

»»»301



SERVE

SERVE

The word 'serve' gets to the heart of following Jesus.

*Discover the ways that God has gifted and called you to serve in his mission
- and Jesus' secret key to true greatness.*

THIS STEP OF THE GROWTH PROCESS HAS 3 GOALS:



KNOW

... your spiritual gifts
and opportunities for
service at Berean and
in God's mission.



BE

...a person with a
servant's heart.



DO

Serve in an existing
ministry or create one,
and become a church
member (if desired)

Look for answers to these questions and more...

What are spiritual gifts and how has God equipped me for his mission?

How can I use my gifts to impact others?

What example did Jesus set for his followers?

What do all great followers of Jesus have in common?

What are Berean's mission, vision, values, and strategies?

What does it mean to be a member of Berean? How do I become one?



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HOW TO USE THIS STUDY

Welcome to **SERVE**, part of the Growth Process at Berean.

Our hope is that this study will help you see and understand how God has uniquely equipped you to be part of his mission. Before you get started, we'd like to offer a few tips for getting the most out of your experience.

WORKING THROUGH THE STUDY

The Growth Process has been written to be used in one-on-one mentoring scenarios or in group environments, such as Connect Groups. If you're participating in this study as part of a group or as someone who has been following Jesus for a long time, we recommend that you go through this study at the pace of about one session per week. Each week, review your answers and spend time doing the group discussions together.

If you're doing this study with a mentor one-on-one, or if you're a relatively new follower of Jesus, you may find it helpful to slow that pace down. In fact, it may be helpful to look up verses with your mentor and work through each answer together. This may mean that it takes more than six weeks to complete. That's fine; work at the pace that is best for your learning and personal application.

ADDITIONAL SUGGESTIONS

- The best way to prepare for each group discussion or mentoring conversation during this study is to read the session material and complete any independent work assigned by your group leader or mentor beforehand.
- Generally speaking, the more you interact with something, the better you learn it - so the more you're willing to engage in the group discussion, Bible reading, and next steps activities, the more you'll benefit from those experiences.
- Finally, don't be afraid to ask questions! Answering your questions is what this step in the Growth Process is all about.

ICON KEY

You'll see a number of different icons throughout this study. Here's what they mean.



WATCH THE TEACHING VIDEO

Our teaching videos for this study can be found at bbcTRANSFORM.org/grow



LISTEN TO THE TEACHING AUDIO

Our teaching audios for this study can be found at bbcTRANSFORM.org/grow



EXPLORE THE BIBLE

Using an app like YouVersion to read the Bible will make it much easier to find these verses. Try it out... it's free! You can use whatever version you prefer. Unless otherwise noted, the verses you'll find in this study have been taken from the ESV (the English Standard Version).



TALK IT OVER

Discuss what you've just heard or read as a group or with your mentor.



TAKE YOUR NEXT STEPS

You'll get the most out of this study when you put what you're learning into practice. Use these tips to start taking steps of obedience.

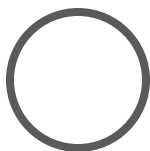


SESSION 1:

**IDENTIFYING
SPIRITUAL
GIFTS**

Spiritual gifts are key ingredients to the health and mission of the local church. It's very important for every Christian to identify their gifts, know the significance of their gifts, and properly exercise their gifts.

Scan this code for the Session 1 video:



WATCH THE SESSION 1 VIDEO

Our teaching videos for this study can be found at bbcTRANSFORM.org/grow

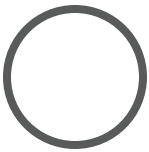
NOTES:

SOME STATISTICS ABOUT SPIRITUAL GIFTS IN THE CHURCH TODAY

Statistics from the Barna Research Group, Ltd., Oxnard, CA

<https://www.barna.com/research/survey-describes-the-spiritual-gifts-that-christians-say-they-have/>

- » **80%** of Christians say they have heard of spiritual gifts, but do not know what their spiritual gift is.
- » **66%** of Christians who have been taught about spiritual gifts say they have not been able to apply this to their everyday lives.
- » Only **20%** of Christians say they are using their gifts in ministry-related tasks.
- » **1%** of adults and **9%** of pastors claim they have the gift of evangelism.
- » The most common gift claimed by church-goers is the gift of teaching (**5%**).
- » The most common items mentioned as spiritual gifts which are **not biblical gifts** are love, kindness, relationships, singing, and listening.
- » **72%** described themselves as happier when their discovered gifts were applied to concrete tasks in the church.

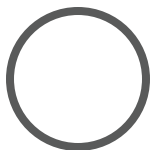


TALK IT OVER

Discuss the following question with your mentor or group: Based on this research, what challenges would you expect local churches in the United States to face as they attempt to build up believers and reach into their communities?

TWO IMPORTANT FACTS TO REMEMBER ABOUT SPIRITUAL GIFTS:

1. God has given every believer a spiritual gift so we can serve Him.
2. The use of your spiritual gift is essential to the proper function of the body of Christ.



EXPLORE THE BIBLE

Use a Bible or Bible app and find out what the Bible says about spiritual gifts by reading the following passages.

Which Spiritual Gifts do you see listed in each passage?

Romans 12:3-8	Ephesians 4:11-16	1 Corinthians 12:1-11, 27-31

How many **different** spiritual gifts can you identify?



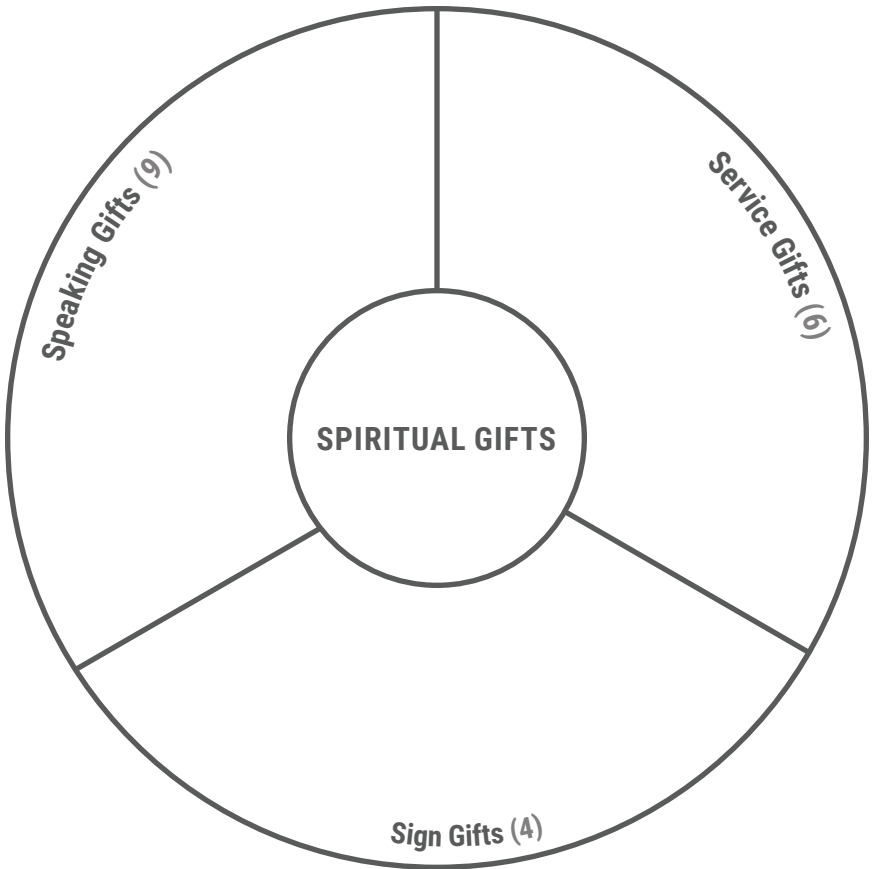
SPIRITUAL GIFTS CAN BE DIVIDED INTO 3 CATEGORIES:

Speaking gifts primarily involve the communication of biblical truth.

Service gifts are abilities to serve and to demonstrate Christian love in practical ways.

Sign gifts were to authenticate the message and messengers in the early church.

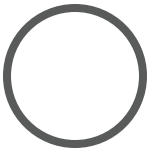
List the gifts you identified on the last page under the appropriate division:



ARE ALL SPIRITUAL GIFTS STILL ACTIVE?

There's debate about which gifts the Holy Spirit still gives to followers of Jesus today. What does Berean believe?

Cessationism is the doctrine that certain spiritual gifts ceased with the original twelve apostles. God still does miracles today, but Scripture is clear that the Holy Spirit no longer needs to endow individuals with sign gifts to facilitate the growth of the Church.



Read 1 Cor. 13:8-13 and Ephesians 2:20-22

The “sign gifts” and some of the “speaking gifts” were a temporary revelation from God, but are no longer needed because we have complete revelation called the _____.

These gifts were to authenticate the early church _____ until the establishment of the church and the completion of the written Word of God.

TEMPORARY GIFTS

God used these special spiritual gifts to drive the growth of the early church. As the church became established, these sign gifts begin to disappear.



Further Study: We recommend the following resources for more information about temporary spiritual gifts:

1. Appendix 2 at the end of this study provides definitions and further discussion of the temporary gifts.
2. Strange Fire, by John MacArthur, provides a detailed overview of the Pentecostal and Charismatic movement and examines it in light of scripture.

PERMANENT GIFTS

List the 10 permanent spiritual gifts below:

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

What are the benefits of people knowing and using their gifts?

1. _____
2. _____
3. _____



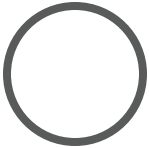


SESSION 2:

SESSION 2:

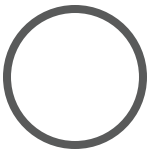
**UNDERSTANDING
SPIRITUAL
GIFTS**

Scan this code for the Session 2 video:



WATCH THE SESSION 2 VIDEO

Our teaching videos for this study can be found at bbcTRANSFORM.org/grow



EXPLORE THE BIBLE

Use a Bible or Bible app and find out what the Bible says about the purpose and use of spiritual gifts by reading the following passages.

1. **Romans 12:6** The gifts will _____ according to the grace given to us.
2. **1 Corinthians 7:7** Each believer has at least _____ spiritual gift.
3. **1 Corinthians 12:11** Spiritual gifts are distributed by the _____.
4. **1 Corinthians 12:20-26** All gifts have an _____ role in the functioning, unity, and care of the Body of Christ (the Church).
5. **1 Corinthians 13:13** Spiritual gifts are to be used with an attitude of _____.
6. **Ephesians 4:7** Gifts are given on the basis of _____.
7. **1 Timothy 4:14** Believers are not to _____ their spiritual gift.
8. **1 Peter 4:10** Spiritual gifts are given to every _____.
9. **1 Peter 4:10** Spiritual gifts are given to _____ others.

DEFINITION OF SPIRITUAL GIFTS

Using what you learned from the verses on the previous page, write a definition of spiritual gifts in your own words below:

WHY ARE SPIRITUAL GIFTS GIVEN?

1. 1 Corinthians 12:7 _____
2. Ephesians 4:11-16 _____
3. 1 Peter 4:11 _____

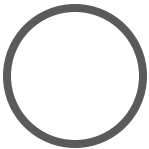
THE DIFFERENCES BETWEEN NATURAL ABILITIES AND SPIRITUAL GIFTS

Because God created man in his image, we are all born with certain natural skills and abilities. Those abilities can be used for good or evil. At our spiritual birth, God gives us spiritual gifts through the Holy Spirit that equip us to serve the Body of Christ and honor Him.

On the next page, make a list of natural abilities and spiritual gifts to help show the contrast between the two.

NATURAL ABILITIES

SPIRITUAL GIFTS



TALK IT OVER

Discuss the following questions with your mentor or group.

1. What differences stand out to you between a natural ability and a spiritual gift?
2. Natural abilities are given by God at our *physical* birth and spiritual gifts are given at our *spiritual* birth (when we become a follower of Jesus). Can a natural ability be used by God in a spiritual way? Why or why not?

List some of your natural abilities:

How are you using your natural abilities to serve and glorify God?

***GOD HAS GIFTED YOU IN UNIQUE WAYS SO THAT YOU
CAN BE AN EFFECTIVE PART OF HIS MISSION THROUGH
THE CHURCH!***

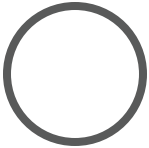
Use the gifts that God has given you - both natural abilities and spiritual gifts - to serve God and others!

In the next session, you'll do an assessment that will help identify your spiritual gifts.



SESSION 3:
DISCOVERING
YOUR
SPIRITUAL GIFTS

Scan this code for the Session 3 video:



WATCH THE SESSION 3 VIDEO

Our teaching videos for this study can be found at bbcTRANSFORM.org/grow

Over 3,000 spiritual gift tests have been developed to allow a person to evaluate their giftedness. While it's not intended to be a definitive method for identifying your gifts, this simplified test will provide a framework for your discovery to begin.

INSTRUCTIONS: Read the Spiritual Gifts Test Questionnaire beginning on the next page one statement at a time. After reading a statement, determine your answer based on the 0-2 scoring criteria below and enter it in the numbered box on page 17 that corresponds with the numbered statement.

SCORING CRITERIA: Select your score based on how the statement best describes you:

- 0** = I am usually NOT this way.
- 1** = I am this way some of the time.
- 2** = I am this way most or all of the time.

SPIRITUAL GIFT SCORE CARD

0 = I am usually NOT this way.

1 = I am this way some of the time.

2 = I am this way most or all of the time.

1	2	3	4	5	6	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	36	37	38	39	40
41	42	43	44	45	46	47	48	49	50
51	52	53	54	55	56	57	58	59	60

SPIRITUAL GIFT QUESTIONNAIRE

1. I like getting people organized and keeping things moving smoothly.
2. I enjoy sharing my counsel or being an encourager to others.
3. It is important to me that money I give to the church be used as effectively as possible.
4. I am motivated more by meeting a need than by performing a task.
5. I find it natural and easy to trust God to answer my prayers.
6. Those who are distressed or elated seem drawn to me.
7. I have confidence in God's continuing provision and help, even in difficult times.
8. I enjoy routine work for church that others find tedious.
9. I have a burden to disciple others so they can help one another.

10. I get excited about working on projects.
11. I finish projects and make decisions with great speed.
12. I feel that witnessing is the most important task given to Christians.
13. I give practical, step-by-step advice to those in need.
14. I watch my finances closely so that I can give freely to God's work.
15. I trust God in circumstances where success cannot be guaranteed by human effort alone.
16. Often groups in which I am involved look to me for leadership.
17. I enjoy doing kind deeds for people who cannot or will not return them.
18. I feel the need to protect those whom I disciple.
19. I have the ability to make difficult Scripture verses understandable.
20. I enjoy setting goals and then making plans to meet those goals.
21. I urgently feel that a decision for Christ must be made when I witness to someone.
22. I am more interested in studying Bible passages for practical applications than for deep theological truth.
23. It is fun for me to give freely because I love God.
24. I rapidly meet other people's need for help.
25. I have the ability to make decisions rapidly and stand by them.
26. I like encouraging those in hospitals and homes for the aged by visiting them.
27. I like being asked to do jobs at church.
28. I deny myself in order to help weak or new Christians.
29. When there is no clear leader, people often turn to me for guidance.
30. I am drawn to unbelievers because I want to win them to Christ.
31. Teaching that can't be applied bothers me.
32. I am willing to do without in order to give money for God's kingdom.
33. I want to comfort Christians who are sick or in distress.
34. I like projects that require a hands-on approach.
35. I care more about relationships than tasks.
36. I like to see measurable results and finished projects.
37. I thrive on organizing people, ideas, and resources to improve the

efficiency of a ministry.

38. I have an overwhelming desire to share my faith with unbelievers.
39. I like assisting others in resolving difficult problems in their lives.
40. I notice when others have a material or financial need.
41. I am convinced of God's daily presence and action in my life.
42. I like doing special things for people who are sick or having difficulties.
43. I live with confidence because I know that God works daily in my life.
44. It drives me crazy when I see poor organization.
45. I find contentment studying God's Word & communicating my understanding to others.
46. I enjoy meeting non-Christians, even total strangers.
47. I enjoy assisting others who are experiencing problems by giving them practical advice.
48. Others have told me that I have assisted them in learning biblical truth in a meaningful way.
49. I like helping others just because they need me, not because I expect something in return.
50. I am regularly challenging others to trust God.
51. I have the ability to help groups of all sizes make decisions.
52. I am greatly concerned about comforting others.
53. I desire to care for the spiritual well-being of a group of Christians over an extended time.
54. I prefer to compile my own teaching material rather than to present another teacher's material.
55. I trust God to meet all my needs so that I can give sacrificially of my income.
56. I enjoy spending a lot of time studying the Bible so I can share its truths with others.
57. I like being given the job of discipling a group of believers.
58. I am able to instruct others in the exact meaning of words and passages in Scripture.
59. I tend to be a Type A perfectionist.
60. I want to spend time with unbelievers so I can share my faith.

ASSESSMENT CARD

Using the scorecard on page 17, place your score (0-2) in the appropriate numbered question box, then add your total from each column.

A	B	C	D	E	F	G	H	I	J
11	12	2	3	4	5	6	9	19	1
16	21	13	14	8	7	17	18	45	10
20	30	22	23	24	15	26	28	48	29
25	38	31	32	27	41	33	35	54	36
37	46	39	40	34	43	42	53	56	44
51	60	47	55	49	50	52	57	58	59
TOTAL									

SCORE

SCORE

SCORE

A - Leadership _____ **B - Evangelism** _____ **C - Exhortation** _____

D - Giving _____ **E - Helps** _____ **F - Faith** _____

G - Mercy _____ **H - Shepherd** _____ **I - Teaching** _____

J - Administration _____

Write in your top 3 Spiritual Gifts:

TIP: Email these to your campus pastor!

DEFINITIONS OF GIFTS AND MINISTRY OPPORTUNITIES

This is the fun part - we'll show you what your gift is and share some ways that you can use it effectively!

The Gift of LEADERSHIP

Persons gifted in the area of leadership have the ability to set goals, be visionary, and motivate others toward accomplishing set goals. They have the ability to communicate effectively to groups of people.

- » Turnover Church
- » Ministry Team Leader
- » Leadership Team
- » Berean Internship
- » Counting /Audit Team
- » Ministry Involvement
- » Kitchen Ministry
- » Conferences/Retreats
- » Dream Development
- » Connect Group

The Gift of EVANGELISM

Persons gifted in the area of evangelism have a strong desire to share the gospel with non-believers in every situation and by all possible means.

- » Outreach events
- » Everyday life opportunities
- » Mentoring
- » Missions trips
- » Turnover Church
- » Teaching 201

The Gift of EXHORTATION

Persons gifted in the area of exhortation have the ability to encourage others in the body of Christ by assessing people's spiritual needs, explaining God's truth, and challenging them to a course of action.

- » Connect Group
- » Discipleship
- » Counseling
- » One-on-One Mentoring
- » Growth Process

The Gift of GIVING

Persons gifted in the area of giving have the ability to joyfully give material goods, financial resources, skills, and abilities to accomplish the Lord's work and meet others' needs.

- » Café—baking
- » Missions
- » Special Projects
- » Compassion Ministry

The Gift of HELPS

Persons gifted in the area of helps have the ability to perform any task that is needed with joy, for the benefit of others, without needing recognition.

- » Servant Leader Team
- » Campus Lock-up Team
- » Sound Team
- » Parking/Security Team
- » Counting Team
- » Greeters

The Gift of FAITH

Persons gifted in the area of faith have an extraordinary confidence in God that is unshakable even in seemingly impossible situations, pain, ridicule, apparent failure, the unknown, or enormous odds.

- » Special Projects
- » Missions
- » Giving
- » New Campus Launch

The Gift of MERCY

Persons gifted in the area of mercy have immediate compassion for those who are suffering physically, spiritually, or emotionally. They are able to reassure, strengthen, and affirm those who are discouraged.

- » Counseling
- » Welcome Team
- » Connect Group Care
- » Compassion Ministry

The Gift of SHEPHERDING

Persons gifted in the area of shepherding have the unique ability to take responsibility for the long term spiritual growth of a group of believers.

- » Connect Group
- » Mentoring
- » Family Ministries
- » Counseling

The Gift of TEACHING

Persons gifted in the area of teaching have the ability to explain God's truth so that others can understand and apply it to their lives.

- » Family Ministries
- » LAUNCH (Youth Ministry)
- » Men's Ministry
- » Women's Ministry
- » Connect Group
- » Growth Process

The Gift of ADMINISTRATION

Persons gifted in the area of administration have the ability to organize people, things, information, finances, etc. Often the mark of an administrator is the ability to accomplish things in a "fitting and orderly way."

- » Special Events
- » Conferences/Retreats
- » Connect Group
- » Special Projects
- » Ministry Support
- » Growth Process

FINDING YOUR ROLE IN GOD'S MISSION

How has God uniquely equipped you to serve in his mission? If you're not sure, how do you find out? That's what we'll look at next.

Check the box by the valid methods you can use to determine your gifts:

- i Pray and ask God to confirm your gift.
- i Determine if it brings you joy and contentment.
- i Observe what others are doing and copy them.
- i Volunteer in a variety of ministry opportunities.
- i "Eeny, meeny miney, moe, this is my gift."
- i Seek the opinions of others.
- i Verify your effectiveness.
- i List the gifts on a dart board and throw a dart.

Finding the right fit - how do you identify where to serve?

“ GOD’S PLANS FOR YOUR LIFE DIDN’T START THE MOMENT YOU WERE BORN. THOSE PLANS STARTED BEFORE YOUR BIRTH, WHEN THE BIBLE SAYS GOD SHAPED YOU IN YOUR MOTHER’S WOMB. THE WAY GOD SHAPED YOU REVEALS HOW HE WANTS TO USE YOU. I LIKE TO USE THE ACROSTIC SHAPE—YOUR SPIRITUAL GIFTS, HEART, ABILITIES, PERSONALITY, AND EXPERIENCES. THESE ARE THE FIVE THINGS THAT MAKE YOU, YOU.

RICK WARREN

Prayerfully evaluate the 5 areas listed below and write down what you know¹. They can help you understand how God has uniquely equipped you for his mission.

»» Spiritual Gifts

How have you verified your spiritual gift(s)? What spiritual gift seems to be used most often? How have others verified your spiritual gift?

»» Heart

What motivates you or really gets your passions flowing? What do you love doing? Write it down.

¹ Adapted from Rick Warren’s SHAPE profile in [The Purpose-Driven Life](#)

»» Abilities

List your current abilities. Are you creative? Are you organized? Can you balance a checkbook? Name everything you can think of.

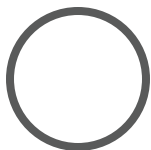
»» Personality

What kind of personality do you have? Are you introverted or extroverted? Do you like routine or variety? Are you self-controlled or expressive? Are you cooperative or competitive?

»» Experiences

What have you lived through? What trials or obstacles have you overcome? (Don't forget your work and educational experience, too.)





TAKE YOUR NEXT STEPS

You'll get the most out of this study when you put what you're learning into practice. Use these tips to start taking steps of obedience:

- 1. Explore available opportunities.** To learn about more serving at Berean, please fill out a Connection Card and check "Service opportunities" or go to www.bbctransform.org/serve
- 2. Identify a ministry area at Berean where you'd be interested in serving.** Talk with the ministry leader about possible opportunities to serve and complete the following information below:

Date: _____

Ministry: _____

Ministry leader: _____

- 3. Assist in a particular ministry for 2 weeks.** The best way to determine if a particular ministry is the right fit is to try it out. Give a specific role a try and fill out the information below. If it's not a good fit, no problem! Don't give up - try something else!

Dates: _____ & _____

Ministry: _____

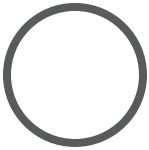
Ministry leader: _____

NOTES:



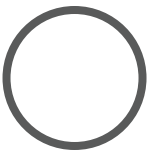
SESSION 4:
DEVELOPING
A
SERVANT'S HEART

Scan this code for the Session 4 video:



WATCH THE SESSION 4 VIDEO

Our teaching videos for this study can be found at bbcTRANSFORM.org/grow



EXPLORE THE BIBLE

Use a Bible or Bible app and identify a few of the people in the Bible who are described as servants.

Romans 1:1 _____

Romans 16:1 _____

Ephesians 6:21 _____

Colossians 1:7 _____

James 1:1 _____

2 Peter 1:1 _____

Jude 1 _____

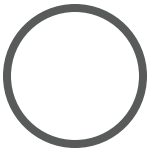
Revelation 1:1 _____

In Mark 10:45, what does Jesus say was his purpose in coming?

Jesus _____ to be a servant, to _____ his followers to be servants, and to _____ what a servant is.

Since Jesus taught His followers to have a servant's heart, should we, as Christians, develop a servant's heart?

- Yes
- No
- Not Sure

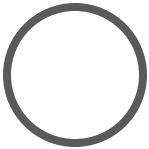


TALK IT OVER

Discuss the following question with your mentor or group:

How can we develop a servant's heart?

When you come to God as His servant, He first wants you to allow Him to mold and shape you into the instrument of His choosing. Then He can take your life and put it where He wills and work through it to accomplish His purpose.



EXPLORE THE BIBLE

Using a Bible or Bible app, study Acts 9:1-20. How did God work in the life of Paul and Ananias?

Servant's heart checklist

Honestly evaluate yourself in the areas below.

i **Do I demonstrate unselfish humility in attitude and action?**

What do these verses teach about humility?

Mark 10:32-45 _____

John 13:1-17 _____

Philippians 2:3-4 _____

What prevents me from demonstrating unselfish humility?

i **Do I live a life of total commitment to the Lord?**

What do each of these verses say about commitment?

Luke 16:13 _____

Romans 1:9 _____

1 Corinthians 4:2 _____

Three areas in which I need to show more commitment:

Continued on page 31 >>>

i Do I seek Obedience to God's Word (no compromise)?

What are the dangers of disobedience in each passage?

Galatians 1:6-10 _____

2Timothy 2:15-17a _____

John 12:42-43 _____

How can I prevent compromising my obedience to God's Word?

i Do I show compassion and love toward others?

SYMPATHY is when you say, "I'm sorry you are hurt."

EMPATHY is when you say, "I hurt with you."

COMPASSION is when you say "I'll do anything I can to stop your hurt."

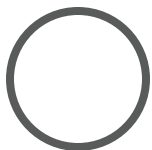
What do the following verses teach about compassion?

Matthew 15:32-38 _____

2 Cor. 1:3-4 _____

Colossians 3:12 _____

What are some specific ways I can be more compassionate and loving toward others?



TALK IT OVER

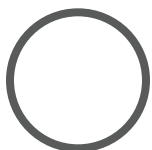
Discuss the following question with your mentor or group:

How would you define “servant” in your own words?

Write your definition below:

“ SO THEN, WHILE WE HAVE OPPORTUNITY, LET US DO GOOD TO ALL PEOPLE. AND ESPECIALLY TO THOSE WHO ARE OF THE HOUSEHOLD OF GOD. ”

GALATIANS 6:10



TAKE YOUR NEXT STEPS

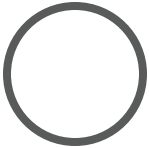
You'll get the most out of this study when you put what you're learning into practice. Use these tips to start taking steps of obedience:

Conduct a personal inventory. Take a moment to revisit the servant's heart checklist. In what areas do you most need to improve? What are some specific ways you can improve in these areas?



SESSION 5:
DOING YOUR PART:
UNDERSTANDING
BEREAN

Scan this code for the Session 5 video:



WATCH THE SESSION 5 VIDEO

Our teaching videos for this study can be found at bbcTRANSFORM.org/grow

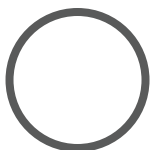
Over these final two sessions, we'll be taking a closer look at Berean and how we participate in God's mission in our region. Our hope is that you'll catch a glimpse of how might join us in that.

The best way to understand Berean is to understand where we get our name. It comes from this story in the book of Acts:

“ NOW THE BEREANS WERE OF MORE NOBLE CHARACTER THAN THE THESSALONIANS, FOR THEY RECEIVED THE MESSAGE WITH GREAT EAGERNESS AND EXAMINED THE SCRIPTURES EVERY DAY TO SEE IF WHAT PAUL SAID WAS TRUE. MANY OF THE JEWS BELIEVED, AS DID ALSO A NUMBER OF PROMINENT GREEK MEN AND WOMEN.

ACTS 17:11-12

The name Berean Bible Church is connected to the followers of Jesus in Berea and an expression of our desire to be like them: eager to examine the word of God and obey the truth.



EXPLORE THE BIBLE

Using a Bible or Bible app, look up the following verses to find the purposes of the local church.

Matthew 28:18-20 _____

Acts 1:8 _____

Acts 2:42 _____

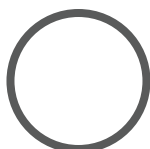
1 Corinthians 11:23-26 _____

2 Timothy 4:2 _____

Hebrews 10:25 _____

Berean's mission is drawn from these verses. Our mission statement is:

MORE AND BETTER JESUS FOLLOWERS.



TALK IT OVER

Discuss the following questions with your mentor or group:

1. Are there things that many churches do which are not part of the biblical purposes of the church?
2. According to these verses, are there things we should be doing but we're not?

BEREAN'S STORY

Berean began as a Bible study group of 17 people who met in a home for the first time in 1966. They came from many denominations, some from positions of leadership. But the love of God's Word was so strong that their differences seemed to melt away. With hearts filled to overflowing with love for Jesus, the Bible, and each other, the group grew steadily to the point where creation of a new church was soon viable.

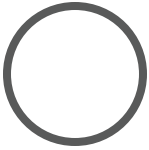
In July of 1968, 50 people gathered in a home to attend the first service of the newly formed Berean Bible Church. In November that same year, 31 people were accepted into charter membership. The denominational background of early members and others who attended regularly was notably diverse (Baptist, Congregational, Methodist, Episcopal, Lutheran, Presbyterian, Catholic, Christian Missionary Alliance, and others). It remains non-denominational to this day.

In the early years, worship gatherings were held in a former automobile dealership building in the town of Greene, NY. By 1970 it became apparent larger facilities would be needed to accommodate the fast growing congregation. Land was purchased south of Greene and the new worship center (now our KidZONE) was completed in 1972. A family center gym was added in 1983 to meet the needs of our growing church, which included many young families. In 1993, another building project added an expanded foyer, nursery, additional classrooms and restrooms, and provisions for handicap access to the complete facility.

To help accommodate our growing church family and reach more people for Jesus, we added a 17,000+ square foot new worship center, foyer & nursery area to our Greene campus in 2014. In 2016, Berean opened a second campus in Cincinnati and within weeks outgrew the space and went to two Sunday worship gatherings at each campus. Because of the incredible generosity of God's people, this new campus opened debt-free. In 2017 we were thrilled to baptize 79 new followers of Jesus and to begin monthly worship gatherings in Bainbridge, with the goal of launching weekly worship by September, 2018. In 2021, construction was completed on a new Bainbridge campus. Berean is now a regional multi-site church making an impact across multiple counties and seeing lives transformed by Christ. God continues to grow our church both in numbers and in depth, a testament to the power of the truth!

Continued on page 37 >>>

Today, the desire to study and know God’s Word is just as strong at Berean. We thank God for the gifted teachers He has blessed us with over the years. We thank God for bringing us through the various challenges we faced as a body of believers. Those challenging times allowed us to be humbled, brought repentance and forgiveness, and taught us to rely on God’s strength and sovereignty. We praise God for the present leadership who are passionate in communicating the Word of God so people can experience personal life change.



TALK IT OVER

Discuss the following question with your mentor or group:
What stands out to you from Berean’s history?

Scan this code or go to bbctransform.org/im-new to find the information below:



What are our Dreams?

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

What are our 5 Core Values?

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

What are our 4 Next Steps?

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

The images below and on page 39 provide a simple visual of who we are and what we do.

We are laser-focused on 3 simple strategies:

WORSHIP GATHERINGS

CONNECT GROUPS

THE GROWTH PROCESS

We call them the 3 Gs - Gatherings, Groups, and Growth.



Our core values define what we want Berean to be. They provide a framework for our ministry decisions and efforts.

We want Berean to be a GOSPEL-CENTERED, KINGDOM-MINDED, SERVANT-HEARTED, TEAM-LED, PEOPLE-EQUIPPING church.

 GOSPEL CENTERED	A COMMITMENT TO THE LIFE-CHANGING MESSAGE OF JESUS.
 KINGDOM MINDED	A COMMITMENT TO UNSELFISHLY INVEST IN OTHER CHURCHES AND COMMUNITIES.
 SERVANT HEARTED	A COMMITMENT TO JOYFUL, SACRIFICIAL SERVICE TO OTHERS.
 TEAM LED	A COMMITMENT TO SHARED LEADERSHIP & RESPONSIBILITIES.
 PEOPLE EQUIPPING	A COMMITMENT TO HELP PEOPLE FOLLOW JESUS.

OUR CORE VALUES



WHAT DO WE BELIEVE?

Scan this code or go to bbctransform.org/about, scroll down, and click on "Constitution"



Take some time to read through this document and complete the following questions

Do you agree with the mission of Berean Bible Church?

- i YES
- i NO
- i UNSURE

Is there anything in the Doctrinal Statement that you do not understand? If so, please list it here and discuss it with your mentor:

Is there anything in the Doctrinal Statement that you disagree with? If so, please list it here and briefly explain why you disagree.

Continued on page 41 >>>

Do you understand and agree with the Berean's organization and governance?

- i YES
- i NO
- i UNSURE

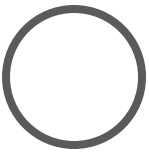
WHAT DOES LEADERSHIP LOOK LIKE AT BEREAN?

We believe the Bible teaches and Jesus demonstrated a model of shared, servant leadership. There are several words that our English Bibles seem to use interchangeably: elder, pastor, shepherd, and overseer.

At Berean:

- **ELDERS** oversee the spiritual life and direction of the church. They have executive authority over all matters of the church.
- **PASTORS** serve as spiritual leaders of the church and implement the vision of the elders.

Although some pastors are elders and some elders are pastors, they are not identical positions at Berean.



EXPLORE THE BIBLE

The term Elders is used in the plural, signifying “shared” leadership. Using a Bible or Bible app, look up the following verses and note how they talk about elders.

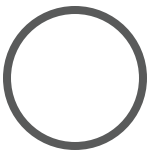
Acts 14:23

Acts 20:17, 28

Philippians 1:1

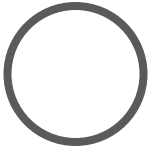
James 5:14

Do these verses indicate a single elder overseeing the churches or a team of Elders overseeing the churches?



TALK IT OVER

Discuss the following question with your mentor or group: Why do you think Paul teaches the church to have multiple elders?



EXPLORE THE BIBLE

Using a Bible or Bible app, look up the following verses and then explain the role of a pastor in your own words.

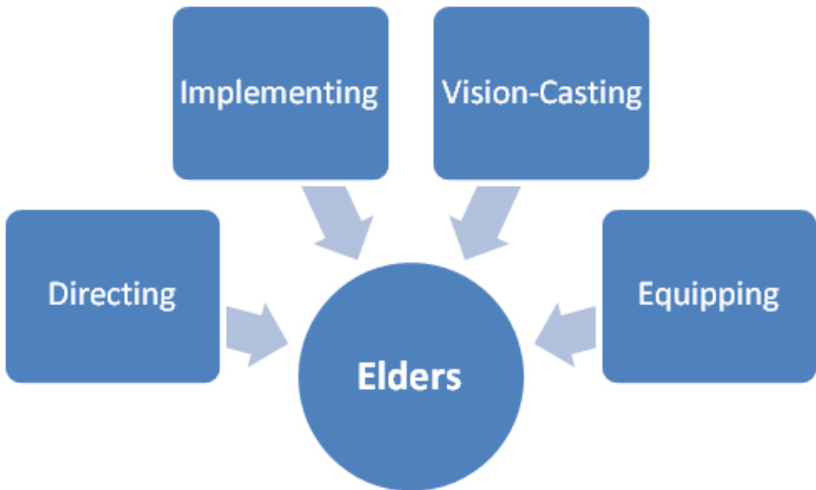
Ephesians 4:11-13

1 Peter 5:1-4

Based on those verses, how would you describe the role of a pastor?

OUR ELDERS

At Berean, the primary role of the elder team is to direct, implement, vision-cast, and equip the body of Christ.



Match the above responsibility with the definition below.

- _____ God-sized plans for growth of God's church
- _____ competent and Spirit-led leaders
- _____ the church constitution and policies
- _____ the spiritual life of the church

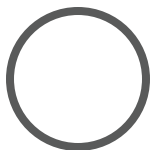
OUR PASTORS

The pastors at Berean Bible Church minister within their spiritual gifting. This allows each individual pastor to work within their strength and passion. One may be primarily responsible for teaching, while another is more of a shepherd, but they work together as a team to fulfil God's commands for the church and carry out the responsibilities of overseeing the spiritual growth of Bereans.

Their commitment is to equip believers for spiritual maturity and service.

How can our pastors assist you in your spiritual growth and service?





TAKE YOUR NEXT STEPS

You'll get the most out of this study when you put what you're learning into practice. Use these tips to start taking steps of obedience:

Interview a pastor or an elder. Ask them: what is the difference between a pastor and an elder here at Berean?

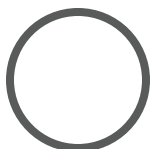
NOTES:



SESSION 6:

**DOING YOUR PART:
FINDING YOUR
BEST FIT**

Scan this code for the Session 6 video:

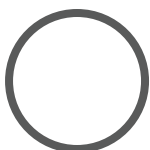


WATCH THE SESSION 6 VIDEO

Our teaching videos for this study can be found at bbcTRANSFORM.org/grow

Our hope is that this study has helped you discover your spiritual gifts and more fully recognize your natural abilities.

In session 3, you compared your spiritual gift assessment results to a list of various ministry opportunities at Berean. Now let's consider how all of that comes together to form a healthy church.



EXPLORE THE BIBLE

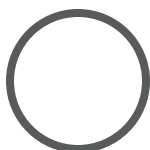
Using a Bible or Bible app, read Ephesians 4:1-16 and answer the following questions.

What are the two reasons that God has given each of us different gifts (v.12)?

1. _____
2. _____

What is the ultimate goal for every believer (v.13)?

How does verse 16 describe the Body of Christ?



TALK IT OVER

Discuss the following question with your mentor or group: What happens when a part of "the Body" isn't working properly?

How do you determine your role in the body of Christ?

To determine your best fit in the various ministry roles in the body of Christ, we recommend that you consider 2 things:

1. Your understanding of God's work in you.
2. The input of other believers and their perception of God's gifting in you.

As you consider your role at Berean, there are several categories of service that you should examine. Let's take a look at several options:

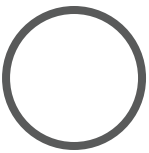
LEADERSHIP TEAMS

CONNECT GROUP LEADERS

GROWTH PROCESS MENTORS

SERVICE OPPORTUNITIES

LEADERSHIP TEAMS



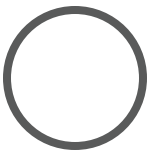
EXPLORE THE BIBLE

Using a Bible or Bible app, read the following passages about servant leadership.

John 13:1-20

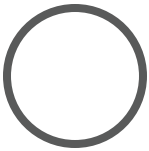
Philippians 2:1-8

What are the ways that Jesus demonstrated servant leadership to us?



TALK IT OVER

Discuss the following question with your mentor or group: How does the Biblical concept of leadership differ from what we normally see in the culture around us?



EXPLORE THE BIBLE

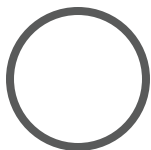
Using a Bible or Bible app, read the following passages about servant leaders.

1 Timothy 3:1-13

Titus 1:1-9

List the qualifications for servant leader that you saw in those passages:

In what ways are you qualified or not qualified to be a servant leader?



TALK IT OVER

Discuss the following question with your mentor or group: If you are not qualified to be a servant leader, can you still serve in the church? In what ways?

WHO CAN BE A PART OF A LEADERSHIP TEAM?

SERVANT LEADERS TEAM

(Excerpt from Berean's Constitution) The Servant Leaders shall consist of a minimum of three (3) men and each man shall be selected and trained by the Board of Servant Leaders and approved by the Board of Elders. Servant Leader members assist the Elder Board in the caring and serving ministries of the church with the help of many volunteers.

STEWARDS TEAM

(Excerpt from Berean's Constitution) The Board of Stewards shall consist of a minimum of three (3) members and each person shall be selected by Elder Board and elected individually by majority vote of the membership. Stewards shall serve three year terms and may be re-elected indefinitely. The Board of Stewards shall perform the functions of Trustees in compliance with the laws of the State of New York.

BUILDING AND GROUNDS TEAM

(Excerpt from Berean's Constitution) The Building & Grounds Team shall consist of a minimum of three (3) members and each person shall be selected and trained by the Building & Grounds Team and approved by the Elder Board. Building & Grounds members care for the facility at BEREAN with the help of many volunteers.

Write in the name of the Leadership team (page 49) that best matches the list of responsibilities and tasks below:

- Bill Pay
- Payroll
- Counting Team
- Audit Team
- Budget Team
- Voucher Process

- Custodians
- First Impressions
- Mowing Team
- Snow Removal
- New Equipment
- Repairs

- Kitchen Ministry
- Cafe Ministry
- Funeral Meals
- Special Events
- General Helps

OTHER LEADERSHIP OPPORTUNITIES

CONNECT GROUP LEADERS/HOSTS

If you are comfortable leading Biblical discussions and have the gift of leadership, exhortation or teaching, then being a Connect Group leader may be a great fit for you. If you are not comfortable leading a group, but would enjoy hosting a group, you may have the gift of helps or hospitality.

GROWTH PROCESS MENTORS

As you have been challenged and blessed by going through the Growth Process, you are getting equipped to lead someone else. If you have the gift of exhortation or shepherding, this may be your best fit.

FAMILY MINISTRY LEADERS

There are so many opportunities to lead and serve, no matter what your spiritual gift is we have a role for you.

SERVICE OPPORTUNITIES

GUEST SERVICES

Do you enjoy meeting new people? Are you willing to serve in the background? People with the gift of helps, faith, mercy, or giving can fit well here.

TECH TEAM

If you have computer skills or sound/video experience, this is a great way to use your natural abilities and the spiritual gift of helps.

MUSIC TEAM

Music is such a powerful expression of our worship to God. If you have musical ability, God has given you that natural ability to honor Him.

Don't see anything that fits? Don't worry - there are many more opportunities! Review the options on pages 15-17 or talk to your campus pastor about ways you can use your gifts to serve.

CHURCH MEMBERSHIP

What does "church membership" mean?

“ CHURCH MEMBERSHIP IS A MEANS IN WHICH BELIEVERS EXPRESS THEIR PERSONAL COMMITMENT AND ACCOUNTABILITY TO A PARTICULAR LOCAL CHURCH, ITS LEADERSHIP, AND ITS MISSION ”

What are the 3 areas of commitment and accountability expressed by members?

1. _____
2. _____
3. _____

As you've gone through 301 SERVE, you've had the opportunity to answer these questions:

- » What is Berean Bible Church?
- » What does Berean believe?
- » Who are the leaders and what do they do?
- » What does Berean hope to accomplish?

We have one last question for you:

Do you want to personally commit yourself and be held accountable as part of the family at Berean Bible Church?

HOW DO YOU BECOME A MEMBER AT BEREAN?

»» **STEP ONE:** To become a member you must complete the Growth Process:

- i 101 GROW
- i 201 SHARE
- i 301 SERVE
- i 401 MENTOR (taking another person through a step of the Growth Process)

»» **STEP TWO:** Upon completing the Growth Process, the next step is to meet with an elder for a membership interview

»» **STEP THREE:** The elders vote to approve your request for membership.

What's stopping you from being a member of Berean?

301 COMPLETION CHECKLIST

Topic	Learner Initials	Leader Initials	Date
Identifying Spiritual Gifts	_____	_____	_____
Understanding Spiritual Gifts	_____	_____	_____
Discovering Your Spiritual Gifts	_____	_____	_____
Developing a Servant's Heart	_____	_____	_____
Doing Your Part: Understanding Berean	_____	_____	_____
Doing Your Part: Finding Your Best Fit	_____	_____	_____

Dear Leader:

Thank you for investing your time into helping make more and better Jesus followers! We'd like to ask you to wrap up your study with 2 final steps:

- 1. Take a picture with your 301 SERVE graduate(s) and their book.**
- 2. We'd love to hear your feedback about this study.**

Please send an email with the picture of your 301 SERVE graduate(s) and any feedback to gwyn@bbctransform.org.

Dear Learner:

Congratulations on completing 301 SERVE! Whether you've been following Jesus for years or are just getting to know him, it is our hope that you found this study helpful. We would love to hear about your experience with this step of the Growth Process and any feedback you have. You can send your thoughts and experience to gwyn@bbctransform.org.

May God bless you as you continue your journey as a follower of Jesus!



APPENDIX 1:

**ANSWER
KEY**

Romans 12:3-8	Ephesians 4:11-16	1 Corinthians 12:1-11, 27-31
Prophecy	Apostles	Wisdom
Service	Prophets	Knowledge
Teaching	Evangelists	Faith
Exhortation	Shepherds	Healing
Giving	Teachers	Miracles
Leadership		Prophecy
Mercy		Discerning Spirits
Faith		Tongues
		Interpretation of tongues
		Apostles
		Teaching
		Administration
		Helps

How many **different** spiritual gifts can you identify?

PAGE 5

Speaking Gifts

Apostle

Prophecy

Evangelism

Teaching

Shepherding

Exhortation

Word of Wisdom

Word of Knowledge

Discerning Spirits

Service Gifts

Administration

Helps/Service

Giving

Mercy

Faith

Leadership

Sign Gifts

Miracles

Healing

Tongues

Interpretation of
Tongues

PAGE 6

The “sign gifts” and some of the “speaking gifts” were a temporary revelation from God, but are no longer needed because we have complete revelation called the **Bible**.

These gifts were to authenticate the early church **message** until the establishment of the church and the completion of the written Word of God.

PAGE 7

Permanent Gifts:

Leadership, Evangelism, Exhortation, Giving, Teaching, Administration, Mercy, Shepherding, Service and Faith

PAGE 7 (CONT'D)

Results

Maturity and Christlikeness

Doctrinal stability

Teamwork

SESSION 2 UNDERSTANDING SPIRITUAL GIFTS

PAGE 10

1. **Romans 12:6** The gifts will **differ** according to the grace given to us.
2. **1 Corinthians 7:7** Each believer has at least **one** spiritual gift.
3. **1 Corinthians 12:11** Spiritual gifts are distributed by the **Holy Spirit**.
4. **1 Corinthians 12:20-26** All gifts have an **equal** role in the functioning, unity, and care of the Body of Christ (the Church).
5. **1 Corinthians 13:13** Spiritual gifts are to be used with an attitude of **love**.
6. **Ephesians 4:7** Gifts are given on the basis of **grace**.
7. **1 Timothy 4:14** Believers are not to **neglect** their spiritual gift.
8. **1 Peter 4:10** Spiritual gifts are given to every **believer**.
9. **1 Peter 4:10** Spiritual gifts are given to **serve** others.

PAGE 11

1 Corinthians 12:7 So that believers can serve one another

Ephesians 4:11-16 For the church to be built up in unity and maturity

1 Peter 4:11 So that God is glorified

SESSION 3 DISCOVERING YOUR SPIRITUAL GIFTS

PAGE 23

Check the box by the valid methods you can use to determine your gifts:

- fl **Pray and ask God to confirm your gift.**
- fl **Determine if it brings you joy and contentment.**
- j Observe what others are doing and copy them.
- fl **Volunteer in a variety of ministry opportunities.**
- j "Eeny, meeny miney, moe, this is my gift."
- fl **Seek the opinions of others.**
- fl **Verify your effectiveness.**
- j List the gifts on a dart board and throw a dart.

SESSION 4 DEVELOPING A SERVANT'S HEART

PAGE 28

Romans 1:1 **Paul**

Romans 16:1 **Phoebe**

Ephesians 6:21 **Tychicus**

Colossians 1:7 **Epaphras**

James 1:1 **James**

2 Peter 1:1 **Peter**

Jude 1 **Jude**

Revelation 1:1 **John**

PAGE 29

Jesus **came** to be a servant, to **teach** his followers to be servants, and to **model** what a servant is.

PAGE 29 (CONT'D)

Since Jesus taught His followers to have a servant's heart, should we, as Christians, develop a servant's heart?

f1 Yes

j No

SESSION 5 DOING YOUR PART: UNDERSTANDING BEREAN

PAGE 35

Matthew 28:18-20 **Make disciples, teach, baptize**

Acts 1:8 **Be Jesus' witnesses all over the world (Missions)**

Acts 2:42 **Fellowship and prayer**

1 Corinthians 11:23-26 **Observe the Lord's Supper**

2 Timothy 4:2 **Preach the word**

Hebrews 10:25 **Meet together and encourage each other**

PAGE 37

What are our dreams?

1. Transforming Community
2. Training Center
3. Technology Catalyst
4. Turnover Church

What are our 5 Core Values?

1. Gospel-Centered
2. Kingdom-Minded
3. Team-Led
4. Servant-Hearted
5. People-Equipping

PAGE 38

What are our 4 Next Steps

1. Find your Faith Family
2. Life is Better Connected
3. Everyone Has a Next Step
4. Jesus is Too Good to Keep to Ourselves

PAGE 42

Vision-Casting God-sized plans for growth of God's church

Equipping competent and Spirit-led leaders

Implementing the church constitution and policies

Directing the spiritual life of the church



APPENDIX 2:

TEMPORARY GIFTS

DEFINITIONS OF THE TEMPORARY GIFTS

The Gift of APOSTLE

A gift distributed to individuals who were personally chosen by Christ and whose ministry was authenticated by sign gifts with the goal of founding the church.

The Gift of PROPHECY

The prophet had a supernatural gift whereby he was able “to reveal to his listeners’ new truth from God.” His function as a spokesman for God included foretelling (prediction) and forth-telling (preaching), on the basis of possessing supernatural knowledge.

The Gift of DISCERNING SPIRITS

The God-given ability to distinguish between the true and false sources of supernatural revelation in oral form during the period of the early church.

The Gift of MIRACLES

The God -given capacity to perform special signs or miracles to authenticate an apostle’s ministry and message.

The Gift of HEALING

The God -given capacity to instantly and completely restore a person’s health, without reversal, with the purpose of validating the messenger and message.

The Gift of TONGUES

The God-given capacity to speak in a known language which was previously unknown by the speaker.

The Gift of INTERPRETATION OF TONGUES

The God-given capacity to interpret/translate a language previously unknown by the interpreter.

The Gift of WORD OF WISDOM

The God-given capacity to receive special revelation from God and apply the truth to people's lives.

The Gift of WORD OF KNOWLEDGE

The God-given capacity to receive special revelation from God and communicate the truth.

ADDITIONAL INFORMATION

Some Charismatics/Pentecostals view the word of knowledge and word of wisdom spiritual gifts as the Holy Spirit speaking from one believer to another, giving revelation regarding a decision or situation. Those who use these gifts in that way will often say something to the effect of, "I have a word from the Lord for you." In doing so, they claim to be speaking on behalf of God, and claim that their words are to be strictly obeyed.

This understanding of the word of knowledge and word of wisdom gifts comes dangerously close to denying the doctrine of the sufficiency of Scripture. If God continues to reveal His will and wisdom through special revelation to individuals, then can His Word truly be sufficient to make us "complete, thoroughly equipped for every good work" (2 Timothy 3:16-17)?

Has God truly given us everything we need for life and godliness (2 Peter 1:3) if we require other individuals to give us special revelation from God? This is not to say that God never uses another person to speak to us, but if we often need direct messages from God through other people in order to live our lives, is God's Word truly sufficient, as it declares itself to be?

FURTHER READING:

"Ministering Through Spiritual Gifts: Recognize Your Personal Gifts and Use Them to Further the Kingdom" by Charles Stanley

"Strange Fire: The Danger of Offending the Holy Spirit with Counterfeit Worship" by John MacArthur



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