



GRACE COMMUNION
INTERNATIONAL



TOOLKIT

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SUPPORT CHALLENGE MATRIX



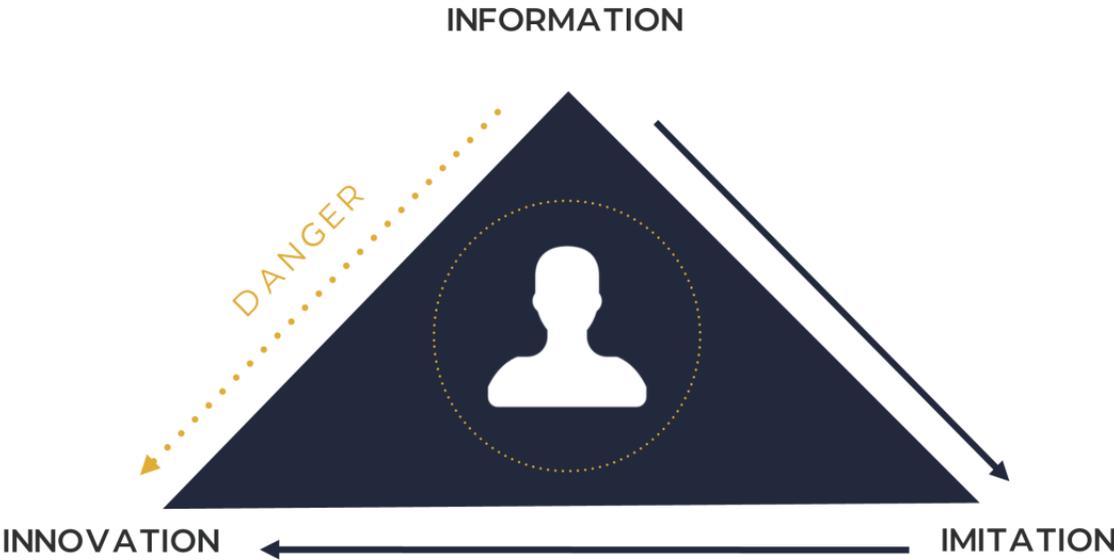
THE LIBERATOR'S INTENT



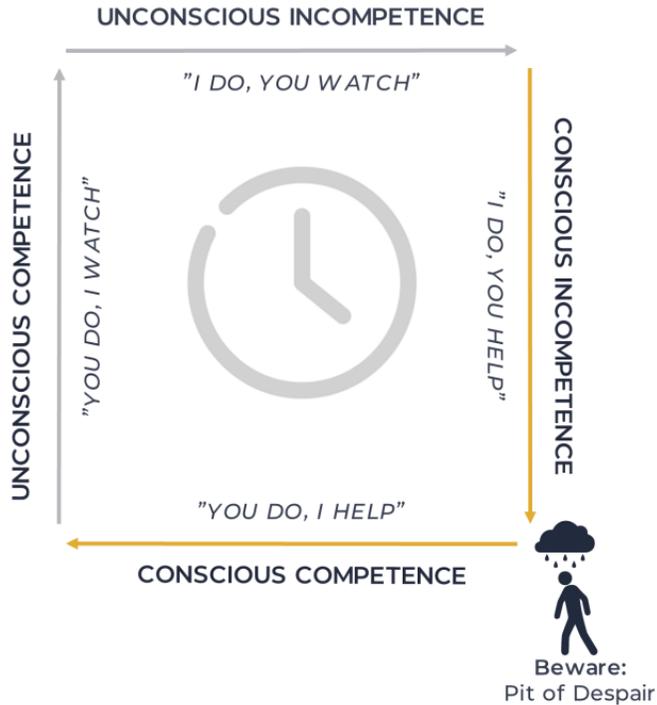
CORE PROCESS



COACHING TRIANGLE



APPRENTICESHIP SQUARE



LIBERATING OTHERS



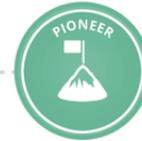
Fight for the highest possible good in the lives of those they lead.

- ❶ What specific support and challenge do they need from me?
- ❷ What is the tendency or pattern most undermining their influence?
- ❸ How do I help them get to the next level?

KNOW YOURSELF TO LEAD YOURSELF



5 VOICES



Nurturer

Champion of...
People, relational harmony and values

43%
of the population

Present Oriented

Creative

Champion of...
Future ideas, innovation and organizational integrity

9%
of the population

Future Oriented

Guardian

Champion of...
Due diligence, resources, and efficient systems and processes

30%
of the population

Present Oriented

Connector

Champion of...
Relational networks, collaboration, and effective communication

11%
of the population

Future Oriented

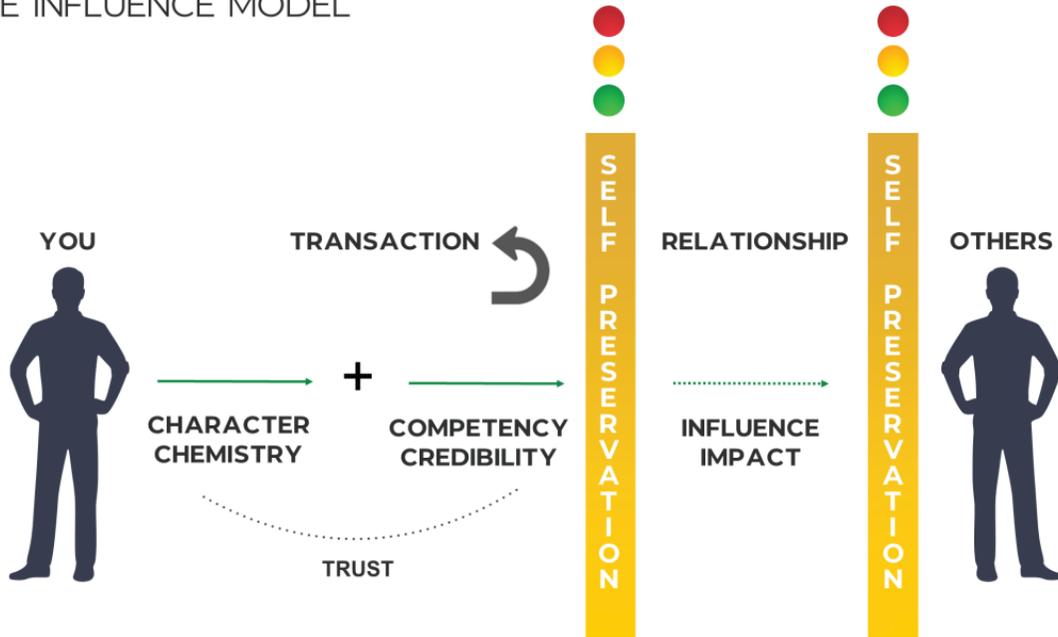
Pioneer

Champion of...
Strategic vision, results-focused, and problem-solving

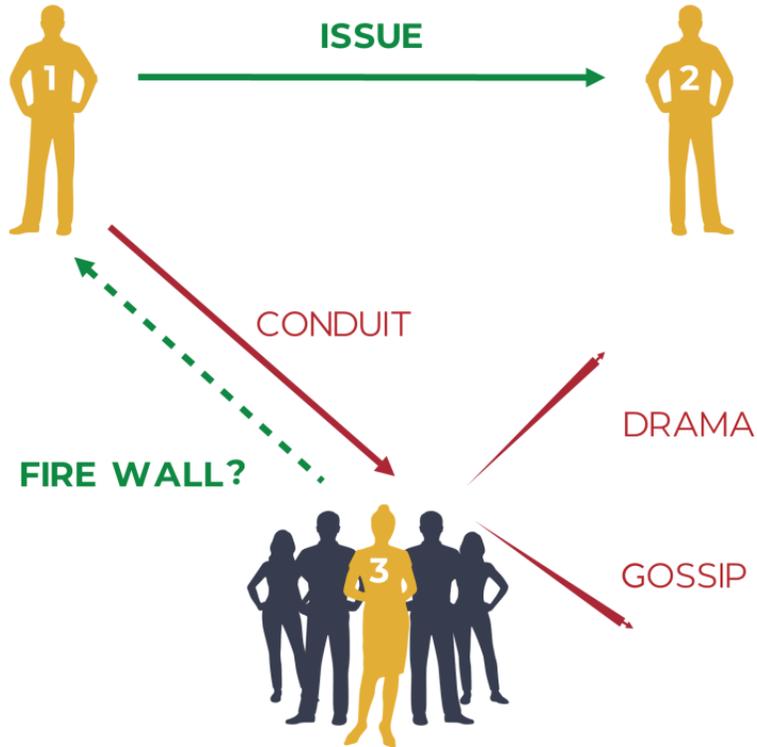
7%
of the population

Future Oriented

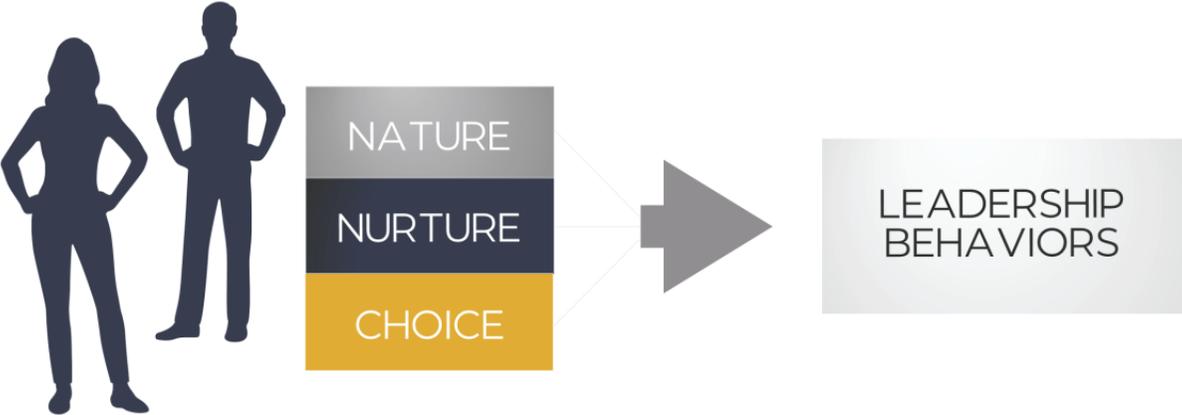
THE INFLUENCE MODEL



GO TO THE SOURCE



BEHAVIOR DRIVERS



70:30 PRINCIPLE

70%

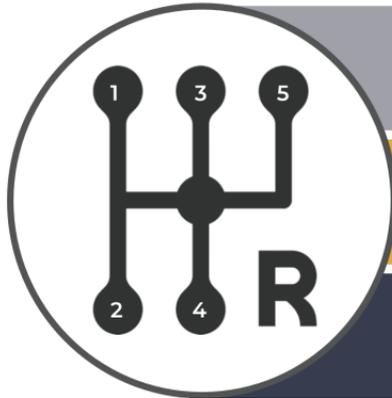
*Natural Strengths
Unconscious Competence
Energizing*



30%

*Learned Behavior
Conscious Competence
Draining*

5 GEARS



5th

Focus Mode · Task-centered, fully focused and moving quickly

4th

Task Mode · Multi-tasking; working hard in various ways

3rd

Social Mode · Present with people and can shift up or down easily

2nd

Connect Mode · Present with family or friends without work

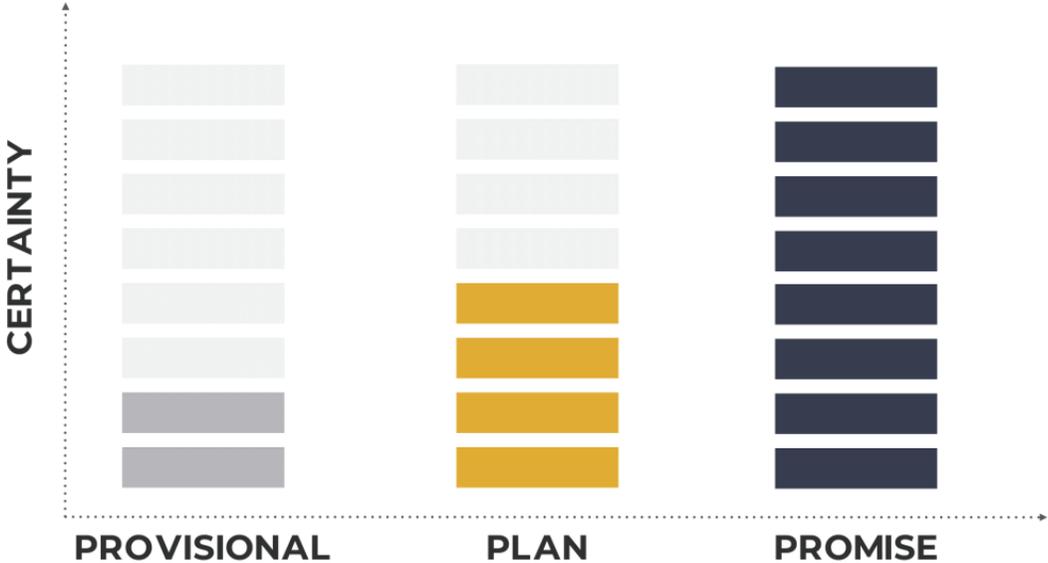
1st

Recharge Mode · Personal recharge, completely unplugged

R

Responsive Mode · Backing up or apologizing when necessary

PROVISIONAL PLAN PROMISE



EFFECTIVE DELEGATION

Self-Preservation



INTERESTED BEFORE INTERESTING



INTERESTED *before* INTERESTING

SELF PRESERVATION

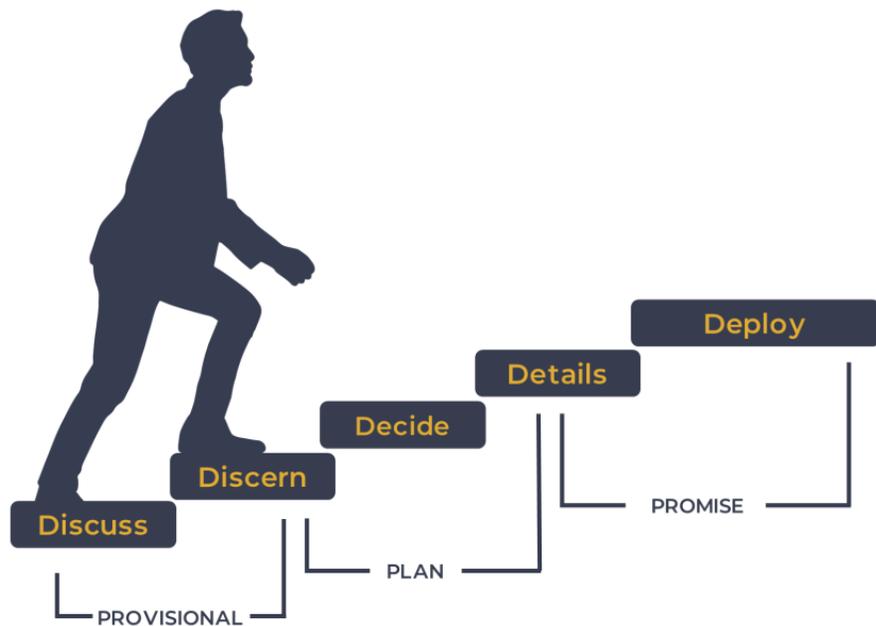
1. What am I afraid of losing?
2. What am I trying to hide?
3. What am I trying to prove? To whom?



RELATIONSHIP

INFLUENCE
IMPACT

FROM DISCUSSING TO DEPLOYING



ORGANIZATIONAL FLOW



FATE TOOL



F

FAITHFUL

» Faithful: Do they display a life that is fueled by the faithfulness of Jesus Christ (Galatians 2:20)? Has the person displayed a life of faithfulness?

A

AVAILABLE

» Available: Is this person a self-starter? Will this person conform their schedule to show up to the appointments, meetings and activities that ministry demands? A person simply cannot lead if he or she is not present.

T

TEACHABLE

» Teachable: Does this person display the wonder of a small child who is like a sponge soaking up new ideas and experiences? Are they dedicated to a journey of life-long learning? Skills can be taught if a person is willing to learn.

E

ENTHUSIASTIC

» Enthusiastic: Does this person have fire in their belly? Are they passionate and committed to the disciple-making ministry of Jesus? It takes positive people to build the culture of liberation.

REAL TEAMS



R

Relationally
Connected

- » Value relationships.
- » Invest in teammates.
- » Pursue Jesus.
- » Genuinely like their teammates and enjoy spending time together.
- » Chemistry between teammates builds the foundation for trust and confidence in one another.



E

Enthusiastically
Engaged

- » Focused and determined.
- » Passionate pursuit and follow-through.
- » The daily “can-do” spirit, working under the realization that Christ is for us and that we have every spiritual blessing in Him.



A

Affirming

- » “Calling Up” good instead of “Calling Out” mistakes.
- » “How do we face the challenge together and move forward?”
- » A team that can be honest about their strengths and challenges, and then work out of this reality is a REAL Team!



L

Liberating
Leaders

- » Believe investing in others is the highest investment.
- » Willing to take risks.
- » Create safe environments for failure and learning from mistakes.
- » Equip others, empower others, and provide long-term encouragement.



TEAM BASED
PASTOR LED
TOOLS

HEALTHY MINISTRY IS

TEAM BASED



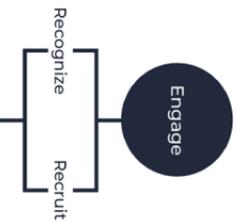
PASTOR LED

HEALTHY MINISTRY IS TEAM BASED

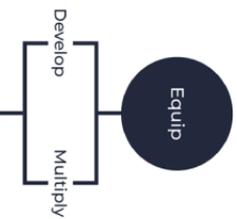


PASTOR LED

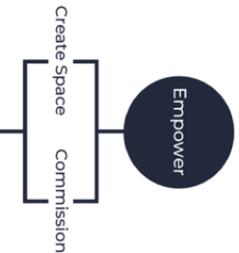
HEALTHY PASTOR



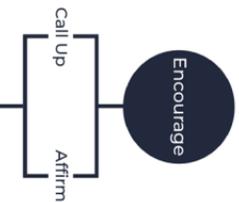
A pastor creates an environment of recruiting by modeling a pattern of recognizing and inviting others into the ministries of the church.



The pastor must differentiate between ministry workers and leaders. She or he must focus on developing ministry leaders.



In empowering leaders, a pastor must create ministry spaces for new leaders. Don't recruit and develop without making room for the apprentice to lead.



The pastor must understand that leaders are made; volunteers and ministry can become difficult and the pastor needs to be attentive and encouraging.

Reflect

How and where are you networking?

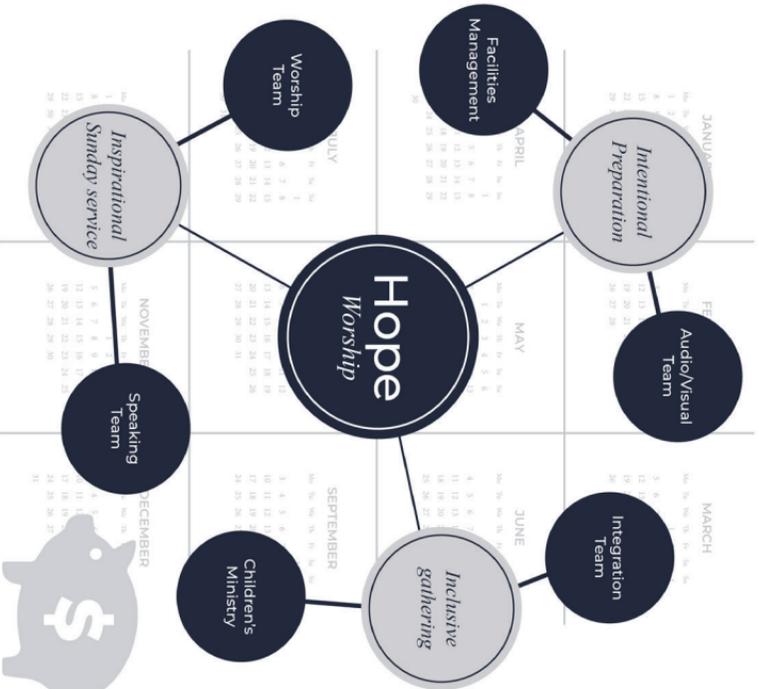
How do you discern who to invest in?

In what ways do you hand off meaningful ministry?

How is the pastor helping the Avenue Champions to learn and apply the 4 E's?

HEALTHY MINISTRY IS

TEAM BASED



PASTOR LED

HEALTHY

HOPE AVENUE

Worship is our response inside of Christ's perfect response. We participate in the objective reality of Christ's vicarious life of faith, prayer, worship, thanksgiving and self-offering to the Father. Jesus is our eternal High Priest who sweeps us up into divine worship.



The calling on the ministry/ to inspire and bring hope to the congregation on Sunday morning. Under the guidance of a capable lead pastor and able ministry team the healthy church clearly knows their purpose for when and why they meet – to commune with Jesus.

P R O C E S S



Looks like:

- Worship and liturgical that are communicating, holding planning meetings, and working well together.

- How are we using the RCC?
- How do our special worship events connect to neighborhood engagement?



Looks like:

- Intentionally well-coordinated ministries with clear next steps to discipleship, greeters, ushers, Parking Attendants, Children's Ministry, New Member classes.

- Can they consistently maintain the week-to-week flow?
- Do we make physical accommodations? (Mother's room, wheelchair access, etc.)



Looks like:

- Our service celebrates the nature and presence of our Triune God and is interactive with congregational response.

- Do we make physical accommodations? (Mother's room, wheelchair access, etc.)
- Do we make physical accommodations? (Mother's room, wheelchair access, etc.)

Contextualizer:

- Do guests feel welcome?

- Would a guest be able to participate in our service?

- Is our preaching scripture-based and applicable to the lives of our congregations?

Reflect

Involving God's words to us and our words to God.

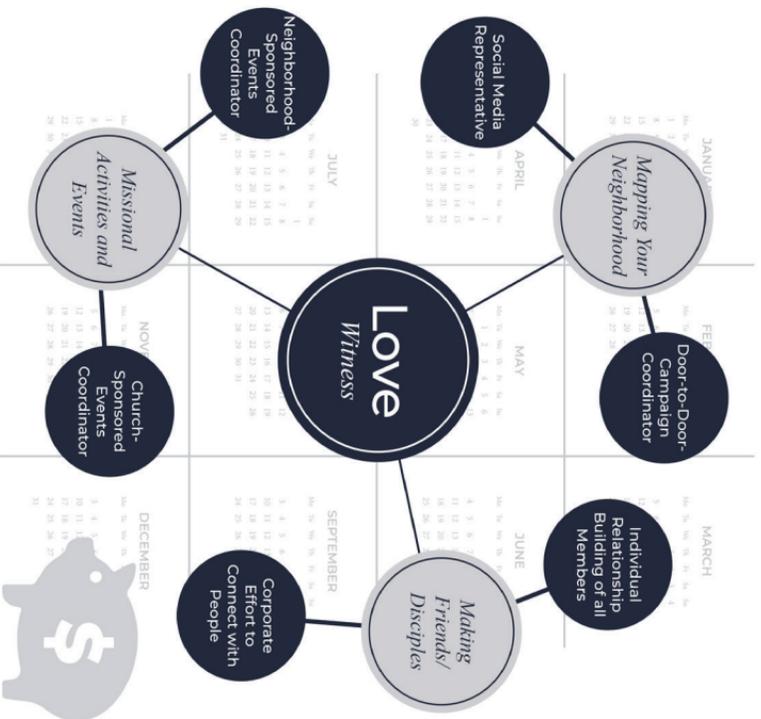
Do we provide space for fellowship?

Does our service encourage participation?

Is our integration ministry equipped and engaged?

HEALTHY MINISTRY IS

TEAM BASED



PASTOR LED

HEALTHY

LOVE AVENUE

It is the person and presence of Jesus calling us to love; inviting us to join him in making new disciples; and empowering us through His Spirit to build the church and expand the Kingdom.



The calling on the ministry to engage our community with tangible acts that reflect the love of God. It is the love of Christ that compels us to proclaim the message and connect with those who don't yet know they are reconciled!

P R O C E S S



Looks like:

- Going to local events
- Identifying groups in your community.

Contextualize:

- Door-to-door campaigns
- What lives here? What is their experience?
- Joining neighborhood Facebook Pages and Community Groups.
- What do we as a church share with our community?
- After 6 months of targeting the community are we making adjustments?

For Instance:

- Prayer walks
- Visiting Farmers markets, YMCA, etc.



Looks like:

- Being in the marketplace daily.

Contextualize:

- Offering church facilities as a community activity center.
- How can I add strategic route to my daily rhythms?
- Having an orientation of focusing on others.

For Instance:

- Hanging out at a coffee shop or joining a health club.
- Participating in community programs, and groups (Book Club, coaching, etc.)



Looks like:

- Serving and loving the community with a purpose and intentional connection back to the life of the church.

Contextualize:

- Celebrating a recent neighborhood connection back to the life of the church.
- Does our annual calendar have events that are inviting to neighbors, guests, and friends?
- What skills or abilities does my neighborhood engagement team have?

For Instance:

- Back to School Fair followed by a Blessing of the Children.
- Celebrating a recent neighborhood camp.
- Do our church events reflect our values and advance our shared vision?

Reflect

Healthy Church involves a corporate desire to share Christ's love with all our neighbors.

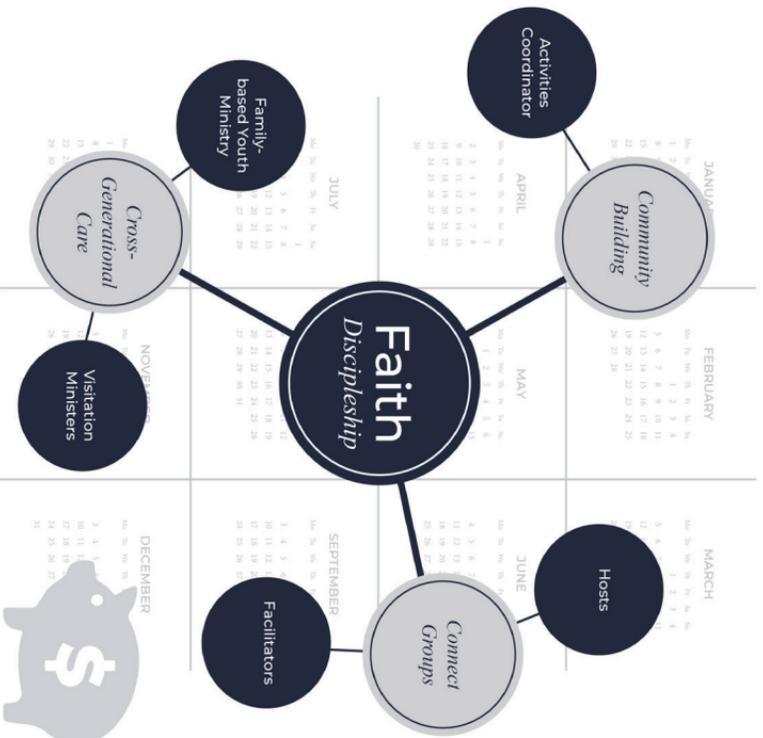
Are we following up after initially reaching out?

Are our neighborhood events connecting back to the life of the church?

Are we creating a sustainable rhythm of neighborhood events?

HEALTHY MINISTRY IS

TEAM BASED



PASTOR LED

HEALTHY

FAITH AVENUE

Christian discipleship is the disciplined habit of thinking and acting in Christ. Discipleship is growing closer to Christ and more like Christ, and deeper into Christian community with other believers.



The calling on the ministry to create spaces where discipleship and spiritual growth can be nurtured. The avenue where community is built through relational & spiritually formational activities.

P R O C E S S



Looks like:

- One-on-one mentoring (not limited only to the Faith Avenue).

- Retreats
- Camps
- Church Picnics/BBQ
- Game Nights



Looks like:

- A space for relationship building and spiritual growth.

- Smaller gatherings where bonding can occur and life on life discipleship happens.



Looks like:

- In home visits with guests and members.
- Elderly Care & Visitation Ministry.

- Family-based Youth Ministry.
- How are we investing in and building relationships across generations within the life of the church?

Reflect

Healthy Church provides the opportunity to strengthen relationships.

Are we deepening relationships through shared activity?

Are we making time for interaction between Sundays?

Are we deepening relationships with Christ across generations?



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