



Objective, Big Idea & Biblical Focus:

Identify spiritual leadership gifting and how naming that gifting identifies grace for maximum Kingdom effectiveness.

BIG IDEA: “Everyone’s called to be unique, but no one is called to be independent.”

Ephesians 4:11-19 We are all called to represent Christ to the world. APEST helps highlight what comes most naturally but as believers what we don’t do naturally we should do intentionally to grow in looking more like Jesus. Paul goes to great lengths to identify how all of us are working together to manifest God’s dream in our world.

How it Works:

Have participants print out report ahead of time and review themselves, highlighting what resonates most and come prepared to share. • Read Ephesians 4:11-19.

Explain the purpose of APEST and how it helps the Church step into maturity. Our responsibility is to know what leadership gift we have and how we should partner with others in the Church to fully manifest Jesus.

Have them complete the APEST Summary reflection sheet and talk through insights (approximately 15 minutes on that)

Coaching Tips:

You’ll want to note your group’s familiarity with APEST and adjust your teaching appropriately. Regardless of the interpretation of this passage as it pertains to leaders and the church, depending on your church context, the value of this assessment stands as it relates to how we each uniquely reflect the ways that Jesus fully exemplifies APEST completely.



Reference:

Journey 1, pg. 70-73

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APEST by Alan Hirsch

Overview and Instructions

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: apostle, prophet, 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 shepherds 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.

APEST Assessment Introduction

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Profile for Apostolic & Evangelistic

The Apostle is uniquely called to engage, equip, 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.

To place ourselves in range of God's choicest gifts, we have to walk with God, work with God, lean on God, cling to God, come to have the sense and feel of God, refer all things to God.

—Cornelius Plantinga

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APEST Defined

FLOURISHING OR FRUSTRATED

Apostle
Flourishing | The healthy Apostle can easily get on-board with a compelling vision. They thrill to the challenge of taking part in creating a path to see that vision happen. They succeed by finding something new and exciting to learn about.
Frustrated | It's frustrating when the Devil seems to be taking ground that's already been won. They do not like to feel like they're just spinning their wheels without taking new ground, moving forward, or learning anything new.

Prophet
Flourishing | The healthy Prophet is able to access regular time alone with God. They love to see life-change based on revelation they have been given and faithfully shared with others. Communicating and praying with other prophets helps the Prophet to remember they are not odd-balls, but gifted individuals.
Frustrated | When a Prophet is frustrated they will sometimes not feel like trying very hard to hear from God. It saps their energy when they share revelation and people trivialize or ignore it. They will feel especially irritated if revelation does not eventually turn into action.

Evangelist
Flourishing | Evangelists find it irresistible to see the Kingdom coming alive in people. They revel in regular opportunities to bring good news to people outside the walls of the church, preferring to spend a majority of their time with non-Christians. It is particularly encouraging for them to share the gospel with a new friend and watch them respond to Jesus' invitation.
Frustrated | If the surrounding soil seems infertile, they will experience frustration. They can get discouraged if they are expected to be in the walls of the church in order to have their life as a Christ-follower validated. Unresponsive people are heartbreaking to them.

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APEST Defined (continued)

Shepherd
Flourishing | The Shepherd longs for regular opportunities to bring wholeness to other lives. They desire to lead their flock in areas of protection and provision. They are flourishing when they have the opportunity to create safe places for others to share their inner feelings, deep struggles, and are more than ready to provide a listening ear.
Frustrated | Shepherds can find themselves feeling down when people are stuck too long and no apparent progress or healing is coming to their broken lives. They have a strong distaste for division, whether it is divisive behavior or a simple lack of harmony in relationships around them. They expect others to show compassion in the same way they do and can get frustrated when others do not respond to needs within the body.

Teacher
Flourishing | Teachers long to experience the transformation of their own life through truth. Then they enjoy sharing these truths with others. They are most content when people look to them for coaching and truth-telling. They enjoy upholding truth and see it as their responsibility to guard good doctrine.
Frustrated | Flagrant disregard of truth will push the Teacher over the edge. They are discontent when truth is planted in shallow soil and doesn't take root. If they are not given the opportunity to equip or coach others they will eventually spiral downward.

The Forgotten Ways, 2nd edition: Reactivating the Missional Church by Alan Hirsch

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APEST Summary

Apostolic Roles	Prophetic Roles	Evangelistic Roles	Shepherding Roles	Teaching Roles
Founder	Activist	Messenger	Caregiver	Sage
Designer	Politician	Salesman	Defender	Professor
Cultural architect	Advocate	Negotiator	Peacemaker	Philosopher
General	Aid worker	Journalist	Helper	Scientist
Agent-envoy	Poet	Recruiter	First-responder	Guide
Visionary	Reformer	Promoter	Servant	Debater
Pioneer	Iconoclast	Achiever	Healer	Engineer
Adventurer	Hacker	Believer	Coach	Researcher
Strategist	Liberator	Champion	Counselor	Legal worker
Innovator	Environmentalist	Storyteller	Human resources	Accountant
		Marketer		

Leading Spiritual Ability:

Sentence That Describes Me:

Secondary Spiritual Ability:

Sentence That Describes Me:

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Sweet Spot