

*MADE FOR MORE*  
**LESSON 04**

2019

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# LESSON 04

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## MADE TO DO MORE

### SCRIPTURE - EPHESIANS 4

#### **Ephesians 4:11-16**

*So 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. Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of people in their deceitful scheming. Instead, speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.*

#### **MOVE #4: ORGANIZE FOR FULLNESS**

#### **SHIFT #4: FROM MORE HIERARCHY TO MORE MISSIONARIES**

#### **BIG IDEA: THE CHURCH IS MADE TO DO MORE.**

Just as the body has systems that work together to allow for health and reproduction, Jesus gives organizing systems to His body for fullness, for more impact, and for the mobilization of EVERY member. Jesus has provided a mosaic of unique gifts as represented within the five-fold gifting of APEST. Regardless of our theology on these gifts, we are wise to at least consider the pragmatic wisdom in the strengths represented within these gifts. Without representation these strengths, we will struggle to express His fullness into every corner of culture and into every sphere of society. We must see the unique roles and gifts given by Jesus as an important organizing system in the body of Christ.

**Pathway:** This lesson consists of approximately one hour of advance preparation work for team members and a 75 to 90-minute interactive group gathering.



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## PREPARATION BEFORE TEAM GATHERING

- Read Ephesians 4 and answer reflection questions. (10 minutes)
- Watch Video #10 – Rob Wegner and Brian Sanders on Ephesians 4 (25 minutes) and fill in the answers below.
- Watch Video #11 – Case Study of Tampa Underground Church (10 minutes) and write down at least one observation that captured your thinking.
- Read Lesson 4 and complete the discussion questions. (25 minutes)
  - Reflect on and answer the Introduction Discussion Questions.
  - Complete the questions in the church, team and personal assessment sections. These questions will be used for a rich conversation among team members during the team gathering. Be sure to invest time working through these assessment questions.
- Prayer - Spend some time praying for this week's team training.

## TEAM GATHERING

- Read Ephesians 4 together. (5 minutes)
- Discuss Introduction questions. (10 minutes)
- Watch Video #12 together – Alan Hirsch. (25 minutes)
- Discuss Video #12 and Key Paradigm Thoughts. (10 minutes)
- Team Perspective and Assessment – Discuss assessment questions. (20 minutes)
- Shift #4 discussion and action. (15 minutes)
- Preview Lesson 5 expectations and prayer. (5 minutes)



*INDIVIDUAL*

**PREPARATION** ▶





# LESSON 04

*INDIVIDUAL PREP*

## READ EPHESIANS 4 & REFLECT

**10 MINUTES**

1. Read Ephesians 4. Like the previous lesson, pretend you've never experienced church and that what you read in Ephesians 4 is your first and only exposure to the characteristics of church. What conclusions or assumptions would you make about church?

How would you put Ephesians 4:11-16 into practice? Would you organize around it? Why or why not?

2. What, in particular, about the passage convicted you personally about something in your life and leadership?

We acknowledge that there has been and continues to be differences of opinion within the church over the "5-Fold Gifts" mentioned in Ephesians 4. Were they only for the early church? Are the Apostolic and Prophetic gifts only for the first century? Were these 5 gifts only reserved for a few people who then equip others OR is the entire church blessed with a spectrum of these functional gifts? These questions of cessationism or continualism have been debated for years. Are we likely to resolve with perfect unity the application of the 5-fold gifts to the church today? No and we don't need to. Instead of focusing on what we can't get unity on, let's focus on where we can be united.



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For this study, we will live in the dynamic tension of the different interpretations of Ephesians 4, while placing our focus on the very pragmatic, underlying strengths and functions of each gift:

- Pioneering, sending, extending, and entrepreneurial (Apostolic).
- Questioning systems of power, seeking justice, critiquing mission drift, and protecting the marginalized (Prophetic).
- Reaching out, including the seeker, proclaiming the Gospel, and including new people (Evangelistic).
- Nurture, care, community and health (Shepherding).
- Sound doctrine, clear teaching, effective processes and systems, and strong values (Teaching).

Functionally, let us suggest these are roles EVERY healthy organization needs. If we were starting a company, would these aforementioned underlying strengths be a good way to organize? Yes. Did Jesus through Paul call out these strengths and acknowledge their relevance? Yes. Did Jesus directly command (“Thou shalt...”) that we organize directly around them in a specific prescriptive way? No. Were those strengths vital to the early church? Yes. Is there wisdom in us at least pragmatically considering how the strengths play into how we organize for mobilization? Absolutely. If we can agree to all those things, can we then also agree that it makes sense that we need some form of intentional design in our churches for MOST EFFECTIVELY MOBILIZING GOD’S PEOPLE GOD’S WAY? In that light, let’s consider the wisdom of Ephesians 4 together.

**ROB WEGNER AND BRIAN SANDERS**      **25 MINUTES**  
**ON EPHESIANS 4**  
**COMPLETE THE FOLLOWING AS YOU WATCH VIDEO #10**

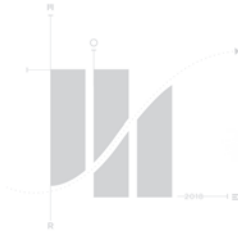
## EPHESIANS 4: ROB WEGNER

### **Ephesians 4:11-13**

*So, 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.*



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# LESSON 04

## INDIVIDUAL PREP

### BIG IDEA:

The Church is Made to \_\_\_\_\_ . Jesus has provided the organization to release the More in His body: The Five-Fold Gifting of \_\_\_\_\_ .

### MOVE #4:

ORGANIZE FOR \_\_\_\_\_ .

### WHY?

It is so that the church might be built up, so it might reach unity, become mature and reach the measure of the \_\_\_\_\_ of Christ.

Fullness is the goal!

### THE THREE LAYERS OF FULLNESS IN EPHESIANS

LAYER ONE - \_\_\_\_\_ FULLNESS: Ephesians 1

LAYER TWO - \_\_\_\_\_ FULLNESS: Ephesians 3

LAYER THREE - \_\_\_\_\_ FULLNESS: Ephesians 2 & 4



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## **HOW?**

Jesus has given us vitally important gifts; and when they are activated and respected, these \_\_\_\_\_ influencing styles will empower the Church to reach its FULL \_\_\_\_\_.

The **APOSTLE** is one who \_\_\_\_\_ and expands.

The **PROPHET** is one who \_\_\_\_\_ and critiques.

The **EVANGELIST** is the one who recruits to the cause.

The **SHEPHERD** who \_\_\_\_\_ and provide the nurturer.

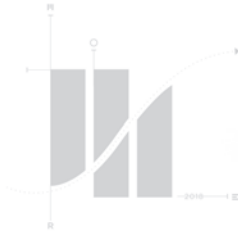
The **TEACHER** is one who \_\_\_\_\_ and organizes.

Let's see the fivefold giftings as organizing \_\_\_\_\_ in the Church.

Think of the collective strengths and characteristics represented within each of the five-fold gifts of APEST as a 'system' How many of the five systems function in a synergistic way in your local church?







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INDIVIDUAL PREP

## APEST AS A CATALYST FOR MOVEMENT: BRIAN SANDERS

Don't just think of APEST in terms of your leadership team. That's too

\_\_\_\_\_.

The real leadership team of your church are the people leading on the front lines of mission. The ones stepping into the fight on a daily basis.

It's more important to see APEST at work on the front lines than in the administrative team who supports them.

These five gifts represent the fronts on which we fight.

The **APOSTLE**: \_\_\_\_\_ Ground

The **PROPHET**: Injustice

The **EVANGELIST**: \_\_\_\_\_

The **SHEPHERD**: Brokenness

The **TEACHER**: \_\_\_\_\_

The church is a \_\_\_\_\_ organism. It cannot be controlled, and it cannot be killed. It isn't a \_\_\_\_\_ to be managed but a \_\_\_\_\_ to be released.



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## CASE STUDY OF TAMPA UNDERGROUND CHURCH

WATCH VIDEO #11

15 MINUTES

In this next video, you'll see a case study of a church, Tampa Underground, that is organizing around APEST in a creative and organic way. They see it as a natural expression of being the body of Christ. One thing we all agree on: We are called to become like Jesus and the church is His Body. Without a doubt, Jesus functioned in all five giftings. Was Jesus an apostle? Yes! Was he a prophet? Yes! An evangelist? Better than Billy, God rest his soul. A shepherd? Yes. A teacher? The best ever. If we are His body, we must at least consider how the underlying strengths of these gifts are manifested in us and through the Body of the local church. Let us consider the example of Tampa Underground as they seek to follow Jesus and become like him in this way.

*In this video, you'll get to see how Tampa Underground Church is applying Move #4, Organize for Fullness.*

### OBSERVATIONS:

Highlight at least one observation that really grabbed your attention from the video.

## READ LESSON 4, REFLECT AND PRAY

25 MINUTES

Review the Lesson 4 content from the past few pages (The Key Verses, the Move, the Shift, the Big Idea, your notes from Ephesians and the Teaching Video Notes) and complete the following:

1. What stood out to you from the Lesson 4 reading material and videos? Why?



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# LESSON 04

*INDIVIDUAL PREP*

2. Flip forward to the Conversation Guide section, and review the questions in the church and team assessment inside the lesson. These questions will be used for deeper conversations among team members during the team gathering. Be sure to invest time reflecting on these assessment questions.

3. How well do you know your own Influencing Style from APEST?

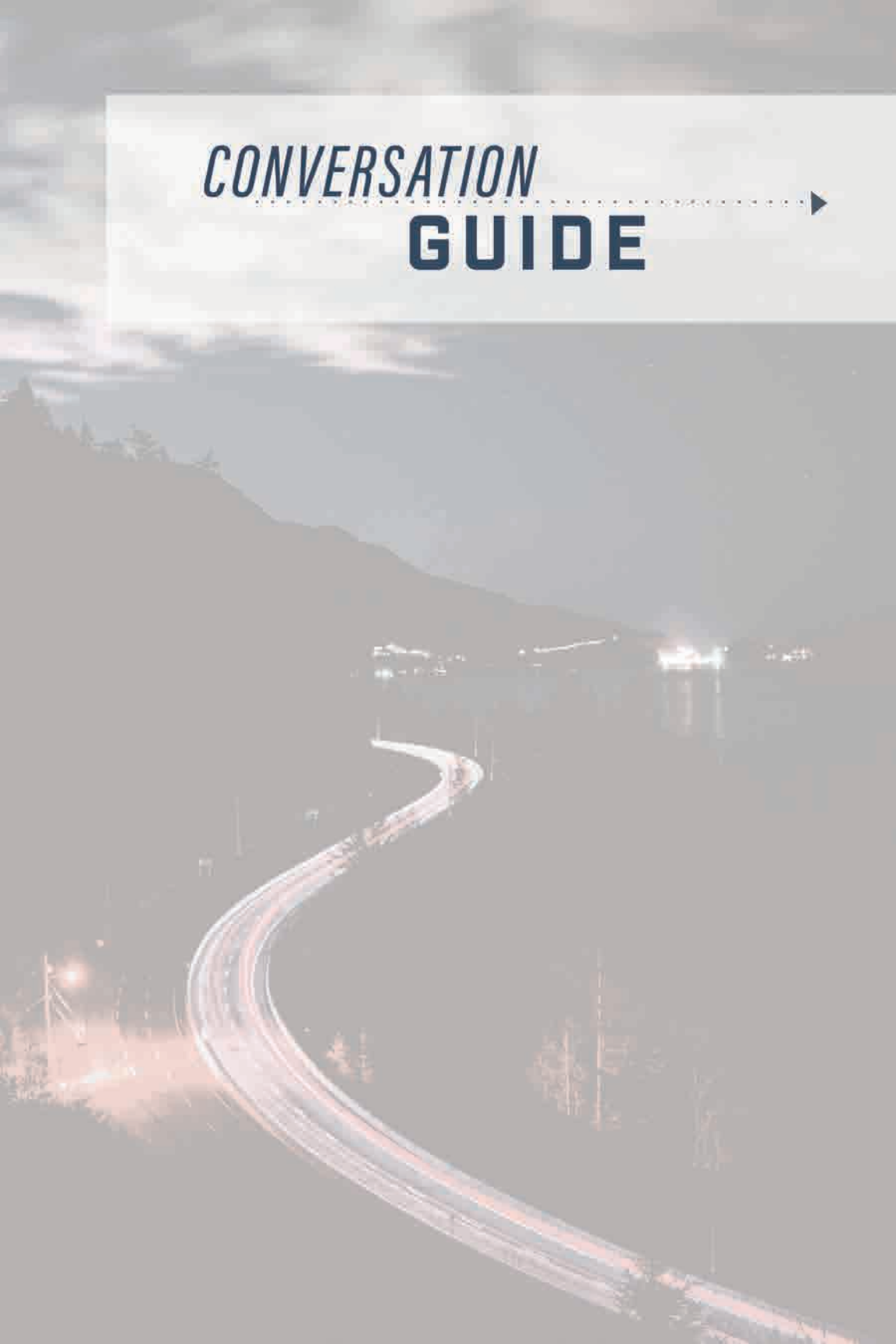
4. How well do you work together with others around APEST?

5. To what degree are you helping others discover their influencing style?

6. Spend some time praying about what God has been revealing to you in this study. Pray for your teammates and for your upcoming gathering.



*CONVERSATION*  
GUIDE





# LESSON 04

## CONVERSATION GUIDE

### INTRODUCTION AND REFLECTION

**20 MINUTES**

Today we will jump into Ephesians 4.

#### **Ephesians 4:11-16**

*So, 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. Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of people in their deceitful scheming. Instead, speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.*

#### **MOVE #4: ORGANIZE FOR FULLNESS**

#### **SHIFT #4: FROM MORE HIERARCHY ... TO MORE MISSIONARIES**

#### **BIG IDEA: THE CHURCH IS MADE TO DO MORE.**

Just as the body has systems that work together to allow for health and reproduction, Jesus gives organizing systems to His body for fullness, for more impact and for the mobilization of EVERY member. Jesus has provided a mosaic of unique gifts as represented within the five-fold gifting of APEST. Regardless of our theology on these gifts, we are wise to at least consider the pragmatic wisdom in the strengths represented within these gifts. Without representation these strengths, we will struggle to express His fullness into every corner of culture and into every sphere of society. We must see the unique roles and gifts given by Jesus as an important organizing system in the body of Christ.

The discussions in this study will be rich and fruitful. Stay mindful of the time as each question only has 3 to 4 minutes allotted. Fully engage the interaction with your team, but be careful not to dominate the conversation. Seek first to listen, allowing others to share their thoughts. Let your thinking be stimulated, but don't feel like the tension in every question needs to be relieved.



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## CONVERSATION GUIDE

4. For this question, assume Jesus did intend for churches to have the full mosaic of the functional strengths representing by the different giftings mentions in Ephesians 4. How is your team doing? Do your teams naturally migrate to having these gifts even when you are not intentional? Here's quick review of those functional strengths:
- Pioneering, sending, extending, and entrepreneurial (Apostolic).
  - Questioning systems of power, seeking justice, critiquing mission drift, and protecting the marginalized (Prophetic).
  - Reaching out, including the seeker, proclaiming the Gospel, and Including new people (Evangelistic).
  - Nurture, care, community and health (Shepherding).
  - Sound doctrine, clear teaching, effective processes and systems, and strong values (Teaching).
5. Church leaders often cite Ephesians 4:11-16 as the justification for paid staff to be equippers of others who do ministry. As these verses progress, we are given the real reason why Jesus gives the gifts. The equipping of others for works of service is actually a means to the ultimate end. What is the ultimate end?
6. Do you see the connection between this ultimate end (fullness and maturity in the body) and our key verses in Ephesians 1:22-23?





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7. What is the consequence when followers of Jesus do not discover and engage their unique sweet spot of personal calling, which is given by Jesus so that each person can play his or her unique role in the mission for the church?
  
8. Our responsibility as leaders is to intentionally organize roles and teams to see the fullness of Jesus carried into every corner of society as the fruit! When we fail to do this, we limit our members from discovering and engaging their unique roles.
  
9. What stood out to you from the Lesson 4 reading, reflection questions and videos? Why?

## **ALAN HIRSCH - EPHESIANS 4** **WATCH VIDEO #12 TOGETHER AS A TEAM.**

**25 MINUTES**

*Without a doubt, Alan Hirsch has been one of the leading voices on this topic, calling the church to reimagine herself as a movement, not an institution, energized by the leadership gifts and functions in APEST. Frank Herbert once said, "The best prophets lead you up to the curtain and let you peer through for yourself." Alan is inviting us to peer behind the curtain of Ephesians 4 with new eyes. We are including his voice, not to create a new theology or debate, but instead to challenge us to ponder the pragmatic wisdom of APEST in informing the organizing systems in the church. We acknowledge and affirm differing theological positions on this passage and are not taking a specific theological position.*



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## CONVERSATION GUIDE

### RETHINKING OUR PARADIGM ORGANIZING FOR FULLNESS

15 MINUTES

After watching Video #12, read through the Key Paradigm Thoughts below as a team. Then, spend time talking through the Discussion Questions as a team.

Remember, a paradigm is what you think before you think about it. You'll never experience lasting change without examining those thoughts and allowing the Word and the Spirit to transform your assumptions.

Here are some key paradigm shifting ideas from Alan Hirsch's talk. Listen closely as you read through these thoughts.

### KEY PARADIGM THOUGHT

**MOX** (*Ministry of Christ*) > **BOX** (*Body of Christ*) > **FOX** (*Fullness of Christ*)

#### MINISTRY OF CHRIST:

Was Jesus an Apostle? A Prophet? An Evangelist? A Shepherd? A Teacher? Yes!

#### BODY OF CHRIST:

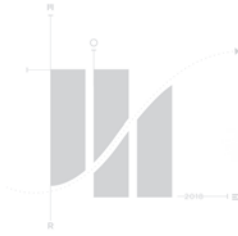
If Jesus is the Head of His Body, the Church, will APEST continue to be expressed through His Body? Yes!

#### FULLNESS OF CHRIST:

If we are missing one of these organizing systems as a local church, then we are lacking the fullness of Christ.



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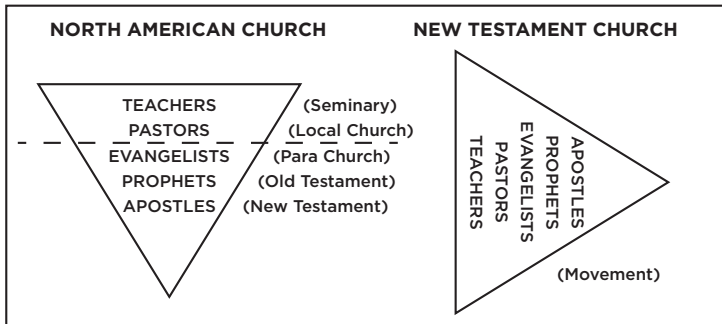
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## KEY PARADIGM THOUGHT APEST ARE ALSO MARKS OF THE CHURCH.

As we have seen, based on the dynamic presence of Christ, every church needs to have all five gifts active to fully function as the Body of Christ. In other words, these are very viable marks of the church. Another way of saying marks is metrics. APEST is a realistic dashboard of organizing for fullness.

## KEY PARADIGM THOUGHT THE TWO TRIANGLES

*Take a minute to examine the two triangles...*

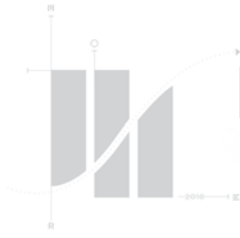


## DISCUSSION QUESTIONS FROM ALAN HIRSCH'S VIDEO

1. What challenged and confronted you the most?
2. What encouraged and comforted you the most?
3. What tensions are you feeling? Why?



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## CONVERSATION GUIDE

### TEAM PERSPECTIVE

**MOVE #4: ORGANIZE FOR FULLNESS**

**20 MINUTES**

#### TEAM NOTES

Have someone on your team continue the “official set of notes” with your answers to the questions in this section and in the subsequent “Shift Section.” By this time, you should see the value in having these comprehensive notes.

### **BIG IDEA: JESUS IS MORE! THE CHURCH IS MADE FOR MORE! THE CHURCH IS MADE TO BE MORE! THE CHURCH IS MADE TO DO MORE!**

*“The voyage of discovery is not in seeking new landscapes but in having new eyes.”  
- Marcel Proust*

*“All truth passes through three stages.  
First, it is ridiculed. Second, it is violently opposed.  
Third, it is accepted as being self-evident”  
- Arthur Schopenhauer*

Leadership guru Max De Pree famously said, “The first job of a leader is to define reality.” Jesus gets the privilege of decisively defining the Church, including these organizing systems found in Ephesians 4. As church leaders, we need to take this task of shaping the way people think about the church with utmost seriousness. Allowing Jesus to guide us, it is part of the leadership task to help our local churches see the Church as Jesus does.

In each part of the following team conversation, you are asked to look at your context but in a new way. Although two approaches will be presented as contrasts, we fully acknowledge and celebrate the need for both! However, we’re asking you to consider: “Do you embrace both approaches? Is it balanced? Are you biased to one approach?” The dynamic tension we are creating is not an attack, but an opportunity to see something new.





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## CHURCH ASSESSMENT

1. Let's go back to our Home Depot analogy from the Introduction. Take a minute and place a check mark next to each of the bulleted statements below that apply to your church (six total bullets).

### THE "WE CAN BUILD IT. YOU CAN HELP." APPROACH FOR ORGANIZING FOR FULLNESS

- We organize around the one or two of the functions describe in Ephesians 4 listed here. Typically, these one or two rise to the top because they are the couple that our pastor, leadership team or denomination are most passionate and comfortable with.
  - Pioneering, sending, extending, and entrepreneurial (Apostolic).
  - Questioning systems of power, seeking justice, critiquing mission drift, and protecting the marginalized (Prophetic).
  - Reaching out, including the seeker, proclaiming the Gospel, and Including new people (Evangelistic).
  - Nurture, care, community and health (Shepherding).
  - Sound doctrine, clear teaching, effective processes and systems, and strong values (Teaching).
- Our primary dashboard is built around the ABC's (Attendance, Baptisms, and Cash) of the Church.
- We only equip disciples for the one or two functions about which our pastor, team or denomination are most passionate or comfortable.

### THE "YOU CAN BUILD IT. WE CAN HELP." APPROACH FOR ORGANIZING FOR FULLNESS

- We organize around all five roles of APEST for the purpose of releasing the fullness of Jesus.
- Our primary dashboard is built around metrics for each of the organizing systems (APEST) in Ephesians 4.
- We equip every disciple to discovery their primary influencing style from Ephesians 4 and encourage them to appreciate all the others as necessary.



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## CONVERSATION GUIDE

2. Which ones did you check? Unpack why.
  
  
  
  
  
  
  
  
  
  
3. Which of these five functions do you think is your church's greatest strength? Which is your church's greatest weakness?
  - Pioneering, sending, extending, and entrepreneurial (*Apostolic*).
  - Questioning systems of power, seeking justice, critiquing mission drift, and protecting the marginalized (*Prophetic*).
  - Reaching out, including the seeker, proclaiming the Gospel, and including new people (*Evangelistic*).
  - Nurture, care, community and health (*Shepherding*).
  - Sound doctrine, clear teaching, effective processes and systems, and strong values (*Teaching*).
  
  
  
  
  
  
  
  
  
  
4. How well are you organized around all five organizing roles? Which is the one that receives the most emphasis? Which ones are mostly ignored?
  
  
  
  
  
  
  
  
  
  
5. What is your current scoreboard? How could it better express all five organizing systems?





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## TEAM ASSESSMENT

1. How would you rate your commitment as a team to the “You Can Build It. We Can Help” approach of Organizing for Fullness?
  
  
  
  
  
  
  
  
  
  
2. What, if any, are the obstacles that would keep you from Organizing for Fullness?

## PURSuing THE SHIFT: FROM MORE HIERARCHY .... TO MORE MISSIONARIES

**15 MINUTES**

### TEAM NOTES

Add your team’s conclusions in this section into the master list highlighted in the previous section.

In this lesson, we are focused on the shift:

**From More Hierarchy ... to More Missionaries!**

The following exercise and questions are not intended to finalize your actions, but it is instead meant to get you thinking toward the future and unified on some core conclusions and convictions. You will be working through the six shifts leading up to your final lesson (Lesson 7) where you will seek to integrate what you’ve learned into a priority list of actions to investigate and pursue. For now, don’t be limited by what you think you can and cannot do. Rather, dream about a future in which this shift becomes a reality.



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## CONVERSATION GUIDE

### DISCUSSION QUESTIONS

1. Read through the following distinctions between **more hierarchy** and **more missionaries**. Assess where you are as a church on the spectrum of “more hierarchy” versus “more missionaries.”

#### MORE HIERARCHY MEANS...

- The pastors and staff lead and define all the ministry, and the members support that work.
- New “ministries” of the church always have to “go up the chain” before anything can be done.
- The staff is evaluated by how effective their ministry is.

#### MORE MISSIONARIES MEANS...

- All members see their lives, where they live, work, learn and play, as their main ministry. In addition, they are excited to contribute to the shared ministry of the church through centralized programs.
- Members are launching new ministry initiatives all the time without expectation that “the church” will do it for them, pay for it or centralize it.
- The staff is evaluated by how effectively they are equipping others in their ministry to the body and their mission in the world.

2. Is this a shift that is worth effort pursuing that you’d want to see put in place? How important is it to you? Why or why not?





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3. In five years from now, if you were mobilizing God's people God's way with an approach that was rooted in "more missionaries" rather than "more hierarchy," what would that look like? What would the characteristics of success be? What benefits? Create a list of characteristics that collectively describes a preferable future.

4. What challenges and obstacles would you face?

5. What specific issues do you know would need to be addressed?







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## CONVERSATION GUIDE

6. Are there actions you already know you'd need to take that can be identified now?

7. Are there any that you suspect are needed but require more investigation? Highlight them in your list.

**AT THIS POINT, YOU'RE JUST COLLECTING IDEAS.  
YOU SHOULDN'T MAKE ANY DECISIONS UNTIL LESSON 7.**

### NEXT WEEK

Next week, we move on to Ephesians 5, Move #5 and Essential Shift #5. Be sure that you have the Participant's Guide for Lesson 5 and that you understand what work is to be completed before the next gathering.

- **Read Ephesians 5 and Lesson 5.** Journal your observations.
- **Watch Video #13** (Rob Wegner and Danielle Strickland on Ephesians 4).
- **Watch Video #14** (Highlights of Mobilization from four case study churches).

### CLOSING PRAYER



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