

OMEGA Experience

Delta Course Version



C.O.R.E. Small Group L.E.A.D.E.R.'s Guide



LifeSpring
NETWORK



Rev. Jason K. Pankau M.Div.

President of Life Spring Network

jason@lifespringnetwork.org

Author and Primary Trainer of Life Spring Network's Resources

Jason brings a diverse background of leadership to people and organizations with whom he works, executive life coaching, Christian studies, athletics and finance. He is a sought-after speaker, seminar leader, mentor, 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. He served on the staff of Stanwich Church in Greenwich, Connecticut for six years. During this time he developed the Omega Course and his life-coaching ministry, which Stanwich Church commissioned him to share with the church at large through the creation of the Life Spring Network. Since 2009 he has worked part-time with Trinity Lutheran Church in Roselle, IL. In addition to his work at Trinity, he has been commissioned to lead the LUKE project which is revitalizing Lutheran congregations in the city of Chicago.

Jason earned a B.A. in Business Economics and in 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 and Olympic trials qualifier and former school record holder in the discus. He also earned a Master of Divinity degree from Southern Theological Seminary, is a graduate of the Arrow Leadership Program and has completed the course work for his Doctorate in Christian Leadership at Gordon-Conwell Theological Seminary. He is currently engaged in further theological studies through Concordia Seminary in St. Louis, MO.

Jason is the author of the Omega Course, Delta Course, Creating a Connection Culture Seminar, Body Life Basics Seminar, Unity in Marriage Seminar, Renew Refresh Refocus Retreat, C.O.R.E. Small Group L.E.A.D.E.R. Seminar, Omega Mentor Training Seminar, Empowered Servanthood Seminar, Making Cent\$ Seminar, Leading the Omega Experience Conference and *Beyond Self-Help: The True Path to Harnessing God's Wisdom, Realizing Life's Potential and Living the Abundant Life (Xulon)*.

Jason is a co-founder and partner of E Pluribus Partners, a Greenwich, CT based think tank and consulting firm focused on helping organizations create connection cultures. He serves as a consultant and life coach to many corporate executives and pastors, helping them to create engaging organizations. Jason is a contributing author to *What Managers Say What Employees Hear*. He is also a co-author of the best-selling books, *Fired Up or Burned Out* (Thomas Nelson) and *Connection Culture* (ATD Press).

Jason's wife, Jen, is also a graduate of Brown University with a 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.

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Welcome!

Welcome to the C.O.R.E. Small Group L.E.A.D.E.R.'s Guide! We're glad that you have decided to join us in developing reproductive disciples of Christ. This manual is designed to help you lead a Covenant Small Group beginning with the Delta or Omega Courses and then continuing beyond the course experience.

Before You Begin

The following are some items to think through before you begin your Delta or Omega Course with your Small Group.

Support for Small Group Leaders

Whether this is your first time leading a Small Group or you've been doing it for years, we have arranged for you to have plenty of help and support as you begin this journey of leading your Covenant Small Group.

This Guide

Use this guide as a reference in setting up and leading your small group. In it, you'll find everything you need to keep your group productive and on track with the Delta or Omega Course material. It will be helpful to review each session of this guide before each session.

Your Delta or Omega Trainer/Site Coordinator

If you are hosting the Delta or Omega Courses live, your Trainer is available to you to discuss material content, provide guidance for the facilitation of your Small Group, and to listen and give you feedback on any questions or concerns you may have. If you are watching the Course on DVD, please seek out your pastor or the Site Coordinator for further assistance.

Our Website

Visit our website (www.lifespringnetwork.org) to pose questions, interact with and respond to other Covenant Small Group Leaders.

Fellow Small Group Leaders

If you are one of many Small Group Leaders, use the other Small Group Leaders to bounce thoughts off of, ask for suggestions or just brainstorm ideas. Most importantly, spend time in prayer together, praying for one another and the members of your group.

If you sense an issue has arisen in your group for an individual that may require professional help, let your Trainer or Site Coordinator know as soon as possible. If you can't find help, contact the Life Spring Network. We may be able to recommend a variety of trained counselors, pastors, and mentors who are available for individual assistance in your area.

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C.O.R.E. Covenant Groups

C.O.R.E. Covenant 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

Five Types or Styles of Small Groups: One Guiding Paradigm - C.O.R.E.

1. Support and Recovery Groups

These groups are formed to address special needs, such as addictions, support and recovery from the effects of loss (divorce, death) and other intense needs. Typically, support and recovery groups are lead by trained professionals.

- Support Groups – twelve-step groups
- Self-Help Groups – mutual support groups to cope with any kind of life-disrupting challenge.

2. Study Groups

When our unconnected friends begin engaging us in spiritual conversations and as they are comfortable, we will encourage them to participate in appropriate Study Group Bible Studies. Study Groups are investigative Bible Studies where people can examine the Christian faith, meet other Christians and grow in their understanding of the Christian life.

The primary emphasis is on acquiring Biblical knowledge and growing spiritually. Groups can range from groups geared to new believers to those who wish to pursue seminary level studies on a particular topic. A qualified instructor would conduct such seminary level studies. Some homework should be expected in Study Groups.

3. Gathering Groups

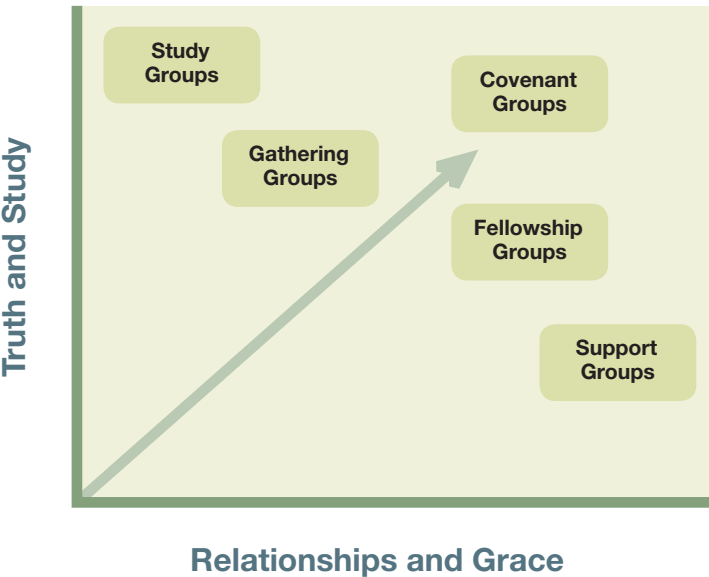
Gathering Groups offer an ongoing open invitation to everyone to gather in a large group before breaking out into small groups. Gathering Groups are designed for people who want to participate in small groups but may not be able to commit to a weekly schedule.

4. Fellowship Groups

The primary emphasis in Fellowship Groups is on building Christian relationships through “caring for one another.” The group activity is selected for its ability to enhance relationships among the group members. Fellowship Groups create ongoing opportunities for people to feel connected to the church family through affinity groups, based on interests or similar life situations. Book clubs, quilting groups, singles’ groups, couples’ groups, men’s and women’s groups, regional home groups, recreational and leisure groups are examples of these.

5. Covenant Groups

Covenant Groups are designed for those who want to commit more time to developing relationships and sharing their spiritual lives together. These groups are usually more committed groups that have given each other the right to disciple one another. They are usually single sex because of the intimate nature and depth of the dialogue.



C.O.R.E. Covenant Groups

C.O.R.E. Small Group Paradigm

Omega C.O.R.E. Small Groups are designed to function like Covenant Groups.

C: COMMITTED

O: OPEN TO GROWTH

R: RELATING TO THE GROUP

E: ENTERING SCRIPTURE

C: Committed

Each of the members of a C.O.R.E. Group knows that they are a member of the group. They belong as members and agree to the disciplines and stipulations of the group. There is a covenant that is either written out formally or verbally agreed upon and made explicit. **To covenant means to define relational expectations.**

One of the main jobs of the leader, particularly in initiating and focusing the group, is leading the group to define its commitment. As new members of the group are added, the commitment is articulated to them and they are asked to commit as well.

Included in the commitment are elements such as:

1. The purpose of the group
2. The composition of the group (who's in it?)
3. The regular time and meeting of the group
4. The level of interaction of the group
5. The expectations of the group
 - a. attend all meetings if at all possible
 - b. do the assignments between meetings
 - c. pray regularly for each member of the group
 - d. uphold confidences within the group

O: Open To Growth

“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)

A key element and expectation of the group and each member is a willingness to grow both spiritually and toward maturity as individuals and by reaching out to bring others into the fellowship. Healthy groups (and individuals) refuse to remain stale or stuck, but are in a process of growth. They are constantly open to stretching themselves through new and challenging material, new experiences and by inviting new members into their group. It is our belief that growth, reproduction and multiplication must happen at every level. Groups and people that are not growing are dying.

Key questions for leaders to be asking of themselves and asking their group members are:

1. What is our next step for our group to grow?

- grow spiritually (in faith and action)
- grow emotionally (in wholeness and healing)
- grow mentally (in having the mind of Christ)
- grow physically (in overall life health)
- grow socially (in love and healthy relationships)
- grow in servanthood (in God’s calling of downward mobility)

2. What is your next step of growth toward full devotion as a follower of Jesus Christ?

A regular question to ask each group member either in or between group time.

3. Who are we reaching out to in order to grow God’s Kingdom and build the number and quality of the group fellowship?

Though groups must grow at a healthy pace, groups that do not reach out in this way will become stale and ingrown and eventually die over time (just a fact of life).

C.O.R.E. Covenant Groups

4. Who needs to be mentored or challenged to step out and start/lead a new group? Who needs to step up to the plate to become an apprentice and which apprentices are ready to take their own group?

R: Relating To The Group

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

As coals burn brightly when in connection with other coals, so do small group members ignite spiritually as they relate to one another. Since no one person in the group has all the insight or the Spiritual Gifts, group members grow in different aspects as they relate to other members of the group, both inside and outside of the group. Therefore, though the leader is responsible and accountable for the discipleship of the group, s/he is not the resident expert or the one who has insight on everything. Though the leader is in charge of the overall teaching and direction of the group, s/he may do this by facilitating and drawing out the gifts and insights of others in the group. Group time, though it may include some direct teaching or prophetic words, is primarily a shared time of growth as the body “builds itself up.”

Healthy groups also have a continued interaction of group members in relationship outside of formal group time. This may involve times of service, outreach, social time as a group or participation in church or other events (e.g. Promise Keepers, conferences, weekend retreats, etc.).

Therefore some questions a leader may ask are...

- 1. How can I creatively draw out those in my group?**
(through questions, participation, prayer times, etc.)
- 2. What special things can we do between group meetings to build our relationship?**
(retreats, parties, service projects, outreach together, learning opportunities, prayer partnerships with one another, travel, encouragement, topic discussions, etc.)
- 3. How can I help facilitate or encourage connection among group members outside of regular meeting times?**
(sharing life together, midweek emails, helping one another grow through functioning as peer, occasional or intensive mentors, etc.)

4. Would this individual be better relating to those in another group because of geography, affinity, special needs, or other issues?

(Is your group the best place and group for them to grow in?)

E: Entering Scripture

“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 Timothy 3:16)

The foundation of truth and of group study is God’s Word. Though other books, curriculum and topical discussions may supplement the Bible, the power of the group comes from the Bible. With this in mind, the leader and apprentice(s) must work to ensure that the Bible is constantly opened, studied, applied and memorized both inside and outside of the group.

The continual growth of Bible knowledge, Bible study skills and the ability to “feed oneself” from God’s Word is vital to the goal of the group.

Therefore some questions a leader may ask are...

- 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?**

Objectives of C.O.R.E. Groups

Teaching and Modeling “Full Connectedness”

The Mission Statement that we promote through the Delta and Omega Courses 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.

Fully Connected to Jesus

Our goal as leaders is to help the group members develop intense intimacy with Jesus. It should be our plan, not to bring members of our group to dependence upon us, but to full dependence upon God. It is their relationship with God, and they need to grow and steward that relationship on their own. We are just encouragers and models. We want them to learn to hear God’s voice and discern their next steps in following Him. It is our desire to nurture and teach them to feed themselves. In doing this, it should be our plan to work with them to create their own time of solitude, prayer and study of God’s Word. We must work with them to know to be with God outside of group time as well as inside of group time. Therefore, we seek to nurture the spiritual disciplines in their lives.

1. Solitude (Regular “Being” with God)

We help those in our groups discover how to have daily time with God as well as extended times to be in His presence. We encourage them to learn a spirit of “being before doing.” We model and encourage “monastic” disciplines such as silence, solitude and fasting, and we teach them to “practice the presence of God.” We encourage those in our group as they learn how to hear God’s “gentle whisper” as well as enjoy His comforting and challenging presence.

2. Scripture (Regular Studying of God's Word)

We equip group members in the discipline of regular Bible study. We teach them to feed themselves daily on God's Word and learn to discern truth, correct doctrine and make applications for life from Scripture. For those with teaching gifts and deeper desires to learn, we encourage and point them in the direction of avenues of higher learning and Biblical pursuits through books, tapes, seminars, classes, conferences, etc.

3. Prayer (Regular Speaking with God)

We teach those in our groups how to connect with God in prayer, how to regularly intercede on behalf of themselves, their families, our Church community, our leaders, our nation and our world. We encourage the keeping of journals for prayer and for reflection. We teach patterns of prayer, such as ACTS&L (Adoration, Confession, Thanksgiving, Supplication and Listening). We promote the gathering together for group prayer times.

4. Fasting (Regular Spiritual Cleansing)

We also model and encourage the discipline of regular fasting (as Jesus did) in order to seek God on a deeper level. We challenge our groups to fast and pray on behalf of certain needs and desire and encourage regular times of spiritual cleansing and confession (2 Chronicles 7:14).

Other disciplines to be practiced and fostered, and their definitions, can be found in the appendix of your Delta or Omega Course Workbooks.

Fully Connected to Community

The Church of Jesus Christ has been and is to be known by the full devotion of its members to one another in loving community. “Love one another” is the oft-repeated phrase of the New Testament. It accompanies significantly many more “one anothers.” Therefore, it is our desire to lead our group members into full commitment in community with one another and with the Church. It is our goal for each of our members to fully engage in meaningful membership with their local fellowship. Modeling our church’s membership after the early church’s church lifestyle (found in Acts 2:42-47), we make church membership not an added “to do” or meeting among many others, but an integral and integrated component of our lives. We also balance “doing” and “being” and promote healthy activity without drivenness and “striving.”

We define community (adapted from a sermon by Rev. Bill Hybels) as:

1. Loving and Being Loved (1 John 3:11)

The full expression of truly loving God and one another in and through our groups is the vision. The message and lifestyle of God is most loudly articulated and expressed through His building a community that truly loves one another. Since the small group is the “cell” of the larger Church, its genetic code is one of “agape” love. Each group member experiences the love of God as it is expressed in fully loving one another in word and deed. The willingness to “lay down our lives for one another” is the goal. Jesus told His followers, “By this all men will know you are my disciples, if you love one another.”

2. Knowing and Being Known (Acts 2:46, Ephesians 4:15)

Those in our groups come out of isolation as individuals and enter into an environment of healthy vulnerability and grace. We accept those in our groups, wherever and whoever they currently are, even if we recognize that they aren’t where they could be, or where they know they should be.

But the group and the church is called to be a safe place to be fully “us,” warts, sin and all. Mature members are “real” with one another. They “speak the truth in love” with one another (Ephesians 4:15) and even “confess their sins” to one another. This is done in an atmosphere of both truth and grace.

3. Celebrating and Being Celebrated (Romans 12:10)

We uphold a standard of celebrating growth, uniqueness and diversity. Group members actively encourage one another and build one another up. They recognize growth and pay special attention to one another. We honor one another above ourselves.

4. Serving and Being Served (Galatians 6:2, 9-10)

As a servant community, we seek to build servants and a servant culture in our group. Washing feet is the most appropriate analogy (John 13:1-17). We provide opportunities for serving and encourage service within and outside of the community. Group members are involved in regular servant activities and are especially engaged in activities fitting their passions, gifts and calling. Group members also learn the grace to accept service from others in humility and gratitude while benefiting from the activities.

5. Forgiving and Being Forgiveness (Colossians 3:13, Matthew 5:23-24)

Mature members know how to forgive when wronged and seek forgiveness when they wrong others. We continually encourage reconciliation and hold up a standard that calls for quick reconciliation (not letting the sun go down on anger), both between members and those outside. We also discourage “pseudo-community” and believe that mature members should work through, understand and accept differences between people. We actively discourage the “breaking of fellowship” because of unresolved conflict or differences.

C.O.R.E. Covenant Groups

Fully Connected to Calling

“Make disciples of all nations, baptizing them in the name of the Father, and of the Son and of the Holy Spirit and teaching them to observe all I have commanded you” (Matthew 28:19-20).

Group members must recognize that they play an important role in God’s plan for redeeming humankind and are actively engaging their calling in this endeavor. They see their lives as a part of God’s plan for building His kingdom. They are fully connected to the general call for all Christians to the Great Commission (Matthew 28:18-20) and the Great Commandments (Mark 12:30-31). They understand that God has given them gifts, passions, abilities and resources to use for His kingdom purposes and are stewarding those “talents” in building His kingdom. They let others build them up with their gifts toward maturity (Ephesians 4:11-13) and cooperate with them in reaching their sphere of influence for Christ.

Believing that every individual who is added to the Church Body is given a spiritual gifting and a calling of servanthood, we encourage people to discover their gifts and engage their calling. Scripture states, “For we are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do” (Ephesians 2:10).

Therefore, one of the goals of the Small Group Leader is to actively ensure that those in their group are discovering their own unique 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
-
-
-

**Recommended Qualifications of
C.O.R.E. Small Group L.E.A.D.E.R.s**

(Ideas adapted from Willow Creek Community Church's *Leading Life-changing Small Groups*)

1. Christ Follower

The leader is first and foremost a Christ follower with the goal of becoming complete in Christ (Colossians 1:28). Though not expected to be perfect, a leader has maturity in Christ as a primary goal in life (Ephesians 4:13). They invite others to follow them as they follow Christ.

2. Character of a Deacon

Scripture places a high value on character as a primary prerequisite for leadership. We believe Small Group Leaders should strive to exhibit the character of deacons (1 Timothy 3:8-13):

- “be worthy of respect”
 - “be sincere”
 - “not indulging in much wine”
 - “not pursuing dishonest gain”
 - “keeping hold of the deep truths of the faith with a clear conscience”
 - “be tested before serving”
 - “husband of but one wife” (faithful spouses if married)
 - “managing their children (if applicable) and household well”
-
-
-

3. Calling to Shepherd

The Small Group Leadership call is one of care-giving. Leaders function as pastor/shepherds by seeing others with compassion and have a desire to protect, nurture and guide (Matthew 9:36-38).

C.O.R.E. Covenant Groups

4. Connected to a Fellowship (a member)

A Small Group Leader has entered the covenant of membership in a local fellowship. Reflecting God's covenantal modeling with His people (Hebrews 10:16, Jeremiah 31:31-34), we place a high value on membership and believe that Small Group Leaders should model this commitment. Apprentice leaders should be encouraged to join in membership before leading their own group.

5. Competence (Equipped)

Small Group Leaders are able to lead and guide. They have and are continually growing the necessary skills and disciplines required for group leadership.

6. Committed to a Leadership Community

Small Group Leaders are not isolated as leaders, but are active within a leadership community. They are connected to a coach/mentor (with whom they are in regular contact for accountability and input), and they attend and actively participate in a leadership community.

7. Capacity to Serve

Small Group Leaders have the resources to do whatever it takes to carry out their ministry. They have the necessary time, energy and other resources at their disposal. Leaders must free themselves from unnecessary commitments and distractions so that they are spiritually, intellectually, emotionally and physically able to serve.

The Vital Role of Small Groups in the Delta or Omega Course

Small Groups play a vital role in the journey through the Delta or Omega Course. Your primary role as a Small Group Leader is that of **engager**. The Courses contain quite a bit of material. Some of this material can bring up issues for people that they may have never dealt with before. For some, this can feel scary or at the very least uncomfortable. It may be a temptation for them to tune out and perhaps even stop coming at some point during the Course.

Small Groups are an integral piece of the Delta and Omega Courses in that they help **ensure** that drop-outs are minimal. If participants find themselves engaged in a Small Group that provides a safe place for them to ask questions, pose concerns and connect with others, they will be much less likely to fall through the cracks. Additionally, your connection will allow them to continue to process the material and the issues that God is bringing to the surface in a healthy and productive way.

Small Groups provide the perfect launching pad for **extending and expanding** the Omega Experience. In a very real sense you will be creating a pocket of contagious community that the Delta and Omega Courses detail as a key component of realizing life's potential. As a Small Group Leader in this type of community, you can help provide insight, direction, and accountability for next-step ministry opportunities, follow-up learning experiences, mentoring connections and continued strengthening of community ties.

Lastly, you don't have to know all the answers. In fact, it's really better if you don't! Allow the participants to **explore** the material with the Trainer and you as their guides. Point to interesting finds along the way and help them create the space and room in their lives to be able to hear God and share their stories. Remember to just be yourself. It's who you are and what God is doing in you that will help this material really come alive for the participants in your group.

Suggestions for Leading C.O.R.E. Small Group

Small Group Agenda Options

There are several ways you can integrate Small Groups into the Course experience. Collaborate with your Site Coordinator and/or Trainer to decide which format best fits the needs of your members. Your Trainer may decide to have Small Group time within each session, or you may also decide to meet for Small Group discussion at another designated time or day during the week between sessions to further develop ideas from the session.

Small Group Size

Groups of 3-8 members are ideal while taking the Delta or Omega Courses. The smaller the better since we are trying to give everyone a chance to interact and process the course content. Larger groups are possible but we suggest that groups larger than 8 members create a new group.

Selecting Small Group Members

You can choose different strategies for selecting group members each time you run a course. Work with your Trainer to decide the best fit for your group. For example you might:

- Allow members to sign up for the group they want at the first session of the course
- Assign members to groups randomly
- Assign members to groups intentionally based on where they are in their walk with God. (Use the Omega Self-Evaluation Questionnaire to help you discern where people are in their journey with God.)
- Geographically

Pre-Course Checklist

- Begin praying NOW
- Secure meeting site dates and location for your Small Group if you are meeting at a time that is different from the designated Course

- Fill out and submit any paperwork or waivers necessary for using the selected meeting site(s)
- Pay any meeting site fees, if applicable
- Obtain Delta and Omega Course Resources from your Omega Site Coordinator and/or Trainer
 - C.O.R.E. Small Group L.E.A.D.E.R.'s Guides for group leaders
 - Delta Course Workbooks for all participants
 - Omega Personal Development Guides for all participants
 - Omega Course Workbooks for all participants
- Coordinate a Set-Up and Clean-Up crew for each session meeting if necessary
- Plan refreshments for each session

Day of Meeting Checklist

- Arrive early
- Pray on site, over the site, for each person planning to attend
- Set up room including tables, chairs and refreshment table
- Set up media (if using CD for music or DVD clips)
- Arrange Materials:
 - Workbooks
 - Name Tags
 - Pens, Paper
- Check temperature, lighting and location of restrooms, fire exits, etc.

Asking Probing Questions

There are three places to find probing questions that facilitate Small Group discussion.

- Questions in the Objective Charts begin each chapter of this Guide
- Break-Point Questions: the questions that are asked throughout each session are listed for you to preview and prepare to lead people through in each session of this Guide
- Discussion and Reflection Questions are located at the end of each session in the Delta or Omega Course Workbooks

Feedback and Evaluation

Feedback and Evaluation are an ongoing and essential element of the Delta and Omega Courses.

For Participant Success

It is critical to be aware of how participants are processing information throughout the duration of the Course. If they are feeling overwhelmed or bogged down, they may begin to lose interest and drift away. Feedback and Evaluation Questions contained in this Guide help uncover areas where this may be beginning to occur so you can deal with it before it becomes an issue.

For Small Group Leaders and Course Growth

Feedback and Evaluation are also a great way to find areas of growth for Small Group Leaders and for the Course itself. We are always looking for ways to make the Course more usable and effective. Use the Feedback and Evaluation forms in the Omega Experience Seminar workbook to gain extra insight into these areas.

Follow-up and Extension

The Delta Course is just the beginning of the journey that you can take with Life Spring Network in growing as a steward of your life under God. Here are some options that you have at your disposal:

- Form a C.O.R.E. Small Group network that will be an intentional application of reproductive disciple-making and will allow participants to experience and integrate the principles learned in the Delta Course.
- Each session of the Delta Course opens individuals to topics which you can study deeper. See our website www.lifespringnetwork.org for more seminars designed to take you deeper into different topics of your Christian life training.
- Take the Omega Course to dive deeper into your life stewardship as a disciple of Jesus and develop into a leader of others.
- Gather together regularly with other leaders for prayer, encouragement, training and accountability.

The background of the page is composed of large, semi-transparent rectangular blocks in shades of olive green and mustard yellow. Overlaid on the right side is a stylized illustration of a tree. The tree's trunk and branches are rendered in dark, thin lines, while the foliage is depicted with broad, textured strokes in shades of yellow, green, and white, giving it a painterly or watercolor-like appearance. The tree's roots are visible at the bottom, spreading out into the green blocks.

L.E.A.D.E.R. Paradigm

Small Group L.E.A.D.E.R. Paradigm

L: Listens

E: Engages

A: Accountability Provider

D: Demonstrates

E: Empowers

R: Relates with Excellence

L: Listens

- To God
- To Others
- To Self

Listening is one of the most powerful skills that we can develop as Small Group Leaders. As we assume this posture of listening, we intentionally lean back from our agenda and allow God's agenda to set the stage for what He wants to accomplish in our time together. We do this by:

First, listening **to God** and what He is saying to us individually.

Second, listening **to others** and as Cloud and Townsend have said, "enter their reality." Gain a fuller understanding of what their world is like. In a sense, walk around in it a while and understand the root of their perspectives.

Third, we listen **to ourselves**. Pay attention to how we innately seem to be responding to what someone is saying. Are we comfortable? Uncomfortable? Is this something to address or perhaps note for later?

Henri Nouwen on Listening

“Let us not underestimate how hard it is to listen and to be compassionate. Compassion is hard because it requires the inner disposition to go with others to the place where they are weak, vulnerable, lonely and broken. But ... our spontaneous response ... is to do away with suffering by fleeing from it or finding a quick cure for it. As busy, active, relevant people we want to [make] a real contribution. This means first and foremost doing something to show that our presence makes a difference. And so we ignore our greatest gift, which is our ability to be there, to listen and to enter into solidarity with those who suffer.”

Here, Nouwen points out our tendency: we really do want to help people in meaningful and tangible ways. The key is to do this in tandem with the work of God’s Spirit. It can be uncomfortable for us to just “be” with someone who is hurting, and we risk prematurely ending the conversation or the experience in our own power if we are not keenly aware of God’s timing and movement in the situation. Sometimes people just need us to be with them for a while.

Persuasive Listening¹

Statistics tell us:

- 85% of what we know is learned by listening.
- We spend 45% of our day listening.
- 75% of that time we are preoccupied, distracted or forgetful.
- Only 2% of people have had any formal training in effective listening.
- We hear approximately 125-250 words per minute.
- We can think at 1000-3000 words per minute.

1. Ruhl, Lynne. 2006. *Persuasive Listening*. New York: Alpha New York

Small Group L.E.A.D.E.R. Paradigm

Proverbs 18:13

“He who answers before listening – that is his folly and his shame.”

James 1:19

“My dear brothers, take note of this: Everyone should be quick to listen, slow to speak and slow to become angry.”

Proverbs 18:2

“A fool finds no pleasure in understanding but delights in airing his own opinions.”

Reflective Listening Techniques

Give back to the speaker your perception of what their problem is with an attitude that this is your perception, which is open to correction using:

- Repeating
 - Rephrasing
 - Reflecting
-
-
-

Basic Reflective Listening Formula:

Tentative Opening + Feeling + About/Because/When+ Thought

It sounds like ... you feel mad ... about ... paying higher taxes.
I hear you saying ... you feel sad ... because of ... what she said to you.
If I hear you correctly ... you feel glad ... when ... your sister succeeds.
You seem to be saying ... you feel afraid ... about ... your father's ill health.
I think I hear you saying ... you feel confused ... because of ... all the different options.
I'm not sure I'm following ... you feel ashamed ... about ... wanting to leave home?
Am I hearing you say ... you feel lonely ... when ... you remember your wife?

E: Engages Participants

- Provides a “safe space”
- Invites participation
- Responds

Small Group Leaders engage participants by:

- **Providing a “safe space”** for participants to come where they know that what they say is both confidential and not judged. There is a difference between judging and discerning. Our groups will be focused on the latter.
- **Inviting participation** from ALL group members. Each group is likely to have members who either talk too much or don't talk at all. Sometimes just a simple shift in questioning can maintain a healthy balance. “That's interesting Bob...Sally, what do you think?”
- **Responding** appropriately to what group members share and to their willingness to be open and vulnerable with the group.

5 Keys to Communicating Acceptance²

Servant Attitude - An advanced decision to serve.

Eye Contact - Focusing your attention.

Relaxed Posture - Open and accepting body language.

Valuing Differences - Open to others' uniqueness.

Embody Jesus' Love - Focused on experiencing and expressing love.

Small Group L.E.A.D.E.R. Paradigm

A: Accountability Provider

- Grace-filled “truth in love”
- Timely challenge
- Movement from the current to the desired state

Accountability is provided by the Small Group Leader in a way that is **truthful yet grace-filled**. Shame and blame have no place in this process. Certainly, we all have areas in our lives that need transformation and challenges that need to be overcome. Striking the right balance of grace and truth in your leadership will be key to a healthy growth experience.

When a sinful pattern emerges, however, addressing it with a **timely challenge** is key. People will be paying attention to the level of accountability you set for the group and the timeliness of your challenges to the group. If there is very little accountability, personal investment will be kept to a minimum. If members know that there is an expectation that they wrestle with the material, homework and reflection questions during the week, they are much more likely to show up better prepared.

Your time journeying together through the Delta and/or Omega Course is a short and important season together, so encouraging and celebrating **movement** towards Christ-likeness is important. While leading your Small Group you will have the opportunity to create a sense of “normal” for people engaged in a covenant group. Encourage them to fully dive into it! Remember to recognize any amount of movement toward the desired state. Celebrate baby steps!

D: Demonstrates

- Sets the tone for the group
- “Goes First” by personally applying the Delta or Omega content
- Is appropriately vulnerable

You **set the tone** for the group. The flip side of the accountability coin is that you are also providing a living picture of the “desired state” through your own presence and actions.

It is important that you “**Go First**” by personally applying the Course content to your life. If you, as a Small Group Leader, are not wrestling with the material, homework and reflection questions yourself, it’s extremely difficult (and even hypocritical) to expect others to do it.

One of the most important ways that you can “Go First” is to be **appropriately vulnerable** about your journey with God. If you are desiring to get to deeper levels of discussion and interaction, you will often need to be the one willing to “Go First.”

E: Empowers

- Equip
- Support
- Encourage

Small Group Leaders empower group members by:

Equipping them for their journey. If a participant is not able to make a week, you can help them get a hold of supplemental resources (CDs, DVDs, etc.) that will help keep them up to speed. Do they need help arranging for a baby-sitter for a week or even personally need a ride? As a Small Group Leader, facilitating the “practicals” can be just as important as facilitating the actual group discussions.

Supporting each participant through prayer. This is our greatest work. To see true transformation taking place in the lives of the members of our Small Group, God’s Spirit must be at work. Each person will experience spiritual static during the week or during the session because the enemy of our souls will do anything to distract us. It is imperative that you as a Small Group Leader are covering each one of your members in prayer.

Small Group L.E.A.D.E.R. Paradigm

Encouraging in and out of the weekly sessions. In-session encouragement is crucial but during the week your encouragement will be just as vital. Consider giving each member a quick phone call or email during the week to see how they are progressing. This is also an excellent opportunity for prayer and relationship-building.

R: Relates with Excellence

- Respect for differences: cultural, personal, etc.
- Allows the Holy Spirit and Scripture to bring truth, revelation and conviction and not primarily personal opinion
- Understands the basic psychological needs of people

Respecting people's differences is vital to establishing trusting relationships. Relating with excellence requires us to develop discernment between something that might be a character issue that needs to be addressed and less weighty matters of cultural and personal preference. Additionally, being aware of cultural differences can help to facilitate interaction and understanding of different perspectives among group members.

Relating with excellence also requires us (and our personal opinions) to take the back seat to **God's Spirit and Scripture to bring truth, revelation and conviction** to people and conversations.

Lastly, relating with excellence requires us to understand and relate with an awareness of the hard-wired universal human **"needs"** people bring to the group each week. If the relational dynamics of your group are not honoring the universal needs of people, they will become dysfunctional. When you relate to people with these needs in mind you cultivate the relational soil in which people are willing to embrace God and one another.

Small Group L.E.A.D.E.R. Paradigm

OMEGA

Life Spring Network

Universal human needs in Work Groups discussed in the
Creating a Connection Culture Seminar:

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

Universal Human Needs discussed in Session 2 of the Omega Course:

1. To Live
2. To Love and Be Loved
3. To Experience Variety
4. To Feel Important

Dr. Murray Banks

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



Delta and Omega Course Leadership

Delta and Omega C.O.R.E. Small Group L.E.A.D.E.R.'s Guide Features

For each Delta or Omega Course Session the C.O.R.E. Small Group L.E.A.D.E.R.'s Guide provides:

An Objectives Chart

Each Objectives Chart provides four tools for you to review yourself and also to ask your group as you see fit:

Objectives

The Cognitive, Affective, Behavioral, and Existential Objectives for the Sessions as outlined in the Omega Course Workbooks (not in Delta Course Workbook). These Objectives provide the framework for effective evaluation along the way and include the main points of each session.

Application of Personal Story or Illustration

Weave in real life examples or illustrations of the material that you have experienced in your own life. Use the questions here to get you thinking of applications and illustrations that will help achieve the related objectives.

Questions for Evaluation

These questions can be used to evaluate the degree to which the participants are processing the material according to the objectives. These questions can be posed to individuals or your entire Small Group. You can pose them throughout your time together or in a specific time segment.

Additional Questions for Mentoring

Whether you are working with someone one-on-one or facilitating questions with a Small Group or even a larger group, these questions go a step or two beyond the Reflective Questions found in the Delta and Omega Course Workbooks.

Delta and Omega Course Leadership

Break-Point Questions

It is possible for your Small Group to go through the Delta and Omega Courses together using the DVDs instead of a live trainer for the sessions. We have included discussion questions that you can pose to your group after each natural breaking point on the DVDs.

Follow Up Learning Experiences

These experiences are designed to extend the Delta and Omega Course experiences past the session meetings. Additionally, they often provide participants with the opportunity to share some of the material with others while fostering deep, meaningful relationships. These experiences can be done as a group or on an individual basis.

Prayer Requests

We provide space for you to record the prayer requests from your group members.

God Sightings (Epiphanies)

As you begin this journey, you will experience God working in others. You will also experience Him working in you. We have integrated space for you to document these “God Sightings” along the way. These become powerful testimonies that glorify God, encourage your faith and serve as tools for feedback and evaluation.

Group Member List

List the members of your small group below:

Name:	
Phone 1:	
Phone 2:	
Address:	
City, State, Zip	
Email:	

Name:	
Phone 1:	
Phone 2:	
Address:	
City, State, Zip	
Email:	

Name:	
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Phone 1:	
Phone 2:	
Address:	
City, State, Zip	
Email:	

Name:	
Phone 1:	
Phone 2:	
Address:	
City, State, Zip	
Email:	

An abstract artwork featuring a stylized tree with roots. The tree is rendered in shades of green, yellow, and brown, with dark outlines. The background is a solid olive green. The text "Delta Session 1: Abundant Living" is overlaid in white serif font.

Delta Session 1: Abundant Living

Objectives Chart

	Application of Personal Story or Illustration	Questions for Evaluation	Additional Questions for Mentoring
Cognitive (Knowing Objectives)			
Gain a more complete understanding of the Biblical Principle of Stewardship.	How has taking the Delta or Omega Course impacted how you steward your own life? What practices have you either integrated or left behind that pertain to this?	Define “stewardship” in your own words.	In what ways do you think the Biblical principle of Stewardship will give you a new sense of freedom? How do you see this affecting your impact in God’s Kingdom?
Affective (Feeling Objectives)			
Be assured of God’s perfect provision for our lives. Be encouraged to get “On Mission” with God.	Think about the time when you first felt assured of God’s perfect provision for your life. What were the circumstances leading up to this? What happened as a result of that assurance?	What difference do you sense between knowing God’s perfect provision and feeling the assurance of God’s perfect provision?	On a scale of 1 to 10, how assured do you feel of God’s perfect provision? At what time in your life have you felt most assured about His perfect provision for you?
Behavioral (Doing Objectives)			
Spend time this week tracking your time and reflecting on the concept of Life Stewardship. Pray the “Lord’s Prayer” through the lens of the 7 Values of Abundant Living.	When you tracked your time did God reveal any areas where you were using your time well? Did you feel convicted about needing to reallocate your time differently?	What were the top two revelations you had from tracking your time this week and praying the “Lord’s Prayer”?	What insights have you gleaned from tracking your time this week? Are there any adjustments you feel prompted to make as a result of these insights? How will you know if you have been successful in making these adjustments?
Existential (Lifelong Objectives)			
Learn how to live as a Steward in God’s Kingdom obediently following His Mission for your life including His Vision, Priorities and Values.	What areas of your life did you have to hand over to God in order to become a Fully Devoted Follower of Christ?	How would someone who doesn’t know you recognize you as a Fully Devoted Follower of Christ who lives as a Steward in God’s Kingdom?	What aspects of God’s mission for your life do you sense is holding you back from being a Fully Devoted Follower of Christ? What would it take to give these areas fully to Him?

Break-Point Questions

Introduction	<p>Are you ready to make a C.O.R.E. commitment to the journey through the Delta Course with your Small Group?</p> <p>Commit to the Journey</p> <p>Open to Growth</p> <p>Relate to the Group</p> <p>Enter into Scripture</p>
Discussion Time 1: Life Stewardship	<p>We live during a very unique and important time in history. With the possibility of connection to God the Father, through Jesus the Son in the Power of the Holy Spirit, we have access to greatness.</p> <p>How are you stewarding that opportunity in your life?</p>
Discussion Time 2: God's Mission for our lives	<p>How well aligned with God's Mission for our lives are you?</p> <p>In what ways could you be more on mission with God?</p>
Discussion Time 3: God's Vision	<p>How do you respond to this view of God's vision for your life?</p> <p>How would you rate your experience and expression of God's love?</p>
Discussion Time 4: God's Priorities	<p>What does your current priority scale look like?</p> <p>How in line with God's priority scale are you?</p>
Discussion Time 5: God's Values	<p>Which of the 7 Values of Abundant Living do you need to work on in order to grow as a Christian?</p>

Weekly Prayer Requests

Session 1

Date:

Name:

Requests/Praises:

Name:

Requests/Praises:

Name:

Requests/Praises:

Name:

Requests/Praises:

Weekly Prayer Requests

OMEGA

Session 1

Date:

Name:

Requests/Praises:

Name:

Requests/Praises:

Name:

Requests/Praises:

Name:

Requests/Praises:

Life Spring Network

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

Delta Session 1: Abundant Living

Follow-Up Learning Experiences

1. Is there something in your life that you have worked hard at being an “owner” of that God would like you to open your grip on and become a manager of? Think of a way that you can modify this particular thing – either by decreasing or increasing your involvement with some aspect of it over the next week.
2. Write a brief paragraph describing how your life would look different if you were “On Mission with God.” What difference would this make personally, professionally and spiritually? Share this description with another person or triad in your small group.
3. Think of a person in your life whose priorities seem to be rightly ordered according to the list we covered in this session. How does this influence how he or she lives life? What aspects of this most encourage you? If possible, write a note or contact this person in some way this week to let them know how they have encouraged you. If it is not possible, offer up a prayer of thanksgiving for this person.

God Sightings

Here are some ways I saw God at work in *others* through this session:

Here are some ways I saw God at work in *me* through this session:



Delta Session 2: Connecting with Christ

Objectives Chart

	Application of Personal Story or Illustration	Questions for Evaluation	Additional Questions for Mentoring
Cognitive (Knowing Objectives)			
Grasp how engaging your identity in Christ allows you to enter into the Abundant Life.	What are some ways that engaging in your identity allowed you to enter into the Abundant Life? How did the characteristics of the Abundant Life that you experienced correlate with the aspects of your identity in Christ?	In your own words, how would you explain the link between engaging in your identity in Christ and experiencing the Abundant Life?	On a scale of 1 (low) to 10 (high), how completely do you see yourself engaging in your identity in Christ? What is missing that could help you increase that number?
Affective (Feeling Objectives)			
Feel empowered to align your will with the will of the Father.	Think of a time when you were empowered to align your will with the will of the Father. How did you come to the realization that this was needed? What was the outcome of the situation?	What does it mean to you to feel “empowered?” What sense do you have of that from this session, particularly as it pertains to aligning our wills with the will of the Father?	What is it about this session that you feel most “empowered” by? How does this correlate with ways that you sense the Father has empowered you in the past?
Behavioral (Doing Objectives)			
Give God space to speak to you about who He has created you to be.	What is your favorite way of giving God space? Specifically, what do you need to do so that this is a regular habit?	What does it look like for you to give God space? How do you plan to integrate this to achieve this objective this week?	What is your usual method of giving God space? Think of another method that might stretch you in this area and allow God to speak to you in new and different ways. Who could coach you in this?
Existential (Lifelong Objectives)			
Be able to more fully experience and express love with all of your Heart, Soul, Mind and Strength.	How have you seen yourself being able to connect with Christ more fully and experience and express His love? How do you see this playing out for the rest of your life?	What life-long habits or strategies would most help you keep connected with God through Jesus Christ as a Human Being? Who in your life can help you make sure that you do this?	Paint a picture of what life is like when this objective is a reality in your life for the next 10, 20 or 30 years.

Break-Point Questions

Introduction and Recap	<p>As you reflected upon God's Mission for your life including His Vision, Priorities and the 7 Values of Abundant Living:</p> <p>What do you feel best about?</p> <p>Are there any adjustments you feel prompted to make?</p> <p>If so, what are they</p>
Discussion Time 1: Truth of Perspective Living with a Biblical Worldview - Cycle of Grief and Grace	Where does the Cycle of Grace get short-circuited in your life?
Discussion Time 2: Truth of Identity - Genesis 1:27, Psalm 139:13-16 2 Corinthians 5:17	What do these verses have to do with our identity in Christ?
Discussion Time 3: Heart	What one discipline can you build into your life today that would help you daily realign your heart with God?
Discussion Time 4: Soul	<p>What aspect of the soul makes the most sense to you?</p> <p>How in touch with your feelings are you these days and how has it changed throughout your life?</p>
Discussion Time 5: Mind	Have you ever experienced God bringing the Scriptures alive for you? What was/ is it like?
Discussion Time 6: Strength	<p>What is your current eating and exercise rhythm like?</p> <p>How could it be better?</p> <p>How do you observe the Sabbath?</p>

Weekly Prayer Requests

Session 2

Date:

Name:

Requests/Praises:

Name:

Requests/Praises:

Name:

Requests/Praises:

Name:

Requests/Praises:

Weekly Prayer Requests

OMEGA

Session 2

Date:

Name:

Requests/Praises:

Name:

Requests/Praises:

Name:

Requests/Praises:

Name:

Requests/Praises:

Life Spring Network

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Session 2: Connecting with Christ

Follow-Up Learning Experiences

1. This week, find a time and a place when you can be by yourself and take a walk with God. Share with your group where you went, how long you spent, and what God revealed to you during this time.
2. Choose one of the following to do this week:
 - a. Soul: Journal a bit on the following: “Right now I am most:
 - i. Mad about...”
 - ii. Disappointed about...”
 - iii. Happy about...”
 - iv. Hopeful about...”
 - b. Mind: Pick a Bible verse to commit to memory
 - c. Strength: Block out a day this week to truly engage in a Sabbath
3. Document everything you eat this week. (That means EVERYTHING! ...No Cheating!) Get a reality check on your current picture of nutrition. What do you see?

God Sightings

Here are some ways I saw God at work in *others* through this session:

Here are some ways I saw God at work in *me* through this session:



Delta Session 3: Connecting with Community

Objectives Chart

	Application of Personal Story or Illustration	Questions for Evaluation	Additional Questions for Mentoring
Cognitive (Knowing Objectives)			
Recognize the importance of community as a tool God uses to keep us on-track and growing.	Think about a time when God used community to help you through a difficult time. How did the ministering that they provided make a difference for you?	How do you see the power of the community around you being a tool that God can use to keep you on-track and growing? On a scale of 1 (low) to 10 (high), how open are you to their involvement?	In what ways has God asked you to participate in your community to minister to others? How might He be desiring to grow you in this role in the coming year?
Affective (Feeling Objectives)			
Experience a renewed sense of connection with others in your Inner Circle, Relative/Parent, Church Member, Mentee/Mentor and Ambassador/Friend relationships.	In what ways have you seen God increase the connection in these roles? Which connection point has been the most significant for you?	What would it mean for you to experience a renewed sense of connection? Write the key words of your response down in your journal. Pick one to focus on fostering in these roles this week. How do you plan to do this?	What obstacles do you foresee when you consider experiencing a renewed sense of connection in these roles? How can this be a point of prayer for you in the coming week?
Behavioral (Doing Objectives)			
Assess and plan out how you intend to grow your connection to community through engaging in different spiritual disciplines for each role.	Which Spiritual disciplines have had the most impact in your life? Describe how God has used various disciplines to train you in righteousness.	Identify the role that God was bringing to the forefront the most during this session.	Which disciplines do you think God is leading you to engage in? Why?
Existential (Lifelong Objectives)			
Facilitate and foster deep, meaningful relationships with the people in our Inner Circle, Relative/Parent, Church Member, Mentee/Mentor and Ambassador/Friend relationships.	How have the deep, meaningful relationships you have developed in these roles spilled over to positively impact the other relationships in your life? To what do you contribute this?	In the long-term, how do you see God wanting to work through you to minister to others in these roles in your life?	How will you know if the people in these roles of your life are experiencing a deeper, meaningful relationship with you? What strategies can you employ that will keep you aware of how they are feeling?

Break-Point Questions

Introduction and Recap	<p>As you reflected upon the Truths of Perspective and Identity and your Identity Roles of Heart, Soul, Mind and Strength:</p> <p>What do you feel best about?</p> <p>Are there any adjustments you feel prompted to make?</p> <p>If so, what are they?</p>
Discussion Time 1: Truth of Community and Inner Circle	<p>What does your Inner Circle look like?</p> <p>How do these people function in your life?</p> <p>If there was one thing that would help this area of your life to become more “alive,” what would it be?</p>
Discussion Time 2: Relative/Parent	<p>What one thing can you intentionally build into your life to help these relationships experience and express more love?</p>
Discussion Time 3: Church Member	<p>Matthew 18:15-20 assumes a depth of commitment to a covenant community that is rare these days. Why do you think we all need this kind of accountability and discipline?</p> <p>Which of the “One Another’s” listed in your workbook appendix would you like to see become more active in your relationships with your community of faith?</p>
Discussion Time 4: Mentee/Mentor	<p>What mentoring relationships currently exist in your life?</p> <p>Think of two people in your life that God might use as a: Paul or Paula (Intentional Mentor) Barnabas or Barbie (Peer Mentor) Timothy or Tina (Mentee)</p>
Discussion Time 5: Ambassador/Friend	<p>Identify one person already in your life who God might want you to reach out and befriend.</p>

Weekly Prayer Requests

Session 3

Date:

Name:

Requests/Praises:

Name:

Requests/Praises:

Name:

Requests/Praises:

Name:

Requests/Praises:

Weekly Prayer Requests

OMEGA

Life Spring Network

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

Session 3

Date:

Name:

Requests/Praises:

Name:

Requests/Praises:

Name:

Requests/Praises:

Name:

Requests/Praises:

Session 3: Connecting with Community

Follow-Up Learning Experiences

1. Create a strategy to intentionally build into your parent/child relationships over the next month. If you do not have biological parent/child relationships, consider other individuals who have been a part of this role for you already. Share this strategy with your group the next time you meet.
2. Establish contact with a person or group of people that you would like to mentor you in some area. By the end of the week, have at least one person set up to mentor you and outline a timetable for how often these mentoring sessions will take place, through what kind of format (in person, webcam, etc.) and where. Share your progress with your group.
3. Identify one person in your life that you can intentionally invest in this week as an Ambassador/Friend. Make contact and set up an opportunity to spend some time together. It can be in person, via the internet or over the phone.

God Sightings

Here are some ways I saw God at work in *others* through this session:

Here are some ways I saw God at work in *me* through this session:



Delta Session 4: Connecting with Calling

Objectives Chart

	Application of Personal Story or Illustration	Questions for Evaluation	Additional Questions for Mentoring
Cognitive (Knowing Objectives)			
Grasp how God desires to utilize your calling to express His love to the world through the identity roles of Minister of Compassion, Steward of Resouces, Empowered Servant. Calling Mentee/ Mentor and Professional.	Think of a person whom you have seen God use to express His love to the world by utilizing their unique calling? How have you seen God use you in this same way?	What do you do that prevents God from utilizing your calling to express His love to the world? What are the ramifications of this?	Talk about the degree to which you feel you are aware of God's calling in your life. How would you most like Him to utilize who you are to express His love to the world?
Affective (Feeling Objectives)			
Be inspired to make strategic decisions about compassion issues, financial stewardship, serving in the power of the Holy Spirit and as a professional.	What strategic decisions have you made to connect with your calling of servanthood in the world since you took the Delta Course, and how have you carried these out?	What inspires you most about making strategic decisions about compassion issues from this session?	What is your history of involvement with compassion issues? If God were asking you to take this to the next level, what would He most want you to do?
Behavioral (Doing Objectives)			
Assess and plan out how you intend to grow your connection to your calling through engaging in different spiritual disciplines for each role.	When did you first have a sense of God's calling for your life? What was the process by which He refined and honed this? How does He continue to do this today?	Identify the role that God was bringing to the forefront the most during this session.	Which disciplines do you think God is leading you to engage in? Why?
Existential (Lifelong Objectives)			
Be able to more fully experience and express love in your calling of servanthood in the world.	How have you seen yourself able to connect with your calling more fully and experience and express His love? How do you see this playing out for the rest of your life?	What life-long habits or strategies would most help you keep connected with your calling of servanthood? Who in your life can help you make sure that you do this?	Paint a picture of what life is like when this objective is a reality in your life for the next 10, 20 or 30 years.

Break-Point Questions

Introduction and Recap	As you reflected upon the Law of Community and the Identity roles of Inner Circle, Relative/Parent, Church Member, Mentee/Mentor and Ambassador/Friend: What do you feel best about? Are there any adjustments you feel prompted to make? If so, what are they?
Discussion Time 1: Truth of Calling	What do you think it means for someone to be considered worthy of God's calling? How has God equipped you to function in your calling?
Discussion Time 2: Truth of Servanthood	What aspects of Servanthood do you see portrayed in John 13:1-9? Through whom does God serve you?
Discussion Time 3: Minister of Compassion	How has God comforted you in your times of trouble? How have you let this comfort that you received from God overflow into others' lives through you?
Discussion Time 4: Steward of Resources	What has your experience been like as you strive to become a: Diligent Earner, Generous Giver, Wise Saver, Cautious Debtor and Prudent Consumer?
Discussion Time 5: Empowered Servant	If you have ever taken a Spiritual Gifts inventory, what gifts did this inventory reveal that you have? If you haven't taken an inventory, which gifts would you guess that God has imparted to you?
Discussion Time 6: Calling Mentee/Mentor	What is your experience with this role? Who came to mind that could function in your life as a Calling Mentor and Mentee?
Discussion Time 7: Profession	Which roles do you play in your profession that you will enter in your roles diagram?
Chapter 7: Good Stewardship	How could you function better as a Good Steward of your life?

Weekly Prayer Requests

Session 4

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Session 4

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Session 4: Connecting with Calling

Follow-Up Learning Experiences

1. Take some time to consider your calling. Jot down some ideas or keywords that represent your thoughts. At your next group meeting, take some time to give feedback to each group member. What feedback about your calling does the group give to you?
2. Plan a trip to your local food bank or soup kitchen. Volunteer opportunities help you get in touch with those in need right in your own backyard. You can do this with family, friends, or as an outreach project for your small group or ministry.
3. As you think through the roles in your profession, which role would you most like to grow in over the next year. Research ways that you might easily build in some training and growth opportunities sooner rather than later.

God Sightings

Here are some ways I saw God at work in *others* through this session:

Here are some ways I saw God at work in *me* through this session:



Delta Session 5: The Journey of Transformation

Objectives Chart

	Application of Personal Story or Illustration	Questions for Evaluation	Additional Questions for Mentoring
Cognitive (Knowing Objectives)			
Understand the principles of the Entering into the Light, the Cycle of Renewal, and the Truths of Transformaton, Attitude, Reality and Consequences.	What Attitudes do you feel convicted to change? How did the Cycle of Renewal come into play with this set of circumstances? How did you see the role of the church at work in this process?	Draw a quick picture of the Cycle of Renewal that you could use to teach someone else. Include pertinent information covered in this session.	If there was one question that someone could ask you about the Cycle of Renewal that would get to the heart of something God would like you to address, what would it be?
Affective (Feeling Objectives)			
Feel empowered to pursue God's transformational training in righteousness.	When you think of being trained in righteousness, which aspect of it excites you the most? How does this motivate you to pursue this training as a disciple of Christ?	In what ways do you experience a sense of empowerment as a result of this session? How does this result in transformation and not just inspiration in your life?	How do these models better facilitate your training in righteousness? How will this translate into your closest relationships?
Behavioral (Doing Objectives)			
Fully engage in the Cycle of Renewal as a means to spiritual maturity.	Think of a time when you saw someone else experience (knowingly or unknowingly) this Cycle of Renewal. How did it breathe new life into that individual and community of faith surrounding him or her?	Which area of the Cycle of Renewal is currently most active in your life? Which is the least active? What can you do to activate this area so that you can more fully engage the entire Cycle of Renewal?	If there is one area of the Cycle of Renewal in which more Biblical study would benefit you, which one would it be? Which Biblical character comes to mind first when you consider this?
Existential (Lifelong Objectives)			
Commit to pursuing God's transformation in your life with an awareness of the obstacles and resources available to you through God and His church.	What do you see as being one of the most underused resources in the community of faith? How do you participate in working to alleviate that?	What obstacles and resources do you perceive you will experience through your community of faith in the years ahead?	Who in your community of faith helps identify "blind spots" or areas where you experience obstacles within your own life? How can you connect with this person for a fresh perspective in the next month?

Break-Point Questions

Introduction and Recap	<p>As you reflected upon the truths of Calling and Servanthood and the identity roles of being a called Servant: What do you feel best about?</p> <p>Are there any adjustments you feel prompted to make? If so, what are they?</p> <p>Life Focus Question: Out of the fourteen identity roles that we have studied in the past four sessions, what are the three roles in your life that need the most attention over the next three months?</p>
Discussion Time 1: The Truth of Transformation	<p>What does it mean to you to offer your body as a living sacrifice to God? (Romans 12:1-3)</p> <p>Where do you go to find Sober Judgment for your life?</p> <p>In what areas or aspects of your life do you find it most difficult to surrender control to God and submit to His guidance and power?</p> <p>What questions do you have about the Cycle of Renewal?</p>
Discussion Time 2: Truth of Attitude	<p>Which of Christ's attitudes are you feeling challenged to incorporate into your life?</p>
Discussion Time 3: Godly Attitudes based on the Promises of God	<p>What promises stood out to you the most and why?</p> <p>What new attitudes will you choose that God has promised to bless?</p>
Discussion Time 4: Truths of Reality and Consequences	<p>What is your experience with Spiritual Warfare? Do you understand how the Evil One and your sinful nature co-conspire to lead you away from God? How do you draw upon God to stand against these forces? God says that your choices will have an impact on your life and on your children; how have you experienced this? In what areas of your life would you say you are clearly sowing to the flesh and sowing to the Spirit?</p>
Discussion Time 4: The Cycle of Renewal and Believing	<p>What is something that you are struggling with right now in your life that needs holistic transformation?</p> <p>How have you either not begun or short circuited this process in your life?</p>

Weekly Prayer Requests

Session 5

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Session 5

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Session 5: The Journey of Transformation

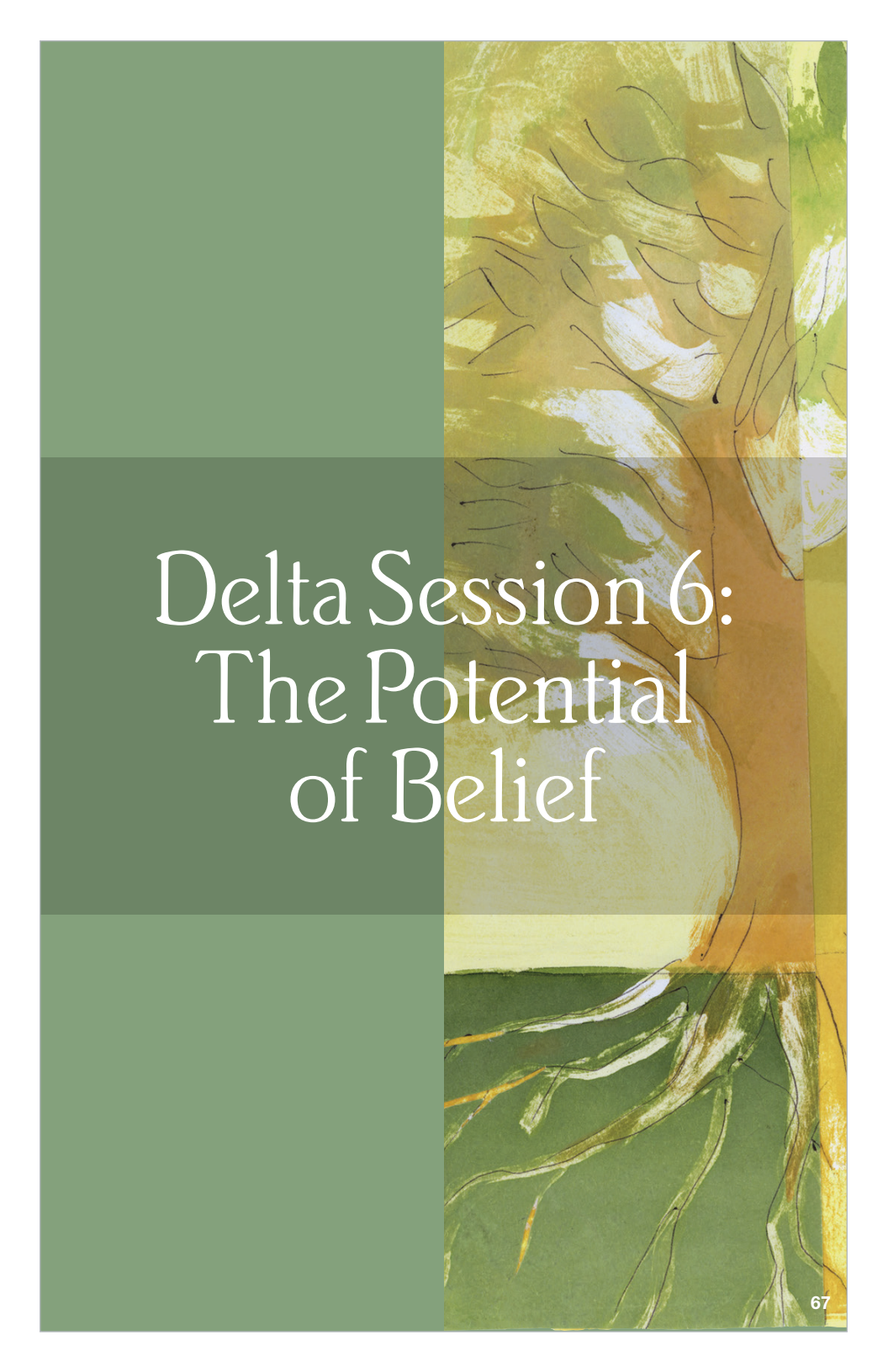
Follow-Up Learning Experiences

1. Teach the Cycle of Renewal to a close friend or relative. How can you be a part of the cycle for that particular person? How can he/she be a part of the Cycle for you? Create a covenant agreement to help hold each other accountable in these areas.
2. Did God bring someone to mind during this session with whom you need to be reconciled? Think of one or two people who could both support and facilitate this in some way. If you've tried to reconcile with someone one on one and it's been rebuffed, follow in the spirit of Matthew 18. Discuss with your support people how best to proceed if God continues to lead in this way.
3. Create a visualization of one of the attitudes that you felt God calling you to adopt through this session. You could use a photograph from a magazine or article, or one of your own. If you don't find it captured in a single photograph, you can create a montage to more completely represent the idea.

God Sightings

Here are some ways I saw God at work in *others* through this session:

Here are some ways I saw God at work in *me* through this session:



Delta Session 6: The Potential of Belief

Objectives Chart

	Application of Personal Story or Illustration	Questions for Evaluation	Additional Questions for Mentoring
Cognitive (Knowing Objectives)			
Become more self-aware by learning the importance of having an objective awareness of your obedience to God's Mission, Character and Purpose.	How has having an objective awareness about yourself helped you develop a deeper awareness of others? How does this impact your relationship with these individuals?	List three ways that having an objective awareness of ourselves is important. How do you see the role of feedback from others working in this?	How do you most like to receive feedback from others? (Written? Oral?) What helps you open up to receive feedback that is less than positive? What is your strategy for filtering but utilizing unrequested or negative feedback?
Affective (Feeling Objectives)			
Be inspired to discover and utilize assets that you have in the areas of passion, upbringing and resources for realizing your life's potential.	What was your biggest "find" when you went through this session?	Which assets of your life have been most under-utilized up until this point? What does God seem to be saying to you about this? What is your level of inspiration to take action in this area?	Which assets of your passions are currently being under-utilized? How would you like to see this situation change? What would it take to get there?
Behavioral (Doing Objectives)			
Assess your Obedience to God's Mission and your character strenghts while beginning to discover your purpose by examining your Passion, Upbringing and Resources.	What aspect of your story could most encourage one of your group members to assess their own obedience to God's Mission?	What aspect of your Genogram was most valuable in assess- ing your obedience to God's Mission and your character strengths?	What one area is God putting His finger on when it comes to being in a place of obedience to His Mission? What is He asking you to do with this?
Existential (Lifelong Objectives)			
Experience and express love in deeper and more meaningful ways by living more obediently on mission with God, developing Christ-like character and living into your passions, upbringing and resources.	How do you intend to continue cultivating Christ-like character as you continue in your journey? How will you know when you have "arrived" when it comes to this?	Which one aspect of your character do you think God would most like to develop over the next ten years so that you are able to experience and express love in deeper and more meaningful ways?	Who in your life could most use a more deep and meaningful experience and expression of God's love through you? How do you see the content of this session facilitating that over the long-term?

Break-Point Questions

Introduction and Recap	<p>As you reflected upon the Truths of Transformation, Attitude, Reality and Consequences:</p> <p>What do you feel best about?</p> <p>Are there any adjustments you feel prompted to make?</p> <p>If so, what are they?</p>
Discussion Time 1: Assessing Obedience to God's Mission	What has your experience been like with having people help you get an accurate assessment of yourself?
Discussion Time 2: The Belief Model	What new insights does the Belief Model give you about how your beliefs drive your behavior?
Discussion Time 3: Pride vs. Humility	What is the struggle between Pride and Humility like in your life?
Discussion Time 4: Envy vs. Contentment	What is the struggle between Envy and Contentment like in your life?
Discussion Time 5: Wrath vs. Meekness	What is the struggle between Wrath and Meekness like in your life?
Discussion Time 6: Sloth vs. Obedience	What is the struggle between Sloth and Obedience like in your life?
Discussion Time 7: Greed vs. Stewardship	What is the struggle between Greed and Stewardship like in your life?
Discussion Time 8: Gluttony vs. Temperance	What is the struggle between Gluttony and Temperance like in your life?
Discussion Time 9: Lust vs. Chastity	What is the struggle between Lust and Chastity like in your life?

Weekly Prayer Requests

Session 6

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Session 6

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Session 6: The Potential of Belief

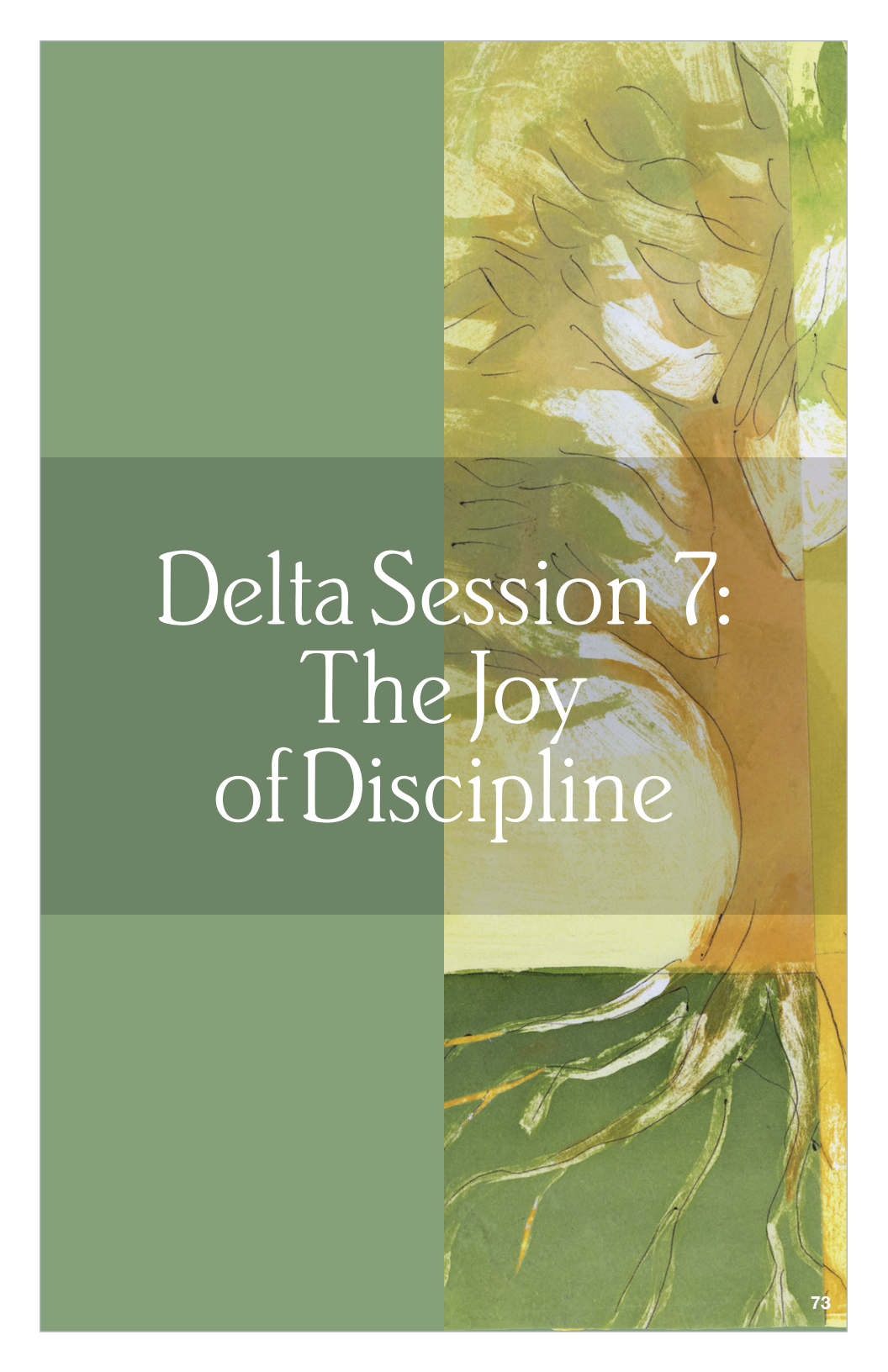
Follow-Up Learning Experiences

1. Spend some time in prayer and reflection considering your areas of passion. Think back to some passions you may have had earlier in your life. What were they? Have they faded out or changed over time? To what do you attribute these changes? Do they need to be more redefined or more resurrected?
2. Build a Genogram and discuss any insights you have gleaned about yourself from studying your upbringing with a mentor. Create an approach to either develop or deal with some of the larger issues that you found there.
3. Make a list of the following people in your life: parents, children, grandchildren and members of your Inner Circle. Over the next month, make a chart listing each person's love language and personality type.
4. Choose one of the following:
 - a. Meet with a mentor to explore how your P.U.R.P.O.S.E. better clarifies your calling of servanthood in life.
 - b. Take the Empowered Servanthood (Spiritual Gifts) Seminar.
 - c. Sit down with people who have known you for over ten years and ask them what they believe are your true abilities.

God Sightings

Here are some ways I saw God at work in *others* through this session:

Here are some ways I saw God at work in *me* through this session:

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Delta Session 7: The Joy of Discipline

Objectives Chart

	Application of Personal Story or Illustration	Questions for Evaluation	Additional Questions for Mentoring
Cognitive (Knowing Objectives)			
Learn the role of accountability, process and perseverance in setting and realizing God-discerned goals.	What has your experience been with goal setting? Are you more oriented towards problem-solving or goal-setting? What does this look like in your life today?	Why are accountability, process, perseverance, and discipline important aspects of the goal-setting process?	As you look at understanding and implementing accountability, process, perseverance and discipline, which area feels like the strongest for you? Which area feels the weakest? Why?
Affective (Feeling Objectives)			
Be motivated and not overwhelmed by having a workable plan by which to gain momentum towards God's goals for your life.	What motivates you the most about this session? Why? How do you see this working in the lives of the small group as well?	Identify moments when you begin to feel overwhelmed. What do you sense triggering these feelings? How can you eliminate or manage the elements so that you either move away or are less likely to enter into these feelings of being overwhelmed?	To what degree do you already feel momentum toward your goal in life? What has helped or sustained this already? How do you see this in light of what has been covered in this session?
Behavioral (Doing Objectives)			
Create detailed goals for three identity roles that need the most attention in your life and mega goals for all the other areas in order to see the big picture of your life-growth plan.	Use your experience with the planning pages as an example for the rest of the small group. Address any questions that you had in going through the process as points of clarification for them.	Choose one role that God has brought to the forefront for you during your time in Delta and share your planning pages for that role.	What new insights or revelations have you had as a result of completing the planning pages for these roles? How could a mentor help you work through any perceived obstacles you have highlighted?
Existential (Lifelong Objectives)			
Continue to grow as a disciple of Christ through the appropriate use of goal-setting, planning and mentoring.	How could you, as a small group, help hold each other accountable when it comes to the appropriate use of goal-setting, planning and mentoring?	How can you keep the planning you have done as a result of this session from getting dusty on the shelf? How can you revisit and revise your goals on a regular basis?	How can you be a part of starting a movement of mentoring in the community of faith around you - either in your church or small group?

Break-Point Questions

Introduction and Recap	<p>As you reflected upon the Truths of Potential and Belief, and the 7 deadly Sins and the 7 Life Giving Virtues:</p> <p>What do you feel best about?</p> <p>Are there any adjustments you feel prompted to make?</p> <p>If so, what are they?</p>
Discussion Time 1: God's Plan for our Lives	<p>Do you believe that God's plan for our lives is to prosper us (experience and express love) and not to harm us?</p> <p>As you have submitted to the Lordship of Christ, followed His guidance and lived in the power of the Holy Spirit, how has God used your life to bear fruit?</p>
Discussion Time 2: Truth of Discipline	<p>What disciplines would you say are already integrated into your lifestyle?</p> <p>How are you being guided by the Spirit into new disciplines that will train you in righteousness?</p>
Discussion Time 3: Truth of Growth	<p>Why is it important to begin with the end in mind in goal-setting or problem-solving?</p> <p>How do you do this in your life?</p> <p>How do you plan to seek out God's wisdom in establishing your goals?</p>
Discussion Time 4: Perseverance	<p>How have you been challenged to persevere in your life?</p> <p>How would you rate your overall ability to strive and persevere toward goals in your life?</p>

Weekly Prayer Requests

Session 7

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Session 7

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Session 7: The Joy of Discipline

Follow-Up Learning Experiences

1. Identify a project that you can do with others that will require using a form of planning pages and setting S.M.A.R.T. goals. It might be an outreach or compassion project with a small group, a home project, or a weekend getaway with friends. Practice being intentional and S.M.A.R.T. about the outcomes. If possible, teach others these strategies as well (by the way, kids are great participants!).
2. What is one way that you can really honor this season in your life that you have previously been neglecting or rushing through? Integrate this into your planning pages for this session.

God Sightings

Here are some ways I saw God at work in *others* through this session:

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Delta Session 8: Aligned Training

Objectives Chart

	Application of Personal Story or Illustration	Questions for Evaluation	Additional Questions for Mentoring
Cognitive (Knowing Objectives)			
Grasp the necessity and process of Alignment and Training in the life of a reproductive disciple of Christ.	Over the past month, which area of your life has God moved you to be more in alignment with Him? How does training play a part in your journey of discipleship?	How have you experienced the tendency to drift away from God's will in your life? How do you see the process of alignment helping you with this?	What are the consequences of not engaging in the process of alignment? What difference does it make if this is done sporadically or consistently? How can you gain the most momentum?
Affective (Feeling Objectives)			
Be hopeful and encouraged to embrace God's training in righteousness and live the Abundant Life in Christ.	In what ways do you feel empowered to live the Abundant Life in Christ and how has this changed for you since you first started Delta?	What will be your signal that an in-course adjustment is necessary? What kind of adjustments do you anticipate having to make, if any?	Who will you use in your life to help highlight when you might need to make an in-course adjustment?
Behavioral (Doing Objectives)			
Commit to training towards Christ-likeness, pursuing personal growth plans and evaluating the flow of the fruit of the Spirit in and through your life.	How do you involve others in your journey of faith so that you are an intentional disciple-maker for His kingdom? What have you learned through your experience in doing this?	In what new ways do you perceive intentional disciple-making becoming more evident in your faith walk?	Make a list of people that you have already touched in some way and in some aspect of the disciple-making process. You can name individuals or groups of people. What patterns do you see emerging from this list?
Existential (Lifelong Objectives)			
Regularly plan, evaluate and adjust your life in order to stay in alignment with God's Mission for your life.	Talk about the way you regularly plan, evaluate and adjust your life in order to stay in alignment with God's Mission for your life. In addition to the Delta materials, what tools or strategies have you found helpful?	What can you do that will help make regular planning, evaluating and adjusting a practical reality as you move forward?	What is one thing that would most help you sustain the momentum you have generated from the Delta Course? What can you do in the next 48 hours that would most ensure that this comes to pass?

Break-Point Questions

Introduction and Recap	<p>As you reflected upon the Truths of Discipline and Growth, and your experience with Accountability, Process and Perseverance:</p> <p>What do you feel best about?</p> <p>Are there any adjustments you feel prompted to make?</p> <p>If so, what are they?</p>
Discussion Time 1: Truth of Alignment	<p>How have you experienced the lack of disciplined alignment leading you toward death?</p> <p>Proverbs 8:32-36. Failure to accomplish goals or tasks that you felt led to pursue. Neglecting different roles in your life due to a lack of daily alignment and planning. What kind of tool or system do you think will work best with your life?</p>
Discussion Time 2: Revelation and Adjustments	<p>Are you regularly seeking out God's revelation and willingly applying it to your life through the Cycle of Renewal?</p> <p>How can you be more aware of where you are in the Cycle of Renewal at any point in time?</p>
Discussion Time 3: Truth of Training and Fruit of the Spirit	<p>How have you been challenged to develop in Christlikeness through the Delta Course?</p> <p>Which Fruit of the Spirit would your friends say need the most attention in your life?</p> <p>How does identifying this developmental need connect with the three roles you have chosen to work on and the goals that you have set for yourself?</p>

Weekly Prayer Requests

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Session 8: Aligned Training

Follow-Up Learning Experiences

1. Think of a project that your group could do together that would give you some experience in project planning together.
2. Think of three individuals who you could intentionally invest time in, and take them through the Delta materials on your own. You might want to form a small group or meet with them individually. A formal or informal arrangement and setting is up to you. You can use the Delta videos (online) to supplement any areas that you feel unsure about.
3. Spend an afternoon with God and your Delta Workbook. As you flip back through the sessions, journal about the major revelations that God has brought to you over the duration of the course. What do you sense is next for you? Share these thoughts with your mentor.

God Sightings

Here are some ways I saw God at work in *others* through this session:

Here are some ways I saw God at work in *me* through this session:
