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FOLD 5

**ADAPTED FROM THE V3
TRAINING MOVEMENT RESOURCES.
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**AS AN ORGANIZATION AND STAFF
WE MOST REGULARLY UTILIZE
THE ENGLISH STANDARD VERSION
(ESV) BIBLE. WE ADVOCATE THE
USE OF THIS TRANSLATION AND
WOULD RECOMMEND THE ESV WHEN
LOOKING UP THE SCRIPTURE
VERSES LISTED.**

**THIS RESOURCED WAS ADAPTED TO
BE USED WITHIN THE LEADERSHIP
DEVELOPMENT OF OUR STAFF AND
ORGAIZATIONAL PARTNERS.**

**RE-DESIGNED BY:
THE SHAPING BAY STUDIO**

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And He gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ, so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes.

Rather, speaking the truth in love, we are to grow up in every way into Him who is the head, into Christ, from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love.

EPHESIANS 4:11-16

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APOSTLE

2

PROPHET

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EVANGELIST

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SHEPHERD

5

TEACHER

THE APOSTLE

"CATALYZE AND COMMISSION"

STRENGTHS

They are adventurous and futuristic, passionate about strategy with an emphasis on risk. Decisive, and design focused. They call others to look forward and beyond. They are pioneers, always moving into new territory. They don't give up easily. They see opportunity everywhere. They can envision possibilities where people see problems. They have the ability to stir up dreams in people. They are big thinkers and self-motivated. They call the Church to stretch into new places, in new ways so that they people do not embrace apathy. They can often synthesize big concepts and make them accessible for people. Comfort does not motivate them as they are propelled by vision. They find joy in catalyzing groups of people to attempt something new and innovative. They offer the church a great gift in moving people out of safety into places of being stretched.

WEAKNESSES

They can be so goal oriented they run over people, or run people ragged. They can place unhealthy emphasis on achievement. They can lack gentleness and patience when people don't understand their vision. They have difficult time "turning it off" (i.e., take a day off). They have trouble being part of a group they're not leading. They can be insensitive to how change and risk feels for others. It is hard for them to trust that God is working, when they're not. When they experience resistance from others, they tend to push harder rather than stepping back and evaluating. They tend to think so big picture that the details seem inconsequential. They can entrust power to the wrong people because they are so focused on goals. They have a hard time staying faithful to an idea; they get itchy and want to move onto the next exciting idea. Because they think through narrative and concepts, they can often be forgetful or irresponsible with details. They may have a difficult time working with people that are not enamored with their vision.

THE PROPHET

“EXPOSE AND EMBODY”

STRENGTHS

Have strong intuitions about people and circumstances. Is the first to make something known or bring it to light when they see something or someone unhealthy. They take things that are being ignored and put them in front of others. They have strong feelings of what is right or wrong. They are on high alert about the integrity of a person or a system. They care about tangible embodied actions rather than talk. They can see the emotional and spiritual effects of a decision on others. Prophets press others to be authentic and honest as they are repelled by posing and pretending. They can stand back from circumstances and get a clear picture of what's really going on. They can think outside the box when they perceive a hurdle or problem. Prophets call the church to God's new social order and help the community live true to its values. They often seek to create a liberating environment that releases people from hatred, sin, injustice, and legalism.

WEAKNESSES

They can be overly critical being hyper focused on what they dislike and disagree with. They can be stubborn and argumentative in the face of unfamiliar information. They are often judgmental in sizing others up. They can hold grudges against others who offend their sensibilities. They can be internally self-righteous while disapproving of others. They have a hard time with ambiguity and desire immediate resolution of a problem. They can talk about their perspective as though it was simply "the truth." Might feel they have to point out every inconsistency they see. They can attach to idealistic expectations about how things "should be" and become bitter when they don't pan out. Tend to isolate themselves when their opinion is not being valued. Like many O.T. Prophets they can self-loathe. Prophets can tend to exaggerate when something concerns them because they feel it so deeply. Because they are so sensitive to doing things the wrong way that they can resist movement in the church because "we're not ready."

THE EVANGELIST

"EXCITE AND INVITE"

STRENGTHS

They are able to excite people, and can infuse a situation with energy. They are exceptionally welcoming to people. They are connectors and love to tell stories and discover people's stories. They are a recruiter, looking for ways to get others involved in meaningful things. They are playful, fun and social which awakens people who are overly serious. They are relational before they are intellectual which allows them to build bridges with all types of people. They are passionate and persuasive about whatever they are involved in. When others are negative, they are often positive. There is a missional value inside them that causes them to feel compelled to connect people to Jesus. They want people to know and experience what they know and experience. They tend to go out of their way to engage others in conversation. They help the church reach outside of itself and create a welcoming environment. They are networkers: they enjoy introducing people to each other. They are often natural champions with very keen "people skills." They can't help but rally people to causes they believe in.

WEAKNESSES

Evangelists can be so enthusiastic that they are urgent and unwise in their decision making. They unconsciously try to manipulate others' perceptions of them as to sway others to think highly of them. They have tendencies to exaggerate in order to have people engage with them. They tend to be poor listeners, practicing selective hearing because they are only listening for what they deem is important. Because they are verbal and outgoing, they can be irresponsible with words. They might overshare information about other people. They avoid conflict because they want people to like them. They can be easily discouraged when things are difficult and no longer exciting. They can unknowingly steal the attention away from others to steer it towards themselves. They may have nervous energy that makes engaging in spiritual disciplines much harder. Evangelists need to embrace spiritual and emotional depth, but it's very difficult for them to invest the time and energy necessary to cultivate it because they get bored easily.

THE SHEPHERD

"GUARD AND GUIDE"

STRENGTHS

They are nurturers and protectors. They are acutely aware of people's hurts and want to help them move toward a sense of healing. They are sensitive to areas of brokenness and usually aware of their own brokenness. They seek to protect people and create ways where people can feel safe to be vulnerable. They are looking to create deep friendships. They are reliable because they understand the relational quality of commitment. They are highly inclusive of others in their lives and play well with others. They are great collaborators because they are not easily offended. They really care deeply people and notice them and stop to care for individuals in the church. They are the first to forgive and reconcile. They can empathize with people and find ways to meet them where they are. They are generous with their time and love. They help the church make people feel like they belong. They place a high value on community and especially a safe and healing environment. They are often long suffering with difficult people and have the patience to walk them through difficult times.

WEAKNESSES

They can be so sensitive to the feelings of people that they can be guided by the fear of offending. They may not have faithfulness to truth-telling if it makes people feel uncomfortable. The thought of disappointing might paralyze them. They often overextend themselves because they don't know how to set up appropriate relational boundaries. They are slow to act because they get anxiety about all the possible negative outcomes. They are so attuned to pain that they can be overwhelmed by their own pain and problems. They care so much for people that they can let others take advantage of them and step on them. In their care for individual people they can create a false dichotomy between building community and living on mission. They tend to pick up other people's offenses, especially towards authority figures. They analyze their relationship so much that can feel insecure about their status with people. They can assume any new initiative will potentially cause discomfort for people and then see it as automatically bad. They can exhaust themselves relationally rather than pacing themselves. They can be overly focused on not harming people that they resist stretching people into difficult things.

THE TEACHER

“INTERPRET AND INFORM”

STRENGTHS

Teachers are good at interpreting the text and informing others. They are great at gathering knowledge and passing on wisdom. Teachers are people who are motivated to help people learn and discover new insights. They have a strong memory around the details of a situation. They are like engineers seeing how all the parts and pieces work. They are often concerned with logic, order, process, and development. Their passion is in explaining the truth in a way that people can grasp. Their passion is to create learning environments. In chaos they often can discern the next best step and instruct people how to take that step. They lean toward proven systems to "get the job done" vs. novel solutions. They like to see established track records of success before doing something different. They respect words/language and how they impact people. They care about the finer points of being correct. They are constantly gathering information and figuring out who needs to hear or see this information. They are able to think clearly in complex situations. They often press for answers rather than more questions. They have strong sense of conviction that keeps them emotionally steady. They help the church stay faithful to the truth and feel strongly that embracing the truth sets people free.

WEAKNESSES

They can be obsessed with accuracy and have little tolerance for ambiguity. With the ability to collect vast amounts of information and systematize it, they can be rigid in areas they have little practical experience in. For them knowledge can be valued over practice. The teacher can value their relationship with information over their relationship with people. In their hunt for technical clarity, they can offend people with their bluntness. They tend to become arrogant because of what they think they know which stunts their ability to step into other people's experiences. They want conformity of thought and can feel very uncomfortable with differences in thinking. Teachers can set up certain knowledge and behavior requirements as litmus tests for being a "serious" Christian. They can speak in black and white terms that have a hard edge to them. They may have a hard time with friendships with people that don't see things the way they see them which makes mission difficult for them. Because they connect with information, they tend to think right thinking fixes people. They like to be needed for their wisdom and insight but can get easily offended if their wisdom and insight is not wanted or heeded.

PERSONAL REFLECTION

Where do others see you in the 5-Fold? Why?

Where do you see yourself in the strengths?

How have they shown up in your leadership?

Where do you see yourself in the shadows?

How have they shown up in your leadership?

Which of the 5-Fold do you think you can learn from the most? Why?

What might be first step to live into your strengths rather than your shadows?