

## Top-5 Strategies to Mobilize Your Volunteers

# Better Together

*“...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.”*

EPHESIANS 4:15-16



David A Posthuma, President

BETTER TOGETHER, a truism if ever I heard one. Yet, what may true of our ideals, can be challenging to implement in reality.

So, might your church, like so many others, struggle to build effective ministry teams from among Christ's various body parts?

Is finding the right people...the gifted and qualified people...a constant challenge?

Do your ministry structures seem to fall apart year after year? Then, let's explore our *Top-5 Strategies to Mobilize Your Volunteers*.

### TOPICS:

1. Respect God's Design
2. Reflect God's Image
3. Trust In Proven Skills
4. Test God's Gifting
5. Require Spiritual Maturity

*“Dave Posthuma and E-Church Essentials share my passion to train and inspire leaders to live authentic lives of great impact. Pay attention to what he is doing and access his outrageous resource. It will help you as you both grow and organize your church.”* Dan Webster

**David A. Posthuma** is the designer of the AssessME.org assessments. He holds an M.Div. from Trinity International University, and post-graduate certifications in Clinical Counseling from Mac Neal Hospital in Chicago, IL.

Please call for free consultation ► ► ►

## STEP 1: Respect God's Design



“Everything that is, was designed, and every design has a purpose.” David A. Posthuma

“For you created my inmost being;  
you *knit* me together in my mother's womb.  
I praise you because I am fearfully and wonderfully made;  
your works are wonderful,  
I know that full well.  
My frame was not hidden from you  
when I was made in the secret place,  
when I was *woven together* in the depths of the earth.  
Your eyes saw my unformed body;  
all the days ordained for me were written in your book  
before one of them came to be.” PSALM 139:13-16

**A**s Christian pastors, it is easy for us to teach about Spiritual Gifts, while ignoring something even more fundamental...how and why God designed us the way He did. Everything that is, was designed, and every design has a purpose. Today we call that design “personality” or “temperament”. A successful volunteer mobilization ministry must help people understand the purpose behind their design. In fact, this is humanity's #1 question: “*If there is a God, why did He make me the way He did?*”? I believe it's a pastor's job, in part, to help their people discover the answer to that question.

It has been my experience that some pastors are theologically confused when it comes to understanding human design. It is quite common for pastors to fear that in exploring personality, we are utilizing humanistic psychology. Nothing could be further from the truth. In fact, I believe this notion of equating human design with humanistic psychology is a lie directly from Satan. Satan desires to inspire leaders to ignore this vitally important aspect of staffing and volunteer mobilization. He knows that if people remain confused about their purpose, they will likely never mobilize for effective ministry service.

It is not psychology that helps us understand our created purpose, rather, it is *Observational Sociology*. In other words, as we watch and study people's behaviors, we come to realize that people who share certain qualities also share behavioral patterns. Our behavioral preferences may even be engrained within our DNA. In an article published by the U.S. National Library of Medicine, they report on mapping dog behavior traits to genetic structure. The article states:

“An astonishing amount of behavioral variation is captured within the more than 350 breeds of dog recognized worldwide. Inherent in observations of dog behavior is the notion that much of what is observed is breed specific and will persist, even in the absence of training or motivation. Thus, herding, pointing, tracking, hunting, and so forth are likely to be controlled, at least in part, at the genetic level. Recent studies in canine genetics suggest that small numbers of genes control major morphologic phenotypes. By extension, we hypothesize that at least some canine behaviors will also be controlled by small numbers of genes that can be readily mapped.”\*

And so it is, to a certain extent, for humanity. Our genetics do not control every aspect of our lives, but people who share specific genetic markers in common, are likely to express similar behaviors and social preferences. Sociological commonalities have been studied since Plato. Today, most personality assessments, including our ePersonality® Assessment, are built upon the Meyer-Briggs four-quadrant assessment construct. This construct has a proven 89% accuracy rate over the past 70+ years!

In contrast to Observational Sociology, the Bible uses metaphors when describing our unique human design. This is because scientific words, such as DNA or PERSONALITY do not exist within the Bible. Earlier, I began this study by quoting Psalm 139:13-16. In Psalm 139:13-16, the Psalmist uses the specific metaphors of “knitting” and “weaving”.

## Respect God's Design, Continued....

The Hebrew word used here for weaving emphasizes the unique variegation of each woven piece...no two are exactly the same. The result is that while all tapestries may have common elements, each tapestry is unique in its design.

In 2002, the Lord led me to develop a Christian version of the Meyers-Briggs personality assessment. In contrast to the generic Meyer-Briggs assessment, our Christian version is designed to communicate one idea: *How did God design you to serve Him and others?* It is called the ePersonality<sup>®</sup> Assessment. It helps pastors respect God's design for each one of their congregants.

Nearly 80% of the pastors who contact our office are looking for a quality online Spiritual Gifts Assessment. And while we do offer a gifts assessment that I will address in a later chapter, our ePersonality<sup>®</sup> Assessment traffic routinely out-performs our Grace Gifts<sup>®</sup> Assessment two-to-one. Each night at midnight, our software emails me a tally of the people who completed our various assessments that day. Consistently, the ePersonality<sup>®</sup> Assessment is taken by twice as many people as those who complete the Grace Gifts<sup>®</sup> Assessment. Why is that? Remember humanity's #1 question? People prefer this assessment because it helps them understand why God made them as He did, and for what purpose.

Ruth Ott is a long-time AssessME client. She serves as the *Connection Pastor* for Community Bible Church in San Antonio, Texas. Her church is among the largest in the United States. She states:

“We have partnered with AssessME.org since 2010. It has been very useful to help our people understand how they have been uniquely designed by God.

Based upon AssessME.org data, we have developed a total church volunteer book, as well as a website where people may select from over 80 different volunteer positions. We also have linked our data with Fellowship One™ and are able to give each member who completes the assessments a list of the top five ministries that would best fit their personality and spiritual gifts. To date, we have assessed more than 10,000 people for ministry fit.”

Based upon the Meyers-Briggs construct, the ePersonality<sup>®</sup> Assessment plots an individual's responses across four dichotomy sets:

1. How I Relate to People...*Independent vs Social*
2. How I Process Information...*Abstract vs Concrete*
3. How I Make Decisions...*Head vs Heart*
4. How I relate to the World Around Me...*Systematic vs Adaptive*

## The ePersonality Assessment

### How I Relate to People



### How I Process Information



### How I Process Decisions



### How I Relate to the World Around Me



### 1) How I Relate to People, *Independent vs. Social*

The first assessment dichotomy addresses *How I Relate to People*. The spectrum ranges from highly *Independent* people to highly *Social* people. Sadly, I have often encountered church leaders interpreting “Independent” as anti-social. This is a serious error. Independent people can be very social. However, they recharge emotionally by having quiet down-time. At the other end of the spectrum we find highly *Social* people. These people recharge by being with other people. They may get depressed when alone. They are always actively involved at every social event. At first, it would appear that church leaders ought to recruit *Social* people to oversee their ministries. But this would be a mistake. Highly *Social* people are task avoidant.

## Respect God's Design, Continued....

### How I Relate to People

While *Social* people can organize a party, they will likely fail at administrating a ministry program or managing other people.

In fact, the majority of what has been built in this world, has been built by *Independent* people. Depending upon the type of *Independent* persons, they will excel with...

- **Entrepreneurial Development** of new churches or ministry programs.
- **Designing 5-Year Strategic Plans** for the ministry
- **Administering the Many Tasks** associated with the ministry
- **Management and Motivation** of ministry teams

*Social* people can serve in support roles for *Independent* leaders, but *Independent* people will find it very difficult to support a *Social* ministry leader. This is because *Social* people typically lack the ability to generate vision for the ministry, as well as lack any planning, organizational or systemic skills. *Social* leaders who lack these abilities will drive *Independents* crazy with frustration. *Social* leaders love to have meetings, but these meetings rarely accomplish much.

Where *Social* people excel is in two distinct roles:

1. Social Engagement
2. Pastoral Care

### Social Engagement

Because *Social* People tend to have warm and inviting temperaments, consider using *Social* People in the following practical support roles:

- Greeters
- Ushers
- Welcome Center
- Community Representatives
- Coffee Service
- Meal Preparation for Shut-Ins
- Preparation of Meals After Funeral Services
- Small Group Social Planner or Group Leader
- Organize Social Gatherings
- Evangelism Through Social Encounters

### Pastoral Care

*Social* people may also excel in pastoral care roles such as:

- Widow/Orphan Care
- Shut-In Care
- Hospital Visitations
- Home Health Support for the sick
- Ministry to Survivors of a Death within their Family
- Evangelistic Opportunities while functioning in a pastoral care role

### Temperament Blends

To this point I have addressed *Independent* and *Social* peopletypes as extreme dichotomies. In the ePersonality assessment, the traits discussed so far would be largely true for people who scored from 80% to 100% on either *Social* or *Independent*. Things are not so black and white when people score less than 80% in either category. So, for example, if an individual scored 70% *Social*, they might also have 30% of the *Independent* traits. So while a 70% *Social* person may have a slightly cooler temperament than a 100% *Social* person, they may have sufficient *Independent* traits to be able to function in an office, administrate tasks, or manage people. Likewise, a 70% *Independent* is likely to have a warmer temperament than a person with a 100%, and be able to serve more comfortably within social events without needing to withdraw to recharge so often.

### FLEX Reports

People who score 50% to 65% in either category will generate an additional FLEX Report. At present, the additional FLEX Report is only viewable by the ministry candidate within their user-account. I decided to hide these reports from church leaders because most church leaders are not trained to interpret these reports accurately. (NOTE: *In the future, I may make this information viewable to church staff, but with a warning regarding how to utilize this information*). FLEX Reports are generated for the following reasons:

1. The candidate may use different aspects of their temperament under positive stress situations
2. The individual does not fit perfectly within the limits of 16 assessment profiles
3. They do not know themselves well

## Respect God's Design, Continued....

The issue of people not understanding themselves well can be the most serious. In these cases, people often generate three or four FLEX Profiles. Teenagers, for example, may lack sufficient life experience to adequately respond to the question pool. In these cases, I recommend that teenagers complete the question pool with the help of their parents.

Adults who have spent their developing years in drug and/or alcohol addiction, may also lose a sense of who they truly are. This is because addictive behaviors may suspend the addict's normal emotional development.

Yet, another category of people exist that do not know themselves well. These are people who have survived, or are enduring, physical, emotional, sexual, or spiritual abuse. In these cases, the individual may fear the judgement of those in a place of power over them, and seek to to portray themselves in a manner they believe the person in power desires of them. This is a self-protection mechanism learned and applied through significant periods of pain. While not every person who generates three or four FLEX profiles is recovering from a place of pain, many will be.

People who generate three or four FLEX profiles may benefit from pastoral care and Christian counseling. Pastors would do well to help people in pain to rediscover who God truly made them to be and do, rather than just plugging them into a service role that needs to be covered. We must always value the person above our programs. And in time, with proper support, these individuals will rediscover how God designed them to serve and fit within the Body of Christ.

## 2) How I Process Information: *Abstract* or *Concrete*

An *Abstract* person prefers the shades of grey that are encompassed within theory, philosophy, or theology. While the *Concrete* person sees life as black and white based on rules or obligations. The *Concrete* person often prefers math and science; life's rules that are provable. While the *Concrete* person prefers proven methods, the *Abstract* person may be more open to trying something new, as long as it makes sense in theory.

When we consider *Abstract* and *Concrete* people as pure dichotomies, generally 80% to 100% scores, it is important to note that *Concrete* people may struggle with issues of change within the church or ministry program in which they serve.

*Concrete* people may be viewed as inflexible or ridged. This behavior can, however, serve a positive purpose since change within a ministry does hold potential for hurting or alienating people. However, God gives us *Abstract* thinkers who can then develop and communicate the reasons for why change may be important, and then also develop the overall plans for how the change might best be implemented.

How we process information, whether *Abstract* or *Concrete*, can have a significant impact upon how we interpret and live the Christian life. *Concrete* people may value doctrines of right and wrong behaviors. They may struggle with issues of guilt or performance-Christianity. Whereas *Abstract* people tend to value grace over rules, process over performance. As such, it is common for strong *Concrete* people to stand in judgement over strong *Abstract* people for their freedom to "bend the rules". Likewise, strong *Abstract* people may judge strong *Concrete* people as overly simplistic, and impediments to the improvements they would like to implement within the church or ministry program.

Blends of *Abstract* with *Concrete*...scores between 65% and 80%...in how we *process information*...results in people being more understanding of each other and their differences. Yet, *Informational* blends may lack the clear theorizing and strategy implementation ability displayed by strong *Abstract* thinkers. Blends of *Concrete* and *Abstract* will likely be more ready to compromise their positions in a dispute and try to see how other types of people perceive the issues being debated.

FLEX Profiles will be generated whenever people score between 50% and 65%. A healthy FLEX Profile will generally display only one or at most two additional profile reports. In these cases, some of the report data in their dominant report, and some of the report data in the secondary report, will be valid. The assessee must read and evaluate which profile qualities within both reports best describes his or her life (i.e., *Please refer to the previous information shared concerning FLEX Profiles for more details*).

## 3) How I Process Decisions: *Head* or *Heart*

Decision-making style and process are important attributes for church leadership to understand about one another. Differences between decision-making styles are often the cause of interpersonal strife among team members. The ePersonality® assesses decision-making across a continuum between people who make decisions using their "*Heads*", meaning the use of logic or data analysis, versus people who use their "*Hearts*", meaning the use of emotional intuition in how decisions will impact other people. This is why, whenever leaders announce major systems, staff, or programming changes, they often receive negative responses which argue that people may be hurt. The logic and research behind the changes under consideration may be sound, but the changes will not likely succeed without winning the hearts of the those individuals who emotionally sensitive decision-makers. Church leaders who lack sensitivity to the intuitional needs of *Heart*-based decision-makers, may unwittingly give birth to staff resignations, membership resignations, and even church splits.

## Respect God's Design, Continued....

Pure dichotomies of people who score 80% to 100% for Heart of Head decision-making styles, will demonstrate the greatest inability to understand each other or appreciate opposing perspectives. In these cases, intervention by an arbortrator may be necessary to bridge the decision-making rift.

Decision-making blends, those who score in the 65% to 79% range for *Head* or *Heart* decision-makers may more readily appreciate opposing perspectives regarding the decision-making process.

FLEX profiles will be generated for people who score in the range of 50% to 64% in either the Head or Heart categories of decision-making. People who score accordingly, will likely be highly pliable, taking the side of whatever category has the loudest voice, or may have great difficulty making a decision and then sticking to it.

### 4) How I Relate to the World Around Me: *Systematic or Adaptive*

The contrast posed by this dichotomy is between people who are highly structured in their daily life and resistant to changing their established plans, and those who easily adapt to the unexpected.

*Adaptive* people tend toward one of two categories:

- 1) People who put relationships before plans
- 2) People who are creative or artistic

In contrast, *Systematic* people seek either order within their daily lives, or value a systematic process that may result in creating order and accomplishing desired outcomes.

While we find both temperament preferences within almost any church leadership team, we find that Pentacostal and Charismatic churches are often led by *Adaptive* personalities who seek to be "flexible with the leading of the Holy Spirit". While mainline Protestant churches tend to be led by *Systematic* personalities.

It is important to note that *Adaptive* people can easily serve under *Sytematic* leaders, while *Systematic* people will struggle to serve under the felt "chaos" of an *Adaptive* leader. The higher their respective scores within the ePersonality<sup>®</sup> assessment, the more evident this struggle will reveal itself.

FLEX reports will be generated at the 50% to 64% range.

## Summary So Far

Let's now apply the following Alpha-Numeric formula to help identify the various temperament reports generated by the ePersonality<sup>®</sup> assessment:

- 1 = INDEPENDENT
- 2 = SOCIAL
- A = ABSTRACT
- B = CONCRETE
- 3 = HEAD
- 4 = HEART
- C = SYSTEMATIC
- D = ADAPTIVE

## Report Categories

- (1A3C) **Planner** ...Let me create an effective and innovative strategic plan and help it become a reality.
- (1A3D) **Designer** ...Let me create a blueprint for new ministry development.
- (1A4C) **Guide** ...Let me help people grow spiritually.
- (1A4D) **Reconciler** ...Let me heal broken relationships, between people and between God and His people.
- (1B3C) **Analyzer** ...Let me improve the effectiveness of our present ministries.
- (1B3D) **Artisan** ...Let me build practical things/ programs to help our ministry.
- (1B4C) **Minister** ...Let me protect God's people from harm.
- (1B4D) **Adjutant** ...Let me support tangible projects that help others, by working to address issues requiring attention to detail.
- (2A3C) **Super Leader** ...Let me take charge of the leadership team.
- (2A4C) **Fraternal Leader** ...Let me build a band of brothers (or sisters).
- (2A3D) **Creator** ...Let me invent new/better ways to extend our ministry impact.
- (2A4D) **Disseminator** ...Let me tell you about the great things God is doing!
- (2B3C) **Overseer** ...Let me plan and manage projects and teams.
- (2B3D) **Evangelist** ...Let me promote what's new.
- (2B4C) **Servant** ...Let me make sure everyone has what they need to succeed.
- (2B4D) **Protagonist** ...Let me gather people for a social/ministry event.

## STEP 2: Reflect God's Image



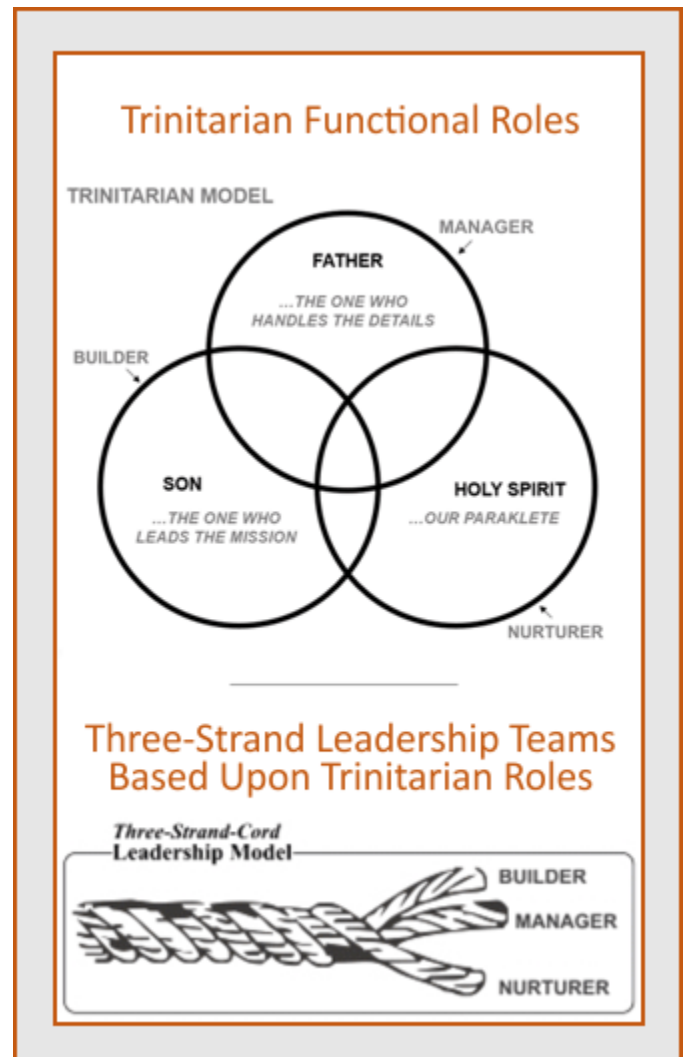
“Together, We Reflect the Ministry Roles of the Godhead.” David A Posthuma

**T**he theological truth that men and women were created in the image of God, is well known among pastors and ministry professionals. What is not so well known, however, is the profound impact this truth has upon mobilizing people into effective ministry service. For while God's image is indeed reflected within both male and females, our role as image-bearers reflects something even more important. How so? Well, I believe God intended humanity to reflect the functional roles of the Godhead.

We know that our God is one God, expressed through three persons: The Father, the Son, and the Holy Spirit. Each person of the Trinity has a distinct function.

- **God the Father** serves in an *Manager* capacity over the work of the Son and the Holy Spirit. We are instructed by Christ Jesus within the Lord's Prayer, to direct our prayers and petitions to our Heavenly Father.
- **God the Son** serves in a *Builder* capacity as the creator of the world. Also, He is also the founder and sustainer of our mission to expand His Kingdom by going into all the world to make disciples.
- **God the Holy Spirit** serves in a *Nurturer* capacity as our paraklete; the one who comes along-side to comfort, to guide, to empower for service, and to convict of sin.

These three functional roles: *Manager*, *Builder*, and *Nurturer*, comprise the three basic pillars of what is commonly called *Leadership Styles*.



## Reflect God's Image, Continued...

### Jesus and the His Three-Strand-Cord Leadership Team

The *Three-Strand-Cord Leadership Team* method would be nothing but a mixture of theory and theology had not Christ Himself formed an inner circle of disciples...the first *Three-Strand-Cord Leadership Team*.

Jesus' inner circle of disciples was comprised of Peter, James, and John. When we analyze the temperaments of each member of this inner circle, based upon what is known about them in Scripture and historic records, it becomes clear that each man represents one member of the Godhead.

Peter possessed the classic *Builder* temperament. He is bold spirited. Jesus affirmed Peter's *Builder* leadership style when He said: *"And I tell you that you are Peter, and on this rock I will build my church, and the gates of Hades will not overcome it"*, Matthew 16:18. Although the text does make a play of words in the Greek between *Peter* and *Petros* (Greek), which both mean "Rock", I don't believe Jesus' message concludes with this wordplay. He continues to say that through Peter, Christ will "Build" His Church, and the gates of Hell will not stand against it". Jesus identifies Peter as a person with a *Builder* leadership style.

James, the second person of Jesus' inner circle, demonstrates a *Manager* leadership style. This is most evident as he administrated the Council of Jerusalem in Acts 15...

<sup>13</sup> *When they finished, James spoke up. "Brothers," he said, "listen to me. <sup>14</sup> [Peter] has described to us how God first intervened to choose a people for his name from the Gentiles. <sup>15</sup> The words of the prophets are in agreement with this, as it is written:*

<sup>16</sup> *"After this I will return and rebuild David's fallen tent.*

*Its ruins I will rebuild, and I will restore it,*

<sup>17</sup> *that the rest of mankind may seek the Lord, even all the Gentiles who bear my name, says the Lord, who does these things'—*

<sup>18</sup> *things known from long ago.*

<sup>19</sup> *"It is my judgment, therefore, that we should not make it difficult for the Gentiles who are turning to God. <sup>20</sup> Instead we should write to them, telling them to abstain from food polluted by idols, from sexual immorality, from the meat of strangled animals and from blood.*

James announced his decision after hearing testimony. Then, the entire Church, along with all the Apostles, submitted to his decision. James was the *Manager* of the Jerusalem church.

The third person of Jesus' inner circle of disciples was the Apostle John. John was described in the Bible as the man Jesus loved. This was not a homosexual relationship. Rather, this title reflects John's highly relational nature. John cared deeply for people. John was a source of comfort and encouragement for Jesus. When Jesus was about to die on the cross, He gave John the responsibility to care for His mother Mary. John's relational nature was so strong, that it was only he, out of all the disciples, who gathered at the foot of Christ's cross. In John's Epistles, he commands Christ's Church to "love" thirty-four times! John's leadership style clearly reflected the third person of the Godhead, the Holy Spirit.

### How to Build Three-Strand-Cord Leadership Teams

Most church programs are built around a point-person, either a key volunteer or a staff member, supported by other people in various capacities. The point-person model asks too much of the point-person leader. They are called upon to function as program Builder, program Administrator, and to serve as a Nurturer to those the point-person serves. This is a recipe for burn-out. Sadly, when this point-person resigns or is removed for some reason, the ministry often falls apart and must then be rebuilt.

Team-based leadership bypasses the chaos and burn-out associated with the point-person leadership model. Within a team-based leadership model, we typically mobilize an *Administrator* to handle the tasks associated with the ministry program, a *Builder* to lead and build the ministry, and a *Nurturer* to care for the team members and those they serve. In this way, each team member has unique responsibilities within the team, and those unique responsibilities perfectly match how God designed them to reflect each person of the Godhead. Imagine the leadership of your church, and the leadership of every program within your church, emulating the functional roles of the Godhead! Everywhere your church, people would see models of the Godhead at work.

But I can hear the disenchanting complaint already, *"We cannot find enough people to serve as it is, how are we going to find even more people to formulate our leadership teams?"* The reason you are having difficulty finding people to serve is because you have likely been asking people to serve in roles that are contrary to the person of the Godhead they have been designed to reflect. When people serve in a role that properly reflects their *Leadership Style*, they are self-motivated and find pleasure in the service they provide. Burn-out is significantly reduced. And, accordingly, service longevity is significantly increased.

We have already identified the three pillars of Leadership Style as *Builder*, *Manager*, and *Nurturer*. We have learned



## Reflect God's Image, Continued...

through observational sociology that each pillar possesses an intrinsic spectrum that allows for variations within the role. In AssessME.org, we identify the subset types as follows:

1. **Builder**
  - a. *Pioneering Leader*
  - b. *Strategic Planner*
2. **Manager**
  - a. *Task Administrator*
  - b. *Team Leader*
3. **Nurturer**
  - a. *Pastoral Leader* (group oriented)
  - b. *Encouraging Leader* (individual oriented)

Our *Leadership Style Assessment*® plots an individual's scores across the spectrum as the graph below depicts.



## Serving from Our Strengths

In the graph depicted above, this person scored as an *Administrative Leader*, which is a subset of “*Managers*”, who naturally reflect the functional role of God the Father. In building a leadership team, we would want to integrate this person into a partnership with a *Pioneering Leader*, if the church or program was new and being launched, and a *Pastoral Leader* to care for the spiritual and emotional needs of the team as well as those the team serves. We want each team member to serve out of their strengths. While the *Pioneering Leader* would naturally cast the vision and recruit people to help accomplish the vision, the *Pioneer* does not want to be bogged-down with having to deal with the many supportive tasks the *Administrative Leader* will naturally address. Nor, as a task-driven person, will the *Pioneering Leader* possess the necessary relational temperament to nurture, support and care for the team, and the people they serve, as would a *Pastoral Leader* who would naturally provide this essential ministry support.

This is why a Three-Strand-Cord leadership team is so essential to healthy ministry systems throughout your church. Just imagine how beautiful the imagery would be when every ministry team in your church reflects the character and ministry purposes of our One-God in Three-Persons!

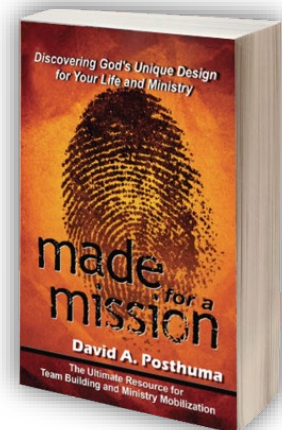
In conclusion, please study my book, *Made for a Mission* for details regarding role definitions, functions, team building, succession planning, etc. But bottom line, your church members will have an eye-opening experience once they understand how God designed each one of them to reflect a specific person of the Godhead. This knowledge will give them an understanding of their purpose and place in this world ...and in their church.

We will all serve better together when we first know our purpose, and then partner with others who complement our strengths, so to complete what we lack on our own by using their strengths where we might be weak

## Made for a Mission

By David A. Posthuma

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## STEP 3: Trust In Proven Skills



“I firmly believe that God provides us with everything we need to do His will.” David A Posthuma

### Organic Skills Tracking

I was recently visiting a 6,000 member church with my inlaws. Unfortunately, my father-in-law’s car broke down in the parking lot. Since there were still many people at the church, I asked one of the key staffers if he could check the church database for a mechanic that might still be on premis. I was surprised by his response, “We don’t track skills in our database”.

Tracking your people’s skills is an essential component to serving better together. Skills are a direct outgrowth of the temperament with which God has created us. Through the course of our lives, our temperament inspires us to prefer certain activities, while at the same time devaluing activities that do not match our temperament. As we develop in the various activities our temperament prefers, those preferences become skills. Our skills are further enhanced as we refine and prove our skills over time, become educated or certified in our skills, and so develop a resume’ of experience validating our skills. Proven skills are trustworthy resources for Kingdom service. It is essential to identify and track these “organic skills” within your church if you wish to effectively mobilize your members into ministry service.

Many people do not recognize that their skills could be used for Kingdom service. When I was a boy, one of my hobbies was Ham Radio. I had no idea that this hobby could be used for ministry purposes. This was in the days before the internet, when international communications in real time was difficult. My church wanted to enable the pastor to speak with missionaries on the field, during church services. So, they setup a “phone-patch” system between my home radio station and the church sound system. This allowed the congregation to hear distant missionaries update their status with the pastor during the church services.

I firmly believe that God provides us with everything we need to do His will. This is a truism for your church, and the many skills God has given your people. Many churches, like

the large church I visited, have no idea what skills are at their disposal. This is why AssessME.org tracks the organic skills that exists within your church, along with each person’s micro-resume’ related to those skills.

What, you might ask, are “Organic Skills”? These are a tally of the skills that actually exist within your church body. In many cases, when churches do try to track skills, they do so from a list of skills that they have predefined. This predefined list of skills typically represent programming holes that the staff is looking to fill. When people see this predefined list, they intuitively discern that the church staff want people to serve IF they possess one of the listed skills. The assumption, unfortunately, is that people who do not have one of the predefined skills, need not apply.

This is why we want to develop the list of skills in a manner that minimizes any bias to those skills that are valued for plugging church programming holes. In soliciting organic skills, your leadership will likely discover that there are skills available within your church that could be used for Kingdom purposes in ways your church programming never considered. Furthermore, your church programming can only incorporate about 15% of your congregation. How might the remaining 85% of your church serve Christ? This is a serious question I believe every pastor must ponder.

#### Adding a Skill

Click on one of the existing skills or type in a new skill. Click SAVE to submit.

- Amateur Radio
- Arts & crafts
- Automotive Repair
- Bible Teacher
- Boiler Tech
- Children’s Ministry
- Children’s Ministry: Drama/Storytelli
- Children’s Ministry: Worship Leading
- Christian Book Summarization
- Computer Programmer
- Computer Skills
- Computer skills trainer
- Creative Memories

**Skill**

**Comment (optional)**

## STEP 4: Test Spiritual Gifts



*“It is Impossible to Understand Spiritual Gifts Without First Understanding One’s Temperament and Leadership Style.”* By David A. Posthuma

**I** firmly believe that it is impossible to truly understand spiritual gifts without first understanding one’s temperament and leadership style. This is because there is a direct relationship between one’s *Practical* gifts and his or her temperament. Before I proceed, however, I need to define what I mean by “*Practical*” gifts.

The Bible describes two different forms of spiritual Gifts, yet it does not define them. Most theologians agree that how these gifts are applied within one’s life permits us to make the distinction.

### Type 1: The Practical Gifts

The application of the *Practical Gifts* depends upon one’s temperament. So, for example, two people may possess the gift of *Teacher*. However, the first person’s temperament is highly task-oriented. As such, to this *Teacher*, the content is very important. Their teaching style will be highly structured, and they will prefer a classroom or large-group lecture context. Our second *Teacher* is highly relational. As such, this person prefers the intimacy of teaching within a small group or one-on-one. To this *Teacher*, the student is more important

than the content. If your church makes use of a simplistic paper gift assessment, both people will score as having the gift of *Teacher*. But without the *Temperament* and *Leadership Style* data, you may inadvertently mobilize each of our teachers into an improper service context. The result can be devastating. The task-oriented *Teacher* may seriously damage the relational values associated with a small group or one-on-one mentorship. While the relational *Teacher* will likely present the content in an unstructured manner that the students find difficult to follow. Failure to consider *Temperament* and *Leadership Style* when mobilizing gifted people into ministry service, can be devastating to the church, the service program, and the ministry candidate.

AssessME.org’s GraceGifts® Assessment takes into account that *Temperament* and *Leadership Style* impact how people will utilize their Practical Spiritual Gifts. The assessment displays an individual’s top six gifts. Associated with each *Practical Gift* will be a series of temperament-specific descriptions for how a gift might be used. The assessee can then select the descriptions that best fit their style. For example, the options for Teachers include: 1) Large Group Corporate Instruction, 2) Classroom Instruction, 3) eLearning Instruction, 4) Small Group Instructor, 5) Children’s Ministries Instructor, and 6) Student Instructor.

## STEP 4: Test Spiritual Gifts, continued...

Each of these six sub-categories of *Teacher* include a brief descriptive paragraph. We call these sub-categories, “*Gift Expressions*”. Within the AssessME.org database, your church staff may search for the broad gift-category of “*Teacher*”, or search for a more refined *Gift Expression* such as “*Small Group Instructor*”.

AssessME.org identifies the following gifts within the “Practical Gift” category, these also are the default gift offerings within our software program:

### The Practical Gifts

|                |                 |
|----------------|-----------------|
| Administration | Leadership      |
| Creativity     | Musical Worship |
| Discernment    | New Ministry    |
| Disciple Maker | Development     |
| Encouragement  | Pastor          |
| Evangelism     | Prayer          |
| Exhortation    | Stewardship     |
| Faith          | Teacher         |
| Giving         | Wisdom          |
| Helps          |                 |

## Type 2: The Revelatory Gifts

Theologians identify the second category of Spiritual Gifts as “Revelatory” gifts. These gifts are revealed to us in a moment, by the Holy Spirit. For example, God could call upon you to pray over a sick person and they are instantly healed. God worked through you in that moment, but it is unlikely that you possess the gift of healing. In fact, the Holy Spirit may never again use you to heal another person. Gifts in this category are pure workings of the Holy Spirit through us, but these gifts are not possessed by us. So, rather than claim that you now possess the gift of healing, it is more accurate to assert that the Holy Spirit manifested a healing through you.

Our temperaments do not impact how a Revelatory gift is utilized. This is because we do not actually possess the gift. It is the Holy Spirit who moves, works, or speaks through us at any moment. We are merely His instrument through which He works.

By default, the AssessME.org GraceGifts assessment does not include the Revelatory gifts. But they can be easily activated within your Ministry Account at no additional expense. Revelatory gifts available within our program are listed above.

### The Revelatory Gifts

Exorcism  
Healing  
Interpretation of Tongues  
Prophecy (NOTE: Reformed theology asserts that pastoral preaching is one aspect of Prophecy)  
Tongues  
Word of Knowledge

## Testing Spiritual Gifts

For our present purposes, I wish to restrict our discussion of “Testing Gifts” to the category of Practical Gifts. We test the legitimacy of Practical Gifts within the lives of our church members in two ways: Instrumentally and Ministerially.

The Instrumental method takes into account each person’s various assessment results within AssessME.org. We intentionally did not blend the assessment reports into one integrated report, because we wanted the different assessments to provide a check-and-balance with one another. My own profile results are listed below to help illustrate the principle of checks-and-balances:

### David Posthuma

ePersonality® - Planner  
Leadership® - Pioneering  
graceGifts®

1. Creativity
2. New Ministry Development
3. Prophecy

The different assessments are each evaluating a particular perspective regarding temperament. As such, we can have great confidence in the report data if there is a consistent picture painted across the three assessments. Incidentally, the assessments are presented in the order from greatest accuracy to the least. So, the ePersonality®, as a Meyer-Briggs™ variant, has a historic accuracy rating of 89% over the last 70+ years. Spiritual Gift Surveys are the least accurate.

My ePersonality® report is a *Planner*. A *Planner* is an entrepreneurial temperament with the ability to see all the major steps necessary to launch and sustain new projects. My professional life has include serving as a church plant pastor for several churches, and designing software solutions for the church market. My career life perfectly matches the *Planner* profile.

## STEP 4: Test Spiritual Gifts, continued...

Likewise, my Leadership Style Report<sup>®</sup> identifies me as a Pioneer...a person who starts new churches, programs, or systems. A perfect match.

Finally, the GraceGifts<sup>®</sup> assessment identifies me as Creative, a New Ministry Developer, and also demonstrating the gift of Prophecy (*NOTE: Prophecy in the Reformed perspective of Preaching, certainly, but Planners are also able to perceive the future in ways other temperament types cannot. This is why they can see all the major steps necessary to launch and manage a new venture*).

The Instrumental method of validating *Practical Gifts* is to test those gifts against the other assessment instruments; the ePersonality<sup>®</sup>, and the Leadership Style Assessment<sup>®</sup>. When all three assessment instruments describe similar attributes, the report data can be highly trusted.

The Ministerial Method for validating *Practical Gifts* is to evaluate the candidate's life and career. Do the candidate's past involvements coincide with the assessment results? Does the candidate have previous ministry experience that validates the assessments results? If not, then they must be tested through a trial ministry exercise. 1 Timothy 3:10 instructs us about those who would serve the Church... "*They must first be tested; and then if there is nothing against them, let them serve as [servants]*". By placing inexperienced ministry candidates into various trial roles, the candidate's true giftings may be identified.

Joy and Grace are the primary concepts that inform our understanding of spiritual gifts. As the members of Christ's Body identify and utilize their temperaments, leadership styles and giftedness, they form a mighty army representing Jesus Christ, bringing joy and grace through His Gospel message delivered through His people, into a broken and fallen world. This, indeed, is serving better together.

## How Spiritual Gifts Help Us to Serve Better Together



The Greek word for spiritual gifts is Charismata. This Greek word developed over time. It's original root is *Chara* which means "Joy". So the very purpose of spiritual gifts are that in using them, they bring the giver of the gift, and its recipients, joy!

But another variant of the root word also contributes to our understanding of spiritual gifts. This second variant is *Charis*, meaning "Grace". Grace is something received that was unmerited or undeserved. The spiritual gifts the Holy Spirit works among Christ's Body, whether *Practical Gifts* or *Revelatory Gifts*, are given to us as a means of grace...grace to us who receive the Spirit's gifts, and a means of grace to those we serve with our gifts.

## STEP 5: Require Spiritual Maturity



### How Can I Know if My Ministry Volunteers Are Spiritually Mature and Emotionally Trustworthy?

#### Intentional Discipleship...

How can you know if your ministry volunteers are spiritually mature and emotionally trustworthy? With hundreds, sometimes thousands of volunteers, is there any way that we can have confidence in new recruits beyond running background checks?

Until recently, I could only respond, “good luck”. I had spent fourteen years researching discipleship models with churches of all sizes and backgrounds, in an attempt to build an assessment tool for spiritual maturity. What I found was that in all those years, not any two churches agreed on what defined spiritual maturity, nor did they agree upon the discipleship process necessary to help people grow spiritually. I was frustrated! But when I asked pastors to describe the bare-bones components related to spiritual maturity, we were able to identify the following as a basis for general agreement:

1. **Spiritual maturity is more than biblical or doctrinal knowledge**, it is about how we live the Christian life.
2. **At a minimum, spiritual maturity occurs in three phases**: discover, develop, and deploy (i.e., *One’s Calling*).
3. **There is an emotional maturation component** (i.e., E.Q.) that is necessary to achieving a trustworthy spiritual character.
4. **Any spiritual maturity assessment tool must be fully customizable** in order to reflect each church’s unique discipleship culture and process.
5. **The spiritual maturity assessment tool must be retaken** at least once per year to track each person’s spiritual growth, stagnation, or decline.
6. **Somehow, the assessment tool should integrate with your church’s discipleship strategies and resources**, pointing each church member to the programs and resources that best fit their present developmental needs.

We gathered this information, combined it with our proven experience in assessment development and evangelical doctrinal orthodoxy, and developed the *NextSteps Disciple-Making Program*. NextSteps is more than an online assessment platform, it also integrates with your church’s discipleship programs and resources. It manages your discipleship process and directs your church members to the programs and resources that you have defined as ideal for their various stages of spiritual development. Now, instead of every small group being similar, you can direct people to the small group options that specialize in developing disciples at specific stages of maturation. NextSteps offers nine phases of spiritual development (i.e., Titles and descriptions are fully editable). See the graphic below following from left to right...



In addition, the program identifies each person’s “*Felt Needs*”. A *Felt Need* is an emotional development issue that can be either positive, and so motivate a Christian to want to grow spiritually; or, it can be negative, such as emotional pain from abuse (i.e., strongholds), that impede a person’s spiritual development.

## STEP 5: Require Spiritual Maturity, Continued...

### NextSteps is to be Retaken

Tracking *Felt Needs* is essential so that your pastor care and recovery ministry staff can help the right people, with the right support, right away. *Felt-Needs* are a dynamic ever changing process in our lives. We can be doing great one day, and the next our world falls apart. This is why, in part, NextSteps is designed to be retaken every six, twelve, or eighteen months by automatically emailing your members. Invitation emails can be sent based upon the date the user registered, or on a global date if you desire your whole church to re-assess together (Example: *Your church's fall kick-off date*). In addition, your staff can manually send an invite to a specific person as needed.

### NextSteps is Fully Editable

As I commented earlier, in my fourteen years of research, I could not find any two churches that agreed on what spiritual maturity looked like (i.e. with the exception of “becoming more like Jesus”), nor agreement regarding the process. As a result, it became abundantly clear that the NextSteps program must be highly editable.

#### EDITS INCLUDE:

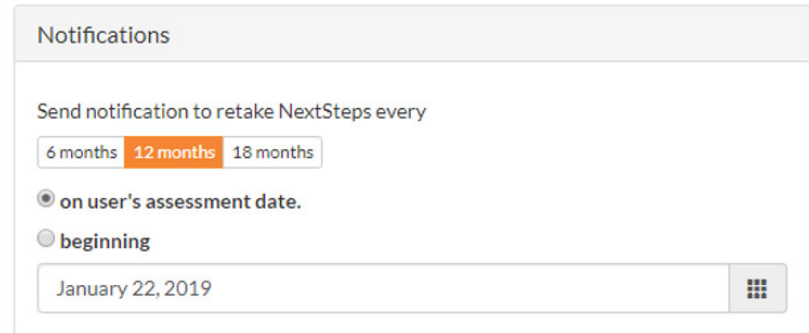
- Labels
- Categories
- Questions
- Reports
- Discipleship Programs
- Discipleship Resources

So, your church's version of NextSteps can be entirely unique to your church!

### NextSteps Helps Make Disciples

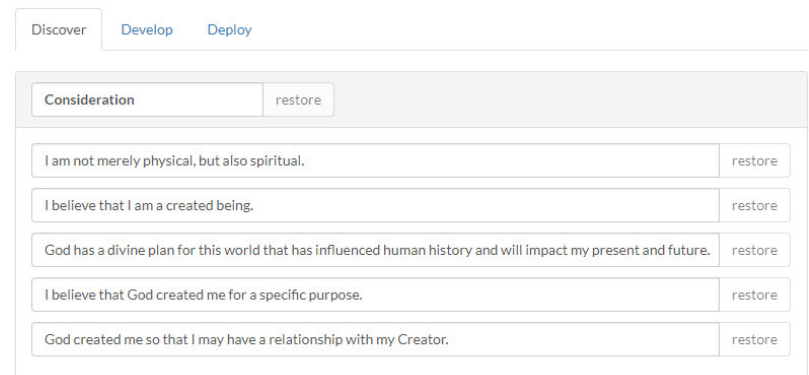
A very important component of NextSteps is its ability to fully integrate into your church's discipleship process. Now, to be sure, many churches today lack an intentional discipleship process. Most rely upon small groups, affinity groups, and recovery groups, to help people grow spiritually. To be honest, this method does help people grow spiritually, but it lacks intentionality and discernable process. If we wish to be more efficient at disciple-making, then we need to identify where each person is at in their walk with the Lord, and provide the kind of support they require...at this moment...to mature spiritually.

### Assessment Retake Notification Interface



The interface shows a 'Notifications' section with a title bar. Below the title, it says 'Send notification to retake NextSteps every' followed by three buttons: '6 months', '12 months' (which is highlighted in orange), and '18 months'. There are two radio button options: 'on user's assessment date.' (which is selected) and 'beginning'. Below these is a date input field showing 'January 22, 2019' and a grid icon.

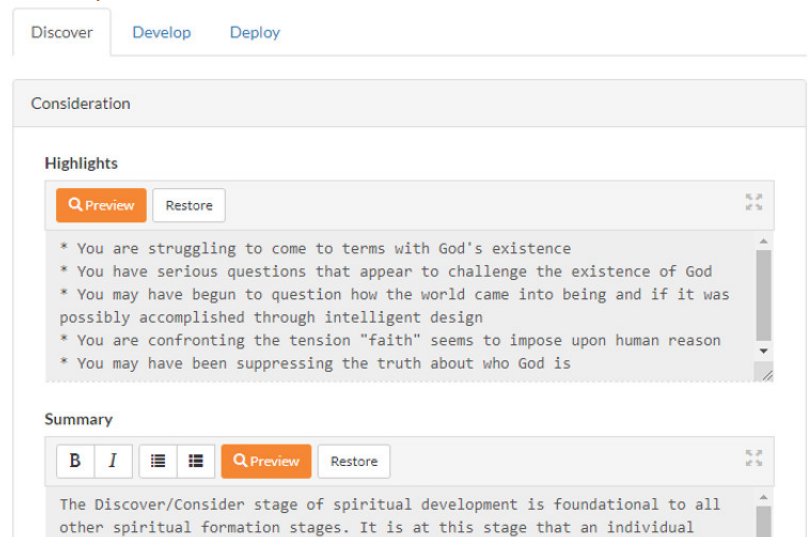
### Edit Questions & Labels Interface



The interface has three tabs: 'Discover', 'Develop', and 'Deploy'. Below the tabs is a 'Consideration' section with a 'restore' button. There are five rows of text boxes, each with a 'restore' button to its right. The text boxes contain the following text: 'I am not merely physical, but also spiritual.', 'I believe that I am a created being.', 'God has a divine plan for this world that has influenced human history and will impact my present and future.', 'I believe that God created me for a specific purpose.', and 'God created me so that I may have a relationship with my Creator.'

\*Click restore at any time to return to the default system settings.

### Edit Report Summaries Interface



The interface has three tabs: 'Discover', 'Develop', and 'Deploy'. Below the tabs is a 'Consideration' section. Underneath is a 'Highlights' section with a 'Preview' button (highlighted in orange) and a 'Restore' button. Below the buttons is a list of five bullet points: '\* You are struggling to come to terms with God's existence', '\* You have serious questions that appear to challenge the existence of God', '\* You may have begun to question how the world came into being and if it was possibly accomplished through intelligent design', '\* You are confronting the tension "faith" seems to impose upon human reason', and '\* You may have been suppressing the truth about who God is'. Below the highlights is a 'Summary' section with a 'Preview' button (highlighted in orange) and a 'Restore' button. Below the buttons is a text box containing the text: 'The Discover/Consider stage of spiritual development is foundational to all other spiritual formation stages. It is at this stage that an individual'.

## STEP 5: Require Spiritual Maturity, Continued...

### Adding A Discipleship Strategy

Let me now show you how easy it is to add discipleship strategies to your unique NextSteps program. NextSteps includes an optional library of recommended books and videos to compliment your overall discipleship strategy. But what is really key, is its ability to integrate itself into your church programming strategies. For such an integration to be successful, your leadership team should consider which discipleship strategies best fit within the following three phases:

1. **DISCOVER**
2. **DEVELOP**
3. **DEPLOY** (i.e., Ministry Calling)

Although NextSteps assesses people through nine developmental phases, most churches cannot setup support programs for this many phases. Keep it simple. Once these foundational phases are properly supported, you can always expand offerings over time as resources permit.

As an example, Let's add an evangelistic Life Group as a Discover discipleship strategy.

### STEP 1: Add A Discipleship Strategy

To begin, select "Customize" within your NextSteps Dashboard. Then, select the "Formation Strategies" link. Finally, select "+Add" from the Discover tab to add an evangelistic discipleship strategy (See graphic 1).

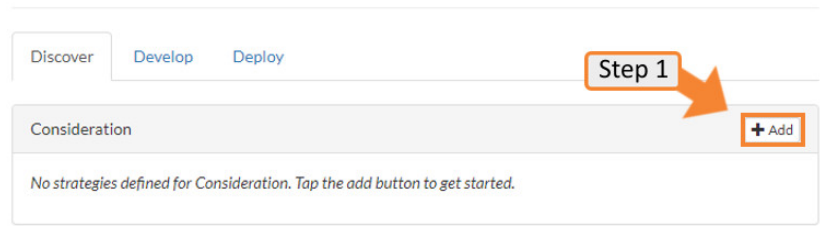
### STEP 2: Add a Link, Select Next

If you only wish to add a strategy resource, such as an apologetics book, simply provide the URL of the page advertising the book. Our software will grab all the descriptive content on that webpage and create a catalog listing. If your website has an info page explaining the Discover Life Group, insert the URL. If no URL is available, simply select "Next" (See graphic 2).

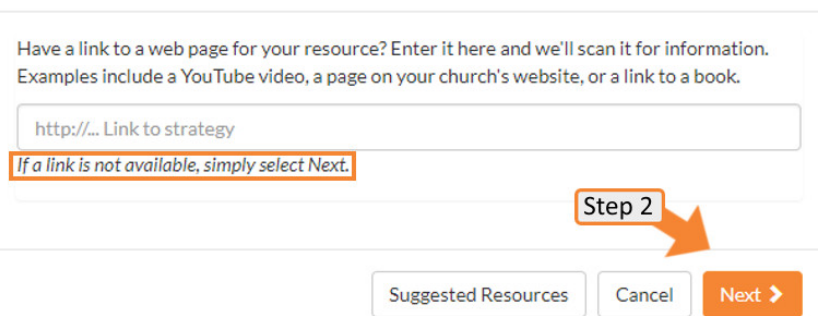
### STEP 3: Enter Strategy Details

Complete the form to create a catalog listing for your Discover discipleship strategy. You may include a URL to a webpage advertising your strategy. Also, add the email address of the leader facilitating the discipleship strategy. He/she will receive an email with each registrant's information. (See graphic 3).

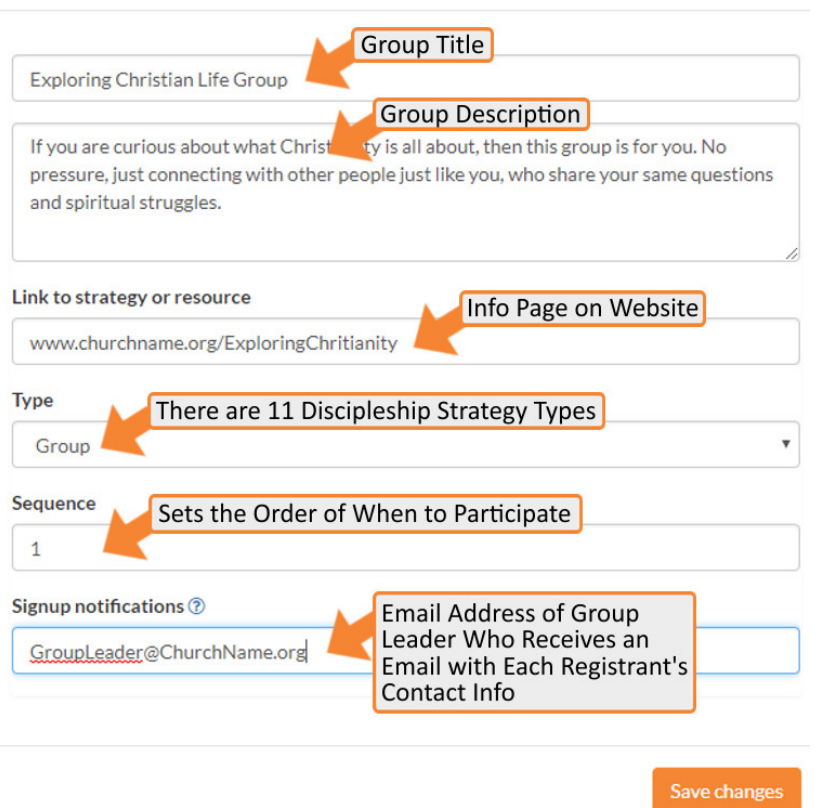
### Edit Formation Strategies | STEP 1: Add A Discipleship Strategy



### Add Strategy | STEP 2: Add Info Page Link, Select Next



### Add Strategy | STEP 3: Enter Details





## STEP 5: Require Spiritual Maturity, Continued...

### STEP 4: View Strategy in Admin

Once you have completed setting up the details, the strategy will list within your ministry's Admin dashboard. In our current example, the "Exploring Christianity Life Group" will display within the *Discover* phase of spiritual development.

### STEP 5: View Strategy in User's Report

At the same time, your new discipleship strategy will also display at the bottom of the reports of every person who assesses at the *Discover* phase of spiritual development. Only people who assess at the *Discover* phase of development will view the strategy listing within their reports. They may then *Sign Up*, and when the strategy is completed, they may mark it as *Complete*. In this way, your leadership may track your people's progress through your discipleship strategy offerings. Other available discipleship strategy categories include:



**BOOKS:** Likewise, the system enables you to define a library of books for each phase of spiritual development. Your people can mark which books they have completed.



**VIDEOS:** Your library can include videos from your pastoral staff, and/or videos from other professional Bible teachers. Each video may be assigned to a specific phase of spiritual development.



**PODCASTS:** You can create a library of audio podcasts which include sermons and teachings from both your pastoral staff and from other professional teachers.



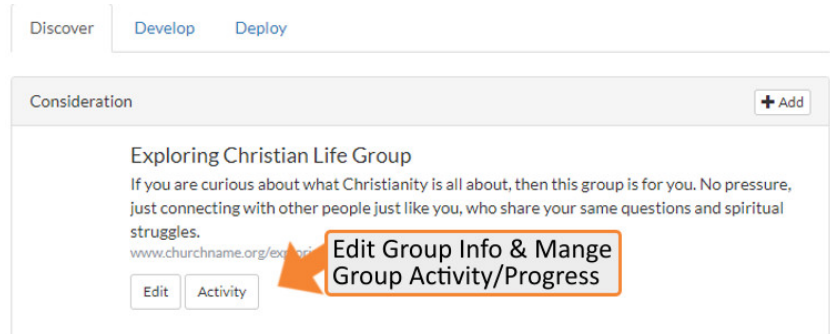
**COURSES:** If you may also offer instructional courses that may be completed online via an e-learning platform or on your campus.



**MENTORS:** You may also offer one-on-one mentoring relationships to assist individuals in their personal spiritual development.

Additional strategies include: Articles, Bible Study, Classes, Programs, and Service Projects.

### STEP 4: View Strategy in Admin Dashboard



### STEP 5: View Strategy in User's Discipleship Report

The following are suggested strategies and resources to help you mature at your present NextSTEPS level.

#### Exploring Christian Life Group

Group

If you are curious about what Christianity is all about, then this group is for you. No pressure, just connecting with other people just like you, who share your same questions and spiritual struggles.

Sign Up  Mark as Complete

Discipleship Strategies List at the Bottom of their Report; They May Now Sign-Up



For more information about NextSteps, please visit...

[www.AssessME.org/programs/discipleship/](http://www.AssessME.org/programs/discipleship/)

## Conclusion

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Spiritual Gifts Test

Assessment Packs

Personality Test

NextSteps Discipleship\*

Leadership Style

\*An Optional Add-On Module



Sign Up Now

Log In Now

Test Drive Now

Client Reviews

### The Website

For more information regarding AssessME.org and its assessments, please visit our website at <https://www.assessme.org>. Here we provide extensive information regarding each assessment. In addition, I will provide personal support, by phone or email, to you and your staff at no additional cost. So, if you have any additional questions, please do not hesitate to call me at 1-800-724-1159 or email me at [info@AssessME.org](mailto:info@AssessME.org).

### The Test-Drive

You make take our entire system for a low-risk test drive. For only \$25, you will receive five Assessment Pack to assess five decision-makers using all our assessments. In addition, you will receive 30-days access to our NextSteps Discipleship Program. [Get Started Now!](#) You will then receive \$25 off on your first order of NextSteps or Assessment Packs.

### The Book

I have written an extensive training resource to equip you, your staff, and your lay leaders with the information you need to implement our assessments effectively and professionally. The book is titled: Made for A Mission. I address the following essential mobilization topics:

- Effective Team Building
- Leadership Accountability
- Assessment Red-Flag Results to Watchout For
- Succession Planning
- Leadership Development
- How to Interpret Assessments Properly
- Why Checks & Balances Matter

### Made for a Mission

By David A. Posthuma

Published by CLC Publications

