

# The Answer



## Leader's Guide

# THE ANSWER

A Learning Track for all who want to start using their gifts for  
God's purposes and for their own personal fulfillment.

Designed for  
one-on-one sessions  
or small group study

By  
Larry Suttle

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### About the Author

Larry Suttle has degrees in Bible and Religious Education from Oklahoma Christian University and the Graduate School of Theology at Abilene Christian University. He has served as a campus minister at West Texas A & M University and Midwestern State University. He is currently the preaching minister of the 10<sup>th</sup> and Broad Church of Christ in Wichita Falls, Texas. He is married with two grown children.

# The Answer



# Session 1

## The Answer Session 1

1 Welcome to the army of God! You are to be commended for being willing to engage!

Background for the title of the study:

The prophet Isaiah tells of his becoming a prophet of God.

### Isaiah 6:1-8

<sup>1</sup>In the year that King Uzziah died, I saw the Lord seated on a throne, high and exalted, and the train of his robe filled the temple. <sup>2</sup>Above him were seraphs, each with six wings: With two wings they covered their faces, with two they covered their feet, and with two they were flying. <sup>3</sup>And they were calling to one another: "Holy, holy, holy is the LORD Almighty; the whole earth is full of his glory."

<sup>4</sup>At the sound of their voices the doorposts and thresholds shook and the temple was filled with smoke. <sup>5</sup>"Woe to me!" I cried. "I am ruined! For I am a man of unclean lips, and I live among a people of unclean lips, and my eyes have seen the King, the LORD Almighty." <sup>6</sup>Then one of the seraphs flew to me with a live coal in his hand, which he had taken with tongs from the altar. <sup>7</sup>With it he touched my mouth and said, "See, this has touched your lips; your guilt is taken away and your sin atoned for." <sup>8</sup>Then I heard the voice of the Lord saying, "Whom shall I send? And who will go for us?" And I said, "Here am I. Send me!" NIV

Rare is the person who will so answer.

Seldom does one volunteer for anything. Explicitly or implicitly taught: "Never volunteer!"

Many seem to lack any sense of personal responsibility.

- Out for themselves
- Committed only to convenience
- Will only do something when emotionally moved or in the mood, sensations that last only briefly

Contrast this attitude to a genuinely committed person.

--Thinks: "If not me, who?"

--**You are obviously that kind of person!**

**2** The Lord has no other hands or feet.

It is mind boggling to think the omnipotent God has organized His world so that He is dependent upon human beings to carry out His plan.

There is no Plan B if we do not step up!

**3** God has purpose for your life.

He will use your victories.

He will use your failures.

He will use your strengths.

He will use your weaknesses.

**4** Despite stepping up, however, you likely feel inadequate.

Join this very big club!

- Moses

**Exodus 4:13**

***13 But Moses said, "O Lord, please send someone else to do it." NIV***

- Paul

**1 Corinthians 2:3**

***3 I came to you in weakness and fear, and with much trembling. NIV***

--He wrote of feelings of personal inadequacy and even despair as he engaged in ministry.

--He recognized, however, that the feeling of "being-in-over-his-head" was God's opportunity.

## 2 Corinthians 1:8-11

<sup>8</sup> We do not want you to be uninformed, brothers, about the hardships we suffered in the province of Asia. We were under great pressure, far beyond our ability to endure, so that we despaired even of life. <sup>9</sup>

Indeed, in our hearts we felt the sentence of death. But this happened that we might not rely on ourselves but on God, who raises the dead. <sup>10</sup>

He

has delivered us from such a deadly peril, and he will deliver us. On him we have set our hope that he will continue to deliver us, <sup>11</sup> as you help us by your prayers. Then many will give thanks on our behalf for the gracious favor granted us in answer to the prayers of many. NIV

--To Moses, God assured he would not be alone.

## Exodus 4:10-12

<sup>10</sup> Moses said to the LORD, "O Lord, I have never been eloquent, neither in the past nor since you have spoken to your servant. I am slow of speech and tongue."

<sup>11</sup> The LORD said to him, "Who gave man his mouth? Who makes him deaf or mute? Who gives him sight or makes him blind? Is it not I, the LORD?"

<sup>12</sup> Now go; I will help you speak and will teach you what to say." NIV

--The apostle Paul recognized that his competence came from God.

## 2 Corinthians 3:5-6

<sup>5</sup> Not that we are competent in ourselves to claim anything for ourselves, but our competence comes from God. <sup>6</sup> He has made us competent as ministers of a new covenant—not of the letter but of the Spirit; for the letter kills, but the Spirit gives life. NIV

**5** Natural talent is over-rated.

"95% of life is just showing-up!" someone said.

**John Maxwell, a recognized authority on leadership, says there are “Things That Do Not Require Talent”:**

Teachability—The desire to listen, learn, and apply is not innate, but when cultivated, teachability grows a person.

**Matthew 18:3**

<sup>3</sup> And he said: “I tell you the truth, unless you change and become like little children, you will never enter the kingdom of heaven.” NIV

**Acts 8:31**

<sup>31</sup> “How can I,” he said, “unless someone explains it to me?” So he invited Philip to come up and sit with him. NIV

Initiative—This is the inner drive that propels a person to achieve dreams.

**Proverbs 6:6**

<sup>6</sup> Go to the ant, you sluggard; consider its ways and be wise! NIV

**Romans 12:11**

<sup>11</sup> Never be lacking in zeal, but keep your spiritual fervor, serving the Lord. NIV

Passion—“A faultless predictor of success,” passion shows one’s depth of feelings.

**Colossians 3:23-24**

<sup>23</sup> Whatever you do, work at it with all your heart, as working for the Lord, not for men,

<sup>24</sup> since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving. NIV

Courage—An everyday virtue, courage is needed to live a life without regrets.

**Deuteronomy 31:6**



<sup>6</sup> "Be strong and courageous. Do not be afraid or terrified because of them, for the LORD your God goes with you; he will never leave you nor forsake you." NIV

**6** Jesus' "Parable of the Talents" is often misunderstood.

Matthew 25:14-30

<sup>14</sup> "Again, it will be like a man going on a journey, who called his servants and entrusted his property to them. <sup>15</sup> To one he gave five talents of money, to another two talents, and to another one talent, each according to his ability. Then he went on his journey. <sup>16</sup> The man who had received the five talents went at once and put his money to work and gained five more. <sup>17</sup> So also, the one with the two talents gained two more. <sup>18</sup> But the man who had received the one talent went off, dug a hole in the ground and hid his master's money. <sup>19</sup> After a long time the master of those servants returned and settled accounts with them. <sup>20</sup> The man who had received the five talents brought the other five.

'Master,' he said, 'you entrusted me with five talents. See, I have gained five more.'<sup>21</sup> His master replied, 'Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!'<sup>22</sup> The man with the two talents also came. 'Master,' he said, 'you entrusted me with two talents; see, I have gained two more.'<sup>23</sup> His master replied, 'Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!'<sup>24</sup> Then the man who had received the one talent came. 'Master,' he said, 'I knew that you are a hard man, harvesting where you have not sown and gathering where you have not scattered seed. <sup>25</sup> So I was afraid and went out and hid your talent in the ground. See, here is what belongs to you.'

<sup>26</sup> His master replied, 'You wicked, lazy servant! So you knew that I harvest where I have not sown and gather where I have not scattered seed? <sup>27</sup> Well then, you should have put my money on deposit with the bankers, so that when I returned I would have received it back with interest. <sup>28</sup> Take the talent from him and give it to the one who has the

ten talents. <sup>29</sup> For everyone who has will be given more, and he will have an abundance. Whoever does not have, even what he has will be taken from him. <sup>30</sup> And throw that worthless servant outside, into the darkness, where there will be weeping and gnashing of teeth.'" NIV

--In this story a "talent" was not ability, but money.

--Message: Failure to obey the master's assignment because of fear is sin. Fear still robs us of trusting God completely.

--#1 Fear for Christians: "What if God wants to use me in a way that will make me miserable?"

Reality: Our best work comes from doing things we enjoy and in which we find fulfillment. It would be self-defeating to assign a person to do something that would make him or her miserable.

--However, God can and does change what brings us joy and fulfillment.

--If you refuse to be changed or try something new, you may be missing the great joy of your life.

The Lord places a high value on simple obedience.

--He is pleased when we try, even if we fail.

--God even uses seeming "failure" for amazing results.

7 The best human effort requires God's magnification and multiplication.

Matthew 14:14-21

<sup>14</sup> When Jesus landed and saw a large crowd, he had compassion on them and healed their sick. <sup>15</sup> As evening approached, the disciples came to him and said, "This is a remote place, and it's already getting late. Send the crowds away, so they can go to the villages and buy themselves some food."

<sup>16</sup> Jesus replied, "They do not need to go away. You give them something to eat."

<sup>17</sup> "We have here only five loaves of bread and two fish," they answered.

<sup>18</sup> "Bring them here to me," he said. <sup>19</sup> And he directed the people to sit down on the grass. Taking the five loaves and the two fish and looking

up to heaven, he gave thanks and broke the loaves. Then he gave them to the disciples, and the disciples gave them to the people. <sup>20</sup> They all ate and were satisfied, and the disciples picked up twelve basketfuls of broken pieces that were left over. <sup>21</sup> The number of those who ate was about five thousand men, besides women and children. NIV

In other words, even if a job is done flawlessly, it will require God's blessing to be effective.

*So, do your best and leave it to God to magnify and multiply the results of your work.*

*It won't all depend upon you,  
but you must be available to God.*

*What in your own personal experience validates these principles?*

*Briefly review the principles that you see:*

*Shall we get together for session two?*

*When would be a good time?*



# The Answer



## Session 2

## The Answer Session 2

### Spiritual Gifts for Ministry

1 Let's take a quick look back at Christ's church in New Testament times.

Members of Jesus' church originally received various gifts for ministry in a direct or miraculous way.

--References, for example, are made to the "laying on of hands" by the apostles.

*Acts 8:14-19*

*<sup>14</sup> When the apostles in Jerusalem heard that Samaria had accepted the word of God, they sent Peter and John to them. <sup>15</sup> When they arrived, they prayed for them that they might receive the Holy Spirit, <sup>16</sup> because the Holy Spirit had not yet come upon any of them; they had simply been baptized into the name of the Lord Jesus. <sup>17</sup> Then Peter and John placed their hands on them, and they received the Holy Spirit. <sup>18</sup> When Simon saw that the Spirit was given at the laying on of the apostles' hands, he offered them money <sup>19</sup> and said, "Give me also this ability so that everyone on whom I lay my hands may receive the Holy Spirit." NIV*

--Since "the gift of the Holy Spirit" is promised to all at baptism, it is thought the above scripture refers to special gifts of the Spirit.

*Acts 2:38*

*<sup>38</sup> Peter replied, "Repent and be baptized, every one of you, in the name of Jesus Christ for the forgiveness of your sins. And you will receive the gift of the Holy Spirit". NIV*

--The apostle Paul, in writing to the younger minister Timothy, indicated to him that he had been the recipient of special gifts of ministry through the laying on of Paul's hands.

*2 Timothy 1:6*

*<sup>6</sup> For this reason I remind you to fan into flame the gift of God, which is in you through the laying on of my hands. NIV*

--Reference is also made to church elders laying their hands on Timothy who thus received a special gift.

### 1 Timothy 4:14

*14 Do not neglect your gift, which was given you through a prophetic message when the body of elders laid their hands on you. NIV*

The most complete discussion of these gifts in the early church is found in **1 Corinthians 12-14**.

These gifts differed according to the needs of the local church body.

### 1 Corinthians 12:4-11

*4 There are different kinds of gifts, but the same Spirit. 5 There are different kinds of service, but the same Lord. 6 There are different kinds of working, but the same God works all of them in all men. 7 Now to each one the manifestation of the Spirit is given for the common good. 8 To one there is given through the Spirit the message of wisdom, to another the message of knowledge by means of the same Spirit, 9 to another faith by the same Spirit, to another gifts of healing by that one Spirit, 10 to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues, and to still another the interpretation of tongues. 11 All these are the work of one and the same Spirit, and he gives them to each one, just as he determines. NIV*

It should be noted, however, that the presence of these miraculously-given special gifts caused many problems in the early church.

- Some members were prideful, feeling their gifts were superior.
- Some members were jealous of others' gifts.
- Some members simply misunderstood the purpose of the gifts for the body of believers.
- There was disorder in the assembly due to the misuse of spiritual gifts.

These special gifts, imparted "miraculously," were, therefore, to be of a temporary nature. They would serve a purpose for a brief time until that which was permanent came to be and the church reached maturity.

### 1 Corinthians 13:8-12

<sup>8</sup> Love never fails. But where there are prophecies, they will cease; where there are tongues, they will be stilled; where there is knowledge, it will pass away. <sup>9</sup> For we know in part and we prophesy in part, <sup>10</sup> but when perfection comes, the imperfect disappears. <sup>11</sup> When I was a child, I talked like a child, I thought like a child, I reasoned like a child. When I became a man, I put childish ways behind me. <sup>12</sup> Now we see but a poor reflection as in a mirror; then we shall see face to face. Now I know in part; then I shall know fully, even as I am fully known. NIV

### Ephesians 4:11-14

<sup>11</sup> It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, <sup>12</sup> to prepare God's people for works of service, so that the body of Christ may be built up <sup>13</sup> until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. <sup>14</sup> Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming. NIV

By the time the book of Hebrews was written, the age of the miraculous had apparently already ceased and was spoken of in the past tense.

### Hebrews 2:3-4

<sup>3</sup>...how shall we escape if we ignore such a great salvation? This salvation, which was first announced by the Lord, was confirmed to us by those who heard him. <sup>4</sup> God also testified to it by signs, wonders and various miracles, and gifts of the Holy Spirit distributed according to his will. NIV

What replaced these special gifts that had been miraculously imparted?

The completed revelation

### 2 Timothy 3:14-17



<sup>14</sup> But as for you, continue in what you have learned and have become convinced of, because you know those from whom you learned it, <sup>15</sup> and how from infancy you have known the holy Scriptures, which are able to make you wise for salvation through faith in Christ Jesus. <sup>16</sup> All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, <sup>17</sup> so that the man of God may be thoroughly equipped for every good work. NIV

### 2 Peter 3:1-2

<sup>1</sup> Dear friends, this is now my second letter to you. I have written both of them as reminders to stimulate you to wholesome thinking. <sup>2</sup> I want you to recall the words spoken in the past by the holy prophets and the command given by our Lord and Savior through your apostles. NIV

### 2 Peter 3:15-18

<sup>15</sup> Bear in mind that our Lord's patience means salvation, just as our dear brother Paul also wrote you with the wisdom that God gave him. <sup>16</sup> He writes the same way in all his letters, speaking in them of these matters. His letters contain some things that are hard to understand, which ignorant and unstable people distort, as they do the other Scriptures, to their own destruction. <sup>17</sup> Therefore, dear friends, since you already know this, be on your guard so that you may not be carried away by the error of lawless men and fall from your secure position. <sup>18</sup> But grow in the grace and knowledge of our Lord and Savior Jesus Christ. To him be glory both now and forever! Amen. NIV

### Jude 3

<sup>3</sup> Dear friends, although I was very eager to write to you about the salvation we share, I felt I had to write and urge you to contend for the faith that was once for all entrusted to the saints. NIV

**2** Though the age of miracles and special gifts ceased during the time of the early church, that is not to say God ceased doing amazing, supernatural work in the church.

God's "providence," or His "provide-nce," continues to heal the sick, alter governments and speed the spread of the gospel.

### James 5:13-16

<sup>13</sup> Is any one of you in trouble? He should pray. Is anyone happy? Let him sing songs of praise. <sup>14</sup> Is any one of you sick? He should call the elders of the church to pray over him and anoint him with oil in the name of the Lord. <sup>15</sup> And the prayer offered in faith will make the sick person well; the Lord will raise him up. If he has sinned, he will be forgiven. <sup>16</sup> Therefore confess your sins to each other and pray for each other so that you may be healed. The prayer of a righteous man is powerful and effective. NIV

### 1 Timothy 2:1-2

<sup>1</sup> I urge, then, first of all, that requests, prayers, intercession and thanksgiving be made for everyone— <sup>2</sup> for kings and all those in authority, that we may live peaceful and quiet lives in all godliness and holiness. NIV

### 2 Thessalonians 3:1-3

<sup>1</sup> Finally, brothers, pray for us that the message of the Lord may spread rapidly and be honored, just as it was with you. <sup>2</sup> And pray that we may be delivered from wicked and evil men, for not everyone has faith. <sup>3</sup> But the Lord is faithful, and he will strengthen and protect you from the evil one. NIV

**3** Every human being has been uniquely created by God and, though not miraculously imparted, has been endowed with special interests and inclinations that make him or her suitable for ministry.

### 1 Peter 4:7-11

<sup>7</sup> The end of all things is near. Therefore be clear minded and self-controlled so that you can pray. <sup>8</sup> Above all, love each other deeply, because love covers over a multitude of sins. <sup>9</sup> Offer hospitality to one another without grumbling. <sup>10</sup> Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its

various forms. " If anyone speaks, he should do it as one speaking the very words of God. If anyone serves, he should do it with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen. NIV

--Though not given miraculous gifts, we still are gifted and empowered by God to serve.

--We are to use our gifts in such a way that God is honored.

--In what ways have you thought of yourself as being "gifted" by God?

*The Lord's ministry is not complete until your gift is being used for His glory.*

*What are your thoughts about God having gifted you with specific abilities for His purpose?*

*Shall we continue our study together?*



# The Answer



## Session 3

## The Answer Session 3

### How Does One Find a Ministry?

1 Start with what you see.

You have noticed areas of need that are being neglected?

What caused **you** to notice and not others?

2 About what do you feel strongly?

Possibly because of past experience

--You can even feel strongly about a bad experience (perhaps especially because of a bad experience).

--God has allowed this experience to help shape you and equip you to minister to others. No experience is wasted!

### 2 Corinthians 1:3-4

<sup>3</sup> Praise be to the God and Father of our Lord Jesus Christ, the Father of compassion and the God of all comfort, <sup>4</sup> who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves have received from God. NIV

No one else in the entire church may have that strong of a feeling because they have not had the experience. Your ministry will go undone if you don't step up!

However, when you step up, it will likely spark the interest of others. God will send you help.

### Romans 16:1-4

<sup>1</sup> I commend to you our sister Phoebe, a servant of the church in Cenchrea. <sup>2</sup> I ask you to receive her in the Lord in a way worthy of the saints and to give her any help she may need from you, for she has been a great help to many people, including me. <sup>3</sup> Greet Priscilla and Aquila, my fellow workers in Christ Jesus. <sup>4</sup> They risked their lives for me. Not only I but all the churches of the Gentiles are grateful to them. NIV

3 What gift or talent do you recognize in yourself? Ask:

Can it be used by God?

What ability have I developed in which I am adequate? [not expert]

**Common mistake: “Allowing the perfect to become enemy of the good.”  
What does this mean?**

--Doing something imperfectly is better than doing nothing, especially if no one is doing anything!

Still having trouble identifying your gift? Some suggestions:

--Consult a trusted, Christian friend. Others often see you better than you see yourself.

--Take a Ministry Gifts Inventory to evaluate your strengths and giftedness.

**Ministry Gifts Inventory – Discuss and pray**

*How would God’s kingdom be changed if all His subjects thought seriously about their gifts?*

*How has this insight changed your thinking?*

*Are you up to getting together again?*





# The Answer



# Session 4

## The Answer Session 4

**1** You may be ready at this point to get off the sidelines. You may wonder, however, if there is someone from whom to get permission before getting involved in a ministry.

This is a structure question. Everything has a structure [buildings, military, athletic teams, human body, the church].

The church is a body. Like the human body, it has a structure.

**1 Corinthians 12:12**

***12 The body is a unit, though it is made up of many parts; and though all its parts are many, they form one body. NIV***

All Christians have opportunities for ministry that are personal and private. There is a special joy when one ministers in this way and only God knows.

Jesus warned against doing good things in order to be seen of others.

**Matthew 6:1-4**

***1 "Be careful not to do your 'acts of righteousness' before men, to be seen by them. If you do, you will have no reward from your Father in heaven. 2 So when you give to the needy, do not announce it with trumpets, as the hypocrites do in the synagogues and on the streets, to be honored by men. I tell you the truth, they have received their reward in full. 3 But when you give to the needy, do not let your left hand know what your right hand is doing, 4 so that your giving may be in secret. Then your Father, who sees what is done in secret, will reward you. " NIV***

The church, however, is Christ's body on the earth and as such is God's special means to fulfill His purposes.

**Ephesians 1:22-23**

***22 And God placed all things under his feet and appointed him to be head over everything for the church, 23 which is his body, the fullness of him who fills everything in every way. NIV***

### Ephesians 3:10-11

<sup>10</sup> His intent was that now, through the church, the manifold wisdom of God should be made known to the rulers and authorities in the heavenly realms, <sup>11</sup> according to his eternal purpose which he accomplished in Christ Jesus our Lord. NIV

From a practical viewpoint, a group of Christians can do more than an individual.

--The law of synergy: combined efforts produce greater results than the individual parts.

### Ecclesiastes 4:9-12

<sup>9</sup> Two are better than one,  
because they have a good return for their work:  
<sup>10</sup> If one falls down,  
his friend can help him up.  
But pity the man who falls  
and has no one to help him up!  
<sup>11</sup> Also, if two lie down together, they will keep warm.  
But how can one keep warm alone?  
<sup>12</sup> Though one may be overpowered,  
two can defend themselves.  
A cord of three strands is not quickly broken. NIV

--The church is all Christians at a particular location working together as a unit like a physical body.

**2** Scripture is specific as to the structure of the church...

Christ is the head of the body, the church.

### Colossians 1:18

<sup>18</sup> And he is the head of the body, the church; he is the beginning and the firstborn from among the dead, so that in everything he might have the supremacy. NIV

Paul, inspired by the Spirit, has delegated oversight authority for the work of a local church to men called elders or pastors or overseers or shepherds [interchangeable terms all used in the New Testament to refer to the same role].

--In the New Testament these leaders are always mentioned in the plural. That is, no church had one-man rule, but each was led by a **group** of leaders.

Titus 1:5

<sup>5</sup> The reason I left you in Crete was that you might straighten out what was left unfinished and appoint elders in every town, as I directed you. NIV

1 Peter 5:1-4

<sup>1</sup> To the elders among you, I appeal as a fellow elder, a witness of Christ's sufferings and one who also will share in the glory to be revealed: <sup>2</sup> Be shepherds of God's flock that is under your care, serving as overseers—not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; <sup>3</sup> not lording it over those entrusted to you, but being examples to the flock.

<sup>4</sup> And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away. NIV

1 Timothy 5:17

<sup>17</sup> The elders who direct the affairs of the church well are worthy of double honor, especially those whose work is preaching and teaching. NIV

--Biblical descriptions of the men qualified to serve in this way are provided in the New Testament.

1 Timothy 3:1-7

<sup>1</sup> Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task. <sup>2</sup> Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, <sup>3</sup> not given to drunkenness, not

violent but gentle, not quarrelsome, not a lover of money. <sup>4</sup> He must manage his own family well and see that his children obey him with proper respect. <sup>5</sup> (If anyone does not know how to manage his own family, how can he take care of God's church?) <sup>6</sup> He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. <sup>7</sup> He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap. NIV

#### Titus 1:5-9

<sup>5</sup> The reason I left you in Crete was that you might straighten out what was left unfinished and appoint elders in every town, as I directed you. <sup>6</sup> An elder must be blameless, the husband of but one wife, a man whose children believe and are not open to the charge of being wild and disobedient. <sup>7</sup> Since an overseer is entrusted with God's work, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. <sup>8</sup> Rather he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. <sup>9</sup> He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it. NIV

Working alongside elders are special servants called “deacons” [from the Greek word meaning “servant”].

--Descriptions of the kind of men to serve the church as deacons are also provided by the New Testament.

#### 1 Timothy 3:8-10

<sup>8</sup> Deacons, likewise, are to be men worthy of respect, sincere, not indulging in much wine, and not pursuing dishonest gain. <sup>9</sup> They must keep hold of the deep truths of the faith with a clear conscience. <sup>10</sup> They must first be tested; and then if there is nothing against them, let them serve as deacons. NIV

#### 1 Timothy 3:12-13

<sup>12</sup> A deacon must be the husband of but one wife and must manage his children and his household well. <sup>13</sup> Those who have served well gain an excellent standing and great assurance in their faith in Christ Jesus.  
NIV

--Scripture also describes the wives of church leaders.

1 Timothy 3:11

<sup>11</sup> In the same way, their wives are to be women worthy of respect, not malicious talkers but temperate and trustworthy in everything. NIV

In addition, there are other special roles filled in a New Testament church.

Romans 12:6-8

<sup>6</sup> We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith. <sup>7</sup> If it is serving, let him serve; if it is teaching, let him teach; <sup>8</sup> if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully. NIV

Finally, there are the folks who refer to themselves as “just members” (i.e. no special, recognized role).

--In reality, no one in the body of Christ is “just” a member.

1 Corinthians 12:12-27

<sup>12</sup> The body is a unit, though it is made up of many parts; and though all its parts are many, they form one body. So it is with Christ. <sup>13</sup> For we were all baptized by one Spirit into one body—whether Jews or Greeks, slave or free—and we were all given the one Spirit to drink. <sup>14</sup> Now the body is not made up of one part but of many. <sup>15</sup> If the foot should say, “Because I am not a hand, I do not belong to the body,” it would not for that reason cease to be part of the body. <sup>16</sup> And if the ear should say, “Because I am not an eye, I do not belong to the body,” it would not for that reason cease to be part of the body. <sup>17</sup> If the

whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be? <sup>18</sup> But in fact God has arranged the parts in the body, every one of them, just as he wanted them to be. <sup>19</sup> If they were all one part, where would the body be? <sup>20</sup> As it is, there are many parts, but one body. <sup>21</sup> The eye cannot say to the hand, "I don't need you!" And the head cannot say to the feet, "I don't need you!" <sup>22</sup> On the contrary, those parts of the body that seem to be weaker are indispensable, <sup>23</sup> and the parts that we think are less honorable we treat with special honor. And the parts that are unpresentable are treated with special modesty, <sup>24</sup> while our presentable parts need no special treatment. But God has combined the members of the body and has given greater honor to the parts that lacked it, <sup>25</sup> so that there should be no division in the body, but that its parts should have equal concern for each other. <sup>26</sup> If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it. <sup>27</sup> Now you are the body of Christ, and each one of you is a part of it. NIV

--The most common reference to all members of the body of Christ or the church is "saint."

--A "saint" is someone who is ordinary but has been set apart for the use of God. A related word is "sanctify" or "to set apart." The word "holy" is in the same family of words and also means to be set apart for God's purposes.

--The apostles when writing to churches most often used the elevated title of "saint" when referring to Christians.

--You can see all the parts of a local church body in Paul's greeting to the church at Philippi, for example.

### Philippians 1:1-2

<sup>1</sup> Paul and Timothy, servants of Christ Jesus, To all the saints in Christ Jesus at Philippi, together with the overseers and deacons: <sup>2</sup> Grace and peace to you from God our Father and the Lord Jesus Christ. NIV

**3** Now back to the question about whom to ask to get started in a ministry.

Church leadership is in place to help and equip you to serve God.

### Ephesians 4:11-12

<sup>11</sup> It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, <sup>12</sup> to prepare God's people for works of service, so that the body of Christ may be built up... NIV

--Leaders in the church are not in place to be the boss or to require you to get "permission."

--No human being stands between you and serving God.

--All Christians are priests.

### 1 Peter 2:9

<sup>9</sup> But you are a chosen people, a royal priesthood, a holy nation, a people belonging to God, that you may declare the praises of him who called you out of darkness into his wonderful light. NIV

Overseers should know what you are doing, however, because:

--You will now represent the entire church as a member of the body. The church must be consistent in its witness to outsiders.

--Also, as men of spiritual wisdom, insight, and experience, they can warn and arm you against possible pitfalls and spiritual forces that will oppose your work for Christ.

### Ephesians 6:12

<sup>12</sup> For our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms. NIV

--They can also coordinate your ministry with other Christians who may share your vision.

--It furthermore helps to be accountable to someone other than yourself. To announce your intentions to church leaders will help keep you on track to get it done.



Proverbs 16:3

<sup>3</sup> Commit to the LORD whatever you do, and your plans will succeed.

NIV

--They can also be praying for you and your success in ministry.

*What is the result when even one body part does not function?*

*What is meant by the word "healthy"?*

*What can you do to make Christ's body healthy?*

# The Answer



# Session 5

## The Answer Session 5

1 In the New Testament, every local church was self-governing.

Every church had its own leadership and made its own decisions within the limitations of Christ's instructions.

There was no denominational hierarchy.

--In fact, there were no denominations.

--The church of the New Testament was not merely "non-denominational" (choosing to be unaffiliated with any denomination), it was "undenominational" in every sense of the word. **Denominations did not exist.**

--The division that is so common today as to be considered the norm was contrary to the vision of Jesus and the apostles. Division was a symptom of spiritual immaturity and worldliness.

John 17:20-23

<sup>20</sup> "My prayer is not for them alone. I pray also for those who will believe in me through their message, <sup>21</sup> that all of them may be one, Father, just as you are in me and I am in you. May they also be in us so that the world may believe that you have sent me. <sup>22</sup> I have given them the glory that you gave me, that they may be one as we are one: <sup>23</sup> I in them and you in me. May they be brought to complete unity to let the world know that you sent me and have loved them even as you have loved me." NIV

1 Corinthians 3:1-9

<sup>1</sup> Brothers, I could not address you as spiritual but as worldly—mere infants in Christ. <sup>2</sup> I gave you milk, not solid food, for you were not yet ready for it. Indeed, you are still not ready. <sup>3</sup> You are still worldly. For since there is jealousy and quarreling among you, are you not worldly? Are you not acting like mere men? <sup>4</sup> For when one says, "I follow Paul," and another, "I follow Apollos," are you not mere men? <sup>5</sup> What, after all, is Apollos? And what is Paul? Only servants, through whom you came to believe—as the Lord has assigned to each his task. <sup>6</sup> I planted the

seed, Apollos watered it, but God made it grow. <sup>7</sup> So neither he who plants nor he who waters is anything, but only God, who makes things grow. <sup>8</sup> The man who plants and the man who waters have one purpose, and each will be rewarded according to his own labor. <sup>9</sup> For we are God's fellow workers; you are God's field, God's building. NIV

--We must continue to work for the unity of all who claim Jesus as Lord.

**2** Because a church is self-governing, it is free to organize within the guidelines of New Testament instruction.

Paul, inspired by the Spirit, directed that it have elders and deacons and members.

How a church organizes those component parts is self-determined and will differ among congregations.

**3** A Biblically organized church, however, will follow the template of Ephesians 4.

*Ephesians 4:11-16*

<sup>11</sup> It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, <sup>12</sup> to prepare God's people for works of service, so that the body of Christ may be built up <sup>13</sup> until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. <sup>14</sup> Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming. <sup>15</sup> Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. <sup>16</sup> 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. NIV

God's people, Christians, are the ones who perform the works of service that will build up the body.

Church leadership equips them to do those works of service.

Every member is expected by the Lord to share in the work of the Lord.

--This is vastly different from the common idea that church professionals do the work while members merely play a support role. The concept and the terminology of “clergy” and “laity” are not found in the New Testament.

--The pattern of Ephesians 4 is **opposite** that commonly held view. In the New Testament, leaders supply the needed support.  
You might say leaders are coaches on the sidelines.

The members are the players on the field.

The church needs **you** in order to fulfill its vision and mission.

- The 10<sup>th</sup> and Broad church is committed to drawing people to an authentic relationship with Christ so that all may experience and share His love.
- Our mission will be achieved as we expect and equip Christians to share in worship, learning, relationships, ministry and evangelism.

Your greatest fulfillment as a Christian will result as you find your ministry area and serve in the spirit of Christ.

The leaders of this congregation want your service.

We are diminished if your gift is not being used for the purpose and praise of the Lord Jesus Christ.

*May the Lord bless you as you answer the call as did Isaiah...*

*“Here am I, Lord!  
Send me!”*

**10th and Broad's Organizational Structure  
Based on Ephesians 4 Model**

