

## Growing in the 5-fold

### 1. Invitation/Challenge for Discipling the 5-Fold

#### **Apostles**

**Invitation** | Give them opportunities to pioneer. Look especially for nearly impossible challenges. Do not micro manage them. They want access to your resources but only when they need them. Give them real, honest, tough critique. They will not always agree immediately, but they'll respect you.

**Challenge** | Push them into other phases of ministry. Remember to calibrate your challenge to them so they can dream, visioneer, and play. Push them to grow in compassion and be sensitive to the needs of others.

#### **Prophets**

**Invitation** | Help them create space in their schedule to be with the Lord. Give them permission to retreat. Affirm and value their gift. They can feel marginalized or weird, so let them listen to God then share what they hear.

**Challenge** | They are prone to discontent due to idealism and self-criticism. They can be easily bruised and are quite delicate. Help them develop their communication skills. They often see the right thing but sometimes share it in a way that is not easily received. They will tend to pull aside with others like themselves. Keep them engaged with the entire body.

#### **Evangelists**

**Invitation** | Give them opportunities to use their gifting. They function best around non-Christians. They need freedom to be with people two days a week – don't force them to stay in their office. Ask them to share their stories of evangelism with the rest of the body.

**Challenge** | They are prone to winning people to Jesus then leaving them. Insist they disciple and train people. Hold them accountable for what they feel God has told them. They will try to change their calling far too often.

#### **Pastors**

**Invitation** | Demonstrate value for who they are over what they do. Relationships are foundational for them. Give a specific invitation to

them to say “no” when it is wise to do so. They’re prone to attack related to identity issues. Speak identity-truth and affirmation to them.

**Challenge for Pastors** | They are often highly self-critical, so challenge is not as necessary with them. Help them recognize opportunities to grow in the pioneering phases. (Apostle, Prophet, Evangelist)

## **Teachers**

**Invitation** | Define what you want them to do with as much detail as possible. Ask if you’ve given enough for their needs. Give opportunities to study and read. They want to learn from people whose competence is greater than theirs. Encourage them to critique ideas in the vision casting process. Be prepared to accept any and all feedback.

**Challenge** | Challenge them to grow outside their area of competence. They must learn to be compassionate in their communication. Work on developing their emotional intelligence. Demonstrate value for more than just their intellect.

## **2. Five Fold Frustrations and Flourishing**

### **Frustrations:**

#### **Apostle**

- Devil’s taking ground we’ve already taken
- Spinning wheels
- No new ground being taken, not moving forward
- Not learning anything new

#### **Prophet**

- Doesn’t feel like hearing from God
- No one listening to their revelation
- Revelation isn’t turning into action

#### **Evangelist**

- Unfertile soil around them
- In the church vs out being the church
- People unresponsive

#### **Pastor**

- See people stuck, no healing
- Division/divisive/lack of harmony
- When others do not respond to needs of the body

#### **Teacher**

- When others disregard truth
- When truth is planted but doesn't take root, shallow soil
- No opportunity to equip or coach

### **Flourishing:**

#### **Apostle**

- Being on board with a compelling vision
- Creating a path to see that vision happen
- Find something new that excites you and you learn about it

#### **Prophet**

- Regular alone time with God
- Seeing life change based on revelation you gave
- Communicating and praying with other prophets

#### **Evangelist**

- Seeing Kingdom alive in others
- Regular opportunities to bring good news
- Seeing unbelievers hear the gospel and respond

#### **Pastor**

- Regular opportunities to bring wholeness to other lives
- Lead the flock in areas of protection and provision
- Safe places to share their inner feelings

#### **Teacher**

- New truth transforms their own life
- When people look to them to speak truth and coach
- Uphold truth – guardians/ Feel success guarding good doctrine

### **3. Questions to help embed APEST in culture of how we do church not just leadership team building**

#### **Apostle**

Do we have an entrepreneurial culture?

Do people feel they have permission to take missional initiatives?

Are we 'making the most of every opportunity, conducting ourselves with wisdom towards outsiders, and is our gracious speech seasoned with salt?' Col 4:5-6

Are we in management or mission mind-set? Are we moving forward?

Are we planting or at least growing and taking new ground?

## **Prophet**

Are we hearing God's word to us as leaders?

Do our members have a lifestyle of hearing and obeying?

Is our community ministering to one another in the gifts of the spirit?

Is our evangelism with signs and wonders?

Is our church counter-cultural, pulling down idolatrous strongholds and challenging injustice?

## **Evangelist**

Do we as leaders have a big pool of non-Christian contacts and a smaller number of clear people of peace?

Are our church members living incarnationally in community?

Is our church good news to the community around us?

Are we seeing people come to faith at the edges and at the centre?

Are people in church confident to share their faith and talk about Jesus?

## **Shepherd**

Do leaders and the people feel cared for and nurtured in church?

Does that care spill over into our neighbourhoods and places of work?

Are the majority of people in a discipleship relationship?

Are people part of an authentic community of believers?

Is love at the heart of our evangelism?

Are we loving those who God brings among us, even the unlovely, do they feel welcome?

Do people know how to access specialist support for life-controlling issues?

## **Teacher**

Is there a good quality of bible teaching through Sunday services?

What is the level of biblical literacy in church?

Are people self-feeders from God's word?

Do people generally use God's word as the key to developing themselves and others around them?

Is our church culture shaped by God's word or the prevailing norms of our secular culture?

Is there good engagement with God's word in our small groups / MCs?

**How could the release of APEST in our church address any lacks identified above?**