

# Grow as we GO

We are called to FLOURISH as we Serve

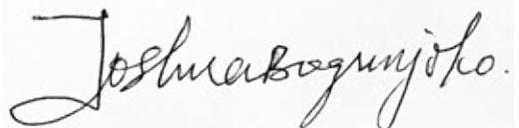
What does a living ecosystem such as SIM look like when it is steadily flourishing? You probably have some good ideas, but none of us has all the answers.

What I do know is that our focus cannot change. Let us never take our eyes off communities where He is least known! But we cannot ignore the difficult conditions we work in—the hostile contexts, the barriers to the gospel, and the challenges of cross-cultural service. That is why we must *grow as we go* into a lost world.

How will we grow? Intentional, specific strategies can empower us to be flourishing, future-oriented and friendly. SIM as an organisation will be equipping each of us in five key areas: Care, Team, Ministry, Outcomes, and Development. These five words represent areas where we will be developing resources and flexible systems to help you grow as you go. But we need your help, too.

Over the next five days, please use this workbook to uncover and enlarge your own insights. For each word, consider where SIM is doing it well, and where we need to give it more focus.

I hope you enjoy this exercise during the Global Assembly as we set down roots to help us flourish in this new season of SIM's ministry.



Joshua Bogunjoko

# A Flourishing People Engaged in Effective Ministry Together

By prayer, SIM commits to foster a flourishing ecosystem in order to engage communities where Jesus Christ is least known.

*“The thief’s purpose is to steal and kill and destroy. My purpose is to give them rich and satisfying life. ‘I am the good shepherd. The good shepherd sacrifices his life for the sheep.’”*

*John 10:10-11*

## **How should we understand the moment SIM is living in?**

Over the past five years, our SIM community has been on a journey of grasping the huge task in front of us, captured by our Purpose Statement:

*Convinced that no one should live and die without hearing God’s good news, we believe that He has called us to make disciples of the Lord Jesus Christ in communities where He is least known.*

This renewed focus has led to launching new ministry initiatives, expanding work in existing countries, pioneering brand new work, and launching new mobilisation and sending initiatives. These have been years of lifting our eyes and launching out, By Prayer, as we have focused on proclaiming the good news where Christ is least known.

However, what happens if all this ministry and organisational growth is not paired with the growth of our people’s passion, faith and skill? Our faithful service will lead to lasting fruit only if we shepherd intentionally; helping those in our ecosystem to flourish and grow in spiritual vitality.

**We need to keep both our purpose and the growth of our people in balance.** We must simply Grow as we Go! If we seek to grow in Christ as we sacrificially go, we will see God’s work done in our lives and in those we serve where Christ is least known. The excitement is in fulfilling our purpose in God’s strength, but we won’t finish well if we don’t have the right foundation.

By investing in one another and journeying side by side, we can mature in prayer, spiritual vitality and dynamic outreach. And as we pray for our SIM ecosystem to flourish, we will wait expectantly for God to bless our community as we serve those living where Christ is least known. We do this remembering that some those to whom we minister are part of the larger Body of Christ in which SIM ultimately strives to invest.

## **The Vision of “Grow as we Go” is to:**

**Fulfil SIM’s Purpose:** Joyful and diverse workers bringing the good news of great joy to contexts where Christ is least known.

**Bless SIM People:** the growth and healthy development of God’s people, whether they are with SIM for a day or for a lifetime.

## One Ecosystem

What is an ecosystem? An ecosystem is “a system, or a group of interconnected elements, formed by the interaction of a community of organisms (people) within their environment (organisation).” Therefore, one could say that our ecosystem is “a community of people committed to collaboration within a diverse, global SIM vision to make disciples of the Lord Jesus Christ in communities where He is least known.”

## Three Concepts: Flourishing, Future, Friendly

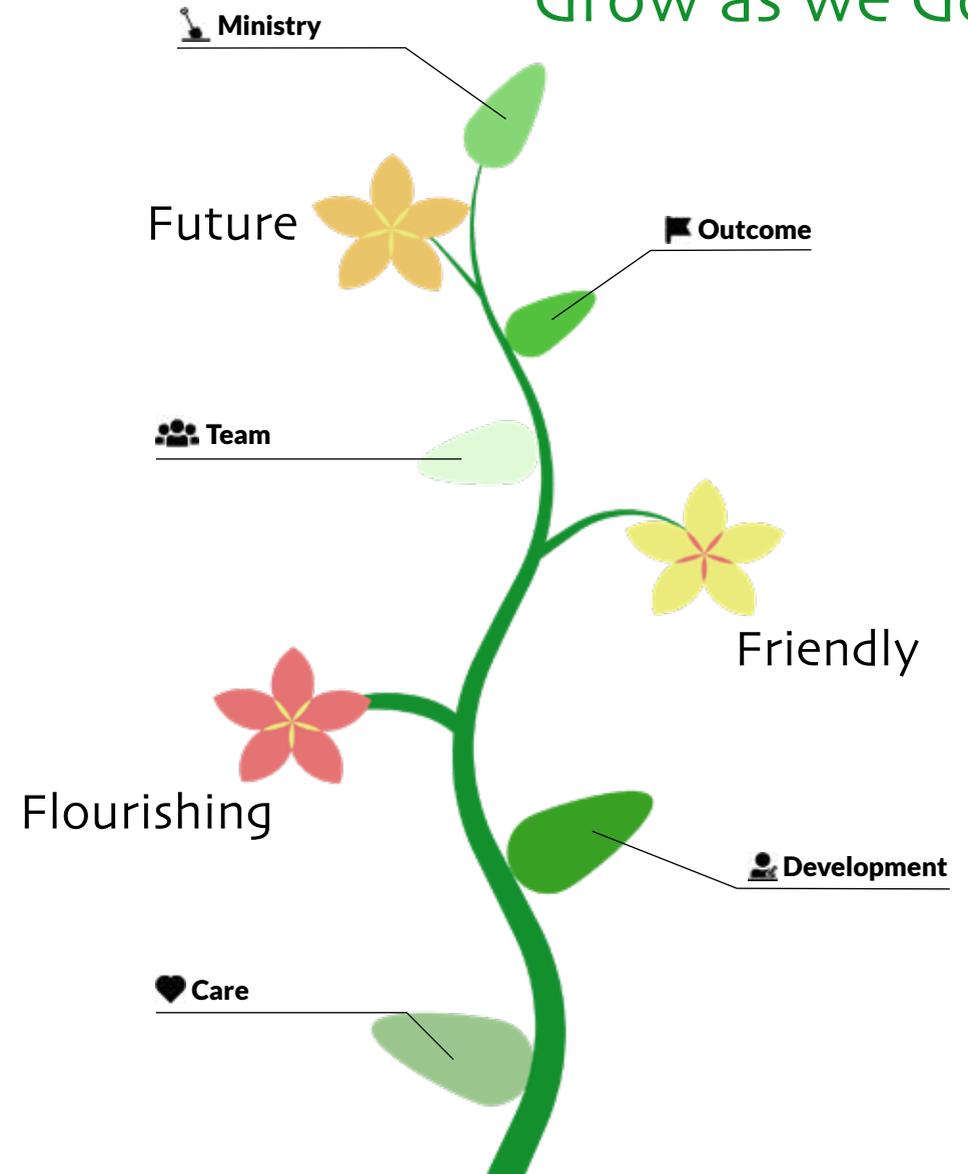
These ideas are the summary of the three leadership priorities that I presented to the Board of Governors for the next five years of the International Leadership. These three words frame the posture I believe SIM needs to have to thrive:

- **A flourishing organisation** with a culture that nurtures people (even in very difficult places),
- **A future organisation** that is investing in ideas and people that represent new generations and new contexts, and
- **A friendly organisation** that is welcoming and collaborative across generations, cultures and organizations.

## Five Words: Care, Team, Ministry, Outcomes, Development

There are five words that fill out the three concepts within the ecosystem. Care and Team represent our efforts to help workers flourish. Outcomes and Development represent our efforts to help the organisation flourish. And Ministry is the glue that ties the people to the organisation and helps us to accomplish our Vision in an integrated way.

# How will SIM... Grow as we Go?



Join with the entire SIM ecosystem as we process what it means to **Grow as we Go!**

# Instructions

**Take a few minutes** each day to ask yourself the questions in this workbook. Write down your observations. We believe God will give you fresh understanding of what it means to flourish. Your reflections will also bring to light insights to share with the whole SIM community.

## **We invite you to:**

1. Read the five key words and their working definitions carefully.
2. Keep this workbook with you during the week.
3. Jot down insights, along with responses to the questions, for each key word.
4. At the end of each day, write a key thought that summarises your main insight for the day. A chart on the final page is provided for this activity.
5. Take your workbook home with you and continue to reflect on these five key words. Communicate with your team(s) and introduce them to the *Grow as we Go* materials that you will receive.
6. Use your workbook to answer the survey you will receive at the end of the Global Assembly.



**Working Definition:** The effort to intentionally live out our biblical calling to “love one another” while focusing on making disciples in communities where Christ is least known. Care is not limited to a specific program, but is accomplished as workers pursue excellence in who they are and what they do. It helps people flourish as they seek to develop, serve on teams, collaborate in ministry, and pursue kingdom outcomes.

## **Where do you see CARE in action?**

Look for examples of where care is evident in discussions at Global Assembly.

## **Where is more focus needed?**

Identify where more focus on care is required in order for SIM to flourish.

## **Questions:**

1. What observable demonstrations of “loving one another” have you seen as you and your team have ministered where Christ is least known?
2. How does your team measure excellence in a person’s character or performance?
3. What does flourishing mean to you? How will “helping people flourish” affect SIM’s ability to fulfil its purpose?



# Team

**Working Definition:** A collaborative group of workers committed to a common ministry, purpose, and agreed upon outcomes that is focused on being and making disciples in communities where Christ is least known. A flourishing team is made up of lifelong learners who thrive on diversity and seek to care for and develop one another in mutual mentoring relationships.

## **Where do you see TEAM in action?**

Look for examples of where team is evident in discussions at Global Assembly.

## **Where is more focus needed?**

Identify where more focus on team is required in order for SIM to flourish.

## Questions:

1. What Scriptures have you encountered this week that speak to teamwork and collaboration?
2. What have you learned while attending the GA? To what extent do you see yourself as a lifelong learner?
3. How does this definition of 'team' differ from definitions (spoken or unspoken) that you have encountered in the past?



# Ministry

**Working Definition:** The pursuit of kingdom outcomes, by way of a clear set of strategies and activities focused on making disciples in communities where Christ is least known. A ministry team has cohesive leadership, a clear plan, a commitment to care for and develop people, and clear outcomes that fit SIM's larger purpose.

## **Where do you see MINISTRY in action?**

Look for examples of where care is evident in discussions at Global Assembly.

## **Where is more focus needed?**

Identify where more focus on ministry is required in order for SIM to flourish.

## Questions:

1. How does SIM's definition of 'ministry' differ from other definitions of ministry you have encountered, both in SIM and elsewhere?
2. Which ministries have you learned about during the GA that show some of the characteristics of this definition?
3. What insights have you gained during GA that might help you identify the variety of ministries in your own context and structure them appropriately?

# Outcomes

**Working Definition:** The tangible and spiritual changes evidenced in people, communities, and organisations because of the ministries of SIM and its collaborating partners. Individual and team changes occur in behavior, knowledge, attitude, and belief. Community changes are similar to individual changes, but are seen on the community level. Organisational changes occur in capability, worker care and development, efficiency, and effectiveness. Unlike what SIM does, outcomes are what is accomplished through SIM ministries in the lives of those living in communities where Christ is least known. Outcomes represent the achievement of SIM's purpose.

## **Where do you see OUTCOMES in action?**

Look for examples of where care is evident in discussions at Global Assembly.

## **Where is more focus needed?**

Identify where more focus on outcomes is required in order for SIM to flourish.

## **Questions:**

1. How has your understanding of outcomes grown during this GA?
2. Have you recognised the difference between 'outputs' and 'outcomes' as you talk with people and hear reports on ministries? Why does the difference matter?
3. As you are hearing about outcomes, which ones are applicable to your ministry? How might they help you celebrate achieving SIM's mission?

# Development

**Working Definition:** The intentional fostering of people involved in ministry and the organisational structures required to facilitate their kingdom efforts. SIM desires to help people grow in their relationship with God and with people. This growth will be evident in the practice of diversity and the depth of competence that facilitates kingdom outcomes. Development seeks to enhance a worker's and team's wellbeing, resilience and overall care as they focus on making disciples in communities where Christ is least known.

## **Where do you see DEVELOPMENT in action?**

Look for examples of where care is evident in discussions at Global Assembly.

## **Where is more focus needed?**

Identify where more focus on development is required in order for SIM to flourish.

## **Questions:**

1. In what ways have you personally experienced SIM's efforts to help you grow in relationship with God and others?
2. How have you experienced SIM's efforts to help you develop and gain the training required to effectively carry out your ministry work?
3. As a result of this GA, what will you do in your team or ministry to stimulate the development of your co-workers?

**Instructions:** At the end of each day, reflect on your conversations and insights related to these five words. Write down a word or phrase for each one.

|               | <b>Care</b> | <b>Team</b> | <b>Ministry</b> | <b>Outcomes</b> | <b>Development</b> |
|---------------|-------------|-------------|-----------------|-----------------|--------------------|
| <b>Feb 26</b> |             |             |                 |                 |                    |
| <b>Feb 27</b> |             |             |                 |                 |                    |
| <b>Feb 28</b> |             |             |                 |                 |                    |
| <b>Mar 1</b>  |             |             |                 |                 |                    |
| <b>Mar 2</b>  |             |             |                 |                 |                    |