

DISCIPLE-MAKING SUMMIT



Equipping Your Church
for the Great Commission



LifeSpring
NETWORK

Partners in Making Disciples of All Nations
2018

WORKBOOK

		OMEGA
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<p>To purchase additional copies of this resource, contact Life Spring Network at www.LifeSpringNetwork.org</p> <div data-bbox="228 1787 399 1955" data-label="Image"> </div>		<p>For more resources, thoughts, and discussion about this session, please visit www.lifespringnetwork.org</p>
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Welcome

Welcome to the Disciple-Making Summit Workbook. In this workbook, you will discover a journey that we encourage church leadership teams to engage in as they seek to discern the will of God for their congregations season after season.

Enjoy the journey!

Our Mission

We help pastors and church leaders connect, train, mentor and equip believers to grow in Christlikeness through building holistic, transformational disciple-making communities.

Building Disciple-Making Communities



Building Disciple-Making Communities

The Simple Church

A simple church is...

a congregation designed around a straightforward and strategic process that moves people through the stages of spiritual growth.

Clarity

The ability of the *process* to be communicated and understood by the people.

1. Define
2. Illustrate
3. Measure
4. Discuss
5. Increase Understanding

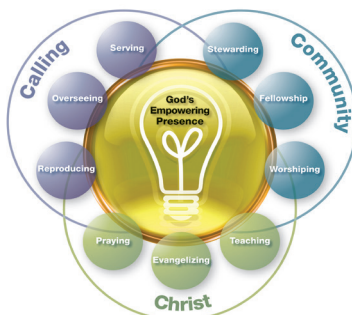
God's Mission for our Lives

1. Connecting people in our town and beyond in real loving relationship
2. with God through Jesus Christ in the power of the Holy Spirit,
3. with others in contagious Christian Community,
4. and with our Calling of servanthood in the world.

The Four Imperatives



Faith Functions



God's Mission for Our Lives

Connecting to

Faith Functions

God's Spirit guides and empowers us to

Christ

Pray Evangelize Teach

Community

Worship Fellowship Steward

Calling

Serve Oversee Reproduce

Building Disciple-Making Communities

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Movement

The sequential steps that cause people to move to greater areas of commitment.

1. Strategic Programming
2. Sequential Programming
3. Intentional Movement
4. Clear Next Step
5. New Member Class

The Four Imperatives



Life Process



God's Mission for Our Lives

Connecting to

Faith Functions

God's Spirit guides and empowers us to

Christ



Community



Calling



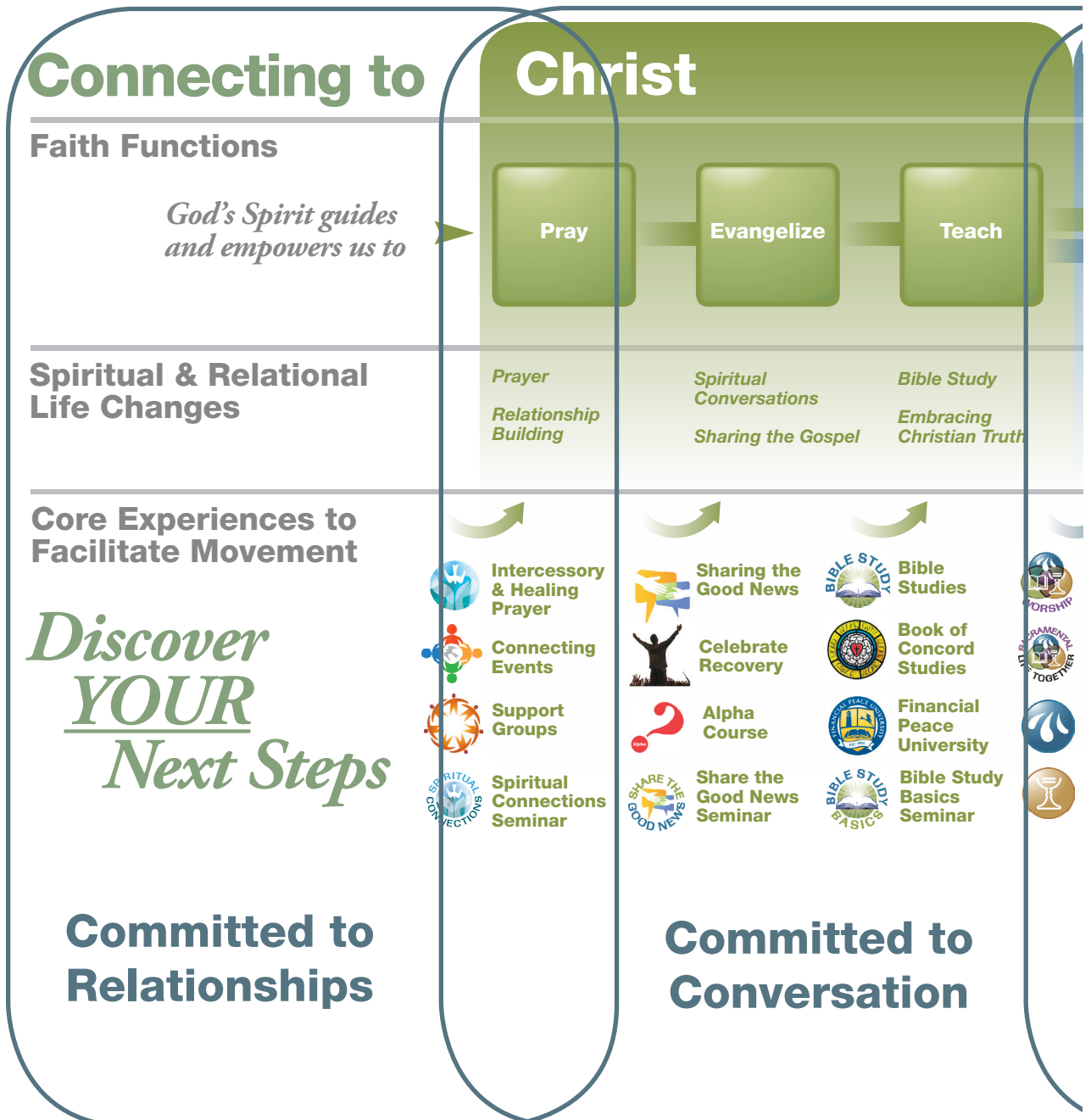
Spiritual & Relational Life Changes

Prayer Relationship Building	Spiritual Conversations Sharing the Gospel	Bible Study Embracing Christian Truth	Baptized, Confirmed and Worshiping	Committing to Covenant Community	Discerning Personal Growth Plans	Discovering your Divine Design	Life Group & Ministry Team Leadership Training	Intensive Mentoring
Engagement with God's Means of Grace	Peer Mentoring Relationships	Christian Character Development	Serving in the Power of the Holy Spirit	Leadership Training	Now Ministry Commissioning			

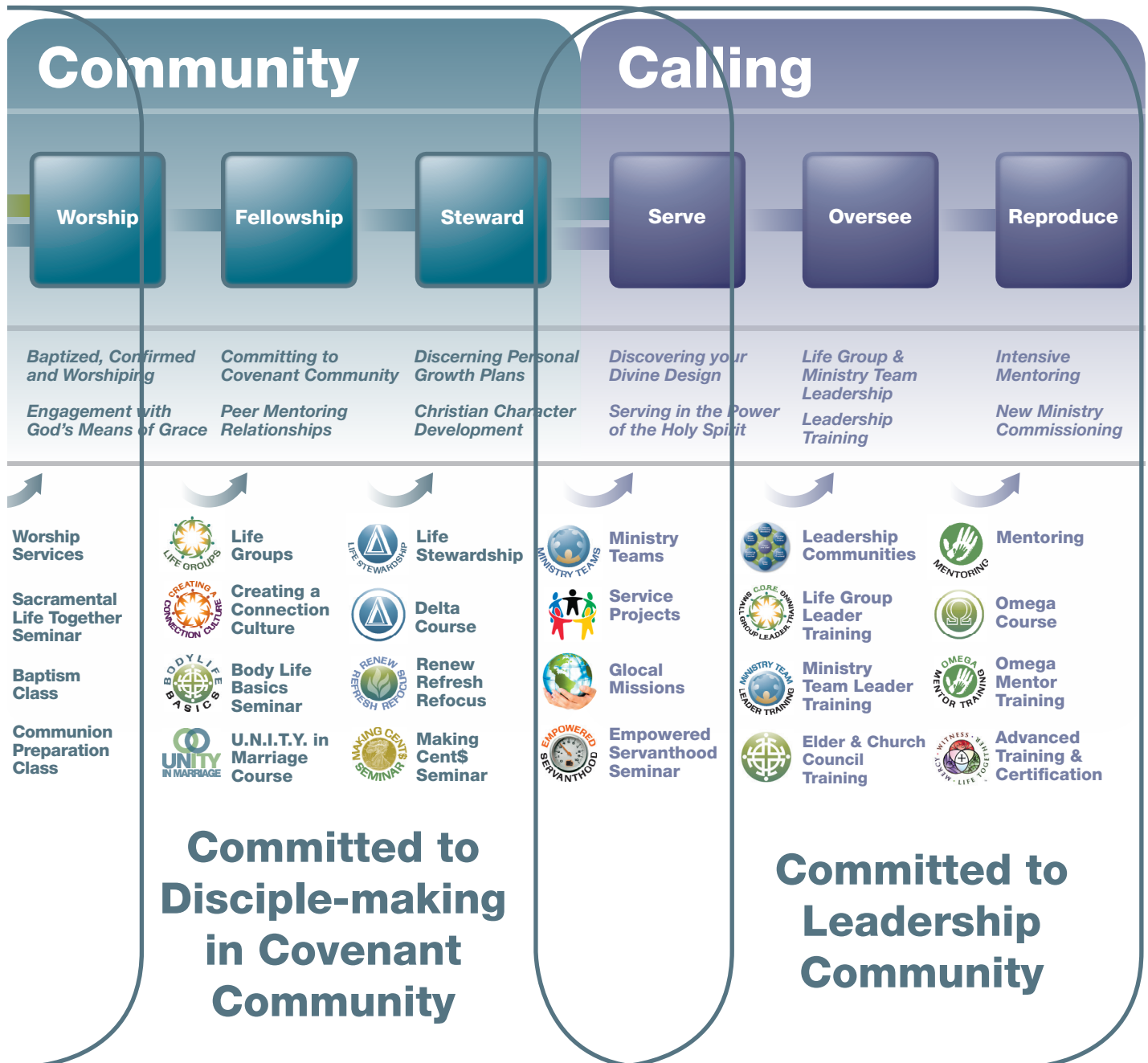


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God's Mission for Our L

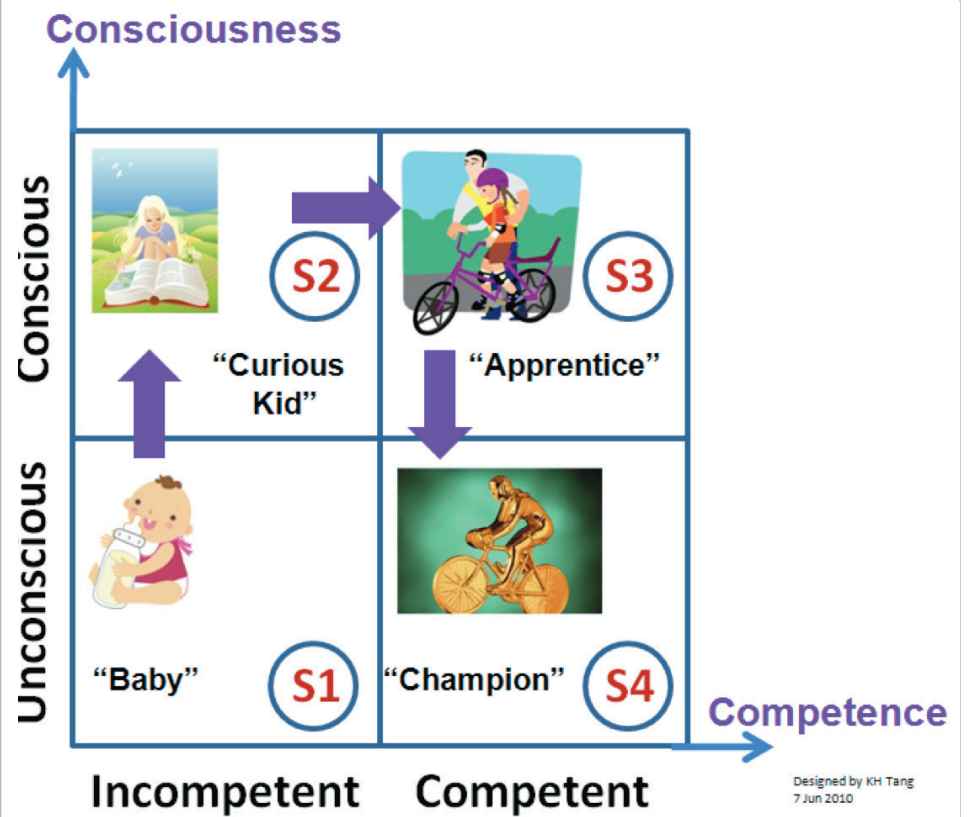


Levels of Christian Covenant



(Defining Relational Expectations) Community

Building Disciple-Making Communities



Consciousness-Competence Matrix:

The Four Stages of Learning

S1: Unconscious Incompetence

S2: Conscious Incompetence

S3: Conscious Competence

S4: Unconscious Competence

The Path to Change

Step 1 - Awareness and Conviction

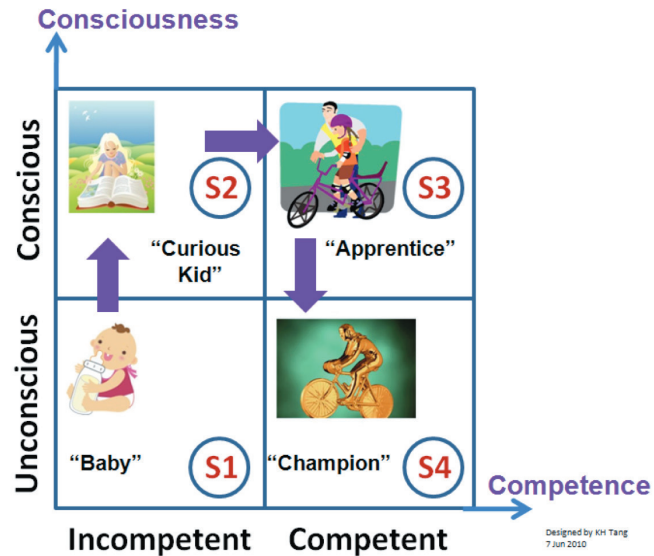
Step 2 - Assess and Plan

Step 3 - Implement your Plan

Step 4 - Renew your Plan and Grow Deeper.

Step 1 - Awareness and Conviction

Step 2 - Assess and Plan



Step 3 - Implement your Plan

Step 4 - Renew your Plan and Grow Deeper

Building Disciple-Making Communities

What are the Myths (false beliefs) and subsequent Problems (wrong behaviors) that exist in your congregation and inhibit the Spirit from functioning in your midst according to His will?

Consider the following myths, which counteract the Spirit's functioning through you, and rate your current situation using the scale provided. Then use the space provided to discuss the changes that need to be made.

- 1 = I/We live according to this myth and don't see a need to change.
- 2 = I/We are convicted by this myth and need to discuss how God is calling us to change.
- 3 = I/We know this is wrong and are struggling to change.
- 4 = I/We know this to be wrong and are actively changing.
- 5 = I/We exemplify the opposite of this myth and don't have these problems.

Myth 1: Prayer-less Relational Faith - I have a relationship with God but only seem to really pray when I am in trouble or need something. I build relationships with people in my life, but I don't intercede for them through prayer.

Problem: This lack of understanding or belief in the power of prayer hinders what God desires to do in and through our lives. It leads to an immature, transactional relationship with God rather than an abiding relationship with Jesus as our Savior and Lord. Without having a prayer-filled relationship with God, we do not see the importance of developing prayer-filled relationships with others.

Personal Rating: _____ Corporate Rating: _____

Changes that need to be made: _____

Myth 2: Church Only Faith - Spiritual conversations are appropriate only in the church. Jesus has called us to share the Gospel, but we avoid Spiritual conversations outside of the church environment because they make us and others uncomfortable.

Problem: When we resist the Spirit's prompting to start Spiritual conversations or share the Gospel, even though He has promised to give us words to speak, we forfeit opportunities to be used by God to introduce people to Christ. When we allow fear to stop us from engaging in Spiritual conversations and sharing the Gospel, we develop the habit of avoiding Spiritual conversations even with people who are in the church.

Building Disciple-Making Communities

Personal Rating: _____

Corporate Rating: _____

Changes that need to be made: _____

Myth 3: Minimalist Consumer Faith - When I attend worship services, Bible Studies or read Biblical quotes, I am looking for some good advice which I can use to get what I want out of life.

Problem: Biblical truth is often presented in isolated (topical) form without a good understanding of how it fits into the Christian life as a whole, promoting the compartmentalizing of the Christian's life. There is an assumption that the appropriation of Biblical knowledge by itself will lead to spiritual maturity. This rhythm of engaging one's faith produces baby Christians who believe in inspiration and education, and turn to God when they feel that they need Him, but experience very little transformation and training in righteousness!

Personal Rating: _____

Corporate Rating: _____

Changes that need to be made: _____

Myth 4: Religious Faith - I believe that faithful Christians go to worship services once in a while and do the best they can to be good people. Jesus is our Savior but doesn't really require us to relate to Him as the Lord of our lives.

Problems: The church community typically focuses on making converts rather than making disciples. People who don't live under the authority of God as their Lord tend to believe that they can produce good on their own and use God for the purposes of salvation and blessing rather than living in and through Him. A true disciple would know that only God can produce real good in this world, that apart from God we can do nothing good and there are no good people, only people through whom God does good as we live by faith in Him.

Personal Rating: _____

Corporate Rating: _____

Changes that need to be made: _____

Building Disciple-Making Communities

Myth 5: Independent Faith - My relationship with God is a private matter, including my sins, so I will stay out of your business and I expect you to stay out of mine.

Problems: There is a reluctance by many Christians to enter into Biblically functioning covenant community and make a commitment that they perceive may interfere or limit their lifestyle or plans. Without Biblically functioning community we will not mature and will continually wrestle with loneliness and self-centeredness.

Personal Rating: _____ Corporate Rating: _____

Changes that need to be made: _____

Myth 6: Self-centered faith - “God helps those who help themselves” (according to Barna Research, the most quoted “Bible” verse in America among adult and teen believers); therefore we can self-help our way to Christlikeness.

Problems: Most Christians have not been trained in how to submit to God and abide in Christ well enough to know that this quote does not come from the Bible. We tend to forget that we are the perfectly wrong people to give ourselves advice and we need the power of Godly community and mentors to help us grow. Therefore, programmatic ministries where we influence many people simultaneously is generally considered the method of choice. Personal one-on-one discipleship appears to be too time-consuming, energy-consuming, and inefficient.

Personal Rating: _____ Corporate Rating: _____

Changes that need to be made: _____

Myth 7: Mercenary Faith - It is the job of professional clergy to do the work of ministry and the “priesthood of all believers” is not practical or a good thing to encourage at our church.

Problems: We are not “equipping the saints for the work of ministry” and commissioning everyone to serve the Kingdom of God by the power of the Holy Spirit. Because of this, most Christians are living in and through their own guidance and power and the work of ministry falls to a few faithful people who usually are “paid to be good.” As a result, their experience of the abundant life and their witness to the watching world are diminished and they don’t experience the power of the Holy Spirit moving through them.

Building Disciple-Making Communities

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Personal Rating: _____ Corporate Rating: _____

Changes that need to be made: _____

Myth 8: Leadership = Respect, Representation and Control - I have been asked to lead because people respect me, trust me to represent them and want me to be in control.

Problems: There is no incentive to serve people, equip the saints for the work of ministry and work yourself out of a job when the goal is to be respected and in control. If being in control is the goal, then leaders will focus on making the decisions and do the work themselves instead of spending time mentoring others. Wanting to be in charge can be a dangerous desire which leads us to trust in ourselves and the opinions of others more than we trust in God's guidance. Wanting to be respected can be a dangerous desire which can lead us to prove ourselves to others, hide our sin and pretend.

Personal Rating: _____ Corporate Rating: _____

Changes that need to be made: _____

Myth 9: Leaders Have Arrived - As a leader I am able to help others grow even though I am not being mentored, held accountable or intentionally disciplined by anyone.

Problems: When leaders stop growing, the church starts dying. We reproduce who we are, so leaders who aren't growing produce a church culture where growth is not the normal. We need leaders who serve as models of faith and mentors to others. You can not take people on a journey that you are not on yourself.

Personal Rating: _____ Corporate Rating: _____

Changes that need to be made: _____

For more resources, thoughts, and discussion about this session, please visit www.lifespringnetwork.org

Building Disciple-Making Communities

Myths and Problems Pages 8-11	Personal Rating	Corporate Rating	Step on the Path to Change
1. Prayer-less Relational Faith Myth			
2. Church Only Faith Myth			
3. Minimalist Consumer Faith Myth			
4. Religious Faith Myth			
5. Independent Faith Myth			
6. Self-centered Faith Myth			
7. Mercenary Faith Myth			
8. Leadership = Respect, Representation and Control Myth			
9. Leaders Have Arrived Myth			

Discussion Time

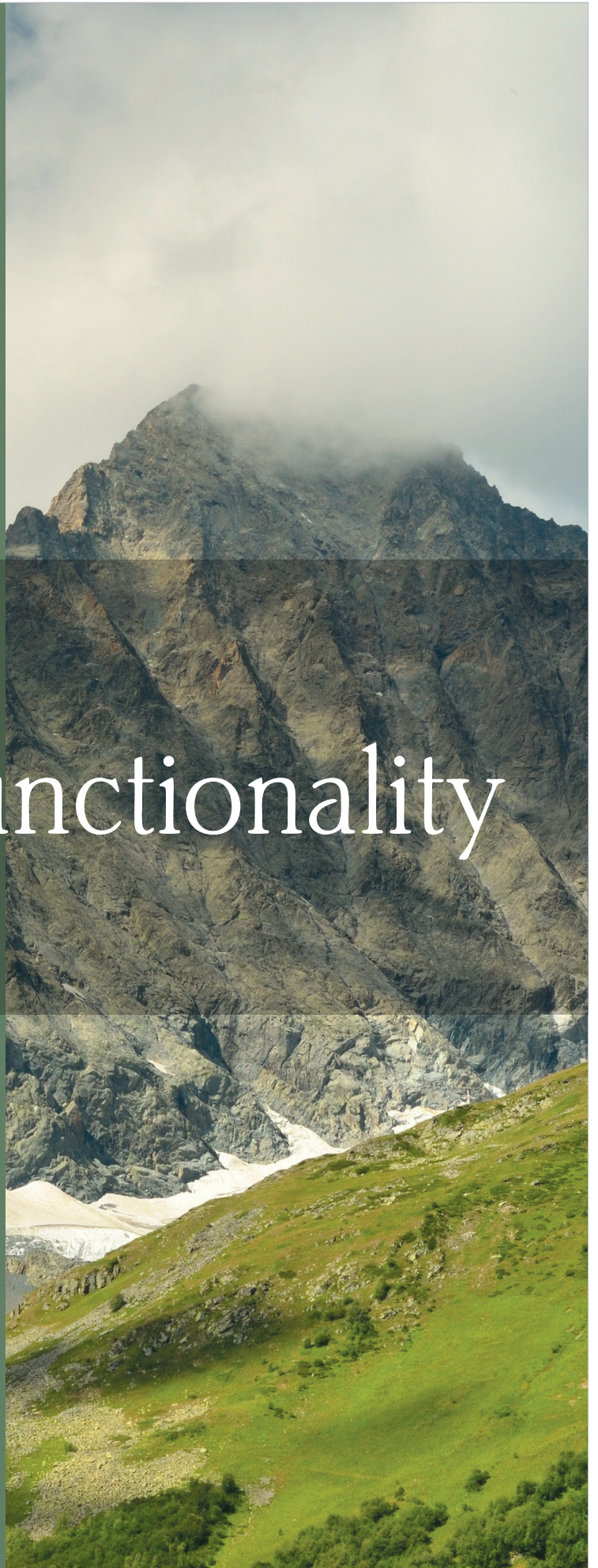
Which 3 of the Myths do you think your church needs to address in the next 3 months? Use the space below to list the 3 Myths that you have chosen and your ideas for how to begin changing your church toward a more Biblical new normal.

Myth #1 _____

Myth #2 _____

Myth #3 _____

Spiritual Functionality



Spiritual Functionality

A Simple Church Is...

...a congregation designed around a straightforward and strategic process that moves people through the stages of spiritual growth.

The Four Imperatives



Global Goals

Helping us navigate our world and set goals for the future!



Alignment

The arrangement of all leaders, staff and ministries around the same simple process.

1. Recruit on the Process
2. Offer Accountability
3. Same Process Everywhere
4. Unite Around the Process
5. New Ministry Alignment

God's Mission for Our Lives



Ministry Teams

Our Ministry Teams are created to facilitate every aspect of the Life Process and accomplish our Mission.



Focus

The Four Imperatives



Commitment to abandon everything that falls outside of the simple ministry process.

1. Eliminate
2. Limit Adding
3. Reducing Special Events
4. Easily Communicated
5. Simple to Understand

God's Mission for Our L

Connecting to

Christ

Faith Functions

God's Spirit guides and empowers us to



Pray

Evangelize

Teach

Spiritual & Relational Life Changes

Prayer

Relationship Building

Spiritual Conversations

Sharing the Gospel

Bible Study

Embracing Christian Truth

Core Experiences to Facilitate Movement

*Discover
YOUR
Next Steps*



Intercessory & Healing Prayer



Connecting Events



Support Groups



Spiritual Connections Seminar



Sharing the Good News



Celebrate Recovery



Alpha Course



Share the Good News Seminar



Bible Studies



Book of Concord Studies



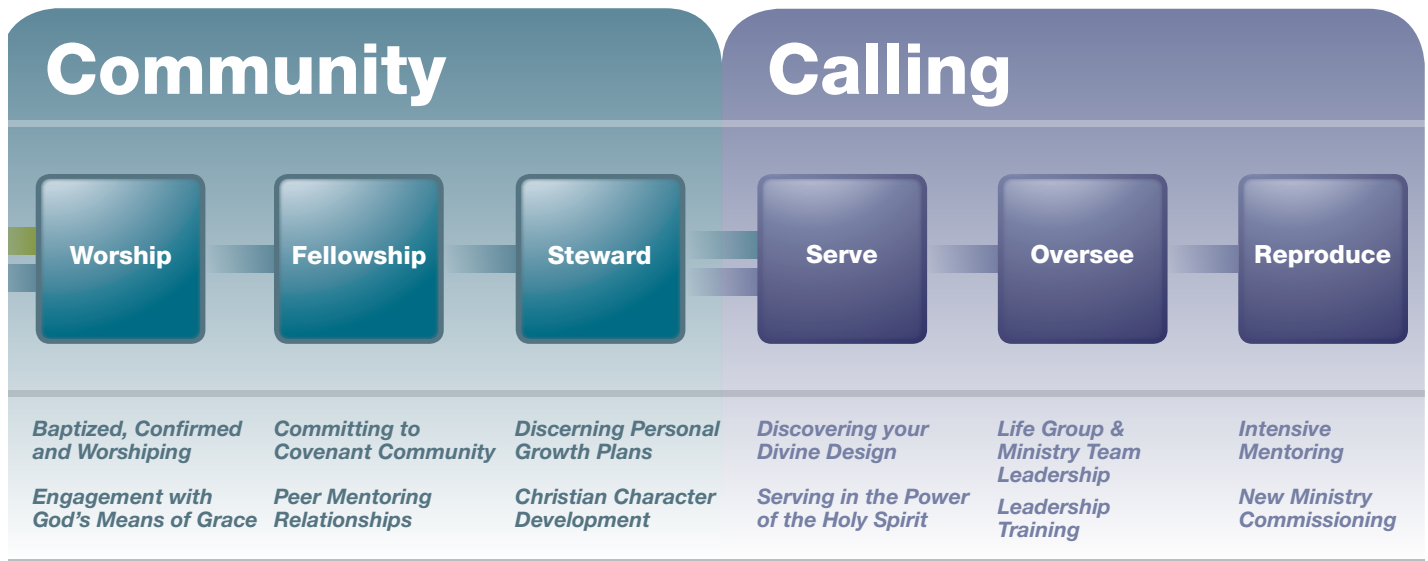
Financial Peace University



Bible Study Basics Seminar



Ministry Teams



Faith Functions Assessment

Faith Functions Assessment

Use the rating scale below to evaluate yourself and your church community.

Rating Scale

- | | |
|------------------------------|--|
| 1 = Low engagement | <i>(On Life Support)</i> |
| 2 = Engagement is decreasing | <i>(Bad and Getting Worse)</i> |
| 3 = Religious engagement | <i>(Just Doing the Minimum Required in our own Strength)</i> |
| 4 = Increasing engagement | <i>(We are Intentionally Cooperating with the Spirit's Prompting to Breathe Life into this Function)</i> |
| 5 = High engagement | <i>(Universally Understood, Embraced and Enabled By the Spirit)</i> |

1. **Praying:** What percentage of the people in your congregation are engaged in regular Prayer (personal and intercessory)? _____

Describe what you do to encourage the Spiritual and Relational Life Changes of Prayer and Relationship-building with God and others. _____

How would you rate this function in your life? _____ in your church? _____

2. **Evangelizing:** What percentage of the people in your congregation are engaged in Evangelism through personal and corporate outreach? _____

Describe what you do to encourage the Spiritual and Relational Life Changes of beginning spiritual conversations and sharing the Gospel with others. _____

How would you rate this function in your life? _____ in your church? _____

3. **Teaching:** What percentage of the people in your congregation are engaged in regular Teaching/ Learning the Bible, Christian Doctrine and Biblical Christianity? _____

Describe what you do to encourage the Spiritual and Relational Life Changes of Bible Study and Embracing Christian truth. _____

How would you rate this function in your life? _____ in your church? _____

4. **Worshipping:** What percentage of the people in your congregation are engaged in regular Worship and Sacramental Life together? _____

Describe what you do to encourage the Spiritual Life Changes of Baptized, Confirmed and Covenant Member and Engagement with God's mean of grace. _____

How would you rate this function in your life? _____ in your church? _____

5. **Fellowship:** What percentage of the people in your congregation are engaged in regular Fellowship and Covenant Life together? _____

Describe what you do to encourage the Spiritual and Relational Life Changes of Living in Covenant Community and Peer Mentoring Relationships. _____

How would you rate this function in your life? _____ in your church? _____

Faith Functions Assessment

6. **Stewarding:** What percentage of the people in your congregation are engaged in regular Life Stewardship through discerning personal growth plans and christian character development?

Describe what you do to encourage the Spiritual and Relational Life Changes of Discerning Personal Growth Plans and Christian Character Development. _____

How would you rate this function in your life? _____ in your church? _____

7. **Serving:** What percentage of the people in your congregation are engaged in regular Service through service projects/missions and ministry teams? _____

Describe what you do to encourage the Spiritual and Relational Life Changes of Discovering your Divine Design and Serving in the Power of the Holy Spirit. _____

How would you rate this function in your life? _____ in your church? _____

8. **Overseeing:** What percentage of the people in your congregation are engaged in regular Overseeing as Spiritual leaders of others (Group Leaders, Ministry Team Leaders, Mentors, Elders, Church Council, Etc.)? _____

Describe what you do to encourage the Spiritual and Relational Life Changes of Life Group and Ministry Team Leadership and Leadership Training. _____

How would you rate this function in your life? _____ in your church? _____

9. **Reproducing:** What percentage of the people in your congregation are engaged in regular Reproduction of Servant Leaders and Ministries through Intensive Mentoring and New Ministry Commissioning? _____

Describe what you do to encourage the Spiritual and Relational Life Changes of Intensive Mentoring and New Ministry Commissioning. _____

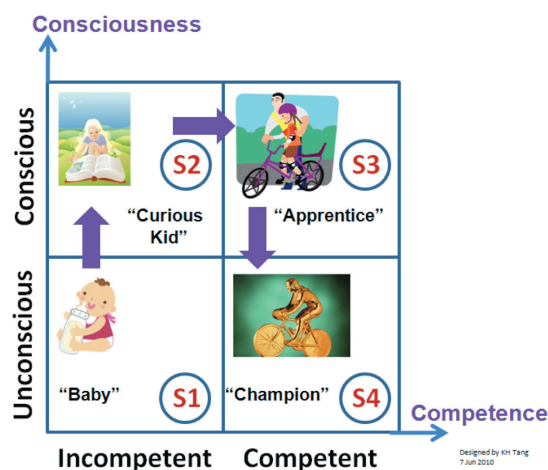
How would you rate this function in your life? _____ in your church? _____

Spiritual Functionality Faith Functions Pages 18-21	Personal Rating	Corporate Rating	Step on the Path to Change
1. Praying			
2. Evangelizing			
3. Teaching			
4. Worshiping			
5. Fellowshiping			
6. Stewarding			
7. Serving			
8. Overseeing			
9. Reproducing			

The Path to Change

Step 1 - Awareness and Conviction

Step 2 - Assess and Plan



Step 3 - Implement your Plan

Step 4 - Renew your Plan and Grow Deeper

Faith Functions Assessment

Discussion Time

In thinking about how you rated your Spiritual functionality and the step on the path to change that you find your community at in each function, use this worksheet to discuss each function and plan your next steps.

1. Praying

2. Evangelizing

3. Teaching

4. Worshiping

5. Fellowshiping

6. Stewarding _____

7. Serving _____

8. Overseeing _____

9. Reproducing _____

Faith Functions Assessment

Discussion Time

In thinking about how you rated your Spiritual functionality and the step on the path to change that you find your community at in each function, use the worksheet on the next page to list the ministry teams of your church, according to the main areas of the Globe that they relate to. Then discuss and record below: what's right (what are the strengths of our church?), what's wrong (what needs to be refined or eliminated?) and what's missing (what new ministry teams need to be created?).

What's right (this is a strength of our church)? _____

What's wrong (what needs to be refined or eliminated)? _____

What's missing (we need to begin a new ministry team)? _____



Spiritual Relationships

Essentials to Reconnection

Spiritual Relationships

A Simple Church Is...

...a congregation designed around a straightforward and strategic process that moves people through the stages of spiritual growth.

The Four Imperatives



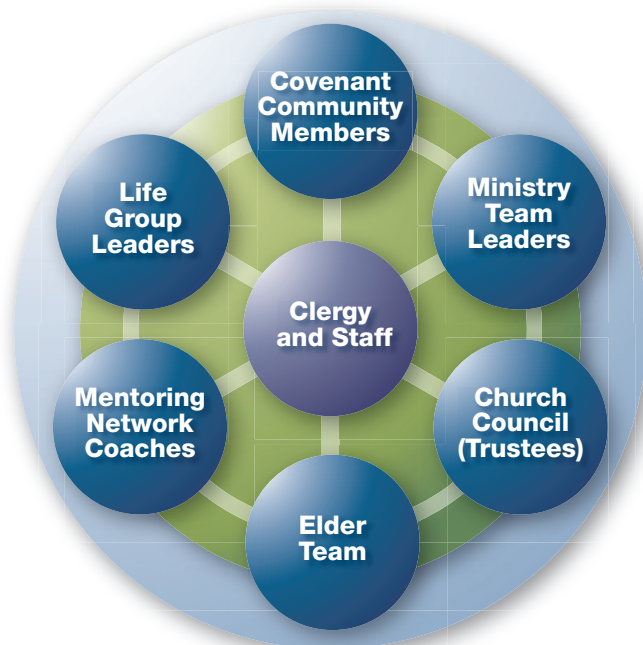
Alignment

The arrangement of all leaders, staff and ministries around the same simple process.

1. Recruit on the Process
2. Offer Accountability
3. Same Process Everywhere
4. Unite Around the Process
5. New Ministry Alignment

Our Organism

Coordinated Servanthood



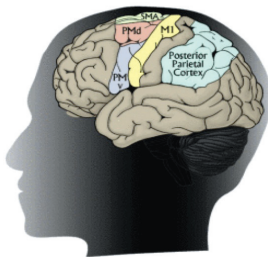
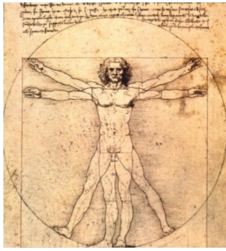
Definition - A bond based on shared *identity, empathy* and *understanding* that moves self-centered individuals toward group-centered membership.



- 75% of employees are not engaged at work (Gallup)
- 72% of church-going Christians are not engaged
- America: 114,750,000 employees not engaged
- 18% actively disengaged (working against)
- 60% of engaged employees are not aligned with the organizations objectives (Corporate Executive Board)
- Bottom Line: only 10% of employees are engaged and aligned

[illegible]

Spiritual Relationships



Psychology

“Human needs at Work”

Source: *E Pluribus Partners Research*

1. Respect
2. Recognition
3. Belonging
4. Autonomy (Freedom)
5. Personal Growth
6. Meaning

“Human needs at Home and in the Church”

Source: *Life Spring Network Research (Dr. Muray Banks, Abraham Maslow, Etc.)*

- | | |
|-----------------------|------------------------------------|
| 1. Respect | (To be treated with honor) |
| 2. Recognition | (To feel appreciated) |
| 3. Belonging | (To love and be loved) |
| 4. Autonomy (Freedom) | (To be trusted with authority) |
| 5. Personal Growth | (To be believed in and challenged) |
| 6. Meaning | (To make an eternal difference) |

Neuroscience

Neuroscience has shown that connection:

- Reduces stress hormones (epinephrine, norepinephrine, cortisol)
- Increases dopamine which enhances attention and pleasure
- Increases serotonin which reduces fear and worry
- Increases oxytocin which makes us more trusting of others

Rising Substance Abuse

Source: *Joseph Califano, Director, National Center on Addiction and Substance Abuse at Columbia University*

- Anxiety and depression tend to lead people to self medicate
 - America has 4.5% of the global population, yet consumes 50% of the world's legal, mood-altering pharmacological drugs and 2/3 of the world's illegal drugs
-
-
-

Spiritual Relationships

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Physical/Mental Health Research

Sources: Carlson, 1998; Rosenthal, 1992-2010 ; Resnick, 1997; Cohen, 1997; Berkman, 1979; Baumeister, 2003; MacArthur Foundation Study, 1998

Social scientists have learned that connection = positive impact

- Babies who are held are healthier
- Elementary school students who connect with teachers perform better academically
- Patients who have social support recover faster
- Adults with greater connection are more creative, better problem solvers
- Seniors who have social relationships live longer

National Environment Today

Source: "U.S. Health in International Perspective: Shorter Lives, Poorer Health." 2013
Institute of Medicine and National Research Council Report

Americans had among the longest life expectancies in 1950. Today, Americans under 50 vs. peer group of 17 wealthy nations have:

- Lowest life expectancy
- Highest infant mortality rate
- Highest deaths from alcohol and drugs
- Highest deaths from injuries and homicide
- Highest deaths from obesity and diabetes
- Highest rate of teen pregnancy, STDs and AIDS

Connection: The Bottom Line

Mentally and physically healthier

More trusting

More productive

More cooperative

More creative

Better problem solvers

Connection = Flourishing, Life

Disconnection = Disfunction, Death



For more resources, thoughts, and discussion about this session, please visit www.lifespringnetwork.org

Spiritual Relationships

Discussion Time

1. What about the research, about the levels of disconnection in America, stands out to you the most? Why?

2. Would you describe your church community as currently part of the problem or part of the solution? Explain.

The Connection Culture

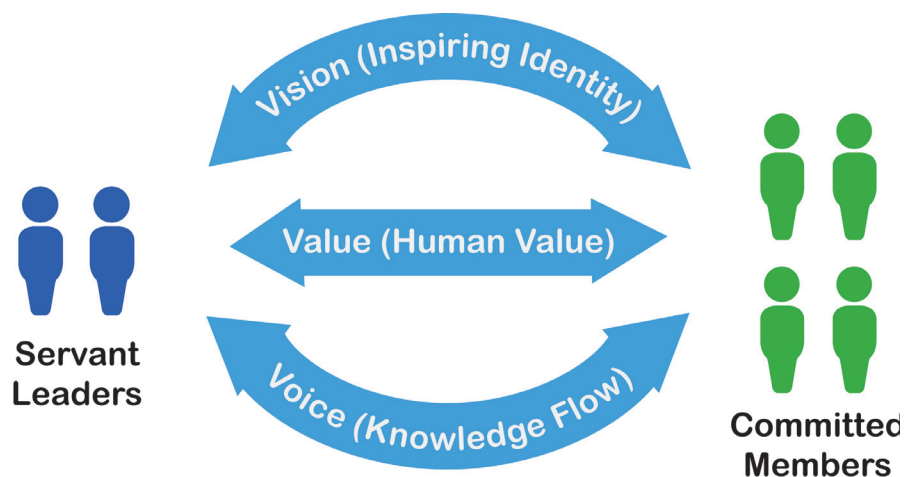
Core Elements

1. Inspiring Identity - Heart
2. Human Value - Soul
3. Knowledge Flow - Mind

Enabling Elements - Strength

4. Committed Members
5. Servant Leaders

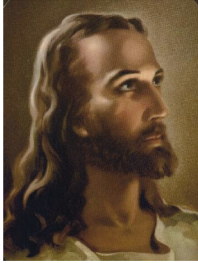
The Connection Culture nurtures the key aspects of our corporate Heart, Soul, Mind and Strength!



Spiritual Relationships

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Inspiring Identity (“Vision”)

When everyone in the organization is:

- motivated by the mission,
- united by the values, and
- proud of the reputation.

God’s Mission for our lives

1. **Connecting** people in our town and beyond in real loving relationship
2. with God through Jesus **Christ** in the power of the Holy Spirit,
3. with each other in contagious Christian **community**
4. and with their **calling** of servanthood in the world.

Human Value (“Value”)

When everyone in the organization:

- understands the needs of people,
- appreciates their positive, unique contributions, and
- helps others achieve their potential.

Know my story

- How well do you know the people you work with?
- What is their background?
- What are their dreams and ambitions?
- What motivates them?
- Who is important in their life?
- What qualities do they strive for?



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Spiritual Relationships

Knowledge Flow (“Voice”)

When everyone in the organization:

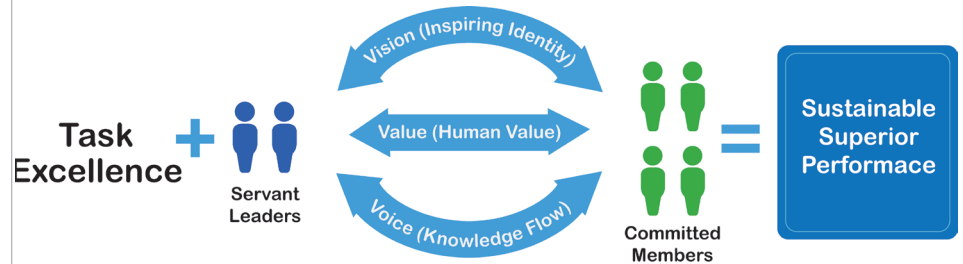
- seeks the ideas of others,
- shares ideas and opinions honestly, and
- safeguards relational connections.

Organizations with strong Knowledge Flow create:

1. a safe place to share ideas
2. intentional times to get together as a team
3. ground rules for actively sharing information as well as listening to and respecting each other

Vision + Value + Voice = CONNECTION

The Connection Culture

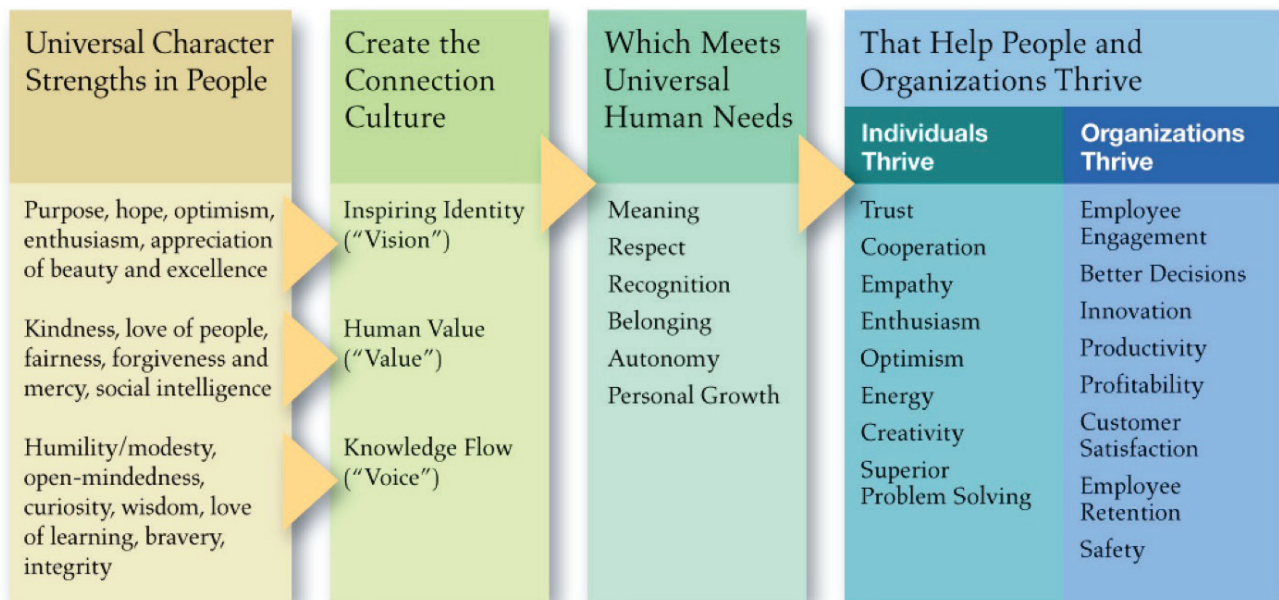


Committed Members

People in the organization who are:

- committed to task excellence,
- promoting the Connection Culture, and
- living out character strengths and virtues.

THE CHARACTER ► CONNECTION ► THRIVE CHAIN



Servant Leaders

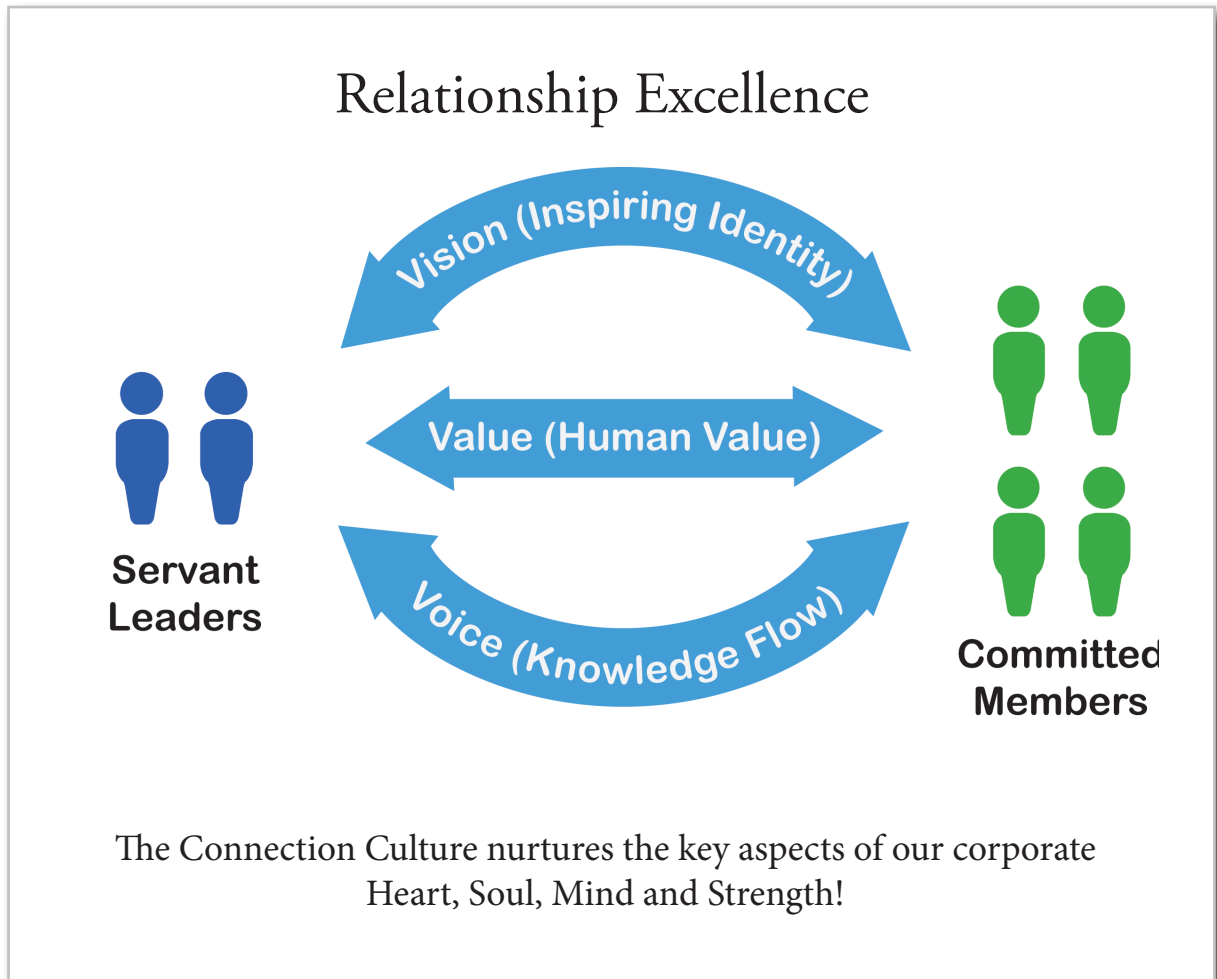
Committed Members empowered with the authority to:

- coordinate task excellence,
- facilitate the Connection Culture, and
- model and mentor others in character strengths and virtues.



Creating a Connection Culture Assessment

As you think about your church, what's right, what's wrong and what's missing?



Instructions

Use the rating scale to evaluate your personal and corporate heart, soul, mind and strength. Record your insights. Then discuss as a group to discern the changes you need to make to improve your connection culture personally and as an organization.

Rating Scale

1 = Not Descriptive 2 = Sometimes Descriptive
3 = Fairly Descriptive 4 = Descriptive 5 = Strongly Descriptive

Creating a Connection Culture Assessment

Core Elements

1. Inspiring Identity – Heart

Definition: *When everyone in the organization is*

Personal Rating

Corporate Rating

A. Motivated by the mission

B. United by the values

C. Proud of the reputation

Inspiring Identity Average

Relational Insights:

2. Human Value – Soul

Definition: *When everyone in the organization*

Personal Rating

Corporate Rating

A. Understands the needs of people

B. Appreciates their positive, unique contributions

C. Helps others achieve their potential

Human Value Average

Relational Insights:

3. Knowledge Flow – Mind

Definition: *When everyone in the organization*

Personal Rating

Corporate Rating

A. Seeks the ideas of others

B. Shares ideas and opinions honestly

C. Safeguards relational connections

Knowledge Flow Average

Relational Insights:

Creating a Connection Culture Assessment

Enabling Elements - Strength

4. Committed Members

Definition: *People in the organization who are*

Personal Rating

Corporate Rating

A. Committed to task excellence

B. Promoting the connection culture

C. Living out character strengths and virtues

Committed Members Average

Relational Insights:

5. Servant Leaders

Definition: *Committed Members empowered
with the authority to*

Personal Rating

Corporate Rating

A. Coordinate task excellence

B. Facilitate the connection culture

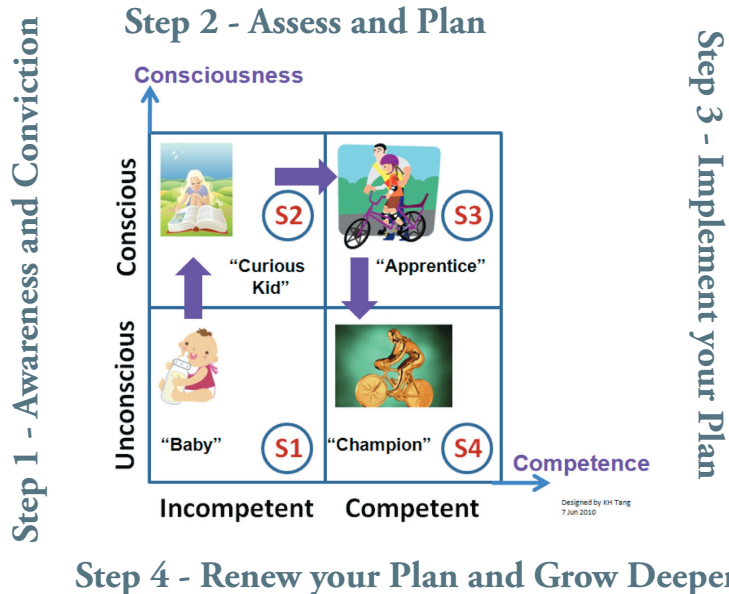
C. Model and Mentor others in character
strengths and virtues

Servant Leader Average

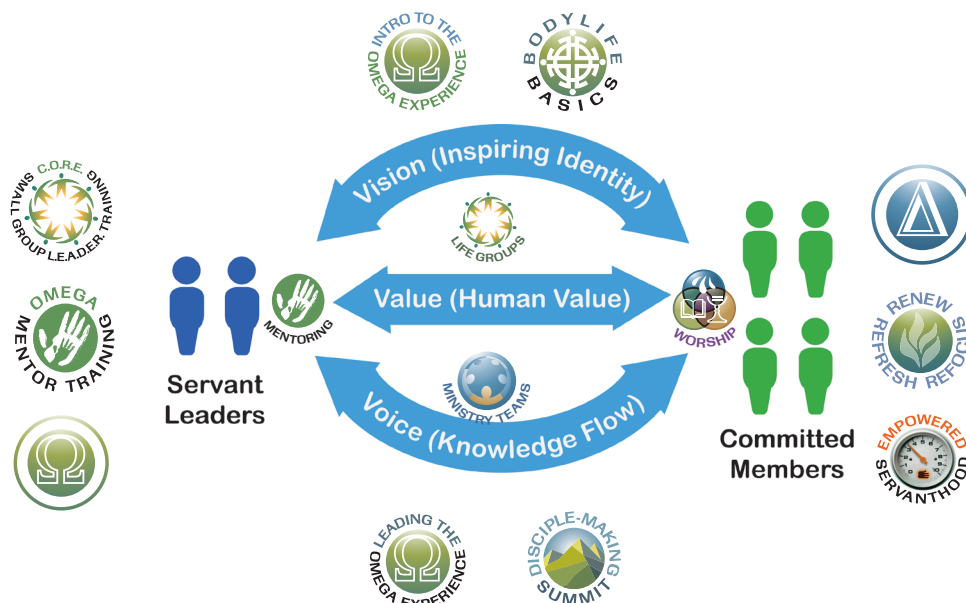
Relational Insights:

Reconciliation Exercise - Celebrating our Unity in Christ

The Path to Change



Spiritual Relationships Connection Culture Pages 36-38	Personal Rating	Corporate Rating	Step on the Path to Change
1. Inspiring Identity			
2. Human Value			
3. Knowledge Flow			
4. Committed Member			
5. Servant Leaders			



Assessment Summary

Use this worksheet to discuss each element and plan your next steps.

1. Inspiring Identity

Step on the Path to Change _____

2. Human Value

Step on the Path to Change _____

3. Knowledge Flow

Step on the Path to Change _____

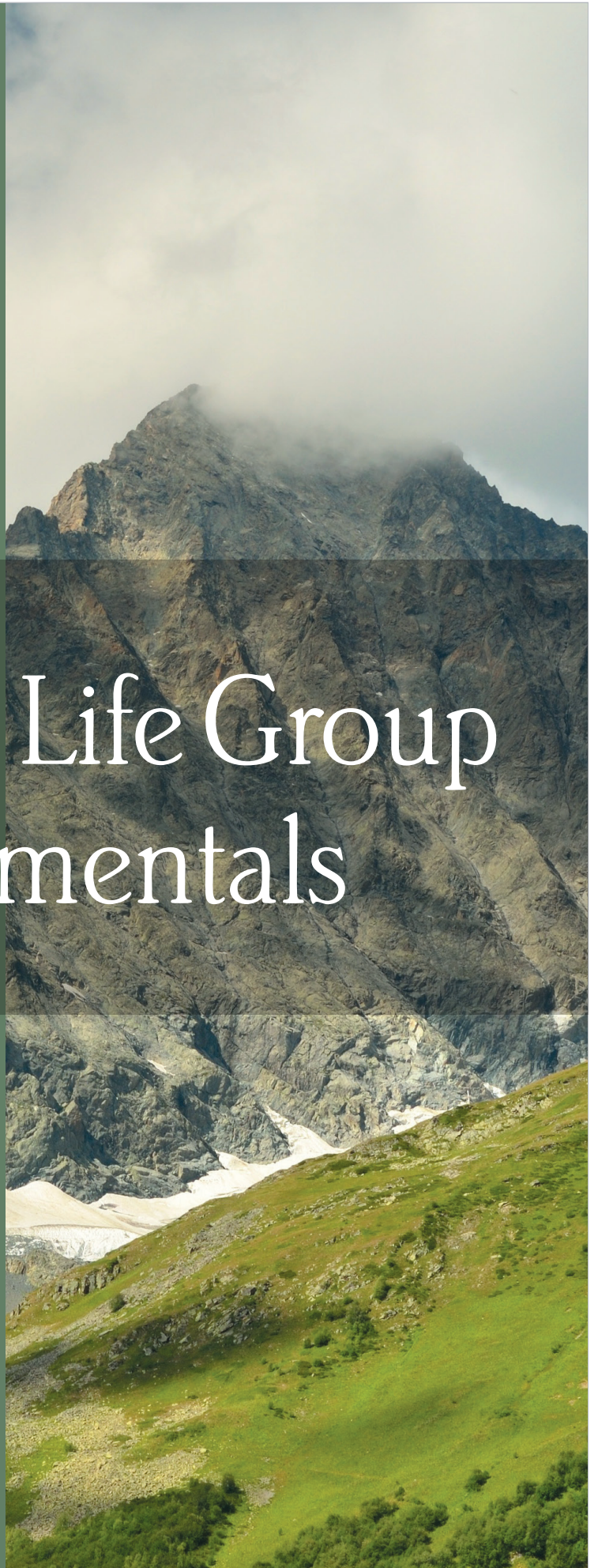
4. Committed Member

Step on the Path to Change _____

5. Servant Leader

Step on the Path to Change _____

Covenant Life Group Fundamentals



Covenant Life Group Fundamentals

Small Groups

What is a small group?

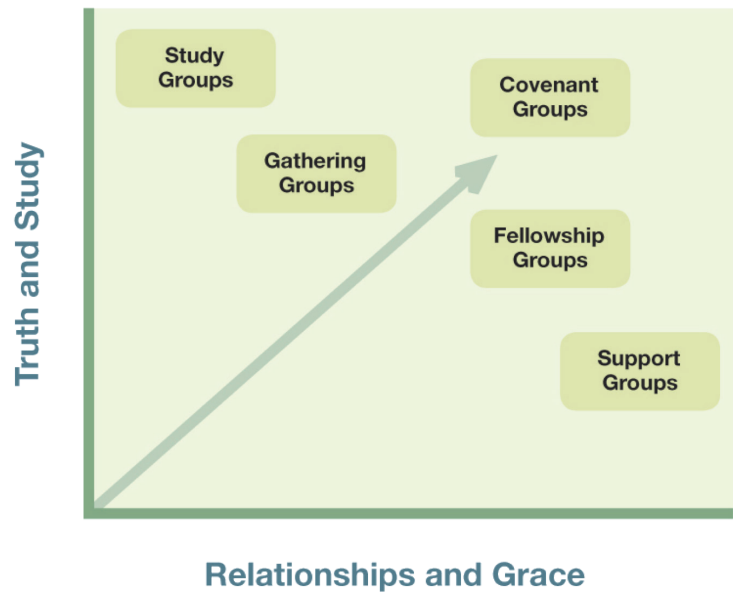
A Christian small group is...

“An intentional, face to face gathering of 3 to 12 people, meeting on a regular time schedule with a common purpose of discovering and growing in the possibilities of the Abundant Life in Christ”

-Roberta Hestenes

5 Types/Styles of Small Groups - 1 Paradigm

1. Support and Recovery Groups
2. Study Groups
3. Gathering Groups
4. Fellowship Groups
5. Covenant Groups



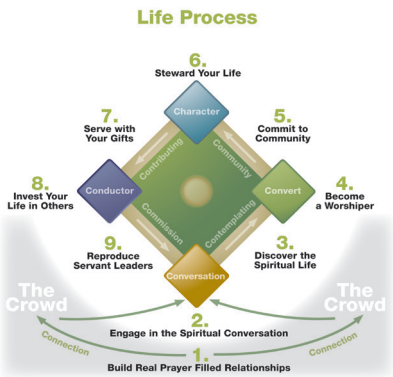
What is a Covenant Life Group?

A Covenant Life Group is...
An intentional face to face gathering of 2 to 6 people meeting regularly with the common purpose of living on mission with God in covenant community and growing as disciples of Jesus.

God’s Mission for Our Lives

The Mission Statement that we promote through the Omega Experience as God’s Mission for our lives is:

Connecting in real loving Relationship
with God through Jesus Christ in the power of the Holy Spirit,
with others in contagious Christian Community,
and with our Calling of Servanthood in the World.



God’s Mission for Our Lives

	Christ			Community			Calling		
Faith Functions	Pray	Evangelize	Teach	Worship	Fellowship	Steward	Serve	Oversee	Reproduce
Spiritual & Relational Life Changes	Prayer Relationship Building	Spiritual Conversations Sharing the Gospel	Bible Study Embracing Christian Truth	Baptized, Confirmed and Worshiping	Committing to Covenant Community	Discerning Personal Growth Plans Christian Character Development	Discovering your Divine Design Serving in the Power of the Holy Spirit	Life Group & Ministry Team Leadership Training	Intensive Mentoring New Ministry Commissioning



Covenant Life Group Fundamentals

The C.O.R.E. Covenant Life Group Paradigm

C: Committed to Disciple-making

Key Questions

1. What is the purpose of the group?
2. What is the composition of the group?
3. When, where and how often does the group meet?
4. What is the level of interaction of the group?
5. What are the expectations of the group?
 - a) Attend all meetings if at all possible
 - b) Come prepared for each meeting
 - c) Pray regularly for each member of the group.
 - d) Uphold confidences within the group.

O: Open to Growth

Key Questions

1. What is our next step for our group to grow?
2. What is your next step of growth toward full devotion as a follower of Jesus Christ?
3. Who is the next person that needs to be added to our group?
4. Who needs to be mentored or challenged to step out and/or lead a new group?

R: Relating to the Group

Key Questions

1. How can I creatively draw out those in my group?
2. What special things can we do between group meetings to build our relationships?

“They were continually devoting themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer.”
(Acts 2:42)

“Not that I have already obtained all this, or have already been made perfect, but I press on to take hold of that for which Christ Jesus took hold of me. Brothers, I do not consider myself yet to have taken hold of it. But one thing I do: forgetting what is behind and straining toward what is ahead, I press on toward the goal to win the prize for which God has called me heavenward in Christ Jesus.”
(Philippians 3:12-14)

“As iron sharpens iron, so one man sharpens another.”
(Proverbs 27:17)

Covenant Life Group Fundamentals

OMEGA

Life Spring Network

“For the word of God is living and active. Sharper than any double-edged sword, it penetrates even to dividing soul and spirit, joints and marrow; it judges the thoughts and attitudes of the heart.” (Hebrews 4:12)

“All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the man of God may be thoroughly equipped for every good work.” (2 Tim. 3:16)



3. How can I help facilitate or encourage connection among group members outside of regular meeting times?
 4. Would this individual be better relating to those in another group because of geography, affinity, special needs, or other issues?
-
-
-

E: Entering Scripture

Key Questions

5. Do people know how to study Scripture on their own (feed themselves)?
 6. Do members have regular time of personal prayer and Bible study?
 7. Are we as a group digging into Scripture together?
 8. Are we considering other opportunities (e.g., seminars, conferences) outside of the group to further our understanding of Scripture and its application to our lives?
-
-
-

Objectives of C.O.R.E. Small Groups

Teaching and Modeling “Full Connectedness”

The Mission Statement that we promote through the Omega Experience as God’s Mission for our lives is:

Connecting in real loving Relationship
with God through Jesus **Christ** in the power of the Holy Spirit,
with others in contagious Christian **Community**,
and with our **Calling** of Servanthood in the World.

For more resources, thoughts, and discussion about this session, please visit www.lifespringnetwork.org

Covenant Life Group Fundamentals

What Do Life Groups Do?

Fully Connected to Jesus

**Provide Accountability for
personal disciplines: - P.R.E.P.²**

- Pray & Petition
- Reflect & Relate
- Eat & Exercise
- Ponder & Plan

Fully Connected to Community

1. Loving and Being Loved
2. Knowing and Being Known
3. Celebrating and Being Celebrated
4. Serving and Being Served
5. Forgiving and Being Forgiveness

Fully Connected to Calling

P: Passions
U: Upbringing
R: Resources
P: Personality
O: Original Abilities
S: Spiritual Gifts
E: Experience of Love

Our Organism

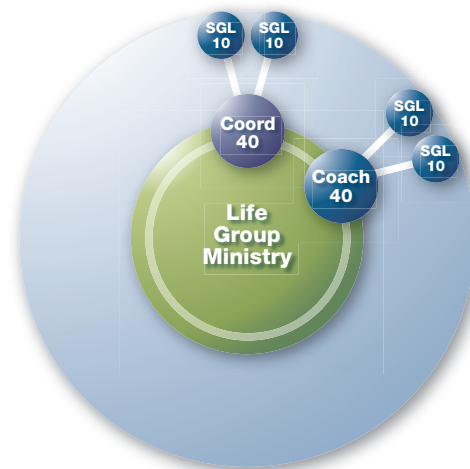
Coordinated Servanthood



Life Group Leaders

- These are leaders of Covenant Life Groups who are coached and held accountable by a Mentoring Elder.
- They are commissioned with the front-line responsibility to shepherd those under their leadership and are, therefore, extensions of the pastoral care of the church.
- They are Covenant Community Members who have been members of Covenant Life Groups for at least one year, have been trained and mentored to lead a Life Group and have the character qualifications of Deacons.

Our Shepherding Structure



Life Group Leaders Training

Covenant Life Group Leader Guide (TBA)

- Meeting Outline/Guide
- Leader Tips/Training
- Bible Study Topic Ideas
- Supporting Material



Covenant Life Group Fundamentals

Ephesians 4:11-13

“It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God’s people for works of service, SO THAT the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the whole measure of the fullness of Christ.”

C.O.R.E. Small Group L.E.A.D.E.R.

L: Listens

E: Engages

A: Accountability Provider

D: Demonstrates

E: Empowers

R: Relationship Excellence Training and Life Groups

Life Group Structure

Life Groups can be organized in a variety of ways.

Consistent Group interaction

- Less is More
- Plan the amount of discussion time
- Single-sex covenant life groups for depth

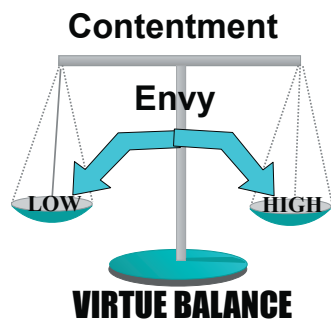
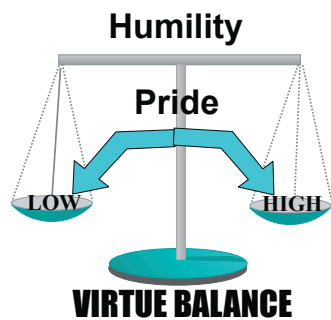
Life Group Meeting Outline/Guide

Life Groups can be organized in a variety of ways.

- Recommended 2-hour time frame
 - 1 Hour of Sharing (Life Coaching) and Connection Time
 - 30-45 Minutes of Bible Study/Content
 - 15 Minutes of Prayer
- Any Bible content – seminar, course or program – can be studied within the context of Life Group.

The 7 Deadly Sins

- Pride
- Envy
- Wrath
- Sloth
- Greed
- Gluttony
- Lust



Sin Tendencies: The Seven Deadly Sins

You won't find this "list" anywhere in Scripture, although they are all there. This is a list that, through the centuries, the church has agreed are the main areas of opposition or temptation that we face during the journey of discipleship.

Pride

Pride is self-exaltation. In fact, it is a pre-occupation with self. It places self at the very center of life. We are to love the Lord our God with all our heart, soul, mind and strength. Pride puts self in the center and loves self first. Pride loves self more than God. There is little room for God when we are full of ourselves.

The Opposite Virtue: Humility

The counter-virtue to the sin of pride is humility. The virtue of humility is a hard sell today (perhaps it always has been). The popular view is that humility makes us doormats for others. We do well to remember the teaching of Saint Thomas Aquinas, that humility is "a praiseworthy depreciation of oneself." It has to do with an accurate sense of self and others with a deep reliance on God throughout the seasons of life.

Envy

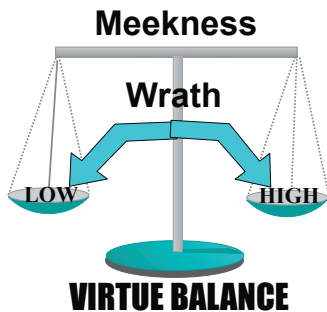
The dictionary defines envy as "the painful or resentful awareness of an advantage enjoyed by another, joined with a desire to possess the same advantage."

As a sin among equals, envy has a profoundly negative impact on the members of any group. The Christian community struggles with the demon of envy among its members. It turns up time and again in unexpected situations.

The Opposite Virtue: Contentment

Saint Thomas Aquinas reminds us that envy is contrary to love, the source of the soul's spiritual life. Love rejoices in a neighbor's good, but envy grieves over it. The most powerful statement of love is, of course, Saint Paul's teaching in 1 Corinthians 13.

Covenant Life Group Fundamentals



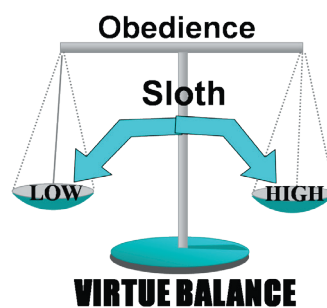
Wrath

As an emotion or passion, anger is a natural reaction caused by someone or something which restricts our freedom to act or carry out our desires. It arises when we face obstacles, frustration of our plans, restraint of our activities, physical harm, insult or psychological injury. Wrath can also result from real or perceived hurt, unmet needs and expectations, or attacks against us...usually by significant people in our lives, like parents and family members, friends and working associates.

Anger is first an emotion. However, it becomes a deadly sin when it becomes inordinate, that is, against reason, and is connected with the desire for revenge, damage or destruction against the perceived cause of our hurt.

The Opposite Virtue: Meekness

Meekness is related to patience. It has to do with an inner strength or grace which allows one to embrace and endure an injury without self-pity or having to retaliate in kind. It is part of the ability to maintain perspective in the stressful heat of injury.



Sloth

Sloth is popularly known today as laziness. The ancient Greek word was *acedia*: lack of caring, apathy, aimless indifference, lack of desire for anything.

Sloth is a dissipation of desire for anything that entails energy or effort. It is like living in a malaise akin to a mild depression. Sloth has to do with choosing to live in a spiritual vacuum. Its symptoms include lack of interest in things of the Spirit, flight from worship of God and lack of care for others. It is having an indifferent will toward doing God's will for your life.

The Opposite Virtue: Obedience (Pro-actively on mission with God)

This is stewarding your life from God's perspective. It requires us to reflect on our life mission and the various roles we play in life, and allocate our time wisely in each role in order to be growing toward Christlikeness. Since our drift pattern is away from God's mission, focus and discipline are necessary. The Delta and Omega Courses were created to help you get "on mission" with God.

Greed

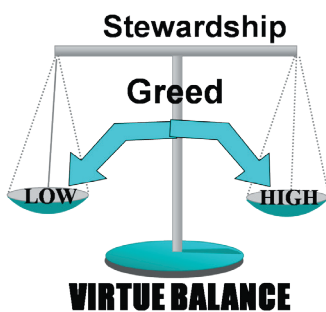
Greed is an inordinate love of money or material acquisitions and the dedication to – or even the obsession with – their pursuit.

The implicit belief behind greed is that more is always better. Acquisition is the way to happiness. Financial savvy and success confer status and make a nobody into a somebody. The economy is driven by these needs and beliefs.

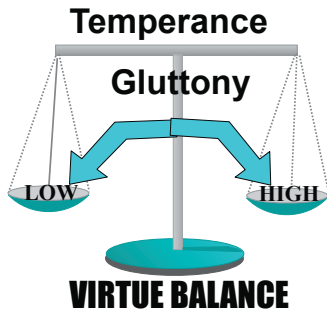
The deadliness of greed lies also in the fact that we are desensitized to those who lack the basic amenities of life: food, housing, clothing, etc. It is interesting that as we seek the comforts of upper-class life, we are confronted in our communities with the continuing plight of poverty and the violence and hopelessness that it breeds. We are easily cut off from the neighbors who need us.

The Opposite Virtue: Stewardship

We all must come to terms with our radical poverty as creatures before God. The virtue of stewardship also calls us to a greater sensitivity to the poor, God's special people. Disciples must give themselves to the social ministries that care for the under classes of society and the world. This requires not only a Good Samaritan attitude, but a prophetic concern for all who lack the basic amenities of life.



Covenant Life Group Fundamentals



Gluttony

St. Thomas Aquinas defines the deadly sin of gluttony as an inordinate or immoderate appetite in eating and drinking. Medieval writers considered eating and drinking excessive when they were driven by the hedonistic need to satiate the palate or stomach.

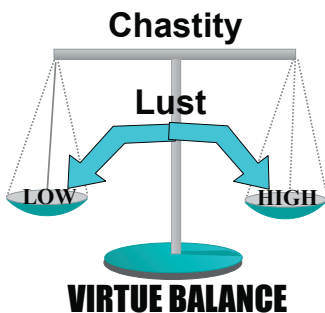
The Opposite Virtue: Temperance

Temperance is moderation in the enjoyment of food. Sobriety is moderation in the use of intoxicating drink. These virtues are often a hard sell because they challenge our need for immediate gratification. The rewards of virtue never come quickly enough. For those who are obsessed with getting what they want and getting it right now, postponement of gratification is not only unbearable, it is unimaginable.

Lust

Lust might be considered sexual gluttony. It is the inordinate need to experience sexual or genital gratification, with little concern about the persons or relationships involved.

The deadliness of lust is akin to all the others. We were made in God's image for relationship and giving of self: to God, to spouse, to others. Due to our fallen human nature we suffer from concupiscence (strong sexual desire) which redirects authentic giving of self sexually into self-satisfying pleasure at the expense of another.



The Opposite Virtue: Chastity

The virtue of chastity is greatly misunderstood and often just dismissed as naïve. Chastity orders human sexual desire toward a union of two persons. It would be helpful to explore more deeply the implications of chastity for authentic human friendships, not only in relationship to celibacy and religious life.

Chastity correlates with the beatitude, "Blessed are the pure in heart." It sees human sexuality and intimacy as an integral dimension of God's call to love and, of course, we cannot love God or others outside our bodies. Chastity has to do with the physical as well as the spiritual.

The Seven Deadly Sins and Seven Godly Virtues Sin Tendency Assessment

Using the descriptions listed below, think through your sin tendencies and put a mark on the sin tendency gauge to approximate your sin tendencies right now for each Virtue/Sin category. Using the virtue as the balance point, indicate how you are being tempted by the evil one to move away from God's virtuous life (low or HIGH).

Using the 1-5 scale, try to discern how tempted you are feeling these days along each Virtue/Sin continuum. After you have gauged yourself describe how you are falling into temptation.

- 1 = consistently experiencing this virtue
- 2 = seeing this virtue grow
- 3 = struggling to change behavior
- 4 = acting in this way but convicted of my need to repent
- 5 = believe that this behavior is good

Pride - -5 - -4 - -3 - -2 - - 1 - - **Humility** - -1 - - 2- - 3- - 4- - 5- - PRIDE
 (Thinking too lowly of yourself) (Proper view of self in Christ) (Thinking too highly of yourself)

Envy - -5 - -4 - -3 - -2 - - 1 - - **Contentment** - -1 - - 2- - 3- - 4- - 5- - ENVY
 (Not wanting your lot in life) (Embracing your lot in life) (Wanting someone else's lot)

Wrath - -5 - -4 - -3 - -2 - - 1 - - **Meekness** - -1 - - 2- - 3- - 4- - 5- - WRATH
 (Lack of righteous anger) (Righteous anger with grace, patience and forgiveness) (In your anger sinning)

Seven Deadly Sins and Godly Virtues Sin Tendencies Assessment

Sloth - -5 - -4 - -3 - -2 - - 1 - - **Obedience** - -1 - - 2- - 3- - 4- - 5- - SLOTH
(Imbalanced time allocation) (Submitted to God's will) (Lack of submission to God)

Greed - -5 - -4 - -3 - -2 - - 1 - - **Stewardship** - -1 - - 2- - 3- - 4- - 5- - GREED
(Poor stewardship entitled and won't work hard) (Good stewardship of resources) (Driven and defined by or find my security in)

Gluttony - -5 - -4 - -3 - -2 - - 1 - - **Temperance** - -1 - - 2- - 3- - 4- - 5- - GLUTTONY
(Too little) (Balanced eating, drinking and exercise) (Too much)

Lust - -5 - -4 - -3 - -2 - - 1 - - **Chastity** - -1 - - 2- - 3- - 4- - 5- - LUST
(Seeing godly sex as dirty) (Healthy marital sex life and healthy boundaries with everyone else) (Seeing people as objects of desire)

Wisdom for the Process



Transformational Ministry

4 Key Components to Transformational Ministry

1. God - We pray for God to transform our lives through His guidance and power. This is done by all leaders and by the Intercessory Prayer Team.
2. God's Word - Biblical content, whether the Omega Experience materials or any other solid Biblical material, to study and guide our lives is vital to transformation.
3. God's Church - A holistic, transformational disciple-making community designed around a straightforward and strategic Life Process that moves people through the stages of spiritual growth. God uses the power of the Holy Spirit through covenant community to heal us, grow us and commission us to make disciples of others.
4. Spirit-enabled Servant Leaders - Mature, trained and commissioned leaders (Covenant Life Group Leaders, Ministry Team Leaders and Mentors) facilitate a multi-layered Covenant Community where disciple-making is expected and practiced.

A Process, not an Event or a Program

- The process has multiple steps laid out in a sequential plan.
 - The process is spread out over time, not a single event or a one-time program.
 - It is expected that progress through the process will occur at different rates for different people. Therefore, the process will run continuously.
 - The process moves people to engage in Spiritual Life Changes that are built around training experiences and covenant relationships.
-
-
-
-
-
-
-

Where to Start

Goal #1: Create the core of people who will lead transformation.

Requirements:

- Personal commitment to change.
- Ability to influence others in your church
 - Authority
 - Position
 - Circle of influence

1. Identify and unleash the APE (apostles, prophets, evangelists) Change Agents

- There must be a person or a small group of people who feel called to pioneer this journey for your church. They must be able to explain this vision to other church members and to hold other church leaders accountable to it.
- This group will pioneer every new practice as it is introduced and must have time to solidify them in their own lives.
- Group must be small enough to remain coherent, large enough to influence others.
- Using the “Tipping Point Model,” the three roles necessary are the maven, connector and salesman.

▲ **Salesmen (Apostles)** are “persuaders,” charismatic people with powerful negotiation skills. They tend to have an indefinable trait that goes beyond what they say, which makes others want to agree with them.

From a Spiritual and church perspective these people are sent by God to establish new foundations. In an existing congregation they can serve as catalysts for change at every level of church life.

▲ **Mavens (Prophets)** are “information specialists” or “people we rely upon to connect us with new information.” They accumulate knowledge, especially about the marketplace, and know how to share it with others.

From a Spiritual and church perspective they speak truth into current reality of people’s lives. They serve a church planting

*“It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God’s people for works of service, SO THAT the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the whole measure of the fullness of Christ.”
(Ephesians 4:11-13)*



Wisdom for the Process

team or an existing church as wise counselors and great strategic thinkers. Their broad knowledge base and gifting enable them to see the bigger picture of God's mission and direct the efforts of the committed core toward God's will.

- ▲ **Connectors (Evangelists)** are the people in a community who know large numbers of people and who are in the habit of making introductions.

From a Spiritual and church perspective these people are very strong in personal relationships. They are always inviting people to come and see, or come and hear, what God is doing. They have great influence in people's lives, due to their constant initiation of love and attention, and use this influence to start Spiritual conversations and lead people toward God's best for them.

2. Leaders Go First - Disciple-making Generation 1

Defining the new normal –

- The formal leadership as well as influential members need to lead the way.
- You can't give away an experience that you don't have.
- The church cannot change if its leaders do not. People want to follow, not just go where they are pointed.
- Take your leaders through the journey and you will discover who your true disciple-makers really are.

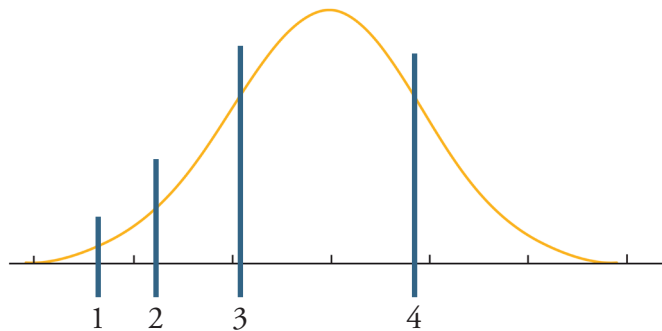
Goal #2: To become a holistic transformational disciple-making community where growth as and growing of disciples is a normal expectation for all members.

3. Spread awareness and commitment

- Pull in the “early adopters” – those looking for more and not afraid of change and commitment.
- Talk about discipleship and growth at every opportunity – talk about it in the parking lot!
- Stamp out the myths.
- Infiltrate every activity or program – recast them in terms of faith functions and growth process

4. Push past the tipping point

- Make it clear to the masses that they are missing out.
- Make growth easily accessible – no excuse for not being engaged.
- Make it valuable – high satisfaction with experiences.



Wisdom for the Process (Path to Change - Leaders Go First)

Step 1 Awareness and Conviction

Bring **awareness** to churches that we are not obeying The Great Commission (to go and make disciples) and the **conviction** that we must repent.



Intro to the Omega Experience Seminar

In this two and a half hour seminar, participants will receive a brief history and overview of the Omega Experience in a way that clarifies its purpose for church-wide transformation. It is designed to help people understand the changes that we must make as the church of Jesus Christ if we are going to fulfill The Great Commission.



Beyond Self-help

Beyond Self-help is used by churches and individuals alike in small group studies to initiate the church transformation process.



Meet them where they are

The church in America is addicted to programs and topical learning. We are desperately in need of Biblical relationship training. Use these seminars (*Creating a Connection Culture* and *Unity in Marriage*) to minister to people in their place of need (i.e. lack of Biblical community, relational disconnection and marriage) while casting a vision for a holistic, transformational disciple-making journey.



LSN Speaking and Live Seminars

Starting your Omega Experience with a live sermon or seminar experience from a LSN staff member is a great way to begin and inspire your congregation.

Step 2 Assess and Plan

Assess where you are as a church and put together a customized **plan** for transforming your congregation.



Leading the Omega Experience Conference

This one-day experiential conference builds on the Intro to the Omega Experience Seminar and equips your leadership team to understand how to facilitate the Omega Experience in your own context and put together a customized implementation plan.

Session Overview:

- Spiritual Relationships
Essentials to Reconnection
- Discussion Group Time
Creating a Connection Culture Personal and Corporate Assessment
- Spiritual Functionality
Building Holistic, Transformational Disciple-Making Communities with a Simple Church Focus
- Discussion Group Time
"Where Your Church is Now" - Faith Functions Assessment
- Covenant Life Group Fundamentals
- Covenant Life Group Discussion
Seven Deadly Sins
- The Role of Mentoring and Personal Growth Plans
- Discussion Group Time
Barriers to Change
- Wisdom for the Process
- Group Processing Time
"Next Steps" - Building Your Own Strategy for Implementation

LSN Consulting

Working with your key staff, we can help you to create your masterplan for growth, create and maintain a connection culture and coach you through the change process.

Step 3 Implement your Plan and Leaders Go First

Implement your plan using the various seminars, courses, life groups, ministry teams and mentoring relationships until it becomes part of the new normal of your congregational life together. Take your *leaders through this journey first*, establish a new normal and then expand it to others.



Body Life Basics

Use the generic version of Body Life Basics to help people understand God's mission for your corporate life together and/or begin a new covenant membership process.



C.O.R.E. Small Group L.E.A.D.E.R. Training

Use this seminar to train your covenant Life Group leaders who will shepherd disciples through the Delta Course and into a new disciple-making normal. The focus here is on peer mentoring.



Delta Course and Renew, Refresh, Refocus Retreat

Help people understand God's mission for their lives, engage in covenant relationships and build a Personal Growth Plan through the Delta Course.



Continue to renew that plan season after season using the Renew, Refresh, Refocus Retreat.



Empowered Servanthood

Train people to connect with their calling of servanthood, discover their divine P.U.R.P.O.S.E. and begin serving on ministry teams.

LSN Consulting

Working with your key staff, we can create a custom-made versions of Body Life Basics with your branding and language.

Step 4 Renew your Plan and Grow Deeper

Continually **renew** your disciple-making plan year after year and **grow deeper** in different aspects of servant leadership and reproducing servant leaders by participating in our annual Disciple-making Summit.



Disciple-making Summit

This annual event is designed to help you and your leadership team renew your strategic plan, grow deeper through world-class training and continue to explore the various aspects of building holistic, transformational disciple-making communities.



Making Cent\$

Use this seminar to help developing leaders become good stewards of God's resources. This seminar examines what the Scriptures say about money and money management in the areas of: earning, saving, giving, borrowing, consuming, budgeting and investing.



Omega Course

Use the Omega Course to take your members deeper into discipleship and train them to be leaders of others.



Mentor Training

Equip your leaders to mentor others through the Omega Course with this world-class mentor training seminar. The focus here is training Intensive Mentors.

Mentoring and Life Coaching

Receive mentoring from a LSN staff member who is trained to facilitate wise application of the Omega Experience.

Wisdom for the Process

Resources in Development

Spiritual Connections

This course is designed to help people understand what God teaches in Scripture about prayer and making a spiritual connection with God and others. It trains people in the function of Prayer.

Share the Good News

This course is designed to help people understand what God teaches in Scripture about building relationships and sharing the Gospel with people who are disconnected. It trains people in the function of Evangelism.

Bible Study Basics

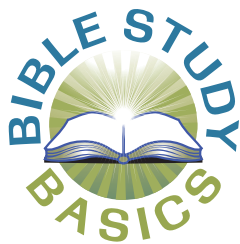
This course is designed to help people understand what the Bible is and how to study it in a holistic and transforming way. It trains people in the function of Teaching/Learning.

Sacramental Life Together

This course is designed to help people understand what God teaches in Scripture about our sacramental life together. This training brings our worship alive through Biblical understanding and appreciation for the “Means of Grace” and the core doctrines that we believe, teach and confess. It trains people in the function of Worship.

Ministry Team Leader Training

This course is designed to train ministry team leaders to grow dynamic Spirit-empowered ministry teams that grow God’s Kingdom. It trains people in the function of Overseeing/Leadership.



Wisdom for the Process

OMEGA

Life Spring Network



Key training for the process

Corporate Training

- Body Life Basics - what it means to be the Church of Jesus Christ
- Why the church and its members “can’t stay where most churches are”
- Where God teaches us to go – the vision for how God intends to build a holistic, transformational disciple-making community

Personalized Spiritual Training

- Delta - How God wants to grow us as disciples – evaluations, practices and guidance for the process

Key relationships for the process

Covenant Life Groups – most effective way to deliver and reinforce doing life together

- Training
- Accountability
- Studying
- Mentoring

Chicken and Egg Question

Training and Life Groups reinforce each other. Either is an effective starting point.

- Form groups as part of training
- Do training in established groups

Build Steadily, Expand Exponentially

- Less is more - the smaller the ratio of leader to disciple the better.
- The focus in transformational ministry is quality before quantity. This means focusing on maturing trained and commissioned leaders in the first stages of the process.
- We recommend that discussion groups in seminars and courses be kept small (3 to 5 people) and consistent (the same people each session). This facilitates in-depth sharing.
- Leader development built into training/Life Groups



For more resources, thoughts, and discussion about this session, please visit www.lifespringnetwork.org

Wisdom for the Process - Worksheet

Use these questions to help your group think about what you have learned from this conference and what your next steps are.

1. Who are going to be the primary change agents (APEs) at your church (Leaders of the Leaders for the first Generation)? The change agents are the people who understand and own the vision, can answer the questions that will arise and holds the leadership and members accountable for change. List their names below.

2. Who goes first (First Generation)? Who are the (APEs) of your church? These are the people with a high degree of influence in your church who will be able to convince others of the value of what you are doing and who can lead others through the transformation. They may be elected or appointed or their influence may derive from other mechanisms. It may make sense to plan two or three “rounds” of leadership expansion if there is a large leader community at your church.

How will they be approached?

Wisdom for the Process - Worksheet

OMEGA

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3. How will Covenant Life Groups be introduced? Can currently active small groups be a basis or should it start from scratch? Life Group participation and Delta training are complementary; either can be used to introduce the other.

4. As you move past Generation #1 of the church leaders, it will be necessary to identify a larger group of “early adopters”. Here are some questions to answer as you prepare. Have you identified any more APEs? Who are they? Who is ready to join in the journey and become part of Generation #2? How will they be approached?

5. When and how will the “new” discipleship emphasis be introduced to the congregation at large? Will it be primarily through Sunday sermons? Can it be done through existing bible study and small groups by adding a more aggressive growth emphasis to them? Would a high impact kick-off event be appropriate or should it be more subtle? Is there a natural event in the annual calendar that could be used as the kick-off?

Wisdom for the Process - Worksheet

6. Is your church still pulling in early adopters or are you at the tipping point? Who are there key individuals in these communities who should be included with the second or third round of church leaders?

7. How are you going to continue to grow Life Groups?

8. How will Mentoring be introduced to your congregation? We recommend that the initial Change Agents (APEs) become the initial mentors for the first generation. It would be good for these mentors to complete the Omega Mentor Training Seminar in preparation for serving as Intensive Mentors.

Wisdom for the Process - Worksheet

9. In light of the various assessments you just completed, what are the perceived issues your church leaders are most willing to address? Early steps in the transformation should be perceived as addressing those issues as directly as possible. What do you believe should be the first 3-6 steps that you should take over the next 3-6 months to begin the change process?

Step 1 -

Step 2 -

Step 3 -

Step 4 -

Step 5 -

Step 6 -

Notes

