



# ***The House of Jesus***

**Video #5 Slides**

# EQUIPPING VALUES

DESIGN  
BUILD



With *clarity* now in place, the next step is

## 2 Anointed **Fit**

*Getting the right people in the right roles*

**Identification:**  
Identifying potential servants whose character and capacity fits the vision

**Invitation:**  
Casting the vision to the right disciples by affirming the relevance of their heart and unique gift mix

# RELATIONAL VALUES

# The Father identified and invited the **right Person!**

- ▶ *He (Jesus) was chosen before the creation of the world, but was revealed in these last times for your sake.*

**1 Pt 1:20**

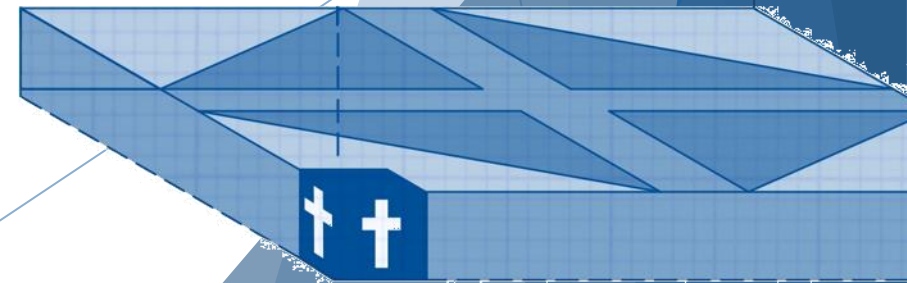
**For the Father's Rev 21 vision!**



# Anointed Fit

*...Getting the right people in the right roles*

- ▶ Abraham, Moses and David
- ▶ Jethro's coaching: Ex 18:20
- ▶ David's fit: Ps 78:72
- ▶ Jesus' Upper Room
- ▶ Acts 6's fit solution
- ▶ Paul's charge: 2 Tim 2:2



# Key Dimensions of *Anointing*

- **Character** (fruit of the Spirit; godly relationships)
- **Capacity** (spiritual gifts, experience, natural talents)
- **Calling** (passion, “a piece of God’s heart”)

**My experience is that spiritual gifts are the least understood element of anointing!**

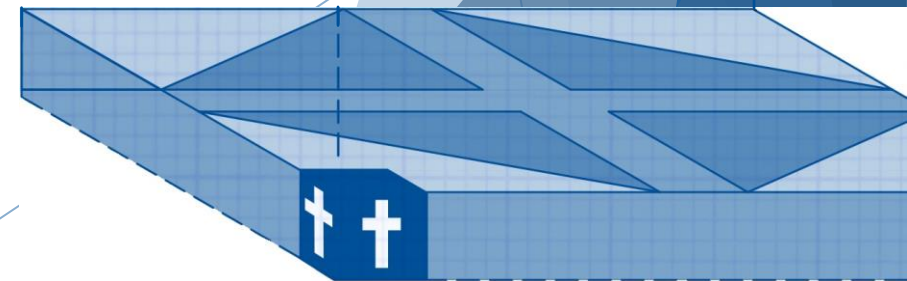


## Defining *Spiritual Gifts*

Supernatural abilities (lit. *grace gift*)  
distributed by the Holy Spirit  
to every believer  
for the common good of the body of Christ.

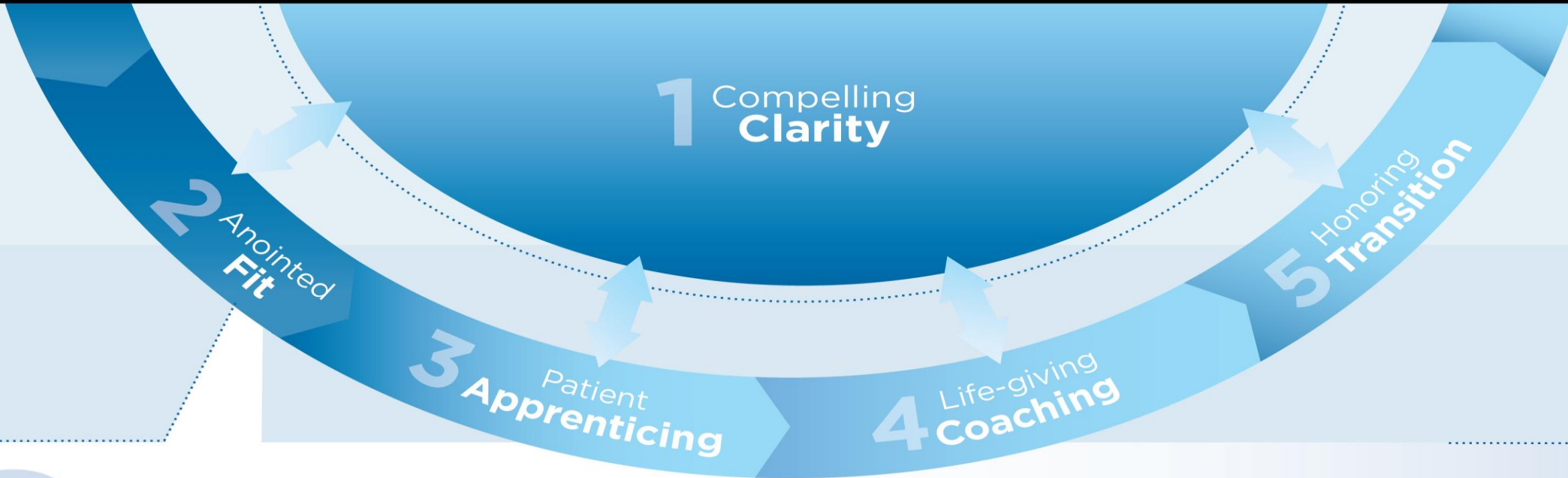
1 Cor 12:7-11; 1 Pt 4:10

Note the spiritual gift resources  
provided with this teaching.



# EQUIPPING VALUES

DESIGN  
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## 2

### Anointed **Fit**

*Getting the right people in the right roles*

Two Drivers

**Identification:**

Identifying potential servants whose character and capacity fits the vision



**Invitation:**

Casting the vision to the right disciples by affirming the relevance of their heart and unique gift mix

## RELATIONAL VALUES

# The Heart of *Identification*

## ▶ What is it?

- It is defining the preferred anointing (*character, capacity, calling*) of needed servants based on the discerned “clarity” including desired outcomes.





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Role descriptions linked to the ministry’s “Clarity” are an obvious “best practice”



# Charlie's **Role Description** *Essentials*

- ▶ *Vision* that paints a picture
  - ▶ *For those we are serving*
  - ▶ *For those we are serving with (team focused)*
- ▶ *Desired outcomes* for each role

*What are the **wins**?*

*What do we want each to **know, feel and do**?*

*What **measurable outcomes** define success?*



# The Heart of *Identification*

## ▶ What is it?

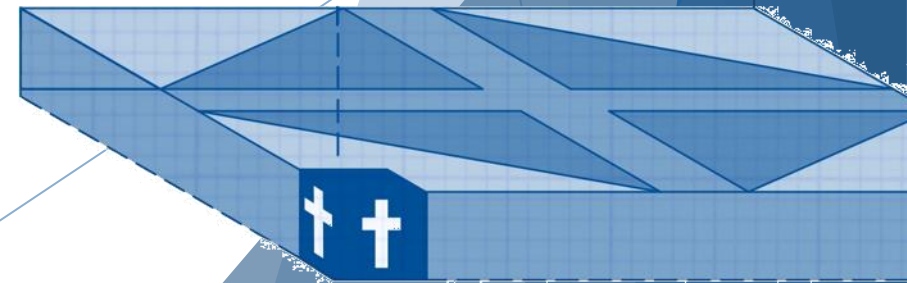
- It is also prayerfully spotting potential “cast members” for the emerging vision through a wide, intentional and proactive process.



# *Spotting potential “cast members”*

Best practices:

- ▶ Network with your clarity
- ▶ Look for passion first
- ▶ Fish in the right spots by design
- ▶ Utilize intentional events to attract



## The Heart of *Invitation*

### ▶ What is it?

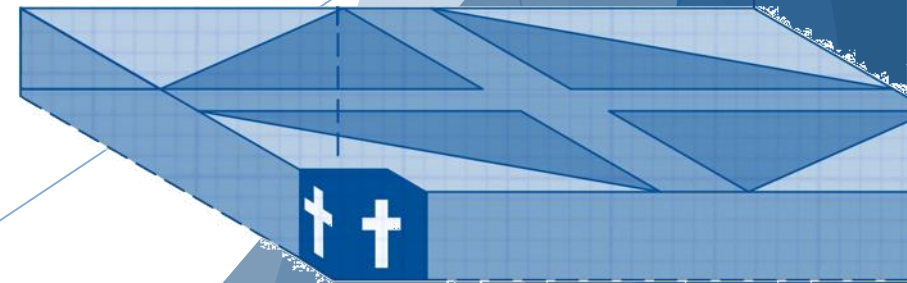
- It begins with a strong affirmation of the relevance of a servant's anointing;
- And continues with a process of discernment, but it is **NOT** recruiting!



# *Inviting **potential** “cast members”*

Best practices:

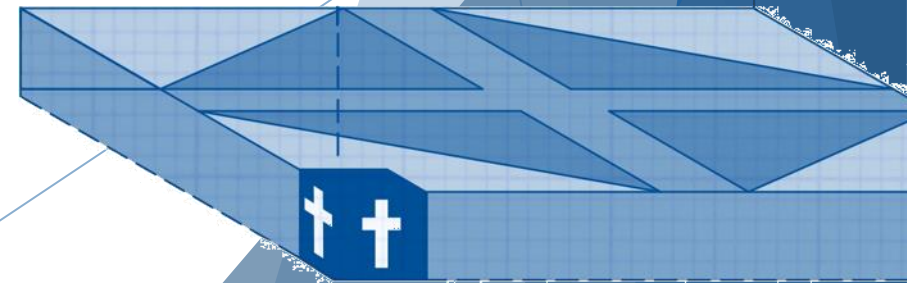
- ▶ Pray beforehand



# Inviting *potential* “cast members”

Best practices:

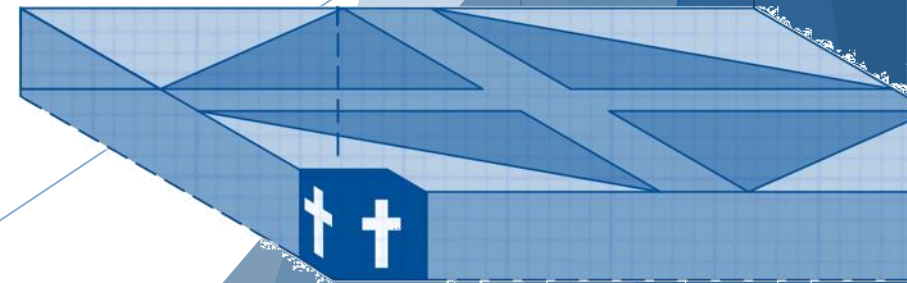
- ▶ Pray beforehand
- ▶ Enthusiastically invite them into a process



# *Inviting potential “cast members”*

## Best practices:

- ▶ Pray beforehand
- ▶ Enthusiastically invite them into a process
- ▶ Never be apologetic

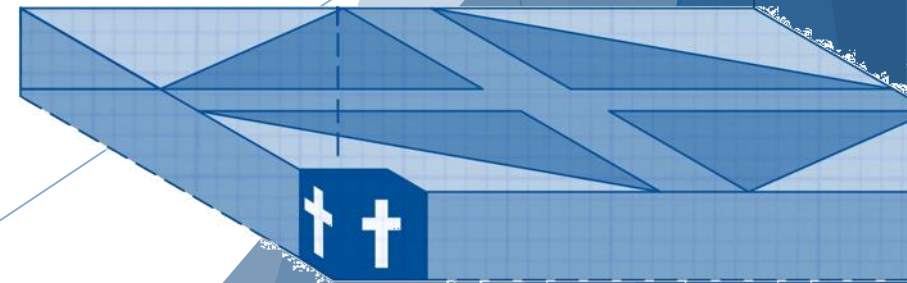




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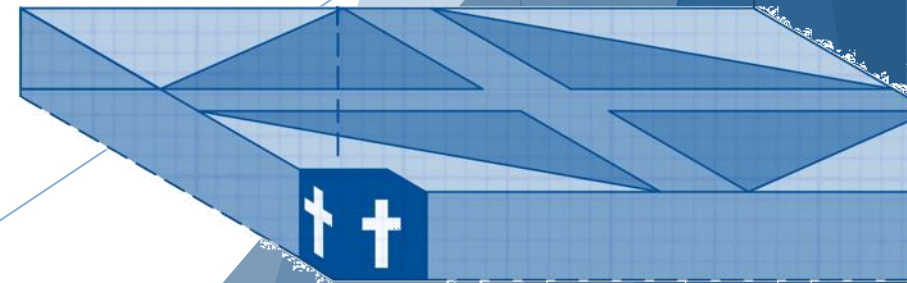
- ▶ Pray beforehand
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- ▶ Vision cast the relevance of their anointing



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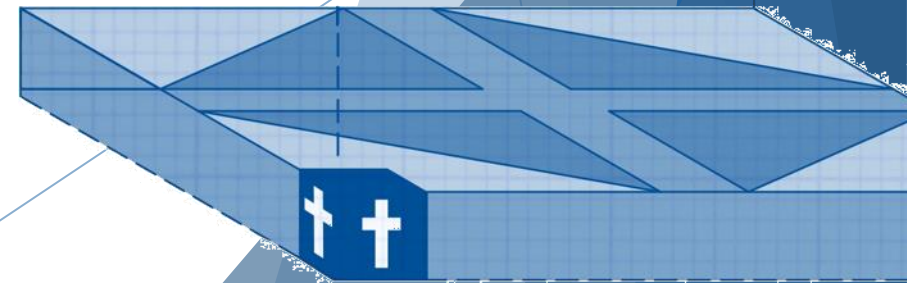
- ▶ Pray beforehand
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- ▶ Never be apologetic
- ▶ Vision cast the relevance of their anointing
- ▶ Avoid impulsivity at all costs



# Inviting *potential* “cast members”

## Best practices:

- ▶ Pray beforehand
- ▶ Enthusiastically invite them into a process
- ▶ Never be apologetic
- ▶ Vision cast the relevance of their anointing
- ▶ Avoid impulsivity at all costs
- ▶ Be patient and intentional (5C's)



# A Process for Discerning Fit (5C's)

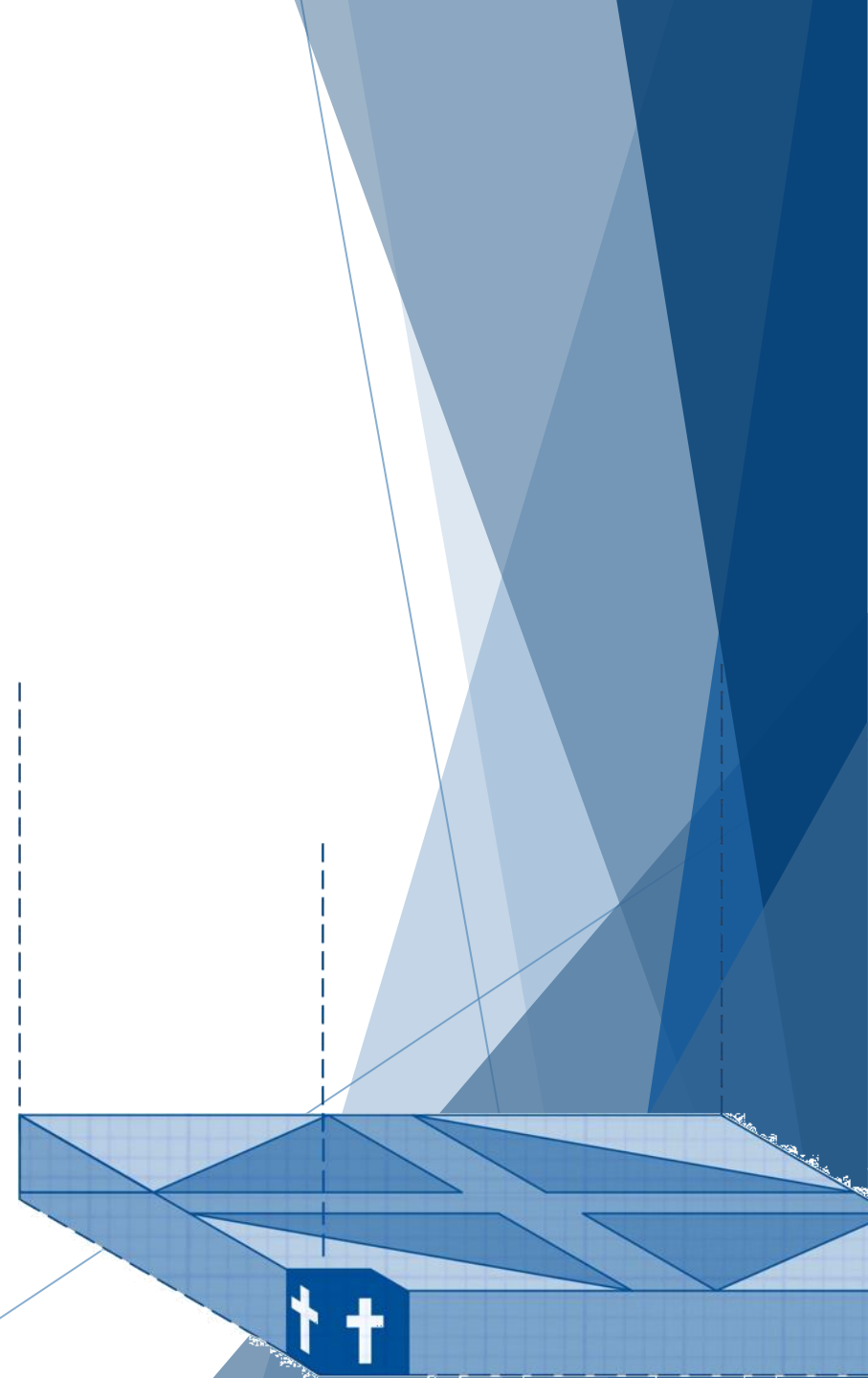
## Primary Factors

- **Character** (sp fruit; relational values)
- **Capacity** (sp gifts, experience, natural talents)
- **Calling** (passion, “a piece of God’s heart”)

## Secondary Factors

- **Convictions** (theology, ministry philosophy)
- **Chemistry** (relational fit with team)

For leadership roles, multiple interviewers is best!

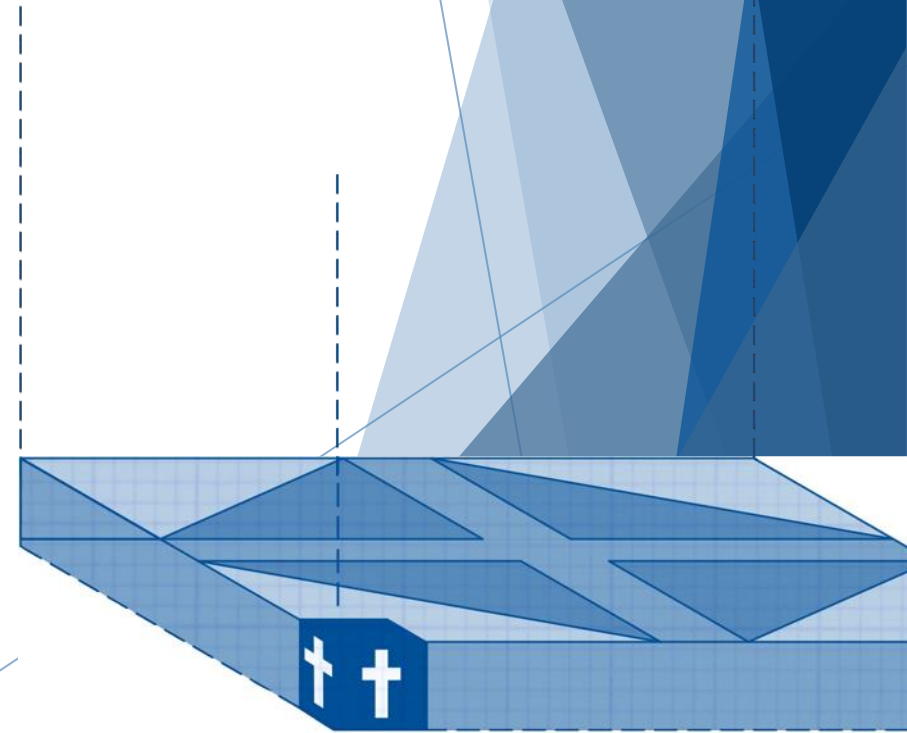


## Fit is.....

- ▶ A value *modeled* by God

“David shepherded the people  
with integrity of heart  
(*character*); With skillful hands  
he led them (*capacity*)”

Ps 78:72

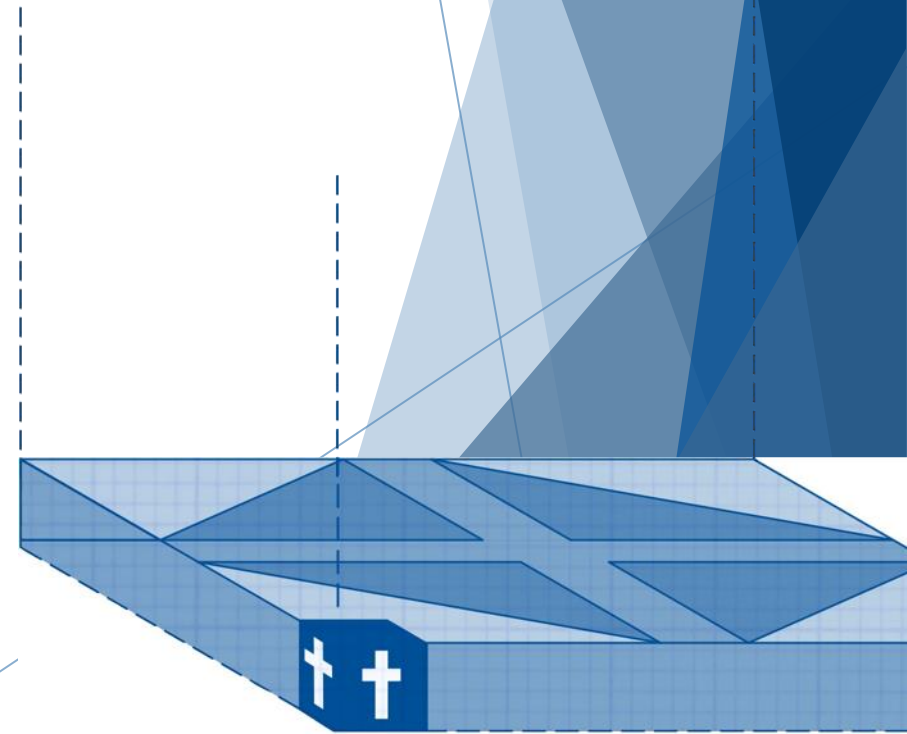


## Fit begins by .....

- ▶ *Identifying* the servant roles needed to realize the vision

“Select **capable** men from among the people; men who **fear God**...over 1,000s, 100’s, 50s and 10s”

Jethro Ex 18:21

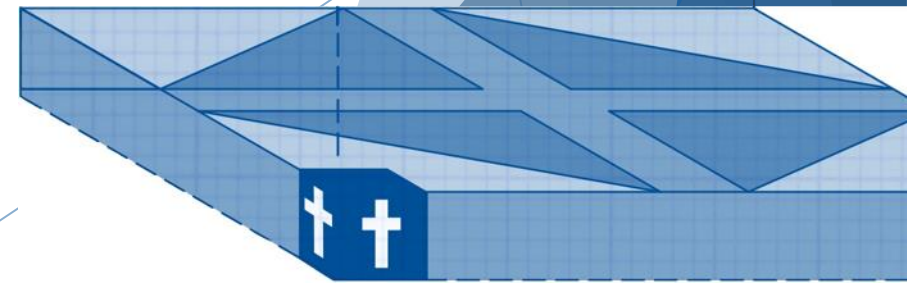


# Fit is a process that also...

- ▶ *Invites* potential servants by affirming the relevance of their gifting

“We are God’s workmanship,  
created in Christ Jesus to do good  
works which He prepared in  
advance for us to do”

Eph 2:10



**An Important Reminder:** We typically serve in at least two ways...

## Unique and Community Contributions

- ▶ A “**Unique Contribution**” is a place of ministry that reflects my **anointed fit**;
- ▶ A “**Community Contribution**” is a place of ministry that reflects the **time-sensitive needs of my community**.





Final Thought

Why is “*Anointed Fit*”  
important?

*Ever seen an  
apple produce orange juice?*

# Why is “*Anointed Fit*” important?

*Ever seen an  
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Some leaders err due to personal *Insecurity*....  
Others err due to prideful *Expediency*



# ***Final Thoughts***