

LEADING THE OMEGA EXPERIENCE CONFERENCE



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NETWORK

Life Spring Network

Author and Primary Trainer of The Omega Experience

Quick Bio



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Jason brings a diverse background of athletics, finance, Christian studies, executive life coaching, wisdom and leadership to people and organizations with whom he works. He is a sought after speaker, seminar leader, life coach, and consultant. He has experience in Church planting, serving as the lead pastor in two church plants, and mentoring and consulting with church planters. In addition, he served on the staff of Stanwich Congregational Church in Greenwich, Connecticut for six years. During this time he developed the Omega seminar series and his life coaching ministry, which the church has commissioned him to share beyond its own walls.

Jason received a Masters of Divinity degree from Southern Theological Seminary, and currently is completing his Doctorate in Christian Leadership at Gordon-Conwell Theological Seminary. He received a B.A. in Business Economics and Organizational Behavior and Management from Brown University, where he was captain, pre-season All-American, and all-Ivy team member of the football team. He is also a national qualifier and Brown University school record holder in the discus.

Jason is a cofounder and partner of E Pluribus Partners, a Greenwich, Connecticut based think tank and consulting firm focused on helping organizations create engaging work environments. He serves as a consultant and life coach to many corporate executives and pastors, helping them lead their own lives and create engaging organizations. Jason is a contributing author to “What Managers Say, What Employees Hear, Connecting with Your Front Line (So They’ll Connect with Customers).” He is also a coauthor of “Fired Up or Burned Out – How to Reignite Your Team’s Passion, Creativity, and Productivity.”

Jason’s wife Jen is also a graduate of Brown University with the B.A. in Psychology, as well as Boston University with a Masters of Social Work. She is active in several ministries, especially those relating to youth and families. Jason and Jen have four children.

		OMEGA
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<p>To purchase additional copies of this resource, contact Life Spring Network at www.LifeSpringNetwork.org</p> 		For more resources, thoughts, and discussion about this session, please visit www.lifespringnetwork.org
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Welcome

Welcome to the Leading the Omega Experience Workbook. This workbook is designed to accompany the Leading the Omega Experience Conference. In this workbook, you will discover a journey that church leadership teams should be continually engaging in as they seek to discern the will of God for their congregation season after season.

Enjoy the Journey!

Our Mission

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

The background of the cover is composed of three main parts. On the left, there are three horizontal bands of a solid, muted green color. On the right, there is a vertical strip containing an abstract illustration of a tree. The tree's canopy is rendered in shades of yellow and light green with dark, thin lines for branches. The trunk and roots are depicted in a darker green, with the roots spreading out at the bottom. The overall style is artistic and contemplative.

Spiritual Relationships

Essentials to Reconnection

Spiritual Relationships

Our Current Reality

Distribution of Adults Along the Transformational Journey

Adapted from Maximum Faith: Live Like Jesus by George Barna, 2011

Justification

- Stop #1** Unaware of Sin - 1%
Stop #2 Indifferent to Sin - 16%
Stop #3 Worried About Sin - 39%
Stop #4 Forgiven for Sin - 9%
Cumulative 65%

Religion

- Stop #5** Forgiven and Active - 24%
Cumulative 89%
Stop #6 Experience a Prolonged Period of Spiritual Discontent (Holy Discontent) - 6%
Cumulative 95%
Stop #7 Experiencing Personal Brokenness - 3%
Cumulative 98%

Sanctification

- Stop #8** Choosing to Surrender and Submit Fully to God: Radical Dependence - 1%
Cumulative 99%
Stop #9 Enjoying a Profound Intimacy with and Love for God - .5%
Cumulative 99.5%
Stop #10 Experiencing a Profound Compassion and Love for Humanity - .5%
Cumulative 100 %

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.
-

Spiritual Relationships

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The Force of Connection

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



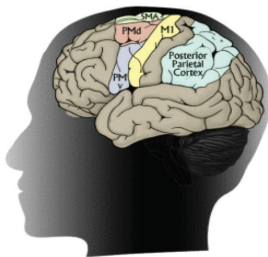
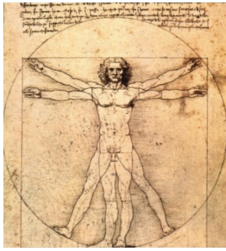
Research and Findings



Current Work/Current Church Environment

- 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 (Corp. Exec. Board)
- Bottom Line: only 10% of employees are engaged and aligned

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

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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 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 = Dysfunction, Death



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Spiritual Relationships

The Connection Culture

Core Elements

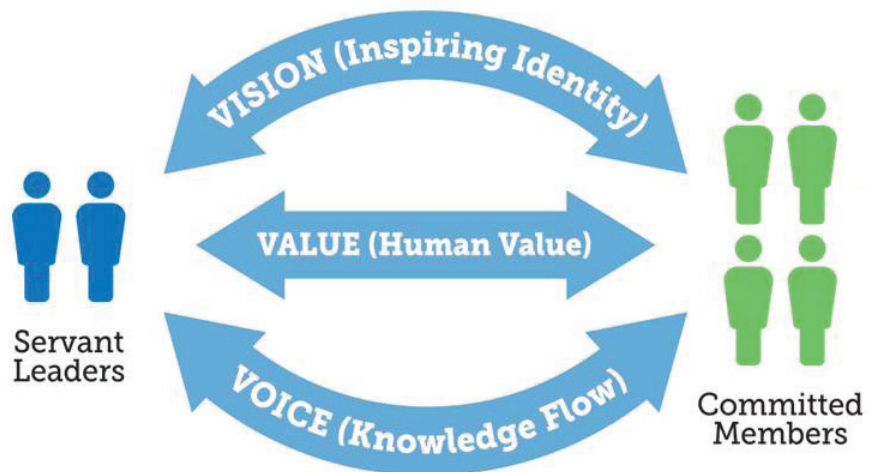
1. Inspiring Identity - Heart
2. Human Value - Soul
3. Knowledge Flow - Mind

Enabling Elements - Strength

4. Committed Members
5. Servant Leaders

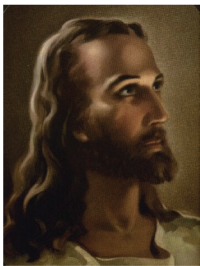
The Connection Culture nurtures the key aspects of our corporate Heart, Soul, Mind and Strength!

Relationship Excellence



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

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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Knowledge Flow (“Voice”)

When everyone in the organization:

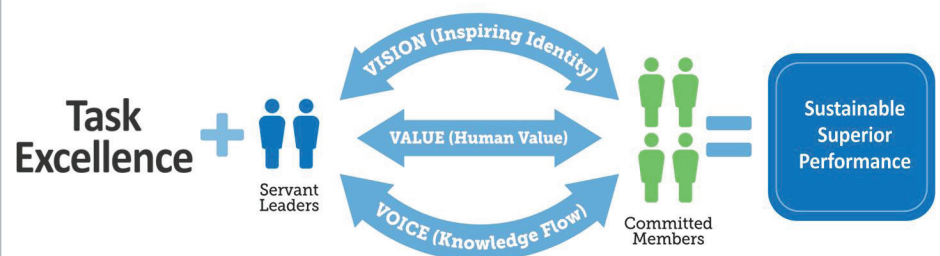
- seeks the ideas of others,
- shares ideas and opinions honestly, and
- safeguards relational connections

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

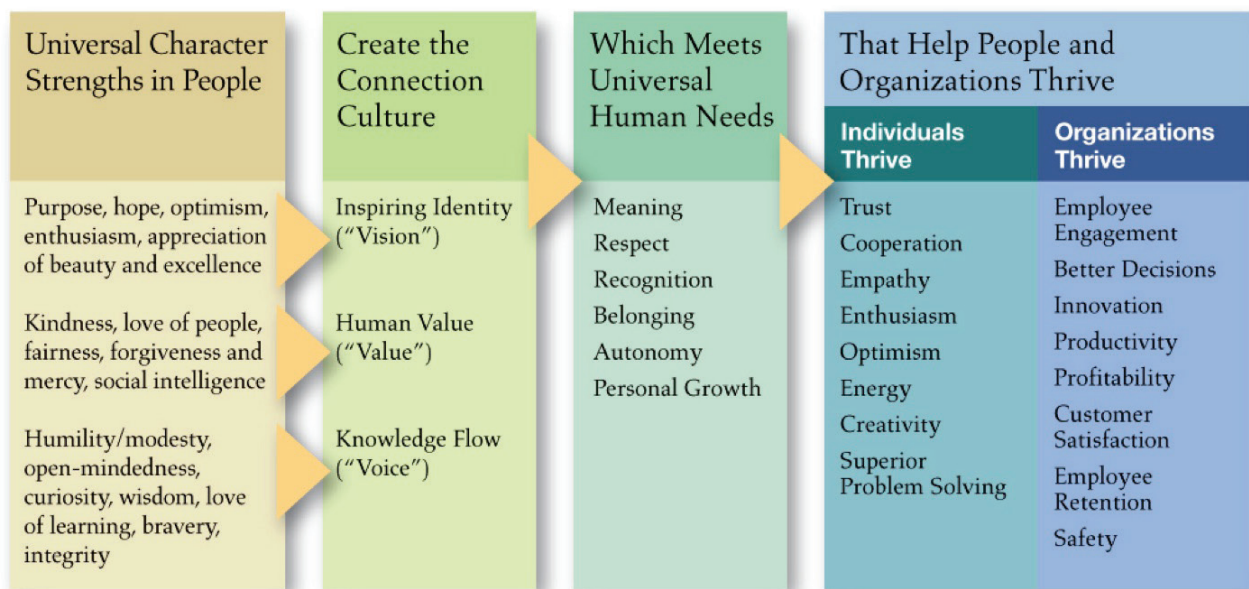


Committed Members

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



The Challenge

Become an Intentional Connector

Who will you be at home, at work and in your community?

- Intentional connector
- Unintentional disconnecter
- Intentional disconnecter

Spiritual Relationships

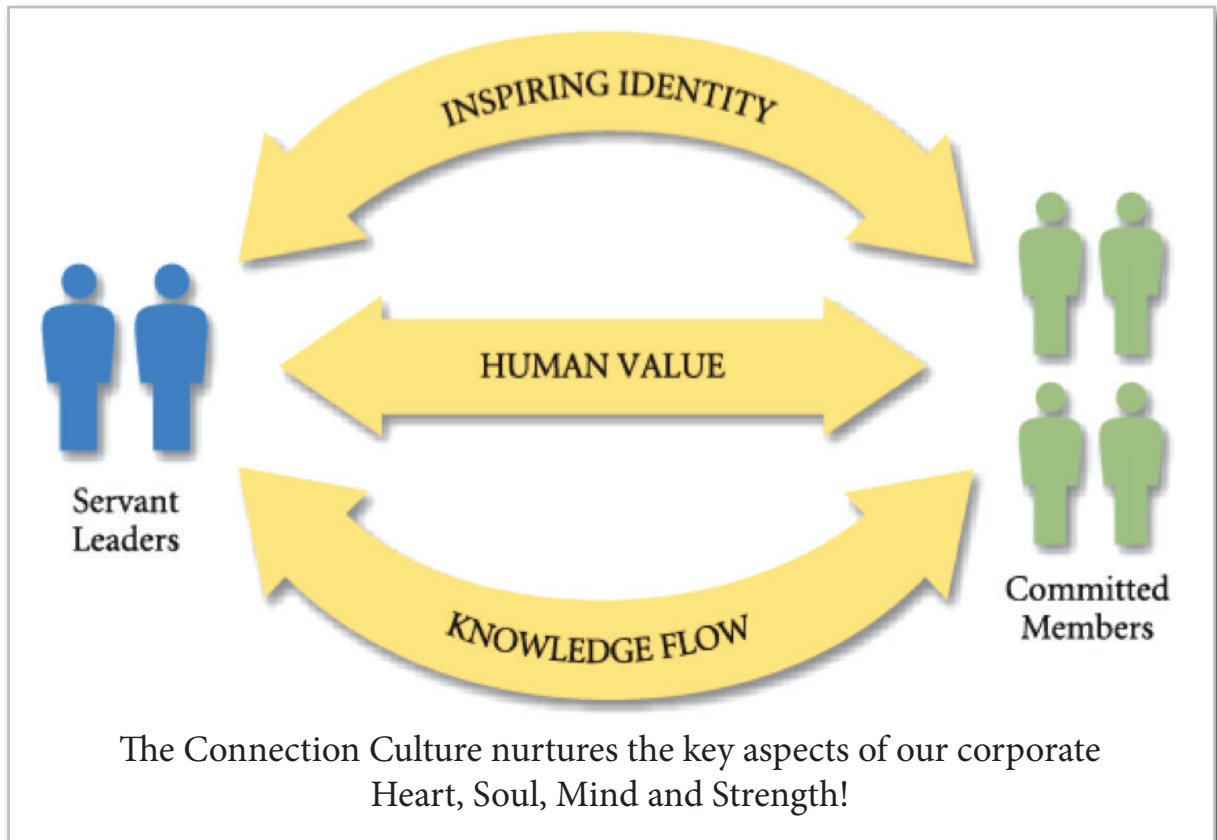
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Creating a Connection Culture Assessment

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

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

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

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

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

Insights: _____



Spiritual Functionality

Building Holistic Transformational
Disciple-Making Communities with a
Simple Church Focus

Spiritual Functionality

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.

The Four Imperatives

- **Clarity**
- Movement
- Alignment
- Focus

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

Faith Functions



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The Four Imperatives

- Clarity
- **Movement**
- Alignment
- Focus

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

Life Process



Spiritual Functionality

The Four Imperatives

- Clarity
- Movement
- **Alignment**
- Focus

Alignment

The arrangement of all ministries and staff 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

Global Goals

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



**Axis of Coordinated
Servanthood**

Ministry Teams

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



Our Organism

Coordinated Servanthood



Spiritual Functionality

Focus

The Four Imperatives

- Clarity
- Movement
- Alignment
- **Focus**

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

Connecting to

Faith Functions

God's Spirit guides and empowers us to

Christ

Pray

Evangelize

Teach

Spiritual Life Changes

Prayer
Relationship
Building

Spiritual
Conversations
Sharing the Gospel

Bible Study
Embracing
Christian Truth

Core Training to Facilitate Movement



Spiritual
Connections



Share the
Good News



Bible Study
Basics

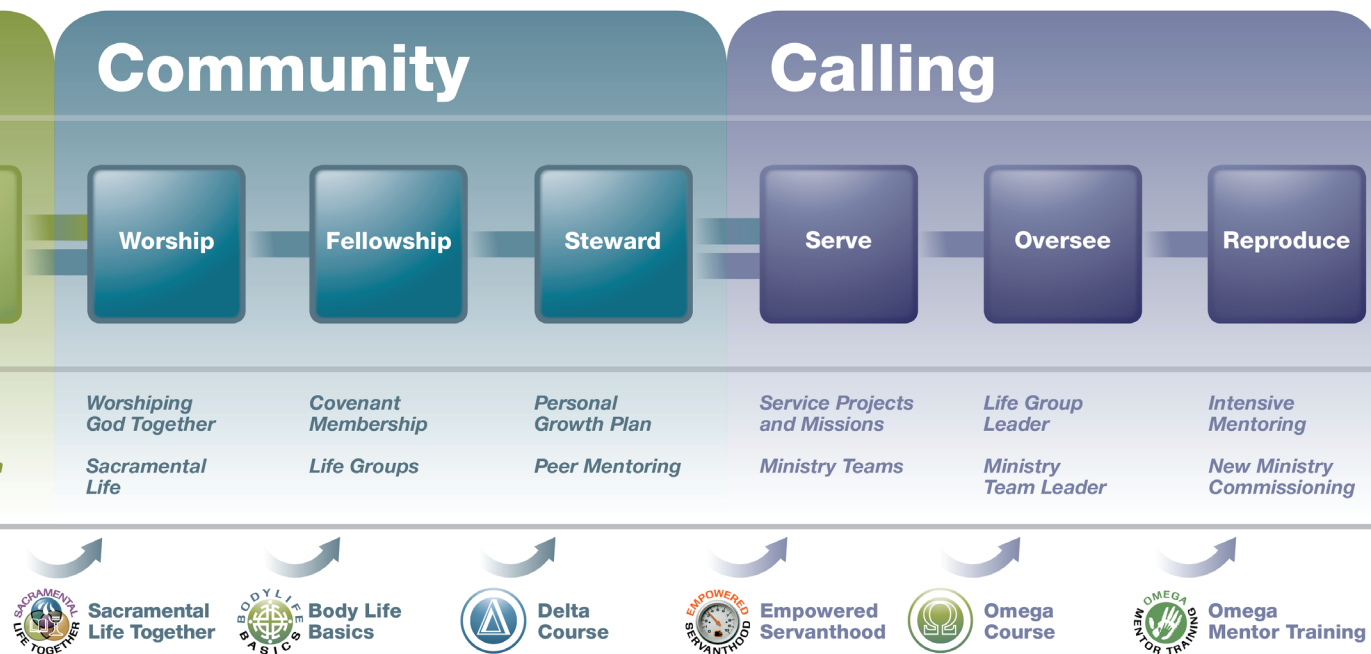
*Discover
YOUR
Next Steps*

Spiritual Functionality

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Lives



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Spiritual Functionality

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The background of the page is a composite of several elements. On the right side, there is a vertical strip featuring an abstract painting of a tree. The tree's trunk and roots are rendered in shades of brown, tan, and green, with visible brushstrokes. The foliage at the top is depicted with dark, thin lines and some green and yellow washes. To the left of this painting, the background is composed of three large, solid green squares of varying shades, arranged in a 2x2 grid pattern (with the bottom-right square missing, replaced by the tree painting).

Where Your Church is Now Assessment

Where Your Church is Now Assessment

Spend time individually answering the following questions about your church community and your spiritual functionality. Then come together and discuss your answers, writing down any insights that you discover that will help you make a wise plan for growth in the space provided.

Basic Information Assessment

1. What is the size and age of your church?
 - a. Worship Attendance: _____
 - b. Membership: _____
 - c. Age: _____
 - d. How long the current Senior Pastor has been there: _____

2. How has your church changed in the last 5 years?
 - a. Worship Attendance: _____
 - b. Membership: _____
 - c. Leadership Teams (new elders, staff, church councils/trustees, etc.): _____

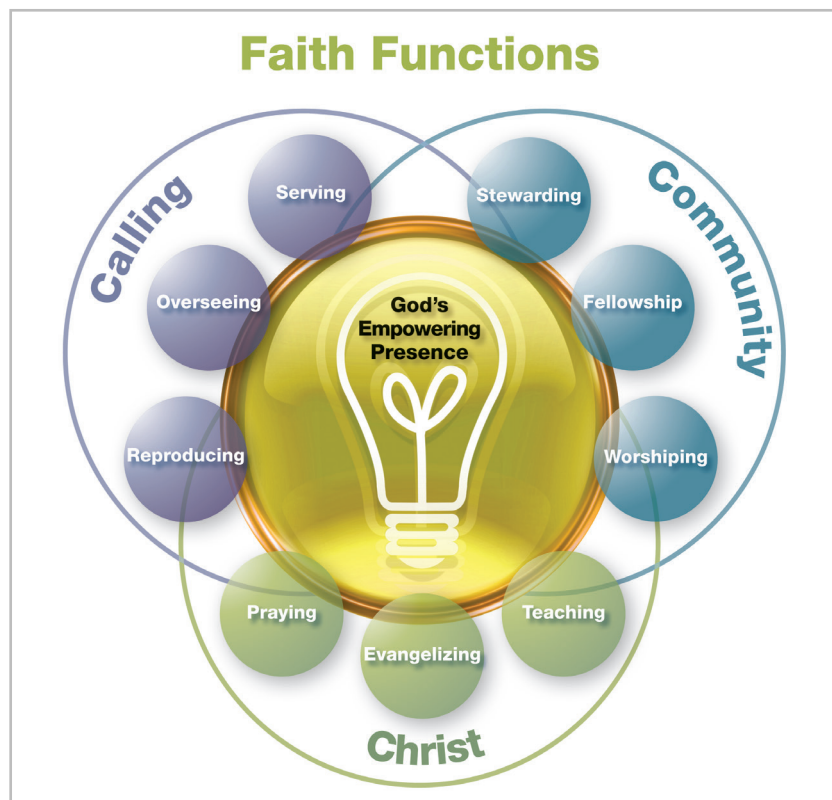
3. Programmatically, have you initiated or ceased any programs? _____

4. What is the most exciting Spiritual movement happening in your church right now?

Where Your Church is Now Assessment

4. Do you have a small group ministry at your church? _____
 - a. Percent of members engaged: _____
 - b. How are your small groups organized? (i.e. Men's, Women's, Couples, etc.) _____

5. Do you have a formalized process to grow disciples in their faith? _____
 - a. Is it written down? _____
 - b. What is the percentage of members who understand it? _____
6. What else do you think is important to know about your church? _____



Where Your Church is Now Assessment

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

Rating Scale

- 1 = Low engagement
- 2 = Engagement is decreasing
- 3 = Regular engagement
- 4 = Increasing engagement
- 5 = High engagement

Faith Functions Assessment

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 Life-Changes of Prayer and relationship-building with God and others. _____

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

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 Life-Changes of beginning spiritual conversations and sharing the Gospel with others. _____

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

Where Your Church is Now Assessment

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 Life-Changes of Bible Study and embracing Christian truth. _____

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

4. Worshiping: 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 Worshiping God and sacramental life together. _____

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

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 Life-Changes of covenant membership and Life Group participation. _____

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

Where Your Church is Now Assessment

6. **Stewarding:** What percentage of the people in your congregation are engaged in regular Life Stewardship through Personal Growth Plans and Peer Mentoring relationships? _____

Describe what you do to encourage the Spiritual Life-Changes of personal Growth Plans and Peer Mentoring. _____

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

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 Life-Changes of Serving in the power of the Holy Spirit on Service Projects, Missions and Ministry Teams. _____

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

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 Life-Changes of Life Group Leadership and Ministry Team Leadership. _____

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

Where Your Church is Now Assessment

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 Life-Changes of Intensive Mentoring and new ministry commissioning. _____

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

32

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

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Covenant Life Group Fundamentals

Covenant Life Group Fundamentals

Small Groups

What is a small group?

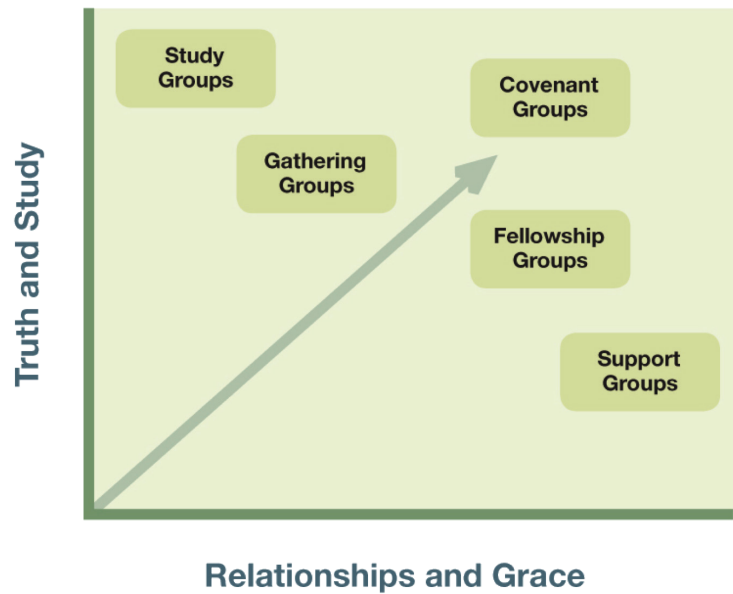
A Christian small group is...

“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



The C.O.R.E. Small 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 groups meet?
4. What is the level of interaction of the Group?
5. What are the expectations of 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?
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?

"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

"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)

E: Entering Scripture

Key Questions

1. Do people know how to study Scripture on their own (feed themselves)?
2. Do members have regular time of personal prayer and Bible study?
3. Are we as a group digging into Scripture together?
4. 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?

Our Organism

Coordinated Servanthood



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

Fully Connected to Jesus

Disciplines - P.R.E.P.²

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

1. Solitude (Regular “Being” with God)
2. Scripture (Regular Studying of God’s Word)
3. Prayer (Regular Speaking with God)
4. Fasting (Regular Spiritual Cleansing)

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

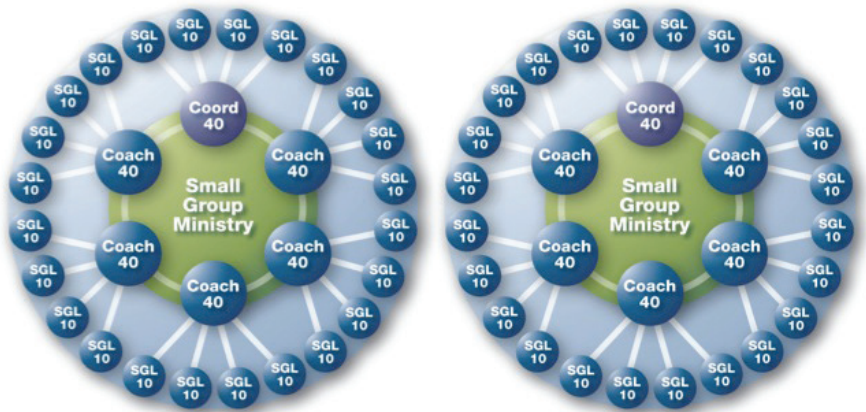


Covenant Life Group Fundamentals

Small 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



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

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.

The 7 Deadly Sins

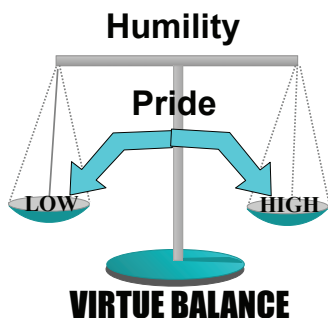
- Pride
- Envy
- Wrath
- Sloth
- Gluttony
- Greed
- Lust

Pride

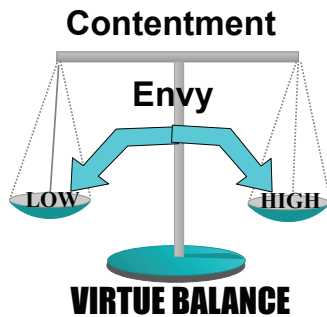
Pride is self-exaltation. In fact, it is a pre-occupation with self. It places self at the very center of life. We are to love the Lord our God with all our heart, soul, mind and strength. Pride puts self in the center and loves self first. Pride loves self more than God. There is little room for God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



Covenant Life Group Fundamentals



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.

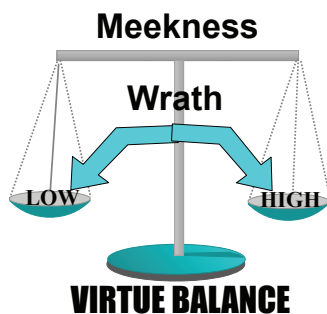
The Opposite Virtue: Contentment

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.

Wrath

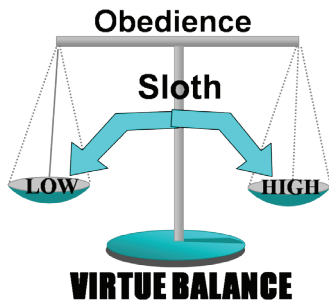
As an emotion or passion, anger is a natural reaction caused by someone or something which restricts our freedom to act or carry out our desires. It arises when we face obstacles, frustration of our plans, restraint of our activities, physical harm, insult or psychological injury. Wrath can also result 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 was 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.

Covenant Life Group Fundamentals



The Opposite Virtue: Stewardship

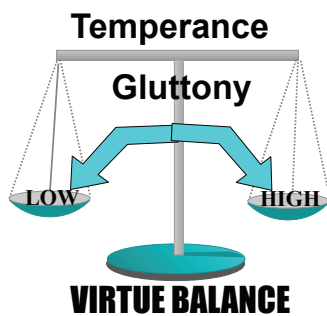
We all must come to terms with our radical poverty as creatures before God. The virtue of stewardship also calls us to a greater sensitivity to the poor, God's special people. Disciples must give themselves to the social ministries that care for the underclasses of society and the world. This requires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

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 self-giving: to God, to spouse, to others. Due to our fallen human nature we suffer from concupiscence (strong sexual desire) which redirects authentic sexual self-giving to another into self-satisfying pleasure at the expense of another.



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.

The 7 Deadly Sins, the 7 Virtues and the 7 Values

7 Deadly Sins	7 Virtues	7 Values
Pride	Humility	Glorification
Envy	Contentment	Gifts
Wrath	Meekness	Grace
Sloth	Obedience	Guidance
Gluttony	Temperance	Growth
Greed	Stewardship	Good Stewardship
Lust	Chastity	Group

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Covenant Life Group Fundamentals

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The background of the slide is composed of several elements. On the left, there are three horizontal bands of solid color: a light green band at the top, a medium green band in the middle, and a darker green band at the bottom. On the right side, there is a vertical strip containing an abstract painting. The painting features a large, gnarled tree trunk with roots extending downwards into a dark green area. The upper part of the painting is filled with yellow and green brushstrokes, suggesting foliage or a bright sky. The overall composition is modern and artistic.

Role of Mentoring and Personal Growth Plans

Role of Mentoring and Personal Growth Plans

Christian Mentoring

Christian Mentoring is an intentional relational process where people are guided, empowered, and encouraged by God through another to: embrace God's Presence, steward their life from God's Perspective, and realize their potential through God's Power.

Mentoring Basics

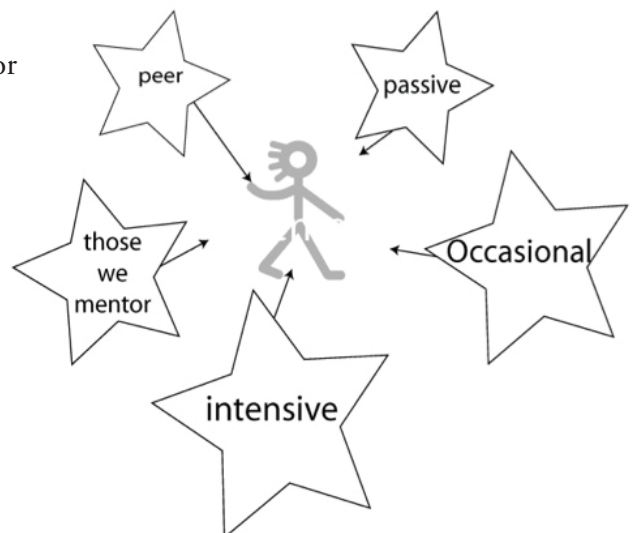
- Intentional
- Relational
- Process
- Guiding (Providing Guidance from God)
- Empowering (Empowered by God)
- Encouraging (Mediating God's Encouragement)

The Objective Outcomes of the Mentoring Relationship

- Embrace God's Presence
- Steward their Lives from God's Perspective
- Realize their Potential through God's Power

The Mentoring Constellation Model

- Intensive
- Occasional
- Passive
- Peer
- Those We Mentor



Role of Mentoring and Personal Growth Plans

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Intensive Mentors

An individual who is willing to play an intentional role in your development for accountability, follow-through and spiritual transformation.

1. Establishing the basics of following Christ.

KEY: Implementing a personal growth plan...

2. Moving toward spiritual maturity.

KEY: Relying on the Holy Spirit...

3. Moving toward personal maturity.

KEY: Actively improving performance...

Occasional Mentors

Individuals who provide timely advice and correct perspectives - helping us to rightly view self, others, circumstances and ministry when needed.

1. Sounding Board...
2. Resource Mentor...
3. Counselor...
4. Skill Coach...
5. Career Coach...
6. Discipler...

KEY: Learn to listen to God...

Passive Mentors

Individuals who may not realize you view them as a mentor, but nonetheless you are watching them.

Passive mentors are many times the heroes in biographies we've read or the authors and speakers whose lives inspire us to make dynamic changes in our own.

KEY: A value-led, Christ-like life...



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

Role of Mentoring and Personal Growth Plans

Peer Mentors

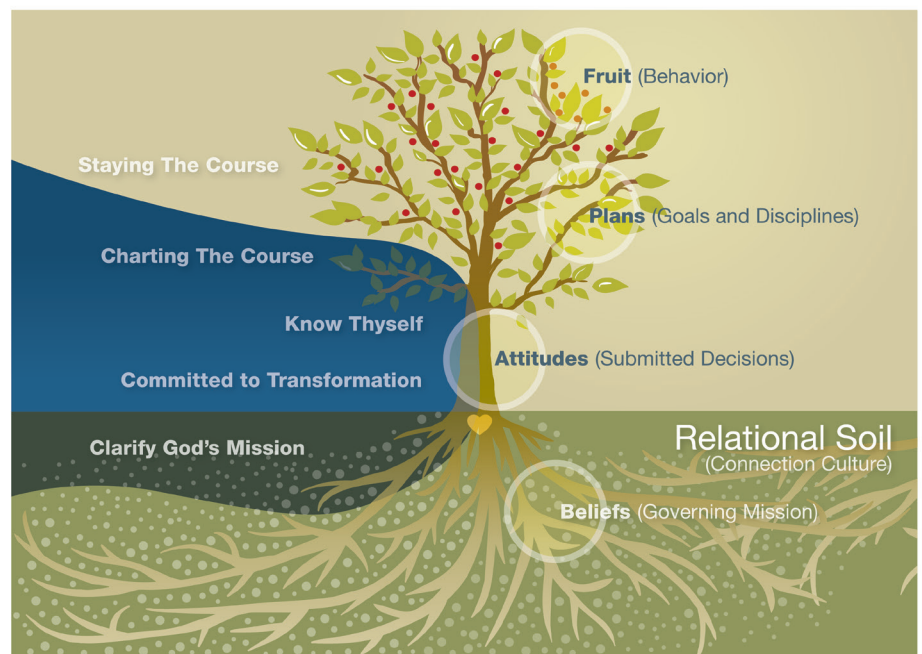
Friends and colleagues who play an important role of support, perspective, collaboration and networking.

Peer mentors are at the similar stage of life journey and are learning similar lessons to what you are currently learning.

KEY: A peer perspective and companionship...

Personal Growth Plans through Delta

Entering Into The Light



Life Focus Process

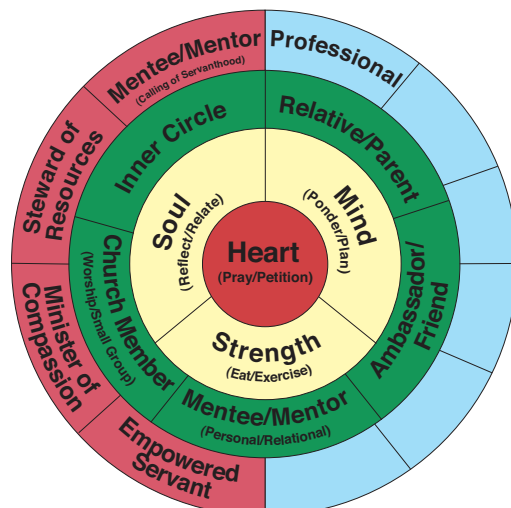


Tools for the Journey

The 18 Foundational Truths (Natural Laws)

- Foundational Truths (Natural Laws) are fundamental patterns of nature and life that divine revelation, human experience and testing have shown to be valid.
- They describe things as they really are, as opposed to how we think they are or how we wish they were.

Identity Roles Diagram



Role of Mentoring and Personal Growth Plans

The Process

1. Reflect on the progress you have made and Celebrate the transformation God has brought about in and through you.

(Recommended Quarterly)

- Life Transformation - Reflection and Praise Report

2. Assess our True Beliefs Using the Tree Diagram - Entering into the Light

Root System of the Tree (Beliefs - Governing Mission)

- The Lord's Prayer and the Seven Values of Abundant Living
- Trunk of Tree (Attitudes - Commit to Transformation)
 - The Promises of God and Godly Attitudes
 - The Cycle of Renewal - Holistic Transformation Worksheet
- Seed that Becomes the Tree (Know Thyself)

- The Seven Values of Abundant Living and the 24 Character Strengths
- Your Divine P.U.R.P.O.S.E. Assessment

Branches of the Tree - (Plans and Disciplines - Chart the Course)

- Time Allocation Assessment
- Spiritual Disciplines Assessment

Fruit of the Tree (Fruit- Stay the Course)

- The Seven Deadly Sins and Seven Godly Virtues Sin Tendency Assessment
- The Cycle of Renewal - Holistic Transformation Worksheet
- Fruit of the Spirit Worksheet
- Life Transformation - Summary Worksheet

Lord's Prayer and the Seven Values of Abundant Living

Glorification - "Our Father in heaven, hallowed be your name,

Group - your kingdom come,

Growth - your will be done

Gifts - on earth as it is in heaven.

Good Stewardship - Give us today our daily bread.

Grace - Forgive us our debts, as we also have forgiven our debtors.

Guidance - And lead us not into temptation, but deliver us from the evil one." *Matthew 6:9-13*

Seven Values of Abundant Living and the Promises of God

Guidance	God promises His Guidance to those who submit themselves to His Lordship and follow Him.
Growth	God promises to train and transform earnest disciples of God's righteous life.
Grace	God promises His forgiveness to those who repent and live as His ambassadors in the world.
Good Stewardship	God promises His provision to those who depend on Him and Steward life wisely.
Glorification	God promises to Glorify himself through reverent worshipers who serve His purposes.
Gifts	God promises His empowerment and protection to those who surrender to Him and serve through His strength.
Group	God promises His love, peace and presence to members of His Family.

Cycle of Renewal



2 Timothy 3:16-17 "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."

Role of Mentoring and Personal Growth Plans

Universal Character Strengths and the Seven Values of Abundant Living

Grace (Forgiveness/Mercy, Hope/Optimism, Humor)

Group (Love of People, Citizenship, Kindness, Social Intelligence)

Growth (Love of Learning, Persistence, Self-Regulation, Integrity)

Gifts (Creativity, Bravery, Vitality)

Glorification (Spirituality/Purpose, Humility/Modesty, Appreciation of Beauty and Excellence)

Guidance (Perspective/Wisdom, Curiosity, Leadership, Open-mindedness)

Good Stewardship (Prudence, Fairness, Gratitude)

Understanding Your P.U.R.P.O.S.E.

P: Passions

U: Upbringing

R: Resources

P: Personality

O: Original Abilities

S: Spiritual Gifts

E: Experience of Love

Understanding this helps us to understand how we have been purposed to experience and express love!

Role of Mentoring and Personal Growth Plans

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The 7 Deadly Sins, the 7 Virtues and the 7 Values

7 Deadly Sins	7 Virtues	7 Values
Pride	Humility	Glorification
Envy	Contentment	Gifts
Wrath	Meekness	Grace
Sloth	Obedience	Guidance
Gluttony	Temperance	Growth
Greed	Stewardship	Good Stewardship
Lust	Chastity	Group

Fruit of the Spirit that flow through Christlikeness

Galatians 5:22-23

Love - The Fullness of Life

Joy - On Mission With God

Peace - Grace-filled Shalom of God

Patience - Grace for others

Kindness - Hospitable to others

Goodness - God's Power flowing through us

Faithfulness - Good Stewardship

Gentleness - Correcting others delicately

Self-control - Temperate restraint and disciplined living

Role of Mentoring and Personal Growth Plans

4. Chart the Course

Quarterly Planning Worksheets

- Life Focus Worksheet
- Life Plan - Model Week Worksheet

Annual Planning Worksheets

- One-Year Goal Planning Worksheets
- Role Planning Worksheets

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The background of the page is composed of three main visual elements. On the left, there are three stacked rectangular blocks of varying shades of green. On the right, there is a vertical strip containing an abstract illustration of a tree. The tree's canopy is rendered in shades of yellow and light green with dark, thin lines for branches. The trunk is a solid brownish-orange. The roots are exposed and spread out across a dark green base, with some roots showing a yellowish-orange interior. The title 'Barriers to Change' is centered over the green blocks on the left.

Barriers to Change

Barriers to Change

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

Myth 1: "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.

Problem: 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. Because of this, most Christians are living in and through their own guidance and power. 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.

Circle the Faith Functions that you see this myth directly inhibiting and thereby leading you into sin.

Praying, Evangelism, Teaching, Worship, Fellowship, Stewardship, Service, Overseeing and Reproduction

Rating: _____

Changes that need to be made: _____

Barriers to Change

Myth 2: My relationship with God and my sins are a private matter, including my sins, so I will stay out of your business and I expect you to stay out of mine.

Problem: 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.

Circle the Faith Functions that you see this myth directly inhibiting and thereby leading you into sin.

Praying, Evangelism, Teaching, Worship, Fellowship, Stewardship, Service, Overseeing and Reproduction

Rating: _____

Changes that need to be made: _____

Myth 3: I will mature as a Christian by going to worship services, praying and reading my Bible once in a while.

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. Also, there is an assumption that the appropriation of Biblical knowledge by itself will lead to spiritual maturity.

Circle the Faith Functions that you see this myth directly inhibiting and thereby leading you into sin.

Praying, Evangelism, Teaching, Worship, Fellowship, Stewardship, Service, Overseeing and Reproduction

Rating: _____

Changes that need to be made: _____

Barriers to Change

Myth 4: Jesus is our Savior but doesn't really require us to relate to Him as the Lord of our lives. We are all just doing the best we can to be good people.

Problem: The church community typically focuses on making converts rather than making disciples.

Circle the Faith Functions that you see this myth directly inhibiting and thereby leading you into sin.

Praying, Evangelism, Teaching, Worship, Fellowship, Stewardship, Service, Overseeing and Reproduction

Rating: _____

Changes that need to be made: _____

Myth 5: 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.

Problem: To 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.

Circle the Faith Functions that you see this myth directly inhibiting and thereby leading you into sin.

Praying, Evangelism, Teaching, Worship, Fellowship, Stewardship, Service, Overseeing and Reproduction

Rating: _____

Changes that need to be made: _____



Wisdom for the Process

What Next?

Goal: To reinvigorate your church by reigniting disciple-making among your members

- A Combination of Personal and Corporate Discipleship
- Enabling a Transformational Ministry within your church

Omega's Balanced Discipleship Model

This model was inspired by and is adapted from Discipeler Training International's
Balanced Discipleship Model - www.disciplers.org

Personal Discipleship

(Vitally needed, but largely neglected)

Commitment to:

1. **Personal Spiritual Disciplines** and self-feeding according to a personal growth plan.
2. **Intensive and Occasional Mentoring** (Spiritual Parenting) through personal attention, accountability and encouragement devoted to growth.
3. **Peer Mentoring** (Spiritual Friendship) in your inner circle of three who join in your growth and training journey.
4. **Covenant Community** and training in righteousness through Confession, Restitution and Biblical relationship excellence.

Corporate Discipleship

(Most prevalent and needed, but typically insufficient by itself to produce the best results)

Commitment to:

1. **Inspiration and Education** through Worship and Sermon Experiences.
2. **Fellowship** through Small Groups, Church Membership and serving on Ministry Teams.
3. **Educational Training** through Small Group Bible Studies and Seminars.
4. **Serving on Ministry Teams** as a minister of compassion and empowered servant expressing the love of God according to your calling of servanthood.

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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 use to guide our lives.
3. God's Church - A holistic, transformational disciple-making community. A congregation 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) who 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.

Wisdom for the Process

Consciousness-Competence Matrix:

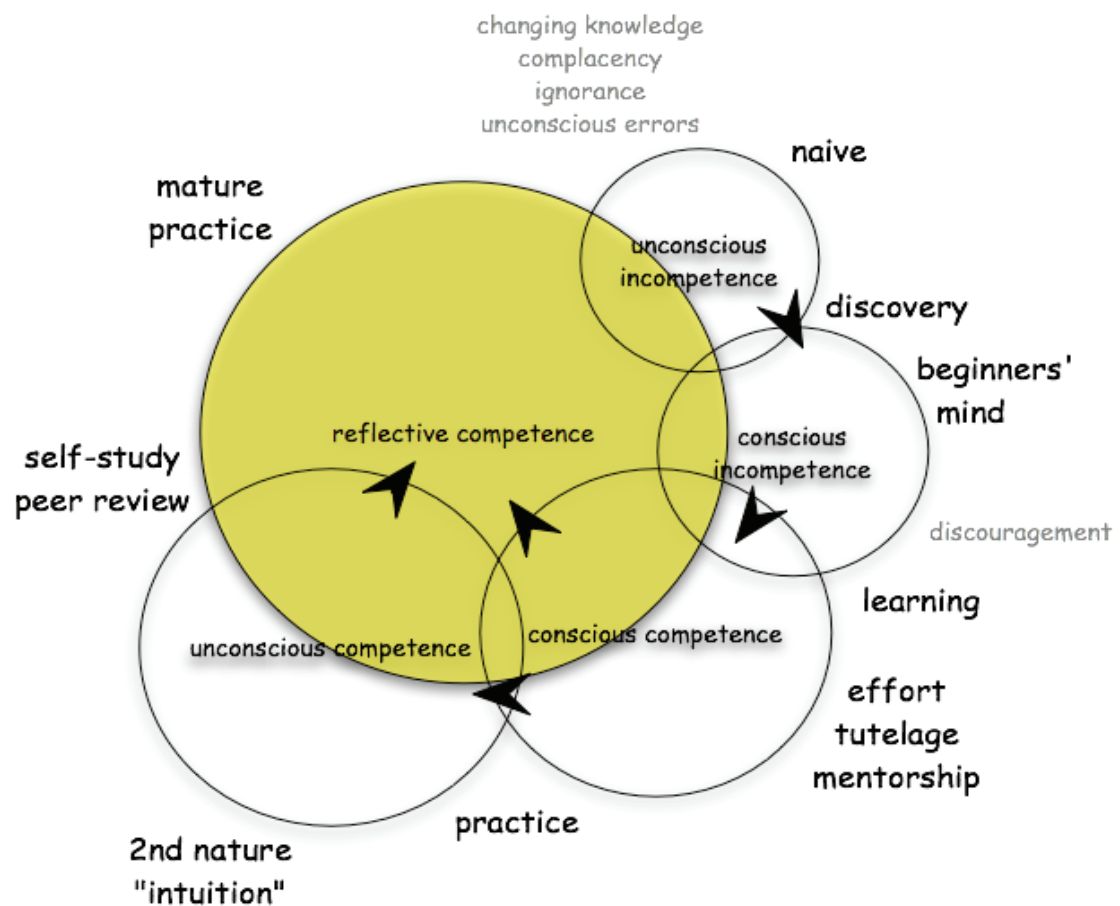
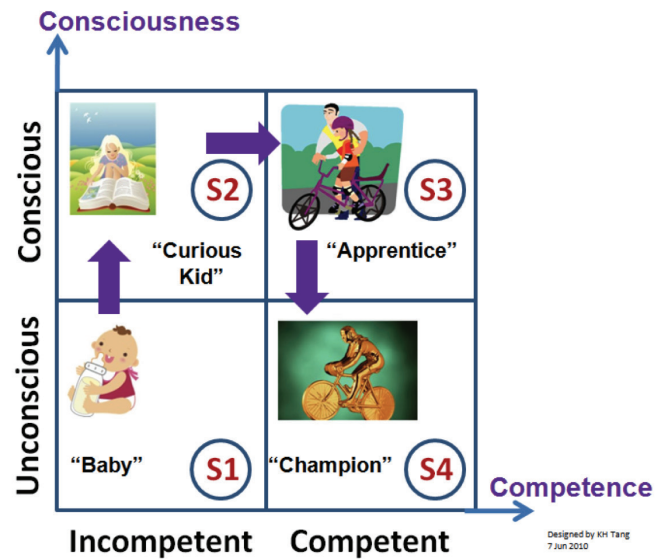
The Four Stages of Learning

S1: Unconscious Incompetence

S2: Conscious Incompetence

S3: Conscious Competence

S4: Unconscious Competence



Wisdom for the Process

OMEGA

Where to Start

1. Establish a Focal Point or Change Agent
 - 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.
2. Leaders go First
 - 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.

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



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

Wisdom 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
-
-
-
-
-

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

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
-
-
-
-
-

Training and Life Groups

Training is available online, with DVDs or Live

Flexibility of the Material

The courses and seminars in the Omega Experience are designed to adapt to the specific needs of your context.

This flexibility exists on a number of different levels.

- DVDs with several breaks within each session so you can go as quickly or as slowly as you want
- Sessions which can group together to create retreat experiences

Ways the training can be delivered

1. The participants meet with the leader and watch course DVDs together while following along in their workbooks. The leader facilitates discussion, answers questions, and guides participants through the DVDs, the workbook and their homework.
2. The participants watch the course online (independently) at www.lifespringnetwork.org then meet with a Life Group to discuss their observations, questions, and how to apply the information to their lives. The leader facilitates the discussion, answers questions, and guides participants through the workbook and their homework.
3. The leader presents the course live through the use of powerpoint slides, facilitates discussion, answers questions, and guides participants through the workbook and their homework.



Wisdom for the Process

Life Groups and Training

Life Groups can be organized in a variety of ways throughout the journey through the different seminars and courses.

- We recommend that you have people form groups within the first two sessions that they will stay with for the duration of the Course. 3-5 people per group is best.
- As you plan your sessions and retreat days, try to give these groups as much time together as possible.

The course and seminar materials adapt to audiences of any size.

- Smaller audiences easily allow for more live trainer interaction, feedback and small group discussion.
- With larger crowds, it will be important to facilitate more small group interaction.
- We are trying to build peer-mentoring relationships through the covenant life group experience of the Delta Course.

Maximum benefit is attained when Covenant Life Groups are single-sex

- We recommend that you encourage men to group together with other men and women with other women in order to facilitate depth and authenticity.
- Part of this journey together is confessing sin one to another. This is best done men to men and women to women.
- If you are definitely feeling led to facilitate a couples' group then we would recommend breaking into single-sex small groups for the sharing time.

The Pieces of the Omega Experience Puzzle

Commit to Covenant Community

Phase 1

- Cast the vision for transformational discipleship through covenant community and Biblical relationship excellence.
- Take your leaders through Beyond Self-help, Body Life Basics and/or Creating a Connection Culture then discuss what is right, wrong and missing from your church experience.
- Use the U.N.I.T.Y. in Marriage seminar to introduce people to a Biblical view of marriage and the importance of discipleship and covenant community.

Steward Your Life

Phase 2 – Christian Life Training

- Take your leaders through the Delta and/or Omega Courses to initiate them into covenant group life, mentoring relationships and growing according to a Personal Growth Plan.
- Then facilitate regular Renew, Refresh and Refocus Retreats to help them develop and revise their Personal Growth Plans season after season.
- After you have begun to establish a new normal with your leaders, have them lead others through the eight-session Delta Course as basic training for every believer.



Wisdom for the Process

Serve with Your Gifts

Phase 3 - Going deeper into your Calling of Servanthood

- These seminars encourage people to grow as disciples and go deeper into their calling of servanthood.
- Repeat this journey for other members of your congregation using those who just completed this journey as small group leaders and mentors.
- Offer the Empowered Servanthood and Making Cent\$ Seminar, as well as other Christian Life Training Courses/Studies to take people deeper into different aspects of their lives.

Invest Your Life in Others

Phase 4 - Leader Training

- These seminars are created to train you in the vital leadership roles necessary to facilitate holistic, transformational disciple-making.
- Have your leadership team take the Leading the Omega Experience Seminar and the C.O.R.E. Small Group L.E.A.D.E.R. Seminar before they begin to lead their own Delta or Omega groups.
- The Omega Mentor Training Seminar can be done before or after the Delta Course to develop mentoring skills.

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Group Processing

Group Processing

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

1. Is your church ready for transformation? Will the ideas you've seen today be embraced, resisted or rejected? Do you need to do more preparation work before you can begin the transformation process? _____

2. Who is going to be the primary change agent at your church? The change agent is the person who understands and owns the vision, can answer the questions that will arise and holds the leadership and members accountable for change. _____

3. Who goes first? Who will be the early adopters? These should be 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. It may make sense to plan two or three "rounds" of expansion prior to inviting the entire congregation to participate. This produces levels of leaders who can then go out and gather together other people for the next round.

4. How will the early participants be approached? What is the best starting point for them? Body Life Basics (4 weeks) followed by Delta (8 weeks) are the two key training elements to start. Creating a Connection Culture, Beyond Self-Help, Unity in Marriage and Fired Up or Burned Out may be useful to prepare this group. Certain participants could also benefit from C.O.R.E. Small Group L.E.A.D.E.R. Training for Delta. _____

5. 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. _____

Notes

Notes