

GRACE COMMUNION INTERNATIONAL

PROCESS OF DEVELOPMENT

An emphasis on the priesthood of believers is one expression of Grace Communion International's values:

Peter wrote: "But you are a chosen people, a royal priesthood, a holy nation, a people belonging to God, that you may declare the praises of him who called you out of darkness into his wonderful light" (1 Peter 2:9). All members — men, women and children — are ministers of the grace of God. In other words, ordained career ministers are not the only ministers — rather, they are called to leadership for the specific purposes of preaching and teaching the Word of God and for the administration of equipping all members for Christian leadership and works of ministry.¹

Organizational development for GCI is a critical and methodical process to develop people for participation in the ministry of Christ, or in other words, to steward the priesthood of all believers. As such, the developmental processes discussed bring focused support to the gathering church community. This is not to be confused with creating an inward-facing church community – healthy churches grow and multiply, welcoming in new neighbors and creating pathways towards ministry participation for every disciple.

In many cases organizational development will look like preparation of disciples for church leadership in response to a discernment of calling in Christian community. We acknowledge that there can be no Healthy Church without Healthy Leaders. We acknowledge also that Healthy Churches equip all disciples to participate in the ministry of Christ. Our emphasis on the priesthood of all believers requires the inclusion of development of disciples across all spheres of participation in the life and ministry of the church.

Ephesians 4:11-16 and Romans 12:4-8 both provide images to guide us in such development. Both evoke an understanding that each person is purposed by God for a particular participation in his body and ministry. Development, therefore, cannot be an automated, uniform, or impersonal process. It must be a process that facilitates a deep expression of discipleship through discernment and response to calling.

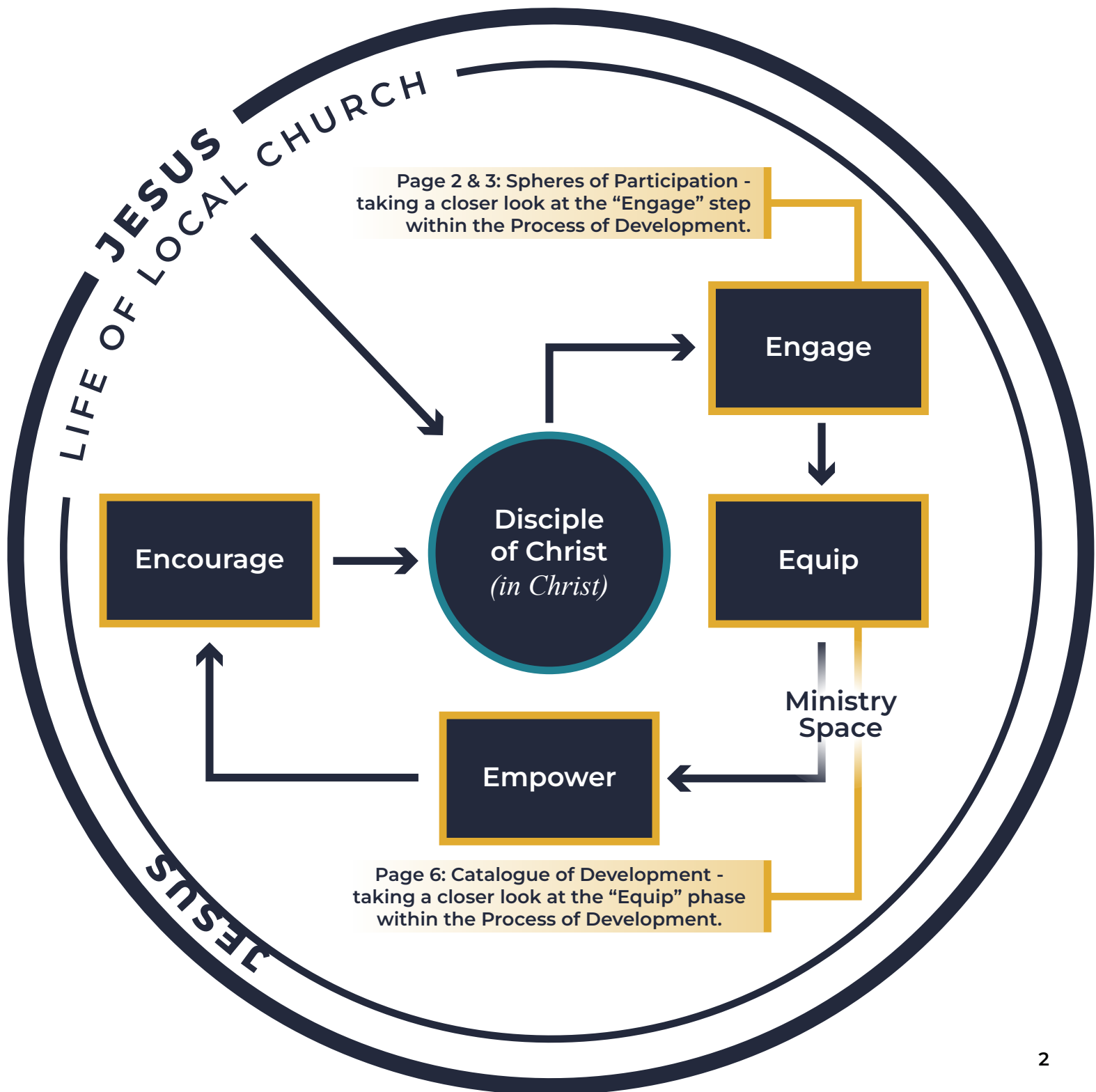
The process of development that follows provides a guide for investment in the development of persons. It does not provide an automated or linear process, but a framework that may guide us towards asking the right questions at the right time and connecting disciples to the right developmental resources and opportunities at the right time. The 4Es process – engage, equip, empower, and encourage - is the foundation of the process of development. Here we will take a closer look at the first two stages of this process.

¹ <https://www.gci.org/articles/our-values-emphasis-and-ministries/>

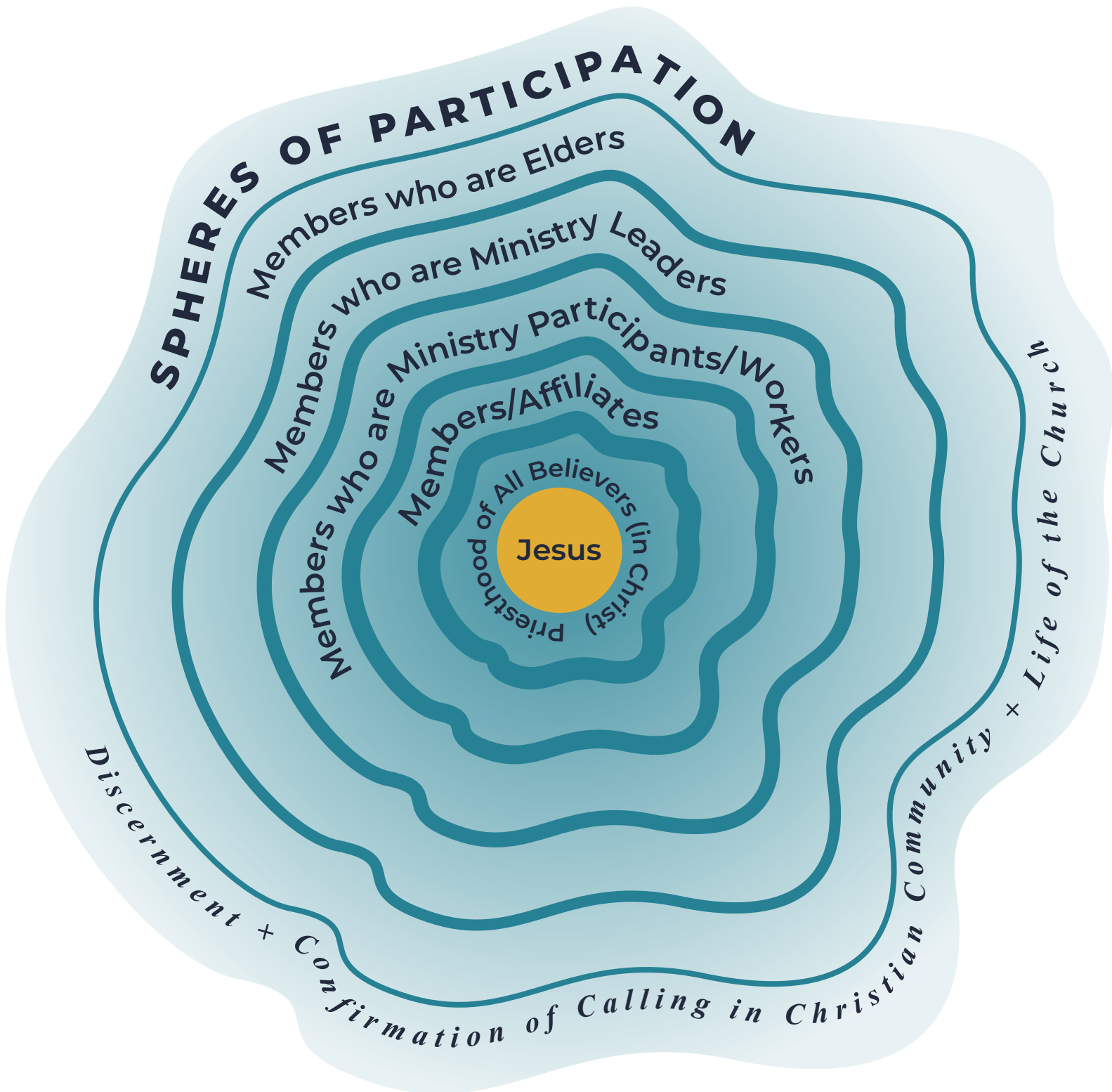
GRACE COMMUNION INTERNATIONAL

PROCESS OF DEVELOPMENT

The vision of healthy church shapes and drives development; healthy churches need healthy leaders. The 4E's provide a guiding framework for the process of developing persons. Let's take a closer look at the first two steps of the 4Es as a process of development.



PROCESS OF DEVELOPMENT



PROCESS OF DEVELOPMENT

The priesthood of all believers is equally expressed through all spheres of participation in the life of the local church. Spheres of engagement are not fixed, linear, or hierarchical; a disciple may move between spheres, shift areas of focus within a sphere, or grow to new depths and empowerment within a sphere in response to discernment.

Spheres of Participation

The local church creates intentional space for the disciple to engage within the life of the church as response to discernment and confirmation of gifting and calling in Christian community, rather than simple aspiration or need of the ministry. We create spaces of discernment for those entering into, growing deeper within, and transitioning out of each sphere of engagement.

ENGAGING ALL SPHERES OF PARTICIPATION

Ministry Participants

Ministry Leaders

Elders

Looks like:

- Active participant in church ministries
- Ministry volunteer

Contextualize:

- How are new members invited to participate in the life rhythms of the church?
- How are members supported to discover and respond to gifting and meaningfully participate in ministry?
- What on-ramps into ministry leadership sphere exist for members where appropriate?

Looks like:

- Avenue champions
- Avenue leaders
- Volunteers

Contextualize:

- What does leader recruitment look like?
- How are leaders supported and challenged to continue to develop and respond to gifting?
- How/how often are leaders given the freedom to consider mobility in engagement?

Looks like:

- Pastors
- CAD, RDs, Superintendents

Contextualize:

- How does the local church support those considering a call into pastoral ministry?
- How are pastoral leaders supported and challenged to bring their unique gifting and calling in ministry?
- How does the church plan for pastoral transitions?

Reflect

Do members across all spheres of participation have opportunities to engage and be engaged?

Are people appropriately engaged according to their gifting and calling?

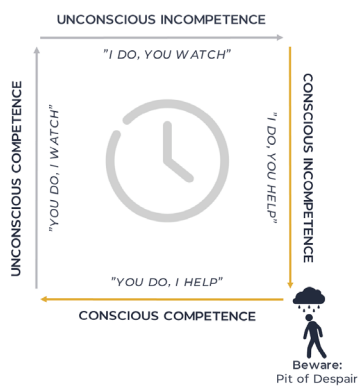
Are there opportunities for depth across all spheres of engagement?

What does discernment and confirmation of gifting and calling in community look like?

GRACE COMMUNION INTERNATIONAL

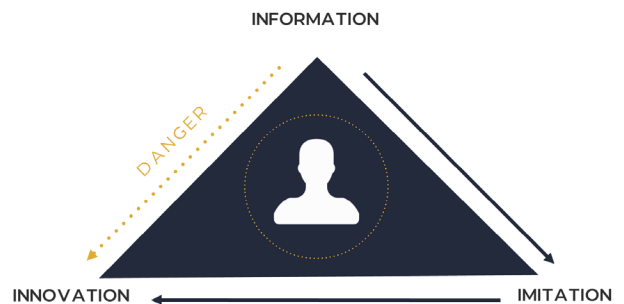
PROCESS OF DEVELOPMENT

APPRENTICESHIP SQUARE



GiANT © by GIANT WORLDWIDE, used with permission.

INFORMATION/IMITATION/ INNOVATION TRIANGLE



GiANT © by GIANT WORLDWIDE, used with permission.

The apprenticeship square and information-imitation-innovation triangle model processes that bring direction and focus in equipping disciples for ministry participation. Effective equipping goes beyond simple presentation or mimicry of information, it moves towards transformational learning. These two processes strategically orient the content equipping within the context of relationships that facilitate transformational learning.

When the who, what, and how of equipping are discerned and carried out within the context of trusting relationships, the potential for high-impact equipping of the saints becomes great.

CATALOGUE OF DEVELOPMENT RESOURCES

PRIESTHOOD OF ALL BELIEVERS

MEMBERS	MINISTRY PARTICIPANT/ WORKER	MINISTRY LEADER	AVENUE CHAMPION	PASTOR	RD/ SUPERINTENDENT
RESOURCES & TOOLS					
HUMAN RESOURCES					
<ul style="list-style-type: none"> Ministry leaders 	<ul style="list-style-type: none"> Ministry leaders 	<ul style="list-style-type: none"> Avenue Champions GCI Creative Community 	<ul style="list-style-type: none"> Pastor Coaching Cohort/Cop GCI Creative Community 	<ul style="list-style-type: none"> RD Cohort/Cop Coaching 	<ul style="list-style-type: none"> Superintendent/President Cop Coaching
MEDIA RESOURCES					
<ul style="list-style-type: none"> GCI Update 	<ul style="list-style-type: none"> GCI Update 	<ul style="list-style-type: none"> Equipper: Ministry Practice & Youth Vision GCI Update GenMin Church hacks GCPodcast Curriculum Article library 	<ul style="list-style-type: none"> Equipper: RCL & Ministry Practice GCI Update GenMin CMM Church Hacks GCPodcast Gospel Reverb Article library MAP templates Branding guide 	<ul style="list-style-type: none"> Equipper: RCL GCI Update CMM Gospel Reverb Article library MAP templates Branding guide 	<ul style="list-style-type: none"> MAP templates
EDUCATION, TRAINING, & SPIRITUAL FORMATION					
CORPORATE OPPORTUNITIES					
<ul style="list-style-type: none"> We Believe series Regional & Denomi-national Celebration 	<ul style="list-style-type: none"> TBPL 5 Voices Regional & Denomi-national Celebration 	<ul style="list-style-type: none"> TBPL & REAL teams 5 Voices GIAANT Core Apprentice-ship Square Regional & Denomi-national Celebration 	<ul style="list-style-type: none"> TBPL & 4Es Neighborhood camps GCI toolkit GIAANT Core Apprenticeship square Avenue seminars Regional & Denomi-national Celebration 	<ul style="list-style-type: none"> TBPL & 4Es GCI toolkit GIAANT Core Pastor's retreat Regional & Denomi-national Celebration 	<ul style="list-style-type: none"> Meetings & retreats Regional & Denomi-national Celebration
PERSONAL OPPORTUNITIES					
		<ul style="list-style-type: none"> Ministry Internship 	<ul style="list-style-type: none"> The Orchard Ministry Internship Pastoral Residency GCS Diploma 	<ul style="list-style-type: none"> GCS degree or equivalent 	<ul style="list-style-type: none"> GCS degree or equivalent

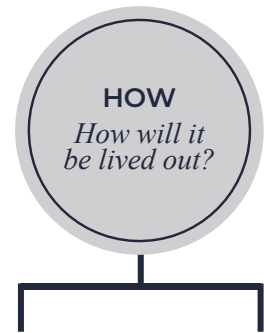
PROCESS OF DEVELOPMENT

Ephesians 4:11-16 provides an image of the aim of development. The catalog of development resources is a tool to support effective person development by organizing GCI development resources according to most relevant sphere of participation. It does not provide an exhaustive or exclusive view of development, it simply facilitates the identification of appropriate resources for various developmental needs, bringing focus and direction to equipping across all spheres of participation.

Development Resources

The local church creates space for holistic development of the person that is concerned not only with what the person knows and can do, but who they are as a disciple of Christ. Effective development is not one size fits all, a one-time event, or simple matter of information delivered. Considering "who", "what", and "how", can help us to assess appropriate resources and ways to equip both the individual and the collective. Additionally, effective development is not an impersonal process but happens within the context of trusting relationships of mentoring, apprenticeship, coaching, and life-on-life discipleship.

IMPLEMENTING PROCESS OF EQUIPPING



Looks like:

- Maturing disciples across all spheres of participation
- Development of the holistic person (character, social/emotional/mental/physical/spiritual health, etc.) in response to gifting and calling
- Mentoring relationships

Contextualize:

- How are all members being discipled as followers of Jesus and equipped to participate in his ministry?
- How are giftings equally valued and developed across spheres of participation?
- What does it look like to cultivate a culture of mentoring?

Looks like:

- Equipping is relevant and timely to person's personal development, sphere of participation, and area of ministry responsibility

Contextualize:

- What does this person need to know to fulfill their responsibilities well?
- What support/challenge will equip this disciple to become who God is calling them to be?
- How are members being appropriately equipped to participate in ministry across all spheres of participation?

Looks like:

- Developing hands-on practice of knowledge and skill
- Apprenticeship

Contextualize:

- What does it look like to create space for hands-on ministry apprenticeship?
- How are educational equipping opportunities (seminars, workshops, etc.) followed-up with opportunities to practice new knowledge under the supervision of a skilled practitioner?
- How is freedom to try new things, fail, and try again, as we learn and develop together being created?

Reflect

What can intentional and focused development of members look like in your local church?

Who are the local developers? What conversations can you have to coordinate development efforts?

What other development resources do you have access to?

What are 1 or 2 development priorities for the next year?