

# Five-Fold Leadership

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## Description:

“...they had ordained them elders in every church...” (Acts 14:23). Biblical precedent indicates that local churches were governed by a team of elders. God never let the rulership of the body rest on the shoulders of one man, knowing that each of us has weaknesses and limitations, and that no one man can completely represent full truth, wisdom and power as Jesus did. This course will help local church leadership function more effectively as a team, honoring the gifts of all. However, God’s leadership plan was not limited to the walls of the church. The Five-Fold Leadership plan will also be applied to everyday life and the marketplace where gifts and talents are surrendered to God to accomplish His purposes in the world. Prerequisites: LEA 103 (required); MIN 210 (recommended). This course will be most useful if you are currently a part of a leadership team.

## Texts:

*How to Build a Winning Team* by Mark and Patti Virkler

*How to Build a Winning Team CDs or DVDs* by Mark Virkler

“Biblical Personal Profiles” by Performax Systems International

*The Five Fold Effect* by Walt Pilcher

*The Five Fold Study Guide* by Walt Pilcher

*The Five Fold Effect CDs or DVDs* by Walt Pilcher

The Motivational Gifts Test

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## Objectives:

### Academic:

- You will quote the following Scriptures:
  - ✓ Genesis 11:6 KJV
  - ✓ Ecclesiastes 4:9-12
  - ✓ Ephesians 4:11-16

- ✓ 1 Peter 4:10
- ✓ Romans 12:6-8
- ✓ 1 Corinthians 12:7-11
- ✓ 1 Corinthians 12:28
- You will know by memory a quotation from Benjamin Franklin.
- You will state three characteristics God attributed to the people of the Tower of Babel which contributed to their potential success.
- You will name and describe the heart and gifts of each of the members of the “five- fold ministry team.”
- You will describe the responsibilities of each of the five-fold team members in a staff meeting.
- You will state the overriding goal for the five-fold ministry team, as well as other related goals.
- You will describe three situations when it would be appropriate to bring in help from outside your leadership team.
- You will name and define five styles of church leadership, and state what you see to be the greatest strength and the greatest weakness of each.
- You will state definitions of *metanoic* and alignment.
- You will state three positive aspects of disagreement.
- You will describe how Ephesians 4:11-16 is an organizational leadership plan for any group or organization.
- You will distinguish the difference between the Hebrew mindset and the Greek mindset.
- You will define the “apostolic leader”
- You will name the 7 Mountains of Influence that affect a culture and a nation.
- You will describe what it looks like when all of the five-fold ministry roles are working as God has intended as the “five-fold effect”
- You will understand how God has gifted you to make a difference in the area for which He has given you authority.

## Behavioral:

- You will describe your own gift/ministry blend.
- You will recognize your personal need for other gifts around you to make you most effective.
- You will make a commitment as a group to improve the communication skills of your leadership team, and take the steps necessary to do so.
- You will examine and evaluate your staff meetings to be sure that all gifts are being represented and honored.
- You will evaluate the desirability of an annual staff retreat.
- You will discuss how to apply the Five Fold Ministry gifts to the marketplace.
- You will identify specific people in your circle of influence and describe how each person is displaying one of the five-fold gifts in their lives.
- You will discuss how the five-fold ministry gifts appear in different roles in small groups and organizations in the marketplace.
- You will discuss the process of surrendering your gifts to the Father for His use in the community of the body of Christ.

## Standards for Grading Assignments

As indicated below, “C” or 2.0 level work is considered average. **Leaders are not average people.** You are therefore expected (required) to put forth the effort necessary to demonstrate at least “B” (3.0) level work or higher on all assignments which you submit. Any which do not will be returned to you with input from your instructor on how you can raise your grade to the expected level. **A course grade will not be given until your assignments demonstrate that you have understood the material presented in the course and allowed your life to be transformed by the Spirit and the Word studied** — the requirements for attaining a “B”.

Your individual assignments (notebooks, tests, reports) will be graded according to the following standards. These grades will be averaged together to determine your course grade. Remember, we are training leaders and leaders are above-average people. Your work will reflect that.

- “D”
  - Indicates barely passing work that is inferior to the average both in quantity and in quality.
  - Manifests a lack of initiative or sense of responsibility or both.
- “C”
  - Average work; either steady work of an acceptable quality, or work of a high quality which is uneven, irregular or fragmentary.
  - May be mechanically or outwardly correct but shows little reflection upon or personal assimilation of the material.
- “B”
  - Intelligently has fulfilled the requirements of this course.
  - Understands the subject matter presented and has applied it to his life in a limited manner but has not really made the truths his own.
- “A”
  - Grasped the material with thoroughness, industry and correctness of detail.
  - Made the material his own by thinking about it and integrating it, using originality, natural ability, and insight.

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## Course Requirements:

1. Carefully read and meditate on the entire text *How to Build a Winning Team*, answering the related questions here in your Student Notebook and completing the exercises at the end of each chapter. Watch all video lessons on *How to Build a Winning Team*.
  2. Carefully read and meditate on the entire text *The Five-Fold Effect*, answering the related questions here in your Student Notebook and completing the exercises at the end of each chapter. Watch all video lessons on *The Five-Fold Effect*.
  3. Complete the “Biblical Personal Profile.”
  4. Earn at least a “B” on Test 1
  5. Complete the “Motivational Gifts Test.”
  6. Earn at least a “B” on the Final Exam.
7. Submit a final paper which includes the following:
    - a) A description of your own gift blend and your personal strengths and weaknesses.
    - b) The first names and gift descriptions of the people on your “leadership team” in the most important area of your life (your church, business, home, volunteer organization, etc.).
    - c) Any areas of weakness you still see in your team and your journaling which indicates the Lord’s direction to you for shoring up these weaknesses.
    - d) A description of how each of the individuals and gifts contributed and were honored in a recent decision-making situation.
    - e) Any steps your team has taken to improve its corporate communication skills and any improvements you have been able to observe as a result.
    - f) Any discussion your team has had concerning the desirability of group retreat.
    - g) Your summary conclusion of what you have learned and incorporated from this course.
- This paper will be a minimum of five pages and is due in the final lesson.



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## LEA 203 Five-Fold Leadership Course Schedule

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### Lesson One

#### Assignment to be completed:

Complete the “Biblical Personal Profile” following the detailed instructions included on its pages. Carefully read the “Interpretation Stages I, II and III” and discover as much about yourself as you can. Also study the “Profile and Scripture Parallels,” reading the Scripture References given with a heart open to the Spirit’s revelation concerning how He has created you. Write a one-page summary of what you discover about yourself through this profile. Include any ways in which you believe it is incorrect, and the input from someone close to you on what you see as a discrepancy. Does s/he agree with you or the profile’s evaluation? Has the profile helped you see any of your characteristics in a new light?

\*Watch video 1 *How to Build a Winning Team*

Carefully read the Introduction and Chapter 1 of *How to Build a Winning Team*, answering the related questions here in the Student Notebook and completing the exercises at the end of the chapter.

Memorize Genesis 11:6 KJV. (“And the LORD said, Behold, the people is one, and they have all one language; and this they begin to do: and now nothing will be restrained from them, which they have imagined to do.”)

Complete and correct Self-Test One.

#### Subjects to be explored:

Who Am I and Who Do I Need?

God Established Team Ministry in the New Testament Church

#### Related objectives:

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