

DEVELOPING THE STAFF

INTRODUCTION

The **Focused Life** is the rubric under which we'll be working out our giftedness and our "staff".

The Focused Life is a life

1. Dedicated to exclusively carrying out God's effective purposes through it,
2. By identifying the focal issues:
 - life purpose
 - effective methodology
 - major role, and
 - ultimate contributionwhich allows
3. An increasing prioritization of life's activities around the focal issues,
4. Resulting in a satisfying life of being and doing.

Life Purpose is a burden-like calling, a task or driving force or achievement, which motivates a leader to fulfill something or see something done.

Life purpose is the one essential element for a focused life. However, as Clinton points out, life purpose is not enough to generate a focused life. The development of *effective methodologies* are essential for that kind of life to be generated. Yet everyday, these Effective methodologies must be watered and fired up by obedience, the renewal of the Holy Spirit, and sustained by character. Because God has gone "to prepare a place for you", there are roles that form structures (no matter how informal) that we can expect to carry the purposes of God. In some ways, these sessions are purposed toward finding the *roles* that God is creating for us in the church.

"Life purpose forms the prime integrating factor around which a focused life operates. the seeds of life purpose are contained in a leader's unusual experiences with God. We call these experiences *sense of destiny* experiences. We label this shaping effect on the leader toward his/her destiny as *destiny processing*."

In the process of forming HIs instrument, God uses various process items in life to shape the destiny (purpose, character, on-time abilities, influence and relationships and relevance). In the earlier stages of this life-long process, the faithfulness model will determine much of the bandwidth of our future ministry. Faithfulness in submitting to forced-role development often results in greater scope .

Critical Incidents are special interventions (and can be a series over time) in which God gives a major value that will flow through the life or give strategic direction to narrow the leader's life work.

Giftedness discovery patterns:

1. Giftedness Drift
2. Like-Attracts-Like
3. Forced Role Development

TIME-LINE

1. PHASE 1: Ministry Foundations

- a. Sovereign Foundations (13-20 years) - early shaping of character/personality
- b. Leadership Transition (3-6 years) - time in which first steps in ministry are done

Very little learned here about major role. Will perhaps enjoy some aspect of your transitional ministry, which may lead you to suspect certain gifts and even a role that allows your gift to be used. Likely find an attraction to someone you admire in ministry. That attraction will follow the like-attracts-like giftedness pattern.

2. PHASE 2: GENERAL MINISTRY

- a. Provisional Ministry (2-6 years)-first attempts at ministry assignments. Provisional because might not last, that is, the leaders may not stay in ministry.
- b. Growth Ministry (6-8 years)- Ministry utilizing known giftedness with efficiency; giftedness and role issues are learned. This subphase is more for developing the leader than the ministry being accomplished.
- c. Competent Ministry (2-6 years)- operating out of giftedness in roles that fit that giftedness

Here you recognize your giftedness set and the kind of role you would like to be in to be effective.

3. PHASE 3: FOCUSED MINISTRY

- a. Role Transition- here there is movement toward compatibility between role, giftedness and influence mix profile. There is shaping of role more ideally suited to giftedness and challenge toward more influence.
- b. Unique Ministry- ministering effectively as well as efficiently with giftedness.

Role plus Unique Ministry may last 3-12 years.

Here you are operating in a role, which does enhance who you are. You may still need to adapt it in order to proactively see focus. But you will make sure that you do those things which really illustrate ministry flowing out of being for you- you will have a base component and a functional component so that ministry does flow out of being for you.

4. PHASE 4: CONVERGENCE

- a. Special Guidance- movement toward a role focusing on ultimate contribution
- b. Convergent Ministry- fulfilling a sense of destiny/ultimate contribution
- c. Afterglow- fall out effects of a life well lived: spiritual authority dominant.

THE FLOW OF “DEVELOPING THE STAFF”

I. AUG-SEP

1. Familiarizing ourselves with the paradigm
2. Developing the giftedness timeline
See Clinton's (CRJ) example
3. Gathering Your Data
Identifying most important elements of your giftedness set:
Natural Abilities
Acquired Skills
Spiritual Gifts

II. OCT

- Beginning work on the Venn Diagram
1. The Focal Element
 2. Determining the relationship and importance of each part

III. NOV

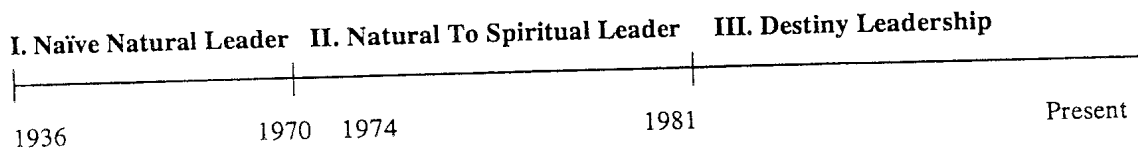
1. Drawing your diagram
2. Getting feedback

IV.

1. Discussion/ Feedback
2. Presenting final draft
3. Where do we go from here?

Sample Time-Line/Giftedness Development: Hints Toward Major Role—CRJ

Introduction Below is given a sample time-line which displays helpful information suggesting what a major role might be.



1936	1970	1974	1981	Present
	1964	1970	1978	1981
	1964	1970	1978	1981
	B1 Bell Labs to Bible Teacher		B2 Geographical Convergence	B3 Toward Focused Ministry
Age	28	34	38	43-45
				51,52

- | | | |
|--|---|--|
| <p>A. (1936-1957) A Godly Mother</p> <p>B. (1957-64) Marriage, Early Career</p> <p>C. (1964-1970) Transition To Ministry</p> | <p>A. (1971-1974) Playing in The Minors, Educational Technology Base</p> <p>B. (1974-1979) Authority Lessons</p> <p>C. (1979-1981) Broadening the Base of Teaching Material</p> | <p>A. (1981-1987) Playing in The Majors Effective methodologies in teaching, content for leadership emergence framework of teaching Develops</p> <p>B. (1988-1993) Influence Mix Expands— Starting to Get Materials Written and Out</p> <p>C. 1994- Proactive Movement Toward Focused Life; Teaching of Teachers Who Can Develop Leaders</p> |
|--|---|--|

Giftedness Develops
 Natural Leadership
 Athletic Ability
 Analytical Skills
 Teacher Gift

Analytical Skills Buttrressing Teaching
 Exhortation Gift emerges
 Writing Skills begin
 Word of Wisdom seen

Research Skills develop
 Writing skills expand
 Teaching, Exhortation Become efficient
 Analytical Skills About Leadership Honed
 Leadership Skills develop/ especially in terms of conceptual understanding

Major Role Indications

1965-1967 Bible Teacher Mentor Discipler	1970-71 Full Time Worker Missionary Teacher	1975 Writing of Materials begins Trainer of Leaders	1981 Teacher of Leadership; Life Long Development Concepts Emerge Materials Publishers Begins	1981-1990 Researcher, Leader Trainer at High Level; Publishing of Material Expands	1991-1994 ff International Influence as Trainer of Leaders; Development of Leadership Materials and Publishing Expands; writer; researcher; Mentor Focus—Coach, Teacher, Sponsor, Model
--	--	--	---	---	---

THE GIFTEDNESS SET³⁰

- Introduction Because our thinking is shaped by our understanding of the stewardship model, we recognize that we will have to be accountable to God for everything that He has entrusted to us. Accountability will be measured in part by our faithfulness, our growth and development and the results of our ministry. The giftedness set accounts for the three components that make up the set: natural abilities, acquired skills, and spiritual gifts.
- Definition The Giftedness Set refers to the threefold collection of giftedness elements: natural abilities, acquired skills, and spiritual gifts.
- Definition Natural abilities refer to those capacities, skills, talents or aptitudes which are *innate* in a person and allow him/her to accomplish things.
- Examples analytical bent, persevering attitude, relational aptitude
- Definition Acquired skills refer to those capacities, skills, talents or aptitudes which have been *learned* by a person in order to allow him/her to accomplish something.
- Example writing, oral motivational skills, frameworks for thinking and analysis
- Definition A spiritual gift is a *God-given* unique capacity imparted to each believer for the purpose of releasing a Holy Spirit empowered ministry via that believer.
- Example discernings of spirits, kinds of healings, teaching, exhortation, prophecy
- Comment Natural abilities may be reflected in a spiritual gift. That is, a spiritual gift may relate to or be based on a previously recognized natural ability. The Holy Spirit releases the gift through the individual in such a way that his/her natural ability is enhanced with the power of the Spirit.
- Comment Acquired skills often act as enhancements to either natural abilities and/or spiritual gifts. It is in the area of acquired skills that we can focus our growth and development efforts. Once we begin to identify our natural abilities and spiritual gifts, we can be intentional about learning skills that we need in order to enhance our effectiveness.
- Comment Sometimes there may be no direct correlation between natural abilities and spiritual gifts, e.g. a person prior to conversion and empowerment by the Holy Spirit may have had no teaching bent but subsequently begins to teach with power. Often it is difficult to say if something is natural or acquired or a combination of both. The giftedness awareness continuum helps us relate natural abilities, acquired skills, and spiritual gifts.
- Comment Each of these elements of the giftedness set, natural abilities, acquired skills, and spiritual gifts are defined with much more detail in my book, **Unlocking Your Giftedness.**

³⁰A set is a mathematical concept describing a collection of items—in this case the items, which allow a leader to accomplish ministry.

SUMMARY LISTING OF GIFT DEFINITIONS

Introduction Very shortly now you will be asked to display your giftedness set. I assume that you have an intuitive grasp of your natural abilities and acquired skills and can identify the most important items. But perhaps you may want some help in terminology describing your spiritual gifts—a most important part of the giftedness set. For a detailed description of each gift given below and how to develop it—See Clinton and Clinton, **Unlocking Your Giftedness**, 1994. Hopefully, most leaders studying the focused life will have a fairly good understanding of their giftedness set.

Gift

Definition

The 7 Word Cluster Gifts

- teaching** A person who has the gift of teaching is one who has the ability to instruct, explain, or expose Biblical truth in such a way as to cause believers to understand the Biblical truth.
CENTRAL THRUST - TO CLARIFY TRUTH
- exhortation** The gift of exhortation is the capacity to urge people to action in terms of applying Biblical truths, or to encourage people generally with Biblical truths, or to comfort people through the application of Biblical truth to their needs.
CENTRAL THRUST - TO APPLY BIBLICAL TRUTH
- prophecy** A person operating with the gift of prophecy has the capacity to deliver truth (in a public way) either of a predictive nature or as a situational word from God in order to correct by exhorting, edifying or consoling believers and to convince non-believers of God's truth.
CENTRAL THRUST - TO PROVIDE CORRECTION OR PERSPECTIVE ON A SITUATION
- apostleship** The gift of apostleship refers to a special leadership capacity to move with authority from God to create new ministry structures (churches and para-church) to meet needs and to develop and appoint leadership in these structures.
CENTRAL THRUST - CREATING NEW MINISTRY
- pastor** The pastoral gift is the capacity to exercise concern and care for members of a group so as to encourage them in their growth in Christ which involves modeling maturity, protecting them from error and disseminating truth.
CENTRAL THRUST - CARING FOR THE GROWTH OF FOLLOWERS.
- evangelism** The gift of evangelism in general refers to the capacity to challenge people through various communicative methods (persuasion) to receive the Gospel of salvation in Christ so as to see them respond by taking initial steps in Christian discipleship.
CENTRAL THRUST - INTRODUCING OTHERS TO THE GOSPEL.
- ruling** A person operating with a ruling gift demonstrates the capacity to exercise influence over a group so as to lead it toward a goal or purpose with a particular emphasis on the capacity to make decisions and keep the group operating together.
CENTRAL THRUST - INFLUENCING OTHERS TOWARD VISION.

SUMMARY LISTING OF GIFT DEFINITIONS continued

Gift

Definition

The 8 Power Cluster Gifts

- word of wisdom** The word of wisdom gift refers to the capacity to know the mind of the Spirit in a given situation and to communicate clearly the situation, facts, truth or application of the facts and truth to meet the need of the situation.
CENTRAL THRUST - APPLYING REVELATORY INFORMATION
- word of knowledge** The word of knowledge gift refers to the capacity or sensitivity of a person to supernaturally perceive revealed knowledge from God which otherwise could not or would not be known and apply it to a situation.
CENTRAL THRUST - GETTING REVELATORY INFORMATION
- faith** The gift of faith refers to the unusual capacity of a person to recognize in a given situation that God intends to do something and to trust God for it until He brings it to pass.
CENTRAL THRUST - A TRUSTING RESPONSE TO A CHALLENGE FROM GOD.
- gifts of healings** The gifts of healings refers to the supernatural releasing of healing power for curing all types of illnesses.
CENTRAL THRUST - RELEASING GOD'S POWER TO HEAL.
- workings of powers** The workings of powers, gift of miracles, refers to the releasing of God's supernatural power so that the miraculous intervention of God is perceived and God receives recognition for the supernatural intervention.
CENTRAL THRUST - THE RELEASING OF GOD'S POWER TO GIVE AUTHENTICITY.
- discernings of spirits** The discernings of spirits gift refers to the ability given by God to perceive issues in terms of spiritual truth and to know the fundamental source of the issues and to give judgment concerning those issues; this includes the recognition of the spiritual forces operating in the issue.
CENTRAL THRUST - A SENSITIVITY TO TRUTH AND ITS SOURCE.
- tongues** The gift of tongues refers to a spontaneous utterance of a word from God in unknown words (to the individual giving the word) to a group of people.
CENTRAL THRUST - SPEAKING A MESSAGE IN AN UNKNOWN TONGUE.
- interpretation of tongues** The gift of interpretation of tongues refers to the ability to spontaneously respond to a giving of an authoritative message in tongues by interpreting this word and clearly communicating the message given.
CENTRAL THRUST - INTERPRETING A MESSAGE GIVEN IN TONGUES.

SUMMARY LISTING OF GIFT DEFINITIONS continued

Gift

Definition

The 4 Love Cluster Gifts

gifts of governments	The <u>gifts of governments</u> involves a capacity to manage details of service functions so as to support and free other leaders to prioritize their efforts. <u>CENTRAL THRUST - SUPPORTIVE ORGANIZATIONAL ABILITIES.</u>
giving	The <u>gift of giving</u> refers to the capacity to give liberally to meet the needs of others and yet to do so with a purity of motive which senses that the giving is a simple sharing of what God has given to you. <u>CENTRAL THRUST - A SENSITIVITY TO GOD TO CHANNEL HIS RESOURCES TO OTHERS.</u>
mercy	The <u>gift of mercy</u> refers to the capacity to both feel sympathy for those in need (especially the suffering) and to manifest this sympathy in some practical helpful way with a cheerful spirit so as to encourage and help those in need. <u>CENTRAL THRUST - THE EMPATHETIC CARE FOR THOSE WHO ARE HURTING.</u>
gifts of helps	The <u>gifts of helps</u> refers to the capacity to unselfishly meet the needs of others through very practical means. <u>CENTRAL THRUST - THE ATTITUDE AND ABILITY TO AID OTHERS IN PRACTICAL WAYS.</u>