

# ENGAGE: RECOGNIZE & RECRUIT

## ENGAGE:

- » to offer (something, such as one's life or word) as backing to a cause or aim; to expose to risk for the attainment or support of some end
- » to provide occupation for; involve
- » to induce to participate

## What does this look like in GCI?

- As pastors/leaders, we create an environment of recruiting and invitation. This is proactive.
- We do this by modeling a pattern of recognizing and inviting others into life with Christ and participating in the ministries of the church.
- As leaders, we keep in mind the diversity of giftings and skillsets while recruiting developing ministry opportunities. We are intentional to find ways to involve all members in some way.
- As leaders, we must be sensitive to the work and calling of the Spirit in the life of others. As we recognize the gifting in others and we acknowledge the needs of the ministry, we intentionally invite others in and give them opportunity for participation. Let's acknowledge we sometimes (often) struggle with giving ministry away and with leader readiness. However, we must be willing to engage the process, even in its messiness.
- Engagement occurs in the life of our local congregations and our focus neighborhoods.



# ENGAGE: RECOGNIZE & RECRUIT

## What are some best practices to ENGAGE new members and leaders?

- We recommend using the simple acronym FATE when choosing your teams. FATE stands for Faithful, Available, Teachable, and Enthusiastic.



### **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

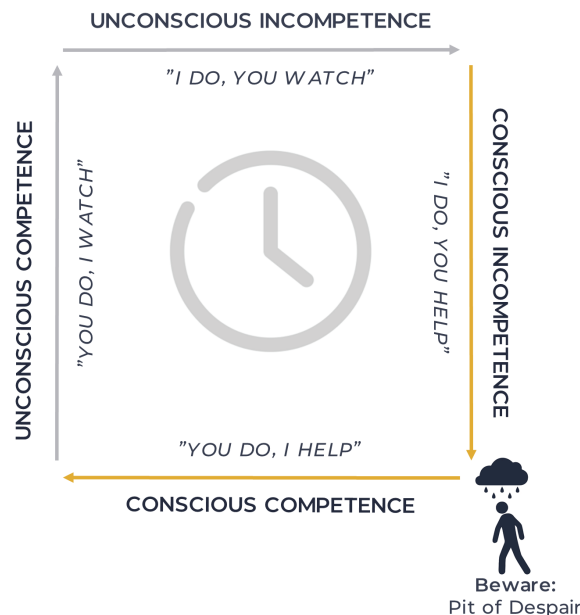
» Enthusiastic: Does this person have fire in their belly? Are they passionate and committed to the disciple-making ministry of Jesus? It takes positive people to build the culture of liberation.



# ENGAGE: RECOGNIZE & RECRUIT

- In the Love Avenue, mapping your neighborhood is a GCI best practice for engagement. It involves considering the ethnicities, religions, life stages, and worldviews of the people in your focus neighborhood. When you map your neighborhood, you apply and live out what you learn in Scripture in ways that will engage your focus neighborhood.
- Beyond the research phase of mapping our neighborhood, be as the Apostle Paul described in Acts 17:17 – "In the marketplace daily." Get to know people by constant interaction and meaningful conversation.
- In all the Avenues, think of engagement as an introductory phase to ministry. Through immersion, a new person gets to experience aspects of the Faith, Hope, and Love Avenues. Depending on their interests and availability, they may take a "test drive" in serving in one of the Avenues and continue to learn where their "best fit" is as they grow in their walk with Jesus and the community of the church.
- After you develop a relationship, use the Apprentice Square tool to initiate invitations into ministry. For example, ask them to accompany you to a neighborhood event, or assist at the coffee bar on Sunday morning, say the opening prayer at connect group gathering, etc.

## APPRENTICESHIP SQUARE



**GIANT**



# EQUIP: DEVELOP & MULTIPLY

## EQUIP:

- » to furnish for service or action by appropriate provisioning
- » to make ready; prepare

## What does this look like in GCI?

- As the pastor, we should differentiate between ministry workers and ministry leaders in equipping.
- We should focus on developing ministry leaders. And our ministry leaders develop ministry workers.
- Our training is relevant and timely to the stage of development and area of responsibility.
- Our equipping includes both character and skillset development (equipping as part of discipleship). Spiritual development and ministry skills development is a side-by-side process. This is why Paul cautions the church leaders not to be in a rush to ordain too quickly (I Timothy 5:22).
- The meat of our equipping happens at the local church level, in the trenches—ongoing and hands-on.
- One of the most frustrating things for leaders-in-the-making is to be invited to lead without the proper training. As a healthy pastor/leader, we understand that one of our main responsibilities is to develop and multiply healthy leaders. We accept that developing a healthy leader requires intentionality and recognizing the difference between a ministry worker and one that leads others.

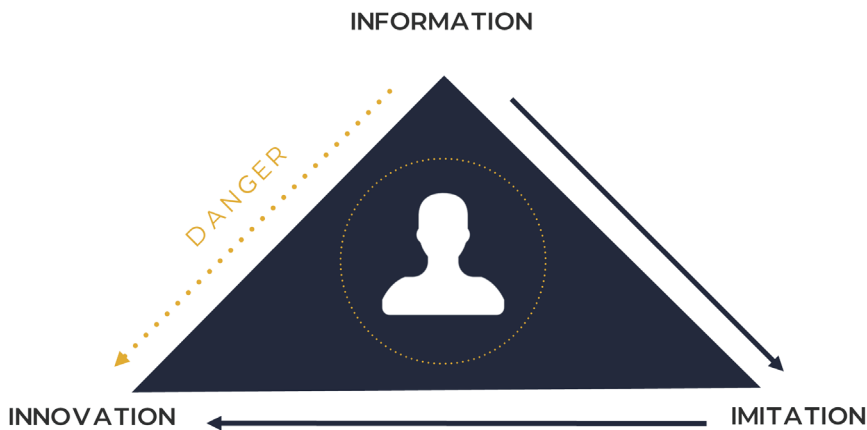


# EQUIP: DEVELOP & MULTIPLY

## What are some best practices to EQUIP new members and leaders?

- Provide coaching and/or communities of practice within regions for support and sharing of best practices.
- Be guided by the Coaching Triangle tool and the process for equipping in the following bullet points:

### COACHING TRIANGLE



### GIANT

- Information – Resourcing your team so that they are challenged and build on their gifting. Invest in training, workshops, classes, books, etc. from their area of interest/ministry.
- Imitation – Multigenerational relationships is one of the greatest strengths faith communities offer in our current culture. Be a spiritual mother/father or aunt/uncle to those around you. Invest in one another. Give opportunities to learn from and practice together.
- Innovation – equipping is the building up of individual believers for the building up of the church. As you equip your team for ministry, give them meaningful opportunities to bring fresh expressions of ministry to the life of the church.



# EMPOWER: CREATE SPACE & COMMISSION

## EMPOWER:

- » to give official authority or legal power to
- » to promote the self-actualization or influence of

## What does this look like in GCI?

- As a pastor or Avenue champion who empowers leaders, we should create ministry spaces for new leaders.
- We do not recruit and develop without making room for the apprentice to lead.
- As healthy leaders, we do not engage and equip others only to have them sit on the sidelines. We create spaces for leaders to step into leadership roles. We commission them before the body for recognition and a healthy charge.
- We allow others to lead according to their gifting, style, and personality—not as extensions of the self or as pawns. We are sensitive to the rules of engagement from the 5 Voices. We remember the platinum rule of empowering in a way that is meaningful to that voice.
- We recognize that in the liberation to lead there is still accountability. Our newly empowered leader operates as a part of a team and must act accordingly. Our newly empowered leader will periodically report to their direct supervisor.

## What are some best practices to EMPOWER new members and leaders?

- Create a job description for the roles on your teams to clarify expectations.
- Develop a MAP and have follow-up meetings to provide support and challenge to your new leaders, as they work toward their goals.
- Operate with an “eyes on, hands off” approach as the overseer of the newly empowered leader.
- Reflect using the Liberating Others tool:

### 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?



**GIANT**

# ENCOURAGE: CALL UP & AFFIRM

## ENCOURAGE:

- » To give support, confidence, or hope to someone
- » To advise someone so that they will do or continue to do something
- » To help or stimulate (an activity, state, or view) to develop

## What does this look like in GCI?

- As the pastor, we must understand that leaders are mainly volunteers and ministry can become difficult. We need to be attentive and encouraging.
- We lift each other up throughout the difficult journey of ministry. This includes words of affirmation, times of shared prayer, honest conversations, handwritten notes to encourage, etc.
- We recognize when to lead with strategies, support, or challenge but will also recognize when to pastor and encourage a ministry leader.
- We acknowledge that encouragement is more than giving praise. It is sharing what we see in a person, calling out their strengths, as well as opportunities for growth. We are available to provide support when things are not going so well.

## What are some best practices to ENCOURAGE new members & leaders?

- Be specific and consistent with feedback.
- Bring challenge by calling up instead of calling out using the Liberator's Intent tool:

### THE LIBERATOR'S INTENT

