
DISCOVERING PURPOSE

APEST RESOURCE GUIDE

LEARNING TOGETHER | GROWING TOGETHER

Hand APEST Memory Tool

Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his 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 4:11-13



Thumb: Apostle: The thumb develops all others and enables us to reach with God's vision and mission.

Forefinger: Prophet: The prophet points us vertically to the heart of God and our covenantal relationship with God.

Middle finger: Evangelist: The evangelist is the farthest reaching finger as they reach to outer limits to bring all people into relationship with Jesus.

Ring finger: Shepherd: The shepherd (pastor) is connected to the heart of the people and builds & defends community.

Pinky finger: Teacher: The teacher gives balance to the hand through wisdom & understanding and can really get in your ear as you remember what they say.

APOSTLE

From the Greek, apostle means the “sent one”. This person is a visionary thinker and is motivated to see the Kingdom of God advance. Those with an apostolic gift from Jesus today thrive in the lane of extending the Kingdom of God into new places, spaces, and contexts while motivating and mobilizing other leaders to propel the mission of God forward. (Heb. 3:1, Acts 13:2, Acts 14:14, Rom. 16:7)

Strengths

- Comfortable crossing boundaries- intellectual, social or cultural
- Innovative approaches and solutions
- Pioneering new endeavors and bringing heaven to earth
- Sees things holistically

Function

- Maintaining commitment of sentness (mission) for church (Matthew 28:16-20)
- Maintaining strategic commitment to church planting strategy and pioneering leadership
- Maintaining compliance around core ideas and culture (Acts 11:25-26)
- Mobilizing leaders and resources (1 Tim. 1:6)
- Developing capacities for appropriate risk-taking (1 Thes. 1:1-2)

Blind Spots

- Dogmatic about vision
- Lacks empathy
- Becomes bored quickly
- Ignores or disassociates with those who “don’t get it”
- Gets disillusioned when not seeing quick results
- Sees people as a means to an end
- Struggles with accountability

Truth I can mature in:

- I can practice compassion (Colossians 3:12-14 & 1 Cor. 13)
- I can choose accountability (1 John 1:5 -1 John 2:11)
- I can wait for the “God idea” (Romans 8:14)
- I can prioritize rest (Acts 14:26-28)
- I can develop others (Romans 1:11-12 & 1 Thes. 1:4-6)

Grace I can mature in:

- We can create a safe place for apostles to fail forward as they take risks with God
- We can see new ideas as opportunities, not threats
- We can remind apostles that their identity is valuable (not just what they do)
- We can remain curious and open to the ways apostles are helping the Body of Christ move forward

APOSTLE NOTES

PROPHET

The prophet is the one focused on the covenantal relationship between God and people, and living out of that relationship. Those graced with the New Testament prophetic calling will do all they can to listen to God, see what he sees, feel something of what he feels, speak and act on his behalf, and call people to faithfulness and obedience. (Acts 11:27-30, Acts 15:32, Acts 21:9)

Strengths

- Seeks to ensure an authentic response to Truth
- Desires learning to influence others
- Deep compassion for the cause of the people
- May communicate clearly to get the message across

Function

- Maintaining the God focus throughout the church through prayer and worship (Acts 13:1-3)
- Cultivating commitments to social justice and commitments to care for the poor (Acts 6:3-6)
- Engaging in spiritual warfare, renouncing idolatry and encouraging repentance (Luke 3:3-4, Mark 6:14-29)
- Cultivating holy imagination of life and developing prophetic gifts in others
- Maintaining the moral and spiritual witness of the community (1 Cor. 14:31-33)

Blind Spots

- Struggles to discern subjective and objective truth
- Moody and easily frustrated
- Self-righteous or self-condemning
- Obsessed with being right
- Demanding about their own sense of call, dismissive of others callings

Truth I can mature in:

- I can practice empathy & patience (Col. 3:12-14)
- I can deliver ideas with humility (Philippians 2:3-4)
- I can recognize I don't have the full picture and need other's gifts (1 Cor. 12:14-31)
- I can speak truth to set people free (John 8:32)
- I can protect my time with God because it is necessary (John 5:19)

Grace I can mature in:

- We can encourage prophets to rest & retreat
- We can honor your connection with God's heart
- We can make space for you to experiment with communicating God's heart
- We can remind prophets that their identity is valuable and that communicating God's heart is not solely their responsibility

PROPHET NOTES

EVANGELIST

The evangelist is the one who is motivated to see people come to know Jesus and join the movement of the Kingdom of God. The evangelist proclaims the good news that is at the core of the church's message. The evangelist is the storyteller, the all-important recruiter of the cause, and the naturally infectious person who can enlist people into what God is doing in and through the church.

(John 20:17, Romans 16:1-2, Acts 8:4-8, Acts 21:8)

Strengths

- Communicates passionately
- Makes clear the message of salvation and able to personalize and contextualize God's message of love
- Motivated to see other people move toward Christ
- Enthusiastically generates growth in people and invites them into belonging

Function

- Developing an invitational and welcoming culture (Acts 16:1-15)
- Championing cultural relevance of message to audience (Acts 11:19-21)
- Developing evangelistic giftings (Romans 16:1-2)
- Maintaining connections with outsiders (Acts 8)
- Developing the stickiness and simplicity of the core message (Luke 19:10)

Blind Spots

- Lack of deep, substantive relationships
- Demanding about their own sense of call, dismissive of others callings
- Pragmatism (if it works, it must be right)
- Mistakes decisions for discipleship
- Does not complete ideas or plan

Truth I can mature in:

- I can embrace spiritual depth
- I can bring others with you
- I can be accountable to follow through
- I can disciple those I bring to Jesus

Grace I can mature in:

- We can ask you to share your unique insights
- We can remain unoffended by your distaste for "church stuff"
- We can remind the evangelist that their identity is valuable
- We can wholeheartedly listen to evangelist's stories

EVANGELIST NOTES

SHEPHERD

The shepherd is motivated to see the community of God living healthily in the love of God. At its core, the shepherd is passionate about creating and maintaining a healthy community of Christ followers, promoting the common good, encouraging people in the faith, and ensuring the well-being of the people. Shepherds pay close attention to their immediate environment, noticing details about people and the state of the community as they help others mature individually and collectively.

(1 Cor. 16:19 & Romans 16:3-5).

Strengths

- Unifier of an organization
- Patient and timely with care, stretching people to grow-sees other's development
- Cultivates loving and mature relationships
- Desire to see people enriched, connected and understood
- Aware of dangers, protects and guards others

Function

- Developing a loving and caring community (1 Peter 5:1-5)
- Developing a high emotional intelligence culture (Acts 11:22-24)
- Creating a place of healing (Acts 20:28)
- Developing and maintaining pathways for maturity and discipleship (Acts 18:18-28)
- Ensuring appropriate protection of people (inclusion/exclusion) (Acts 20: 29-31)

Blind Spots

- Takes on too many people's problems
- Risk averse
- Conflict avoidant
- Lack and time management and boundaries
- Driven by approval or disapproval of others

Truth I can mature in:

- I can embrace boundaries (Galatians 6:1-5)
- I can invest in people to multiply (1 Cor. 4:15)
- I can show others how to shepherd
- I can welcome movement forward and mission

Grace I can mature in:

- We can ask for the shepherd's insights
- We can recognize the way shepherd's lead people in your wingspan
- We can wholeheartedly listen to the shepherd's stories of individual's transformation
- We can make time for shepherds to process deeply
- We can remind shepherds that their identity is valuable, beyond helping others

SHEPHERD NOTES

TEACHER

The teacher is motivated by understanding, clarification, and application of God's truth. Teachers bring clarity and solid foundation to the vision of the church. They love the wisdom of God and help people put ideas into action. People with a teaching gift have a way with words that clarify and bring understanding that drives people to want to know God more and live according to His ways. (Acts 13:1-3 & Acts 18:24-28)

Strengths

- Effective communicator of Truth
- Translator of great complexities into simple teachings
- Has a curiosity to know more and to explain this knowledge
- Encourages exploration in thinking towards solutions
- Guides others with wisdom and understanding

Function

- Fostering a learning community (2 Timothy 4:2)
- Transferring ideas across generations (2 Timothy 3:10-14)
- Developing resources for learning (Acts 17:10-12)
- Explaining and interpreting the Scriptures (2 Timothy 2:15)
- Training wise and informed leaders (2 Timothy 3:16)

Blind Spots

- Driven by the need to be right
- Fear of things they don't understand or have not vetted
- Theology matters more than people
- Value ideas and tradition over the move of the Holy Spirit
- Nit picky and critical of others teachings

Truth I can mature in:

- I can embrace empathy (Col. 3:12-14)
- I can trust that the Holy Spirit fills the gaps (1 John 2:27)
- I can practice following the Teacher (1 Cor. 2:1-5)
- I can patiently and humbly teach towards competence (Ephesians 4:2)

Grace I can mature in:

- We can value your 'how' questions
- We can rely on your ability to organize
- We can learn from teachers
- We can remind teachers that their identity is valuable and that they are more than they know

TEACHER NOTES
