APEST Dysfunctions of a Leader

HANDOUT FOR SESSION 6 DISCUSSION

Apostle

The Apostle helps men and women discern the call of the Gospel, activating, equipping and sending them into the God's mission.

Dysfunctional Apostle

- Dogmatic about vision
- Autocratic and domineering
- Seeks to use bullying to control
- Ignores or disassociates with those "who don't get it"
- Lacks empathy
- Becomes bored quickly
- Gets disillusioned when not seeing quick results
- Can be impatient
- Sees people as a means to an end
- Struggles with accountability

Prophet

The prophet leads the Church to repentance and new life by sharing visions and images of divine inspiration. They give the body strength by respecting our weakness, our vulnerability, and our desperate need for Jesus.

Dysfunctional Prophet

- Struggles to discern subjective and objective truth of a matter
- Moody and emotional
- Obsessed with being right
- "Super-spiritual"
- Tends to be black and white in their thinking (lacks nuance)
- Demanding about their own sense of call, dismissive of others' callings
- Self-righteous or self-condemning
- Easily frustrated
- Lack wisdom and graciousness
- Can reject relationships with people when they don't agree

Evangelist

Evangelists expand circles. They nurture neighbors and cultivate culture shapers for the Kingdom of God. They create pathways for people to plug in, provide on-ramps for the disconnected to get connected. The Evangelist is a people person.

Dysfunctional Evangelist

- Insecure; unhealthy need of affirmation
- Lack of deep, substantive relationships
- Pragmatism
- Resentful or neglectful of those inside the church
- Nit-picky about language
- Does not complete ideas or plans
- Weak spiritual disciplines
- Short-term gain over long-term impact
- Mistakes decisions for discipleship
- Numbers-driven
- Driven by novelty and the "new"

Shepherd

Great shepherds nurture the spiritual health of their community. They pastor people. Step by step, they lead them in their life of faith, joining them in the hardest of times and celebrating in the best. Shepherds nurture a sense of family. They practice the life of Jesus in full view of the His body.

Dysfunctional Shepherd

- Takes on too many people's problems
- Obsessive need for harmony at the expense of truth
- Risk averse
- Conflict avoidant
- Lack of a clear plan or strategy
- Lack of time management
- Lack of healthy boundaries
- Measures themselves by 'counting sheep'
- Driven by approval or disapproval of others
- Co-dependent relationships
- Cloying and over-involved in people's lives

Teacher

Teachers bring light to bear. They illuminate the mind and spirit and encourage that light to shine in dark places. Teachers run a relay race for the Church, passing on the ideas and knowledge of our Christian faith, like a torch, from runner to runner. They create space for men and women to grapple with doubt, wrestle with faith and test truth inside and out.

Dysfunctional Teacher

- Driven by the need to always be "right"
- Doctrinaire, ideological, and fussy
- Fear of things they don't understand or have not vetted
- Suspicious of others' "experiences"
- Takes questions personally
- Theology matters more than people
- Dogmatic and opinionated
- Lack of healthy boundaries
- Value ideas/tradition over the move of the Holy Spirit
- Lacks flexibility or adaptability
- Nit-picky and critical of other's teaching/ sermons