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APEST Assessment 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.

PTASE

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Profile for Prophetic + Teaching

The Prophet Teacher has a compelling sense of calling and a broad range of understanding. The PT orientates their learning and knowledge around what they believe God is calling them to. Passion is added to intellect, but social awareness may be lacking. The PT has a unique ability to illustrate and explain the great beliefs and causes of faith. The motivation of the Prophet Teacher is to communicate and express the message of God's greater kingdom message and purpose.

Primary: 1 Prophetic: 30

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.

Primary: 2 Teaching: 29

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, imparter 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.

Secondary: 1 Apostolic: 24

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.

Secondary: 2 Shepherding: 23

Definition

Shepherding leadership influences by nurturing, protecting and caring for people. Shepherding leaders primary function is as the care-givers of individuals. In a leader, he or she is a humanizer, providing the emotional glue for the caring of individuals within an organization. The Shepherd leader impacts the community through nurture.

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."

Impact: Nurture - the one who cares.

- You have the unique ability to provide a comfortable space for people, a trusting relationship ripe for their 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.

Secondary: 3 Evangelistic: 16

Definition

Evangelistic leadership communicates the gospel message in a way that people respond by having greater faith in themselves and their purpose. In a leader, he or she is a communicator / recruiter, taking the organizations message to the outside, and convincing them of it. The Evangelistic leader impacts the community through expansion.

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."

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 relationship with Jesus Christ. Establish meaningful relationships and a genuine commitment to the people of your community; this will develop a trust in support of the work you are called to do.