

Five-Fold Ministers: Qualifications and Gift Indicators

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And he gave the **apostles**, the **prophets**, the **evangelists**, the **shepherds** and **teachers**, to equip the saints for the work of ministry, for building up the body of Christ, until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ, so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes. Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love. (Ephesians 4:11-16 ESV)

- These gifts are PEOPLE; men and women of God who carry a call on their life to EQUIP and EMPOWER the body of Christ. These are not *platform* gifts, but *gifts of SERVICE* to help others grow and multiply for the sake of the Kingdom.
- A five-fold minister is a CATALYST FOR OTHERS and MODELS HEALTHY MINISTRY.
- Guidelines are given in Psalm 15:1-5 and 1 Timothy 3:1-7.
- The calling is of the Lord, but our character is up to US.
- God is looking for healthy men and women who can model His heart and character through this unique GRACE on their life to empower others to do exploits in the Kingdom of God.

To serve the church, a fivefold ministry leader...

1. ...is willing
2. ...is above reproach
3. ...is the husband of one wife (wife of one husband)
4. ...is temperate and self-controlled
5. ...is respectable
6. ...is hospitable
7. ...has the ability to teach
8. ...is not given to drunkenness
9. ...is not overbearing, but humble
10. ...is not quick tempered or quarrelsome
11. ...is gentle, not violent
12. ...is free from the love of money
13. ...is able to manage his own house well
14. ...has a good reputation with those outside the body
15. ...loves what is good
16. ...is upright and holy
17. ...is not a new convert
18. ...is willing to be tested
19. ...has the heart of a servant
20. ...is full of the Holy Spirit
21. ...knows they are called of God
22. ...is in love with Jesus
23. ...has endurance

Descriptions:

A five-fold minister should have...

... a discernible and operative gift

... the ability to identify that gift in others

... the ability to activate that gift in the individual

... the heart to nurture the gift in an individual's life to help bring it to maturity.

... the ability to release others into ministry.

APOSTLES GOVERN/BUILD/PIONEERS:

- Build and plant churches/ministries or initiatives (trend setter)
- Train leaders
- Solve problems – lives by faith
- Normally carries a measure of the gifts of prophet, evangelist, pastor, and teacher
- Moves the other gifts forward – has strong personal foundation
- Called specifically to work with prophets

PROPHETS GUIDE/DIRECT:

- Has an anointing to minister the Word of God.
- Helps mature and perfect the saints (passionate about setting captives free).
- Guides and releases believers into their own ministries (desires to see other gifts released).
- Carries an anointing for signs and wonders.
- Confirms and/or gives direction from the Lord.

EVANGELISTS GATHER/REACH OUT:

- Has a supernatural ability of knowing (where someone stands with the Lord and reach them).
- Has a God-given supernatural ability to bring the conviction of Christ to people.
- Stirs up the body of Christ to reach the lost (great passion and conviction).
- Disciples other evangelists so they can be released for the harvest.
- Are called alongside the other fivefold ministers.

PASTORS GUARD/SHEPHERD:

- Has a God-given ability to assume long-term personal responsibility (for the spiritual welfare of the group).
- Their authority is limited to those who have been entrusted into their care.
- Trains and equips the body for ministry (desires to preach in order to instruct).
- Carries a father's/mother's heart.
- Are not threatened by others who have the same spiritual gift.
- Carries the genuine God-given desire to bring healing to the flock.
- Will not rule by lording over others.

TEACHERS GROUND/EXPOUND:

- Validates truth (passion for knowledge – always seeking information)
- Speaks with authority (critical of heresy)
- Has the ability to articulate and express thoughts (makes complex things simple)
- Trains and releases
- Possesses a passion for the Word of God

RAISING UP FIVE-FOLD MINISTERS WITHIN THE LOCAL HOUSE

1. Five-fold equipping gifts are revealed and known by:
 - a. Consistent fruit in the gift.
 - b. Measure of grace to serve the body.
 - c. Vision to multiply and increase others.
 - d. TIME
 - You cannot aspire to a five-fold gift. You must be called, confirmed, and commissioned.
 - Look at the fruit that is following you; not the fruit you want to see.
 - Others will see the gift(s) in you better than what you see yourself.
 - Because it is a gift that flows from your own life and ministry, it will take time to determine.
 - Apostles will probably journey through all of the gifts before landing. (Barnabas and Saul were first identified as Prophets and Teachers in Acts.)
2. Steps involved in mentoring five-fold candidates:
 - a. Invite them into the mentoring relationship as a five-fold candidate. This testing period can last between 8-12 months.
 - b. Go through Core Values of Healthy Five-Fold Ministers – meet monthly and go over 2 points each month (5 months)
 - c. Required Reading: The Day of the Saints by Bill Hamon, plus one additional book related to their unique five-fold gift.
 - d. Give opportunities to use their gift in corporate setting
 - e. Encourage personal mentoring of others with the same gift to nurture equipping and training potential.
 - f. Seek unity and blessing from their spouse.
 - g. Look for broader program, ministry, or initiative that will bless and enrich the congregation or community.
 - h. Test with local elder team for final approval, commission, and release.
 - i. Prepare congregation through proper teaching and clarification of process.
3. Oversight responsibilities with the local House
 - a. Mentor potential candidates; commission and release when ready.
 - b. Because they think at a leadership level, give five-fold ministers opportunity to share with the elder/Leadership Team once or twice a year.
 - c. Commend them to the broader community or other organizations as resources; share about the fruit; testify to the growth from their contributions.
 - d. Support and encourage fellowship with other five-fold ministers within the community as well as trans-locally to stir their gift and enlarge their perspective.
4. Biblical precedent for commissioning and sending (why it is critical for Lead Elders to formally commission through the public laying on of hands):

- **Numbers 27:18-23** – Moses told to take Joshua in front of the people and COMMISSION him and INVEST him with some of Moses' AUTHORITY.
- **Acts 14:23** – They APPOINTED ELDERS (“ordain, vote by stretching out hand”). This carried SPIRITUAL AUTHORITY.
- **Acts 15:24-27** – A consistent pattern of the apostles was to *send out* leaders to help build the Church.
- **Acts 15:37-40** – Major difference between those who were “commended” and those who were not. This is not a formality, but a spiritual transaction that carries power.

Core Values of Healthy Five-fold Ministers

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Inspired by “The Ten M’s of Ministry” by Bill Hamon, I developed this “checklist” for those who are candidates for five-fold ministry. In processing these values together over the course of several months, we can discern **if** and **when** they might be affirmed and commissioned as a five-fold minister in the local House. (Wanda Alger)

1. Manhood (Womanhood)

A healthy five-fold minister will pursue wholeness as a son or daughter before seeking a ministry.

- **2 Corinthians 6:18** - *I will be a Father to you, and you will be my sons and daughters, says the Lord Almighty.*
- **Romans 8:19** - *The creation waits in eager expectation for the revelation of the sons of God.*
- **1 Thessalonians 5:23-24** - *May God himself, the God of peace, sanctify you through and through. May your whole spirit, soul and body be kept blameless at the coming of our Lord Jesus Christ. The one who calls you is faithful and He will do it.*
 1. Is your identity firmly fixed as a son or daughter? Do you have any orphaned thinking?
 2. Are there any areas in your life that are not whole?
 3. How do you cultivate and nurture your relationship with your heavenly Father?

2. Ministry

A healthy five-fold minister will be proven by the consistent and life-giving fruit that follows them.

- **Matthew 7:16** - *By their fruit you will recognize them.*
- **1 Corinthians 2:4-5** - *My message and my preaching were not with wise and persuasive words, but with a demonstration of the Spirit's power, so that your faith might not rest on men's wisdom, but on God's power.*
- **2 Corinthians 6:3-4** - *We put no stumbling block in anyone's path, so that our ministry will not be discredited.*
- **Deuteronomy 18:22** - *If what a prophet proclaims in the name of the LORD does not take place or come true, that is a message the LORD has not spoken. That prophet has spoken presumptuously. Do not be afraid of him.*
 1. What fruit is following your life?
 2. What are the demonstrations of power (gifts of the Spirit) following you?
 3. What kind of reputation do you have at home? Among your peers? In the community?

3. Message

A healthy five-fold minister will stay true to his/her message, correctly handling the Word of God.

- **2 Timothy 2:15** - *Do your best to present yourself to God as one approved, a workman who does not need to be ashamed and who correctly handles the word of truth.*
- **1 Timothy 4:16** - *Watch your life and doctrine closely. Persevere in them, because if you do, you will save both yourself and your hearers.*
- **Mark 16:19-20** - *Then the disciples went out and preached everywhere, and the Lord worked with them and confirmed His word by the signs that accompanied it.*
 1. What is the unique message God has given you to share?
 1. Would you be able to share your life message in a 3-5 minute testimony?
 2. Can you clearly present your message with Scriptural integrity?
 1. Do you have a “life verse” that describes your passion or call?
 3. Does your walk match your message, marked by God’s love?

4. Maturity

A healthy five-fold minister will walk in healthy and life-giving relationships within the Body of Christ, embracing accountability and spiritual oversight as a blessing.

- **Hebrews 5:14** - *But solid food is for the mature, who by constant use have trained themselves to distinguish good from evil.*
- **James 3:17** - *But the wisdom that comes from heaven is first of all pure; then peace-loving, considerate, submissive, full of mercy and good fruit, impartial and sincere.*
- **Ephesians 4:15-16** - *Instead, speaking the truth in love, we will in all things grow up into 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.*
- **Hebrews 13:17** - *Have confidence in your leaders and submit to their authority, because they keep watch over you as those who must give an account. Do this so that their work will be a joy, not a burden, for that would be of no benefit to you.*
 1. Is your life free from offense? Are your relationships with others healthy?
 2. Are you comfortable in addressing and working through conflicts?
 3. Are you submitted to a spiritual authority in your life, asking for consistent feedback?

5. Marriage (Household)

A healthy five-fold minister will pursue a strong marriage and home-life knowing that healthy ministry only flows from a healthy marriage and family.

- **1 Timothy 3:2-5** - *Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own family well and see that his children obey him with proper respect.*
- **Proverbs 20:6-7** - *Many a man (woman) claims to have unfailing love, but a faithful man who can find? The righteous man leads a blameless life; blessed are his children after him.*
 1. If married, in what ways do you make your marriage a priority?
 2. Is your household in order – spiritually, emotionally, financially?
 1. Which one of these do you struggle with the most? The least?
 2. Do you pray together as a family?
 3. Is your family in agreement with your call to ministry and the attention it requires?

6. Methods

A healthy five-fold minister will demonstrate righteousness and integrity in all areas of ministry.

- **Proverbs 11:3** - *The integrity of the upright guides them, but the unfaithful are destroyed by their duplicity (double-mindedness, crooked dealing).*
- **James 3:17** - *But the wisdom from above is first pure, then peaceable, gentle, open to reason, full of mercy and good fruits, impartial and sincere.*
- **1 Peter 3:15-17** - *But in your hearts set apart Christ as Lord. Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect, keeping a clear conscience, so that those who speak maliciously against your good behavior in Christ may be ashamed of their slander.*
 1. What are your primary methods/platforms for sharing your message? Are they effective?
 2. How do you promote your ministry in a way that reflects godly character and integrity?

3. Does your faith for success or promotion rest securely in God, free from any temptation to exaggerate, manipulate, or mislead those who follow you?

7. Manners

A healthy five-fold minister will seek to reflect Christ in their words and conduct, honoring and giving value to every part of the Body of Christ.

- **1 Timothy 4:12-13** - Let no one look down on your youthfulness, but rather in speech, conduct, love, faith, and purity, show yourself an example of those who believe. NASB
- **Titus 1:8-9** - Rather he/she must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. 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.
- **Ephesians 4:29-30** - Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen.
 1. How do you personally strive to maintain the unity of the Spirit in the Body?
 2. Do you have a clear conscience regarding your words and conduct?
 3. How do you seek to honor others in the Body of Christ? Peers? Leaders? Followers?

8. Money

A healthy five-fold minister will live by faith in God's supernatural provision, demonstrating kingdom stewardship and generosity in the handling of finances.

- **Proverbs 11:18** - The wicked man earns deceptive wages, but he who sows righteousness reaps a sure reward.
- **Luke 16:13** - No servant can serve two masters. Either he will hate the one and love the other, or he will be devoted to the one and despise the other. You cannot serve both God and (Mammon).
- **1 Timothy 6:17-18** - Command those who are rich in this present world not to be arrogant nor to put their hope in wealth, which is so uncertain, but to put their hope in God, who richly provides us with everything for our enjoyment. Command them to do good, to be rich in good deeds, and to be generous and willing to share.
- **1 Timothy 5:8** - If anyone does not provide for his relatives, and especially for his immediate family, he has denied the faith and is worse than an unbeliever.
 1. Are you handling finances in a worthy manner, fully accountable for your stewardship?
 2. Is your own household financially sound with provision for the future?
 3. How does your life and ministry demonstrate God's generosity?

9. Morality

A healthy five-fold minister will pursue holiness as a way of life and guard their heart with all diligence.

- **1 Corinthians 6:12-13** - Everything is permissible for me"-but not everything is beneficial. "Everything is permissible for me"-but I will not be mastered by anything.
- **Ephesians 5:3-4** - But among you there must not be even a hint of sexual immorality, or of any kind of impurity, or of greed, because these are improper for God's holy people. Nor should there be obscenity, foolish talk, or coarse joking, which are out of place, but rather thanksgiving.

- **2 Corinthians 7:1** - *Therefore, since we have these promises, dear friends, let us purify ourselves from everything that contaminates body and spirit, perfecting holiness out of reverence for God.*
 1. Do you have a clear conscience regarding your morality? Areas of struggle?
 2. Do you have proper boundaries when relating to those of the opposite sex?
 3. How do you pursue holiness? What does that mean to you?

10. **Motives**

A healthy five-fold minister will be a servant-leader, embracing the privilege of equipping and empowering others to do the work of ministry.

- **Matthew 6:1** - *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.*
- **1 Corinthians 13:1-3** - *If I have the gift of prophecy and can fathom all mysteries and all knowledge, and if I have a faith that can move mountains, but have not love, I am nothing.*
- **Psalm 24:3-4** - *Who may ascend the hill of the LORD? Who may stand in his holy place? He who has clean hands and a pure heart, who does not lift up his soul to an idol or swear by what is false.*
 1. What is your primary motive in following your call?
 2. What are your expectations? What are you looking for?
 3. How do you plan on raising up sons and daughters?