

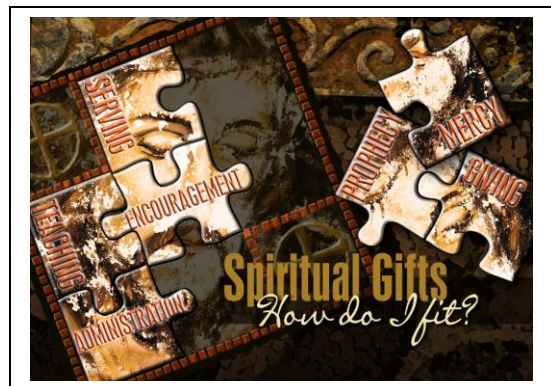
“Organizing”

“How Do I Fit?” (Part 6)

February 13, 2011

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I. Overview

This week our focal point is on the sixth “Motive (or Motivational) Gift”. We’ve talked about so many things already. We’ve talked about ‘glasses of water being knocked over’ and how different people respond in different ways. We’ve talked about fruit and how not all fruit is the same and in the same way not all spiritual gifts are the same. We’ve talked about puzzle pieces and how it’s in finding our gifting, how God had uniquely shaped us, that we find our place in the church, and, quite honestly, find our place in life. We’ve talked about iPods and gifts . . . that is, I remember getting my first iPod and knowing that I had received a gift but still not really knowing how the thing works.

In all of it a couple of things stand out. Human beings are made “to do” and “to belong”. And that’s what this conversation of gifts is all about . . . what am I supposed to do with my life? And, how do I belong to other people and in the bigger picture of life? In other words, “How Do I Fit?” Far too many people go through life not ever really knowing the answer to this question. They always feel slightly out of place.

What a tragedy . . . the very thing God never wants you to experience. You already have a motivational gift. God has made you a certain way – and means to keep re-creating you in Christ to become more and more of what He intends for you to be. And therefore, you belong. You have a place. You have a role. You have significance. You matter. You have something important to give.

In God’s Kingdom this is simply the way it is. Every human being counts.

Let’s pray . . . and then let’s read the Scriptures.

PRAYER

ROMANS 12:6-8

II. Organizing

You may have noticed that I have chosen to use the word “organizing” for the spiritual gift we’re talking about this week.

King James uses the word “rule” and other translations use the word “leadership” or “administration”.

The Greek word is “proistemi” and it means . . .



*to set or place before ... to set over ... to be over, to superintend, preside over ... to be a protector or guardian ... to give aid ... to care for, give attention to ... profess honest occupations.*¹

It’s a compound word bringing together the word “before” or “over” with the word “to set or place”. Think about it this way . . . “to encourage” is “parakaleo” which means to speak from the side or to call to one’s side. The picture of the coach comes to mind. To “rule, administrate, lead, or organize” is to set before (a face to face conversation comes to mind) or to be set over (hierarchy comes to mind).

I have chosen the word “organize” for two reasons. One, it is a legitimate expression of the word “proistemi” but I also think it’s a more accessible word. If you use the word “rule, lead, administrate” the homemaker who doesn’t necessarily have any formal authority immediately takes herself out of the conversation.

Yet I have known homemakers – along with many other people who don’t have any formal title in life – who have this gift in spades. They are natural organizers and, because this is the case, oftentimes responsibility whether it is formal or informal comes their way.

The bible figure we’re going to look at today is Nehemiah. If you don’t know the story, Nehemiah lived approximately 450 years before Jesus was born. The story begins in Persia (modern day Iran). Nehemiah holds a position in the royal court of Xerxes. He learns that the walls of Jerusalem are broken down and therefore the city is completely vulnerable to attack. And, as we’ll see, the entirety of the city was in disrepair and the people were much less than they could or should be spiritually.

God responds to this set of circumstances by sending a political leader with the gift of organization to repair the situation . . . and God blesses the expression of his gift mightily.

As I prepared to preach this weekend I was interested in two things. The first was Nehemiah. The second was the test results done by Don and Katie Fortune on those

¹Strong, J. (1996). *The exhaustive concordance of the Bible : Showing every word of the test of the common English version of the canonical books, and every occurrence of each word in regular order.* (electronic ed.) (G4291). Ontario: Woodside Bible Fellowship.

who have the gift of organization. Their work helped to define characteristics, strengths, and weaknesses in the person with this gift. My previous study over the years had already convinced that Nehemiah was an organizer . . . what I was interested in was the degree to which Nehemiah's life would confirm the results of the Fortunes. It's kind of a "Bible meets research" sort of a thing.

I was not surprised at what I found. Time and again Nehemiah shows all the traits the Fortune's found in their research. Fascinating! I also noticed ways in which Nehemiah went about this work which I think are further expressions of this gift in action which the Fortune's didn't record.

Why, you may ask, do I include Biblical observations which go beyond the research. The answer is simple. The research, though valuable, isn't the Word of God. The Bible is.

Nehemiah and the Gift of Organization

1. Kingdom Vision (Ne. 1:3-4; 2:5)

Here's the first thing that I want you to see about someone with the gift of organization who, at the same time, is moving in spiritual maturity. They connect God to everyday events.

Here are the simple facts . . . a wall was broken down and city was in disrepair. Why is that spiritual stuff? God just cares about spiritual things, and worship, and memorizing Bible passages . . . right?

No. The Bible tells us, straight out, that **"The earth is the Lord's and the fullness thereof"**. In other words, everything belongs to God and God has an interest in everything. Therefore, a city in bad shape matters to God because people matter to God.

Nehemiah quickly gets beyond mere bricks and mortar and sees this is a call of God and a God sized task. The evidence for that? It's his prayer in chapter 1, verses 4-5 . . .

I continued fasting and praying before the God of heaven. ⁵And I said, "O LORD God of heaven, the great and awesome God who keeps covenant and steadfast love with those who love him and keep his commandments,"²

Those with the gift of organization wants things to be right, to run right, to be all that they can be because they think – actually, they know – that when things are in order good things happen and this brings glory to God.

And . . . they are right about that.

²*The Holy Bible : English standard version. 2001 (Ne 1:4-5). White House, VA: The Bible Society.*



2. Goal oriented (Ne. 2:5)

⁵And I said to the king, "If it pleases the king, and if your servant has found favor in your sight, that you send me to Judah, to the city of my fathers' graves, that I may rebuild it." ³

Here's another thing about organizers . . . they are goal oriented. In fact, this bugs some believers. For example, those with the gift of mercy are very people oriented. Those with the gift of teaching or prophecy are very truth oriented. Organizers are goal oriented. Not better. Not worse. Just different. Just the way God made them.

Nehemiah evidences this strong trait of the organizer because he immediately defines a goal. He doesn't say, "Let me go back to Jerusalem to comfort the people". He wants to go back and rebuild the wall. Why? Because he knows that God is in that too . . . and that rebuilding wall will bring comfort to the people.

This is another way of saying that organizers are very task oriented people. They make lists. They love clipboards. And spreadsheets. This isn't a bad thing . . . this is an incredibly good thing.

3. Prefers to be Under Authority (Ne. 2:5)

Here's one of the ironies of the person with the gift of organization. and the Fortunes observe that the person with this gift prefers to be under authority. They would rather be the number two person than one. Ironic, but true.

Notice this is the life of Nehemiah . . . again in Nehemiah 2:5 . . .

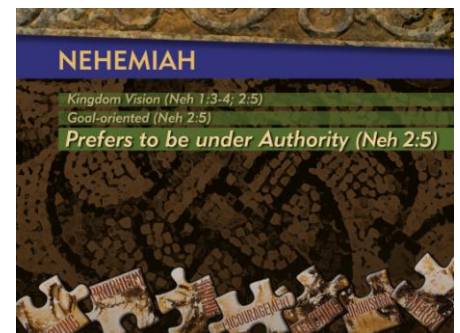
⁵And I said to the king, "If it pleases the king, and if your servant has found favor in your sight, that you send me to Judah, to the city of my fathers' graves, that I may rebuild it." ⁴

Nehemiah naturally observes the authority of the king . . . everything he does he does in such a way as to honor that authority. He's not an independent guy. You see the same thing in the other great organizer of the Old Testament, Joseph. In like manner everything Joseph is consciously under the authority of Pharaoh.

4. Facilitates Resources (Ne. 2:7-9)

³*The Holy Bible : English standard version. 2001 (Ne 2:4-5). Wheat* Society.

⁴*The Holy Bible : English standard version. 2001 (Ne 2:4-5). Wheat* Society.



The Fortune's in their research, note how organizers naturally draw together resources of whatever kind (financial, people, whatever) in order to accomplish the task:

⁷I also said to the king, "If it please the king, let me have letters addressed to the governors of the province west of the Euphrates River, instructing them to let me travel safely through their territories on my way to Judah. ⁸And please give me a letter addressed to Asaph, the manager of the king's forest, instructing him to give me timber. I will need it to make beams for the gates of the Temple fortress, for the city walls, and for a house for myself." And the king granted these requests, because the gracious hand of God was on me.⁵*

Notice that last verse . . . *"the gracious hand of God was on me."* Why? Because he was doing God's work, right? Yes. And why else? Because he sought God, and prayed. We already saw that in Nehemiah 1:4-5. Now think about that for a moment . . . here's an extremely capable and well-connected individual who doesn't lean on himself. He actively depends upon God. He doesn't think he can do it in his own strength, no matter who he knows and how long his resume of achievement is.

When God's anointing is on an organizer supernatural stuff – resources just seem to appear – simply happens. It's more than good planning. It's a good thing.

5. Sees in the long range, even in the immediate (Ne. 2:17; 2:5)

Servers are more immediate in their goals. Teachers have as their goal simply the impartation of truth and may not have much in the way of task orientation at all. Organizers, however, have a long range orientation in what they do. Even in the immediate goal, they still instinctively see a bigger picture. Notice how in Nehemiah 2:17 his goals seems to be to rebuild the wall, but even while he states the immediate project he has something larger in mind . . . rebuilding and restoring the entire city:



¹⁷But now I said to them, "You know very well what trouble we are in. Jerusalem lies in ruins, and its gates have been destroyed by fire. Let us rebuild the wall of Jerusalem and end this disgrace!"⁶

⁵I replied, "If it please the king, and if you are pleased with me, your servant, send me to Judah to rebuild the city where my ancestors are buried."⁷

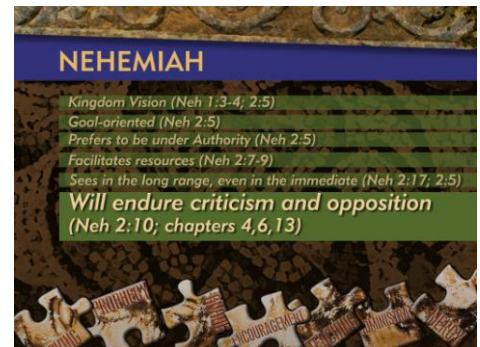
* Hebrew *the province beyond the river*; also in 2:9.

⁵Tyndale House Publishers. (2004). *Holy Bible : New Living Translation*. "Text edition"--Spine. (2nd ed.) (Ne 2:7-8). Wheaton, Ill.: Tyndale House Publishers.

⁶Tyndale House Publishers. (2004). *Holy Bible : New Living Translation*. "Text edition"--Spine. (2nd ed.) (Ne 2:17). Wheaton, Ill.: Tyndale House Publishers.

6. Will endure criticism and opposition (Neh. 2:10; chapters 4, 6, 13)

Do the names Tobiah and Sanballat mean anything to you? Nehemiah fan? These two antagonists first show up in chapter 2 and things get more and more intense as the story goes on. You see the Scripture references to their conflict with Nehemiah above or in your outline in KPC Express. Here's the deal . . . they were enemies of Israel and so they quickly became enemies of Nehemiah. They didn't want the walls rebuilt or the city restored. Check out this excerpt from Nehemiah 4:



*⁷*But when Sanballat and Tobiah and the Arabs, Ammonites, and Ashdodites heard that the work was going ahead and that the gaps in the wall of Jerusalem were being repaired, they were furious. ⁸They all made plans to come and fight against Jerusalem and throw us into confusion. ⁹But we prayed to our God and guarded the city day and night to protect ourselves.⁸*

(Notice Nehemiah consistent focus on God . . . God rewards an attitude and practice like that . . . doing the right thing but always staying connected to him in dependence and prayer).

Notice that the opposition to Nehemiah moves from opposition to his work towards opposition to Nehemiah personally:

Sanballat, Tobiah, Geshem the Arab, and the rest of our enemies found out that I had finished rebuilding the wall and that no gaps remained—though we had not yet set up the doors in the gates. ²So Sanballat and Geshem sent a message asking me to meet them at one of the villages in the plain of Ono. But I realized they were plotting to harm me,⁹*

In other words, they were planning to kill him. Did Nehemiah quit? No. In one of the great statements of the ages Nehemiah responds by saying, "I am doing a great work and I cannot come down!"

⁷Tyndale House Publishers. (2004). *Holy Bible : New Living Translation*. "Text edition"--Spine. (2nd ed.) (Ne 2:4-5). Wheaton, Ill.: Tyndale House Publishers.

* Verses 4:7-23 are numbered 4:1-17 in Hebrew text.

⁸Tyndale House Publishers. (2004). *Holy Bible : New Living Translation*. "Text edition"--Spine. (2nd ed.) (Ne 4:7-9). Wheaton, Ill.: Tyndale House Publishers.

* As in Greek version; Hebrew reads *at Kephirim*.

⁹Tyndale House Publishers. (2004). *Holy Bible : New Living Translation*. "Text edition"--Spine. (2nd ed.) (Ne 6:1-2). Wheaton, Ill.: Tyndale House Publishers.

7. Instinctively delegates and supervises (Neh. 3)

This happens almost automatically. Servers will tend to do it themselves. That's how God has wired them and it's a good thing. Organizers will do the opposite . . . they will organize and delegate. Their "work" is getting other people to "work". Check out what happens as soon as Nehemiah is back in Jerusalem and has sized up the job. Almost without thinking about it, instinctively, the following happens:

Then Ellashib the high priest and the other priests started to rebuild at the Sheep Gate. They dedicated it and set up its doors, building the wall as far as the Tower they dedicated, and the Tower of Hananel. ² People from the town of Jericho worked next to them, and beyond them was Zaccur son of Imri.

³ The Fish Gate was built by the sons of Hassenah. They laid the beams, set up its doors, and installed its bolts and bars. ⁴ Meremoth son of Uriah and grandson of Hakkoz repaired the next section of wall. Beside him were Meshullam son of Bereklah and grandson of Meshezabel, and then Zadok son of Baana. ⁵ Next were the people from Tekoa, though their leaders refused to work with the construction supervisors.¹⁰

Read through the whole of Nehemiah 3 and this is what you will see . . . people who have been organized, a specific part of the task delegated to them, a things are beginning to happen.

If you are an organizer I want you to hear something from me because it's clearly embedded in the Scriptures. Nehemiah, here in chapter 3, puts people to work in organized and effective fashion. In other words, he's a force multiplier. That's what organization looks like. It's a force multiplier. Because things are put in to shape more things happen. Pretty cool. Why? God isn't only into people . . . though He is in a big way. God also like to get things done. If you doubt that, check out Genesis 1 and the creation of the universe.

8. Clear communicator (Ne. 1:5,7; 4:13-15; 5:6-8)

Here's another aspect of the organizer . . . they are often clear communicators. The Fortune's saw this in their research . . . I see it in Nehemiah:

¹³ So I placed armed guards behind the lowest parts of the wall in the exposed areas. I stationed the people to stand guard by families, armed with swords, spears, and bows. ¹⁴ Then as I looked over the situation, I called



¹⁰Tyndale House Publishers. (2004). *Holy Bible : New Living Translation*. "Text edition"-Spine. (2nd ed.) (Ne 3:1-5). Wheaton, Ill.: Tyndale House Publishers.

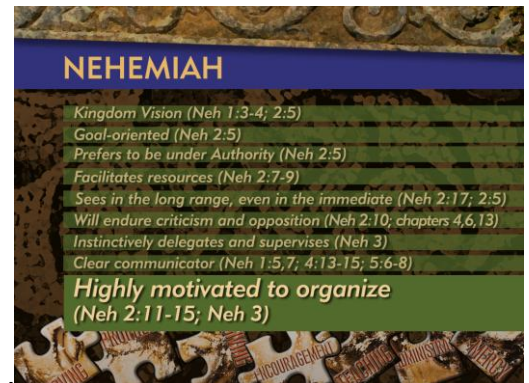
together the nobles and the rest of the people and said to them, "Don't be afraid of the enemy! Remember the Lord, who is great and glorious, and fight for your brothers, your sons, your daughters, your wives, and your homes!"¹¹

These verses are a great display of the natural connection between the gift of organization and the ability to communicate that organization . . . often in inspiring ways. And here's a tip to organizers . . . it's not enough for you to see it clearly in your own head. Communicate what you see to others and why it's important. You have the big picture . . . give them the big picture as well.

9. Highly motivated to organize (Ne. 2:11-15; Ne. 3)

Organizers are highly motivated people. I am thinking right now of organizers I have known . . . church leaders, homemakers, business people . . . this is a motivated group of folks. Check out the high degree of motivation we see in Nehemiah:

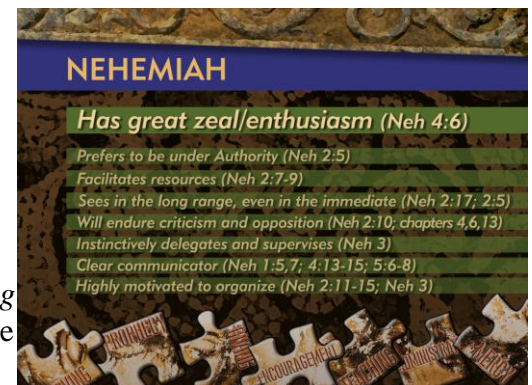
*¹¹ So I arrived in Jerusalem. Three days later,
¹² I slipped out during the night, taking only a few others with me. I had not told anyone about the plans God had put in my heart for Jerusalem. We took no pack animals with us except the donkey I was riding.
¹³ After dark I went out through the Valley Gate, past the Jackal's Well,* and over to the Dung Gate to inspect the broken walls and burned gates. ¹⁴ Then I went to the Fountain Gate and to the King's Pool, but my donkey couldn't get through the rubble. ¹⁵ So, though it was still dark, I went up the Kidron Valley* instead, inspecting the wall before I turned back and entered again at the Valley Gate.¹²*



What's my point? He's working at night. Is there ever a time this guy stops working?

10. Has great zeal and enthusiasm (Ne. 4:6)

Here's an observation closely connected to this business of motivation. The Fortunes observe that organizers – when they stay connected to Jesus Christ – have great zeal and enthusiasm. I observe this in spades in Nehemiah. Check out 4:6 . . .



¹¹Tyndale House Publishers. (2004). *Holy Bible : New Living Translation*. (2nd ed.) (Ne 4:13-14). Wheaton, Ill.: Tyndale House Publishers.
* Or *Serpent's Well*.

* Hebrew *the valley*.

¹²Tyndale House Publishers. (2004). *Holy Bible : New Living Translation*. "Text edition"- (2nd ed.) (Ne 2:11-15). Wheaton, Ill.: Tyndale House Publishers.

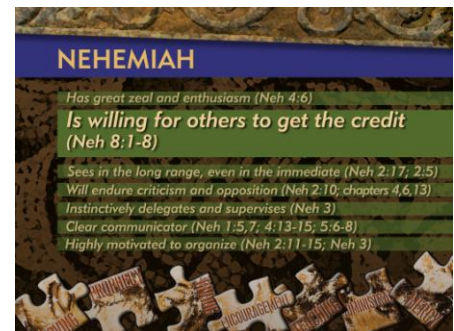
⁶ *At last the wall was completed to half its height around the entire city, for the people had worked with enthusiasm.*¹³

Why do you think a defeated and broken down people were suddenly starting to work with such enthusiasm? You got it. They got this from Nehemiah. Before he showed up on the scene nobody was doing anything. Now they are working with enthusiasm because they saw Nehemiah working with enthusiasm.

11. Is willing for others to get the credit (Ne. 8:1-8)

Organizers don't care who gets the credit. They just want to see the job get done. In Nehemiah 7:1 we learn that wall was finished. In Nehemiah 8 there is a great celebration planned in order to re-dedicate the walls, the gates, the city, and the people to the Lord.

Who gives the keynote address? Do you know? It should be Nehemiah, right? He got it done. He was the difference maker. He was the governor. But no . . . in the celebration which Nehemiah organized he wasn't the speaker. It was Ezra, the scribe, the teacher.

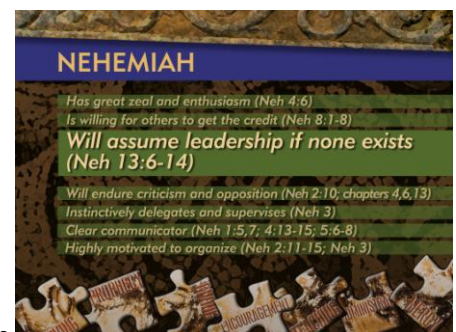


This fits into this "under authority" thing. Organizers love to lead, but they love to do it from the second chair. One step back. Among other things, they want to see other people shine. It's part of their organization thing . . . they want others to find their place in ministry and place their part.

12. Will assume leadership if none exists (Ne. 13:6-14)

Here's another thing that both Bill Gothard and the Fortune's observe . . . while they organizers prefer to be under authority and one step back, they will step into the primary leadership role if no one is there to do it.

In Nehemiah 13 we learn about a different set of problems. The Temple and the priesthood are in trouble. They have become compromised and are not dealing with the issues. This isn't Nehemiah's sphere . . . he's the political leader not the spiritual leader. But . . . he steps in because something has to be done. You can read about it in Nehemiah 13.



13. Finds great fulfillment in working to accomplish goals (Ne. 12:27, 40)

¹³ Tyndale House Publishers. (2004). *Holy Bible : New Living Translation*. Wheaton, Ill.: Tyndale House Publishers.



Here's one of the truly wonderful moments in the book of Nehemiah . . .

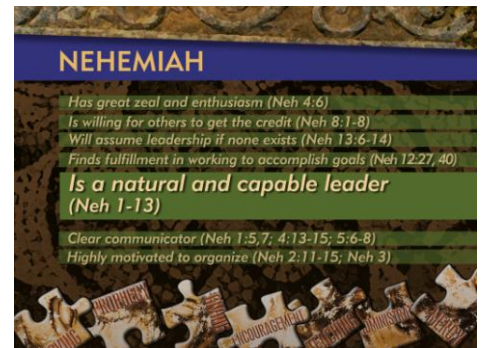
⁴⁰The two choirs that were giving thanks then proceeded to the Temple of God, where they took their places. So did I, together with the group of leaders who were with me. ¹⁴

We're still in thanksgiving and dedication mode. The work has, finally, been finished. Nehemiah along with all the people can look out and see what they accomplished. Nehemiah soaks it in. He is a fulfilled man. And this is the way it is with orgnaizers . . . those with the gift of compassion or mercy find great fulfillment in meeting a simple human need. One on one. Organizers find great fulfillment when the task is accomplished.

Isn't it amazing that God would let us feel such a thing . . . to see the work of our hands . . . at long last . . . done.

14. Is a natural and capable leader (Ne. 1-13)

Read the book of Nehemiah. Enough said.



Misuses

Here are some of the misuses of the gift and some what I have below is drawn from the Fortunes and their research, some of it is from Bill Gothard, and some of it is drawn from the "flip side" of the strengths.

1. Becoming upset when others do not share the same vision or goals
2. Can become callous due to ongoing opposition
3. 'Can "use" people to accomplish goals
4. Tends to drive self . . . and others
5. Neglects family and home
6. Overlooking workers' serious faults
7. Fail to explain or praise
8. Failure to honor authority
9. Failure to complete task

¹⁴Tyndale House Publishers. (2004). *Holy Bible : New Living Translation*. "Text edition"-Spine. (2nd ed.) (Ne 12:40). Wheaton, Ill.: Tyndale House Publishers.

Each of these are expressions of the gift of organization in action but without the accompanying maturity in Christ . . . without the fruit of the Spirit. It's when we grow up in Jesus that we increasingly express the motivational gifts in our lives in their strengths and as they are meant to be rather than in their weaknesses.

Here's the thing, organizers. Just like the rest of us, you need Jesus. If you don't have him, don't walk with him, you drive everybody else nuts. Why? You're an organizer and you so you're constantly trying to get the rest of us to do stuff.

So . . . walk in love.

What's the specific guidance that Paul the Apostle under the inspiration of the Holy Spirit give to the organizer. Like the rest of these instructions, it is perfect:

¹⁴Bless those who persecute you; bless and do not curse. ¹⁵

Look, here's the reality. If you're an organizer, a leader, an administrator, a ruler . . . whatever word you choose . . . you're going to face opposition. The question is not whether or not you will face it . . . the question is how you will handle it. What's God say?

Bless. Bless those who persecute. Bless those who mumble. Who complain. Who undermine. Bless . . . and do not curse.

Wow. That would be the mind and heart of Jesus Christ.

III. God

Do you know what I love about God? He's an organizer. An administrator. A planner.

Did you know that the earth is placed just the right distance from the sun. If we were further away we would freeze, if we were closer we would be burned alive. God is a God of organization.

The size and position of the moon is perfect. If it were as close as the moon of Saturn or Neptune to our planet, life would be impossible. The rotation rate of earth is just right. If we turned on our axis faster the wind velocities on our planet would be too great to support life. If we turned more slowly the contrast of temperatures between day and night would be too great. The tilt of the earth's axis is precisely right – less tilt or more tilt would through the planet into temperature extremes which would destroy life. God is an organizer.

Did you know that the rate at which our planet collides with meteorites and comet tails is just right. If we collided more often too many species of animals would become

¹⁵*The Holy Bible : New International Version.* 1996, c1984 (Ro 12:14). Grand Rapids: Zondervan.

extinct. If we collided less often our soil would be depleted of the necessary elements to support life. The earthquake activity level is just right. If there were more earthquakes too many life forms would be destroyed and the ecosystem would unravel. If we had fewer earthquakes the nutrients on the ocean floors would not be recycled on to the continents.

The crust of the earth is just the right thickness. If it were ten feet thicker there would be no oxygen and all animal life would die. If it were thinner we wouldn't have the protection from the raging sea of molten lava which lies beneath our feet at the earth's core. And while the crust of the earth is precisely balanced beneath our feet, the ozone layer is placed above us in the atmosphere to absorb all the life destroying radiation which constantly bombards our home planet from intergalactic space. Catch the picture with me if you will. Lava which would incinerate us in a moment just beneath our feet, radiation would destroy us just beyond our atmosphere. We are suspended in a narrow band of life. Indeed, it appears Someone has been taking thought for us. God has got it organized.

Stepping of our planet and out into the universe, if the force of gravity throughout the cosmos were slightly less powerful or slightly more powerful life could not exist. If it were more powerful the effect on the stars would be that they would be too hot and thus burn too quickly and unevenly. If gravity were less powerful then the stars would never ignite in the first place.¹⁶

Astronomy has proven that the galaxies are traveling through space at incredibly high speeds. Yet, if they were moving just a little faster there would be no galaxy formation. If they were moving just a little slower the universe would have collapsed on itself before any stars could be formed. The average distance between the stars is another cosmic constant. If on average the stars were further apart planets never could have formed. If they were closer together the orbits of planets would be thrown out of whack.¹⁷

Some of these "cosmic constants" – these boundaries which define life – are incredibly delicate. If the oceans had been only a few feet deeper, carbon dioxide and oxygen would have been absorbed and no plant life would exist. On a similar note, if the nuclear reaction force in the universe were 3/10s of one percent stronger, the universe would never be able to support life.

Yes, God is an organizer. And if you are here today and there is a still more primary question in your life than whether or not you have the gift of organization. If you are asking whether or not this is an organized universe. And organized planet. An organized life . . . the answer is obvious. Look around you. God has got it organized.

In fact, you may be interested to know that the group of scientists who witness the greatest degree of that organization . . . the astronomers who study the whole of the universe . . . believe in divine organization. 90% of them believe in God.

It's just too organized to be otherwise.

¹⁶ *The Creation Hypothesis*, JP Moreland, editor, InterVarsity Press, p. 160-161.

¹⁷ *Ibid*, p. 162.

So I would say to you . . . if your life is in disarray . . . if you are not sure of the meaning of life or your life . . . if things are out of control . . . if you are searching for order, meaning, and purpose . . . then come to the Great Organizer. God Himself. Put your faith in Him and recognize his organized plan of salvation . . . that He sent Christ to die on your behalf . . . life is organized even down to the path of forgiveness, hope, and new life. There is a plan for all things . . . including a plan for your redemption. God has left nothing to chance, nothing disorganized, nothing out of control . . . He is simply calling you to Himself.

God in heaven, I see my need. The truth of the matter is that it isn't really that the universe is without meaning, purpose, or order. Rather, the truth is that I am without meaning, purpose, and order. I need you . . . I need to be restored . . . I need divine order in my life beginning with your plan of salvation. I put my trust in Jesus Christ and ask you to re-order my life according to your holy plan and will. I ask this, in Jesus Name, Amen.