



## GREENHOUSE CURRICULUM

### *Pilot Cohort Winter-Spring 2021: Biblical Foundation*

#### *Where are we headed?*

Thanks for joining a 4-month season of Greenhouse, Envision Canada's online creative platform for emerging leaders. We hope that through these next few weeks, you'll begin to build relationships that you've never had access to before. It is our hope that this would be a place outside of your local context where you can connect with other emerging leaders, collaborate, and be equipped to continue to serve at your local church.

#### *The core ministry and objectives*

1. Connect emerging leaders with each other through a digital community.
2. Connect emerging leaders to great mentors based on spiritual journey, professional development or expertise on a particular topic.
3. Instill new opportunities to collaborate and create projects and initiatives by offering a creative and safe environment where emerging leaders get access to resources, expertise, and testing ground.
4. Grow and be developed under Envision Canada's 5 leadership values:  
Biblical Foundation, Self-Awareness, Spiritual Awakening, Cultural Agility, and Global Leadership

#### *Key resources*

1. Mentors made up of pastors, international workers, and professionals.
2. Your Envision Canada email account ([firstname.lastname@envisioncanada.org](mailto:firstname.lastname@envisioncanada.org)) which gives you access to the Office 365 suite where you can use Microsoft Office to create, collaborate, and produce your documents as well as communicate with each other.
3. Books:

- a. Fusco, D. and Jacobsen, D., 2017. *Upward, Inward, Outward: Love God, Love Yourself, Love Others*. Colorado Springs, CO: NavPress.

Great book that's super easy to read with lots of humour. Use if you're learning to navigate your 1-1 mentoring but also to understand God's purpose and design for us and how our needs are fulfilled in Him alone.

- b. Anders, M., 2018. *30 Days To Understanding The Bible In 15 Minutes A Day!*. 3rd ed. Nashville, TN: T. Nelson.

With 15 minutes a day, you'll get to learn about key themes, events, and doctrine in a straightforward manner. It helps to get a better understanding and the 13-week plan is a great resource if you're doing this with a group!



- c. Fee, G. and Stuart, D., 2002. *How To Read The Bible For All Its Worth*. 4th ed. Grand Rapids, MI: Zondervan.

An oldie but a goodie. This is already in its 4<sup>th</sup> edition and has served many leaders, from the armchair bible reader to the preacher, this has helped millions of believers navigate misconceptions in Scripture and sound application for the 21<sup>st</sup> century life.

## *Unpacking your season*

### **1-1 MENTORING**

1. Once you are paired with a mentor of your choice or through Envision, **you will set the time, frequency, and place** (video chat on what platform?) for your meetings.
2. You will develop goals of your choosing with your mentor that deals with your individual development as an emerging leader.
3. You will submit a copy of your *mentoring goals* sheet, your midway, and final evaluation over the course of the next few months.

### **GROUP MENTORING**

1. You will pick a group of your choice based on the topic of interest and based on the assigned project that involves sustainable funding.
2. There are proposed dates on the calendar for your group meetings, feel free to discuss alternative dates and time as a small team.
3. You will present the end result of your project at the last All-Mentee Gathering and you will get an additional group mentoring session to tweak your project based on feedback.

### **ALL-MENTEE GATHERING**

1. You will join a larger session with all other Greenhouse leaders to receive teaching, discuss, and share as a larger group.
2. This is where we can also chat about logistics, general info, and ask larger questions.

## *Dates for greenhouse sessions*

Your 1-1 mentoring sessions are defined between you and your mentor. All-Mentee Gatherings are held every 5-6 weeks online on Zoom and Group Mentoring sessions are every 3 weeks on Teams:

Dates	Session	Description	Due
<b>Before Feb 20<sup>th</sup>, 2021</b>	First 1-1 Mentor Meeting	Reach out to your mentor and have a first 1-hr <i>Meet and Greet</i> to get to know each other and set up your schedule for the next months.	Go over the <b>Mentoring Goals</b> document with your mentor just to familiarize yourselves.
<b>Sat Feb 20<sup>th</sup>, 2021</b> 9am (PST) // 12pm (EST) on Zoom	<b>All-Mentee Gathering</b>	This will be our first all-mentee gathering! You'll get to know each other, but it will be a time to gather, learn from each other, and exchange – 1 <sup>st</sup> session of Biblical Foundation program to come.	Get familiar with your <a href="http://envisioncanada.org">envisioncanada.org</a> email account and office 365.
<b>Sat Feb 27<sup>th</sup>, 2021</b> 9am (PST) // 12pm (EST) on MS Teams	Group Mentoring	First group gathering: divide roles, specify your book learning together, and learn about your project. Start to exchange and collaborate on your project and go through initial steps of development provided.	By now, you should have already had your 2 <sup>nd</sup> 1-1 meeting with your mentor where you've completed the <i>Mentoring Goals</i> document. Submit a copy to the Envision Office.
<b>Sat March 20<sup>th</sup>, 2021</b> 9am (PST) // 12pm (EST) on MS Teams	Group Mentoring	2 <sup>nd</sup> group mentoring time	
<b>Sat March 27<sup>th</sup>, 2021</b> 9am (PST) // 12pm (EST) on Zoom	<b>All-Mentee Gathering</b>	Midway gathering! 2 <sup>nd</sup> and 3 <sup>rd</sup> Session of Biblical Foundation and group exercises.	Midway evaluation of your 1-1 mentoring to be submitted to the Envision Office.
<b>Sat April 10<sup>th</sup>, 2021</b> 9am (PST) // 12pm (EST) on MS Teams	Group Mentoring	3 <sup>rd</sup> group mentoring time	
<b>Sat May 1<sup>st</sup>, 2021</b> 9am (PST) // 12pm (EST) on MS Teams	Group Mentoring	4 <sup>th</sup> group mentoring time	
<b>Sat May 8<sup>th</sup>, 2021</b> 9am (PST) // 12pm (EST) on Zoom	<b>All-Mentee Gathering</b>	Final large gathering: Celebration of what God has done in your mentoring relationship or group. Presentation of group projects with feedback.	3-5 min presentation of your group project.
<b>Sat May 22<sup>nd</sup>, 2021</b> 9am (PST) // 12pm (EST) on MS Teams	Group Mentoring	Last group gathering where you can come together and tweak your projects before they launch.	
<b>Before June 1<sup>st</sup>, 2021</b>	Last 1-1 Mentor Meeting	Your last official 1-1 where you will review and evaluate your goals!	Final evaluation to be submitted to the Envision Office.

## *Evaluation Rubric*

To assess leadership development, the following reflect Envision Canada's core values and competencies:

Criteria	Exemplary	Proficient	Developing	Emerging	Inadequate
<b>Biblical Foundation</b>	<p>Leads others in Scripture knowledge and is keen in preparing teaching for others to put into practice.</p> <p>Has key biblical and theological knowledge.</p> <p>Can teach others on ways of approaching Scripture</p>	<p>Integrates practice with Scripture knowledge.</p> <p>Regularly offers grace and wisdom on the negotiables of faith and practice.</p> <p>Can view the Bible through multiple forms of interpretive tools</p>	<p>There is a regular interest in the Word through a regular practice of reading.</p> <p>Acknowledges the complexity of faith and practice</p> <p>Knows key passages</p> <p>Is having regular conversation in this area</p>	<p>Basic knowledge of biblical themes with some dogmatic but fixed positions.</p> <p>Has a general idea of key biblical themes and their referenced passages.</p> <p>Reading the Word is admittedly an afterthought</p>	<p>No regular practice of reading of the Word.</p> <p>Unable to reference key passages.</p> <p>No use of biblical knowledge or interest for direction in their life and silent and fearful to communicate their faith</p>
<b>Self-Awareness</b>	<p>Is aware of their blindspots by inviting others to regularly speak into their lives.</p> <p>Leads others into unearthing issues in their lives.</p> <p>Is able to lead conflict management strategies for resolution and possible reconciliation.</p>	<p>Has a healthy work/life balance and rhythm recognized by others.</p> <p>Works at a high level of emotional intelligence.</p> <p>Able to have healthy disagreements and conflict without severing relationships. Can listen to others and resolve conflict.</p>	<p>Growing ability to process emotions leading to sound decisions.</p> <p>Desire to achieve balance through healthier rhythms of work, rest, and study.</p> <p>Able to empathize emotionally with others.</p> <p>Able to articulate their point of view during conflicts with others</p>	<p>Emotions are still getting the better of the person with little self-control.</p> <p>They are beginning to accept input from others on their attitude or behaviour.</p> <p>Unresolved conflicts affect team dynamics from time to time surfacing at other moments.</p>	<p>Easily offended and is often immature, selfish and oblivious to the 'other'.</p> <p>Often brash and refuses to participate with a group or team. Behaviourally challenging for team and lives with unresolved conflict.</p> <p>Their life is undisciplined and chaos with episodes of burnout</p>
<b>Spiritual Awakening</b>	<p>Actively prays for deliverance, freedom, peace, and supernatural encounters for others.</p> <p>Actively prays for others to receive the Holy Spirit and for discernment on their gifts and temperament.</p>	<p>Has an identifiable, active prayer discipline.</p> <p>Active practice of spiritual warfare for self and others.</p> <p>Consistent engagement with an intercessory team.</p>	<p>Is developing and discerning prayer patterns or disciplines for their lives.</p> <p>Theologically aware of the spiritual realm though with limited engagement.</p> <p>Is aware of their own spiritual temperament and gifting.</p>	<p>Prays alone and sometimes with others in a group.</p> <p>Has heard about supernatural encounters as part of the Christian faith but no experience.</p>	<p>No regular practice of prayer.</p> <p>Unaware of the spiritual world's power and influence.</p> <p>Has yet to have heard God's voice or the Holy Spirit.</p>



# ENVISION

CANADA

<p><b>Cultural Agility</b></p>	<p>Leads others in understanding dynamics between different cultures.</p> <p>Has heavily experienced cross-cultural relationships in ministry, work, and personal life.</p> <p>Has taught their 'home culture' about how the Bible and Christ can be expressed through various worldviews when seen from other cultures.</p> <p>Actively contributes and gives voice to leaders and representative of the Global Church</p>	<p>Understands the how to enter and partner with others who are culturally or ethnically different.</p> <p>Is aware of how other cultures or people view them through cultural and ethnic presupposition.</p> <p>Has a wider understanding of worldviews beyond "3D" and has learned how other cultures contextualize the Bible or have contributed non-Western theologies.</p>	<p>Can articulate and discuss cultural differences.</p> <p>Enjoys multiple cross-cultural relationships and understands some of their dynamics.</p> <p>Is aware of basic 3D worldviews of guilt/innocence honour/shame fear/power and how it affects the Gospel. Is aware of their own culture's bias, blindspots, and context.</p> <p>Has a basic understanding of terms like "Majority World Church" or contemporary missions vocabulary</p>	<p>Is somewhat aware of their ethnicity but still colourblind and 'doesn't see colour'</p> <p>Understands that there are different worldviews and ways to see the Gospel</p> <p>Sees global missions as mantra to "seek and save the lost/poor"</p> <p>Has heard about the Global Church or Global Missions by hosting or participating at missions weekend at their church.</p> <p>Understands the difference between race/racism, ethnicity, and culture</p>	<p>Uncomfortable with other cultures, foods, habits, traditions, and beliefs.</p> <p>Has very few, if any, cross-cultural relationships.</p> <p>Has never been exposed to Christianity expressed beyond their mother tongue.</p> <p>Sees global missions in paternalistic terms or as triumphalism.</p> <p>Fears discussion or challenges on reflecting on race, culture, and ethnicity with a strong emphasis on escapism.</p>
<p><b>Global Leadership</b></p>	<p>Actively making new disciples by developing other leaders by facilitating mentoring relationships.</p> <p>Actively leads the development of communities and projects for others.</p> <p>Develops training, skill acquisition, and leadership development for others with their expertise and experience.</p> <p>Has opened the doors (or 'brokered' for others to network and partner organizations to achieve mission goals.</p>	<p>Is able to count the number and nature of their mentoring relationships with mentees.</p> <p>Leads a Christian community or collaborative project.</p> <p>Understands the need for formal credibility and has clear levels of competency to exercise their task or mission with expertise.</p> <p>Engages in key partnerships with churches, organizations, and/or businesses in strengthening Kingdom initiatives.</p>	<p>Is being actively discipled and mentored by another leader and is possibly mentoring someone else.</p> <p>Participates in community or collaborative projects with a defined role.</p> <p>Is pursuing training and development professionally, ministerially (licensing) or through workshops.</p> <p>Deals with organizations, businesses, and churches with a level of professionalism.</p>	<p>Is learning to receive and reflect on what they are learning.</p> <p>Will passively participate in a community event or an observer in a collaborative project.</p> <p>Has an awareness that they have some 'gaps' in their leadership development.</p> <p>Is somewhat aware of professional lingo or business culture to engage with other leaders or organizations.</p>	<p>Is a taker, attends and consumes.</p> <p>Solo actor and prefers to work alone because they believe it's faster.</p> <p>Ignores needs for competencies, skills and training to adequately perform their tasks or mission.</p> <p>Lacks professionalism and flexibility to partner with other leaders or organizations.</p>