

GCN Initial Phase Roadmap

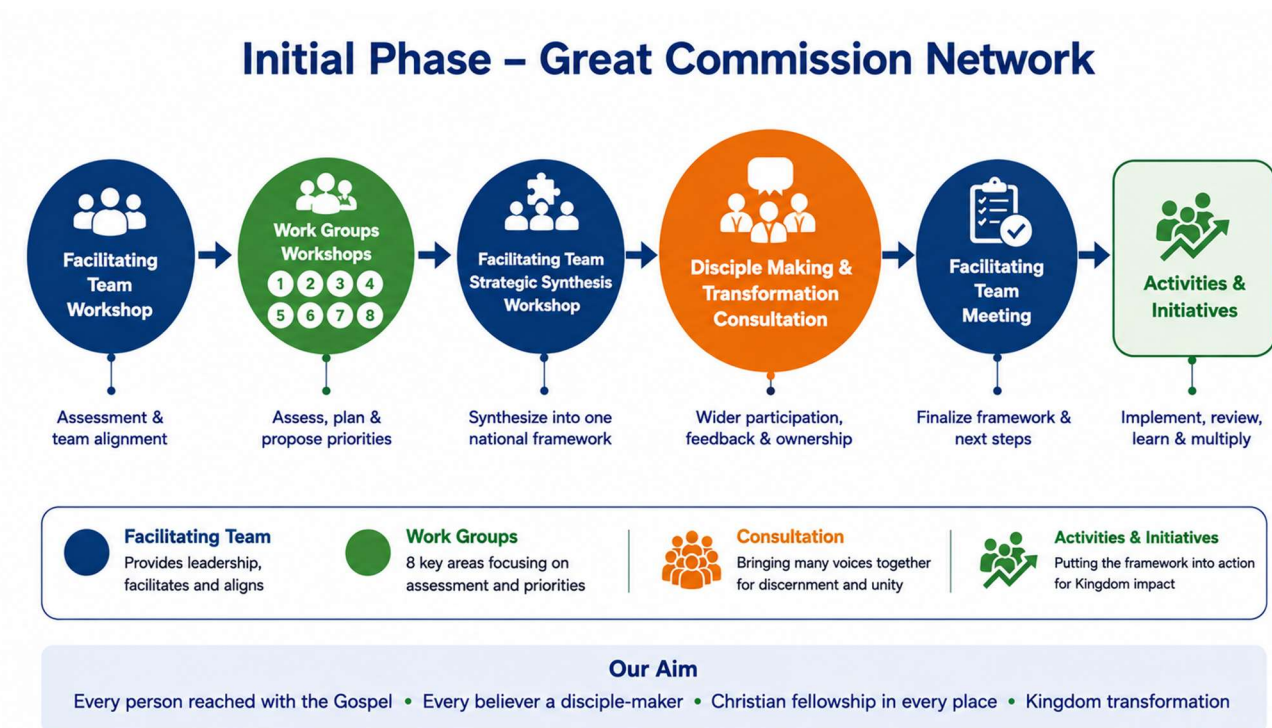
GCN Great Commission Network

From Assessment and Work Group Workshops to Consultation, Activities & Initiatives and Multiplication

Purpose

The Initial Phase provides a connected process for building the national GCN, understanding the current Great Commission reality, developing shared priorities, connecting tools and partners, launching collaborative action, broadening ownership through consultation, and moving into ongoing implementation and multiplication.

The process at a glance



Initial Phase overview. The graphic shows the main meeting sequence; the detailed roadmap below includes the additional team-building, planning, toolbox, portfolio, KPI, multiplication and partnership steps that take place within and between these meetings.

Stage	Main Meeting / Process	Primary Outcome
1	Build the National Core Team & Network Team (National Facilitating Team)	Core Team with clear responsibility; Network Team broadening relationships, representation and participation
2	GCN Facilitating Team Workshop – National Great Commission Assessment	Shared national understanding and starting priorities
3	Eight GCN Work Group Workshops	Area-specific assessment, priorities, toolbox, partners, activities and KPIs
4	GCN National Facilitating Team – Strategic Synthesis Workshop	One coherent draft National Strategic Framework
5	Disciple Making & Transformation Consultation	Wider prayer, feedback, participation, partners and ownership
6	GCN Facilitating Team Finalization Meeting	Final National Strategic Framework, ownership and implementation plan
7	Strategic Implementation & Regional Network building	Regular collaboration, Activities & Initiatives, national wide network established. Ongoing collaboration.

Initial Phase Overview – How the Process Works

The Initial Phase is a process of widening relationship, clarity, participation and ownership. It begins with a committed National Core Team, broadens through the Network Team and eight Work Groups, brings the results together into a shared national framework, opens this framework to wider national discernment and contribution, and continues through Activities & Initiatives, Focus & Project Teams and regional/local multiplication.

National Team Setting – Core Team + Network Team = National Facilitating Team

The National Core Team provides continuity, core facilitation, alignment and leadership of the eight Work Groups. In the full national model this normally includes nine Facilitators / Work Group Leaders plus Co-Facilitators. The Network Team broadens participation and may include additional national leaders, regional/network/movement representatives, international GCN members engaged in the nation, emerging leaders, advisors, specialists and support roles. The distinction is functional rather than hierarchical: both parts work together as one National Facilitating Team.

Team Building During the Initial Phase

Team building is relational and spiritual, not only structural. Facilitators pray and listen together, clarify roles, develop Co-Facilitators, build representative Work Groups and strengthen trust through regular interaction and mentoring. Emerging and younger leaders and women should be intentionally welcomed and empowered. Use 1-3 – GCN Facilitating Team & Work Group Members as the working document for team building and development.

From Team to Action

GCN distinguishes between who works together and what they do. Facilitating Teams and Work Groups may directly initiate Activities & Initiatives when collaboration is clear and relatively simple. When a specific topic, people group, opportunity, need or project requires focused coordination, a Focus & Project Team can be formed. The purpose of the structure is practical Great Commission action and multiplication, not structure for its own sake.

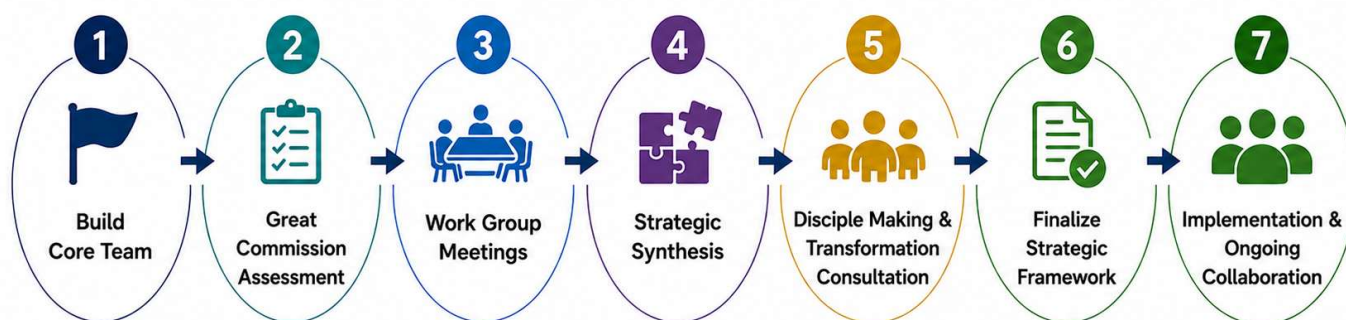
Roadmap – Initial Phase

The Initial Phase moves from orientation and relational team formation to shared national assessment, deeper Work Group engagement, strategic synthesis, broad national participation and sustained collaborative action. Team building, relationship building and practical Activities & Initiatives can develop throughout the process; the Initial Phase is not a planning pause.

How to read the roadmap: Begin with orientation and formation of the National Facilitating Team. The visual pathway then highlights six major stages: Facilitating Team Workshop -> Work Group Workshops -> Strategic Synthesis Workshop -> Disciple Making & Transformation Consultation -> Facilitating Team Finalization / Next Steps -> Activities & Initiatives. Team building, planning, toolbox, partnership, portfolio, KPIs and multiplication are embedded within these stages.

#	Roadmap Step	What Happens
1	Build the National Core Team & Network Team	Confirm the Core Team facilitators / Work Group leaders and Co-Facilitators; develop the wider Network Team with national, regional, international, emerging, advisory and specialist relationships as helpful. Together they form the National Facilitating Team.
2	Facilitating Team Workshop: National Great Commission Assessment	Establish a shared picture of the national situation, strengths, gaps, opportunities and existing collaboration.
3	Eight GCN Work Group Workshops	One workshop for each key area, using a common assessment-to-action framework.
4	Strategic Synthesis Workshop	Gather and synthesize the outcomes of all eight Work Groups into shared national priorities and coordinated action.
5	Disciple Making & Transformation Consultation	Widen participation, ownership, prayer, feedback and collaboration across the Body of Christ and spheres of society.
6	Facilitating Team Finalization Meeting	Incorporate consultation feedback and finalize goals, strategies, toolbox & partners, Activities & Initiatives, ownership and KPIs.
7	Strategic Implementation & Ongoing Collaboration	Continue through regular GCN meetings, Work Groups, Focus & Project Teams, joint Activities & Initiatives, learning, review and multiplication.

GCN Initial Phase Roadmap



1. Build National Facilitating Team



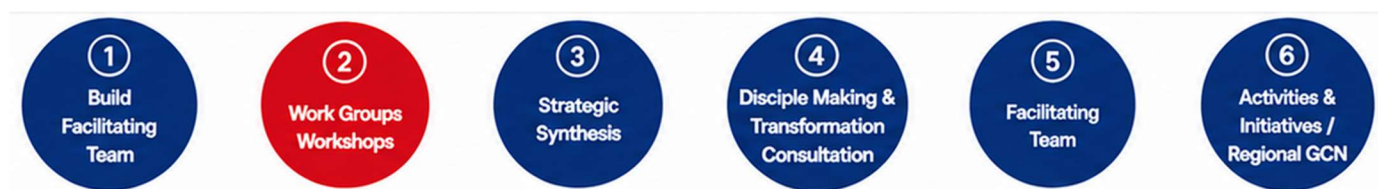
Development Pathway

Phase	Objective	Main Outcome
Team Formation	Build the National Core Team, Network Team and eight Work Groups; develop Co-Facilitators and representative relationships.	Relational National Facilitating Team with clear core responsibility, wider participation and growing ownership
Assessment	Understand what exists, what is fruitful and where the gaps are	Shared national understanding
Strategic Planning	Agree on priorities, goals, strategies and Kingdom Performance Indicators	Strategic direction
Toolbox & Partners	Map tools, training, best practices, specialists and partners	Shared toolbox & partner portfolio
First Collaborative Activities	Launch practical joint initiatives	Early momentum and learning
Activity Portfolio	Develop a portfolio of collaborative Activities & Initiatives	Coordinated national action
Focus & Project Teams	Connect or launch focused teams where strategic needs require them	Focused collaboration
Consultation	Bring wider national representation together	Broader national ownership
Regional Multiplication	Multiply teams, activities and learning into regions and Local GCNs	National expansion
National & Global Partnership	Connect, learn, contribute and multiply nationally and internationally	Multiplying network

Initial Phase Steps

- 1. Build Facilitating Team**
- 2. Work Groups Workshops**
- 3. Strategic Synthesis**
- 4. Disciple Making & Transformation Consultation**
- 5. Facilitating Team**
- 6. Activities & Initiatives / Regional GCN**

2. GCN Facilitating Team Workshop – National Great Commission Assessment



This first strategic workshop establishes a shared national picture and prepares the eight Work Groups. The National Core Team carries the central facilitation and Work Group leadership, while the Network Team broadens relationships, representation, expertise and participation. Together they form the National Facilitating Team. The workshop identifies the main realities, fruit, gaps, opportunities and questions that the Work Groups will develop further.

Workshop Element	Purpose / Output
Prayer & Listening	Seek God together and discern what He is highlighting for the nation.
National Great Commission Assessment	Review current reality in evangelism, disciple making, church planting, workplace & agriculture, society & community, equipping, focused collaboration, and national/global connectivity.
Strengths & Fruit	Identify where God is already working and what is fruitful.
Gaps & Barriers	Identify underserved places, people groups, sectors, systems and collaboration gaps.
Opportunities	Recognize strategic openings, relationships, movements and resources that can be strengthened.
Work Group Formation	Confirm or refine facilitators / Co-Facilitators, initial participants, existing networks to involve and missing key people for the eight Work Groups. Strengthen the Core Team and Network Team as relationships develop.
Next Steps	Commission the Work Groups to conduct their workshops and return their findings for national synthesis.

Expected Output

- A shared national starting assessment.
- Eight Work Groups prepared for deeper assessment and strategic planning.
- Initial list of key people, networks, tools, partners, opportunities and gaps.
- Clear next steps toward the Strategic Synthesis Workshop.

Related Document

The Assessment as a Core Team or if you like together with members of the Network Team can be done with the help of this work paper:

2 – GCN Facilitating Team Workshop – National Assessment

How Core Team and Work Groups lead to Goal Achievement

How every National Core Team Facilitator leads a Work Group and turns a Great Commission goal into collaborative action

KEY PRINCIPLE

Each National Core Team Facilitator / Co-Facilitator is responsible for one strategic Great Commission area and builds and leads the corresponding national GCN Work Group. The Work Group is the wider collaborative team that assesses the national reality, identifies gaps and priorities, connects tools and partners, develops strategy and KPIs, and moves the goal into concrete Activities & Initiatives.

NATIONAL CORE TEAM	GCN WORK GROUPS	GOAL → ACTION
9 Facilitators / Co-Facilitators Each owns a strategic goal area	Each Facilitator builds & leads its corresponding Work Group	Assessment • Priorities • Strategy Tools & Partners • KPIs • Action



Activities & Initiatives → measurable Great Commission progress → learning & multiplication

The Facilitator is not simply a portfolio holder. The facilitator connects the wider Body of Christ around the goal and develops a representative Work Group—normally practitioners, leaders, networks and specialists from different regions and backgrounds. The Work Group provides the national competence and collaborative capacity needed to advance that goal.

Core Team Facilitator	Corresponding Work Group	Goal Achievement Focus
Prayer & Evangelism	Prayer & Evangelism	Every person has meaningful Gospel access.
Disciple Making	Disciple Making	Every believer grows as a multiplying disciple-maker.
Church Planting	Church Planting	Christian fellowship reaches every place and people group.
Workplace & Agriculture	Workplace & Agriculture	Disciple making and Kingdom impact shape work and economic life.
Society & Community	Society & Community	Holistic Kingdom transformation advances across society.
Equipping, Toolbox & Partners	Toolbox & Partners	People and teams access proven tools, training and partners.
Focus & Project Teams	Focus & Project Teams	Strategic gaps and opportunities become focused collaborative action.
National & Global Collaboration	National & Global Collaboration	Unity, learning, partnership and multiplication connect local to global.

Team Leader & Multiplication: facilitates the whole National Core Team, aligns the eight goal-focused Work Groups, supports their facilitators, and helps the national process multiply into regions and Local GCNs.

Simple flow: Core Team Facilitator → builds & leads Work Group → national assessment → priorities & strategy → tools & partners → Activities & Initiatives → KPIs, learning & multiplication.

3. Common Framework for the 8 Work Group Workshops



All eight Work Groups use the same basic workshop pathway so their outcomes can later be compared and synthesized. Each facilitator develops the corresponding Work Group relationally, normally with a representative group of practitioners, leaders and specialists. Workshops may be on-site, online or hybrid; in larger countries, online participation can strengthen national and regional representation. Use 1-3 – GCN Facilitating Team & Work Group Members for team building and development.

Step	Work Group Output
1. Team Building & Development	Build relationships, clarify Facilitator / Co-Facilitator collaboration, update participants, identify missing key people and strengthen representative participation.
2. Prayer & Listening	Pray together and discern what God is highlighting.
3. National Assessment	Identify current reality, strengths, fruit, gaps, barriers, opportunities and underserved areas.
4. Strategic Priorities	Define the most important priorities and goals for the next 3–5 years.
5. Toolbox & Partners	Map proven tools, training, best practices, ministries, coaches, specialists and partners.
6. Activities Portfolio	Identify first collaborative activities, pilots, projects and initiatives.
7. Kingdom Performance Indicators	Define baselines, targets, indicators and ways to measure fruit and multiplication.
8. Next Steps	Assign responsibilities, build the team further, launch first activities, meet again and multiply.

Standard Workshop Deliverables

- Updated Work Group team and participant list.
- Assessment of current reality, strengths, gaps and opportunities.
- 3–5 year priorities and desired outcomes.
- Toolbox and partner portfolio.
- Initial Activities & Initiatives portfolio.
- Kingdom Performance Indicators and review approach.
- Named responsibilities and next steps.

4. Eight National GCN Work Group Workshops

Each Work Group applies the common workshop framework to its own strategic Great Commission area. Together they provide the detailed input for the national synthesis.

Work Group Workshops	Primary Focus
Prayer & Evangelism	Prayer, Gospel access, every believer a witness, people groups, outreaches, evangelism tools and research.
Disciple Making	Spiritual maturity, disciple-making culture, mentoring, generational multiplication and every believer a disciple-maker.
Church Planting	Church and gap mapping, pioneer teams, new fellowships, underserved places and people groups, and multiplication.
Workplace & Agriculture	Biblical transformation at work, disciple making, entrepreneurship, jobs, agriculture, value chains and Kingdom ecosystems.

Work Group Workshops	Primary Focus
Society & Community	Family, education, health, compassion, justice, reconciliation, disability inclusion, communities and spheres of society.
Toolbox & Partners	Shared tools, training, fivefold equipping, coaching, mentoring, online/on-site learning, contextualization and partners.
Focus & Project Teams	Portfolio of specialized Focus & Project Teams, projects and initiatives across topics, sectors, people groups and strategic opportunities.
National & Global Collaboration	John 17 unity, national relationships, global partnerships, mutual learning, generosity, Acts 1:8 and multiplication.

How the Work Groups connect

The Work Groups are distinct for strategic clarity but should not work in silos. Prayer & Evangelism, Disciple Making and Church Planting are closely related and may form one organic flow. Workplace & Agriculture and Society & Community connect disciple making with holistic Kingdom transformation. Toolbox & Partners serves all areas, while Focus & Project Teams and National & Global Collaboration connect specialized and cross-geographic action.

Documents

3. National GCN Work Group Workshops

- 3-1 – Prayer & Evangelism Work Group – National Assessment GCN
- 3-2 – Disciple Making Work Group – National Assessment GCN
- 3-3 – Church Planting Work Group – National Assessment GCN
- 3-4 – Workplace & Agriculture Work Group – National Assessment GCN
- 3-5 – Society & Community Work Group – National Assessment GCN
- 3-6 – Toolbox & Partners Work Group – National Assessment GCN
- 3-7 – Focus & Project Teams Work Group – National Assessment GCN
- 3-8 – National & Global Collaboration Work Group – National Assessment GCN

4. National Strategic Synthesis

- 4-1 – GCN National Facilitating Team – Strategic Synthesis Workshop

From Work Group to Focused Great Commission Action

Initial Phase guidance for Work Group Facilitators

WORK GROUP → ACTIVITIES & INITIATIVES

WORK GROUP → FOCUS & PROJECT TEAM → ACTIVITIES & INITIATIVES

Not every Activity & Initiative needs a Focus & Project Team. The Work Group chooses the simplest structure that provides clear ownership, good coordination and alignment with the Work Group goal.

How to choose the right pathway

DIRECT ACTIVITY / INITIATIVE	FOCUS & PROJECT TEAM FIRST
• Purpose, approach and ownership are already clear.	• A strategic gap, people group, geography, topic or opportunity needs focused development.
• One leader or a small coordination team can manage it.	• A dedicated collaborative team and specialized expertise are needed.
• Partner coordination is relatively simple.	• Several organizations, Work Groups or partners need ongoing coordination.
• It is one practical activity or initiative within the Work Group portfolio.	• The focus may develop several Activities & Initiatives or projects.
• The Activity / Initiative Leader stays directly connected to the Work Group.	• It needs its own goals, strategy, leadership, KPIs and review rhythm.

DECISION QUESTION: Does this priority mainly need someone to lead an activity—or a dedicated team to develop and coordinate the field?

Activity leader needed → Activity & Initiative | Dedicated collaborative team needed → Focus & Project Team

Initial Phase: how the Work Group gets there

STEP	PROCESS	WORK GROUP TASK
1	ASSESS	Understand current reality, fruitful work, gaps, people groups, regions, tools and partners.
2	PRIORITIZE	Agree on the few priorities that can most advance the Work Group's Great Commission goal.
3	MAP & CONNECT	Identify existing leaders, ministries, practitioners, tools and partners before creating something new.
4	CHOOSE PATH	For each priority: direct Activity & Initiative, or Focus & Project Team first.
5	LAUNCH	Clarify leadership, outcomes, partners, next steps, timeline and appropriate KPIs.
6	REVIEW & MULTIPLY	Review fruit and learning, keep the portfolio aligned and multiply fruitful approaches.

The Work Group as the strategic home of the portfolio

WORK GROUP PORTFOLIO → Activity & Initiative 1 → Activity & Initiative 2 → Focus & Project Team A → Activities & Initiatives → Focus & Project Team B → Activities & Initiatives	Keep leadership connected Leaders of important Activities & Initiatives and Focus & Project Teams should ideally be part of, or closely connected to, the Work Group. This keeps strategy, learning, KPIs, partners and related activities aligned and prevents separate silos.
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3. GCN National Facilitating Team – Strategic Synthesis Workshop



After the eight Work Group workshops, the National Core Team, together with the wider Network Team as appropriate, gathers the outcomes into one coherent national strategy. The synthesis workshop moves from multiple assessments and recommendations to shared priorities, coordinated Activities & Initiatives and a draft National Strategic Framework.

Synthesis Step	Purpose
1. Update Work Group Teams	Review facilitators, co-facilitators, participants, representation and missing key people.
2. Gather Outcomes	Bring together assessment findings, strengths, gaps, strategic priorities, proposed activities, KPIs, tools and partners.
3. Cluster	Group related findings and priorities across the eight Work Groups.
4. Discern	Pray and identify what God is emphasizing nationally.
5. Prioritize	Select the most important shared national priorities.
6. Define Goals & Strategies	Agree on desired outcomes, milestones, strategies and responsibilities.
7. Build Toolbox & Partner Portfolio	Combine tools and partners across the GCN areas and make cross-functional resources visible.
8. Build Activity Portfolio	Choose collaborative Activities & Initiatives and pilots that implement the strategy.
9. Align Focus & Project Teams	Connect existing focused teams and establish new ones only where a strategic gap requires concentrated collaboration.
10. Define KPIs	Set baselines, targets, indicators, review rhythms and ownership.
11. Prepare Consultation	Prepare the draft framework for wider national prayer, feedback, participation, additional partners and ownership.
12. Implement & Multiply	Prepare for finalization, launch, review, learning and regional/global multiplication according to Acts 1:8.

Primary Output: Draft GCN National Strategic Framework

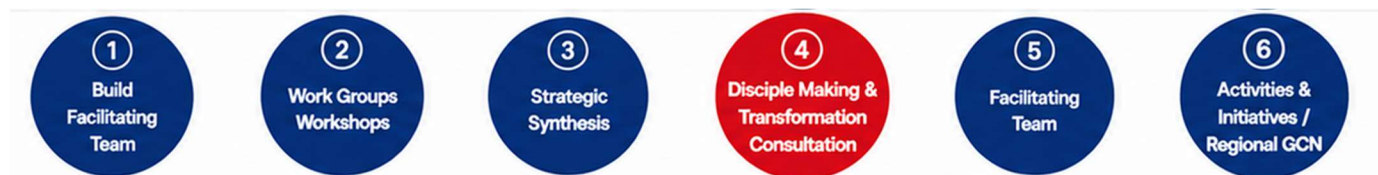
National Goal	Current Gap / Baseline	3–5 Year Outcome	Strategies	Key Activities	Lead / Partners	KPIs / Review

Synthesis Document

4. National Strategic Synthesis

4-1 – GCN National Facilitating Team – Strategic Synthesis Workshop

4. Disciple Making & Transformation Consultation



The consultation follows the Strategic Synthesis Workshop. It broadens ownership beyond the Facilitating Team and Work Groups by bringing together a wider representation of the Body of Christ to pray, listen, learn, contribute and strengthen the emerging national strategy. A national consultation may include approximately 50–300 leaders from different spheres and sectors of life and society.

Consultation Objectives

- Share the national assessment (strategic synthesis from Facilitating Team) and what God is already doing.
- Present the emerging national goals, priorities, toolbox and Activities & Initiatives portfolio.
- Invite feedback, additional knowledge, partners, tools and missing perspectives.
- Strengthen unity, relationships and commitment to collaborative Great Commission action.
- Identify people who can join Work Groups, Focus & Project Teams, projects, regional teams or equipping efforts.
- Confirm first collaborative initiatives and pathways for regional multiplication.

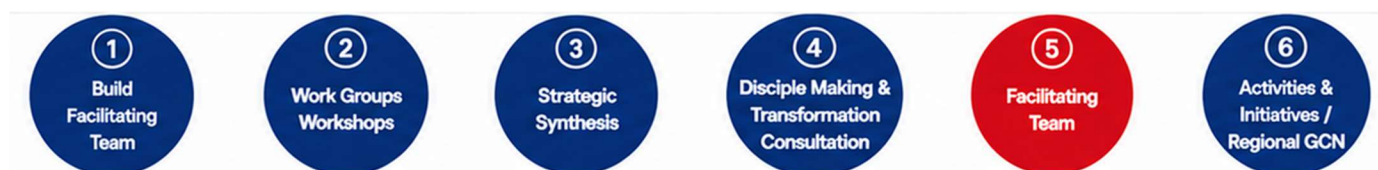
Consultation Working Process

Component	Purpose / Expected Contribution
Prayer, Worship & Listening	Seek God together and build spiritual and relational unity.
National Great Commission Overview	Present the assessment, opportunities, gaps and emerging strategic framework.
Disciple Making & Transformation Interaction	Engage leaders around disciple making and holistic Kingdom transformation across Church & Ministry, Workplace & Agriculture, and Society & Community.
Sphere / Domain Interaction	Allow participants to contribute expertise, needs, tools, partners and initiatives from their spheres and domains.
Focus / Project Follow-Up	Identify strategic topics, people groups, sectors or opportunities that require focused collaboration.
Activities & Initiatives	Confirm practical collaborative action, ownership and first next steps.
Regional & Local Multiplication	Identify facilitators and pathways to reproduce the process in regions, districts, cities and Local GCNs.

Related Documents

- 5-1 – GCN Disciple Making & Transformation Consultation – Working Paper
- 5-2 – Disciple Making & Transformation Consultation – Sphere - Domain Interaction Form
- 5-3 – Focus Teams – Post-Consultation Workshop & Working Paper GCN
- 5-4 – Focus & Project Teams – Guidelines & Working Paper GCN
- 5-5 – GCN Focus & Project Teams – Guidelines & Working Paper

5. Finalization, Strategic Implementation & Ongoing Collaboration



After the consultation, the National Facilitating Team (Core Team + Network Team) incorporates the feedback and moves from the Initial Phase into ongoing collaborative implementation. Existing fruitful action continues, and new Activities & Initiatives may begin whenever sufficient clarity, relationships and ownership are present.

Action	Ongoing Process
Finalize the National Strategic Framework	Confirm goals, strategies, toolbox & partners, Activities & Initiatives, ownership, KPIs and review rhythm.
Continue Work Groups	Work Groups meet for strategic and practical development and keep their portfolios current.
Develop Focus & Project Teams	Focused teams connect specialized topics, people groups, sectors, opportunities and projects across the GCN matrix.
Update Toolbox & Partners	Continuously connect proven tools, training, coaches, mentors, best practices and partner relationships.
Review Fruit & KPIs	Review Activities & Initiatives through Kingdom Performance Indicators, testimonies, learning and measurable progress.
Multiply Regionally & Locally	Multiply the shared vision into regions, districts, cities and Local GCNs. Keep local expressions relational and as simple as possible while connecting prayer, disciple making, transformation, collaboration and multiplication.
Strengthen National & Global Partnership	Share prayer, learning, people, tools, resources, generosity and fruitful practices multidirectionally.

Multiplication Principle

Team Formation → Assessment → Strategic Planning → Toolbox & Partners → First Activities → Activity Portfolio → Focus & Project Teams / Specialization → Consultation & Partnership → Multiplication → Continuous Review

The goal is a relational, scalable and self-reproducing Great Commission network in which facilitators connect people, every part of the Body of Christ contributes what God has entrusted to it, fruitful practices are shared, and collaboration multiplies into new places.

Related Document

5-5 – National Facilitating Team Post-Consultation Synthesis Working Paper

From National Vision to Regional, City & Local GCNs

A practical pathway for multiplying the GCN network from national coordination to grassroots relationships and action

KEY PRINCIPLE

Each upper geographic level intentionally empowers and helps build the next lower level. The National Facilitating Team develops the next appropriate geographic teams, which in turn multiply the network downward until Local GCNs and grassroots collaborative action are established.



Use the country's real geographic structure

GCN should work with the official and commonly understood geographic setting of the country—for example provinces, states, regions, districts, counties or cities. This makes the network easy to understand and helps relational development and systematic geographic coverage go hand in hand.

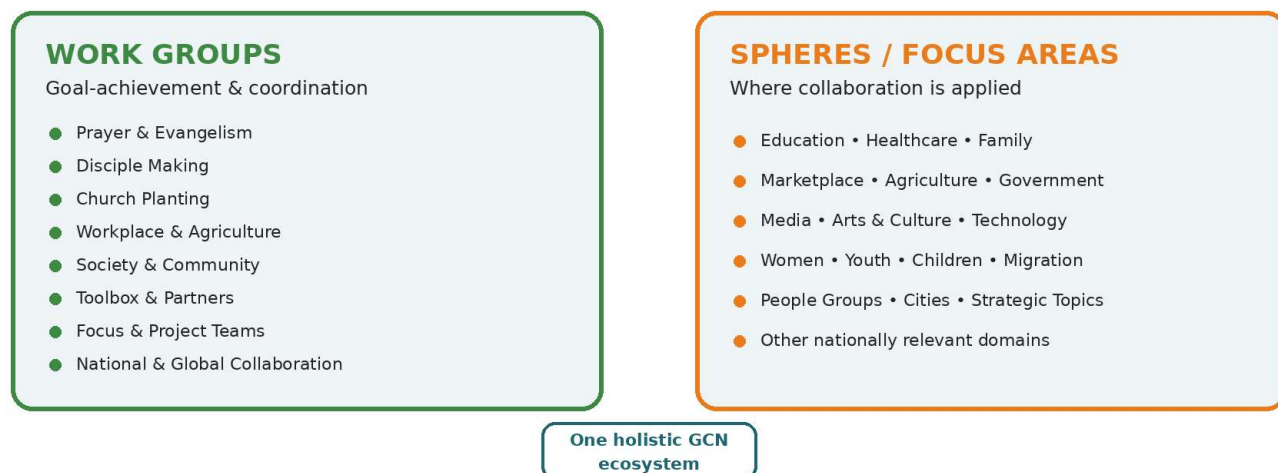
NORMAL MODEL	Normally use only one coordinating level between National and Local—for example National → Province/Region/District → Local GCN. Choose the level that best fits the country's actual structure, population and relationships.
VERY LARGE COUNTRIES	In countries of roughly 100–200+ million people, an additional level may be useful—for example National → State/Province → District/County/City → Local GCN. Add levels only where they genuinely strengthen relationships, coverage and multiplication.

Relational + systematic multiplication

LEVEL / STEP	WHAT HAPPENS
1. NATIONAL	Identify priority regions and trusted facilitators; share vision, equip and accompany the next-level teams.
2. NEXT GEOGRAPHIC LEVEL	Build a relational facilitating team representing the area; understand its field, connect existing churches, ministries, networks and leaders, and contextualize the shared GCN goals.
3. BUILD THE NEXT LEVEL	The team does not only coordinate its own level—it intentionally identifies, equips and empowers facilitators in the next lower geographic areas.
4. INITIATE LOCAL GCNs	At grassroots level, connect churches, ministries, workplace leaders and people serving society. New Local GCNs may be started, or existing fellowships and networks can integrate the GCN framework.
5. PRACTICAL ACTION	Local GCNs pray, understand their field, agree on shared goals and develop Activities & Initiatives in evangelism, disciple making, church planting and Kingdom transformation.
6. LEARN & MULTIPLY	Relationships, testimonies, needs, tools and learning flow both upward and downward. Fruitful approaches multiply into further places.

GUIDING PRINCIPLE: As few organizational levels as possible, as many as necessary. Use recognizable geographic boundaries while building through trusted relationships. Each level serves, equips and empowers the next—until the network reaches cities, towns, villages, neighborhoods and people at grassroots level.

Two Complementary Dimensions



Work Groups coordinate key Great Commission goals; spheres/domains bring the wider expertise and realities of Ugandan life and society into the consultation and collaborative process.

A Process of Building Together

The Same Vision — Adapted Structure by Geographic Level



The Initial Phase should as one integrated process:

RELATIONSHIPS & TEAM → ASSESSMENT → SHARED PRIORITIES → STRATEGY → ACTIVITIES & INITIATIVES → REVIEW & MULTIPLICATION

6. Activities & Initiatives / building Regional GCN



6.1. Activities & Initiatives – Moving from Strategy to Action

Following the Disciple Making & Transformation Consultation and final alignment of the National Facilitating Team, the Initial Phase moves into practical implementation. The priorities, gaps, opportunities, tools and partners identified through the National Assessment, Work Group Workshops, Strategic Synthesis and Consultation now become concrete **Activities & Initiatives**.

The **national Work Groups take ongoing responsibility for their respective strategic areas and activity portfolios**. They do not need to implement all activities themselves. Their role is to keep the national goal in view, connect the right leaders and partners, identify gaps and opportunities, coordinate related efforts, review progress and help fruitful approaches multiply.

For significant priorities, the Work Group identifies and develops a **Focus & Project Team** that brings together the people needed for focused implementation. These teams may be formed around a strategic topic, people group, geographic opportunity, sector, gap or concrete project. They provide dedicated leadership and coordination and can develop one or several Activities & Initiatives.

The basic implementation flow is:

WORK GROUP → FOCUS & PROJECT TEAM → ACTIVITIES & INITIATIVES

Where an activity is relatively simple and already has clear leadership and ownership, the Work Group may also connect or initiate it directly:

WORK GROUP → ACTIVITIES & INITIATIVES

Important Focus & Project Team Facilitators and leaders of major Activities & Initiatives should ideally remain part of, or closely connected with, the relevant Work Group. In this way, the Work Group maintains a coherent national portfolio rather than creating separate projects and structures. Goals, partners, toolbox resources, KPIs, learning and related initiatives remain connected.

The Work Groups regularly review their portfolios through **Kingdom Performance Indicators, testimonies, learning and measurable progress**. Activities that prove fruitful can be strengthened, adapted and multiplied into additional regions and Local GCNs. This turns the National Strategic Framework from a planning document into an ongoing collaborative Great Commission process.

This builds directly on the roadmap's Work Group framework, which already identifies an Activities Portfolio, KPIs and next steps as standard Work Group outputs.

Related Document

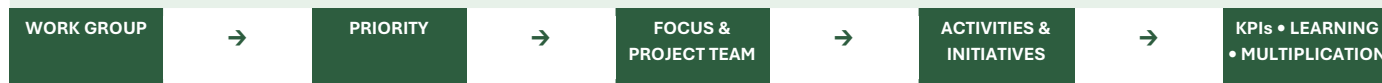
6-1 – Activities Initiatives Simple Working Paper GCN

Roadmap Step 6 – Launching Activities & Initiatives

Moving from the Initial Phase into focused implementation, ownership and measurable Great Commission action

STEP 6 IS THE TRANSITION FROM STRATEGY TO IMPLEMENTATION

The national Work Groups now take responsibility for their strategic portfolios and launch priority Activities & Initiatives. For substantial priorities, a Focus & Project Team provides dedicated leadership and coordination for the activity or portfolio of activities.



How Step 6 works nationally

The Work Group remains the strategic home of its Great Commission goal. It reviews the priorities developed through assessment, Work Group workshops, strategic synthesis and consultation, and turns them into an active national portfolio. The Work Group does not need to implement everything itself; it connects and empowers the right leaders, ministries, specialists and partners.

STEP	WORK GROUP RESPONSIBILITY	OUTPUT
1. Confirm priorities	Select the priorities ready to move from planning into implementation.	Implementation priorities
2. Establish ownership	Identify leaders with calling, competence, relationships and capacity. Strengthen existing efforts before creating new ones.	Named leaders & partners
3. Build Focus & Project Teams	For each substantial priority, form a focused team around the topic, people group, geography, opportunity or project.	Dedicated collaborative team
4. Launch Activities & Initiatives	Each Focus & Project Team defines practical action, responsibilities, resources, timeline and partners.	Active initiatives / projects
5. Keep portfolio aligned	Important Focus & Project Team and initiative leaders remain part of, or closely connected to, the Work Group.	One aligned portfolio
6. Review & multiply	Use KPIs, testimonies and learning to strengthen, adapt and multiply fruitful approaches.	Measurable progress

Portfolio principle

NATIONAL WORK GROUP → Focus & Project Team A → Activities & Initiatives → Focus & Project Team B → Activities & Initiatives → Focus & Project Team C → Activities & Initiatives	Alignment The Work Group keeps the overview of goals, gaps, leaders, tools, partners, KPIs and related initiatives. Focus & Project Teams provide focused implementation without becoming disconnected structures.
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Step 6 outcome: The national strategy is no longer mainly a document—it becomes a coordinated portfolio of owned Focus & Project Teams and Activities & Initiatives.

6.2. Regional, City & Local GCN Multiplication

At the same time that the national Work Groups move into Activities & Initiatives, the **National Facilitating Team begins intentionally multiplying the GCN process geographically**. The goal is not only to develop national collaboration, but to enable the same relational and practical Great Commission process to reach regions, districts, cities and ultimately grassroots Local GCNs.

The National Facilitating Team identifies and develops trusted facilitators in the next appropriate geographic areas, shares the GCN vision and framework with them, mentors them and helps them build relational **Regional / City Facilitating Teams**. Each upper geographic level therefore takes responsibility for empowering and developing the next lower level.

The geographic structure should normally follow the **official and commonly understood structure of the country**—for example states, provinces, regions, districts, counties or cities. As a general principle, there should normally be only **one coordinating level between National and Local GCNs**. In very large countries, approximately 100–200 million people or more, an additional level may be helpful. The aim is to use **as few levels as possible and as many as necessary**, so relational development and systematic geographic coverage strengthen one another. This principle is already reflected in the roadmap's national-to-local multiplication section.

The Regional / City Facilitating Team then reproduces the same basic GCN process in its context:

Team Building → Assessment → Priorities → Toolbox & Partners → Work Groups → Focus & Project Teams → Activities & Initiatives → Review & Multiplication

Regional and city teams do not necessarily need the full national structure. They establish the Work Groups that are most useful for their context. These Work Groups apply the same basic function as the national Work Groups: understanding their field, identifying gaps and priorities, connecting leaders and partners, developing Focus & Project Teams and building a portfolio of Activities & Initiatives.

At the grassroots level, the Regional / City Facilitating Team helps initiate and strengthen **Local GCNs**. Existing pastors' fellowships, ministry networks, workplace groups and other Christian networks can integrate the GCN framework rather than creating unnecessary new structures. Local GCNs then become the primary relational setting for practical collaboration in prayer, evangelism, disciple making, church planting, workplace engagement and society & community transformation.

The **Sri Lanka district model illustrates this multiplication pathway**. The National Core Team develops District Team Leaders and helps them build corresponding teams across all 25 districts. National facilitators provide vision, tools, coaching and connection, while district realities, testimonies, gaps, emerging leaders and fruitful practices flow back into the national process. The district framework then translates the national process into district assessment, priorities, collaborative activities and Local GCN development.

The resulting multiplication pathway is:

NATIONAL FACILITATING TEAM

→ **REGIONAL / DISTRICT / CITY FACILITATING TEAMS**

→ **REGIONAL / CITY WORK GROUPS**

→ **FOCUS & PROJECT TEAMS + ACTIVITIES & INITIATIVES**

→ **LOCAL GCNs & GRASSROOTS ACTION**

Learning flows in **both directions**. National vision, tools, partners and learning strengthen regional and local action, while grassroots realities, testimonies, needs, leaders and fruitful practices continually shape regional and

national development. In this way, Step 6 is not simply the end of the Initial Phase; it is the point where the Initial Phase becomes a **self-reproducing national Great Commission process of implementation, learning and multiplication**.

Related Documents

6-2 – GCN Regional City Local Multiplication Working Paper

7-1 – Guidelines City-Region GCN

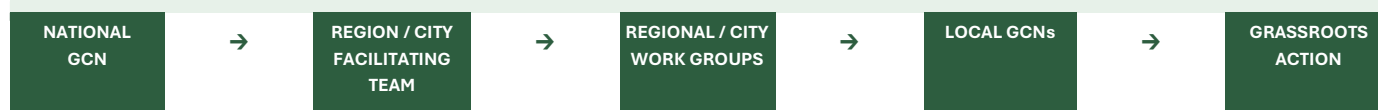
7-2 – GCN City-Wide Regional National Collaboration Working Paper

Roadmap Step 6 – Regional & Local GCN Multiplication

Reproducing the same assessment-to-action process from the national level into regions, cities and Local GCNs

STEP 6 HAS TWO CONNECTED MOVEMENTS

1) National Work Groups launch focused implementation. 2) The National Facilitating Team intentionally builds and empowers the next geographic GCN level, which reproduces the same process toward grassroots Local GCNs.



Each level reproduces the same basic GCN function

The national level provides vision, alignment, tools, coaching and national portfolios. The next geographic level builds its own relational Facilitating Team and the Work Groups that are useful for its context. Those Work Groups assess their area, identify priorities, build Focus & Project Teams and launch Activities & Initiatives—while the Facilitating Team continues building Local GCNs.

LEVEL	PRIMARY ROLE	MULTIPLICATION RESPONSIBILITY
National Facilitating Team	National vision, alignment, national assessment, Work Groups, toolbox, partners and strategic portfolios.	Identify, mentor and empower the next geographic Facilitating Teams.
Region / City Facilitating Team	Contextualize the GCN goals, understand the area, connect leaders and build the Work Groups needed for that context.	Develop Local GCN facilitators and connect cities, towns, districts or local areas.
Region / City Work Groups	Assess their strategic field and maintain a regional/city portfolio of Focus & Project Teams and Activities & Initiatives.	Connect national learning with local reality and support action across the area.
Local GCN	Relational grassroots collaboration among churches, ministries, workplace leaders and people serving society.	Prayer, evangelism, disciple making, church planting and Kingdom transformation in the local field.

Use the country's real geographic structure

Work with official and commonly understood geographic units—for example states, provinces, regions, districts, counties or cities. Normally one coordinating level between National and Local is enough. Very large countries may need an additional level. The principle is: as few levels as possible, as many as necessary.

Sri Lanka example – national → 25 districts → local

Sri Lanka illustrates the multiplication principle clearly: the National Core Team identifies and develops a District Team Leader in each of the 25 districts and helps each leader build a District Core Team. District teams use the same national framework at district scale, connect corresponding facilitators with national facilitators, and then multiply into Local GCNs. The flow is two-way: national vision, tools and coaching move downward, while grassroots realities, testimonies, gaps, leaders and fruitful practices shape national learning.



STEP 6 COMPLETES THE INITIAL PHASE BY STARTING MULTIPLICATION: national Work Groups move priorities into Focus & Project Teams and Activities & Initiatives, while the National Facilitating Team builds the next geographic GCN level. That level then repeats the same relational assessment-to-action process and builds Local GCNs toward grassroots Great Commission action.

Initial Phase Document Set

The working documents form one connected pathway. All National Facilitating Team members should understand Documents 1, 1-1 and 1-2 and use 1-3 for team building and development. Each facilitator then works mainly with the document relevant to his or her Work Group or stage. The Roadmap gives the overview; the workshop documents provide the detailed questions, forms and working tables.

Stage	Document
Core Guidelines	1 – Guidelines GCN Great Commission Network
Core Guidelines	1-1 – National GCN Team Guidelines
Core Guidelines	1-2 – GCN Initial Phase Roadmap
Core Guidelines	1-3 – GCN Facilitating Team & Work Group Members (team building & development)
National Assessment (Facilitating Team)	2 – GCN Facilitating Team Workshop – National Great Commission Assessment
Work Group Workshop	3-1 – Prayer & Evangelism Work Group – National Assessment
Work Group Workshop	3-2 – Disciple Making Work Group – National Assessment
Work Group Workshop	3-3 – Church Planting Work Group – National Assessment
Work Group Workshop	3-4 – Workplace & Agriculture Work Group – National Assessment
Work Group Workshop	3-5 – Society & Community Work Group – National Assessment
Work Group Workshop	3-6 – Toolbox & Partners Work Group – National Assessment
Work Group Workshop	3-7 – Focus & Project Teams Work Group – National Assessment
Work Group Workshop	3-8 – National & Global Collaboration Work Group – National Assessment
Strategic Synthesis (Facilitating Team)	4-1 – GCN National Facilitating Team – Strategic Synthesis Workshop
Consultation	5-1 – Disciple Making & Transformation Consultation – Working Paper
Consultation	5-2 – Disciple Making & Transformation Consultation – Sphere / Domain Interaction Form
Consultation Follow-Up (Facilitating Team)	5-5 – National Facilitating Team Post-Consultation Synthesis Working Paper
Focus & Project Teams	5-3 – Focus Teams – Post-Consultation Workshop & Working Paper GCN 5-4 – GCN Focus & Project Teams – Guidelines & Working Paper

Reproducible at Different Geographic Levels

The same Great Commission goals and collaborative principles can be reproduced at different geographic levels without reproducing the full national structure everywhere. National teams may use the full framework; regional teams can use the roles and Work Groups most relevant to their context; Local GCNs can remain highly relational and organic. The movement works in both directions: wider vision, tools and relationships strengthen local action, while local realities, testimonies and learning shape regional, national and global development.

Suggested Six-Month Initial Phase Timeline

The Initial Phase can often be completed in about six months when the National Facilitating Team is formed early, the eight Work Groups work partly in parallel and follow-up is disciplined. The timing is a guideline rather than a rigid program and should remain flexible enough for prayer, relationship building, team development and the national context.

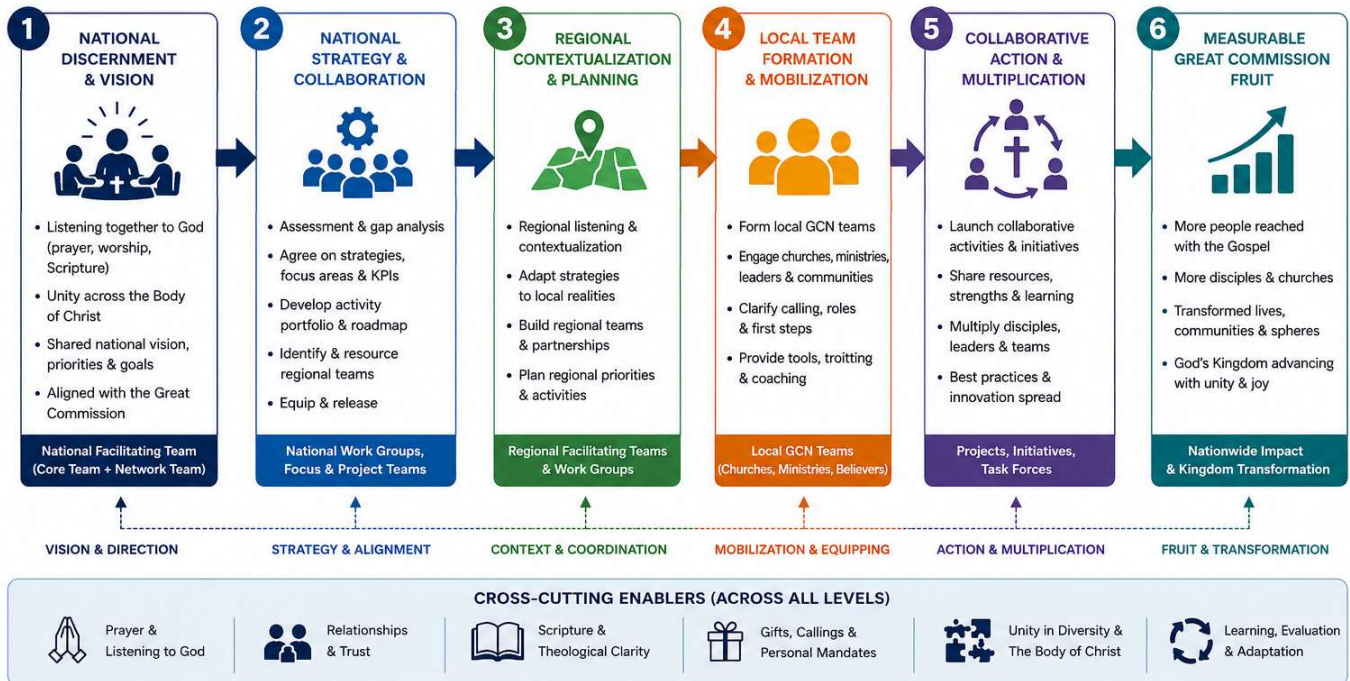
Timing	Main Process	Expected Milestone
Preparation / Weeks 1-2	Build and confirm the National Core Team; develop the Network Team; identify Co-Facilitators and key relationships; prepare the National Great Commission Assessment.	National Facilitating Team taking shape, with clear Core Team responsibility and wider Network Team participation.
Month 1	Facilitating Team Workshop - National Great Commission Assessment. Strengthen Core Team + Network Team relationships; confirm the eight Work Groups, facilitators / Co-Facilitators, missing participants and initial national gaps / opportunities.	Shared starting assessment and eight Work Groups commissioned.
Months 2-3	Conduct the eight Work Group Workshops. They can run in parallel or in clusters. Each completes assessment, 3-5 year priorities, toolbox & partners, first Activities & Initiatives, KPIs and next steps.	Eight comparable Work Group outputs ready for synthesis.
Month 4	GCN National Facilitating Team Strategic Synthesis Workshop. Gather, cluster, discern and prioritize Work Group outcomes; build the draft national framework, toolbox/partner portfolio and Activities & Initiatives portfolio.	Draft GCN National Strategic Framework and consultation material.
Month 5	Disciple Making & Transformation Consultation with wider national participation. Present the emerging framework, receive feedback, add partners/tools/perspectives, identify Focus & Project Teams and strengthen ownership.	Broader national ownership, refined priorities and confirmed collaboration.
Month 6	Facilitating Team Finalization Meeting. Incorporate consultation feedback; finalize goals, strategies, ownership, KPIs, toolbox & partners and implementation rhythm. Launch or confirm priority Activities & Initiatives and regional/local multiplication.	Final National Strategic Framework and active implementation portfolio.
End of Month 6 / Transition	Move from the Initial Phase into ongoing collaboration: regular Facilitating Team meetings, Work Groups, Focus & Project Teams, Activities & Initiatives, KPI review, toolbox development and national/global partnership.	Ongoing implementation, learning, review and multiplication.

Practical rhythm: Allow approximately 2-3 weeks between major stages for preparation and follow-up. During Months 2-3, several Work Group workshops can happen in the same week because they operate in parallel. The six-month target is a guide, not a rigid requirement; the priority is meaningful participation, clear outputs and movement into practical Activities & Initiatives.

APPENDIX

From National Vision to Local Great Commission Action

**A reproducible pathway from national discernment to regional contextualization, local teams, collaborative action and nationwide Great Commission progress.*



ONE NATION – MANY REGIONS – MANY COMMUNITIES – ONE MISSION

Loving God, Making Disciples, and Building His Kingdom Everywhere

GCN ROADMAP: FROM GRASSROOT TO NATION

GCN is first a local, grassroots expression of the Body of Christ collaborating in the Great Commission. The process may start from either direction. Learning and resources flow in both directions.

