

Many Small Keys

Printable Gift, Strength, Challenge, Process, and Synergy Card Deck

Convergence Q45 | Ruskin, South Shore, and Tampa Bay

Deck Instructions

- Print on cardstock at 100 percent scale.
- Use distinct card-back colors or labeled envelopes by card type.
- Place one Challenge Card in the center; arrange Gift and Strength Cards around it; use Process and Synergy Cards to guide the round.
- Spiritual gift cards include accessible contribution language for mixed community settings.
- Blank cards may be added locally while preserving the card ID, source, and date.

GIFT | G01

Prophecy

Truth sensing

Names patterns, values, risks, and needed direction with moral clarity.

Stewardship

Pair clarity with humility, evidence, timing, and care for the people affected.

Complements

Mercy, Wisdom, Administration, Pastoring

GIFT | G02

Leadership

Mobilizing direction

Creates direction, gathers people, and converts shared purpose into coordinated movement.

Stewardship

Share ownership, invite dissent, and build leadership capacity in others.

Complements

Administration, Wisdom, Serving, Exhortation

GIFT | G03

Knowledge

Insight and understanding

Finds, organizes, and explains information that a team needs for sound action.

Stewardship

Translate detail into accessible language and distinguish evidence from interpretation.

Complements

Teaching, Wisdom, Discernment, Administration

GIFT | G04

Evangelism

Invitation and outreach

Carries a message across boundaries and welcomes new people into meaningful participation.

Stewardship

Listen to the audience, honor consent, and adapt language without diluting purpose.

Complements

Mercy, Teaching, Leadership, Exhortation

GIFT | G05

Teaching

Learning and clarity

Structures understanding so people can learn, practice, remember, and teach others.

Stewardship

Use multiple pathways, check understanding, and allow learners to generate meaning.

Complements

Knowledge, Exhortation, Administration, Serving

GIFT | G06

Administration

Coordination and systems

Orders people, time, resources, and information into a dependable process.

Stewardship

Keep the system responsive to people, purpose, and changing conditions.

Complements

Leadership, Serving, Wisdom, Giving

GIFT | G07

Apostleship

Pioneering and expansion

Opens new fields, builds foundations, connects regions, and multiplies viable models.

Stewardship

Build with local voices, document the model, and prepare others to carry it.

Complements

Leadership, Teaching, Administration, Discernment

GIFT | G08

Exhortation

Encouragement and activation

Strengthens courage, restores momentum, and helps people act on what they already understand.

Stewardship

Ground encouragement in truth, agency, and achievable action.

Complements

Mercy, Teaching, Leadership, Faith

GIFT | G09

Giving

Resource sharing

Releases money, access, materials, relationships, and opportunity for shared purpose.

Stewardship

Use transparent criteria, sustainable generosity, and recipient voice.

Complements

Administration, Wisdom, Mercy, Serving

GIFT | G10

Wisdom

Judgment and integration

Integrates knowledge, timing, values, consequences, and context into sound judgment.

Stewardship

Invite diverse perspectives and make assumptions visible.

Complements

Knowledge, Discernment, Leadership, Prophecy

GIFT | G11

Pastoring

People care and development

Cultivates belonging, protects people, and supports growth over time.

Stewardship

Maintain boundaries, shared care, referral pathways, and sustainable responsibility.

Complements

Mercy, Teaching, Exhortation, Administration

GIFT | G12

Serving

Practical support

Recognizes concrete needs and turns care into useful, timely action.

Stewardship

Clarify scope, distribute labor, and connect service to long-term capacity.

Complements

Administration, Mercy, Giving, Leadership

GIFT | G13

Discernment

Pattern evaluation

Distinguishes motives, quality, fit, risk, and underlying dynamics.

Stewardship

Use verification, accountable language, and an appropriate standard of evidence.

Complements

Wisdom, Knowledge, Prophecy, Mercy

GIFT | G14

Mercy

Compassion and restoration

Recognizes suffering and creates humane responses that preserve dignity and belonging.

Stewardship

Pair compassion with boundaries, resources, and sustainable systems.

Complements

Serving, Pastoring, Wisdom, Administration

GIFT | G15

Faith

Possibility and endurance

Sustains hope, courage, and purposeful action when outcomes remain unfinished.

Stewardship

Join conviction with wise testing, pacing, and practical preparation.

Complements

Discernment, Administration, Exhortation, Wisdom

STRENGTH | S01

Strategic Thinking

Sense and frame

Finds viable pathways through complexity and anticipates decision points.

Prompt

What are the strongest routes from here?

Complements

Execution, Empathy, Communication

STRENGTH | S02

Future Vision

Sense and frame

Describes a compelling future and connects present action to long-range possibility.

Prompt

What future becomes reachable through this step?

Complements

Focus, Organization, Reliability

STRENGTH | S03

Learning Agility

Sense and frame

Absorbs new information quickly and converts experience into improved practice.

Prompt

What are we learning, and how will it change the next round?

Complements

Teaching, Analysis, Adaptability

STRENGTH | S04

Analysis

Sense and frame

Examines evidence, assumptions, patterns, and causal relationships.

Prompt

What evidence supports this interpretation?

Complements

Creativity, Empathy, Initiative

STRENGTH | S05

Context

Sense and frame

Uses history, culture, place, and prior experience to interpret the present.

Prompt

What happened before, and what does place teach us?

Complements

Future Vision, Adaptability, Communication

STRENGTH | S06

Discernment

Sense and frame

Evaluates fit, quality, timing, motives, and emerging risk.

Prompt

What requires testing, deeper listening, or careful timing?

Complements

Wisdom, Courage, Empathy

STRENGTH | S07

Creativity

Imagine and design

Generates fresh combinations, metaphors, prototypes, and approaches.

Prompt

What new form could this take?

Complements

Analysis, Focus, Execution

STRENGTH | S08

Resourcefulness

Imagine and design

Finds useful assets, workarounds, partners, and possibilities within constraints.

Prompt

What do we already have that can serve this purpose?

Complements

Organization, Giving, Initiative

STRENGTH | S09

Adaptability

Imagine and design

Responds constructively as conditions, information, and needs change.

Prompt

What adjustment will preserve the purpose here?

Complements

Focus, Reliability, Strategy

STRENGTH | S10

Courage

Mobilize and influence

Names difficult realities and takes principled action amid uncertainty.

Prompt

What faithful action requires courage now?

Complements

Diplomacy, Analysis, Empathy

STRENGTH | S11

Communication

Mobilize and influence

Makes ideas clear, memorable, relevant, and shareable.

Prompt

How can this become understandable and inviting?

Complements

Listening, Analysis, Organization

STRENGTH | S12

Advocacy

Mobilize and influence

Elevates needs, rights, perspectives, and possibilities into decision spaces.

Prompt

Whose interest needs a clear voice here?

Complements

Diplomacy, Evidence, Relationship Building

STRENGTH | S13

Initiative

Mobilize and influence

Begins useful action and creates momentum around a viable first step.

Prompt

What can begin within the next seven days?

Complements

Deliberation, Organization, Collaboration

STRENGTH | S14

Facilitation

Mobilize and influence

Guides a group toward participation, integration, decisions, and shared ownership.

Prompt

How will every needed voice enter the work?

Complements

Focus, Empathy, Documentation

STRENGTH | S15

Organization

Build and execute

Creates order across tasks, time, people, information, and materials.

Prompt

What sequence, owner, and resource will make this dependable?

Complements

Future Vision, Creativity, Adaptability

STRENGTH | S16

Focus

Build and execute

Protects priorities and directs attention toward the agreed outcome.

Prompt

What deserves attention during this cycle?

Complements

Adaptability, Empathy, Creativity

STRENGTH | S17

Reliability

Build and execute

Builds trust through ownership, consistency, and completed commitments.

Prompt

What promise can we make and keep?

Complements

Innovation, Delegation, Adaptability

STRENGTH | S18

Execution

Build and execute

Turns ideas into tested actions, tangible outputs, and completed work.

Prompt

What will exist by the end of this round?

Complements

Strategy, Reflection, Collaboration

STRENGTH | S19

Collaboration

Relate and integrate

Builds shared work across differing roles, disciplines, and communities.

Prompt

What becomes possible only through combined contribution?

Complements

Focus, Facilitation, Individual Reflection

STRENGTH | S20

Empathy

Relate and integrate

Perceives experience, emotion, and human impact with care.

Prompt

How might this be experienced by the people involved?

Complements

Analysis, Boundaries, Execution

STRENGTH | S21

Connection

Relate and integrate

Recognizes relationships among people, places, ideas, and purposes.

Prompt

What belongs together here?

Complements

Focus, Analysis, Organization

STRENGTH | S22

Diplomacy

Relate and integrate

Navigates tension, finds workable common ground, and protects relationships.

Prompt

What shared value can carry this conversation forward?

Complements

Courage, Clarity, Accountability

STRENGTH | S23

Teaching

Sustain and multiply

Builds understanding, practice, transfer, and confidence in others.

Prompt

How will another person learn and repeat this?

Complements

Knowledge, Facilitation, Feedback

STRENGTH | S24

Resilience

Sustain and multiply

Recovers, learns, and continues through difficulty with healthy pacing.

Prompt

What will help this work endure and renew?

Complements

Support, Reflection, Adaptability

CHALLENGE | CB01

A small business has strong community value and weak customer visibility.

Business

A small business has strong community value and weak customer visibility.

Task

Develop a 30-day visibility pathway that preserves authenticity and builds measurable engagement.

CHALLENGE | CB02

A founder carries nearly every responsibility and the work has become fragile.

Business

A founder carries nearly every responsibility and the work has become fragile.

Task

Create a role, delegation, and continuity model that releases shared ownership.

CHALLENGE | CB03

A promising service lacks a financially sustainable delivery model.

Business

A promising service lacks a financially sustainable delivery model.

Task

Build a small test that joins customer value, cost awareness, access, and revenue.

CHALLENGE | CB04

Two partners share a mission and differ about priorities and decision authority.

Business

Two partners share a mission and differ about priorities and decision authority.

Task

Create a decision agreement that protects mission, relationship, speed, and accountability.

CHALLENGE | CB05

A regional opportunity requires organizations that rarely work together.

Business

A regional opportunity requires organizations that rarely work together.

Task

Design a coalition with a shared outcome, differentiated roles, and a 90-day pilot.

CHALLENGE | CG01

Residents experience a public process as difficult to understand and enter.

Government

Residents experience a public process as difficult to understand and enter.

Task

Redesign one public participation pathway for clarity, access, and meaningful response.

CHALLENGE | CG02

Several agencies address one challenge with fragmented information and timing.

Government

Several agencies address one challenge with fragmented information and timing.

Task

Create a shared coordination rhythm while respecting agency responsibilities.

CHALLENGE | CG03

A neighborhood reports recurring flooding, transportation, or infrastructure concerns.

Government

A neighborhood reports recurring flooding, transportation, or infrastructure concerns.

Task

Build an evidence-to-action pathway that combines lived experience, technical information, and public accountability.

CHALLENGE | CG04

A new policy creates uneven effects across communities.

Government

A new policy creates uneven effects across communities.

Task

Develop an equity review and adjustment process grounded in local experience and measurable outcomes.

CHALLENGE | CG05

Public trust has weakened after inconsistent communication or unfinished commitments.

Government

Public trust has weakened after inconsistent communication or unfinished commitments.

Task

Create a trust renewal plan built around transparency, listening, visible delivery, and feedback.

CHALLENGE | CE01

Learners understand concepts and struggle to apply them in real settings.

Professional Education

Learners understand concepts and struggle to apply them in real settings.

Task

Redesign a learning segment around practice, feedback, and transfer.

CHALLENGE | CE02

Experienced and early-career participants learn beside one another with uneven confidence.

Professional Education

Experienced and early-career participants learn beside one another with uneven confidence.

Task

Create reciprocal learning roles that honor expertise and fresh perspective.

CHALLENGE | CE03

A training program feels dense, passive, and difficult to retain.

Professional Education

A training program feels dense, passive, and difficult to retain.

Task

Convert one module into a multimodal learning cycle with active production.

CHALLENGE | CE04

Learners complete training and receive little support for implementation.

Professional Education

Learners complete training and receive little support for implementation.

Task

Design a 30-day application pathway with peer support and evidence of use.

CHALLENGE | CE05

Assessment rewards recall while the program values judgment and collaboration.

Professional Education

Assessment rewards recall while the program values judgment and collaboration.

Task

Create an assessment that reveals reasoning, teamwork, and transfer.

CHALLENGE | CH01

Household responsibilities feel uneven and remain largely unspoken.

Home

Household responsibilities feel uneven and remain largely unspoken.

Task

Create a humane agreement for visibility, ownership, flexibility, and review.

CHALLENGE | CH02

A family faces a major transition involving health, work, caregiving, or relocation.

Home

A family faces a major transition involving health, work, caregiving, or relocation.

Task

Build a transition map that integrates emotion, practical needs, decisions, and support.

CHALLENGE | CH03

Communication repeatedly breaks down around one sensitive subject.

Home

Communication repeatedly breaks down around one sensitive subject.

Task

Design a safer conversation structure with listening, boundaries, and a next step.

CHALLENGE | CH04

Financial pressure is narrowing choices and increasing tension.

Home

Financial pressure is narrowing choices and increasing tension.

Task

Create a shared picture of needs, resources, priorities, and support pathways.

CHALLENGE | CH05

Different generations hold different expectations about tradition, independence, and care.

Home

Different generations hold different expectations about tradition, independence, and care.

Task

Develop a family covenant that honors history, voice, agency, and mutual responsibility.

CHALLENGE | CC01

A congregation contains many gifts and few pathways for discovering or using them.

Church

A congregation contains many gifts and few pathways for discovering or using them.

Task

Create a gifts-to-service pathway with discernment, practice, feedback, and care.

CHALLENGE | CC02

A small group depends heavily on one leader.

Church

A small group depends heavily on one leader.

Task

Develop shared facilitation, care, teaching, and follow-through roles.

CHALLENGE | CC03

Generations or cultural groups worship together and rarely build deep relationship.

Church

Generations or cultural groups worship together and rarely build deep relationship.

Task

Design an exchange that creates mutual learning, shared service, and continuing connection.

CHALLENGE | CC04

A community need is widely discussed and weakly connected to coordinated action.

Church

A community need is widely discussed and weakly connected to coordinated action.

Task

Move from concern to a bounded service prototype with partners and learning measures.

CHALLENGE | CC05

People need spiritually sensitive care beyond the capacity of informal helpers.

Church

People need spiritually sensitive care beyond the capacity of informal helpers.

Task

Create a care pathway with listening, boundaries, referrals, documentation, and follow-up.

CHALLENGE | CM01

Residents care about the neighborhood and participate in separate circles.

Community

Residents care about the neighborhood and participate in separate circles.

Task

Design a cross-community project that creates relationship through shared work.

CHALLENGE | CM02

Local assets remain difficult to find, especially during urgent need.

Community

Local assets remain difficult to find, especially during urgent need.

Task

Create a living resource map with ownership, verification, and an update rhythm.

CHALLENGE | CM03

Young people have ideas and limited access to community decision spaces.

Community

Young people have ideas and limited access to community decision spaces.

Task

Build a youth contribution pathway with preparation, voice, adult partnership, and visible response.

CHALLENGE | CM04

A familiar local challenge has produced fatigue and shrinking hope.

Community

A familiar local challenge has produced fatigue and shrinking hope.

Task

Design a small, credible win that can renew agency and reveal the next possibility.

CHALLENGE | CM05

Growth and change are placing heritage, belonging, and future development in tension.

Community

Growth and change are placing heritage, belonging, and future development in tension.

Task

Create a place-based dialogue and action framework that honors memory and shapes a shared future.

PROCESS | P01

Sense

Observe people, place, patterns, evidence, and the spiritual or moral dimensions participants choose to name.

PROCESS | P02

Frame

Define the challenge, affected people, desired change, scope, assumptions, and constraints.

PROCESS | P03

Imagine

Generate several combinations and make room for craft, metaphor, story, analysis, and lived knowledge.

PROCESS | P04

Integrate

Join contributions into one coherent response and explain how each part changes the others.

PROCESS | P05

Test

Create a small action, artifact, script, prototype, or experiment that can produce learning.

PROCESS | P06

Multiply

Document the method, prepare another person to facilitate it, and adapt it for another setting.

SYNERGY | Y01

Add a missing voice

Whose experience, authority, or knowledge would change the response?

SYNERGY | Y02

Add a constraint

Rework the response for limited time, money, space, trust, or access.

SYNERGY | Y03

Shift the setting

Transfer the response to home, church, work, government, education, or community.

SYNERGY | Y04

Make it accessible

Offer another way to perceive, participate, move, communicate, or express learning.

SYNERGY | Y05

Reveal interdependence

Name what each contribution enables in the contributions around it.

SYNERGY | Y06

Find the weakest link

Examine alignment, trust, complementarity, execution, feedback, and sustainability.

SYNERGY | Y07

Create a seven-day step

Choose one action with an owner, date, resource, and evidence of completion.

SYNERGY | Y08

Build a feedback loop

Decide who will respond, what will be observed, and how learning will change the next cycle.

SYNERGY | Y09

Protect dignity

Revise the response around consent, agency, privacy, cultural humility, and human impact.

SYNERGY | Y10

Prepare multiplication

Identify what must be documented, taught, supplied, and locally adapted for another team.

SYNERGY | Y11

Name the door

Describe the concrete opportunity that could open through this combination.

SYNERGY | Y12

Name the small key

Identify the faithful contribution already available within the people at the table.