time
 - 2—Occasionally characteristic of me / true for me—about 25 percent of the time
 - 1—Not at all characteristic of me / definitely untrue for me
-

_____ 1. I have the ability to organize ideas, resources, time, and people effectively.

_____ 2. I am willing to study and prepare for the task of teaching.

_____ 3. I am able to relate the truths of God to specific situations.

_____ 4. I have a God-given ability to help others grow in their faith.

_____ 5. I possess a special ability to communicate the truth of salvation.

_____ 6. I have the ability to make critical decisions when necessary.

_____ 7. I am sensitive to the hurts of people.

_____ 8. I experience joy in meeting needs through sharing possessions.

_____ 9. I enjoy studying.

_____ 10. I have delivered God's message of warning and judgment.

- _____ 11. I am able to sense the true motivation of persons and movements.
- _____ 12. I have a special ability to trust God in difficult situations.
- _____ 13. I have a strong desire to contribute to the establishment of new churches.
- _____ 14. I take action to meet physical and practical needs rather than merely talking about or planning to help.
- _____ 15. I enjoy entertaining guests in my home.
- _____ 16. I can adapt my guidance to fit the maturity of those working with me.
- _____ 17. I can delegate and assign meaningful work.
- _____ 18. I have an ability and desire to teach.
- _____ 19. I am usually able to analyze a situation correctly.
- _____ 20. I have a natural tendency to encourage others.
- _____ 21. I am willing to take the initiative in helping other Christians grow in their faith.
- _____ 22. I am acutely aware of other people's emotions, such as loneliness, pain, fear, or anger.
- _____ 23. I am a cheerful giver.
- _____ 24. I spend time digging into facts.
- _____ 25. I feel that I have a message from God to deliver to others.
- _____ 26. I can recognize when a person is genuine/honest.
- _____ 27. I am a person of vision (a clear mental portrait of a preferable future given by God). I can communicate vision in such a way that others commit to making the vision a reality.
- _____ 28. I am willing to yield to God's will rather than question and waver.
- _____ 29. I would like to be more active in getting the gospel to people in other lands.
- _____ 30. It makes me happy to do things for people in need.
- _____ 31. I am successful in getting a group to do its work joyfully.
- _____ 32. I am able to make strangers feel at ease.
- _____ 33. I have the ability to plan learning approaches.
- _____ 34. I can identify those who need encouragement.

- _____ 35. I have trained Christians to be more obedient disciples of Christ.
- _____ 36. I am willing to do whatever it takes to see others come to Christ.
- _____ 37. I am attracted to people who are hurting.
- _____ 38. I am a generous giver.
- _____ 39. I am able to discover new truths.
- _____ 40. Scripture gives me spiritual insights about issues and people, compelling me to speak out.
- _____ 41. I can sense when a person is acting in accord with God's will.
- _____ 42. I can trust in God even when things look dark.
- _____ 43. I can determine where God wants a group to go and help it get there.
- _____ 44. I have a strong desire to take the gospel to places where it has never been heard.
- _____ 45. I enjoy reaching out to new people in my church and community.
- _____ 46. I am sensitive to the needs of people.
- _____ 47. I have been able to make effective, efficient plans for accomplishing the goals of a group.
- _____ 48. I often am consulted when fellow Christians are struggling to make difficult decisions.
- _____ 49. I think about how I can comfort and encourage others in my congregation.
- _____ 50. I am able to give spiritual direction to others.
- _____ 51. I am able to present the gospel to lost persons in such a way that they accept the Lord and His salvation.
- _____ 52. I possess an unusual capacity to understand the feelings of those in distress.
- _____ 53. I have a strong sense of stewardship based on the recognition that God owns all things.
- _____ 54. I have delivered to other people messages that have come directly from God.
- _____ 55. I can sense when a person is acting under God's leadership.
- _____ 56. I am not afraid to take risks if it moves God's work forward.
- _____ 57. I feel that I should take the gospel to people who have different beliefs from me.

- _____ 58. I have an acute awareness of the physical needs of others.
- _____ 59. I am skilled in setting forth positive and precise steps of action.
- _____ 60. I like to meet visitors at church and make them feel welcome.
- _____ 61. I explain Scripture in such a way that others understand it.
- _____ 62. I can usually see spiritual solutions to problems.
- _____ 63. I welcome opportunities to offer comfort, consolation, encouragement or counseling.
- _____ 64. I feel at ease in sharing Christ with nonbelievers.
- _____ 65. I can influence others to perform to their highest God-given potential.
- _____ 66. I recognize the signs of stress and distress in others.
- _____ 67. I desire to give generously and unpretentiously to worthwhile projects and ministries.
- _____ 68. I can organize facts into meaningful relationships.
- _____ 69. God gives me messages to deliver to His people.
- _____ 70. I can sense whether people are being honest when they tell of their religious experiences.
- _____ 71. I enjoy presenting the gospel to persons of other cultures and backgrounds.
- _____ 72. I enjoy doing little things that help people.
- _____ 73. I can give a clear, uncomplicated presentation.
- _____ 74. I have been able to apply biblical truth to the specific needs of my church.
- _____ 75. God has used me to encourage others to live Christ-like lives.
- _____ 76. I have sensed the need to help other people become more effective in their ministries.
- _____ 77. I like to talk about Jesus to those who do not know Him.
- _____ 78. I have the ability to make strangers feel comfortable in my home.
- _____ 79. I have a wide range of study resources and know how to secure information.
- _____ 80. It is not a struggle for me to truly believe that with God, everything is possible.

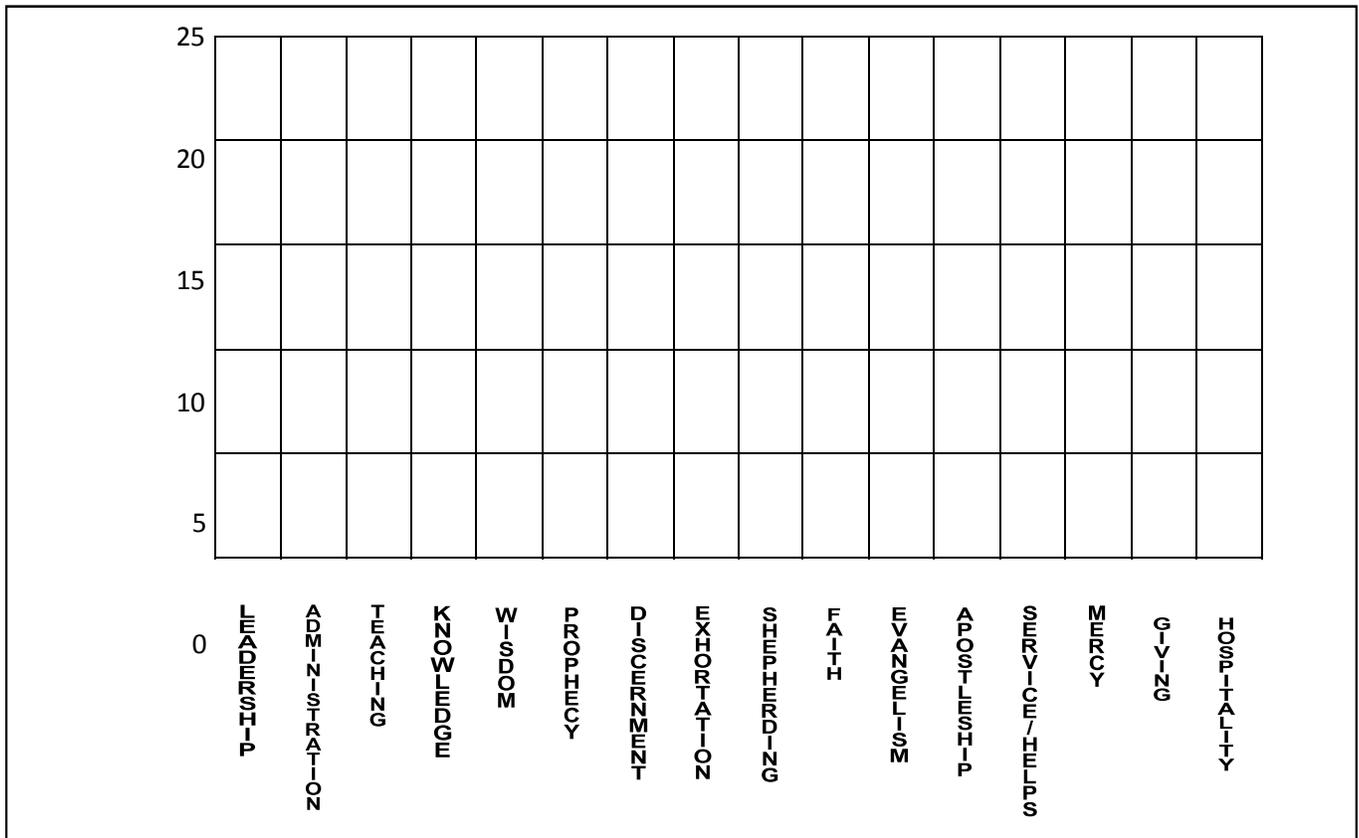
Score Your Survey

Follow these directions to figure your score for each spiritual gift. See Appendix 2 for a description of each spiritual gift.

1. Place in each box your response (1-5) to the item number indicated below the box.
2. For each gift, add the numbers in the boxes and put the total in the TOTAL box.

LEADERSHIP	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> =	<u> </u>
	Item 6	Item 16	Item 27	Item 43	Item 65	TOTAL
ADMINISTRATION	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> =	<u> </u>
	Item 1	Item 17	Item 31	Item 47	Item 59	TOTAL
TEACHING	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> =	<u> </u>
	Item 2	Item 18	Item 33	Item 61	Item 73	TOTAL
KNOWLEDGE	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> =	<u> </u>
	Item 9	Item 24	Item 39	Item 68	Item 79	TOTAL
WISDOM	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> =	<u> </u>
	Item 3	Item 19	Item 48	Item 62	Item 74	TOTAL
PROPHECY	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> =	<u> </u>
	Item 10	Item 25	Item 40	Item 54	Item 69	TOTAL
DISCERNMENT	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> =	<u> </u>
	Item 11	Item 26	Item 41	Item 55	Item 70	TOTAL
EXHORTATION	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> =	<u> </u>
	Item 20	Item 34	Item 49	Item 63	Item 75	TOTAL
SHEPHERDING	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> =	<u> </u>
	Item 4	Item 21	Item 35	Item 50	Item 76	TOTAL
FAITH	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> =	<u> </u>
	Item 12	Item 28	Item 42	Item 56	Item 80	TOTAL
EVANGELISM	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> =	<u> </u>
	Item 5	Item 36	Item 51	Item 64	Item 77	TOTAL
APOSTLESHIP	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> =	<u> </u>
	Item 13	Item 29	Item 44	Item 57	Item 71	TOTAL
SERVICE/HELPS	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> =	<u> </u>
	Item 14	Item 30	Item 46	Item 58	Item 72	TOTAL
MERCY	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> =	<u> </u>
	Item 7	Item 22	Item 37	Item 52	Item 66	TOTAL
GIVING	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> =	<u> </u>
	Item 8	Item 23	Item 38	Item 53	Item 67	TOTAL
HOSPITALITY	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> +	<u> </u> =	<u> </u>
	Item 15	Item 32	Item 45	Item 60	Item 78	TOTAL

Graph Your Profile



1. For each gift, place a mark across the bar at the point that corresponds to your TOTAL for that gift.
2. For each gift, shade the bar below the mark that you have drawn.
3. The resultant graph gives a picture of your gifts. Gifts for which the bars are tall are the ones in which you appear to be strongest.
4. Write down your three main areas of spiritual giftedness:

“Spiritual Gifts” reflection question: 1 Corinthians 12:7 says: “Now to each one the manifestation of the Spirit is given for the common good.” I can imagine using my spiritual gifts to build up the body of Christ by ...

Part II. HEART

What are you passionate about doing?

This section considers your core motivation -- what you most deeply care about and love to do. The "Heart" survey includes three areas of passion: Causes, People, and Activities.

A. Causes

What issues or concerns do you care most deeply about? Choose any of the following causes that you may feel led to champion.

I feel strongly about ...

- | | |
|---|---|
| <input type="checkbox"/> Abortion / sanctity of life | <input type="checkbox"/> Internationals / refugee |
| <input type="checkbox"/> Abuse / violence | <input type="checkbox"/> Jobs / economic development |
| <input type="checkbox"/> Addiction recovery | <input type="checkbox"/> Justice / legal system |
| <input type="checkbox"/> At-risk children & youth | <input type="checkbox"/> Local political issue: _____ |
| <input type="checkbox"/> Bereavement / grief | <input type="checkbox"/> Marriage / family / relationships |
| <input type="checkbox"/> Counseling | <input type="checkbox"/> Missions – general |
| <input type="checkbox"/> Crisis pregnancy / abstinence | <input type="checkbox"/> Missions - church plants |
| <input type="checkbox"/> Disabilities / Special Olympics | <input type="checkbox"/> Missions – region: _____ |
| <input type="checkbox"/> Disaster relief | <input type="checkbox"/> Parenting / foster care / adoption |
| <input type="checkbox"/> Divorce recovery | <input type="checkbox"/> Poverty / hunger |
| <input type="checkbox"/> Education / public schools | <input type="checkbox"/> Public housing / low-income neighborhoods |
| <input type="checkbox"/> Elder care | <input type="checkbox"/> Prison ministry/families of prisoners/former offenders |
| <input type="checkbox"/> Environment | <input type="checkbox"/> Racial reconciliation / multicultural relationships |
| <input type="checkbox"/> Evangelism / discipleship | <input type="checkbox"/> Ministering to my co-workers/classmates/other contacts |
| <input type="checkbox"/> Financial management | <input type="checkbox"/> Ministering to my neighbors / community |
| <input type="checkbox"/> Health / fitness | <input type="checkbox"/> Prostitution / sex trafficking / slavery |
| <input type="checkbox"/> HIV/AIDS | <input type="checkbox"/> Shut-ins / hospitalized |
| <input type="checkbox"/> Homelessness / housing | <input type="checkbox"/> Worship |
| <input type="checkbox"/> Intercessory prayer | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> International affairs / global needs | <input type="checkbox"/> Other: _____ |

"Heart for Causes" reflection question: At the end of my life, I'd love to be able to look back and know that I'd done something about ...

B. People

Which people groups / stages of life do you feel drawn to the most, or connect with the best?

I love to be with or work with ...

- | | |
|--|---|
| <input type="checkbox"/> Infants | <input type="checkbox"/> Singles |
| <input type="checkbox"/> Toddler / preschool children | <input type="checkbox"/> Single parent families |
| <input type="checkbox"/> Elementary children | <input type="checkbox"/> Empty nesters |
| <input type="checkbox"/> Middle school youth | <input type="checkbox"/> Older adults |
| <input type="checkbox"/> High school youth | <input type="checkbox"/> Women |
| <input type="checkbox"/> College/early career youth | <input type="checkbox"/> Men |
| <input type="checkbox"/> Young adults / young marrieds | <input type="checkbox"/> Other: _____ |

“Heart for People” reflection question: If I knew for sure that my involvement could make a difference for a specific group of people, I would choose to have an impact on ...

C. Activities

What do you most love to do? What activity recharges your batteries and picks you up when you are low? What are you doing when you feel most alive? Identify up to five activities that you really enjoy. Don't worry about whether these activities seem “spiritual” enough – just be honest. (Some examples: sports, movies, music, gardening, quiet evenings at home with the family, going out with friends, being outdoors, video games, reading, using new digital gadgets.)

I love to spend time ...

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

“Heart for Activities” reflection question: If I could engage in a particular activity in such a way that it was a service or witness to others, I would be enthusiastic about ...

Part III. ABILITIES
What are you good at doing?

Directions

This section looks at your God-given abilities, whether inborn talents, learned skills or professional qualifications. The survey is in two parts: Actions (tasks you can do) and Aptitudes (qualities of character). Be honest, not modest!

A. Actions

What are you able to do with competence and confidence?

I have the skills to work in the area of ...

- | | |
|---|---|
| <input type="checkbox"/> Accounting / budgeting | <input type="checkbox"/> Job training / placement |
| <input type="checkbox"/> Building maintenance / repairs | <input type="checkbox"/> Landscaping / gardening |
| <input type="checkbox"/> Business leadership / entrepreneurship | <input type="checkbox"/> Language translation / sign language |
| <input type="checkbox"/> Crafts | <input type="checkbox"/> Legal / law enforcement |
| <input type="checkbox"/> Childcare / children's activities | <input type="checkbox"/> Management / human resources |
| <input type="checkbox"/> Coaching / sports | <input type="checkbox"/> Medical / dental |
| <input type="checkbox"/> Computers / technology | <input type="checkbox"/> Music |
| <input type="checkbox"/> Construction / woodworking | <input type="checkbox"/> Nutrition / public health |
| <input type="checkbox"/> Consulting | <input type="checkbox"/> Outdoors activities |
| <input type="checkbox"/> Cooking / meal planning | <input type="checkbox"/> Phones / reception / office work |
| <input type="checkbox"/> Counseling / mental health | <input type="checkbox"/> Photography / videography |
| <input type="checkbox"/> CPR / lifeguarding | <input type="checkbox"/> Project management / administration |
| <input type="checkbox"/> Crisis intervention / paramedic | <input type="checkbox"/> Public relations / marketing |
| <input type="checkbox"/> Dance | <input type="checkbox"/> Public speaking |
| <input type="checkbox"/> Data input / database management | <input type="checkbox"/> Real estate / surveying |
| <input type="checkbox"/> Decorating/ interior design / beautification | <input type="checkbox"/> Sales |
| <input type="checkbox"/> Desktop publishing / newsletters | <input type="checkbox"/> Sewing / quilting |
| <input type="checkbox"/> Driving - vans, buses or trucks | <input type="checkbox"/> Social work |
| <input type="checkbox"/> Elder care | <input type="checkbox"/> Teaching / training / mentoring |
| <input type="checkbox"/> Electrical / mechanical | <input type="checkbox"/> Team leadership / group facilitation |
| <input type="checkbox"/> Engineering | <input type="checkbox"/> Theater |
| <input type="checkbox"/> English as a Second Language instruction | <input type="checkbox"/> Typing / transcription |
| <input type="checkbox"/> Events planning | <input type="checkbox"/> Vehicle maintenance / repairs |
| <input type="checkbox"/> Foster / adoptive parenting | <input type="checkbox"/> Visual arts |
| <input type="checkbox"/> Fundraising / resourcing | <input type="checkbox"/> Welcoming / hosting |
| <input type="checkbox"/> Graphics / creative design | <input type="checkbox"/> Writing / editing |
| <input type="checkbox"/> Heavy machinery or equipment | <input type="checkbox"/> Other: _____ |
| <input type="checkbox"/> Janitorial / cleaning | <input type="checkbox"/> Other: _____ |

NOW ... go back over the boxes you checked and **circle** the activities that you genuinely enjoy doing, or find particularly meaningful. These are your "Motivated Abilities." (Just because you *can* do something doesn't mean you *want* to do it!)

B. Aptitudes

What qualities connected with ministry come naturally to you, or are an ingrained part of your character? These qualities relate to working with others to build a team or accomplish a goal.

I am naturally good at ...

- | | |
|--|---|
| <input type="checkbox"/> Analyzing / strategizing | <input type="checkbox"/> Implementing / following through |
| <input type="checkbox"/> Communicating / summarizing | <input type="checkbox"/> Listening / reflecting |
| <input type="checkbox"/> Connecting / networking | <input type="checkbox"/> Visioning / pioneering |
| <input type="checkbox"/> Coordinating / facilitating | <input type="checkbox"/> Planning / developing |
| <input type="checkbox"/> Nurturing / supporting | <input type="checkbox"/> Recruiting / mobilizing |
| <input type="checkbox"/> Leading / directing | <input type="checkbox"/> Managing / maintaining |
| <input type="checkbox"/> Learning / researching | <input type="checkbox"/> Supervising / overseeing |
| <input type="checkbox"/> Motivating / influencing | <input type="checkbox"/> Evaluating / assessing |
| <input type="checkbox"/> Negotiating / problem-solving | <input type="checkbox"/> Improving / adapting |
| <input type="checkbox"/> Organizing / systematizing | <input type="checkbox"/> Other: _____ |

“Abilities” reflection question: If I was given unlimited time and resources, and I knew I wouldn’t fail, how would I use my abilities to have a significant ministry impact?

Part IV. PERSONALITY
What am I best suited to do?

Each person is wired with a unique personality that affects both what you do and how you do it. Personality styles are not right or wrong, better or worse ... they are all part of God’s design for variety and balance (1 Corinthians 12:14-20).

To demonstrate the importance of working with--not against--your personality, try this: First, write your name. Then write your name again using your opposite hand. Most likely, you could do it, but it felt uncomfortable and took more time and effort. It didn’t feel natural. Similarly, you will serve with greater motivation and effectiveness when you find a good match for your temperament.

Because personalities are so complex, there are multiple ways they could be described. This Personality Survey looks at two factors: how you are energized, and how you are organized. (See Appendix 3 for another helpful – and fun -- personality profile.)

Directions

- For each item, circle the number you think best describes your preference or tendency in most situations. If you see yourself as a blend of both options, select “3.”
- Do not answer according to what you feel is expected by a spouse, family member, employer, friend, etc.
- Select the option that would come most naturally to you if you could freely express yourself with no restrictions or consequences.
- Add up the circled numbers in each list and write them in the blank beside “Total.”

How Are You Energized?

1.	I am more comfortable...	Doing things for people	1	2	3	4	5	Being with people
2.	When doing a task, I tend to...	Focus on the goal	1	2	3	4	5	Focus on relationships
3.	I get more excited about...	Advancing a cause	1	2	3	4	5	Creating community
4.	I feel I have accomplished something when I’ve...	Gotten a job done	1	2	3	4	5	Built a relationship
5.	It is more important to start a meeting...	On time	1	2	3	4	5	When everyone gets there
6.	I’m more concerned with...	Meeting a deadline	1	2	3	4	5	Maintaining the team
7.	I place a higher value on...	Action	1	2	3	4	5	Communication
How Are You Energized?			TOTAL _____		= E for Energized			

How Are You Organized?

1.	In my free time, I prefer to...	Be spontaneous	1	2	3	4	5	Follow a set plan
2.	I prefer guidelines that are...	General	1	2	3	4	5	Specific
3.	I prefer to...	Leave my options open	1	2	3	4	5	Settle things now
4.	I prefer projects that have...	Variety	1	2	3	4	5	Routine
5.	I like to...	Play it by ear	1	2	3	4	5	Stick to a plan
6.	I find routine...	Boring	1	2	3	4	5	Restful
7.	I accomplish tasks best...	By working it out as I go	1	2	3	4	5	Following a plan
How Are You Organized?			TOTAL _____					= O for Organized

Tabulate Your Personality Profile

- On the “How you are energized” number line below, circle the number that corresponds to your “E” total.
- On the “How you are organized” number line, circle the number that corresponds to your “O” total.
- Your Personality Style is indicated by the terms found beneath your scores. Circle the term that fits you.

How You Are Energized...

7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	
Task															People														

How You Are Organized...

7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	
Unstructured															Structured														

Understanding Your Personality Profile

Now look at the typology below and check the box where you find your **Energized/Organized** descriptions are paired together. (Some people may be a blend of types.)

<input type="checkbox"/> TASK UNSTRUCTURED General Guidelines Versatile Helps Wherever Needed Likes Tangible Results	<input type="checkbox"/> PEOPLE UNSTRUCTURED Spontaneous Situations Relates Well to Others Very Conversational Tends to be Flexible
<input type="checkbox"/> TASK STRUCTURED Getting the Job Done Prefers to Follow an Agenda Focused on Results Appreciates Clear Direction	<input type="checkbox"/> PEOPLE STRUCTURED Defined Relationships Projects Warmth Familiar Surroundings Enjoys Familiar Relationships

Look over the characteristics of your personality style carefully. Not only is it important that you understand yourself—both your abilities and your limitations, but when partnering with others in ministry, it is also important that they have an idea and understanding about what enables you to function at your best. It further helps if you can learn some of the same things about them.

“Personality” reflection question: Given my personality picture that has emerged from this survey, a ministry context that would be a good fit for my temperament is ...

A ministry context that would NOT suit my temperament is ...

Part V. EXPERIENCE

What has my life history prepared me to do?

Who you are *today* is, in part, the product of all your *yesterdays*. God uses your life experiences—even (or especially) the painful ones—to prepare you to share God’s transforming love and grace with others. As we read in 2 Corinthians 1:3-4, “Praise be to the God and Father of our Lord Jesus Christ, the Father of compassion and the God of all comfort, who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves have received from God.”

The questions below can help you consider how your life experiences could translate into fruitful ministry. In addition, the Ministry Experience Questionnaire is provided in Appendix 4.

Directions

Fill in your responses to the following questions, to the extent that they relate to you.

A. Because of rewarding ministry experiences that I have had (or heard others share about), I am eager to ...

B. Because of difficult ministry experiences that I have had (or heard others share about), I need to confront my fears, resistance or resentment about ...

C. Because of ministry-related training that I have received (from the church or an outside source), I am especially equipped for ...

D. Because of things that have happened to me or to people I am close to, I have special empathy or concern for ...

E. Because of my personal faith story and experiences with Christ, I can connect spiritually in a meaningful way with people who ...

Appendix 1: Ministry Assets and Opportunities Inventory

*"Here is a boy with five small barley loaves and two small fish,
but how far will they go among so many?" (John 6:9)*

"Love your neighbor as yourself." Mark 12:31

This worksheet will help you take inventory of what you have to offer the Lord to use in ministry with neighbors who need to encounter God's love. Remembering the miracle of the five loaves and two fishes (John 6:5-14), prayerfully think through what you can offer to Jesus to multiply in Kingdom service. Then identify those whom God has brought into your life as a neighbor. Each relationship represents an opportunity for sharing God's love.

I. What do you have to offer? *(Try to give at least three responses for each category)*

1. **Material resources** that you have that could be used to bless others (e.g. car, sports equipment, back yard):

2. **Connections** you have with influential people or institutions (e.g. employers, professional networks, colleges):

II. Who is your neighbor? *(Try to give at least three responses for each category)*

1. **People** you know who need to experience Jesus' love for the first time or in a deeper way (e.g. neighbors, co-workers, friends):

2. **People** you've recently observed needing help in some way (e.g. child care, financial struggle, family crisis):

3. **Service organizations** where you have a connection or an interest (e.g. nursing home, pregnancy clinic, homeless shelter):

4. **Schools** where you have a connection or an interest (e.g., your child's school, the elementary school in your neighborhood)

Appendix 2: Description of Spiritual Gifts³

A spiritual gift can be defined as *an expression of the Holy Spirit in the life of believers which empowers them to serve in the body of Christ*. The New Testament gives us representative lists of gifts and roles God has given to the church (see Romans 12:6-8; 1 Corinthians 12:8-10, 28-30; Ephesians 4:11; and 1 Peter 4:9-11). A definition of these gifts follows.

- **Leadership**—Leadership aids the body by leading and directing members to accomplish the goals and purposes of the church. Leadership motivates people to work together in unity toward common goals (Rom. 12:8).
- **Administration**—Persons with the gift of administration lead the body by steering others to remain on task. Administration enables the body to organize according to God-given purposes and long-term goals (1 Cor. 12:28).
- **Teaching**—Teaching is instructing members in the truths and doctrines of God’s Word for the purposes of building up, unifying, and maturing the body (1 Cor. 12:28; Rom. 12:7; Eph. 4:11).
- **Knowledge** —The gift of knowledge manifests itself in teaching and training in discipleship. It is the God-given ability to learn, know, and explain the precious truths of God’s Word. A word of knowledge is a Spirit-revealed truth (1 Cor. 12:28).
- **Wisdom**—Wisdom is the gift that discerns the work of the Holy Spirit in the body and applies His teachings and actions to the needs of the body (1 Cor. 12:28).
- **Prophecy**— The gift of prophecy is proclaiming the Word of God boldly. This builds up the body and leads to conviction of sin. Prophecy manifests itself in preaching and teaching (1 Cor. 12:10; Rom. 12:6).
- **Discernment**— Discernment aids the body by recognizing the true intentions of those within or related to the body. Discernment tests the message and actions of others for the protection and well-being of the body (1 Cor. 12:10).
- **Exhortation**— Members with this gift encourage others to be involved in and enthusiastic about the work of the Lord. They are good counselors and motivate others to service. Exhortation exhibits itself in preaching, teaching, and ministry (Rom. 12:8).
- **Shepherding**—The gift of shepherding is manifested in persons who look out for the spiritual welfare of others. Although pastors, like shepherds, do care for members of the church, this gift is not limited to a pastor or staff member (Eph. 4:11).
- **Faith**—Faith trusts God to work beyond the human capabilities of the people. Believers with this gift encourage others to trust in God in the face of apparently insurmountable odds (1 Cor. 12:9).
- **Evangelism** — God gifts his church with evangelists to lead others to Christ effectively and enthusiastically. This gift builds up the body by adding new members to its fellowship (Eph. 4:11)
- **Apostleship** — The church sends apostles from the body to plant churches or be missionaries. Apostles motivate the body to look beyond its walls in order to carry out the Great Commission (1 Cor. 12:28; Eph. 4:11).

³ Adapted by permission from Gene Wilkes, *Jesus on Leadership* (LifeWay Christian Resources 1998).

- **Service/Helps**— Those with the gift of service/helps recognize practical needs in the body and joyfully give assistance to meeting those needs. Christians with this gift do not mind working behind the scenes (1 Cor. 12:28; Rom. 12:7).
- **Mercy**— Cheerful acts of compassion characterize those with the gift of mercy. Persons with this gift aid the body by empathizing with hurting members. They keep the body healthy and unified by keeping others aware of the needs within the church (Rom. 12:8).
- **Giving**—Members with the gift of giving give freely and joyfully to the work and mission of the body. Cheerfulness and liberality are characteristics of individuals with this gift (Rom. 12:8).
- **Hospitality** — Those with this gift have the ability to make visitors, guests, and strangers feel at ease. They often use their home to entertain guests. Persons with this gift integrate new members into the body (1 Pet. 4:9).

Appendix 3: Discover Your Personality Type

Check **one** adjective per **line** that you think best describes you.

- | | | | |
|---|---|--|---|
| 1. <input type="checkbox"/> Animated | 1. <input type="checkbox"/> Adventurous | 1. <input type="checkbox"/> Analytical | 1. <input type="checkbox"/> Adaptable |
| 2. <input type="checkbox"/> Playful | 2. <input type="checkbox"/> Persuasive | 2. <input type="checkbox"/> Persistent | 2. <input type="checkbox"/> Peaceful |
| 3. <input type="checkbox"/> Sociable | 3. <input type="checkbox"/> Strong-willed | 3. <input type="checkbox"/> Self-sacrificing | 3. <input type="checkbox"/> Submissive |
| 4. <input type="checkbox"/> Convincing | 4. <input type="checkbox"/> Competitive | 4. <input type="checkbox"/> Considerate | 4. <input type="checkbox"/> Controlled |
| 5. <input type="checkbox"/> Refreshing | 5. <input type="checkbox"/> Resourceful | 5. <input type="checkbox"/> Respectful | 5. <input type="checkbox"/> Reserved |
| 6. <input type="checkbox"/> Spirited | 6. <input type="checkbox"/> Self-reliant | 6. <input type="checkbox"/> Sensitive | 6. <input type="checkbox"/> Satisfied |
| 7. <input type="checkbox"/> Promoter | 7. <input type="checkbox"/> Positive | 7. <input type="checkbox"/> Planner | 7. <input type="checkbox"/> Patient |
| 8. <input type="checkbox"/> Spontaneous | 8. <input type="checkbox"/> Sure | 8. <input type="checkbox"/> Scheduled | 8. <input type="checkbox"/> Shy |
| 9. <input type="checkbox"/> Optimistic | 9. <input type="checkbox"/> Outspoken | 9. <input type="checkbox"/> Orderly | 9. <input type="checkbox"/> Obliging |
| 10. <input type="checkbox"/> Funny | 10. <input type="checkbox"/> Forceful | 10. <input type="checkbox"/> Faithful | 10. <input type="checkbox"/> Friendly |
| 11. <input type="checkbox"/> Delightful | 11. <input type="checkbox"/> Daring | 11. <input type="checkbox"/> Detailed | 11. <input type="checkbox"/> Diplomatic |
| 12. <input type="checkbox"/> Cheerful | 12. <input type="checkbox"/> Confident | 12. <input type="checkbox"/> Cultured | 12. <input type="checkbox"/> Consistent |
| 13. <input type="checkbox"/> Inspiring | 13. <input type="checkbox"/> Independent | 13. <input type="checkbox"/> Idealistic | 13. <input type="checkbox"/> Inoffensive |
| 14. <input type="checkbox"/> Demonstrative | 14. <input type="checkbox"/> Decisive | 14. <input type="checkbox"/> Deep | 14. <input type="checkbox"/> Dry humor |
| 15. <input type="checkbox"/> Mixes easily | 15. <input type="checkbox"/> Mover | 15. <input type="checkbox"/> Musical | 15. <input type="checkbox"/> Mediator |
| 16. <input type="checkbox"/> Talker | 16. <input type="checkbox"/> Tenacious | 16. <input type="checkbox"/> Thoughtful | 16. <input type="checkbox"/> Tolerant |
| 17. <input type="checkbox"/> Lively | 17. <input type="checkbox"/> Leader | 17. <input type="checkbox"/> Loyal | 17. <input type="checkbox"/> Listener |
| 18. <input type="checkbox"/> Cute | 18. <input type="checkbox"/> Chief | 18. <input type="checkbox"/> Chart maker | 18. <input type="checkbox"/> Contented |
| 19. <input type="checkbox"/> Popular | 19. <input type="checkbox"/> Productive | 19. <input type="checkbox"/> Perfectionist | 19. <input type="checkbox"/> Permissive |
| 20. <input type="checkbox"/> Bouncy | 20. <input type="checkbox"/> Bold | 20. <input type="checkbox"/> Behaved | 20. <input type="checkbox"/> Balanced |
| 21. <input type="checkbox"/> Brassy | 21. <input type="checkbox"/> Bossy | 21. <input type="checkbox"/> Bashful | 21. <input type="checkbox"/> Blank |
| 22. <input type="checkbox"/> Undisciplined | 22. <input type="checkbox"/> Unsympathetic | 22. <input type="checkbox"/> Unforgiving | 22. <input type="checkbox"/> Unenthusiastic |
| 23. <input type="checkbox"/> Repetitious | 23. <input type="checkbox"/> Resistant | 23. <input type="checkbox"/> Resentful | 23. <input type="checkbox"/> Reluctant |
| 24. <input type="checkbox"/> Forgetful | 24. <input type="checkbox"/> Frank | 24. <input type="checkbox"/> Fussy | 24. <input type="checkbox"/> Fearful |
| 25. <input type="checkbox"/> Interrupts | 25. <input type="checkbox"/> Impatient | 25. <input type="checkbox"/> Insecure | 25. <input type="checkbox"/> Indecisive |
| 26. <input type="checkbox"/> Unpredictable | 26. <input type="checkbox"/> Unaffectionate | 26. <input type="checkbox"/> Unpopular | 26. <input type="checkbox"/> Uninvolved |
| 27. <input type="checkbox"/> Haphazard | 27. <input type="checkbox"/> Headstrong | 27. <input type="checkbox"/> Hard to please | 27. <input type="checkbox"/> Hesitant |
| 28. <input type="checkbox"/> Permissive | 28. <input type="checkbox"/> Proud | 28. <input type="checkbox"/> Pessimistic | 28. <input type="checkbox"/> Plain |
| 29. <input type="checkbox"/> Angered easily | 29. <input type="checkbox"/> Argumentative | 29. <input type="checkbox"/> Alienated | 29. <input type="checkbox"/> Aimless |
| 30. <input type="checkbox"/> Naïve | 30. <input type="checkbox"/> Nervy | 30. <input type="checkbox"/> Neg. Attitude | 30. <input type="checkbox"/> Nonchalant |
| 31. <input type="checkbox"/> Wants credit | 31. <input type="checkbox"/> Workaholic | 31. <input type="checkbox"/> Withdrawn | 31. <input type="checkbox"/> Worrier |
| 32. <input type="checkbox"/> Talkative | 32. <input type="checkbox"/> Tactless | 32. <input type="checkbox"/> Too-sensitive | 32. <input type="checkbox"/> Timid |
| 33. <input type="checkbox"/> Disorganized | 33. <input type="checkbox"/> Domineering | 33. <input type="checkbox"/> Depressed | 33. <input type="checkbox"/> Doubtful |
| 34. <input type="checkbox"/> Inconsistent | 34. <input type="checkbox"/> Intolerant | 34. <input type="checkbox"/> Introvert | 34. <input type="checkbox"/> Indifferent |
| 35. <input type="checkbox"/> Messy | 35. <input type="checkbox"/> Manipulative | 35. <input type="checkbox"/> Moody | 35. <input type="checkbox"/> Mumbles |
| 36. <input type="checkbox"/> Show-off | 36. <input type="checkbox"/> Stubborn | 36. <input type="checkbox"/> Skeptical | 36. <input type="checkbox"/> Slow |
| 37. <input type="checkbox"/> Loud | 37. <input type="checkbox"/> Lord over others | 37. <input type="checkbox"/> Loner | 37. <input type="checkbox"/> Lazy |
| 38. <input type="checkbox"/> Scatterbrained | 38. <input type="checkbox"/> Short-tempered | 38. <input type="checkbox"/> Suspicious | 38. <input type="checkbox"/> Sluggish |
| 39. <input type="checkbox"/> Restless | 39. <input type="checkbox"/> Rash | 39. <input type="checkbox"/> Revengeful | 39. <input type="checkbox"/> Reluctant |
| 40. <input type="checkbox"/> Changeable | 40. <input type="checkbox"/> Crafty | 40. <input type="checkbox"/> Critical | 40. <input type="checkbox"/> Compromising |

To score, count your checkmarks in each column and write your totals at the bottom.

	Column 1 Sanguine	Column 2 Choleric	Column 3 Melancholy	Column 4 Phlegmatic
Totals	_____	_____	_____	_____

Discover Your Personality Type (*Continued*)

Deciphering Your Personality

The personality type which received the highest score is the one most likely to describe you. If you have two high scores that are equal or close, you may be a blend of personality types.

Sanguine

Keyword: Popular

Best at: Making initial contact with people
Creating enthusiasm and excitement
Encouraging and uplifting others
Ensuring the group has fun

Presents as: Outgoing and engaging

Major need: Fun and adventure

Strengths: Appealing personality, talkative storyteller, life of the party, good sense of humor, memory for color, physically holds on to a listener, emotional and demonstrative, curious, good on stage, thrives on compliments, loves people, prevents dull moments, and cheerful

Weakness: Compulsive talker, dwells on trivia, naïve, gets taken in, forgetful, looks for credit

Choleric

Keyword: Powerful

Best at: Motivating people to action
Giving quick and clear instruction
Getting it done
Leading

Presents as: Authoritative and convincing

Major needs: Action and excitement

Strengths: Born leader, dynamic and active, must correct wrongs, strong-willed and decisive, not easily discouraged, independent and self-sufficient, will lead and organize, is usually right, and exudes confidence

Weakness: Bossy, impatient, quick-tempered, can't relax, dominates others, is unsympathetic, can do everything better, is not complimentary, tends to use people, is inflexible

Melancholy

Key word: Perfect

Best at: Planning and explaining the details
Doing it right
Sensitive to the needs of others
Good with numbers, charts, graphs, etc.

Presents as: Accurate and sincere

Major needs: Order and understanding

Strengths: Deep and thoughtful, analytical, serious and purposeful, talented and creative, artistic or musical, deep concern for other people, moved to tears with compassion, sensitive to other, content to stay in the background and avoids causing attention as well as faithful and devoted

Weakness: Remembers the negative, moody and depressed, low self-image, self-centered, lives through others, critical, suspicious of people, and too introspective

Phlegmatic

Keyword: Peaceful

Best at: Staying calm and functional
Not over reacting to a negative situation
Effective listener
Making sure the group is relaxed and comfortable

Presents as: Believable

Major needs: Rest and quiet time

Strengths: Low-key personality, easygoing and relaxed, calm and collected, happily reconciled to life, pleasant and enjoyable, easy to get along with, enjoys watching people, has many friends, good listener, is patient and well-balanced

Weakness: Fearful and worried, indecisive, avoids responsibility, too shy, dampens enthusiasm, is not exciting, and resists change

[Adapted from Florence Littauer, *Personality Plus* (2000)]

Appendix 4: Ministry Experience Questionnaire

MINISTRY EXPERIENCE QUESTIONNAIRE

Note: *Our church is exploring ways of sharing God's sacrificial love in word and deed, in our own community and around the world. We want to learn more about your background, interests and experiences in ministry. We appreciate your taking time to answer these questions. (Use the back of this sheet if you need more room.)*

Name: _____

Phone: _____ Email: _____

Name of your BSF: _____

1. Please describe experiences you have had as a volunteer or participant in any type of missions or ministry **through FBC**, both (a) currently and (b) in the past (give the dates of service if possible).

2. Please describe other nonprofits, ministries or missions work **outside FBC** you have been involved with, both (a) currently and (b) in the past (give the dates of service if possible).

3. Please describe any ministry-related **training** you have received, whether at FBC, through another agency, or online.

4. What has been your most **positive experience** with missions or local ministry? Describe what made it particularly meaningful or worthwhile.

Thank you!

Appendix 5: Paul's S.H.A.P.E. for Ministry

Paul's **Spiritual Gifts:**

"And of this gospel I was appointed a herald and an apostle and a teacher." (2 Tim. 1:11)

Paul's **Heart:**

"It has always been my ambition to preach the gospel where Christ was not known, so that I would not be building on someone else's foundation." (Rom. 15:20)

Paul's **Ability:**

"...Paul went to see them, and because he was a tentmaker as they were, he stayed and worked with them. Every Sabbath he reasoned in the synagogue, trying to persuade Jews and Greeks..." (Acts 18:2b-4)

Paul's **Personality:**

"For you have heard of my previous way of life in Judaism, how intensely I persecuted the church of God and tried to destroy it. I was advancing in Judaism beyond many of my own age among my people and was extremely zealous for the traditions of my fathers..." (Gal. 1:13-14)

Paul's **Experiences:**

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

- His painful experiences:
 - *"...I have been in prison more times... near death often... been whipped five times with 39 lashes by the Jews and three times by the Romans... once stoned... I've been in three shipwrecks... and once spent 24 hours in the water... In my travels I've been in danger from floods... robbers... enemies... wild animals and false friends... I've served long hours without sleep or food or shelter or even clothing..." (2 Cor. 11:23-27)*
 - *"...or because of these surpassingly great revelations. Therefore, in order to keep me from becoming conceited, I was given a thorn in my flesh, a messenger of Satan, to torment me." (2 Cor. 12:7)*

- His educational experiences:
 - *"I am a Jew, born in Tarsus of Cilicia, but brought up in this city. I studied under Gamaliel and was thoroughly trained in the law of our ancestors. I was just as zealous for God as any of you are today." (Acts 22:3)*

- His ministry experiences:
 - Read the Book of Acts!

[Adapted from Rick Warren, *Discovering My Shape for Ministry* (1999)]