**S.H.A.P.E. DESCRIPTION**

**SPIRITUAL GIFTS—**describes the endowments given to a believer by the Holy Spirit for the purpose of enhancing ministry in a local church. Spiritual gifting can be manifested in at least 3 ways: (1) Use of the gift brings spiritual enjoyment and fulfillment (2) Use of the gifts is effective in building up the local church (3) Others recognize and will bear witness to the presence of the gift in one’s life. Following is a link to a mechanized Spiritual Gift Worksheet and a description of each spiritual gift that is evaluated.

[**Spiritual Gift Assessment Worksheet**](file:///C%3A%5CUsers%5CNila%5CAppData%5CLocal%5CTemp%5CSpiritual%20Gift%20Assessment.xls)

|  |  |
| --- | --- |
| Administration | This gift is used to plan, organize and plan projects, events and tasks to attain a predetermined objective. |
| Apostleship | This gift is required for those engaged in church planting ministries commissioned by a local church. |
| Craftsmanship | This gift enables Christians to use a trade or craft for the good of the Body of Christ. |
| Creative Communication | This gift enables Christians to use communication arts for the spiritual transformation of church members. |
| Discernment | This gift enables Christians to know for sure whether a given behavior originates from a divine, human or satanic source. |
| Encouragement | This gift enables Christians to use means to provide positive enablement for discouraged ministers. |
| Evangelism | This gift enables Christians to communicate the gospel to non-Christians in a manner conducive to leading them to faith. |
| Faith | This gift enables Christians to discern with an unusual degree of confidence the will of God for the future development of ministry. |
| Giving | This gift enables Christians to give material things cheerfully, generously and spontaneously to others. |
| Helps | This gift enables Christians to place their own gifts at the disposal of others, thus releasing them to concentrate on their ministry of calling. |
| Hospitality | This gift enables Christians to maintain an open home, offering food and lodging to guests and especially strangers to the church. |
| Intercession | This gift enables Christians to effectually pray for specific requests of others for long periods of time. |
| Knowledge | This gift enables Christians to generate, collect and analyze ideas that are important for the health of the church. |
| Leadership | This gift enables Christians to cast a vision and motivate others in the fulfillment of that vision. |
| Mercy | This gift enables Christians to demonstrate empathy through deeds to those in severe spiritual, emotional or physical need. |
| Prophecy | This gift enables Christians to receive a message from God by the Holy Spirit and to communicate it to other people. |
| Shepherding | This gift enables Christians to assume long-term personal responsibility for the spiritual well-being of a group of believers. |
| Teaching | This gift enables Christians to communicate truth in a manner that enables others to learn thus contributing to church growth. |
| Wisdom | This gift enables Christians to understand spiritual life principles in order to see future consequences of present decisions and actions. |

**HEART—**describes the bundle of desires, hopes, interests, ambitions, dreams and affections one has; the source of one’s motivations, what they love doing and what they care about most.

The person you are looking to invite to join you in ministry will have a heart for your particular ministry, manifested by the following qualities:

1. Loves \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (What would your prospect have to love doing, or have to be passionate/enthusiastic about?)
2. Loves working with \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Specify with what age group or type of people your prospect would love to work the most, e.g. junior highers.)
3. Is concerned about \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Specify what needs your prospect should be meeting, or what ministries they should be excited about, or what issues they should be concerned about)
4. Interests: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Specify what interests your prospect should have to match certain activities you might have for them, e.g. sports)
5. Effective in \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Specific in what roles your prospect should be effective, e.g. listening.)

**ABILITIES**—the natural talents one is born with.

The person you are looking to invite to join you in ministry will have certain abilities that will strengthen your ministry and enable your ministry to flourish. Here’s a category listing of abilities you can refer to. Choose what applies to your prospect:

* Writing—literature, poetry, editorials, views, critiques
* Music: singing, composing, arranging, playing (an instrument)
* Athletics
* Sciences—physics, chemistry, mathematics
* Handyman, carpentry, building things, work with machines, masonry
* Arts—visual arts, graphic design
* Crafts—embroidering, jewelry-making, paper crafts, engraving
* Administration—leading, managing
* Baking, cooking, candy making
* Farming, fishing, gardening
* Computer applications
* Sailing
* Tailoring
* Teaching
* Business—making deals or sales, reaping a profit

**PERSONALITY**

1. **PERSONALITY CATEGORIES (**to be determined by the Personality Test Survey at <http://www.newhopechurch.us/index.php?option=com_docman&task=doc_view&gid=543&Itemid=57>**)** [**Personality Assessment Survey**](file:///C%3A%5CUsers%5CNila%5CAppData%5CLocal%5CTemp%5CPersonalitySurvey.pdf)
2. **Choleric** (likes doing projects and challenges)

**KEYWORDS:** doer, goal-oriented, decisive, project-oriented, idea mogul, confident, assertive, confident, type A.

1. **Sanguine** (likes meeting people and influencing others)

**KEYWORDS:** charismatic, good speaker, extroverted, jolly, vivacious, emphatic, insecure, bored with detail, life of the party

1. **Melancholic** (likes to produce projects of the highest excellence)

**KEYWORDS:** creative, thoughtful, accurate, precise, analytical, sensitive, picky, conscientious, adaptable

1. **Phlegmatic** (likes keeping the peace between relationships and consistency in tasks)

**KEYWORDS:** loyal, agreeable, peacemaker, complacent, relational, consistent, diplomatic, compromise-seeking

1. **ALTERNATIVE PERSONALITY CATEGORIES: OCEAN (**from Wikipedia**)**
* **Openness** – (inventive/curious vs. consistent/cautious). Appreciation for art, [emotion](http://en.wikipedia.org/wiki/Emotion), adventure, unusual ideas, [curiosity](http://en.wikipedia.org/wiki/Curiosity), and variety of experience.
* **Conscientiousness** – (efficient/organized vs. easy-going/careless). A tendency to show [self-discipline](http://en.wikipedia.org/wiki/Self-discipline), act [dutifully](http://en.wikipedia.org/wiki/Duty), and aim for achievement; planned rather than spontaneous behavior.
* **Extroversion** – (outgoing/energetic vs. solitary/reserved). Energy, positive emotions, [surgency](http://en.wikipedia.org/wiki/Surgency), and the tendency to seek [stimulation](http://en.wikipedia.org/wiki/Stimulation) in the company of others.
* **Agreeableness** – (friendly/compassionate vs. cold/unkind). A tendency to be [compassionate](http://en.wikipedia.org/wiki/Compassionate) and [cooperative](http://en.wikipedia.org/wiki/Cooperative) rather than [suspicious](http://en.wikipedia.org/wiki/Paranoia) and [antagonistic](http://en.wikipedia.org/wiki/Antagonism) towards others.
* **Neuroticism** – (sensitive/nervous vs. secure/confident). A tendency to experience unpleasant emotions easily, such as [anger](http://en.wikipedia.org/wiki/Anger), [anxiety](http://en.wikipedia.org/wiki/Anxiety), [depression](http://en.wikipedia.org/wiki/Depression_%28mood%29), or [vulnerability](http://en.wikipedia.org/wiki/Vulnerability).

**EXPERIENCES** (The following categories and its specifics will be the answers to the SHAPE inventory for the Ministry Worksheet. Each candidate should only list experiences that are relevant to the specific ministry)

* + 1. **PROFESSIONAL:** Please list any licenses, certifications or degrees that you have received:

**Examples:** nursing license, commercial driver’s license, CPR certification,MBA, bachelor’s degree, employment positions, teaching license.

* + 1. **EXTRACURRICULAR/VOLUNTEER:** Please list any extra-curricular/volunteer activities/positions that you have held for the past five years:

**Examples:** membership at a local club, theater/stage/film work, local community volunteering, community service, internships/externships.

* + 1. **MINISTERIAL:** Please list any involvement in ministry positions that you have had for the past five years.

**Examples:** membership in a church group, ministry leadership positions held, participation in church special events.

* + 1. **PERSONAL:** Please list any involvement or experience that you have had relationally with other people, including, but not limited to family and friend relationships and marital status.

**Examples:** family roles (father, mother), marital status

* + 1. **CIRCUMSTANTIAL:** Please list any life-changing events/circumstances that have occurred in your life in the past five years:

**Examples:** death, divorce, marriage, unemployment