



GRACE COMMUNION  
INTERNATIONAL

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TOOLKIT



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# SUPPORT CHALLENGE MATRIX



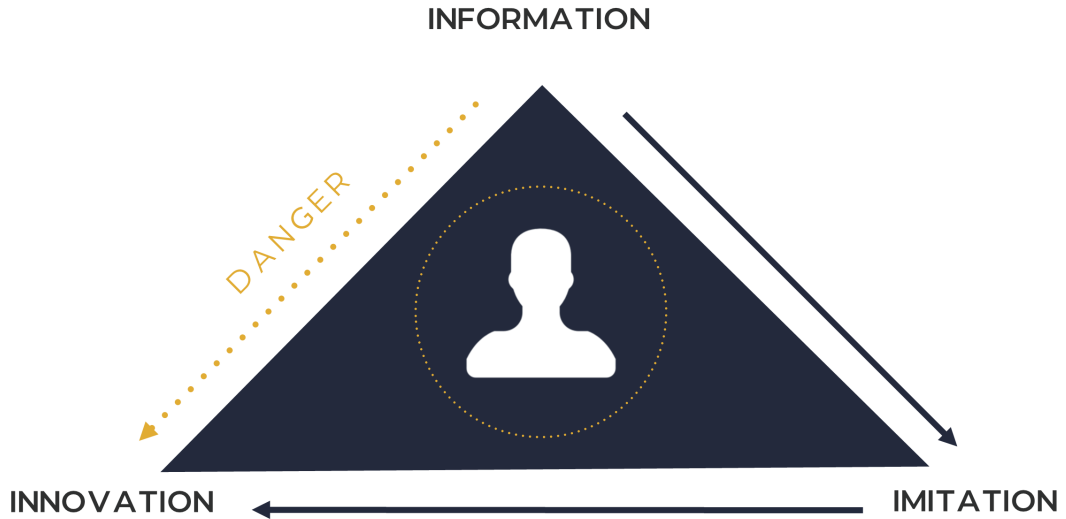
# THE LIBERATOR'S INTENT



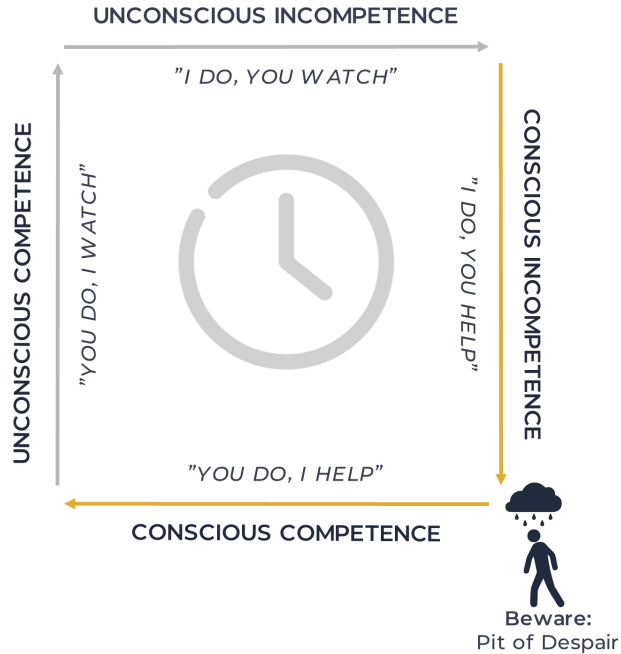
## CORE PROCESS



# COACHING TRIANGLE



# APPRENTICESHIP SQUARE



## LIBERATING OTHERS



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

- ① What specific support and challenge do they need from me?
- ② What is the tendency or pattern most undermining their influence?
- ③ How do I help them get to the next level?

# KNOW YOURSELF TO LEAD YOURSELF

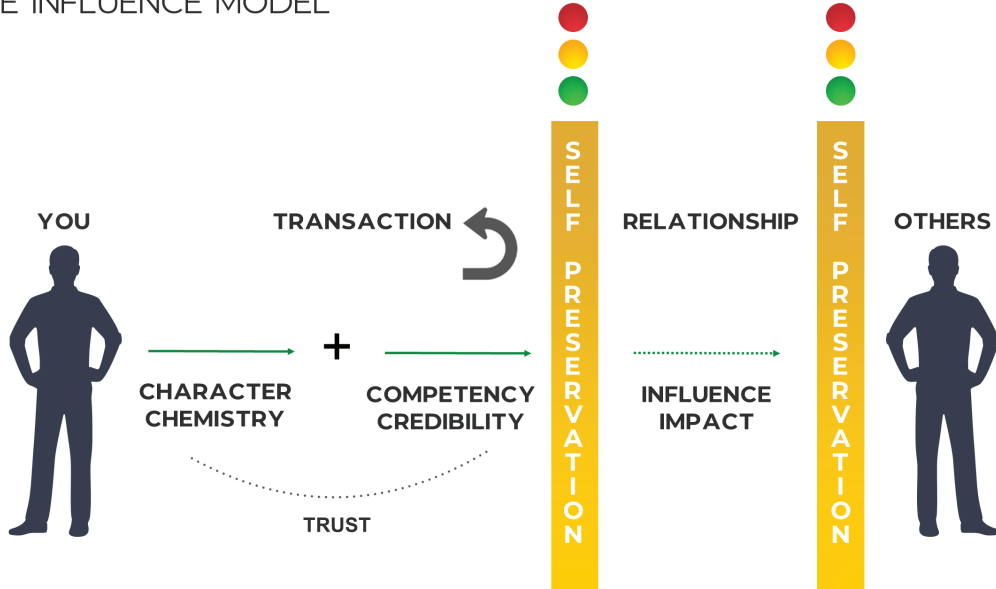


# 5 VOICES

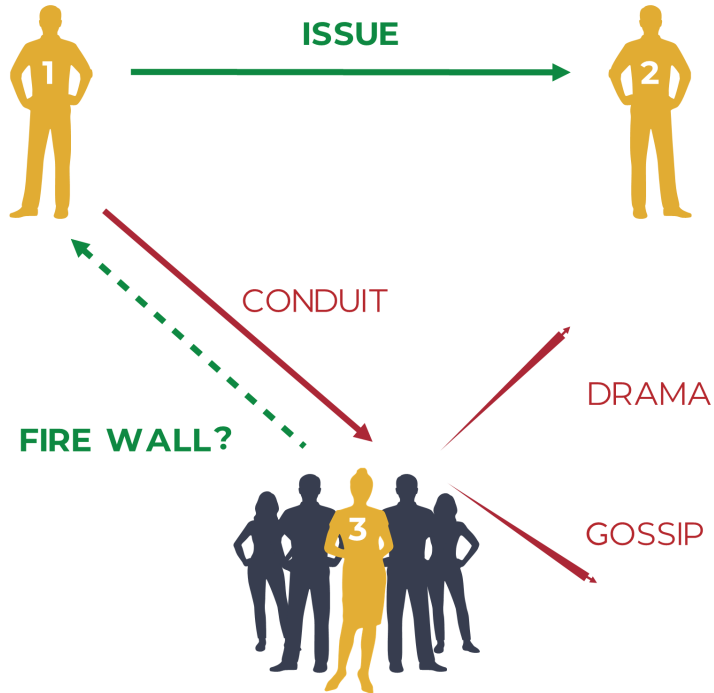




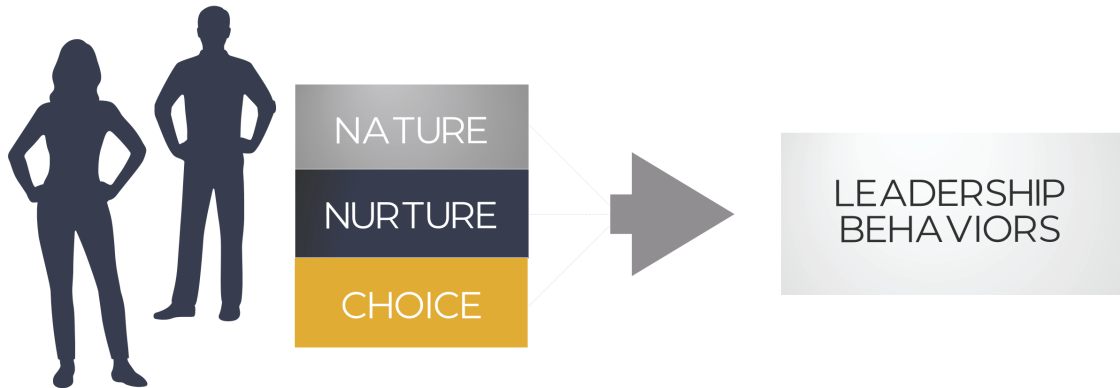
# THE INFLUENCE MODEL



# GO TO THE SOURCE



## BEHAVIOR DRIVERS



## 70:30 PRINCIPLE

**70%**

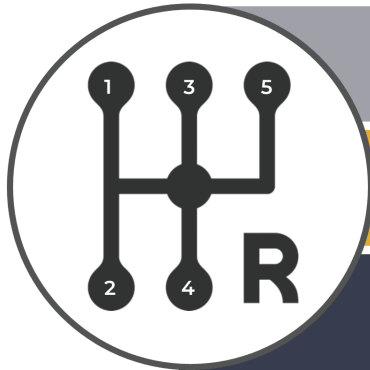
*Natural Strengths  
Unconscious Competence  
Energizing*



**30%**

*Learned Behavior  
Conscious Competence  
Draining*

## 5 GEARS



5<sup>th</sup>

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

4<sup>th</sup>

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

3<sup>rd</sup>

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

2<sup>nd</sup>

**Connect Mode** · Present with family or friends without work

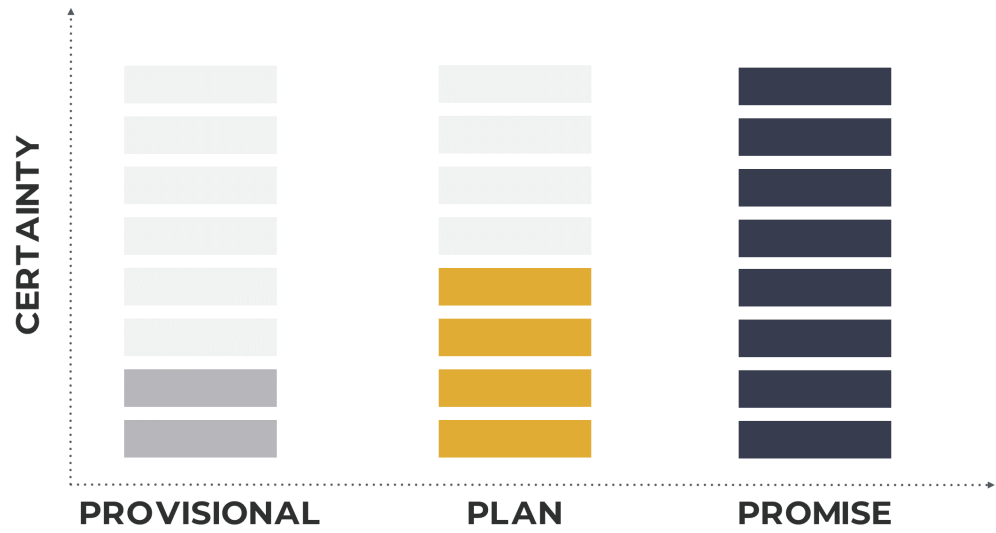
1<sup>st</sup>

**Recharge Mode** · Personal recharge, completely unplugged

R

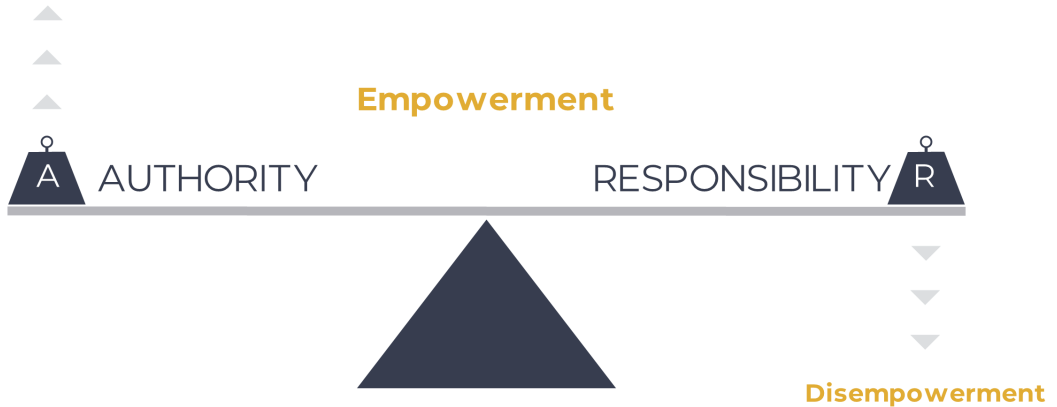
**Responsive Mode** · Backing up or apologizing when necessary

# 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?

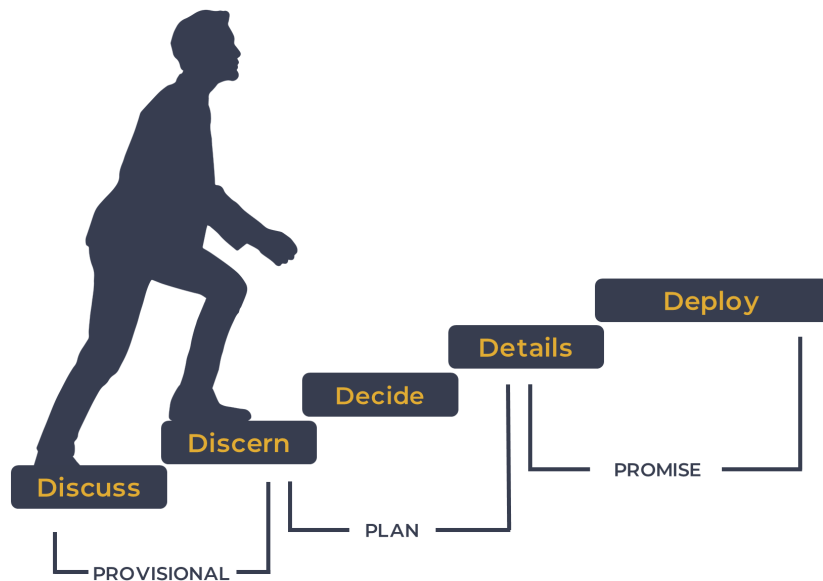


SELF  
PRESERVATION

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



HEALTHY MINISTRY IS

# TEAM BASED

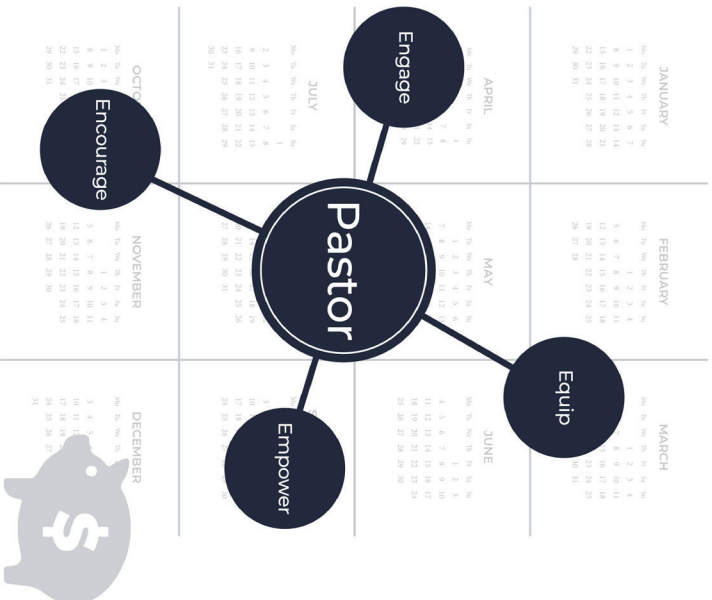


# PASTOR LED

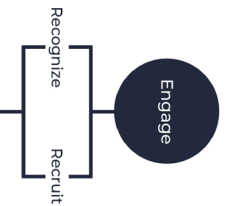


LEADER OF LEADERS

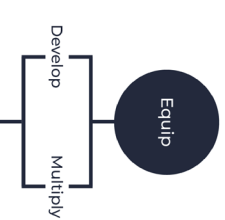
# PASTOR



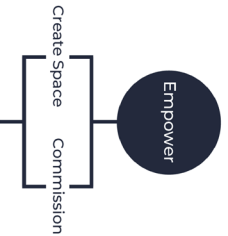
# HEALTHY PASTOR



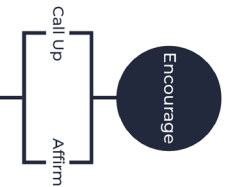
*A pastor creates an environment of recruiting by modeling a pattern of recognizing and inviting others into the ministries of the church.*



*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 mostly volunteers and ministry can become difficult and the pastor needs to be attentive and encouraging.*

## Reflect

*How and where are you networking?*

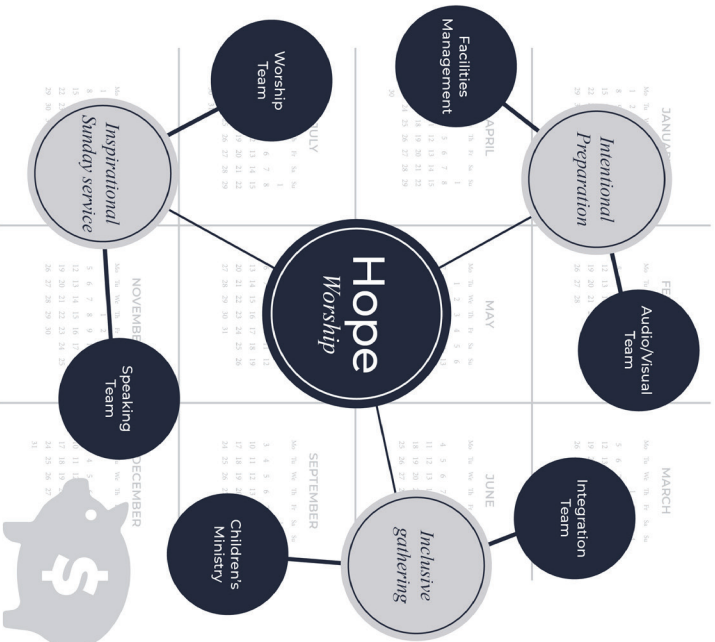
*How do you discern who to invest in?*

*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

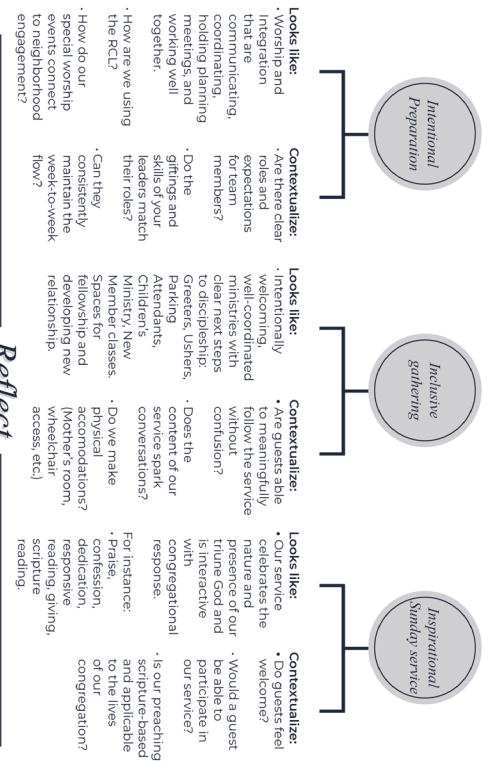
## HEALTHY

# 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.



## PROCESS



## 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?*

# TEAM BASED



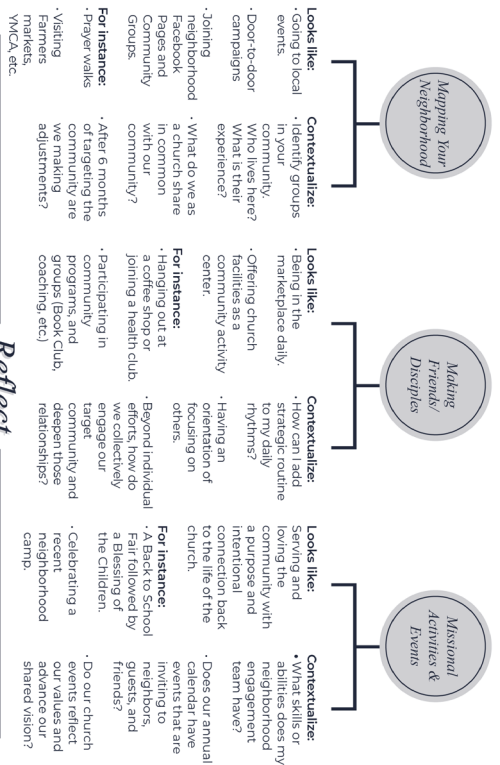
# PASTOR LED

## HEALTHY

# LOVE AVENUE



## P R O C E S S



## Reflect

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

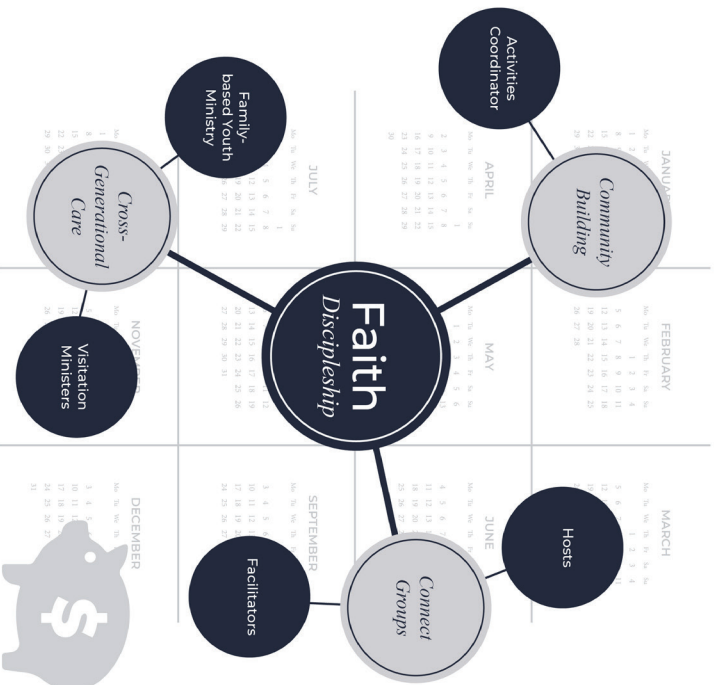
*Are we following up after initially reaching out?*

*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



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 disciple-making and spiritual growth can be nurtured. The avenue where community is built through relational & spiritually formational activities.

## PROCESS



- Looks like:**
- One-on-one mentoring (not limited only to the Faith Avenue).
  - Retreats
  - Camps
  - Church Picnics/BBQ
  - Game Nights
- Contextualize:**
- Corporately do what we spend time with my church family? (BBQ, Game Night, etc.)
  - Are all age groups being appropriately served?
  - Do I have a pathway to engage and disciple new believers?



- Looks like:**
- A space for relationship building and spiritual growth.
  - Smaller gatherings where bonding can occur and life on life discipleship happens.
- Contextualize:**
- What types of groups do my congregation and target community need?
  - Are we digging deep into the written and living Word of God?
  - Are facilitators and hosts being developed?



- Looks like:**
- In home visits with guests and members.
  - Elderly Care & Visitation Ministry.
  - Family-based Youth Ministry.
- Contextualize:**
- Who makes up our congregation? What are the needs of the different life stages in our congregation?
  - 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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