

3 Colors of Ministry – Lesson Plan

*One note – before each session begin with the question – “How are you? And have the group pray for each other. We are not just coming together to learn stuff, we are also here to build community. Without a community, the gifts are meaningless.

Session #1

(from Chapter 1 – Foundations: What are the 3 colors of ministry?)

The Three Colors

(emphasize that the three primary colors – green, red and blue – serve only as a metaphor to understand God and the Trinity.)

Introduction to the trinity as white light (God) that refracts into 3 colors (persons):

- the Father / Creator (green),
- the Son (red)
- and the Holy Spirit (blue)

These three colors also correspond to the 3 major revelations of God:

- Creation (green)
- Calvary (red)
- Pentecost (blue)

The goal for every Christian is integrate all three dimensions of God into our lives, but this is something we rarely do. Normally – we favor one of the three colors of God’s revelation. Here is how it often works out in church communities

- Green Christians (often liberals) emphasize the principles that God has revealed to all people: preservation of creation, social justice, human rights, peace.
- Red Christians (typically evangelicals) are strongly Christ-centered, strong on the gospel of Jesus and inviting people to live in relationship him.
- Blue Christians (typically charismatics) stress living in the power of the Holy Spirit and Pentecost.

Discussion: Have you experienced churches like these three types? What was the church good at? What was its weak point? Why color do you think PUCC is strongest in?

As a church and as individuals we are called to grow in the areas which we are weakest. If we are green, then we are called to integrate red and blue aspects of God’s character. As we closer to the center, the image of God, we will begin to radiate all three colors.

The goal is to become a three-color Christian. Fully integrate into our lives the three colors of God’s revelation.

The Gifts and the Trinity

1 Corinthians 12:4-6

There are different kinds of gifts, but the same Spirit. **(power)**

There are different kinds of service, but the same Lord. **(role)**

There are different kinds of working, but the same God works all of them in all men. **(expression / application)**

Gifts (charisma) – spiritual gift, grace empowerment

Service (diakonia) – office, role, task

Working (energima) – effect, operation, working (difference of effects / outworkings / expression)

(Blue) Spirit ☒ Gifts ☒ Power

(Red) Jesus ☒ Service ☒ Commitment

(Green) Father ☒ Working ☒ Wisdom

Examples of The Trinity working together:

Creation	Salvation
<p><i>The Father. (Wisdom)</i> Genesis 1:1 In the beginning God created the heavens and the earth.</p>	<p><i>The Father. (Wisdom)</i> Philippians 2:8-9 And being found in appearance as a man, he humbled himself and became obedient to death- even death on a cross! Therefore God exalted him to the highest place and gave him the name that is above every name,</p>
<p><i>The Son (Commitment).</i> Colossians 1:16 For by him all things were created: things in heaven and on earth, visible and invisible, whether thrones or powers or rulers or authorities; all things were created by him and for him.</p>	<p><i>The Son. (Power)</i> John 20:21 Again Jesus said, "Peace be with you! As the Father has sent me, I am sending you."</p>
<p><i>The Spirit. (Power).</i> Genesis 2:7 the LORD God formed the man from the dust of the ground and breathed into his nostrils the breath of life, and the man became a living being. Psalms 104:29-30 When you hide your face, they are terrified; when you take away their breath, they die and return to the dust. When you send your Spirit, they are</p>	<p><i>The Spirit (Commitment).</i> Luke 4:14 Jesus returned to Galilee in the power of the Spirit, and news about him spread through the whole countryside. Romans 8:11 And if the Spirit of him who raised Jesus from the dead is living in you, he who raised Christ from the dead will also give life to your mortal bodies through his Spirit, who lives in you.</p>

created, and you renew the face of the earth.	
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The goal is fullness in all three. Power without commitment is worthless, but so is commitment without power (working in an area for which the Holy Spirit has not empowered you). What brings them into balance is wisdom.

A prayer for a 3 Color Ministry.

Possibly at this point have the group break up into small groups, look up Colossians 1:9-11 and ask the following question. *How do these three aspects of God, (Green – wisdom, red-commitment, blue-power) work their way into Paul’s prayer for the Colossian church?*

Colossians 1:9-11 For this reason, since the day we heard about you, we have not stopped praying for you and asking God to fill you with the knowledge of his will through all spiritual wisdom and understanding.

[green – wisdom]

And we pray this in order that you may live a life worthy of the Lord and may please him in every way: bearing fruit in every good work, growing in the knowledge of God,

[red – commitment]

11 being strengthened with all power according to his glorious might

[blue – power]

so that you may have great endurance and patience, and joyfully

a fruitful life = power + commitment + wisdom

Finding your starting point.

Introduce the tool, “your personal change compass” (pages 34-36). Assign the “Personal Change Compass” as homework (have each person read up on their starting profile – provided on pages (22-33) and reading chapter one as homework for next week.

Close with prayer for each other (Colossians 1:9-11)

3 Colors of Ministry – Session #2

Review the Personal Change Compass.

Review each person's results of the Personal Change Compass (along with the profiles that Schwarz provides on pages 22-33.

- What are each person's strengths?
- What will each person need to work on?
- Discuss how our differences can work to balance our community.

Building a definition of Spiritual Gifts.

Have the group break up into smaller groups to go through Romans 12:4-8 and 1 Corinthians 12:7-31 and answer the following questions:

- What is a spiritual gift?
- Who gives these gifts?
- Who receives these gifts?
- Why are these gifts given?
- What are these gifts to be used for?

How the group work towards this definition:

“A spiritual gift is a special ability that God gives, according to his grace, to each of the members of the body of Christ, to be used for the development of the church.” (42)

Spiritual Gifts and Your Calling.

“God doesn't call you to a task for which he hasn't endowed you with corresponding gifts ... if you discover your gifts, you know to which areas of ministry God is calling you.” (44)

It is important to emphasize that the “need is not the call”. Your calling is where the needs of the world and the desires of your heart (related to your gifting) come together.

Homework

Have everyone read through chapter 2 and work through the reflection questions. Have them complete the quiz on page 54.

3 Colors of Ministry – Session #3. DISC Profile.

How are you?

Prayer for each other. Reintroduce prayer from Colossians 1:9-11.

Colossians 1:9-12 For this reason, since the day we heard about you, we have not stopped praying for you and asking God to fill you with the knowledge of his will through all spiritual wisdom and understanding. 10 And we pray this in order that you may live a life worthy of the Lord and may please him in every way: bearing fruit in every good work, growing in the knowledge of God, 11 being strengthened with all power according to his glorious might so that you may have great endurance and patience, and joyfully 12 giving thanks to the Father, who has qualified you to share in the inheritance of the saints in the kingdom of light.

Personal Change Compass. Review for anyone who didn't have it done last week.

Take DISC Profile Test. It is usual to give the test "cold" so that there is not a lot of time thinking and analyzing the data ahead of time – the simple test is taken – answers honestly given.

Getting the scores – anything over **44** is considered a strength; should not be over 44 in 3 different categories (may be an exalted view of themselves) – some may not get to 44 in any category (tough on themselves) so the highest ones are taken.

How did everyone come out?

Review Communication Styles. Understanding the focus of each style and temperament; this is the overview of where each type falls in relation to their focus and in relation to the other types.

Point out that is often the opposite types that work well together.

Communication Styles in Detail. A review of the four types and their strengths and weaknesses.

Page 3. What famous _____ personalities are you reminded of? Do you know someone that is a _____? (for each personality type)

Brief Review.

Discussion Questions.

DISC Style – IN a Nutshell. This looks at each style; taking the test data and the specifics of each style and getting the whole picture; it is once again helping to see the total picture; asking and answering questions.

What does each personality type value?

What are the strengths and weaknesses of each personality type?

The Four Personality Types and Gospel Identity.

Stress accentuates the weaknesses of our personal types, grace can soften the rough edges of our personality types.

What motivates the heart of each personality type? What must they have in order to feel good about themselves? What does each personality type need to hear in the gospel?

Successful communication in church, home, work. Applying the styles to working in small groups, committees, a mission board, deacon board, etc., or any of our relationships – speaking the truth in love (but with understanding of everyone’s needs, strengths and weaknesses.)

*How to use our spiritual gifts in church while understanding our giftedness but also our personality and the personalities of those we are in fellowship with – **what difference does this make?***

This is everything, because we are called to use our gifts in the context of community and for the building up of the church. This means we need to be sensitive to our own strengths and weaknesses and those around us, so that we might use our gifts in a constructive way.

3 Colors of Ministry - Session #4

Review.

Review the answers of the quiz on page 54.

How many spiritual gifts are there?

Have the group break up again and go through the exercise on page 51 where they will list out the gifts that are mentioned in 1 Corinthians 12, Romans 12, and Ephesians 4. (Have each group can concentrate on a different chapter).

Make a master list of the giftings as a large group. Explain how Schwarz categories the gifts into the Three Color categories: red, green and blue.

Spiritual Gifts and Universal Christian Responsibilities.

Have the group break up into smaller groups to go through the exercise on page 49 and then report back their findings to the larger group.

Stress the idea that while everyone might not have an evangelistic gift, we are all required to tell the story of what God has done for us. We may not have the gift of generosity, but we are all called to give to the church, to the poor, etc.

The Process of Discovering your Spiritual Gifts.

1. Open your heart to God in prayer.
Discussion: Are you open to all the gifts mentioned in the Bible? Are there certain ones you don't wish to have? Have you had negative experiences of people exercising a certain gift?
2. Be ready to apply your gift .
3. Get informed.
4. Begin with what you enjoy. (Give the group time to go around and discuss what they enjoy doing.)
5. Experiment as much as possible.
6. Verify your effectiveness.
7. Seek the opinion of others.

Homework

- Read pages 56-64 and go through the reflection questions.
- Do the 3 Color Gift Test and have the results back by Sunday. Make sure they give the two yellow sheets to two people that know them well.

3 Colors of Ministry - Session #5

Introduction

It is important for us to step back to reflect on who we are, and how God continues to form us, because these things will give us a clue as to what his calling is for us in our lives. The spiritual gifts are just one factor in helping us discover where God is taking our lives. Along with the gifts are temperament, education, and the experiences that God has taken us through since childhood. Two passages speak to this reality:

- Ephesians 2:10 For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.
- Psalms 139:14-16 I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well. 15 My frame was not hidden from you when I was made in the secret place. When I was woven together in the depths of the earth, your eyes saw my unformed body. All the days ordained for me were written in your book before one of them came to be.

Do Personal Profile (Handout for Session #5).

This handout will have them put down their personal change compass, DISC profile, gift mix (if they have it ready), but also personal history information that will help them put their gifts in context. *Take time to review with the group the significance of the personal change compass, DISC profile and the 3 Color Gift Test – maybe you can insert the next section – “How to interpret your results” in this part of the lesson.* Personal history information will include formative experiences (how you were raised, tragedies, triumphs, God moments, etc.), education and skills / job experiences.

How to interpret your results.

No spiritual gift test is perfect, but this test will indicate the top 5 areas where you are mostly like to possess manifest and latent gifts. We are all different. Some have 1, 3, 10 or more gifts. Therefore this is not the end of the discovery process. You may discover more in the future, you may try an area and discover that you are not gifted. Experiment, try it out and remember to listen to those who know you well to confirm (or deny) that you have the gift.

Manifest gifts are gifts that you have already been exercising to some degree.

A *latent gift* is an area where you will need to experiment to see if you truly have those gifts.

Review each person's results with the larger group.

(you will not have time for everyone – so use session five to complete these reviews. Give each person 15-20 minutes to discuss this in depth and to pray.)

For each person in the group do the following:

- Define each of the manifest and latent gifts in their gift mix. Were you surprised?
- What areas of overlap do you see in the gift mix?
- Discuss areas of ministry in the church or community where these gifts could be put to use. (Another good question might be – what ministries do you need to pull back from so that you can concentrate on your area of giftedness.) *Keep in mind the gift overlaps, the person's temperament and their personal history.*
- Discuss what kind of training /mentoring opportunities might be useful to develop these gifts.
- How the group pray for the person as they grow and develop the gifts that God has given them. You can use Colossians 1:9-11 as a prayer model.

Homework.

Read Chapter 4 “Learning to Utilize your gifts” and go through reflection questions.

3 Colors of Ministry – Session #6

Introduction

The world defines who we are by what we do, but the Word centers on who we are in Christ and tells us to express that new identity in what we do. Being and doing are interrelated, but the biblical order is critical: **what we do should flow out of who we are, not the other way around.** Otherwise our worth and identity are determined by achievements and accomplishments, and when we stop performing, we cease to be valuable. (Kenneth Boa, *Conformed to His Image*, 270)

What you do flows out of who you are.

How do the following passages illustrate that who we do flows out of who we are?

Colossians 3:12-15 Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience.

13 Bear with each other and forgive whatever grievances you may have against one another. Forgive as the Lord forgave you. 14 And over all these virtues put on love, which binds them all together in perfect unity.

15 Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful.

Romans 12:4-8 Just as each of us has one body with many members, and these members do not all have the same function, 5 so in Christ we who are many form one body, and each member belongs to all the others. 6 We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith. 7 If it is serving, let him serve; if it is teaching, let him teach; 8 if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully.

Review each person's results with the larger group.

(you will not have time for everyone – so use session five to complete these reviews. Give each person 15-20 minutes to discuss this in depth and to pray.)

For each person in the group do the following:

- Define each of the manifest and latent gifts in their gift mix.
- Discuss areas of ministry in the church or community where these gifts could be put to use.
- Discuss what kind of training /mentoring opportunities might be useful to develop these gifts.

- How the group pray for the person as they grow and develop the gifts that God has given them. You can use Colossians 1:9-11 as a prayer model.