

APEST



identifying growth for your group or organisation

by Rich Robinson

As leaders, we're often asking questions, trying to analyze what's missing and why. The questions below are intended for small groups, missional communities, churches or organizations who identify a deficit in their leadership culture or practice. Using the questions helps to identify which of the fivefold the deficit relates to and therefore where the need is for coaching or additional input. This is a good resource for leaders within your wider organization who may not be taking the full test but can use this to analyze their current leadership and practice.



Apostle

- We feel like we need a jolt, things are too settled and stale. How do I mix things up?
- We feel we need some fresh perspective. How do I have some outside eyes and wisdom for a fresh push or start?
- We feel like we are missing opportunities and not realizing all the potential within the community. How do I make the most of those in my community?
- We feel we are stuck in the present. How do we know how to get moving again?
- We are unsure as leaders/as a community of the way ahead. How do we work out which way to go and the direction to pursue?
- We are not growing in number or making progress forward; all we are doing is managing people and organizing events. How do we re-cast vision, kick-start the process and get us moving forward again?



Prophet

- We need clarity on God's word for us as leaders or as a community. How do we go about discerning this?
- We know we need more depth, a stronger culture and more integrity. Where do we start and how do we grow deeper as Christians and as community?
- We want everyone in the community to grow in hearing God and responding to what he is saying. How do we help them?
- We feel unsure of the way ahead and want God to speak into this? How do we as a leadership team hear God well together?
- We feel like people are just responding to culture and environment. How do we help them live wholeheartedly and passionately for Jesus in a countercultural way?



Evangelist

- We are disconnected from the local community. How do we go about connecting with people in a real way?
- We feel we have a “church life” and a “work” or “family” life? How do we live one life and share our faith authentically?
- We have people who are not at all confident in their faith and in sharing their faith. How do we grow a confidence in the gospel and in sharing the gospel?
- We have lots of opportunities with People of Peace, but we’re not sure how to take them further or what to say. How do we move forward and start engaging the People of Peace to a deeper level?
- We feel like the community has become a little introspective and we are just managing Christians and organizing events. How do we engage people to have a vision and passion for the lost?



Shepherd

- We feel like there is a lack of depth of love, care and relationships in the community. How do we start to help people engage with each other deeply?
- We feel the community is quite closed. How do we envision people to welcome and love the stranger and outsider?
- We feel the community is slightly fragmented and feels individualistic. How do we help people love sacrificially and intentionally?
- We feel like we do all the helping, caring and loving as a leadership team. How do we equip the community to look after each other, not just rely on the leadership?
- We feel we are not loving People of Peace and non-Christians well. How do we help our community to love well and in doing so model Jesus to people?



Teacher

- We feel like there is an immaturity in handling God’s word. How do we help people to mature in their knowledge and application of the Bible?
- We feel people are unsure of how to share their faith because of arguments or opposition. How do we equip the community to be mature and confident in their biblical foundations?
- We feel that the community depend on us as a leadership to share what we think from our reading of Scripture. How do we equip every member of the community to feed themselves from Scripture?
- We feel people are disciplined by peers, TV, social media and their own brokenness. How do we help our community engage with God’s truth to grow in their identity as a disciple?
- We feel we don’t know where to start on people developing patterns of word, worship and prayer. Where do we start and how do we start?

Notes of Reflection:

Key areas for growth -

Next steps-