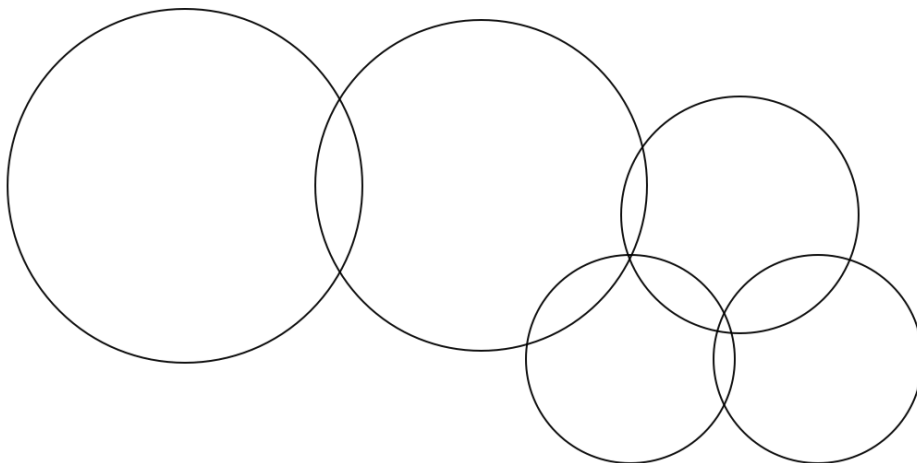


APEST Introduction

APEST is a ministry assessment emerging from the most comprehensive statement of ministry structure, that of Ephesians 4:7,11-12. Within this passage we find the fivefold ministry of APEST: apostolic, prophetic, evangelist, shepherd and teacher;

But to each one of us grace has been given as Christ apportioned It is he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be shepherd and teachers, to prepare God's people for works of service, so that the body of Christ may be built up.

All five ministries are needed to engender, call forth, and sustain a full ministry in the Jesus movement. In fact, all five ministries in dynamic relation to one another are absolutely essential to vigorous discipleship, healthy churches and growing movements. Ephesians 4:7,11-12 assigns APEST ministries to the entire church, not just leadership. All are to be found somewhere in APEST a leadership model characterized by a servant-inspired dynamic.



Teaching	Pastoral	Evangelistic	Prophetic	Apostolic
Definition: <ul style="list-style-type: none"> essentially the ministry that clarifies the revealed mind/will of God so that the people of God gain wisdom and understanding 	Definition: <ul style="list-style-type: none"> essentially the ministry that clarifies the revealed mind/will of God so that the people of God gain wisdom and understanding 	Definition: <ul style="list-style-type: none"> essentially the minister who has an ear toward God, acts as the mouth of God, and therefore speaks for God—often in tension with dominant consciousness truth-teller to the believer 	Definition: <ul style="list-style-type: none"> essentially the person who has an ear toward God, acts as the mouth of God, and therefore speaks for God—often in tension with dominant consciousness truth-teller to the believer 	Definition: <ul style="list-style-type: none"> essentially the person who has an ear toward God, acts as the mouth of God, and therefore speaks for God—often in tension with dominant consciousness truth-teller to the believer
Focus/Core Issue: <ul style="list-style-type: none"> discernment guidance helping the faith community to explore and seek to understand the mind of God 	Focus/Core Issue: <ul style="list-style-type: none"> discernment guidance helping the faith community to explore and seek to understand the mind of God 	Focus/Core Issue: <ul style="list-style-type: none"> making clear the offer of salvation so that people might hear and respond in faith recruiting to the cause 	Focus/Core Issue: <ul style="list-style-type: none"> making clear the offer of salvation so that people might hear and respond in faith recruiting to the cause 	Focus/Core Issue: <ul style="list-style-type: none"> making clear the offer of salvation so that people might hear and respond in faith recruiting to the cause
Impact/When Ministry is Needed: <ul style="list-style-type: none"> understanding of God and the faith truth guides behavior self-awareness devotion to learning and integration 	Impact/When Ministry is Needed: <ul style="list-style-type: none"> understanding of God and the faith truth guides behavior self-awareness devotion to learning and integration 	Impact/When Ministry is Needed: <ul style="list-style-type: none"> expansion of the faith through a response to God's personal call organic numerical growth of the people of God 	Impact/When Ministry is Needed: <ul style="list-style-type: none"> expansion of the faith through a response to God's personal call organic numerical growth of the people of God 	Impact/When Ministry is Needed: <ul style="list-style-type: none"> expansion of the faith through a response to God's personal call organic numerical growth of the people of God
Impact/When Ministry is Needed: <ul style="list-style-type: none"> closed, nonmissional community co-dependency between church & pastor (messiah complex) don't rock the boat approach to organization if too "feminine" in expression, males can be alienated from the church theological dogmatism Christian gnosticism ("saved" by knowledge of Bible and theology—Bible replaces Holy Spirit) intellectualism control through ideas: pharisaism ("is it lawful?") 	Impact/When Ministry is Needed: <ul style="list-style-type: none"> closed, nonmissional community co-dependency between church & pastor (messiah complex) don't rock the boat approach to organization if too "feminine" in expression, males can be alienated from the church theological dogmatism Christian gnosticism ("saved" by knowledge of Bible and theology—Bible replaces Holy Spirit) intellectualism control through ideas: pharisaism ("is it lawful?") 	Impact/When Ministry is Needed: <ul style="list-style-type: none"> loss of overarching vision and communal health narrow perspectives on faith, limited to "simple gospel" 	Impact/When Ministry is Needed: <ul style="list-style-type: none"> loss of overarching vision and communal health narrow perspectives on faith, limited to "simple gospel" 	Impact/When Ministry is Needed: <ul style="list-style-type: none"> loss of overarching vision and communal health narrow perspectives on faith, limited to "simple gospel"

APOSTOLIC

The uniqueness of Apostolic leadership lies in the ability to pioneer new, innovative and mission minded works. This leadership style has the ability to oversee the development of apostolic works. Apostolic leadership has a unique sense of being sent, prepared specifically for a purpose. In a leader, he or she has an internal sense of urgency for the future, an awareness of the needs of tomorrow. Apostolic leadership seek opportunities to engage causes of significance larger than themselves. The mindset of the Apostolic is often trans-local, larger and more encompassing than the immediate. Apostolic leadership is the guardian of the organization's DNA, or identity of the community and cause. He or she is an entrepreneur, a groundbreaker and strategist seeking to initiate an organization or individual's purpose, service, or mission. The Apostolic leader impacts communities through extension. Apostolic leaders need to sense movement and change. The Apostolic influences by ensuring that Christianity is transmitted from one context to another, from one era to another.

Luke 10:1,3;

"1. After this the Lord appointed seventy-two others and sent them two by two ahead of him to every town and place where he was about to go. 2.He told them, "The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field. 3.Go! I am sending you out like lambs among wolves."

1 Corinthians 3:5-9(11);

"5. What, after all, is Apollos? And what is Paul? Only servants, through whom you came to believe—as the Lord has assigned to each his task. 6.I planted the seed, Apollos watered it, but God made it grow. 7.So neither he who plants nor he who waters is anything, but only God, who makes things grow. 8.The man who plants and the man who waters have one purpose, and each will be rewarded according to his own labor. 9.For we are God's fellow workers; you are God's field, God's building... 11.For no one can lay any foundation other than the one already laid, which is Jesus Christ."

Characteristics:

- Visionary thinking and motivation.
- Comfortable crossing boundaries - intellectual, social or cultural.
- Entrepreneurial interests to build communities of faith.
- Starting something new is energizing.
- Pioneering new endeavors.
- Strategic decision maker.
- Innovative approaches and solutions.
- Uncomfortable with the status quo.
- See things holistically, part of larger system.
- Understands multiple dynamics and components.
- Deep relationships at a distance, in outside networks.
- Need to move occasionally to pursue a new thing.

Impact: Extension, the one who is sent.

- Cast vision to those around you. Do not be afraid to let your passion and excitement ignite others lives. Listen to the questions and comments of others. Often, these elements will identify details needing to be integrated into your message, providing greater clarity. Do not fear over-explaining why certain people, organizations and resources are necessary to stabilize the vision.
- Those nearest to you are likely to have an apostolic or prophetic mindset. Ask them to help explain and provide strategy for the vision. They are unlikely to know how to accomplish the vision. Allow them to inspire others toward understanding. Recruit and release other like-minded individuals to seed the vision within the structure of the movement.
- What you see as needed to further a missional cause may not be immediately seen by those near you. Envision within the local church, explaining themes for annual meetings, events, financial campaigns, and individuals. Depending on your mindset, some apostolic leaders serve best by inspiring people one at a time or to large groups.

PROPHETIC

The genius of Prophetic leadership is the ability to discern the spiritual realities in a given situation or community. This leadership style communicates the elements of the spiritual realities in a timely and appropriate way. Prophetic leadership's main concern is to further the mission of God's people and communities. The Prophetic has an innate sense of knowing the mind of God on issues concerning growth and transformation. As a leader, he or she is concerned that changes made today are needed to progress into the future. The Prophetic leader seeks integration between spiritual realities and immediate need. He or she is a questioner, freely disturbing the status quo and challenging individuals and organization to move in a different direction. He or she may probe individual or group awareness to solicit further questioning, all to gain clarity. The Prophetic leader impacts communities through integration. Prophetic leadership influences others by truth - telling, not afraid of speaking in a tension with the dominant way of thinking and practice.

John 1:6-8;

"6. There came a man who was sent from God; his name was John. 7. He came as a witness to testify concerning that light, so that through him all men might believe. 8. He himself was not the light; he came only as a witness to the light."

James 1:21-23;

"21. Therefore, get rid of all moral filth and the evil that is so prevalent and humbly accept the word planted in you, which can save you. 22. Do not merely listen to the word, and so deceive yourselves. Do what it says. 23. Anyone who listens to the word but does not do what it says is like a man who looks at his face in a mirror; 24. for they look at themselves and, on going away, immediately forget what they look like."

Characteristics:

- Questions what has become normative.
- Disturbs common thinking and practices.
- Agitates for positive change.
- Desires learning for purposes to influence.
- Discerns the message of Truth
- Seeks to ensure an authentic response to Truth
- Core issue is one's relationship with God
- Urgency felt now, in the moment, "this must happen."
- Comfortable dismantling the present for future hope
- Deep compassion for the cause of the people
- Inspires all people to respond to God's message
- May communicate creatively to get message across

Impact: Integration, the one who knows.

- You have great faith in what you believe, explain these beliefs with others. Your precise knowledge of what God calls us to do will encourage and assure people who naturally question or are indecisive. This encouragement and assurance leads others to confidence, faithfulness, obedience and influence.
- As a person who boldly communicates God's truth, be aware of how strong your message can become. Ask those you trust for help with word choice, delivery and timing. The right message at the wrong time may easily be ignored. This may result in people getting tired with the persistence of the same message.
- You feel great ownership of the message God has given you. Think of ways you can communicate this message beyond words. How can you serve as a way to encourage their greater commitment? Then, commit yourself to serving in places that reflect your passion.

EVANGELISTIC

Evangelistic leadership communicates the gospel message in a way that people respond by having greater faith in themselves and their purpose. Evangelistic leadership inspires people to greater commitments of following and discipleship. The Evangelistic leadership recruits others for a cause. In a leader, he or she senses the urgency of the moment and engages what needs to be changed now for what must happen in the future. Often, the Evangelistic leader comfortable around believers and non-believers alike - each seen as they can be. As the owner of the message, the Evangelist leader will make great sacrifices to achieve a genuine response. He or she is a communicator / recruiter, taking the organizations message to the outside, and convincing them of it. Evangelistic leadership markets and promotes an idea or vision to gain loyalty allegiance to the cause. The Evangelistic leader impacts the community through expansion. The Evangelist leader influences others by calling for greater personal response and sacrifice to a greater cause and purpose.

Luke 19:9-10;

"9.Jesus said to him, "Today salvation has come to this house, because this man, too, is a son of Abraham. 10.For the Son of Man came to seek and to save what was lost/"

Romans 10:14-15;

"14.How, then, can they call on the one they have not believed in? And how can they believe in the one of whom they have not heard? And how can they hear without someone preaching to them? 15.And how can they preach unless they are sent? As it is written, "How beautiful are the feet of those who bring good news!"

Characteristics:

- Recruits for a cause.
- Makes clear the message of salvation.
- Communicates passionately.
- Core issue is conversion, coming to faith.
- Naturally enthusiastic, enthusiasm can be contagious.
- A perspective that sees people as souls needing faith.
- Message of organizational purpose.
- Needs others to hear and respond.
- Creates genuine, organic growth in people.
- Can personalize and contextualize the message of God's love.
- Motivated to see the people move toward Christ.
- Needs response from people, leads to belief and belonging.

Impact: Expansion, the one who recruits.

You believe the community of faith is a place where people need to belong. This belonging is achieved through a believing relationship with Jesus Christ. Establish meaningful relationships and a genuine commitment to the people of your community; this will develop a trust to support the work you are called to do.

Once people respond to the call of God, help them integrate into the community. Because you ultimately care about their belonging, introduce them to people who will welcome them, so they feel a sense of home and belonging. This will help others see your connection to the mission of the church.

As the gatekeeper of the church, you may be seen as more welcoming and accommodating than others. Your openness to new people, diversity and differences in cultural nuances may be seen as threatening. Take time to explain how God's love is expressed to people from all backgrounds.

SHEPHERDING

Shepherding leadership influence by nurturing, protecting and caring for people. Shepherd leaders primary function is as the care-givers of individuals. Shepherding leadership is the people-oriented motivator who develops and supports healthy relational systems. In a leader, he or she has the unique ability to know and understand the needs of people and the ability to develop others. Shepherd leaders focus on the needs of today and manage people through meaningful and personal contact. Often the Shepherd leader has a unique understanding of other's feelings and emotions, creating a sincere relational bond. He or she will seek to create safe environments for meaning spiritual growth and discipleship. A Shepherd leader believes in the need to seek to resolve the needs of today at the expense of the focusing on needs of tomorrow. He or she is a humanizer, they provide the emotional glue for the caring of individuals within an organization. The Shepherd leader impacts the community through nurture. The Shepherd leader influences others by their deep love, care and protection of those in their care.

John 13:34-35;

"34.A new command I give you: Love one another. As I have loved you, so you must love one another. 35.By this all men will know that you are my disciples, if you love one another."

1 Thessalonians 2:6-8;

"6.As apostles of Christ we could have been a burden to you, 7.but we were gentle among you, like a mother caring for her little children. 8.We loved you so much that we were delighted to share with you not only the gospel of God but our lives as well, because you had become so dear to us"

1 Corinthians 13:4-7;

"4.Love is patient, love is kind. It does not envy, it does not boast, it is not proud. 5.It is not rude, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. 6.Love does not delight in evil but rejoices with the truth. 7.It always protects, always trusts, always hopes, always perseveres."

Characteristics:

Core issue: love for people – individually and collectively	Aware of the spiritual network within a community
Humanizer providing care, concern and correction	Desire to see people enriched, connected and understood
Creates environments for change, not always comfortable	Expresses God's love through creating healthy communities
Unifier of an organization	Seeks the dignity and respect of each person
Patient and timely with care, stretching people to grow	Has a vision for growth, sees other's development
Cultivates loving and mature relationships	Aware of dangers, protects and guards others

Impact: Nurture, *the one who cares.*

- You have the unique ability to provide a comfortable yet challenging space for people, a trusting relationship ripe for personal and spiritual growth. Seek places to serve as a counselor, discipler, care giver or role model. Be aware of the possibility that co-dependency may occur between you and those you are leading. Lead people inward and forward.
- You naturally see potential, progress and growth; comment frequently on this. Trust your insight to lead people where they need to be. Your insight provides encouragement, learning and trust for development. This type of wisdom is a gift, share it freely so others gain a greater sense of faith in God and belief in themselves.
- People will feel comfortable around you because you naturally understanding their feelings, emotions and life situation. People may often come to you for help, advice and comfort. Learn to recognize the signs of vulnerability and trust. Observe how open people become, and gently encourage in appropriate ways. Seek ways to connect their growth to the fulfillment of their personal mission and purpose in life.

TEACHING

The genius of Teaching leadership is their ability to reveal and communicate the wisdom of God. Teaching leadership inspires others to learn and obey the Truth of Christ's teachings and commands. In a leader, he or she is the one who explains and seeks explanation of the truth. The Teacher leader focuses on the integration of truth into the personal and social elements of the community. He or she can be seen as a systematizer, seeking to organize various intellectual and practical parts into a working unity. With this type of understanding, the Teacher leader advances a cause through clear and simple communication. Teaching leadership articulates organization and structure to others for the fulfillment of a cause or task. The Teacher leader impacts the community through understanding. The teacher leader influences others by clarifying the mind and will of God so people gain wisdom and understanding.

Matthew 7:28-29;

"28. When Jesus had finished saying these things, the crowds were amazed at his teaching, 29. because he taught as one who had authority, and not as their teachers of the law."

Ecclesiastes 12:9-11;

"9. Not only was the Teacher wise, but also he imparted knowledge to the people. He pondered and searched out and set in order many proverbs. 10. The Teacher searched to find just the right words, and what he wrote was upright and true. 11. The words of the wise are like goads, their collected sayings like firmly embedded nails—given by one Shepherd."

Characteristics:

- Effective communicator of Truth.
- Others led to a deeper understanding and ownership.
- Philosopher, impartor of ideas and principles.
- Translator of great complexities into simple teachings.
- Systematizer for solutions, process and integration.
- Guides others with wisdom and understanding.
- Encourages exploration in thinking toward solutions.
- Core issue is understanding.
- Have a curiosity to know more and to explain this knowledge.
- Strong desire for people to understand teachings and wisdom of God.
- Willing to take the time for people to understand for themselves.
- Discerns audience's ability to comprehend, starts there.

Impact: Understanding, the one who explains.

- You have a keen understanding of what God is communicating to His people; ask to be involved in areas of teaching, small group facilitation or writing curriculum. Your expanded understanding of common lessons and beliefs will provide meaningful application for others.
- Discover your best method for teaching, a method that is your best form of communication: classroom, presentations, telling stories, writing, editing, collecting data, etc. How much people understand and comprehend, not simply your understanding of the information, is the measure your 'best form' of communication. Discovering your best method will assist in knowing where your best fit for influence will be.
- Teaching is more than communicating information; it is a deep concern for other's understanding. Your careful explanation will provide comfort, assurance, encouragement, trust, and buy in. Be aware of how people receive and respond to information in unique ways. Successful communication with one group may not work for another. Develop your style, knowing that your unique form may be best applied to specific or general audiences.