

# Way of Discipleship Small Groups

## Leading: The five gifts we all need - going deeper



### Touching base (5 minutes)

Open in prayer as is helpful for your group.

If this is your first session take time to introduce yourselves and set any ground rules you want to for your time together.

If you met previously take the opportunity either as a group or in pairs to check in with each other about how your response from last time has gone.



**Introduction:** This session follows the introduction sessions on the five gifts in Ephesians 4. Participants need to have taken one of the simple online diagnostic surveys to identify their fivefold gifting(s) beforehand, either the free one: <https://fivefoldministry.com/> or the one for £8 here: <https://5qcentral.com/tests/> (recommended). This session gives an opportunity for them to apply this more deeply to their lives, work and ministries. You will need the appropriate gift handout for each person.

### Opening question(s) (10 minutes)

Which gift(s) have you identified? How much did they confirm what you knew, or surprise you?



### Understanding the information (50 minutes)

Each participant reads the relevant handout to explore the biblical background, nature, and questions about their particular gifts. (10 minutes)

If in a larger group, pair people up with someone with the same gift.

Discuss in pairs the last three sections about the discipleship, things to be careful of, and questions to be aware of. (30 minutes)

Feedback any insights/questions to the whole group. (10 minutes).



## Responding to God's leading (5 minutes)

Give people an opportunity to think about, "What might God be showing me and how might I respond?" They may like to write this down and/or share it with the group and/or share it with one other person. A friendly question is to ask each other, "Is there anything that would be helpful to ask you next time?"



## Group prayer (5 minutes)

Lord, thank you for the giftings you've given me,  
I pray that as I continue growing in my faith  
that I will always seek your heart  
and desire to serve you  
with the incredible giftings you knit within me.  
Lord, help me see the ways  
I can use my gifts  
in the season you have me in  
and I pray for a heart  
that is attentive to your leading.  
In Jesus' name,  
Amen.





# APOSTLE

## EXPLORING THE FIVEFOLD MINISTRIES

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### WHAT AN APOSTLE BRINGS

Apostles are visionary and seek out new territory. They establish new initiatives and come up with new ideas. They enjoy challenges and change.

They look to the future. Historically they are the people who went to the furthest places long before anyone else.

They see potential in others, and wake people up to it. They can see what needs to happen, and will speak truth about issues that need confronting. They long to see everyone reaching their full potential.

They create movement with purpose, and connect people to it. They can help build teams. Without the apostolic gift things remain with the status quo, people don't see their gifts or potential, and are not encouraged to realize them.

They pioneer but they also guard the core vision so that it is not lost. They might open things up into new contexts, or reform what already exists from the inside.

### BIBLICAL EXAMPLES OF APOSTLES

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Jesus called his disciples "apostles": "When morning came, he called his disciples to him and chose twelve of them, whom he also designated apostles." (Luke 6:13). On a number of occasions Paul calls himself an apostle: "Paul, a bond-servant of Christ Jesus, called as an apostle, set apart for the gospel of God..." (Romans 1:1). Priscilla and Aquila established a church in their home and were Paul's "co-workers in the ministry of Christ Jesus."

### JESUS THE APOSTLE

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Jesus understood Himself to be sent by God to fulfil His mission, with His authority (John 3:16).

As the Father sent Him, so He sends his apostles. The writer of Hebrews calls Him our "apostle and high priest". (Hebrews 3:1)

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FUNCTION / CALLING:  
**APOSTOLIC / APOSTLE**

Theological Roots (APEST in the doctrine of God)	Archetypes and Heroes (APEST patterns laced in and throughout creation)	Reconstituted APEST (Redeemed and exemplified in Jesus)	APEST Functions (Implicit) (Given to and coded into <i>ecclesia</i> )	APEST Callings (Explicit) (Practitioners)
Father, Creator, Sender ( <i>missio Dei</i> ), Sovereign, Designer, Judge, Source	Founder, General, Agent-envoy, Visionary, Pioneer, Adventurer  <b>Examples:</b> Pioneers, Breakthrough designers, Innovators, Entrepreneurs, Visionaries, Embodiments of purpose-mission, Paradigm shifters, Cultural architects, Movement-makers, Systems thinkers, Business Leaders, Problem-Solvers, Imagineers, Start-ups	Founder, Messiah, Sent one, King/Head, Messiah, God's kingdom agent, Establisher of genetic code/DNA, Establisher and builder of his church, Commissioner of his people	Organize around sentness, Maintain integrity of paradigm and DNA, Translocal networking, Entrepreneurial capacities, Church planting, Scale and scalability in organization, Innovation and risk-taking	Church planters, Innovators, Entrepreneurs, Cross-cultural missionaries, Organizational designers, Regional networkers, Cultural architects

TAKEN FROM 5Q BY ALAN HIRSCH

## THE DISCIPLESHIP OF AN APOSTLE

They are like Paul on the road - travelling and activist. They may meet with God best while doing things. They may be helped to come to God by periods of waiting - the season of Lent may be a good opportunity for the apostolic person to recalibrate.

## WHAT AN APOSTLE NEEDS TO BE CAREFUL OF

Too much challenge, too quickly, which tires people out. Allowing the many ideas they may have to be discerned spiritually by others (especially prophets) before acting. Becoming frustrated with others not "getting it". Not ensuring there is follow-through to tasks and thus creating initiative fatigue. Seeing people as a means to get a task done, rather than as valuable in themselves. The temptation to pride or arrogance that comes from being "up front".

## QUESTIONS FOR AN APOSTLE TO REFLECT ON:

Am I helping people to discover who they are in Christ?  
 How am I walking alongside them?  
 Am I seeking to extend God's work?  
 How am I listening to God, and sharing with others, in discerning which ideas to follow?  
 How am I responding to the challenges being apostolic can bring?  
 Where do I see the need for the apostolic ministry in my church or workplace?  
 What is God saying and how might I respond?





# PROPHET

EXPLORING THE FIVEFOLD MINISTRIES

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## WHAT A PROPHET BRINGS

Prophets hear from and listen to God. They speak out revelation.

They tune into God's will for the moment, challenging any accommodation to the culture and resisting the status quo. They help people connect with God's heart, and they long for people to hear His voice.

They can see the big picture and understand the times. They call people to be faithful and obedient.

They are passionate about dealing with injustice and helping the oppressed. They feel God's heart for people.

They may have a vivid imaginative life in dreams, images and words. They may be drawn to the creative and the arts.

They can prepare the way for change. Without the prophetic ministry the sense of intimacy with God, or hearing from God will be lacking.

## BIBLICAL EXAMPLES OF PROPHETS

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Old Testament prophets. John the Baptist.

Anna (named as a prophet) and Simeon prophesied over the infant Jesus.

Agabus predicts a famine and prophesies about Paul. (Acts 11:28 and 21:10) Philip's daughters were all known as prophetesses. (Acts 21:9)

## JESUS THE PROPHET

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He is the "fulfilment of the prophetic tradition." (Walter Brueggemann) Not only did He fulfil OT prophecy, but His every word was revelation from God. He knows His Father's will and calls people to have "ears to hear." He exposes evil, confronts injustice, and often foretold events such as Peter's denial and the details of his own death. He is all a prophet should be.

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FUNCTION / CALLING:  
**PROPHETIC / PROPHET**

<b>Theological Roots</b> (APEST in the doctrine of God)	<b>Archetypes and Heroes</b> (APEST patterns laced in and throughout creation)	<b>Reconstituted APEST</b> (Redeemed and exemplified in Jesus)	<b>APEST Functions (Implicit)</b> (Given to and coded into <i>ecclesia</i> )	<b>APEST Callings (Explicit)</b> (Practitioners)
Holy, Faithful, Incarnate, Transcendent, Covenantal, Just and True, Omnipotent	Seer, Warrior, Poet, Reformer, Iconoclast, Meaning-maker  <b>Examples:</b> Artists, Poets, Shamans, Ethicists, Activists, Liberators, Meaning-makers, Iconoclasts, Revolutionaries, Advocates, Existentialists, Anarchists, Hackers, Spiritualists, Mystics, Environmentalists, Whistle-blowers, Feminists, Aid workers, Psychologists, Politicians, Futurists, Quality controllers	Word made flesh, God's New Covenant, Faithful Son, Prophet (speaks and acts for/as God), Calls to repentance, The way/truth/light, Demonstrates perfect holiness and faithfulness, Speaks truth to power (both religious and secular), Ushers in <i>kairos</i> time, Radical ethics of the kingdom	Maintain God focus/orientation, Require conformity to covenant obligations, Demonstrate right faith/fullness, Develop prefigurative community, Bring words of knowledge, Give prophetic insight	Intercessor, Social activists, Questioners of the status quo, Worship leaders, Holy rebels, Ethical leadership

TAKEN FROM 5Q BY ALAN HIRSCH

## THE DISCIPLESHIP OF A PROPHET

Prophets enjoy being alone with God and listening. They may value symbolic prayer and ritual – the creativity and colour, the use of physical senses or imagination. They may be able to listen to God and celebrate in the midst of a poor or difficult environment, as their inner attentiveness to God is so strong.

## WHAT A PROPHET NEEDS TO BE CAREFUL OF

Offering the interpretation of what they are sensing from God themselves, rather than letting the community test it.

Having too strong a sense that they are right (even though they often may be!) and alienating others.

Necessarily seeing a church's faults, but offering the critique as an insider, not from the outside.

Resisting the temptation to believe they are the only "faithful" ones.

Finding themselves too easily at the edge of a community.

Resisting accountability because of their strong sense of God's call.

## QUESTIONS FOR A PROPHET TO REFLECT ON:

Am I helping people to hear God's voice?  
How am I walking alongside them?

Am I offering constructive critique to the church?

How am I responding to the personal challenges being prophetic can bring?

Where do I see the need for the prophetic ministry in my church or workplace?

What is God saying and how might I respond?





# EVANGELIST

EXPLORING THE FIVEFOLD MINISTRIES

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## WHAT AN EVANGELIST BRINGS

Evangelists speak about the good news with enthusiasm, telling the core story of God, believing God is working today. Good news only makes sense if it is shared, and can be explicitly about Christ, or implicitly reflect some of His life in lots of ways.

They love spending time with and gathering people, and particularly with those who don't call themselves Christians, in a naturally infectious way. They have a heart for those who are lost and love deeply.

Evangelists make God's truth accessible and relevant to seekers. They create curiosity and excitement. They translate it into different cultures, making the most of what media are available.

Without evangelists people can fail to notice God's transforming work, lack confidence in sharing their own story, refrain from inviting others to God's family and become dry in faith.

They call the church to pay attention to those outside its community, recruiting others to God's mission, often with urgency. They drive for growth and make sure there are opportunities for people to respond to God's salvation.

## BIBLICAL EXAMPLES OF EVANGELISTS

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Philip begins with what the Ethiopian eunuch is asking, and "told him the good news about Jesus."

He went "preaching the gospel in all the towns" on his journey (Acts 8) and is later called "Philip the evangelist" (Acts 21:8). "...do the work of an evangelist" (2 Timothy 4:5)

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## JESUS THE EVANGELIST

Jesus shared good news with the woman at the well (John 3). In Luke 15 Jesus spoke of searching for the lost sheep or coin, leaving the 99.

He said His mission was to "seek and save the lost" (Luke 19:10). Jesus is in Himself the Good News.

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FUNCTION / CALLING:  
**EVANGELISTIC / EVANGELIST**

<b>Theological Roots</b> (APEST in the doctrine of God)	<b>Archetypes and Heroes</b> (APEST patterns laced in and throughout creation)	<b>Reconstituted APEST</b> (Redeemed and exemplified in Jesus)	<b>APEST Functions (Implicit)</b> (Given to and coded into <i>ecclesia</i> )	<b>APEST Callings (Explicit)</b> (Practitioners)
Savior, Redeemer, Gracious Giver, Lover, Merciful	Messenger, Achiever, Believer, Guerilla-leader, Champion, Storyteller  <b>Examples:</b> Mobilizers, Recruiters, Negotiators, Sales, Media workers, Achievers, Marketers, Organizers, Miracle-workers, Communicators, Preachers, Dealers, Raconteurs, Journalists, Motivational speakers, Networkers, Buccaneers, Public relations	Savior, Message-messenger, Redeemer, The way/life, Proclaimer of the gospel, Embodies good news, Demonstrates the reign of God, Recruits followers, Bearer of love and hope (Israel's Messiah), Seeks and saves the lost	Recruit culture, Maintain commitment to Gospel theology and ethos, Invitational, Maintain cultural relevance, Inspirational	Recruiters to the movement, Storytellers, Spreaders of message (communicators), Apologists

TAKEN FROM 5Q BY ALAN HIRSCH

## THE DISCIPLESHIP OF AN EVANGELIST

They often have a sense of gratitude for God's goodness and express that thankfulness through sharing with others. They meet God in the company of others, inside and outside the church. With apostles, they are focussed on looking out beyond the church community to where God is at work.

## WHAT AN EVANGELIST NEEDS TO BE CAREFUL OF

Reducing the good news down to one dimension (sometimes of "escape" from judgement) as opposed to the call to make disciples and seek the Kingdom. Being too focussed on life after death, rather than living for God today. Sticking at relationships with people, even when they don't respond, and avoiding a "get them over the line" mentality. Becoming frustrated with those who lack confidence, or passion, in sharing faith. Being committed to accountable and meaningful community as a place of stability.

## QUESTIONS FOR AN EVANGELIST TO REFLECT ON:

Am I seeing new people enter God's Kingdom?  
 How can I best share and demonstrate the good news?  
 Am I spending time with those outside the church?  
 How am I encouraging my brothers and sisters to be confident in sharing faith?  
 How am I responding to the challenges being evangelistic can bring?  
 Where do I see the need or opportunity for the evangelistic ministry in my church or workplace?  
 What is God saying and how might I respond?







# SHEPHERD/PASTOR

EXPLORING THE FIVEFOLD MINISTRIES

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## WHAT A SHEPHERD/PASTOR BRINGS

Shepherd/pastors care for others, see their needs, and bring encouragement and healing with patience and empathy. They build connections and foster loving community and an atmosphere of family. They demonstrate the message of God's love through practical action.

They are mostly focussed on the church community, concerned for its spiritual maturity and for making disciples. But they participate in God's mission by reaching out to those on the fringes, and ensuring mission revolves around relationship.

They protect the vulnerable and provide stability and security for the community, seeking to bring peace where there is disharmony. They help people through the difficult phases of life.

Without shepherd/pastors people can be forgotten, or unnoticed, and find little help in difficult times. They can feel burnt out by the call to mission.

They value the structures and routines of community life. They help to negotiate change well, being able to pay attention to hidden voices, but are not resistant to it.

## BIBLICAL EXAMPLES OF SHEPHERD/PASTORS

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Barnabas demonstrates a shepherd/pastor heart by defending Mark (Acts 15:36-41). Paul writes to the Philippians that "In all my prayers for all of you, I always pray with joy...It is right for me to feel this way about all of you, since I have you in my heart..." (Philippians 1: 4-7) Writing to the Thessalonians he said, "But we proved to be gentle among you, as a nursing mother tenderly cares for her own children." (1 Thessalonians 2:7)

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## JESUS THE SHEPHERD/PASTOR

Jesus calls Himself the good Shepherd/pastor who lays down His life for the sheep (John 10:11). He washes His disciples' feet, and has compassion on the excluded. In the "Word becoming flesh" He comes alongside human beings. "And when the Chief Shepherd/pastor appears, you will receive the crown of glory that will never fade away." (1 Peter 5: 4)

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FUNCTION / CALLING:  
**SHEPHERDING / SHEPHERD**

Theological Roots (APEST in the doctrine of God)	Archetypes and Heroes (APEST patterns laced in and throughout creation)	Reconstituted APEST (Redeemed and exemplified in Jesus)	APEST Functions (Implicit) (Given to and coded into <i>ecclesia</i> )	APEST Callings (Explicit) (Practitioners)
Community in Trinity, Comforter, Immanent, Intimate Knower ( <i>yada</i> ), Divine Parent, Compassionate	Caregiver, Defender, Peacemaker, Helper, Servant, Selfless, Healer  <b>Examples:</b> Elders, Lovers, Guardians, Loyalists, Humanizers, Parents, First responders, Cultivators, Mediators, Military, Counselors, Health-workers, Priests, Community workers, Human resources, Police	Good Shepherd, Healer, Reconciler, Protector/Guardian of the community (lays down his life), The life, Reconciler, Healer, Establishes true community, God's righteous one ( <i>Tzaddik</i> )	Cultivate loving and caring community, Protect members, Maintain relational glue, Develop pathways for maturity / discipleship, Create place of healing, Shalom	Pastoral carers, Spiritual directors, Community reconcilers, Relational glue, Healers-counselors, First responders

TAKEN FROM 5Q BY ALAN HIRSCH

## THE DISCIPLESHIP OF A SHEPHERD/PASTOR

They can have a very practical discipleship, as actions are vital. They love the humanity and compassion of Jesus, and express their love for God by loving others. Reflecting on the pain of Jesus, and taking part in Communion, may be particularly important for shepherd/pastors.

## WHAT A SHEPHERD/PASTOR NEEDS TO BE CAREFUL OF

Finding it hard to move from staying with people's pain in compassion to seeking their healing.  
 Struggling to offer challenge or even confrontation when needed for fear of hurting people.  
 Enjoying people's dependency and finding the changes that mission brings hard - experiencing pastoral care as comfort alone, and thus missing out on some of the harder aspects involved in seeing transformation.  
 Having unhealthy boundaries due to feeling they are needed leading to exhaustion and/or resentment.  
 Not allowing God, and others, to care for them.

## QUESTIONS FOR A SHEPHERD/PASTOR TO REFLECT ON:

- Am I caring and showing compassion for people?
- Am I investing in their growth?
- Am I building community and including others?
- How am helping people move from pain to wholeness?
- How am I responding to the personal challenges being pastoral can bring?
- Where do I see the need for the pastoral ministry in my church or workplace?
- What is God saying and how might I respond?





# TEACHER

## EXPLORING THE FIVEFOLD MINISTRIES

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### WHAT A TEACHER BRINGS

Teachers understand, explain and communicate God's truth and wisdom, making it accessible to everyone. They help others apply God's truth to their lives.

In decisions they help others with guidance by enabling them to remain rooted in Scripture and thus faithful to God. They create stability in change.

They help the church pass on wisdom as a foundation to the next generation. They are excited and motivated by truth.

At their best they extend knowledge in a way that empowers others and creates conversation. They are hands-on in their training.

Without teachers people are less motivated to change or to live out discipleship. There can be more confusion as things that are untrue are not dissected and challenged. People have less of a hunger to know the Scriptures.

They have a big responsibility. "The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires."

### BIBLICAL EXAMPLES OF TEACHERS

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Teaching was fundamental to the early church and Paul's ministry. He "taught considerable numbers" at Antioch (Acts 11:26) and was "appointed a teacher" (2 Timothy 1:11).

Apollos "was a learned man, with a thorough knowledge of the Scriptures...(who)...spoke with great fervour and taught about Jesus accurately." (Acts 18: 24-25)

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### JESUS THE TEACHER

Jesus was often referred to as Teacher or Rabbi. "You call Me Teacher and Lord; and you are right, for so I am. (John 13:13). He taught the Sermon on the Mount. "They were amazed at his teaching, because his message had authority." (Luke 4:32) He commissioned His disciples to make disciples, "... teaching them to observe all that I commanded you" (Matthew 28:19)

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FUNCTION / CALLING:  
**TEACHING / TEACHER**

<b>Theological Roots</b> (APEST in the doctrine of God)	<b>Archetypes and Heroes</b> (APEST patterns laced in and throughout creation)	<b>Reconstituted APEST</b> (Redeemed and exemplified in Jesus)	<b>APEST Functions (Implicit)</b> (Given to and coded into <i>ecclesia</i> )	<b>APEST Callings (Explicit)</b> (Practitioners)
Omniscient, Prescient, Truth, Beauty, Wisdom, Logos (Reason)	Sages, Thinkers, Observers, Philosophers, Guides, Scientists  <b>Examples:</b> Coaches, Instructors, Investigators, Information workers, Professors, Educationalists, Mentors, Disciplers, Theoreticians, Debaters, Engineers, Researchers, Theologians, Accountants, Forensics, Legal workers	Rabbi, Logos, The truth, The way, Light of the world, Our teacher/guide, The Word made flesh, God's wise judge, The fulfillment of the Torah, The riches of knowledge and wisdom	Foster learning culture, Develop resources for learning, Articulate the theology-ideology for the group, Provide instruction in the Way	Instructors, Theologians, Philosophers, Guides, Writers, Thinkers, Truth-tellers

TAKEN FROM 5Q BY ALAN HIRSCH

## THE DISCIPLESHIP OF A TEACHER

Teachers value wisdom in their relationship with God. Because they value wisdom in many areas, they are likely to be enriched by engaging with diverse experiences and perspectives. They have a sense of being life-long learners.

## WHAT A TEACHER NEEDS TO BE CAREFUL OF

Being patient with those who cannot understand what is obvious to them.

Being too abstract and focussed on right thinking more than right living. Intellectualism and the realm of ideas becoming more important than personal transformation or missional ministry.

Making knowledge about God and Scripture the end-point, rather than knowledge of God.

Dealing with criticism or challenge well.

Relying on their own skills to impress others, rather than trusting in the work of God's Spirit. Getting their authority from the fruit of their lives, rather than the way people view their intellect.

## QUESTIONS FOR AN TEACHER TO REFLECT ON:

Am I helping people to have a desire for the Scriptures and to apply it to their lives?  
Am I spreading the truth of God's word?  
Do I empower others and make complex things clearer?  
How am I responding to the challenges being a teacher can bring?  
Where do I see the need for the teaching ministry in my church or workplace?  
What is God saying and how might I respond?

