

Candidate Profile - David Posthuma

28 January 2017

Contact Information | ePersonality | graceGifts | Leadership Style | Interests

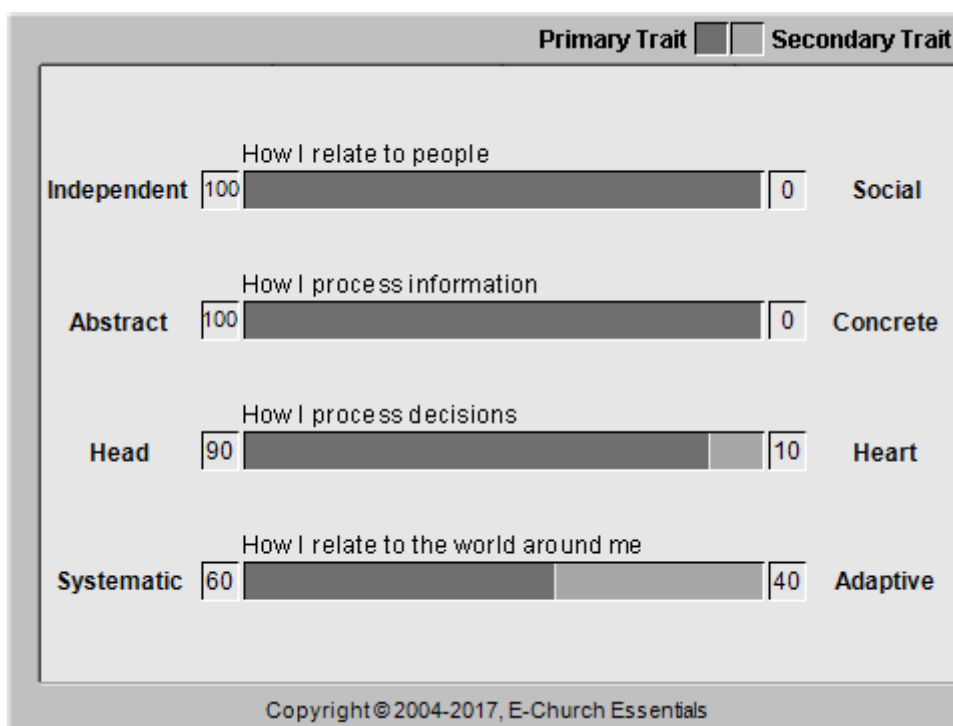
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Planner



Highlights

- Excels at strategic planning
- Sees all the steps necessary to accomplish any project
- Is proficient at managing projects through all stages of development
- Prefers science, technology and organizational philosophy
- Has very demanding expectations
- Is stimulated by vision, and will pursue a vision relentlessly to its conclusion
- Are strong strategic leaders and consultants

Who God Made You To Be

The Planner excels at strategic planning regardless of the size of a project. They have a God-given ability to visualize all the steps that need to be accomplished in order to successfully conclude a venture. Planners apply logical and technical systems. They can quickly size up and organize an abstract idea and devise a solid system that will provide positive results. Because of this ability, they often serve as corporate executives, business owners and technology designers.

The Planner is virtually tireless in his or her obsession to create innovative and original solutions to problems. Originality is a very important attribute of their personality. Planners are at their best when presented with a challenge that currently has no known solution. They are very adept at observing such opportunities for innovation and leading the team to create the product, service or organization that will address the observed need.

While Planners develop systems and solutions that must have a practical application, their mind spins in the world of operational philosophy. Better than any other personality, Planners excel at taking an abstract idea and developing a practical solution. Although the Planner does invent, he or she is not satisfied until the invention has been properly designed, developed, completed, and generally accepted. It is the ability to lead throughout the stages of any large and innovative project that makes the Planner so unique.

The Planner is typically an intellectual, often with almost genius capabilities. The Planner is well versed on many topics; but leans toward science, technology and organizational philosophy.

The Planner will be relentless in his or her pursuit of a vision. They are often found working many hours, even to the point of neglecting food and sleep. In fact, Planners may often have difficulty sleeping because their mind is constantly in motion. They cannot help but analyze the information of the day, envision possibilities for the future, and construct innovative systems.

Planners tend to work alone much of the time but value having a highly skilled team to lead. The Planner must have a high regard for the professionalism and skill of each team member. Because of the demanding nature and high standards held by the Planner, people around him or her may have feelings of inadequacy. The Planner will build team commitment by selling the virtue of the system, product or organization to the team members.

What You Can Contribute To The Ministry

Planners will be very helpful in guiding ministry leaders through strategic planning, designing new ministry structures, and leading church planting and satellite ministry development ventures. Planners also make excellent teachers, consultants, leadership equippers, and software developers.

How Leadership Can Support You

Ministries may have difficulty identifying Planners. This may be because Planners are the rarest of all personality types. Many ministries seek to apply proven models and have not developed an attitude of valuing ministry innovation. By their very nature, Planners do not fit well in the establishment.

When Planners are empowered for a task, they may envision and speak about the future of the project as though it is already a reality. To them it is! Leadership, in such cases, will need to work hard to catch up to the Planner. If leadership does not make this effort, they will either default to "followership" or reject the work of the Planner (and thereby the Planner him/herself) as too complex.



☐ [\(Click to show graph\)](#)



☐ Creativity

It is in God's nature to be creative. Therefore, when the Holy Spirit imparts personality and Spiritual Gifts to God's people, it should not be a surprise to anyone that God would also impart this divine attribute. Ephesians 2:10 tells us that

“...we are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do”. While this passage applies to all Christ Followers, it clearly refers to God as a “creative workman”. This passage also suggests that when God equips a person to be creative, it is because He desires that creative person to use those abilities to accomplish specific ordained purposes. Colossians 1:15 and 16 affirm that God created all things...and that all things were created “for” Him.

The gift of creativity, when used within the Church, can be shaped by the personality of the person who possesses the gift. As a result, people with the gift of creativity tend to fall into the following preferred roles. Please select the ministry functions that you believe God could best use you within the context of your ministry home.

- **Communication Arts (*selected by candidate*)**

Communication Arts includes oral and/or written communication skills. Within a ministry context, creative oral gifts can be utilized in various public speaking roles. Such roles might include preaching and teaching, but may also include large-group leadership of children’s or student ministries. With today’s emerging technology, oral communication skills are also required for “on air” and “on-line” radio and television broadcast. Other, often overlooked roles may include comedy, master of ceremonies, and ministry tour guides. Written communication arts include the development of song lyrics and poetry, script writing, newsletters, and content authoring for websites and reading materials. With the emergence of e-learning within the Church, people with creative communication gifts will now be in even greater demand. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

- **Craftsmanship Arts**

Craftsmanship Arts are typically found in "Artisan" personalities (see the ePersonality assessment). The craftsman desires to become a virtuoso in their craft. They like to work with their hands, using their hands to create something from nothing. Woodcraft, metalcraft, sculpture, painting, sewing and software programming are all hands-on arts that require expertise skill. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

- **Graphic Arts (*selected by candidate*)**

Graphical Arts (computer based) have become a necessity for the contemporary and postmodern ministry. Graphic arts are utilized in multi-media video, Macromedia Flash and PowerPoint; as well as static brochure and website design. If a picture is worth a thousand words, then it is no wonder that ministries are seeking to communicate more effectively through the integration of graphical arts into their ministries. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

- **Musical Arts (*selected by candidate*)**

Musical Arts are in great demand within church ministries. In fact, gifted worship leaders are among the most sought-after ministry staff roles in North America. The Bible makes many references to the “Chief Musician” and the role of thousands of musicians (called Gate Keepers) used in Old Testament temple worship. In fact, as a worshipper would approach the temple in Jerusalem to worship God, they would first encounter a giant musical praise team outside the Temple gates. This praise team was charged with the responsibility of playing and singing songs of praise and thanksgiving from morning until evening of each day! The musical arts are intended by God to help people to praise and worship Him. (See 1 Chronicles 9:33, 1 Chronicles 23:5-6; 2 Chronicles 29:25-30; 2 Chronicles 31:2; Psalm 100:4; Ephesians 5:18,19). If you feel led by God to serve others in this manner, please select the appropriate checkbox.

- **Performing Arts**

Performing Arts are creative expressions that bring to life the issues and emotions of our everyday reality. The use of drama and/or dance within a worship service can help attendees detach from their present context and connect to the topic or theme being addressed within the service program. The Performing Artist is uniquely able to help the service participants connect with the characters of the dance or drama...to see themselves in those characters, or to see in the characters how they would like to be. Performing Artists are most effective when they hold a mirror up to our lives, enable us to remove the mask from our own lives, and truly see who we are and who God wants us to be.

- **Relational Arts**

Relational Arts can be easily overlooked, yet relationships within a ministry can be tough. Relational Artists are skilled in the art of relationship-building. They are impeccable hosts. They know how to throw a party, but more importantly, they know how to make every participant at that party feel valued. Relational Artists thrive at networking people with people. People-skills, manners, appropriateness and tact are defining traits of the Relational Artist. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

- **Technical Arts (*selected by candidate*)**

Technical Arts are crucial to the contemporary and postmodern ministry. Sound, lighting, multimedia, computer technology, software, networking and internet-based ministry are all areas that require this non-traditional creative artist. With the advent of the internet and e-Church ministry, the Technical Artist will find more and more opportunities to unleash his or her skill and creativity. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

- **Visual Arts (*selected by candidate*)**

Visual Arts involve an “eye” for presentation. The Visual Artist may be an interior decorator, floral arranger, stage and set designer, lighting director, etc. They may excel at drawing, painting or photography. Our present culture acquires information through the eyes much more effectively than through the ears. The Visual Artist is uniquely gifted to help

pastoral teachers to communicate more effectively by integrating the visual arts into their messages and programs. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

New Ministry Development

This is an entrepreneurial gift that enables people to develop new ministries, churches or mission fields. New Ministry Developers are risk-takers for the Kingdom of God. They are always seeking new territories in which to start outreach ministries and are on the fore-front of new ministry development within the established local church. This gift of God causes the Christ Follower to be dissatisfied with the status quo within church ministry. They are always seeking a new and better way to accomplish the work of the Great Commission and Spiritual Formation.

The Apostle Paul was definitely called by God to be a New Ministry Developer. He describes his ministry role in 1 Corinthians 3:10... "By the grace God has given me, I laid a foundation as an expert builder, and someone else is building on it. But each one should be careful how he builds". In Romans 15:20 Paul asserts: "It has always been my ambition to preach the gospel where Christ was not known, so that I would not be building on someone else's foundation".

Depending upon your personality style, you may prefer one of the following applications of your gift of New Ministry Developer. Please select all that may apply to you.

• Church Planter **(selected by candidate)**

A Church Planter seeks to develop new outreach church ministries in regions where such a ministry is lacking. Church Planters are typically sensitive to regional demographics, growth trends and church-per-capita statistics. They are passionate about evangelism and reaching the un-reached by extending ministry into new territories. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

• Cross-Cultural Missionary

Cross-Cultural Missions does not necessarily infer over-see ministry, although this is the classic ministry role. In today's cultural melting-pot, Cross-Cultural Missions may mean extending an outreach ministry to a different community across town. Cross Cultural Missionaries are sensitive to cultural distinctives as well as the value of cultural diversity. They are typically passionate about living-out the ministry ideal of the "the unity of the body of Christ". Cross Cultural Missionaries are also typically passionate about the work of Evangelism. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

• New Campus Ministries **(selected by candidate)**

There is always room for new campus-based ministries within an established church. People called and equipped by God to develop new campus-based ministries tend to be sensitive to groups of people who are "slipping through the cracks" of the ministry, as well as those to whom the ministry is not yet properly positioned to minister. New Campus Ministry Developers typically desire to take their local church to the "next level" in its ministry development. They are dissatisfied with the status quo. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

• New Community Impact Ministries

New Community Impact Ministry developers are typically passionate about social justice and social impact within their community, in the name of Christ. City missions, food pantries, and shelters are classic examples of Community Impact Ministries. Contemporary examples include Computer Training Centers, Vocational Training, Random acts of Kindness, after school Care Centers, etc. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

• New e-Church Ministries **(selected by candidate)**

E-Church ministry is still a new and developing ministry medium. Attempting to define e-Church ministry is difficult at best. However, proponents of e-Church ministry tend to value freedom of expression and safe spiritual exploration. They tend to be passionate about the work of evangelism as well as mentoring people in their spiritual formation journey. They also tend to value cultural diversity. Proponents of e-Church ministry are also technically astute. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

Prophecy

The gift of Prophecy is the unique ability to receive messages from God and communicate those messages to the assembly of Christ followers. The ability to communicate divine messages may take the form of Pastoral Preaching, Word of Knowledge, or foretelling future events. The words of a Prophet will always be supported by the principles and teachings of Scripture.

Depending upon your personality type and unique gift mix, you may prefer to utilize your gift of Prophecy in the following ways. Please select all the checkboxes that may apply.

• Foretelling Future Events **(selected by candidate)**

Acts 21:10-11 is an excellent example of Prophecy as fore-telling events, the passages reads: "After we had been there a number of days, a prophet named Agabus came down from Judea. Coming over to us, he took Paul's belt, tied his own hands and feet with it and said, "The Holy spirit says, 'In this way the Jews of Jerusalem will bind the

owner of this belt and will hand him over to the Gentiles.” If you feel led by God to serve others in this manner, please select the appropriate checkbox.

- Pastoral Preaching (***selected by candidate***)

Teaching Pastors prefer to study and expound the Word of God for others within the body. 2 Timothy 4:2 and 3 instruct Timothy, a Teaching Pastor, “Preach the Word; be prepared in season and out of season; correct, rebuke and encourage – with great patience and careful instruction. For the time will come when men will not put up with sound doctrine...” 1 Corinthians 4:6b instructs Pastoral Teachers, “Do not go beyond what is written”. James 3:1 states as a warning to those who would presume to be a teacher within the Church: “Not many of you should presume to be teachers, my brothers, because you know that we who teach will be judged more strictly”. If you feel led by God to serve others in this manner, please select the appropriate checkbox. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

- Word of Knowledge (***selected by candidate***)

The gift of Knowledge is a special insight given by God regarding God’s will applied to a particular circumstance. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

Teacher

The gift of Teaching is a highly honored spiritual gift within the assembly of Christ Followers, but it is also a gift with severe responsibilities before God. The Bible warns us that those who teach among the people will be judged more harshly by God (James 3:1). A spiritually healthy teacher will not simply instruct the minds of his/her students, but will first instruct and apply unto him/herself the lessons taught by God through Scripture, and then only after the teacher can model the biblical lesson within his/her life, will he/she be authentically able teach the lesson to others.

1 Corinthians 12:28 lists the gift of Teaching, when applied within the church, as an essential office within the ministry... subservient only to the greater offices of Prophets and Apostles. Ephesians 4:11-14 makes it clear that the teacher’s job description includes “Equipping the people for the works of service”. Paul specifically lists Teaching as one of the spiritual gifts in Romans 12:7.

Based upon your personality style, you may prefer applying your gift of Teaching in one or more of the following ways... please select all that apply:

- Children’s Ministries Instructor

I believe God would prefer for me to use the teaching gifts He has given me within an elementary biblical education context. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

- Classroom Instruction (***selected by candidate***)

I believe God would prefer for me to use the teaching gifts He has given me within an adult classroom context. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

- eLearning Instruction (***selected by candidate***)

I believe God would prefer for me to use the teaching gifts He has given me developing online training programs, and providing online instruction and mentorship. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

- Large Group Corporate Instruction (***selected by candidate***)

I believe God would prefer for me to use the teaching gifts He has given to me within a large group or congregational setting. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

- One-On-One Instruction (***selected by candidate***)

I believe God would prefer for me to use the teaching gifts He has given me within close interpersonal discipling relationships. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

- Small Group Instruction

I believe God would prefer for me to use the teaching gifts He has given me within a small group context of less than twelve people. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

- Student Ministries Instructor

I believe God would prefer for me to use the teaching gifts He has given me within a middle school or high school context. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

Musical/Worship

The gift of Worship enables a person to lead others to seek the heart of God, simply by following the worship leader’s example. All Christ Followers are called of God to worship Him, however, people possessing the gift of Worship and Musical Expression seem to know how to guide the emotions and spirits of others to forget their surroundings and circumstances, and focus upon the greatness of God.

Within Old Testament temple worship there was a category of Levites called Door Keepers. Door Keepers were responsible for the various entrances within the temple. However, among the Door Keepers were a large number of Levites that were gifted in Worship and Musical Expression. Their job was to serve outside the main entrance to the

temple as a giant worship team. They were commissioned to play and sing songs of praise and thanksgiving. And so we find Psalm 100:4 exclaiming: “Enter His gates with thanksgiving in your hearts, enter His courts with praise”. There were over 4,000 worship team members who served in rotation, providing songs of praise and thanksgiving from sun rise to sun set. This large worship team was led by a person with the title of “Chief Musician”. We find that many of the Psalms were written by or for the Chief Musician. (See 1 Chronicles 25:1, 6-8; 2 Chronicles 5:12-14; 2 Chronicles 29:25-30)

Jesus proclaimed in John 4:23 and 24 that “a time is coming and has now come when true worshipers will worship the Father in spirit and truth, for they are the kind of worshipers the Father seeks”. Paul further instructs the Church: “Let the word of God dwell in you richly as you teach and admonish one another with all wisdom, and as you sing psalms, hymns and spiritual songs with gratitude in your hearts to God” (Colossians 3:16).

If you feel led by God to serve Him and others in this manner, please select the appropriate checkboxes:

- Lead Vocalist (***selected by candidate***)
- Musician (***selected by candidate***)
- Support Vocalist (***selected by candidate***)
- Worship Leader (***selected by candidate***)

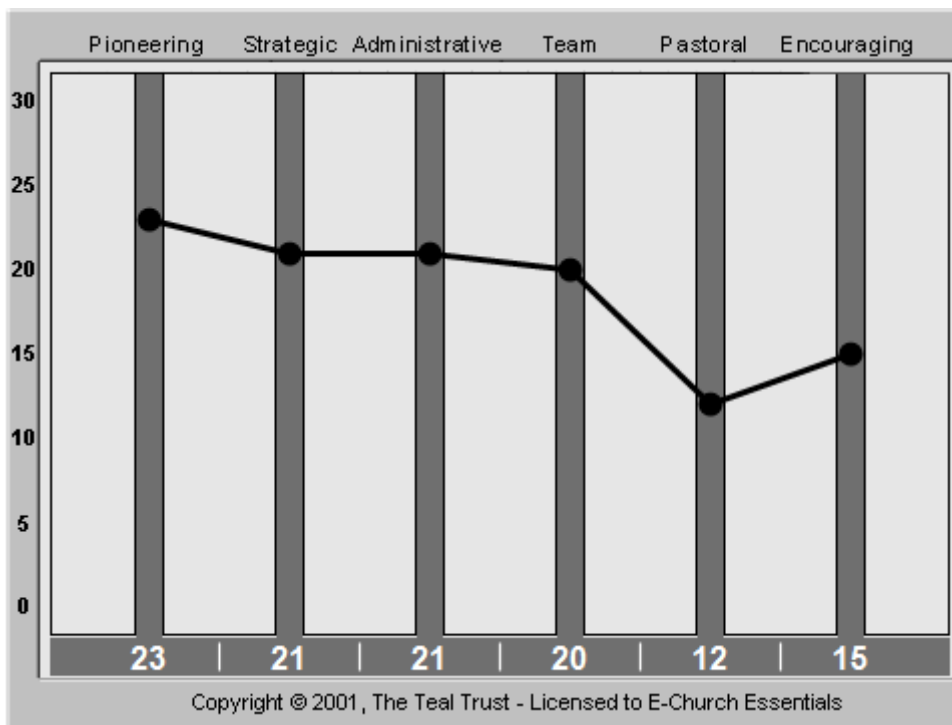
Faith

Every Christ Follower has established a relationship with God through faith in the work and person of Jesus Christ. However, the gift of Faith enables a person to trust God even more so for remarkable provision, especially in circumstances that appears to offer no viable solution. The person gifted with Faith often displays unusual confidence in the will and purposes of God. Such a gifted person exhibits a lack of anxiety and communicates to others peace and assurance. People gifted with Faith may become frustrated with others, or with their church leaders, for moving too slowly or for supporting a limited vision or easily obtained goals. People gifted with Faith just know that God wants to do more through us than we could think or imagine (Ephesians 3:20).

I Corinthians 12:9 specifically identifies Faith within its list of gifts granted by the Holy Spirit. Hebrews 11 portrays a lineage of people who possessed great faith in God. James 2:22-24 makes it clear that true faith will be evidenced by the actions taken by the person claiming to have faith. Within the Church, Faith can find expression in many ways. However, based upon your personality type, you may be more inclined to utilize this gift of Faith in one of the following ways:

- Faith for Financial or Material Provision
When the gift of Faith is used in this manner, the person possessing the gift of faith may also possess the gift of giving, stewardship or encouragement. People with the gift of Faith, expressed in the area of finance and material provision will likely demonstrate this gift through personal giving well above their tithe. In addition, when they see a person or family in need, they are likely to extend themselves to meet that need. If you feel led by God to serve others in this manner, please select the appropriate checkbox.
- Faith for Physical, Emotional or Spiritual Restoration
When the gift of faith is used in this manner, the person possessing the gift of faith may also possess the gift of Healing, Spiritual Discernment or Intercessory Prayer. If you feel led by God to serve others in this manner, please select the appropriate checkbox.
- Faith for Risky Ministry Opportunities (***selected by candidate***)
People with the gift of Faith are often frustrated when they perceive people and ministries taking small manageable risks for Christ’s Kingdom. They know that God can do more than we think or imagine. People with the gift of Faith can dream big because they are enabled by the Holy Spirit to trust big. For this reason, this type of gifted person will gravitate to roles and leaders who desire to accomplish great things for the Kingdom. If you feel led by God to serve others in this manner, please select the appropriate checkbox.

Pioneering



Highlights

- Entrepreneurial individuals who need to be involved leading new ministry development
- Highly motivated by a noble vision and driven to make the vision a reality
- Very task-oriented, but view the necessary tasks as steps in a grand mission that will result in a positive impact upon many people
- Bring to the team vision, direction, passion and motivation
- Value high-risk/high-reward ministry ventures and will likely be a dominant change agents within the life of an organization

Description

Pioneering Leaders are willing to push themselves and take appropriate risks, striving to discover and reach long term goals: "forgetting what is behind, and straining for what lies ahead" (Philippians 3:12). Pioneering leaders are passionate and are wholly committed to a vision. Paul is a great example of a leader who was focused on pushing out the boundaries of the church, despite the personal risk.

Pioneering Leaders are at their strongest in the early stages of a vision or project, excited by seeking out where God is calling. However, as time passes they may lose interest in the implementation of a vision, eager to be looking ahead to the next challenge. Pioneers are very entrepreneurial. They must be involved in new ministry development. They may also excel in areas of strategic planning, administration or team leadership. However, if Pioneers are asked to serve in such roles without being able to develop new and better ways of accomplishing the work of ministry, they will likely become frustrated.

Pioneers are very task-oriented. Pioneers typically claim that they care deeply about people...and will likely cite their passion to reach others for Christ as their justification for developing new ministry systems, programs, and organizations. Because they are naturally vision and task oriented, they may unfortunately be perceived by others as "pushy" or lacking in sensitivity. The Pioneer is typically unaware of how other people may be feeling in this regard. The Pioneer is so motivated by the noble nature of the vision, and the exciting process of creating new and better ministry systems, that they may assume all people are motivated by these same criteria. In fact, most people types are not risk takers like the Pioneer, and are motivated by a sense of stability and security. The values of the Pioneer threaten the values of most people who prefer to move slowly when implementing any change from the status quo. When non-Pioneers, who value slow incremental change, are empowered to dictate the pace of an entrepreneurial venture and try to reign-in or control the Pioneer, the consequences are typically devastating to all involved as well as to the project. The Pioneer must be empowered to lead. Appropriate support and accountability structures for the Pioneer should be built into the team dynamics of the Pioneer's team.

In a team context, the Pioneer will bring vision, direction, passion and motivation to the team. The Pioneer should be given full responsibility for leading and implementing the various tasks associated with the project. Since the Pioneer is uniquely capable in their ability to grasp a vision, they may find themselves speaking of the future as though it already exists. For them, it does. Their mind already sees themselves in that future state. Pioneers can already sense and feel what it will be like when the new program, system or organization is fully established. This unique ability to "live in the future" may frustrate team members who can only clearly perceive the present. These team members see all the obstacles that must be overcome in the present and may feel overwhelmed by the enormity of it all. Team members may

accuse the Pioneer of being a "dreamer". The Pioneer is not blind to such obstacles. The Pioneer, however, is able to envision their way through the obstacles in ways that others cannot. A negative consequence of this special insight ability can be that the Pioneer may not adequately affirm nor address the emotional, conceptual and practical needs of other team members. In such cases, team members may feel that the Pioneer simply disregards their concerns and devalues them as individuals. From the Pioneer's perspective, the more team members raise objections to completing the mission, the more frustrated the Pioneer will become. In his or her frustration, the Pioneer will typically become more forceful in appealing to the vision. The Pioneer may begin to feel that team members are not truly committed to the mission or may spiritually lack the necessary faith to complete the mission.

Because of the relational challenges typically experienced within a team environment, Pioneers should have responsibility over the task-elements of a project, while the human elements of the project should be addressed by a Team Leader. Similarly, the Pioneer typically prefers to stay in the "Big Picture" of the project and may become frustrated when having to deal with the fine details associated with a task. Operational details should be addressed by an Administrator. Many Pioneers are excellent Strategic Planners and can create elaborate road map strategies that enable Administrators and Team Leaders to properly fulfill their duties. However, some Pioneers may lack such strategic planning skills. In such cases, a Strategic Planner should be added to the team. And finally, developing new systems, programs and organizations are high-risk ventures. Often high-risk creates high-stress within a team, especially as the project proceeds over many months. The Pioneer is generally ill-equipped to pastor and encourage the team through stress-related issues. Every entrepreneurial team should have one team member whose primary responsibility is to pastor and encourage the team members emotionally, spiritually and relationally.

It is important that Pioneering Leaders realize that they cannot accomplish the vision alone...they need their team members and the team members need the Pioneer. 1 Corinthians 12 affirms that the Body of Christ is comprised of many different members who all need one another. It also affirms that God positions the members of the body, just as He has determined. God created the Pioneer and positioned him or her strategically in this world, at this particular time, and within specific churches because God intends for them to create new ministries, systems and organizations that will propel the Kingdom of Christ forward within a world that desperately needs to know the power and love of their Creator God.

SKILLS

Bible Teacher – *Seminary Trained and Pastor for 15 years*

Entrepreneur – *Founded two churches, ParentPager.com, echurchessentials.com, assessme.org*

Graphic Arts – *Graphic Arts Skill Using Corel Photo, Corel Draw, Macromedia Flash, and many other similar tools*

Guitar Player – *I have played guitar (acoustic/electric/bass) for 36 years.*

Leadership – *I am a proven leader of leaders who influences others through strategic planning and implementation of strategic plans.*

New Ministry Design and Development – *God has used me to start a mega-church singles ministry, re-start a dying church, plant two churches, and help two churches merge.*

Strategic Planner – *I excel at developing large strategic ministry ventures and programs. These have included developing two churches, re-starting a dying church, founding a mega-church college ministry, software, etc.*

Teaching Adults – *I am seminary trained and hold an M.Div. from Trinity Evangelical Divinity School. I teach and train pastoral leaders nationally through workshops, conferences, and seminars.*

Team Building/Spiritual Formation Assessment Expert – *Designed the ePersonality, GraceGifts, Leadership Style, Skills Tracking, and Spiritual Formation Assessments.*

Worship Leader – *I have developed 5 worship teams in four ministry settings, I have played guitar for 36 years.*



Develop / Transformation

The transformed life is one in which the Christian begins to seek the will of God in every part of life, above his or her personal ambitions. This is a spiritual phase of surrendering self to the Lordship of Jesus Christ.

Many Christians accept Jesus as their Savior, far fewer accept Jesus as their Lord. As Savior, Jesus served us, as Lord, we recognize that we should serve him. The title "Lord" could be translated in our culture as "boss" or "administrator". Spiritual questions that often characterize this Transformational phase of spiritual development include:

- What is God's will for your life?
- How can you best serve God regardless of the cost?
- God, you designed me knowing the good works you had prepared for me, will you please help me identify and accomplish those good works for your honor and glory?
- God, how may I be your witness at work, school, or among neighbors?
- How can I use my finances to best support God's work in my church, community, and world?
- Will people see my life-change and know that it is because of God's work in me?

The words of the Apostle Paul in Colossians 1:9-15 are appropriate for the transforming individuals: "...For this reason, since the day we heard about you, we have not stopped praying for you. We continually ask God to fill you with **the**

knowledge of his will through all the wisdom and understanding that the Spirit gives, so that you may live a life worthy of the Lord and please him in every way: **bearing fruit in every good work, growing in the knowledge of God**, being strengthened with all power according to his glorious might so that you may have great **endurance and patience**, and giving joyful thanks to the Father, who has qualified you to share in the inheritance of his holy people in the kingdom of light. For he has rescued us from the dominion of darkness and brought us into the kingdom of the Son he loves, in whom we have redemption, the forgiveness of sins."

The highlighted phrases are worth considering. The Develop/Transformation phase of spiritual development is characterized by a hunger to grow in "the knowledge of [God's] will [that comes] through all the wisdom and understanding that the Holy Spirit gives". This is the phase of our development in which we move beyond spiritual milk to the meat and bread of what the Lord offers his people.

The author of the book of Hebrews challenges us to move beyond spiritual milk in Hebrews 5:12 and 13, "In fact, though by this time you ought to be teachers, you need someone to teach you the elementary truths of God's word all over again. You need milk, not solid food! Anyone who lives on milk, being still an infant, is not acquainted with the teaching about righteousness'. Solid spiritual food is about living a righteous life. Today, we could translate "righteous" as a "right" life. That is, that we are ready to change every part of our lives so that we live in a way that is "right" in the sight of our Lord.

The second notable phrase in in Colossians 5:10 we should consider states: "bearing fruit in every good work, growing in the knowledge of God". Fruit is a metaphor for both our good works as well as our good character. Galatians 5:22 and 23, "But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law.

When Paul uses the phrase "growing in the knowledge of God", he does so with a Hebrew understanding of "knowledge". Western thought considers knowledge as intellectual information. Such knowledge, while it may be good, does not necessarily change one's life. However, from the Hebrew perspective, true knowledge is experienced. True knowledge must be lived-out. That is why he lists the fruit that the Holy Spirit will produce in the life of the transforming Christian; that fruit is nothing short of the transformation of our character. Through the Spirit's work, we will grow continually in our ability to live-out the character fruit Paul lists in Galatians.

It is important that we are reminded that this fruit is a result of the Holy Spirit's work in our lives, not the result of our working on ourselves. Our responsibility is to mere surrender self and receive the good the Holy Spirit promises to give us.

The final characteristic of a transforming life we find is Colossians 5:11...the qualities of perseverance and endurance. These qualities exemplify a spiritual life that is being disciplined (trained) to run the long hard spiritual-race for God's glory. 1 Corinthians 9:24 exhorts us, "Do you not know that in a race all the runners run, but only one gets the prize? Run in such a way as to get the prize!"

Felt Need - *Student*

- You believe a lack of Biblical knowledge is keeping you from growing spiritually.
- You may desire training and mentorship for life and ministry.
- You are hungry for God and desire to know him more intimately.
- You may want to develop a more dynamic devotional life.
- You may feel spiritually inadequate and ill-prepared for ministry.

People who identify with the Student profile generally believe that they lack the necessary information to adequately live in a vital and growing relationship with Jesus Christ. They are at a stage where they are spiritually seeking to better know what the Bible teaches, so that they can decide for themselves if the Christian life is for them. Those who are already committed to following Christ desire to learn how to best live the Christian life. In either case, the Student will greatly benefit from partnerships with spiritual mentors (e.g., pastors, small groups), as well as associations with other Students who are in the same spiritual life-stage. Mentor-to-peer and peer-to-peer relationships are vitally important for the nurture of the Student's spiritual development.

It is vitally important for Students to discern the difference between knowing "about" Christ and living "in" Christ. Many Christ followers are educated way beyond their level of life application. Healthy spiritual development occurs when they consistently apply what they know to be true. Such application is not a work of human effort alone, but rather is properly accomplished through the empowerment of the Holy Spirit within them. The power of the Holy Spirit will enable them to consistently develop their intimacy with Christ, their personal character in Christ, and their personal ministry for Christ. Knowledge alone cannot nurture these fundamental spiritual formation practices, and will not help them know and relate to their God. Jesus criticized the Pharisees of his day for "always learning but never able to acknowledge the truth" (2 Timothy 3:7). If they are not careful, Students can make the same mistake. Remember, knowledge is necessary. However, knowledge alone can result in arrogance and pride. Life application always requires submission and humility. Above all, God values a humble and contrite spirit.