



GCI *Buzz*

Healthy Church: The 4 Es

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The 4 Es

02

Noun

Definition: an intentional process for developing people.

1. The 4 Es focus on **developing people** for ministry participation and leadership.
2. The 4 Es are lived out in response to **discernment of calling** within Christian community.
3. The 4 Es are a **relational process**.

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Engage: to connect with; to involve.

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- Leaders **create an environment of recruitment** and invitation into ministry participation.
- Leaders **consider a person's gifts, passions, and skill sets** when inviting into ministry participation.
- Engagement happens in the life of your local congregation and **focus neighborhood**.

Examples:

1. After getting to know a new member, the Faith Avenue champion recognizes they have a hospitality gifting. The champion invites them to consider serving as a connect group host – an invitation to participate in ministry with their hospitality gifting.
2. A member meets a neighbor during a neighborhood activity and notices a passion for serving others in them. As they build a friendship together, they begin to invite their neighbor to volunteer with them for Love Avenue activities that serve the neighborhood – an invitation to participate in ministry with a gift of service.

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Equip: to prepare.

- Leaders provide **ongoing, hands-on training** for ministry participation.
- Training is **relevant and timely** for the area of ministry a person is currently participating in.

Examples:

1. All youth volunteers are required to attend three training sessions before qualifying to volunteer for any youth activity.
2. Connect group facilitators are provided facilitation best practices training and co facilitate a connect group before facilitating their first connect group.

Empower: to give authority.

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- Leaders **create ministry spaces** for new leaders.
- Leaders create space for leadership styles that are **different than their own**.
- Established leaders **commission newly empowered leaders** before the church body.

Examples:

1. After the appropriate invitation and training, a new Love Avenue champion is ready to step into their role. The pastor gives them a ministry role description so that expectations are clear, commissions them as the new Love Avenue champion, and creates space for them to bring their own leadership style to the Love Avenue, checking in monthly to provide support and challenge.
2. The long-time youth leader is ready to step aside for a new youth leader to step in. They mentor a new youth leader for two years in preparation to pass the baton. The pastor and youth leader commission the new youth leader before the church body and support the youth leader as they bring their own style and flavor to the youth ministry.

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Encourage: to support; to help someone continue or develop.

- Leaders provide High Support, High Challenge—Grace Always.
- Leaders are available to provide **words of affirmation**, times of **shared prayer**, and **honest conversations**.
- Leaders provide recognition of both strengths and opportunities for growth.

Examples:

1. The Faith Avenue champion provides specific feedback to a new connect group facilitator that includes what they did exceptionally well and what areas of growth they can focus on in the future.
2. The Hope Avenue champion writes a thank-you note to a greeter who has served for over 10 years and prays with a worship team member that is going through a challenging year.