

# Grow as we GO Leaders Guide

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# What is Grow as We Go?

Grow as we Go is SIM's effort to resource you as you seek to participate in SIM's Purpose and Mission. There are five key words that have been used by all of us over the years in various ways. But if we are to grow as flourishing, friendly and future-focused workers, we need to build a common understanding around these five words going forward.

This Leaders Guide will help you to engage with your team(s) about these words in helpful and collaborative ways. The goal is to allow you to walk alongside those you lead in thinking these terms through and then sharing what you learn together with the larger SIM family.

You can also visit [www.sim.org/growaswego](http://www.sim.org/growaswego) for further resources.

# How to use this resource

On each of the next five pages, you will be introduced to the five words through a “working definition.” We call this a working definition because, through interaction with you and others in SIM, we will be shaping each definition to represent our collective insight and direction.

Below each definition you will find discussion questions to use in team settings. We encourage you not to make new meetings about these topics, but instead to build these discussions into your existing meetings as appropriate, so that you can relate these terms and the discussions to your regular team activities.

Finally, we will share a team activity that you may consider using to help your team work through the term and think about it in a creative way.



## Equipping Your Team to Learn

As you engage your team about this topic, interact with them about how Member Care has been perceived and how this definition looks at care more broadly. Ask them to consider the role of Care in their effectiveness and ability to flourish. Push your team to think beyond the emotive elements of care and think about the broadest ways they might give or receive care.

**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.

## Interaction Questions

1. a) How does the working definition of care affirm, expand or challenge your understanding of care? b) What will it look like if the working definition of care is part of the culture of your team and ministry? c) Please share and explain your visual product.
2. a) What is the relationship between care and the pursuit of excellence? b) What does the pursuit of excellence look like? c) Please share and explain your visual product.
3. a) How would your team and ministry be different with the working definition of care in place? b) What would your team and ministry look like if they were flourishing? c) Please share and explain your visual product.

## Activity

For this activity, you will need a large blank sheet of paper that each team member can access around a table. Alternatively provide each team member with their own blank sheet of paper. Also provide coloured pencils or markers for drawing.

Once everyone is seated with supplies in front of them, ask the “a” question to stimulate a short verbal discussion, then move to the “b” question and ask people to consider it personally through reflection and drawing, and then move to the “c” question allowing people to share their drawings with the team.

Encourage your team members to focus on the process of analysis and learning, and not to worry about the quality of their artistic skills. Visualisations can consist of drawings, diagrams, symbols and text. It does not matter how they look, as long as everybody involved in the process feels that they understand one another’s visual products. Above all, have fun!



## Equipping Your Team to Learn

Everyone has been on a team of one kind or another in their lifetime. Some of those experiences have been uplifting and empowering. Others have been very difficult. Don't assume that everyone on your team has had the same kind of team experiences. Instead, engage your team about the concept of "teams" from the standpoint of what they observe around them and how they can incorporate more elements of a healthy team together.

**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

## Interaction Questions

1. Since teams exist for a specific purpose, is our team in agreement and working together toward our stated ministry purpose?
2. How can our team improve our focus on "being and making disciples in communities where Christ is least known?"
3. What does a flourishing team look like in our context? How can we improve mutual care and developing one another?

## Activity

Our SIM teams have often been organized on the basis of common functions, location, or ministry affinity. In order to facilitate embrace of this emerging understanding of 'team' defined above, have each team member (or with another) work through these questions, then come together to discuss them:

- Describe how each of you have understood or experienced team
- How and why is your conception of team different from what is written above or what others have shared?
- What are the implications and challenges of the above definition of team?
- Is this understanding of team intimidating in any way?

# Ministry

## Equipping Your Team to Learn

Because SIM is using this term to frame how the organisation will engage with the work of missionaries, this is a very utilitarian concept. Treat it as an opportunity to see how your team is doing in understanding the implementation of ministry focus. Download the Ministry Fact Sheet from the Grow as we Go website, and highlight the diagram with the various components of 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.

## Interaction Questions

1. We are refining how we use the word "ministry;" would you consider yourself involved in a ministry? Why or why not?
2. If you are not involved in a ministry, as it is being defined, what changes to your existing activities do you need to consider? What other ministries are already clearly defined in your geographical or topical area of work?
3. As we transition to viewing our personnel, activities, strategies and related projects through a commonly understood ministry lens, is the rationale for the transition clear or is further work needed before we can think of them that way?

## Activity

Take the elements of a ministry from the Fact Sheet. Assign one of those items to each of your team members (or groups of members). Then ask them to assess your ministry on the item assigned as well as list five things that they think could be done to further develop that ministry in that area. Bring those brainstorming ideas back together for discussion.

# Outcomes

## Equipping Your Team to Learn

There are many different theological opinions about measuring outcomes. There are also different levels of understanding of the definitions. Watch this video introducing you to how SIM will be using outcomes. Also download the corresponding Fact Sheet from the Grow as We Go website.

**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.

## Interaction Questions

1. How have we used the term “outcomes” in our team? How is it the same or different than the definition SIM is working on?
2. If we had information about how we were doing in accomplishing our outcomes, how might that information impact how we participate in various ministries?
3. Does the kingdom-centred outcomes approach make it easier or harder to imagine working towards outcomes?

## Activity

Look at the Outcomes Fact Sheet on the Grow as We Go website. Highlight the Kingdom Values in the Outcomes Chart with your team. Break them up into three smaller groups around the three key values in the chart. Ask them to identify one change they would like to see in those they serve, a place where mystery is a reality in your work and a place where you hope unity is a result of better understanding your ministry. Then have the groups come back together and talk about these three values and how you incorporate them in your understanding of measuring outcomes.

# Development

## Equipping Your Team to Learn

This topic gives you a chance to really get a pulse on the development needs of your team. With all the expansion of SIM's vision over the past years, this is your opportunity to understand the areas of personal and professional development needed by your team members as you seek to serve them.

**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.

## Interaction Questions

1. a) In what ways have you experienced SIM's efforts to help you grow in your relationship with God and others, and gain the training required to effectively carry out your ministry work? b) What did this look like? c) Please share and explain your visual product.
2. a) How does the practice of diversity and depth of competence facilitate kingdom outcomes? b) What does this look like? c) Please share and explain your visual product.
3. a) How do you see development enhancing your well-being and resilience, as well as that of your team members? b) What do well-being and resilience look like? c) Please share and explain your visual product.

## Activity

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