




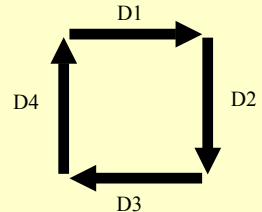
Session 5

The Pentagon - Ministry Roles Teaching Outline

Review the Square

Discuss in a group of three any aspect of the four stages of development that you recognise in your life in the last week...?

 6 mins



INTRODUCTION

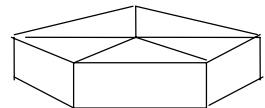
WORKBOOK PG. 1

What's my role? How can I, be more effectively used by God? Where do I fit amongst the body of his people?

- Over the course of your life you will fulfil many varied functions or roles.
- Knowing what you're designed for can save striving in areas you're not called to.
- You are equipped simply by the knowledge of who God has made you to be and you can stop trying to be somebody you're not!
- When you are doing what you were made to do, you will have grace beyond your expectations.

This session is about: *considering a framework to understand how the different roles work in the dynamic body of the church.*

- The Pentagon represents the 5 key roles that make up the church identified in Ephesians and each of us is made to fulfil one of these roles.



In this session we will:-

1. Explore the five-fold ministry roles and how they build up the church as outlined in Ephesians
2. Examine our own experiences and the roles we have played
3. Begin to discover who God has made us to be
4. Point to the difference between roles or functions and spiritual gifts

Exercise

🕒 4 mins

Write down what roles come to mind that you perform at the moment, at home, at work, in your neighbourhood and at church. Do you operate in any teams? Share your list with one another.

Paul's general letter *to the Church about the Church*.

Explain that this letter is unlike Paul's others in that it wasn't originally to one church (the Ephesians) but a circular letter to all the churches in the region. Outline how we know this from original manuscripts. Also explain that unlike other letters it doesn't address specific problems or reply to detailed questions. Rather the whole book is about what it is to be the new covenant people of God – the church.

SCRIPTURAL BASIS

WORKBOOK PG. 2

*“But to each one of us grace has been given as Christ **apportioned** it. It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ”*

Ephesians. 4:7-13 (except v 8 -10)

Unpacking the Passage

Vs.7a – **Just Leaders?** – *“But to each one of us”*

- traditional teaching of church is that the five-fold ministries are for church leaders
- Bible says that *each one* of us has received a portion of grace in one of five ways
- Five fold not just for ordained, seminary graduates or full-time ministry, but for all!

Vs. 7b **Portions of Grace** *“...grace has been given as Christ apportioned it.*

- five-fold roles are a distribution of part of the complete ministry of Christ
- Christ empowers and equips each of us for service, just in varying aspects
- Some appear to be more anointed in their gifting than others.

Vs. 8-10 – **A Theological Detour** - *This is why it says: “When he ascended on high, he led captives in his train and gave gifts to men.” (What does “he ascended mean except that he also descended to the lower, earthly regions? He who descended is the very one who ascended higher than all the heavens, in order to fill the whole universe.)”*

- Paul does some proof texting from the Old Testament.
- He quotes a verse from Psalm 68 and then goes on to explain it theologically
- Supplemental information which is not central to his main point.
- Can easily confuse as it interrupts the flow about roles, so we skip over it.

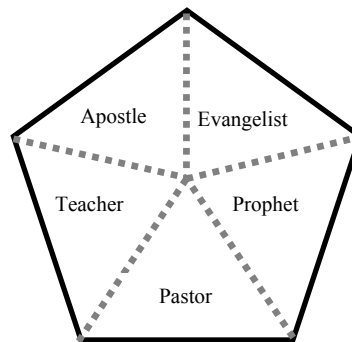
Vs. 11-12 -- **What Roles were apportioned?** - *It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service so that the body of Christ may be built up.*

- five gifts of grace are needed to prepare people for service and build them up
- We either get grace to be an apostle, a prophet, an evangelist, a pastor or a teacher.

WORKBOOK PG. 3

Vs. 13 – **The Results** - *...until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.*

- The results of these five ingredients at work in the church are unity in faith, knowing Jesus, maturity to his full measure.



SUMMARISING THE PROCESS OF DOING CHURCH



The role or function...	each contributes to...	which results in...
1. Apostles	“preparing God’s people for works of service and building them up”	1. Unity of Faith
2. Prophets		2. Knowing Jesus
3. Evangelists		3. Maturity
4. Pastors		4. Measure of Fullness
5. Teachers		

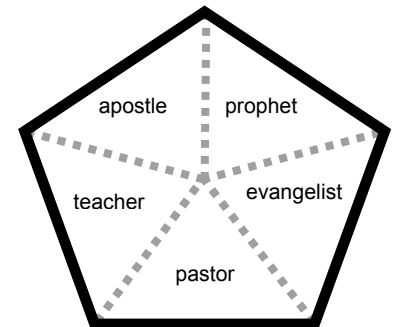
DEFINING THE FIVE FOLD MINISTRY ROLES

WORKBOOK PG. 4



Explain that in this next section we want to help clarify the biblical roles but also to help you relate them to your experience. We shall do this a) by reference to church leaders and friends that you know; b) by describing the things that people made for these roles tend to enjoy and c) by illustrating examples of these roles in secular life.

Apostle: One who is sent out, plants and establishes new things on new frontiers – from the Greek ‘apostolos’; is visionary and pioneering. Apostles might plant or establish new churches, initiate new things for kingdom work. Provokes others to seek vision and start things.



- Bible Example: Paul, the apostles, NT authors, Priscilla and Aquilla
- Jesus’ Example: John 3: 16 – Jesus is the sent one from God; Heb 3: 1
- Enjoys: dreaming dreams and making them happen, strategising
- Words that describe: imagines, initiates, excites, envisions others
- Secular e.g. – entrepreneurs, explorers, business minded people like Bill Gates and Richard Branson

Invite participants to think who in their church staff, ministry team or small group is an apostle.


WORKBOOK PG. 4



Prophet: One who hears and listens to God, foretelling and telling forth revelation from God. They understand the times and what people should do. In the Old Testament called ‘seers’. They provoke others to encounter with God and to listen to him.


- Bible Examples: Anna & Simeon Luke 2; Agabus - Acts 11:28 & 21:10; Philip’s daughters - Acts 21:9
- Jesus’ Example: He is prophetic in his pronouncements Matt 23 & 24 and actions Matt 21: 12 & 19. He also prophesies his own future in Mt. 17:12
- Enjoys: Being alone with God, waiting, listening, passion for prayer and worship
- Words that describe: waiting, resting, reflecting, seeking God’s heart
- Secular e.g. – Visionaries, people who speak out their perceptions, often creative types

Invite participants to think who in their church staff, ministry team or small group is a prophet.

Evangelist: means “Bearer of Good News” - One who brings good news and shares  the message readily. Evangelists seek out and love spending time with non-Christians. Evangelists know the word and can make it relevant to non-Christians. They provoke and encourage other Christians in their witness and give them boldness.

- Bible Example: Philip the Evangelist Acts 8: 5-e & 21: 8
- Jesus’ Example: Samaritan woman and Nicodemus in John 3&4
- Enjoys: Networking beyond the church, discussion, sharing their point of view, stimulating others to witness
- Words that describe: sowing, persuading, enthusiastic, people gathering
- Secular e.g. - Salesman, enthusiastic story-teller, journalist, etc.

Invite participants to think who in their church staff, ministry team or small group is an evangelist.

Pastor: One who shepherds the people, cares for others with a tender heart, sees  needs, confronts and encourages. Pastors long to see Christians grow to their full potential. They have a rod as well as a staff and so confront areas that need to change. They can easily empathize with others and stimulate them to care.

- Bible Example: Barnabas Acts 4:36 & 15:36 - 39
- Jesus’ Example: Matt 9:36; John 10 & 1 Peter 5 – The good and great shepherd of the sheep
- Enjoys: Seeing others grow, One to one chats, showing hospitality, etc. Can get burdened by other’s problems, speaks the truth in love.
- Words that describe: caring, sensitive, loving, confronting and supporting
- Secular e.g.- Counsellor, mother, social workers, nurses, life-coach

Invite participants to think who on their church staff, ministry team or small group is a pastor.

WORKBOOK PG. 6



Teacher: One who grasps Truth, is excited by it and who holds it out for others to receive. Provokes others to explore truth.

- Bible Example: Apollos Acts 18; 2 Timothy 2: 2
- Jesus’ Example: Often referred to as ‘rabbi’ or teacher – Sermon on the Mount
- Enjoys: reading and studying the Bible and helping others understand truth
- Words that describe: trains, coaches, instructs, changes and enlightens
- Secular e.g. – Lecturer, trainer, coach, demonstrator

Invite participants to think who in their church staff, ministry team or small group is a teacher.



PERSONAL APPLICATION

Explain that if this teaching is new to you, you may not immediately identify with one of the five roles as your main motivation and focus for ministry. Situations you have been in may have required you to function in several of the five roles and this may make it hard for you to see which is more truly “you”.

One of the ways that may help you sort out the best fit to your basic role is to imagine you were suddenly given a free weekend with no obligations to spend exactly as you want. Then to review which of the 5 sorts of activity you would be most likely to choose.

1. **Apostle** – Brainstorm visions and network folk with their latest ideas
2. **Prophet** – Spend time with God listening to him and getting his heart for your situation, hearing his current word
3. **Evangelist** – get away from church and Christians and find non Christians to have a good time with and develop conversations
4. **Pastor** – take time to follow up those Christians who want to grow or who are going through a rough patch
5. **Teacher** – spend time reading the word, commentaries or books to discover more truth and apply it to your own life and the life of others

Also the titles apostle, prophet, etc may sound too grand and important for you because of past associations. So it will probably help to think more of adjectives – do you tend to be apostolic, prophetic, evangelistic, pastoral or teaching?

Even if you are still unsure, the questionnaire you do for homework should help you. And most of all, now that you get this new understanding, the Holy Spirit will help you discern your God given base ministry with increasing clarity in the weeks to come.

Exercise

- 🕒 **10 mins** Discuss in pairs, which of the five fold ministry roles you most closely identify with and why. Talk about the things you enjoy. How does your prayer life relate to these roles?

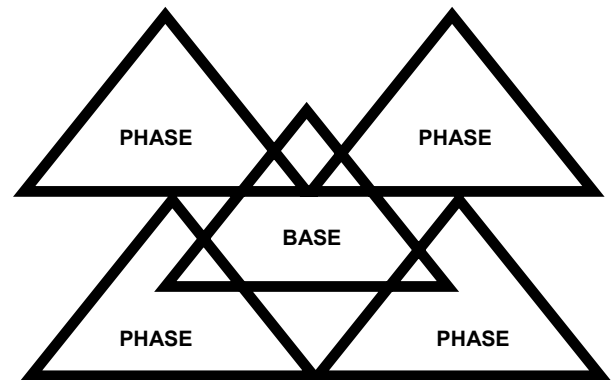
BASE AND PHASE

WORKBOOK PG. 6

- Each of us has a base ministry which energizes and refreshes
- God may fashion, shape and mature by enabling us to experience each type of ministry as a specific 'phase' of our life.

"But I think I've done all of them..."

- Experiencing phases makes your ministry more rounded, open and flexible for God.
- God develops skills through your phases making you more useful in your base ministry



Note: If you are in a position of leadership, it is easy to fall into the trap of feeling like you need to excel in all 5 ministries all the time, but you will only arrive at 'burn-out' and feel like you have never been fully released to focus on your base ministry.

WORKBOOK PG. 7

How to know the grace for your phase has been used up and it's time to return to your base?

- Less blessing, less fruit being produced
- Less sense of peace and less joy at the doing of the task
- Thoughts of going back to what you love when faced with stress or disappointment.



Warning: this should not be used as a 'cop-out' from sacrificial service with others in your group as you respond to God's challenge to engage with needs in the world.

Summary:

- We're not all called to be pastors, but we are all called to care.
- We're not all called to be teachers, but we are all called to hold out the Truth.
- We're not all called to be prophets, but we are all responsible for spending time listening to God for ourselves.
- We're not all called to be evangelists, but we are all called to witness.
- We're not all called to be apostles, but we are all called to step out into God's calling.

🔑 Key Point

We are the body of Christ, which means we represent the ministry of Jesus which is encapsulated in all five of the ministry roles in Ephesians 4.

He is the Apostle and high priest of our calling.

He is the one who is the Word, the Prophet.

He is the one who is the Good Shepherd, the pastor.

He is the one who calls us to the Truth of God, he is our teacher.

He is the one who brings good news, he is the evangelist.

Christ is all five. He is the perfect representation of the ministry of the Spirit.

EXERCISE
WORKBOOK PG. 7

- 🕒 **10 mins** Discuss in three's what you think is your current phase? And what do you think is your base ministry to which you return after disappointment...?

PERSONALITY PLAYS A PART

WORKBOOK PG. 7

- Only God can tell you what you are and it will only be demonstrated and authenticated by your experience.
- Things are established by the witness of two or three people so if God says to you that you're an apostle and everybody else says to you that you're an apostle...you probably are.
- Understanding your five-fold role can be helped by seeing how they relate to some other indicators. Personality can play a part. The diagram on Workbook Page 8 illustrates the relationships.

Introverts & Extroverts:

- The introvert : extrovert range is not generally related to the five-fold roles.
- There can be more introvert or extrovert apostles, prophets, evangelists, pastors or teachers.

Pioneers

- Are committed to change and flexibility, even to the extent of chaos.
- Instability doesn't worry them.
- They are usually not concerned with the stress that comes along with change.
- They naturally reach out beyond their current experiences and relationships to discover new frontiers and challenges
- find themselves bored and frustrated by maintaining the established
- Apostles, prophets and evangelists tend to be more pioneering

Settlers / Developers

- Committed to continuity, stability and implementing the vision
- Holding, growing and developing things rather than changing things.
- Settlers are the people who are the steady solid back bone of most communities.
- Without them, society would struggle to find balance.
- Pastors and teachers tend to be the more settler / developer types

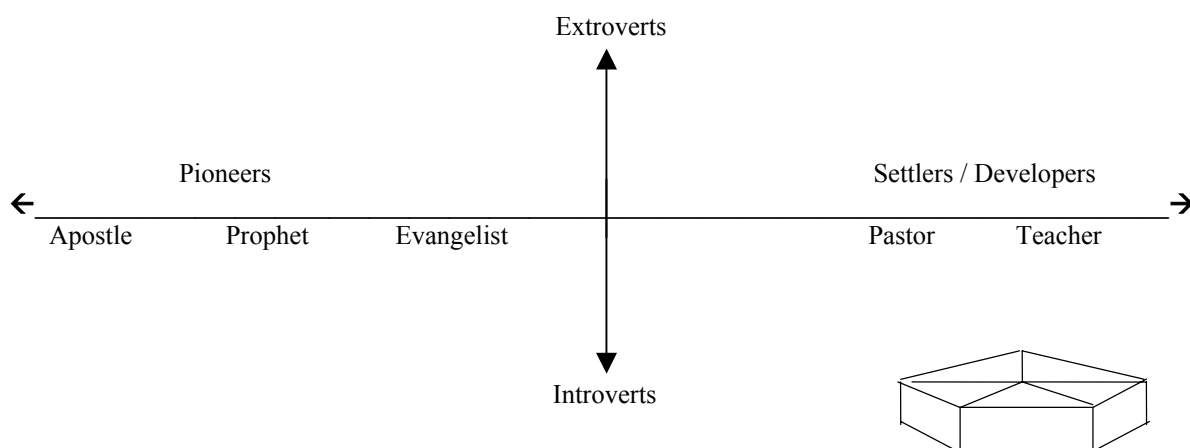
Key Point Interplay between pioneers and settlers / developers

- God has designed the world and church to function with both pioneers and settlers.
- Without the pioneers we will never find the next frontier of the kingdom. We will never reach beyond what we have already received and achieved.
- Without the settlers, we will never keep and develop it because as soon as one frontier is won, the pioneers are off looking for the next one.
- Settlers get rooted and the pioneers get lost...this is one reason why most churches split, rather than because of theology or tradition.
- We need to learn to live and work together because without both, the kingdom will not grow.

The Personality Continuum

- When talking about personality types we are not referring to two fixed categories of people. People fall at various places all long the line.
- Settlers / Developers move up the continuum for a while to do more pioneering things and vice versa.
- Those who can withstand stress and pressure are able to move most freely over the greatest distance on the pioneer/settler continuum.
- Testing makes a person more flexible, able to stretch out of normal comfort zone.
- Jesus was the perfect pioneer and settler / developer. He could go from one end of the spectrum to another.

WORKBOOK PG. 8



Key Point

The way that God grows and stretches us is that he makes us pioneer if we're settlers and he makes us settle if we are pioneers. It's when God takes you out of your comfort zone and into a new place that you grow most. It's when you're in your comfort zone that generally you don't grow. It's in new situations when you are stretched that you start relying on Him.



PUTTING OUR MINISTRY ROLES AND SPIRITUAL GIFTS IN CONTEXT

WORKBOOK PG. 8

This last section is included in this Session to avoid some people getting confused and also as a lead into the next Session. We don't want people to lose the focus on the five-fold roles, but folk need to get the clear distinction between functions/ministries and gifts that equip for those roles. Participants may well have come across teaching that sees the five-fold roles in just the same category as other gifts like wisdom, knowledge, mercy, etc. Hence in this brief trailer to the final session, we want to make it quite clear that gifts are either the *way* that you exercise a five-fold role, or the *action* or *tool* that you use to fulfil that role.

Ministry roles or functions are different from the gifts we need to fulfil them. It's like the difference between a trade or profession and the skills and tools to do that job.

Ephesians 4: 7-13 speaks, as we have seen, of *each one being given a portion* of the ministry of Christ, a ministry role or function.

1 Corinthians 12: 1-11 speaks of *spiritual gifts*....*different kinds of gifts*, and *manifestations of the Spirit* in the context of *our meetings, when we come together*.

Romans 12: 6-12 speaks of *different gifts* in terms of actions and attitudes.

It is most important that we clearly understand that our five-fold role is of a different order to the gifts, actions and attitudes that equip us to fulfil that role.

Question and answer period.

5 FOLD MINISTRY QUESTIONNAIRE

Introduce the questionnaire that has been developed to help identify each person's base ministry role. Explain how it works, how to add up the scores and the fact that no such exercise is water-tight!

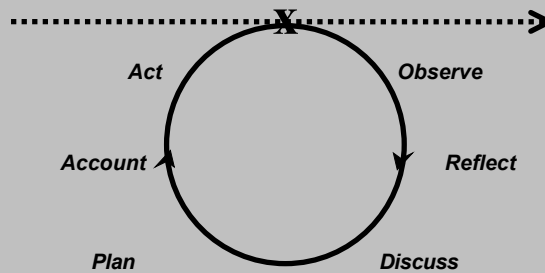
Emphasise that they must complete the questions to bring next time and explain the homework.

End the session with prayer.

Taking this further... (otherwise known as Homework!)

Application to Life

☉ Does the pentagon give you any insight into where you fit. Take this 'kairos' through the learning circle, considering what God might be calling you to do...



- ☉ Make yourself accountable for your plan ... setting achievable & measurable goals
- ☉ Fill in the 5 fold ministries questionnaire to see if a quiz backs up your gut instinct!
- ☉ **Bring your results to the final session!!!**

Further Reflection

- ☉ Consider where in the past you have operated as a pioneer & as a settler.
- ☉ Reflect on & write down where you can identify the Lord taking you through seasons of operating in each 'phase' of ministry. The longer your walk as a Christian the more likely you are to have been through all phases!

Further Bible Study



☉ Identify & list any other scripture where you can identify the heroes of Scripture operating in their naturally apportioned area. Come up with at least 2 example for each of the 5 areas of the church.

Apostle:

Prophet:

Evangelist:

Pastor:

Teacher: