

Strengthening the Black Church for the 21st Century (SBC21)
Academy of Interns – 2013 – 2016
Questionnaire

The internship questionnaire is designed to help gather relevant information to aid in placing you in your internship. Please type the required information on the form and submit to SBC21 National Office.

COMMITMENT

1. Do you believe in the doctrinal standards of The United Methodist Church?
___ Yes ___ No
2. Will you serve with the intention of entering full-time ministry in the United Methodist Church? ___ Yes ___ No
3. Are you willing to submit to spiritual authority established by the United Methodist Church and your intern placement site? ___ Yes ___ No
4. Will you commit to guarding your Christian testimony and the testimony of the United Methodist Church by abstaining from any action or activity that would cause harm or others to stumble? ___ Yes ___ No
5. Will you provide support to the life of your assigned placement site by following its mission and give yourself to fulfill the commission of our Lord for the Church?
___ Yes ___ No
6. Please complete the following sentences:
 - a. "I once was....."
 - b. "But then I met Jesus, and now I am"

MINISTRY BACKGROUND

1. Describe your practice of personal spiritual disciplines within the past month including prayer, Bible reading and study, fasting, journaling, etc.
2. What would you identify as being your greatest challenge(s) as an intern?
3. What is your vision for church renewal? For a new church start?
4. Do you see yourself as a church planter (new church start) pastor or becoming a pastor of an existing congregation?

S.H.A.P.E.

God created each of us with purpose – to share in Christ Jesus God’s love and life for all people. Each of us is uniquely designed, or shaped, by God to serve. Understanding our shape helps you to understand your purpose. We are unique, wonderfully complex, a composite of many different factors. What God made us to be determines what he intends for us to do. Our ministry is determined by our S.H.A.P.E. (*Warren, Rick. “Purpose Driven Church”*)

S ***SPIRITUAL GIFTS*** is a special ability to be used to participate with Jesus in ministry building up the Body of Christ. All believers have one or more spiritual gifts which are different from natural talents.

H ***HEART*** is the center of your passion, motivation and inclinations.

A ***ABILITY*** is the natural talents that you have had since birth.

P ***PERSONALITY*** is the unique temperament that makes you different from everyone else.

E ***EXPERIENCE*** can be educational, vocational, spiritual, ministry and even painful. God never wastes an experience.

Romans 12:1-8 “We have gifts that differ according to...”
1 Corinthians 12:1 – 11 “There are a variety of gifts, but the same spirit.”
2 Corinthians 9:6-15 “Thanks be to God for his indescribable gifts!”
Ephesians 4:7-16 “The gifts that he gave were that some would be...”
1 Peter 4:7-11 “Like good stewards of the manifold grace of God...”

Please complete the assessments on the following pages to help us in placing you in your internship.

Instruction: For each question, enter the number that best applies to you:

3 = THAT'S ME

2 = This is PROBABLY me.

1 = This is PROBABLY NOT me.

0 = This is DEFINITELY NOT me!

- __1. I try to worry more about the needs of others than my own.
- __2. People come to me when they need to talk out a problem.
- __3. I like to give money to those in need.
- __4. I enjoy planning the Bible with others.
- __5. I like to help others know God better.
- __6. I don't mind being seen with people who aren't popular.
- __7. When I see needy people on cold nights I really feel like inviting them to my home.
- __8. In a group I'm usually the one who decides where we go and what we do.
- __9. I like to tell others about my relationship with God.
- __10. I have confidence that God will get me through both good and bad times.
- __11. I like doing jobs that most people don't want to do.
- __12. I am known for my positive attitude.
- __13. I get a real kick out of giving stuff away.
- __14. I like studying the Bible so I can explain it to others.
- __15. I like to pray for and with others.
- __16. I like to work with disabled people.
- __17. I like having friends come to my house.
- __18. I like to organize and motivate groups of people.
- __19. I often make discussions relate to God.
- __20. I believe that God can do things that seem impossible.
- __21. I have helped other people so their work was easier.
- __22. I like to help sad people feel better.
- __23. I try to be smart with my money so that I can give money to people who need it.
- __24. I like learning and studying the Bible.
- __25. I would love to lead a Bible study.
- __26. I feel very sympathetic toward the needy.
- __27. I don't feel disrupted when there are guests at my home.

- __28. I have encouraged others to finish a job.
- __29. I would like to help someone else become a Christian.
- __30. I have confidence that God will keep his promises even when things are bad.
- __31. I don't mind doing little jobs that other people don't consider important.
- __32. I can encourage others through what I say.
- __33. I know that God will meet my needs, so I want to give freely to others.
- __34. I can show others what different ideas in the Bible mean.
- __35. I like to serve people to show that God cares for them.
- __36. When I know someone is sick, I call to see how he/she is doing.
- __37. I have company come to my house.
- __38. I would like to lead, inspire, and motivate people to do God's work.
- __39. I would like to tell others that Jesus is the Savior and help them see the positive results.
- __40. I trust that I can call on God and know that he will be there when "impossible" situations happen.
- __41. Sometimes when I do jobs, nobody notices, but I don't mind.
- __42. I like it when people are happier after I have talked to them.
- __43. I have given away my money or belongings to those in need.
- __44. I like to show others how to find answers on their own.
- __45. I like to help bring people back to Christ who have wandered away from him.
- __46. When I see a homeless person, I really want to help.
- __47. My friends come over to my house because they feel comfortable there.
- __48. When I'm in a group, people often look to me to take charge.
- __49. I take any opportunity I can to tell people about Christ.
- __50. When everything looks bad, I can still trust God.

Spiritual Gifts assessment is adapted "Developing Student Leaders" by Ray Johnston. Zondervan, 1992

SPIRITUAL GIFTS INVENTORY TABULATION

Please put your response (0 – 3) to each inventory statement on the previous page in the blank next to the appropriate number on the chart below.

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

GIFT A: Helping. The ability to assist and serve other people.

GIFT B: Encouraging. The ability to support people and help them to regain hope.

GIFT C: Giving. The ability to give your time and money so that it can be used for God’s work.

GIFT D: Teaching. The ability to teach the Bible in such a way that people learn and grow.

GIFT E: Pastor. The ability to effectively guide and care for people in their walk with God.

GIFT F: Mercy. The ability to act out of compassion toward those who are suffering.

GIFT G: Hospitality. The gift of being friendly and generous to guests.

GIFT H: Leading. The ability to motivate others to use their spiritual gifts and to do their best for the work of the Lord.

GIFT I: Evangelism. The ability to help others to come to know Jesus personally.

GIFT J: Faith. The ability to have a confident belief that God will always do what is best.

SPIRITUAL GIFTS ASSESSMENT

Determine your results as follows: If the score in the “TOTAL” section is...

- 12 – 15: There may be great likelihood that God has blessed you with this spiritual gift
- 8 – 11: There may be a strong likelihood that God has blessed you with this spiritual gift
- 4 – 7: There may be a good possibility that God could be developing this gift in you
- 0 – 3: You are not likely gifted in this area

Based on this assessment, please list below the three (3) spiritual gifts scored highest:

1. _____ 2. _____ 3. _____

HEART

God has given each of us a unique emotional “heartbeat” that races when we encounter activities, subjects, or circumstances that interest us. It determines what your interests are, and what will bring you the most satisfaction and fulfillment. It also motivates you to pursue certain activities, subjects and environments. We instinctively feel deeply about some things and not about others. Effective and enthusiastic people work in their passion area and have discovered the joy of being fulfilled.

Please reflect on your past accomplishments. Identify areas of ministry which you did well and enjoyed. Reviewing your spiritual gifts please grade the following ministry area using your heart as your guide.

EP - Experienced and Passionate

NI – No experience, but interested

E – Experienced, but not Passionate

N – No experience, low interest

Youth Sunday School or Small Groups

Adult Sunday School or Small Groups

Children’s Church/VBS

Public Speaking (Sermons or Bible Studies)

Community Outreach/Community Networking

Working with Leadership Teams or Committees

Leading Worship/Teams

Laity Leadership Development

Church Administration

ABILITY

Every person has abilities that we may or may not be aware of. Looking over past experiences you may discover accomplishments or natural skills. When God appoints divine assignments, God equips us with the abilities to carry it out.

Reading the list below, please identify three (3) “Leadership Styles” that best define you:

- **The Visionary Leader** – future oriented and have definite ideas of a preferred destination. A strong desire to communicate that vision. Desire to get people on board and move them into action.
- **The Directional Leader** – have a discerning sense of what to do at crossroads. Clear thinkers and insightful planners.
- **The Strategic Leader** – have an excellent sense of planning, direction, and timing. Do not cling to the past but plan for the future.
- **The Managerial Leader** – chart things in an orderly fashion. Willing to chart things in an orderly fashion, a systems thinker, evaluate performance, oversee direction, and make wise use of resources, teams, and finances.
- **The Motivational Leader** – know how to read people, inspire and lift morale. Skillful at discerning people’s needs and expectations. Encourages them to greater challenges.
- **The Shepherding Leader** – captures follower’s heart by nurturing and loving them. Very pastoral in outlook. Can develop loving, successful fellowship.
- **The Team Leader** – know they need the right people around them to accomplish the job to get the right results. Share responsibility and can build trust.
- **The Entrepreneurial Leader** – gives birth to new ventures and launch new ideas. Are good starters and know when to release to leaders with a managerial and/or shepherding style.
- **The Re-Engineering Leader** – can take an organizational mess and coordinate a turnaround. Help ministries that have lost their way and give meaningful direction.
- **The Bridge-Building Leader** – builds trust among teams getting them to work in “sync.” Excellent coordinators.

List the top three (3) Leadership Styles that define you:

1. _____
2. _____
3. _____

PERSONALITY

IMPORTANT: READ ALL DIRECTIONS BEFORE STARTING

DIRECTIONS: For each question below, WRITE A NUMBER IN EACH SHADED BOX. Please write in the shaded box **8** points for the phrase that is “most like you,” **6** points for the phrase that is “next most like you,” **4** points for the “third most like you,” and **2** points for the phrase that is “least like you.”

Question #1 – How important to you are the following values?	A	B	C	D
a. I value being competent, knowledgeable and skilled in everything I do.				
b. I value security by being a responsible and obeying the rules.				
c. I value calculated risk-taking that tests the limits.				
d. I value relationships as a way of feeling significant.				

Question #2 – How accurately do the following words describe your strengths?	A	B	C	D
a. I’m good at using my intellect to solve problems.				
b. I’m good at working on tasks that need to be done and serving others.				
c. I’m good at accomplishing what others think could be done.				
d. I’m good at perceiving emotions – my own and others.				

Question #3 – How accurately do the following words describe your basic drives?	A	B	C	D
a. I want to know, understand and explain the world around me.				
b. I want to be a contributing member of groups that are important to me.				
c. I want to test the limits of my abilities and bend the rules, if necessary.				
d. I want to care for others and help them reach their potential.				

Question #4 – How accurately do the following words describe your assets?	A	B	C	D
a. I use my mind to acquire and apply information competently.				
b. I use my hands to accomplish tasks with excellence.				
c. I use my creativity in pioneering new and imaginative ways to do things.				
d. I use my compassion to develop greater intimacy and harmony with others.				

Question #5 – How often do you use the following factors to make decisions?	A	B	C	D
a. I trust in reliable data such as established facts and information.				
b. I follow the rules, procedures, and traditions.				
c. I get a sudden idea and take action almost immediately.				
d. I depend on my impressions, instincts, hunches and gut feelings.				
Scoring: Add up the number of points in each column above.				
TOTAL:				

Question #6 – How accurate are the following descriptions of you?	A	B	C	D
a. I tend to be logical, rational, reasonable and thorough.				
b. I tend to be responsible, dependable, reliable and trustworthy.				
c. I tend to be bold, daring, gutsy and brave.				
d. I tend to be intuitive, perceptive, insightful and sensitive.				

Question #7 – How much do you enjoy the following activities?	A	B	C	D
a. I enjoy developing theories that explain what, how and why.				
b. I enjoy accomplishing tasks and getting things done.				
c. I enjoy participating in adventures that are risky and difficult.				
d. I enjoy connecting with people and building relationships.				

Question #8 – How accurate are the following behaviors that describe you?	A	B	C	D
a. I try to be objective, impartial and unbiased.				
b. I try to be responsible, dependable and conscientious.				
c. I try to be inspiring, motivating and energizing.				
d. I try to be fun, faithful and trustworthy.				

Question #9 – How accurate are the following characteristics of you?	A	B	C	D
a. I value gaining wisdom, knowledge, insight and understanding.				
b. I value living a life of stability, accomplishment and responsibility.				
c. I value living a life of calculated risk, danger and excitement.				
d. I value building harmony, friendship and peace with other people.				

Question #10 – How accurately do the following statements describe you?	A	B	C	D
a. I place a high value on intelligence.				
b. I place a high value on preparedness.				
c. I place a high value on skillfulness.				
d. I place a high value on genuineness.				
Scoring: Add up the number of points in each column above.				
TOTAL				

Scoring: Add the column totals from the previous page to the totals for this page and transfer your scores to the boxes on the right. The points for the four columns should add up to 200.

Column A _____ Column B _____ Column C _____ Column D _____

PERSONALITY TYPE

Understanding your score: Look at your 4 scores on the previous page. The column with the highest score is your personality type. The column with the next highest score is your secondary personality type. If your two highest scores are very close this means you are able to work well in both areas. Check your primary and secondary personality type then read the descriptive terms below.

Column A – ANALYZER

An Analyzer is someone whose strength is thinking and problem solving. They excel in an environment that requires analytical skills.

Column B – COORDINATOR

A Coordinator is someone whose strength lies in organizing the team to accomplish the task at hand. They excel in an environment that requires a competent focused leader. They are task oriented people who value stability and responsibility on team.

Column C – ACTIVATOR

An Activator is someone whose strength lies in taking the risks necessary to lead a team to accomplishing a goal. They excel in an environment that requires quick, decisive decisions. They are adventurous leaders who love to measure their accomplishments.

Column D – CONNECTER

A Connector is someone whose strength lies in relating to others. They excel in an environment that requires them to work on a team toward a common mission. They value significance and relationship to others. They also avoid conflict.

Personality Type assessment is adapted "LeaderTrek" Carol Stream, IL.

EXPERIENCE

Our experiences in life are God's way of molding and shaping us for the building of God's Kingdom. With experiences come our strengths and weaknesses through victories and trials. In helping to discern your placement please share with us your experience by answering the following questions.

Spiritual Experiences

What was your most rewarding experience in serving God and people? Please explain in detail and process.

Ministry Experiences

What was the most rewarding business, ministry or other endeavors you experienced? Please explain in detail and process.

What was the most disappointing business, ministry or other endeavors you experienced? Please explain in detail and process.