

The following two pages contain identical information.
The only difference is the appearance.

The purpose of the second page is so that if you are trying to print the file and the background shading on the first page presents a problem, then you have a second option.

The Virkler Grid

A Comparative Analysis of the Foundational Offices of Ephesians 4:11

	Apostle	Prophet	Evangelist	Pastor	Teacher
Heart Passion	For the whole	For inspirational creativity	For the harvest	For people	For truth
Main Gifts	Ability to lead, organize, develop, build and expand	Creative abilities, sense of timing & rightness	Ability to be persuasive	Loves people and heals their hurts	Ability to research and present clearly
Emotions	Less emotional, more structured	Quite emotional—both ups and downs	Highly invigorated, intense	Very sensitive	Less emotional, more structured
Goal	See things organized and running smoothly	Experience the creative flow	Persuade others to see what he sees	For people to be healthy, safe and cared for	Truth clearly communicated and assimilated
Judges others by	Their ability and willingness to fit in	Their ability to experience or appreciate the creative flow	Their ability to influence	Their ability to be sensitive and concerned for people's needs	Their ability to discern and clearly express truth
Influences others by	Helping them to see their value and place in the overall picture	Edification, exhortation, comfort	Enthusiasm, excitement, dynamism	Warmth, love and acceptance	Helping them understand and grow
Value to Organization	Gets everyone working together as a team; is a good troubleshooter	Gives creative expression, spirit encounter, sense of divine timing and destiny	Convinces and excites people about moving in a certain direction	Ensures that people's heart needs are met; provides warmth, happiness, and contentment	Provides continuous clear, practical training for all who enter the organization
Overuses	Abusing power, authority; insensitive to people	Living only out of intuition without validation	Selling things not worth selling	Becoming mushy, weak, too flexible	Leaving no place for intuition; too analytical
Under Pressure	Meets with others to seek resolution	Retreats to be alone	Becomes more invigorated and passionate about what he has to sell; may become dishonest	Reaches out with more warmth and understanding	Does more research
Fears	Loss of authority, structure, organization	Not being able to capture the intuitive creative flow	Not being able to convince	Disunity and discord, brokenness, and emotional destruction	Not being able to pass on progress to the next generation

Danger: If we do not offer balanced fivefold ministry, the church will gravitate toward one or another extreme:

- ✧ **The Evangelist** tends to build a church focused exclusively on winning the lost, minimizing discipleship.
- ✧ **The Prophet** tends to build a legalistic church.
- ✧ **The Teacher** tends to build a theological church.
- ✧ **The Pastor** tends to build a social church.
- ✧ **The Apostle** tends to build a super-organized church.

Condensed from the book Gifted to Succeed by Mark & Patti Virkler – available at www.cwgministries.org

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