



# GROW!

*Living as  
Spiritual Transformational Leaders*

*One Hour Sessions*

*Spiritual Transformational Leaders engage others  
in abundant Christian love that transforms lives  
wherever they go.*

Facilitator's Guide (FG) Directions in green  
Participant's Guide (PG) to direct the students in blue  
Slides are in yellow



## Staying in Love with God

**Opening Introductions** – share your name and an experience of sharing or receiving a random act of kindness.

**Spiritual Practice** – Use the slides (6, 7) and directions on the Facilitator's Guide (FG), page 2, for the Lectio Divina.

**Simple Harmony – Thoughts of Holistic Christian Life**, Larry Duggins, 2<sup>nd</sup> edition, 2018

Using the slides (9 – 16), introduce the scripture and Celtic Cross image from **Simple Harmony** to become familiar with the four quadrants of the cross image. Page 4 of the Participant's Guide (PG) provides space for participants to jot down their activities in the four quadrants.

**Experiential Leadership** – before the next class use the four-quadrant image (page 4 PG) to continue processing your activities in the four areas. Consider how you experience balance among the four quadrants (page 6, question 1, PG).

1. What would you need to do more?
2. What would you need to do less?
3. Come to next session prepared to talk about how you experience unity for yourself and/or your congregation.

**Closing** – Use slide 22 to reflect and pray together.



## Staying in Love with God

**Spiritual Practice** – Conduce a prayerful conversation about what participants discovered about unity in their lives or the life of the congregation. What is the overall theme of the unity? Offer a prayer of celebration for it!

**Reflections of Experiential Leadership** - In general conversation, consider the balance of living within the four quadrants from **Simple Harmony**.

1. What did participants discover about what they need to do more and what they need to do less?
2. How did they experience balance among the four?

**Four Postures of Contemplation** – use **slides 17 – 19** to teach the elements from Elaine Heath’s book **God Unbound** - four postures. There are teaching notes on **pages 4 and 5 of the FG**. Use the question on **slide 19** for conversation in smaller groups of 2 or 3.

**Presence** – **slide 20** – read with the group. What might you add to your daily routine in order to practice “God Consciousness” more regularly?

**Experiential Leadership** – before the next session:

1. Keep a log of your “being” (**page 6 in PG**), using Heath’s Contemplative Stance as a way of being in the world – what were your attitudes and behaviors as you participated in life and leadership?
2. The next two sessions will prepare you to know your spiritual gifts, so use a Spiritual Gifts Inventory to prepare for these sessions.

<https://www.umcdiscipleship.org/spiritual-gifts-inventory/en>

**Closing** – Share prayers of gratitude related to recognizing God’s activity in each day. For example, “Thank you God for helping me see the needs of my neighbors.”



## Gratitude and Extravagant Generosity

**Spiritual Practice** – Using slides 25 - 29, and page 9 of the FG, lead the Visio Divina (divine seeing)

**Reflections of Experiential Leadership** - lead a general discussion about these questions (page 9 in PG):

1. What did you notice about your attitudes and behaviors (being) as you lived your life since our last meeting?
2. How did you practice a contemplative stance and what did you learn from the experience?

**Session Content** – Voices of Gratitude – follow the directions on page 10 in the FG about the power and value of gratitude and generosity as a way of being and living. The Voices of Gratitude resource (list and handouts) is in the Google Drive.

Watch Brother David Steindl-Rast's video (slide 32) and use the chart on page 9 in the PG to discover your everyday and unexpected gifts. Directions are on page 11 in the FG.

**Experiential Leadership** – before the next session:

1. Until our next session, keep a Gratitude Journal – jotting down three things at the beginning and end of each day (pages 16-17 in PG).
2. Be prepared to discuss your spiritual gifts. <https://www.umcdiscipleship.org/spiritual-gifts-inventory/en>
3. For something extra, use “The WORD on Gratitude and Generosity Sheet” (page 13, PG) to read the daily scriptures.

**Closing** - Use slide 43 and page 13 of the FG to end with the Visio Divina.



## Gratitude and Extravagant Generosity

**Spiritual Practice** – Begin the class time by having each person share a gratitude for which they became aware of during the week. Turn this into a time of silent prayer.

**Reflections of Experiential Leadership** - Broaden the prayerful conversation to share any thoughts about how they practiced daily gratefulness and generosity. What were the surprising outcomes from practicing gratefulness and generosity?

**Session Content** – Spiritual Gifts – follow the directions on [page 12 of the FG](#) and [slide 37](#) to talk together in smaller groups about your spiritual gifts.

Using the video in [slides 39 and 40](#) and instructions on [page 13 in the FG](#), talk about what Grateful Living and Leadership is and is not ([PG page 11](#)).

**Experiential Leadership** – before the next session:

1. How will you use one of your spiritual gifts this week?
2. How is God calling you to share it?
3. If you haven't done "The WORD on Gratitude and Generosity Sheet" ([page 13, PG](#)) please use it this week to read the daily scriptures.

**Closing** - Use [slide 43](#) and the instructions on [page 13 of the PG](#) to end with the Visio Divina.



## ***Inviting Others into Discipleship Relationships***

**Spiritual Practice** – Use **slide 46** and the instructions of **page 18 of the FG** to practice a centering prayer.

### **Reflections of Experiential Leadership -**

1. How is God calling you to use your spiritual gifts? How did you practice using them?
2. What are the continuing outcomes from living with gratitude and generosity?

**Session Content** – Triangle/Square Thinking. Using **slides 48 – 53**, **FG page 19-20**, and **PG pages 16, 17** work through the presentation. Take enough time for participants to engage in their initial reactions and thoughts about where their congregation is in understanding the triangle.

### **Experiential Leadership** – before the next session:

1. Read and study **pages 18-19 of the PG** – Full Circle Discipleship
2. Begin the process of understanding your values for living (**page 17 PG**). Make a list of those convictions, guide principles, and priorities that are important to the way you make decisions. Journal on **page 21 PG**. **Facilitator**: there is a list of possible values in the Google Drive of GROW! resources – values worksheet.pdf.

**Closing** - Practice the Centering Prayer again.



## ***Inviting Others into Discipleship Relationships***

**Spiritual Practice** – Use **slide 46** and the instructions of **page 18 of the FG** to practice a centering prayer – use a different centering word than last week.

### **Reflections of Experiential Leadership -**

1. What progress did you make in discerning your values?
2. Share one of the values with the class.

**Session Content** – Full Circle Discipleship – **using slides 54 – 69** and **pages 20-22 of the FG**, quickly teach about Full Circle Discipleship – the class was to have read their document in the Participant’s Guide (**pages 18-19**) before class, so they should have some working knowledge of this concept. **Slides 67-68** are the working slides for this session. Make sure participants use the matrix (**page 20 PG**) to make their selections and discern a next step in their discipleship journey.

### **Experiential Leadership** – before the next session:

1. Use the third question on **page 21 PG** to reflect on my opportunities for leading others as disciples of Jesus.
2. Use the worksheet on **page 22 PG** to prepare for the next class.

**Closing** - Have each person share a prayer of gratitude for the opportunity to grow as a disciple of Jesus.



## ***Personal Discernment, Vision, Strategic Focus***

**Spiritual Practice** – Using slides 75, 76, and FG page 29, lead the class using the “Real Beauty Sketches” video. What hinders people’s sense of the love God has for each person?

**Reflections of Experiential Leadership** - Discuss the questions on slide 77, reflecting on the learning from the two previous sessions.

**Session Content** – Using slides 78-79, FG pages 29-31, and PG pages 24, 25; help participants understand and write their own “why” statement. Use the questions on page 25 PG in smaller groups to help clarify each person’s identity statement.

**Experiential Leadership** – before the next session:

1. Pray your identity statement every day.
2. Using pages 25 – 26 of PG, complete the Vision Starter Questions.
3. Review or complete the work from the end of session 3A on understanding your values.

**Closing** - In “popcorn” style prayers, share something about yourself for which you are thankful.



## ***Personal Discernment, Vision, Strategic Focus***

**Spiritual Practice** – Start this session by having each person read their identify statement (developed the previous session) as a prayer.

**Reflections of Experiential Leadership** - Share with each other about the internal work you had to do to understand your values. Name one or two values that specifically help you live as a disciple of Jesus.

**Session Content** – Using slides 80-83 and page 31 FG and pages 25-26 PG, begin processing the “How” (values) of each person’s life. Use small groups to discuss the values questions on page 25. Next, move on to the “What” of personal vision. While this work will not be completed in class, make sure each person understands the work they will do to complete a vision statement.

**Experiential Leadership** – before the next session:

1. Continue writing your vision statement. Use the bible study from page 25 and work on developing a “what” statement that works with your identity and values.
2. Meet with your pastor or a trusted friend to share your personal identity, values, and vision. Talk with them about whether this resonates with their experience of you.
3. Read the handout on Adaptive Leadership (page 29 FG) before the next session.

**Closing** - Use slide 89 to end the session – leaving in silence to reflect upon your own life’s meaning – why, how, what.



**Spiritual Practice** – Using slides 92 or 93 (hidden), page 36 FG, and page 30 PG; complete the Prayer Walk experience.

**Reflections of Experiential Leadership** -

1. Join with two other participants to share your vision. How have you begun to live this out?
2. What did you learn from the article about adaptive leadership? Keep this in mind as we work through this session and the next.

**Session Content** – Using slides 94 – 98, pages 36 – 38 FG, and pages 30 - 31 PG teach the sections on Who Are We? Who Do We Serve? What Do We Stand For? Notice the similarities of our personal work of “Why” - identity and “How” - values. Specifically work in small groups to share stories and identify some values of your congregation.

**Experiential Leadership** – before the next session (questions 2 and 3, page 34 PG):

1. Do a prayer walk around your neighborhood this week – what is God showing you about your neighbors?
2. Encourage someone else from your church to tell you about an experience when they felt most proud to be part of the congregation. What values arose from their story?
3. Reflect on your neighbors around your congregation. What might be the next right thing for the people near your church facility?

**Closing** - Begin the work of noticing our neighbors by closing with a prayer that asks God to open our eyes and ears to the community around us. If there are specific needs that arose during your conversation, be sure to include these in your prayer time.



**Spiritual Practice** – Revisit your Prayer Walk drawing exercise, coupled with your actual Prayer Walk opportunity. Have each person share a reflection of God’s work in the neighborhood.

**Reflections of Experiential Leadership** -

1. What values did you learn as you listened to other’s stories of your congregation?
2. What ideas are emerging as a next right step for the people near you?

**Session Content** – Starting with **slides 100 – 101**, **FG pages 38-39**, and **PG pages 32-33**, explore your congregations purpose by finding a good proximate purpose. Use the questions on **page 32** to help guide the conversation.

The next section is about Navigating Through Change – **using slides 103 – 105**. Using the scripts on **pages 39 – 40 FG**, work through this information, ending with the discussion questions in the middle of **page 33 PG**.

**Experiential Leadership** – before the next session:

1. Now that you have identified a personal sense of vision and purpose, how does it mesh with your congregations’ proximate purpose? What are some next steps to help this intersection have deeper meaning?

**Closing** - What one challenge did you experience today? Popcorn responses as a closing prayer. Celebrate that God is with us, even when there are challenges!



**Spiritual Practice** – Using [slide 110](#), [FG page 42](#) and [PG page 35](#), participate in Praying the Scripture.

**Reflections of Experiential Leadership** - How does your personal sense of vision and purpose mesh with your congregations' proximate purpose? What next steps are you considering to help this intersection have deeper meaning?

**Session Content** – Introduce the basic concepts of Hero Maker by using [slides 112 – 114](#) and the material on [pages 42-43 in the FG](#). [Slides 115 – 117](#) provide the opportunity to learn about ICNU then practice it during class time. End this time by asking: How has an ICNU conversation been powerful in your life? How might you use this technique with someone you know now?

**Experiential Leadership** – before the next session:

1. Practice ICNU conversations with people who might be interested in taking the next steps of discipleship or leadership.
2. Read Chapter 7 from Hero Maker so as to be familiar with the Apprentice Model.

**Closing** -

- Read Galatians 5:22-23 as a foundation for reflecting on ICNU Conversations.
- What did it feel like to be the giver for your ICNU conversation? The receiver?
- What will you celebrate from these conversations?
- Thank God for your celebrations!



**Spiritual Practice** – Spend a minute or two in silent reflection for the person(s) with whom you shared (or will share) “ICNU”. Use a popcorn-style prayer to name these names as we pray together for their receptiveness to the ICNU conversation.

**Reflections of Experiential Leadership** - Share more about your ICNU Conversations and how it felt to use this technique.

**Session Content** – Using slides 118-119, FG pages 43-44, and PG pages 36-37 teach the Apprentice Model from Chapter 7 of Hero Maker. Using the space at the top of page 37, jot down the steps you would take to apprentice someone in a job that you know well. Consider how you would incorporate their growth as a disciple of Jesus in this process.

**Experiential Leadership** (slide 122) – before the next session:

1. Begin to put your apprenticeship action plan into place – recruit an apprentice and begin working on step one with them. Consider using the ICNU conversation to recruit that person
2. Consider how you would grow others in their discipleship as you apprentice them.
3. How do I create a culture of apprenticing (empower others to mentor) that frees people to lead?

**Closing** - Pray the Scripture using the process on FG page 42, PG page 35.



### **Spiritual Practice –**

Use your imagination to walk or drive around your community. As you move past houses, businesses, parks, shops, and restaurants jot down the things for which you are grateful. Notice the places where you have a sense of good positive energy and make a note of them as well. Finish your journey with a minute or so in grateful reflection with God for the place where you live. (Slide 126)

**Reflections of Experiential Leadership** - What progress have you made in recruiting an apprentice and getting them started in the multiplying process? What possibilities have you considered for growing others in discipleship through apprenticing or creating a culture of apprenticing? (Slide 127)

**Session Content** – Using Slides 128 – 132, FG pages 47-48 and PG pages 39-40 teach the section on “The Art of Listening”. End with the practice that allows each participant to experience active listening. Here’s another image that may be useful:



**Experiential Leadership** – before the next session:

1. Using your skills in listening and asking clarifying questions, start a conversation with a young person you know to discover how they experience community (meaningful relationships) in their daily life. Work hard at listening to this person, not judging or problem solving. What did you learn?
2. Come prepared to reflect on the first 4 chapters of Witness Your Why by Jeremy Scott.

**Closing** - Practice the Centering Prayer, page 18 of the FG, to focus on listening.



### **Spiritual Practice –**

Revisit your imaginary trip through your community (slide 140). Now look for darker places that exist. As you prayer-fully reflect on these places, imagine the light of Jesus shining in on them. What do you see once Jesus' light is present? Put yourself in a position of openness to what God might want to happen at this place.

**Reflections of Experiential Leadership** - What did you learn or experience by practicing your listening skills and asking clarifying questions?

**Session Content** – Using slides 133 – 137, FG pages 48 – 50, and PG page 40-41 discuss the material from Witness Your Why, specifically chapter 3. It is particularly important to have the conversation on slide 137.

**Experiential Leadership** – before the next session: (Slide 138)

1. Find an opportunity to start a conversation with someone who could be a community partner – mayor, police, firefighter, school counselor. Listen and ask clarifying questions as they talk about the needs of the community. Bring back what you learned.
2. As you move around your neighborhood and larger community, notice where young people are. *Where do they gather? What are they doing together? Is there good positive energy there?*
3. Pray about what you discover. Ask God to help you find a way to provide community, personal and social transformation, purpose finding, creativity, and accountability with the young people in your community. Jot down ideas as they develop in your prayer life.
4. Come prepared to interact with Chapters 5 & 6 in Witness Your Why.

**Closing** - In a prayerful attitude, share the thoughts you had during the spiritual practice – what happened in darker places when Jesus' light was given the opportunity to shine? Ask God to bless these images.



**Spiritual Practice** – Use **slide 143** to lead the group through a Prayer of Examen. Also found on **page 52 in FG**, and **page 43 in PG**.

**Reflections of Experiential Leadership** - (**slide 144**)

1. What did you learn from a conversation with a community partner?
2. How did you experience your community as you looked for where the young people gather and what they are doing?
3. What ideas were generated through your prayer life?

**Session Content** – Using **slides 145 – 148**, **FG pages 52-53**, and **PG pages 43-44** work through the material gleaned from Chapters 5 & 6 in Witness Your Why. This work matches well with Elaine Heath’s 4 Postures of Contemplation from session one B. This work is more about relationships than transactions. “You matter to me even if you don’t come to Sunday morning worship and do what my church friends have always done.”

**Experiential Leadership** – before the next session:

Spend some time looking through your Participant’s Guide looking for the highlights of what you have learned. Review your personal vision statements and the learnings from Session 5 A & B.

**Closing** - Review the Prayer of Examen on **PF page 43**. Collectively ask God to help prepare you for the work that is developing so that each person can react and respond to Jesus’s desire for your church and community.



**Spiritual Practice** – Use Romans 12:1-2 to practice praying the scripture (directions on **slide 110**). “Therefore, I urge you, brothers and sisters, in view of God’s mercy, to offer your bodies as a living sacrifice, holy and pleasing to God—this is your true and proper worship. Do not conform to the pattern of this world but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is—his good, pleasing, and perfect will.”

**Reflections of Experiential Leadership** - What highlights came from your review of our sessions together?

**Session Content** – Using **Slides 149- 153**, **FG pages 54-55**, and **PG page 45** work through the ideas presented about recognizing fertile ground for transformation and a process to experience FLOW of collaboration in the commons. What are the steps your need to take to put this process into action?

**Experiential Leadership** – before the next session:

Because you are using this material in a church or charge setting, what will you do to continue the learning and put into practice what you have discovered? How is God leading you now?

**Closing** -

When I look back over our experience together, one thing that I learned, will value, and use is.....



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