



**SHIFT**  
CHURCH

*(THE VISION: in 45 minutes or so...)*

Version  
1.0

# SHIFT VISION: INTRO

# A NOTE FROM ALAN

Lewis & Clark set off on a great adventure into the wild western expansion. They were hired as river explorers to travel up river to find the Northwest water passage to the Pacific Ocean, but they encountered “*the most terrible mountains we had ever beheld*”. They ran out of rivers to travel and had to set foot upon new and uncharted territory to learn how to be mountaineers. They pressed on to accomplish the mission they were given to “discover” new territory! They understood that their identity wasn’t the “Corps of River Explorers”, but instead they were the “Corps of Discovery” even if it meant a **shift** in thinking, strategy, and tactics.

The Church today is venturing into uncharted, unexplored, and unknown territory in an increasingly post-christian culture. The spiritual terrain has changed and rather than blaming the world for our ineffectiveness and inability to accomplish God’s mission, we need to **shift** our thinking in how we go about doing what we do and why we do it. This new thinking needs to incorporate a different strategy with new tactics that are founded in the Bible, using the methods of Jesus and the Apostles, all being led by the Holy Spirit.

In this Vision Book, we hope you will be inspired and find joy in the full expression of your faith in Jesus Christ here at **SHIFT** church.



## SHIFT VISION: INTRO



DEFINITION: To exchange for, or replace by another, to change the place, position, or direction of: to MOVE

SHIFT VISION: INTRO

# CULTURE SHIFT

## WHY IS A CULTURE SHIFT NEEDED?

*In terms of movement, the Church is **tanking**.*

If the American Church was being effective overall,  
it would be rockin' and rollin' ... buuuuut it's not.

How do we know ... ?



# WHERE IS THE CHURCH TODAY?

- Over 3,000 churches close every year in America
- US churches lose more than 3 million members each year
- America is now solidly a post-Christian culture
- Less than 20% of Americans regularly attend church
- The “Nones” (those who claim no religion) have risen from 8% to over 20%
- 93% of men confess they have no best friend

What kinds of things has the Church been doing to try and be “relevant” and “reach the world”?



# HOW DID WE GET HERE?

- Visitation teams making cold calls
- Offering tons of programs (i.e. VBS, youth group, men's/women's ministries, etc...)
- Handing out tracts & pamphlets, advertising, mailers, etc...
- Putting on special events & productions
- Doing nice things, especially giving out free stuff
- Seeker sensitive services that are “relevant”
- Plans that aren't really plans

Is there anything inherently wrong with these things? Of course not. But have they been effective? Overall...not so much.

SO, WHERE  
SHOULD WE GO  
FROM HERE?

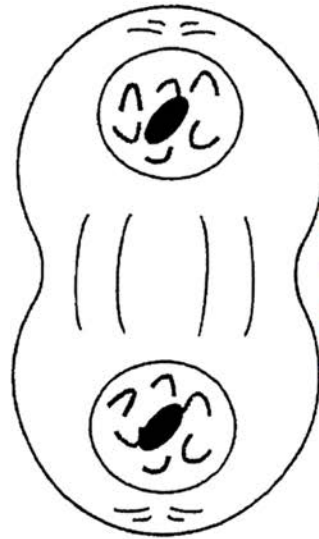
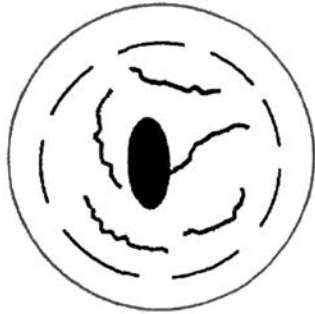
We don't just want to **DO CHURCH** like we've always done it;  
We want to **BE** the Church effectively by doing it **DIFFERENTLY**.

- Get back to the basics
- Love people in a way that is not easy, but be willing to do hard things
- Not only TELL people about Christ, but demonstrate true transformation
- Not just TALK about making disciples, but have a PLAN that actually does
- Reach people through people, not productions or events
- Reduce amount of programs to intentionally create opportunities for relationships
- Have a clear strategy that is centralized around **AUTHENTIC RELATIONSHIPS**

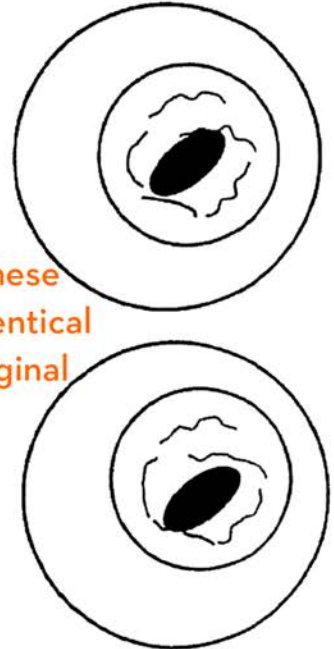
**BOTTOM LINE:**

Relationships must reach a certain depth  
in order to foster spiritual maturity

# DNA



Both of these  
will be identical  
to the original  
cell



## MITOSIS:

How a single cell divides and multiplies



WE MUST  
FOCUS ON  
REPRODUCING  
THE RIGHT  
VISION

For an organism to transform, we do not just change the anatomy (organ transplant)

An organism doesn't change at the cellular level either (blood transfusion)

Identity ONLY transforms at the DNA level

- The term "DNA" has often been casually used without recognizing the effort needed to change it

Think about the way Christ transforms us:

- A **NEW BIRTH** changed at the DNA level.

Our goal is to literally shift the **entire** culture within our 4 walls at the DNA level **where the ownership of the vision takes hold at the most intrinsic level.**

***You are part of the collective whole:***

Cultural shift takes place when each of us steps into this vision personally.

# SEEING THROUGH NEW LENSES

When we study history, we discover that whenever God was doing something new, it required a “*putting aside*” of old things: **don't miss it!**

When the old is not put away, the community is defeating itself by not completely moving ahead (because of holding onto old practices)

A few examples:

- Israelites conquering new territory were constantly called on by God to put away old ways/practices;
- Jesus' first public message: “You have heard it said ... ***BUT I say to you***” ... He was shifting culture!
- Jesus taught the ancient principle: ***you cannot put new wine into old wineskins***

“Those who fail to study history are doomed to repeat it.”

# I M A G I N E



**VISION IS**  
IMAGINING  
GOD'S **BETTER**  
FUTURE.

It was quite common for God to call His people to **IMAGINE**

- A land flowing with Milk an Honey (Exodus 3:8)
- Reaching the ends of the earth (Acts 1:8)

“Without vision (imagining God’s better future) the people will **perish.**” Prov 29:18

It must be attainable - not lofty and unreachable

So, open up your mind, intentionally set aside how church has been “done” in the past...

Be prepared to **imagine** a “new” (biblical) way of **BEING**

**...this ain't your grandfather's oldsmobile.**

Before we continue ... in everything we do in our lives,  
*from God's perspective* (point of view), there is a ...

*Why* (why we do what we're doing)

AND

*What* (what are we supposed to do?)

AND

*How* (how do we do it?)



# THE BIG WHY

SHIFT VISION: INTRO

WE ARE DESIGNED SPECIFICALLY TO:  
**GLORIFY GOD BY ACCOMPLISHING/DOING HIS WORK ON EARTH**

Jesus prayed this prayer to His Father at the end of His life...

*I have brought you glory on earth by accomplishing the work you gave me to do.*

*John 17:4*

And this is exactly what YOU have been designed 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*

*I consider my life worth nothing to me, if only I may finish the race and  
accomplish the task the LORD Jesus has given me.*

*Acts 20:24*

# THE WHAT

## Our Assignment:

1. Love God
2. Love People
3. Share Christ
4. Make Disciples

*Go into all the world and preach the good news to all creation - and make disciples of all nations.*

*Mark 16:15, Matthew 28:19*

*My loved ones, let us devote ourselves to loving one another. Love comes straight from God, and everyone who loves is born of God and truly knows God.*

*1 John 4:7*

## HERE'S THE DEAL:

All of Christ's followers pretty much agree on **THE WHAT** ...

*... most churches have a mission or vision statement that includes some combination of these ...*

## REALITY CHECK

Understanding **THE WHAT** (Our Assignment) is merely the starting line. It is entirely possible to agree (and understand) **THE WHAT**, but never get it done effectively.

# THE HOW



What WILL make the difference is THE HOW

THE HOW is our *PLAN*



Without a PLAN (THE HOW), Our Assignment (THE WHAT) won't get done.

# HOW THE VISION IN ACTION.

(HOLD ON IT'S COMING...)

Everybody loves a good idea, but...

**UNLESS THERE'S A PLAN (THE HOW) THE VISION WILL JUST BE "ANOTHER GOOD IDEA" AND OUR WORK (THE WHAT) WON'T GET ACCOMPLISHED.**

*A great many churches in America don't really have an actionable plan...*

*They usually stop at the "What."*

**GOOD  
NEWS**



**WE HAVE A PLAN at SHIFT church!**

...this is our point of difference.

*"Without a vision, the people will perish." - Prov 29:18*

THE

PLAN

## *No shift will ever happen unmanaged*

Our country has a frame: **the Constitution**  
everything runs through this framework:

Decisions are not based on personal opinions  Rather, everything is filtered through the frame

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Many churches' vision and mission are ineffective because:

- Too lofty to attain - so no one is inspired and driven by it
  - No one really knows it
  - Only the leadership is working the plan: it is not at the DNA level
- 

All great plans start with defining exactly why **WE** do what we do as a church, **AND** making sure that “**OUR WHY**” (based upon God's BIG WHY) is effectively communicated and taken hold of at the deepest and most intrinsic levels.

INTRODUCING OUR...

# "UNIQUE WHY"

Our "why" is the cause, purpose, and reason for existing that ignites us.

Our VISION puts OUR WHY into words and actions ...  
It's gotta start with a vision ... so here it is ...

theVISION 



# THE VISION

***“Our Vision @ **SHIFT** church is to execute an intentional, relationally-driven strategy for causing personal spiritual transformation, so that together, we can accomplish the work God has given us to do.”***

# T H E P O W E R

We can never REALLY be effective if we're not working together as a team.

*"Individual commitment to a group effort - that is what makes a team work, a company work, a society work, civilization work." - Vince Lombardi*

The Early Church turned the world upside down BECAUSE they were operating as a UNIT, a team with solidarity.

*"ALL the believers were ONE in heart and mind." (Acts 4:32)*

## O F F T E A M

Great team  
players possess  
certain “-bilities”

AVAILABILITY: consistently present

DURABILITY: to endure, no matter what

CREDIBILITY: being real and authentic

CAPABILITY: prepared to pay the price

STABILITY: solid and constant

COACHABILITY: openness to input

FLEXIBILITY: a willingness to change

*Complete my joy and be of the same mind, by having the same love, being united in spirit, and having one purpose.*

*Philippians 2:2*

# THE POWER OF TEAM – SYNERGY

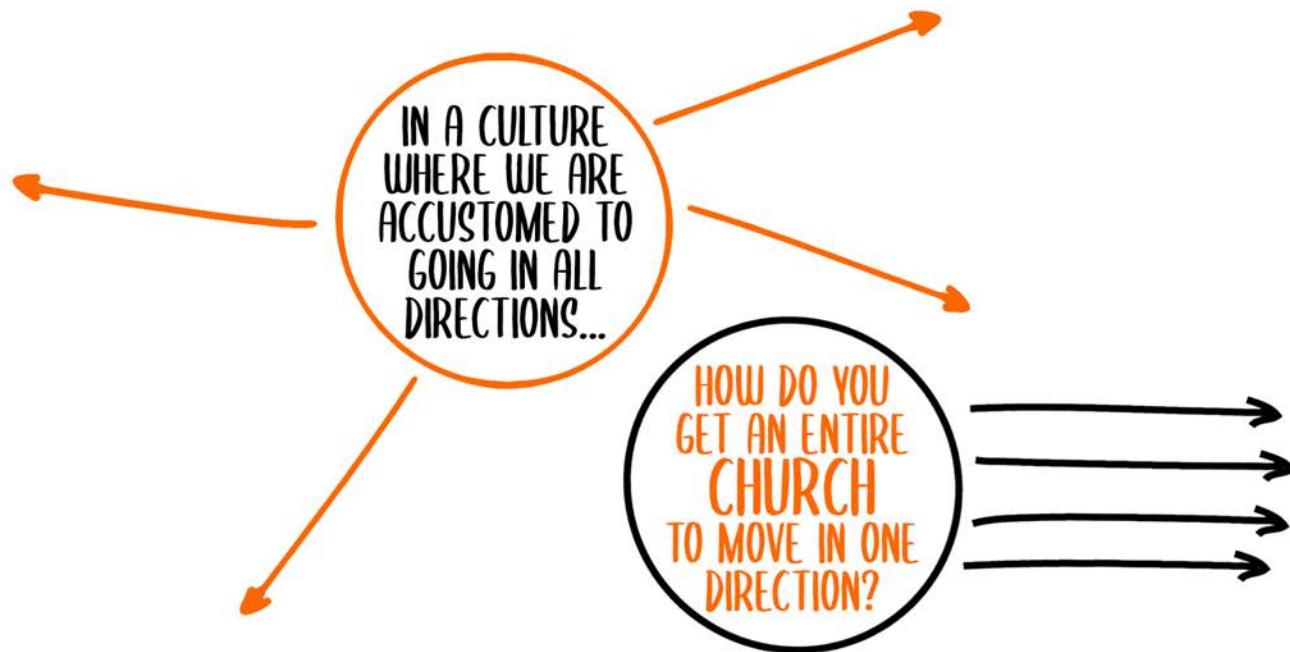
Most people would agree that TWO horses can pull more than ONE horse.  
But what you may not know is that TWO horses can pull 3X what ONE horse can pull?

- ONE draft horse can pull 8,000 pounds
- TWO draft horses can pull 24,000 pounds!

IT'S NOT JUST ABOUT BEING ON A TEAM - THE **POWER** COMES FROM:

- 1) HAVING A PLAN
- 2) FOLLOWING THE PLAN; AS A TEAM
- 3) SYNERGY

It is a MONUMENTAL effort to shift the DNA of any given culture, especially culture in a church. This is where the heavy lifting takes place; there are no shortcuts.



The DEFINING TOOL that directs every decision, every action, all of our motives; it's the guide that determines what we DO, and what we DON'T do ... we call this TOOL the **VISION FRAME**.

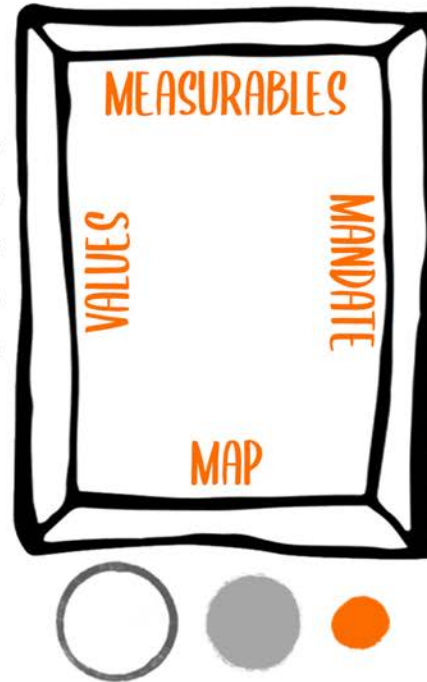
SHIFT VISION: **FRAME**

**VISION**

**FRAME**

# VISION FRAME

[i] imitate, initiate, instigate



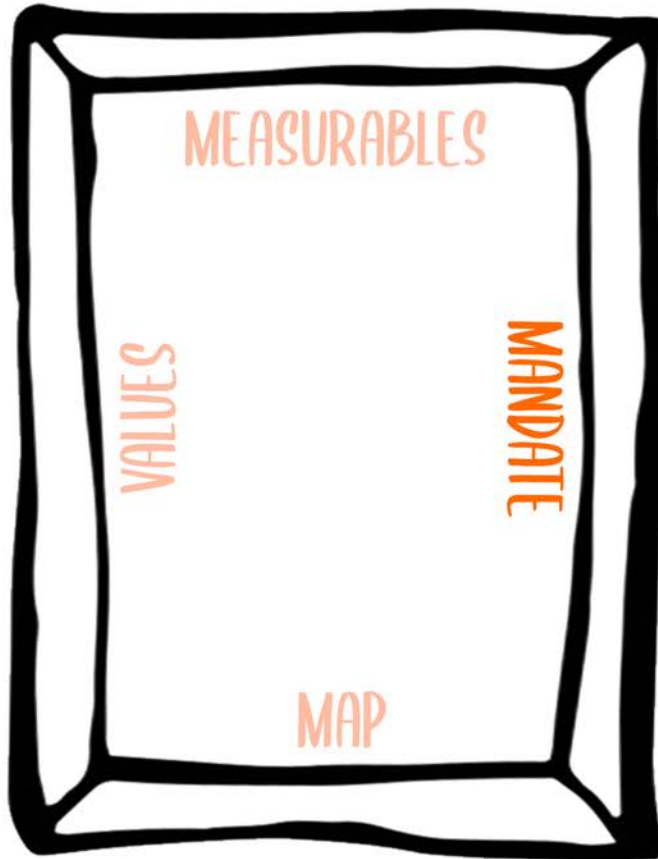
- Simplicity
- Relational Intentionality
  - Courage with Humility
- Intergenerational Leading Edge
- Readiness for Spiritual Warfare

Shifting everyday relationships into authentic community to live God's adventure together; fully alive!

Now, let's go through each side of the VISION FRAME ...

... we begin with our **MANDATE**





# OUR MANDATE

(WHAT WE'RE AIMING FOR)

SHIFTING EVERYDAY RELATIONSHIPS  
INTO AUTHENTIC COMMUNITY  
TO LIVE GOD'S ADVENTURE  
TOGETHER; FULLY ALIVE!

# WHAT IS AN "EVERYDAY RELATIONSHIP"?

CASHIER GUY AT THE COFFEE SHOP UBER DRIVER  
ACQUAINTANCE  
CO-WORKER WAITRESS COUSIN STUDY GROUP

"Everyday" means the way you are inside **AND** outside the church  
...it's "inauthentic" to be one way inside and another outside.

**IMAGINE** the impact we could have on the non-believing  
community if we were more authentic in **BOTH**  
our lives and faith!

People are usually looking for TANGIBLE PROOF of God...  
...to understand who He truly is, what He's truly like...

SEEING IS  
BELIEVING

When we live in authentic relationships, we begin to put on display  
this relational God in His relational image.

*"By this all people will know that you are my disciples, if you have love for one another" (John 13:35)*

*"Be imitators of God as dearly loved children and live in love, just as Christ also loved us" (Eph 5:1-2)*

# LET'S LOOK BACK TO WHEN JESUS WAS ON EARTH...

Near the end of His life, Jesus prayed for future generations (that's you & me). He asked for one thing. Guess what He asked from the Father for us to have...?

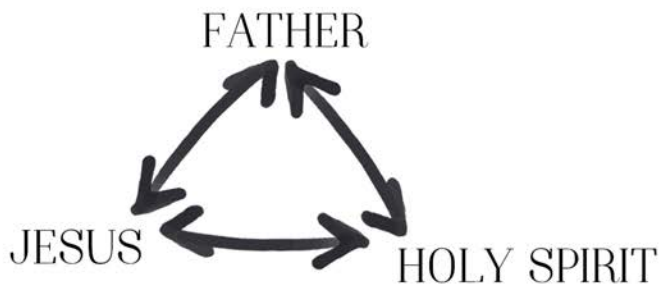
**RELATIONSHIPS**

*"I pray also for those who will believe in me through their message, that all of them may be one, Father, just as you are in me and I am in you. May they also be in us ..."*

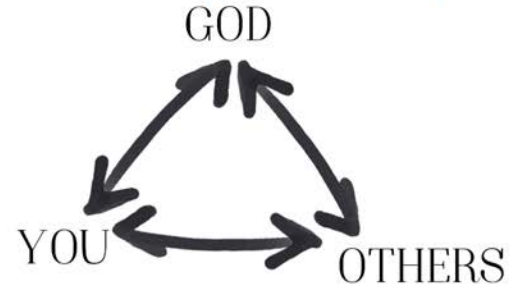
*Jesus (John 17:20-21)*

THERE IT IS! Jesus' prayer for us is to have... **RELATIONSHIPS**  
(with God and with others)

God is a relational God



Jesus' prayer for us is to have healthy relationships



BUT...exactly **WHAT KIND** of relationship is Jesus praying for?

## MAKE NO MISTAKE

Jesus isn't praying that we will be hand-holding, nobody-gets-upset believers who have a Hallmark card version of unity as we all sing Kum Ba Yah together (ouch)

LET'S TAKE A LOOK AT THE KIND OF RELATIONSHIP JESUS PRAYED FOR

**WHAT IT IS . . . WHAT IT'S NOT . . .**

# THE KIND OF RELATIONSHIP JESUS PRAYED FOR . . .

WHAT IT IS . . .  
WHAT IT'S NOT . . .

1

... is up-close and personal  
... is not simply casual

2

... is between two people  
... is not FULLY experienced in a group setting

3

... is all about who we are being  
... is not all about doing

4

... is long-term & requires time to develop  
... is not a one-time or once-in-a-while encounter

5

... is spiritual in nature  
... is not just being close friends

## THE KIND OF RELATIONSHIP JESUS PRAYED FOR . . .

① ... is up-close and personal ... not simply casual

- American culture has caused us to breed casual relationships to a place where it feels awkward to get “too close”.
- Technology (Social media/texting/phone conversations/etc) only gives us the illusion of ‘up-close and personal’ - these things cannot substitute for the real deal - authentic relationships are cultivated face to face.

*“I have too much to write to you. but I do not want to use paper and ink. Instead, I hope to come and visit you and talk with you **FACE TO FACE**, so that our joy may be **FULL**.” (2 John 12)*

### TAKE AWAY

*“All substantial change depends on people experiencing a **CERTAIN KIND** of relationship”  
- Larry Crabb, *The Safest Place on Earth**



# THE KIND OF RELATIONSHIP JESUS PRAYED FOR . . .

② ... is between two people  
 ... not fully experienced in a group setting

- No matter how 'transparent' a group is, it's no substitute for one-to-one.
- Jesus' conversations with individuals were different than in a group: they were more pointed and personal (woman at the well, Nicodemus, Peter, etc...).
- One-to-One relationships are found throughout the Bible as the model for Spiritual reproducing (Moses/Joshua, Elijah/Elisha, Paul/Timothy, etc).

## TAKE AWAY

\*Nobody can have this kind of relationship with **EVERYBODY**, but **EVERYBODY** can have it with **SOMEBODY!**\*

## THE KIND OF RELATIONSHIP JESUS PRAYED FOR . . .

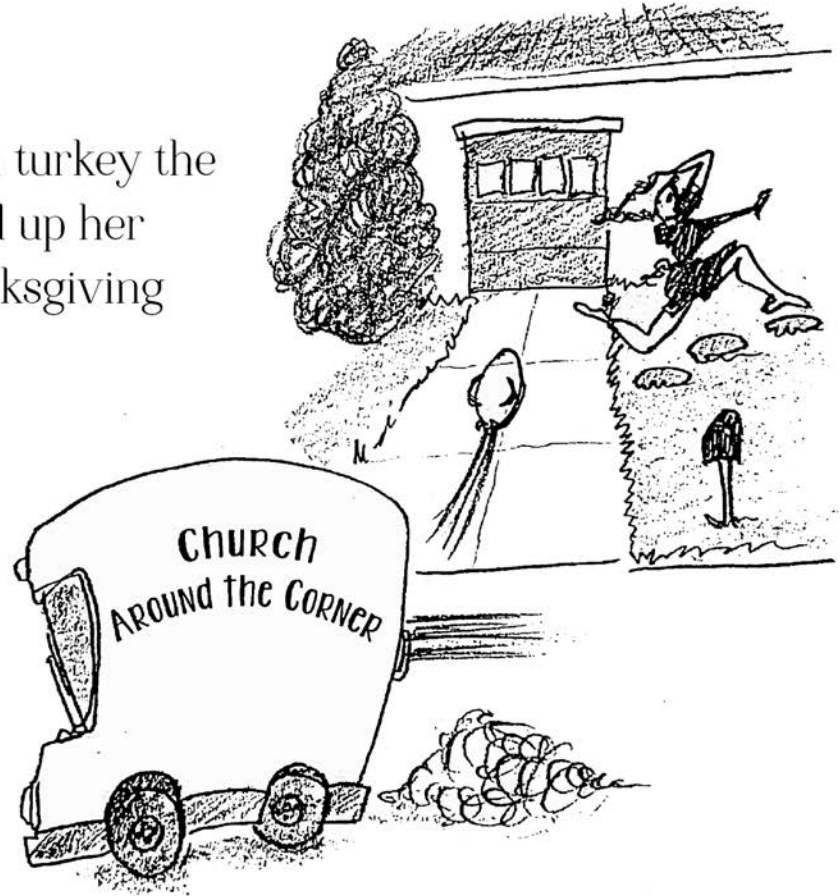
3 ... is all about who we are being  
... not all about doing

- Let's be honest: it feels good to do nice things for others.
- Our greatest challenge is that we are busy **DOING** (nice things), but we often stop short of **BEING**.
- The deepest human need is not met when a friendly person is **DOING** nice things for us, but rather, when a person is **BEING** a true friend.

### TAKE AWAY

\*Simply **DOING** is an event. **BEING** is a journey. **DOING** is fun & easy, **BEING** is hard.\*

Marge had to dodge the frozen turkey the Church Around the Corner slid up her driveway for the Annual Thanksgiving Turkey Give-Away.



## THE KIND OF RELATIONSHIP JESUS PRAYED FOR . . .

④ ... is long-term & requires time to develop  
... not a one-time or once-in-a-while encounter

- Think about it, anything of great value takes time to grow and mature.
- This is a challenge in the American Church because we live in a remote control, microwave culture where we expect everything fast and convenient.
- Take note of the model that Jesus lived out: over 3 years with the same group of guys.

### TAKE AWAY

\*Authentic Relationships require an investment of time and cannot be rushed.\*

# THE KIND OF RELATIONSHIP JESUS PRAYED FOR . . .

⑤ ... is spiritual in nature  
... is not just being close friends

- Spiritual relationships are distinctive from mere close friendships; close friendships can only go so far without Christ.
- Of course, we have close friendships with those who don't know Christ, but they are no substitute for relationships with those who do know Christ.
- Remember Jesus' comparison: that we 'be one' JUST AS He and the Father were one - this was a *Spiritual* Relationship.

## TAKE AWAY

\*Christ living in both people is the ONLY possible way to have a soul-to-soul bond.\* 44

## THE KIND OF RELATIONSHIP JESUS PRAYED FOR . . .

Now that we've seen and are familiar with WHAT IT'S NOT . . .

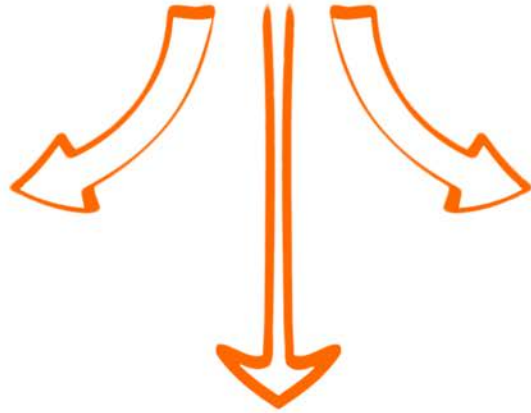
and now know WHAT IT IS . . .



## WHAT DOES IT LOOK LIKE?

# AUTHENTICITY In AND Out

The way we are inside the 4 walls of the church ~~should~~ HAS TO BE how we are on the outside.



Our faith HAS to affect Every area of our Everyday lives. Otherwise, the world won't know and believe that we are one just as Jesus and the Father.

What is the #1 reason the "non-religious" say they don't come to church? **HYPOCRITES! FAKE/POSERS/INAUTHENTIC!**

*"I am not praying only on their behalf, but also on behalf of those who believe in me through their testimony, that they will all be one, just as you, Father, are in me and I am in you. I pray that they will be in us, so that the world will believe that you sent me.*

*John 17:20-21*

*"Do not be conformed to this present world, but be transformed by the renewing of your mind,"*  
- Romans 12:2



God loves you just the way you are, no matter how much you don't feel "good enough".

This doesn't mean that you have to have it all together...

Being authentic means being true to your God-given identity and beliefs.

**GOD USES CLOSE, AUTHENTIC RELATIONSHIPS TO CATALYZE SPIRITUAL TRANSFORMATION**

**CATALYST:** *an agent that provokes or speeds significant change or action.*

Relationships...real, authentic relationships that lead to spiritual maturity make **OUR ASSIGNMENT** an **ADVENTURE!**



# SAY YES TO THE ADVENTURE

The Adventure is OUR ASSIGNMENT (THE WHAT).

Risk...challenge...uncertainty ➔ the essential components to true adventure.

Adventure takes perseverance, tenacity, drive ... and (don't forget) TEAMWORK!

When we STAY FOCUSED, take risks, and embrace the ascent, we inspire others (those outside the church) to turn and embrace their own adventure!

## FULLY ALIVE

No adventure draws us in because it's boring. We are ignited because it's **NOT** boring!

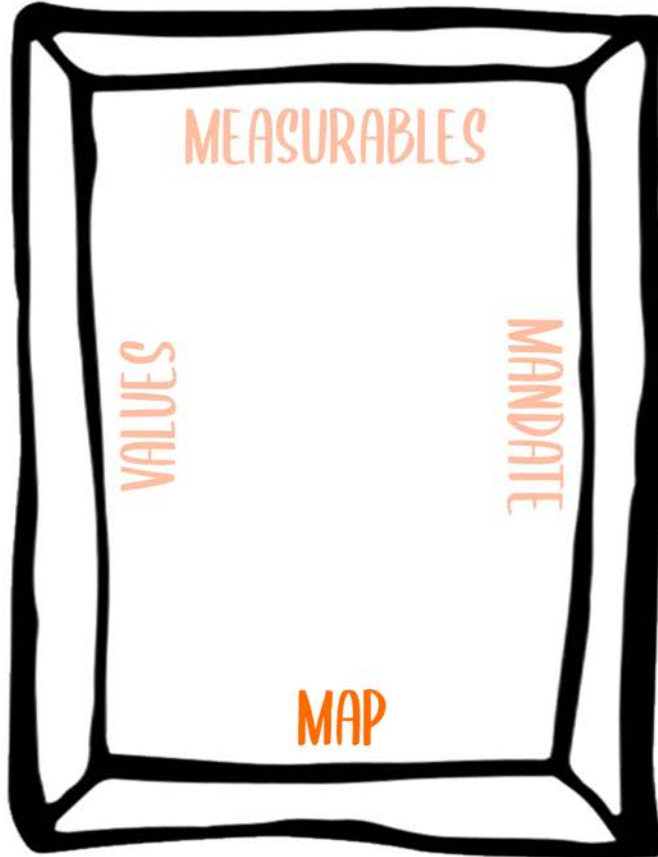
Life in the church is meant to be an adventure lived FULLY ALIVE!

*"I have come so that they may have life, and may have it abundantly." - John 10:12*

# MAP

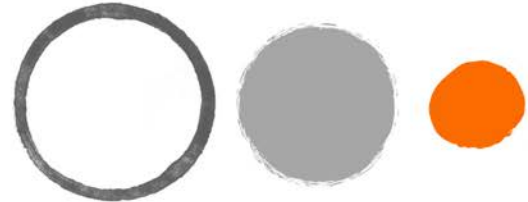
With any adventure you need to know where you're going;  
where you're headed. Every adventure needs a MAP!





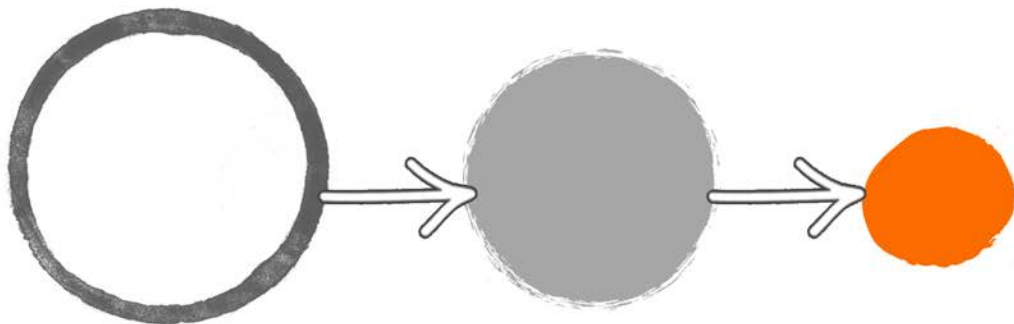
# OUR MAP

(HOW WE GET THERE, TOGETHER)



# OUR MAP

Jesus interacted with the CROWD, the CORE (disciples), and the CLOSE (i.e. 1-on-1 John)



## BIG CIRCLE

“Part of the Crowd”  
Sunday Gathering  
when we’re all together.  
Large group events.

## MID CIRCLE

“Pull up a chair”  
Small groups of  
around 12 people.

## SMALL CIRCLE

“Person-to-Person”  
Close authentic  
relationships.

## AT SHIFT, WE HAVE A SIMPLE MAP

These circles represent 3 distinct movements that tells you exactly where you are at any given time. It directs you where to move, and **each circle is imperative** in the life of a believer.

# THE SMALL CIRCLE

(WHERE THE MAP IS ULTIMATELY LEADING US TO)

A unique component to our plan, the small circle, is the goal, endgame, holy grail...  
the target is the CLOSE one-on-one, personal relationship



This is where the **JAZZ** happens!!

# BIG CIRCLE

We begin with the end in mind, but we have to actually **start** somewhere, and this starting point for EVERYONE is the **Big Circle**.

*"As Jesus came ashore he saw the large crowd and he had compassion on them, because they were like sheep without a shepherd. So he taught them many things"*  
- Mark 6:34

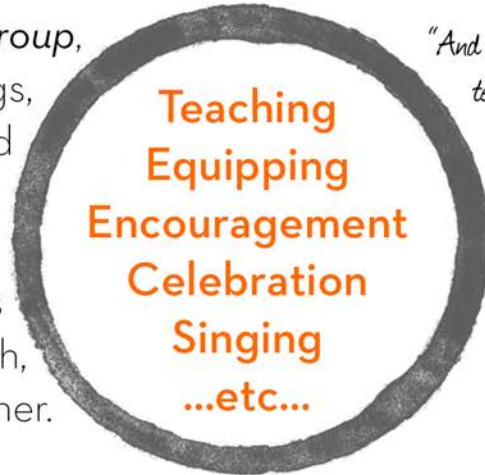
Jesus had compassion on the crowds to **lead** them and to **teach** them. The Apostles gathered large groups together to **equip** the believers *for the work of ministry*. These large group gatherings were not the sum total of Jesus' or the Apostles' ministries. They were the front door, the way in to follow Jesus and join in with the Church.

*"It was he who gave some as apostles, some as prophets, some as evangelists, and some as pastors and teachers, to equip the saints for the work of ministry, that is, to build up the body of Christ..."*  
- Eph 4:11-12

# BIG CIRCLE

The Big Circle is not unique to our church, but the intention behind WHY and HOW we do our Big Circle is different.

We gather in a *large group*, typically on Sunday mornings, for the singing of songs and the teaching of God's Word, in order to *equip us for the relational ministry* God has called us to accomplish, together.



*"And they devoted themselves to the apostles' teaching and the fellowship, to the breaking of bread and the prayers..."*  
- Acts 2:42

**TACTIC:** We base our Mid Circle group discussions around the Sunday morning teaching, so it is *vital* that everyone attend the Big Circle gatherings.

# MID CIRCLE

*BUT, it is generally too much of a leap to move directly from the Big Circle to the Small Circle.*



So, the CRITICAL bridge in the **SHIFT** map is the **MID CIRCLE** -- we describe it as "MID" because it is not an end unto itself - it is a vehicle: a means to an end; it is a critical piece for navigating from the Big Circle to the Small Circle.

The MID CIRCLE at  
**SHIFT** is called an... **@GROUP**

**This movement was the major focus of Jesus' ministry during his earthly life.**

*"Now when Jesus had left the crowd and entered the house, his disciples asked him about the parable..." - Mark 7:17*



# @GROUP

As you know, the @ symbol indicates a specific time and place: @ your house @ 7:00, for example.

An @Group is a small group that serves as a “means to an end” where, typically, no more than 12 people meet @ a house, @ a coffee shop, @...wherever, to “pull up a chair” in an intentional group.

The majority of our @Groups are formed by shared passions, interests, or ministry. We don't put groups together based upon demographics and none of them are formed randomly.

**TACTIC:** We stay together indefinitely to cultivate a stable environment for authentic relationships.



THERE ARE 6 REASONS WE FIND @GROUPS TO BE CRITICAL ...



# 6 REASONS FOR @GROUPS

## 1. SHARED PASSIONS AND INTERESTS

Just showing up with shared passions and interests fuels an automatic synergy with each other. A natural synergy is ignited when people come together with a common focus.

## 2. INCUBATOR FOR STARTING SMALL CIRCLE RELATIONSHIPS

Since the Mid Circle is a means to an end, @Groups meet only every other week to leave space for Small Circle (Close) relationships to develop during the off-weeks.

## 3. DEEPER, MORE THOROUGH STUDY AND CONVERSATION

The weekend messages form the basis for conversations in the @Groups. This approach allows for interactive discussions as we dig deeper in the Scripture passages used.

## 4. THE HUB FROM WHICH THE MOST EFFECTIVE MINISTRY STEMS

All ministry within the 4 walls and outside in the community is channeled through @Groups. This is where the action is! It is also the central avenue for communication within the church.

## 5. DEVELOPING RELATIONAL INTELLIGENCE

We learn how to relate with others, how to have community, so that we can help catalyze personal spiritual transformation in each other.

## 6. LEARNING HOW TO BE

In our world today, we are told to DO DO DO! So often it's hard to learn how to BE, understanding our true identity in Christ, THEN learning to live out that identity.

Accomplishing **OUR ASSIGNMENT** is more than DOING, it's BEING

Jesus prayed for us to “BE one” and to “BE in God.” (John 17)

God calls us to “BE like-minded, BEING one in spirit and purpose” (Philippians 2)

## We tend to think in terms of *quantity*

Jesus **was asked** quantity questions

How many times do we forgive?

What must I do to inherit eternal life?

Which is the greatest commandment?

Jesus **answered** in terms of being, not doing

Forgive 70 times (infinitely)

Put God before anything

...Love

One of our primary goals in the @Groups is to learn:

how **TO BE...together.**

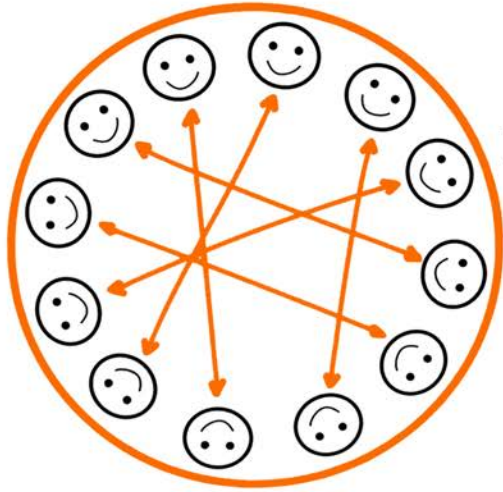
# HOW WE LEARN "TO BE"

Our tendency is **TO DO**, but we're called **TO BE**.  
If we **FIRST** learn **TO BE**, we'll then know what **TO DO**.

There are more than 90  
'one-another' directives  
in the New Testament alone  
that tells us how **TO BE**.

love **one another**  
accept **one another**  
forgive **one another**  
admonish **one another**  
challenge **one another**  
be kind to **one another**  
be devoted to **one another**  
be at peace with **one another**  
bearing **one another's** burdens  
showing mercy to **one another**  
regard **one another** as more significant  
be of the same mind towards **one another**

The best way to REALLY learn how **TO BE** is to put ourselves in a **LAB**.



It's harder to learn how TO BE flying solo.

This is exactly why we “pull up a chair” in @Groups: to learn how TO BE and learn how TO BE...together.

**A KEY TACTIC** in the **SHIFT** plan is the use of **LABS**.

A **LAB** is an hands on application with **one another** where you are seeing a concept played out that **CAUSES US TO LEARN**.

If we are going to effectively REACH OUT TO THE WORLD,  
we have to demonstrate that we can competently  
TEND TO THOSE WITHIN OUR OWN 4 WALLS.

If you produce  
authenticity here...



**AUTHENTICITY**



then it will be  
authentic here...

I pray also for those who will believe in me through their message, that all of them may be one, Father, just as you are in me and I am in you. May they also be in us **SO THAT THE WORLD MAY BELIEVE** that you have sent me.

John 17:20-21

## NOW THAT YOUR @GROUP HAS LEARNED TO BE ...

- We are now ready to grow authentic relationships in the same way OUTSIDE the group.
- The @Group develops a ministry opportunity (inside OR outside our own 4 walls).
- NOW, the operation will be AUTHENTIC because we learned TO BE first.





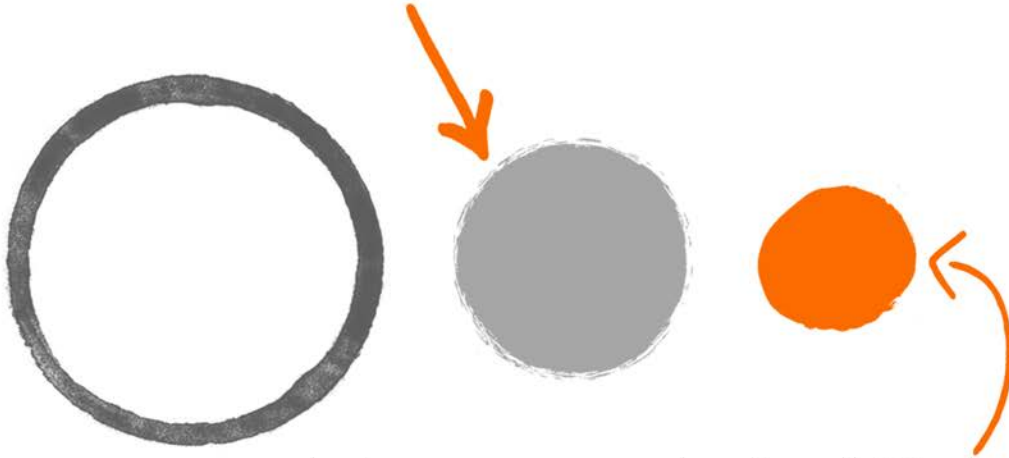
# THIS IS BIG

So, let's recap. We grow authentic relationships within the 4 walls so that we ourselves grow before we are seen legit outside the 4 walls. Because we follow John 17 (written again below), the world sees our authenticity and we become more effective at accomplishing OUR ASSIGNMENT (**THE WHAT**).

*I pray also for those who will believe in me through their message (that's us!), that all of them **MAY BE ONE**, Father, just as you are in me and I am in you. May they also be in us so **THAT THE WORLD MAY BELIEVE** that you have sent me. John 17:20-21*

# NOW WHAT?

Now that you understand the dynamic of the Mid Circle in our Map

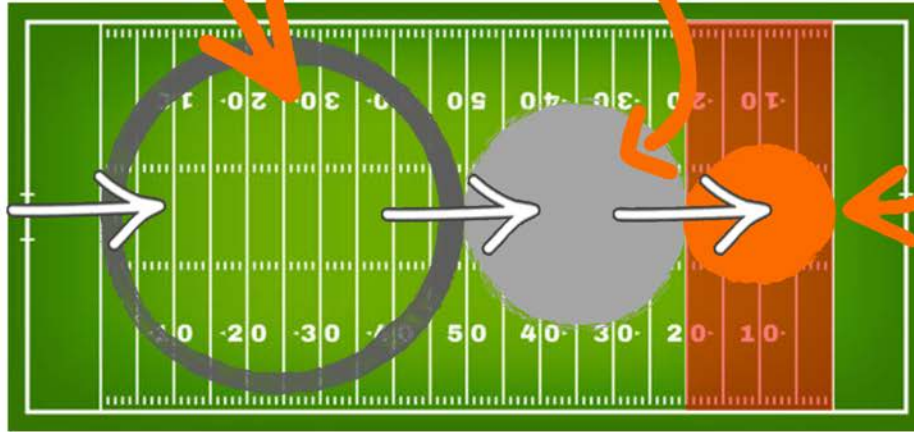


let's move on to the Small Circle.

**BIG CIRCLE:**  
 "Part of the Crowd"  
 Sunday Gathering  
 when we're all together.  
 Large group events.

**MID CIRCLE:**  
 "Pull up a chair"  
 Small groups of no  
 more than 12 people.

**SMALL CIRCLE:**  
 "Person-to-Person"  
 Close authentic  
 relationships.



The **Red Zone** (the last 20 yards) of a football field is the area where the players have to fight the hardest. In the same way, Small Circle relationships require heavy lifting.

# SMALL CIRCLE

Small circle relationships are **UNIQUE** to the **SHIFT** plan and are the **TARGET GOAL** in the **SHIFT** Map. All roads are a means to an end, in order to drive us to small circle relationships in the **SHIFT** culture.

## WHY?

**WE WERE CREATED** for small circle, close relationships by a God whose innate character is intimately relational. (Genesis 1:26)

When **JESUS PRAYED** for generations to come (that's us!), the very thing He prayed for is that we would experience a Small Circle oneness with each other - and as a point of reference, he pictured for us the relationship between Him and the Father (John

## SMALL CIRCLE CONTINUED...

We will never experience the **FULLY ALIVE** life of God's adventure without the Small Circle - the spiritual relationship with someone else for which God created us and for which Jesus prayed.

The Small Circle is where **TRUE AUTHENTICITY** is cultivated and experienced. This is the deepest level of transformation that absolutely cannot happen in the Big or Mid Circle environment.

Since we are to love God, love people, share Christ with the world, and make disciples (**THE WHAT**), we authentically demonstrate the **WHAT** when we are in true Small Circle relationships. Living out our faith on this tangible level **generates the credibility** that God charges us to bring to the world "so that **the world may believe.**" (John 17:21; Ephesians 5:1-2)

INVESTMENT!! You've gotta invest!

# WHAT HAPPENS IN A SMALL CIRCLE

The very thing that Jesus charged us to have,

... HE HAD THEM ...

the very thing that we have overlooked for so many years in the church ...

the very thing that we see over and over in the Scriptures ...

the very thing that is the most life-changing ...

the very thing that is transformational ...

this very thing is ... **DISCIPLESHIP!**

*what'd you say? ... disciple-a-what?!??!!*



## THE WORD DISCIPLESHIP EVOKES A LOT OF DIFFERENT RESPONSES:

- Many don't understand what it means
- Others get it, but don't feel equipped
- Some think it is only done by the pros
- A lot think discipleship is just optional

## 2 KINDS OF DISCIPLESHIP

## MENTORING

---

*And the things you have heard me say in the presence of many witnesses, entrust to reliable men, who will also be qualified to teach others. (2 Timothy 2:2).*

Some things in life are best grasped and absorbed when **one person infuses experience and knowledge into another person**. The life God intends for us to experience cannot be reached by merely learning information from a book. Paul reminded his disciple, Timothy, of this reality:

*You know all about my teaching, **my way of life**, my purpose, faith, patience, love, endurance, persecutions, sufferings - (2 Timothy 3:10-11).*

This is why throughout the Bible, we consistently find one-to-one mentoring relationships like Moses and Joshua, Elijah and Elisha, Paul and Timothy. **God's number one way to infuse and grow spiritually mature is in a person-to-person relationship**. At **SHIFT**, we value intentional **person-to-person spiritual mentoring** because we believe it is our responsibility, as leaders, to “equip God’s people for the work of ministry” (Eph 4:11-14).



## IRON-SHARPENING-IRON

## 2 KINDS OF DISCIPLESHIP

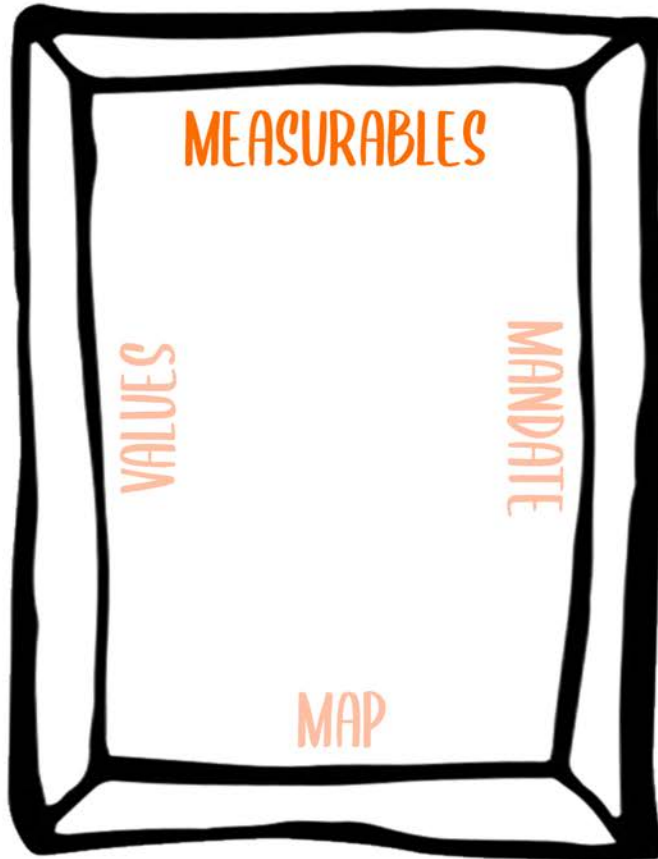
*"As iron sharpens iron, so one man sharpens another." - Proverbs 27:17*

As important as it is to mentor-disciple, it is also important to develop another type of discipleship relationship - one where both people are in similar spiritual chapters and where each person sharpens the other.

When you picture a piece of iron sharpening iron - metal on metal - you can imagine the sparks flying. This level of discipleship is unfortunately rare because "speaking the truth in love" has become nearly extinct. Unfortunately, this level of relational sensitivity has come to pervade the church culture. The result is that we are not "growing in ALL things" (Ephesians 4:15).

But imagine a different picture! Can you envision a church culture where we are truly open to being sharpened within a trusted, authentic relationship? Spiritual Maturity would increase, and as a result, we are better empowered to accomplish Our Assignment.

Even with a Map, **ASSESSING EFFECTIVENESS** is a must.  
This leads us to the next side of our Vision Frame.



## OUR MEASUREABLES

(PERSONAL BENCHMARKS)

**[i]** imitate  
initiate  
instigate

# IMAGINE

a highway with no mile markers  
a football field with no lines  
a race track with no finish line  
an elevator with no floor numbers

---

how could you ever know where you are?  
how would you know how far you've come?  
how could you ever know you've arrived?

# MEASUREABLES

meas•ur•a•bles [n]: a set of benchmarks (standards) that defines goals and gauges progress

In the **SHIFT** Culture:

We've set Measureables so that you will be crystal clear on mile markers to aim for in your spiritual journey; how to get there, how to know if you're on track, and what the end goal looks like.

**THERE ARE 3 MEASUREABLES IN THE SHIFT CULTURE...**



# MEASURABLES

[i]

imitate

initiate

instigate

## IMITATE

The first measurable is when a person begins to **imitate** others who are walking with Christ. Much like a child, we learn through observing and replicating. We know when we hit this first mark when a person begins to **imitate** actions.

(1 Thessalonians 2:14; 2 Thessalonians 3:7-9; 1 Corinthians 4:16, 11:1; Philippians 3:17, 4:9; Hebrews 6:12, 13:7)

## INITIATE

The second mark of spiritual measure is when a person moves from imitating and begins to act on their own without having to imitate. This measure is marked by a person **initiating** their own actions in the journey, much like a child now - on their own - walking, talking, eating, dressing themselves.

(Proverbs 22:6; Hebrews 5:12-14; 2 Corinthians 8:3; 2 Timothy 1:5-6; Deuteronomy 31:2-3; John 1:35-37)

## INSTIGATE

Once a person initiates their own walk in the spiritual journey, it is tempting to stop there. But there is one more mark of measurement: **instigate**. We are urged to **instigate** spiritual growth in others as we become disciplers.

(Philippians 2:4; Psalm 51:12-13; 1 Thessalonians 2:11-12; 1 Timothy 2:11-12; 2 Timothy 2:2; Hebrews 10:24-25)



# MEET BOB...

Bob comes to **SHIFT** and wants to jump right in. Because of the Map (Big, Mid, Small Circles), Bob will know exactly where to start. Put simply:

**THE MAP TELLS BOB WHERE TO GO**

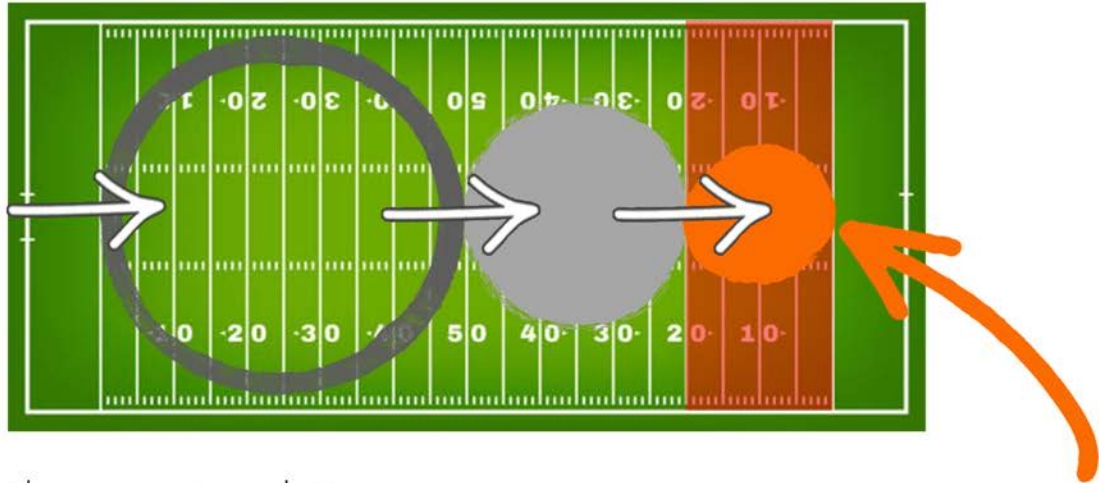
Bob wants to progress on his spiritual journey. How will Bob know what he's aiming for? What would be a spiritual "first down" or even a "touchdown"?

**THE MEASUREABLES TRACK BOB'S SPIRITUAL GROWTH**



You could ask it this way ...

**AT THE END OF THE DAY, WHAT KIND OF BELIEVER IS OUR CHURCH DESIGNED TO PRODUCE?**



or here's another way to ask it ...

**WHAT ARE WE HOPING THAT BOB WILL BECOME? WHAT IS THE "TOUCHDOWN" FOR BOB?  
WE ULTIMATELY WANT BOB TO BE EFFECTIVE IN THE RED ZONE.**

# SO HERE'S HOW BOB GROWS ...

BOB GROWS A RELATIONSHIP SMALL IN HIS @GROUP WITH RAY WHO BEGINS TO DISCIPLE HIM

## IMITATE:

Bob watches Ray's life closely: the way he reacts to things, his spiritual habits, the way he serves, Ray's humility when he blows it, and the iron-sharpening-iron relationship that Ray has with another guy. Ray is watching for Bob to begin to **IMITATE**. Sure enough, Bob is being impacted and begins to mirror Ray's life. **FIRST DOWN!**

## INITIATE:

Through the strategy of discipleship. Bob is encouraged to **INITIATE** his own spiritual habits, serving, relationships, etc. Ray notices that Bob is now growing relationships small on his own, building his relationship with God, etc. **CLUTCH!**

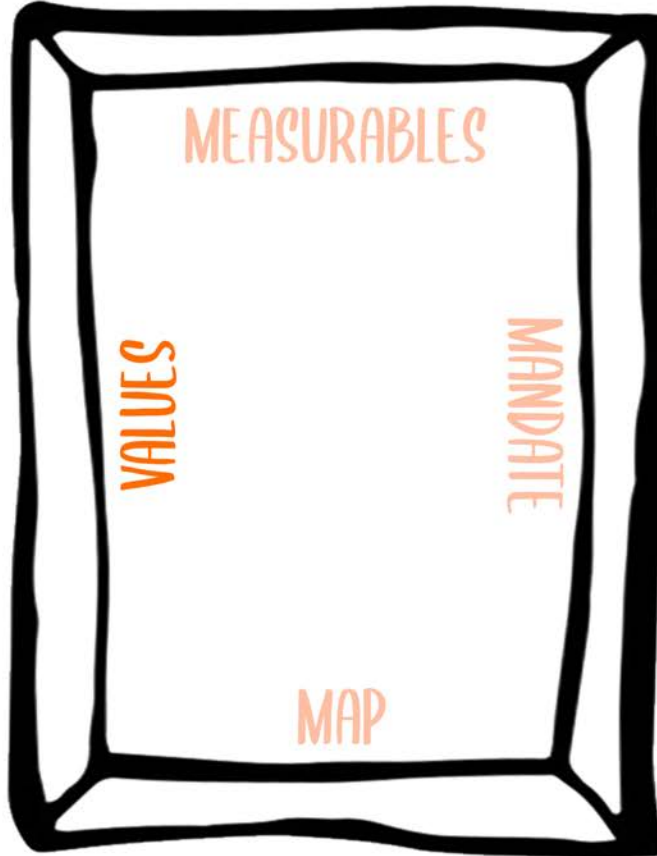
**INSTIGATE:**

The last measurable of discipleship is when Bob transitions from being a disciple to becoming a disciple-maker. Through Ray investing in a long-term discipleship relationship with Bob, Bob is now confident to **INSTIGATE** spiritual maturity in someone else by discipling them. Our Assignment is ACTUALLY being accomplished. TOUCHDOWN!!

This is where Bob goes from being a  
**CONSUMER** to being a **PRODUCER**

## SHIFT VISION: MEASURABLES

Now that we've covered 3 sides of the **SHIFT** Vision Frame: Mandate, Map, and Measurables. We have one more side of the Frame - a critical tool that will keep the whole team on track.



## OUR VALUES

(WHAT MATTERS MOST)

- 1) Simplicity
- 2) Relational Intentionality
- 3) Courage with Humility
- 4) Intergenerational Leading Edge
- 5) Readiness for Spiritual Warfare

# WHAT ARE VALUES?

VALUES ARE THE PRINCIPLES WE HAVE DEFINED THAT REALLY MATTER TO US AS A **SHIFT** CHURCH FAMILY

*'You won't do ministry that really matters until you define what really matters.'*

*- Aubrey Malphurs*

The **SHIFT** Values take root in the hearts of our volunteer and staff members. We take seriously the charge from God to intentionally care for those who are inside the 4 walls of our church and then “drip” those values to others.

Why? **BECAUSE IT MATTERS.** It matters to God that we first authentically learn how TO BE before we go into the world TO DO.

*Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. - Acts 20:28*

# THE **SHIFT** VALUES

WE VALUE A CULTURE OF...

- 1) **SIMPLICITY**
- 2) **RELATIONAL INTENTIONALITY**
- 3) **COURAGE WITH HUMILITY**
- 4) **INTERGENERATIONAL LEADING EDGE**
- 5) **READINESS FOR SPIRITUAL WARFARE**

## SOME OF THE WAYS WE LIVE OUT OUR VALUES

### A CULTURE OF SIMPLICITY

Lived out by ...

- Not over-programming - (3 Circles - that's it!)
- Having a clear Map (where Bob goes)
- Fighting hard, through responsible planning, to financially operate debt-free

### A CULTURE OF RELATIONAL INTENTIONALITY

Lived out by ...

- Making the LORD our first and foremost relationship
- Caring for each other inside the 4 walls, then those in the community
- Consistently pressing each other towards Small Circle (Close) relationships

### A CULTURE OF COURAGE WITH HUMILITY

Lived out by ...

- The willingness to do hard things
- Cultivating lab environments where learning is caused
- Fueling tangible interpersonal growth through an iron-sharpening-iron approach



## SOME OF THE WAYS WE LIVE OUT OUR VALUES

### A CULTURE OF INTERGENERATIONAL LEADING EDGE

Lived out by ...

- establishing an elevated criteria with an expectation to be a cut-above
- an intentionally intergenerational plan to cultivate leaders via one-to-one relationships
- a recognition that our leaders are the primary conveyors of the vision

### A CULTURE OF READINESS FOR SPIRITUAL WARFARE

Lived out by ...

- a keen awareness of the spiritual realm
- a recognition that we have a real enemy in Satan who wants to hinder God's people
- the readiness to fight the enemy through the indwelling presence of God's Holy Spirit

OUR VALUES DEFINE

EVERYTHING  
WE DO

&

EVERYTHING  
WE DO

IS FILTERED THROUGH THE VALUES

## WHEN FACED WITH A MINISTRY DECISION ... WE ASK:

- IS IT SIMPLE?
- IS IT RELATIONALLY INTENTIONAL?
- DOES IT REQUIRE COURAGE WITH HUMILITY?
- DOES IT ENGAGE EVERYONE?
- ARE WE READY TO FIGHT THE ENEMY?

IF YES,  
WE DO IT

IF NOT, WE  
RETHINK IT

### REAL EXAMPLE

Let's say we have an outreach idea of giving out turkeys at Thanksgiving to people we've never met. The project will cost \$500. We ask ourselves, is it simple? With all the layers, not entirely. Is it relationally intentional? Not all that much. *So let's stop and rethink it.*

### RETHINKING

If we rethink this idea and align it with the Values - imagine spending the same amount of money, purchasing fifty \$10 gift cards (also \$500) from Cold Smoke Coffeehouse. 50 people from our church receive one card each with the agreement that they will go spend an hour with someone (person-to-person inside or outside our own 4 walls). Simple. Relationally intentional. It takes courage! Reaches people of all ages! And engages the enemy, so we gotta be ready for war.

# VALUES = ACTIONS

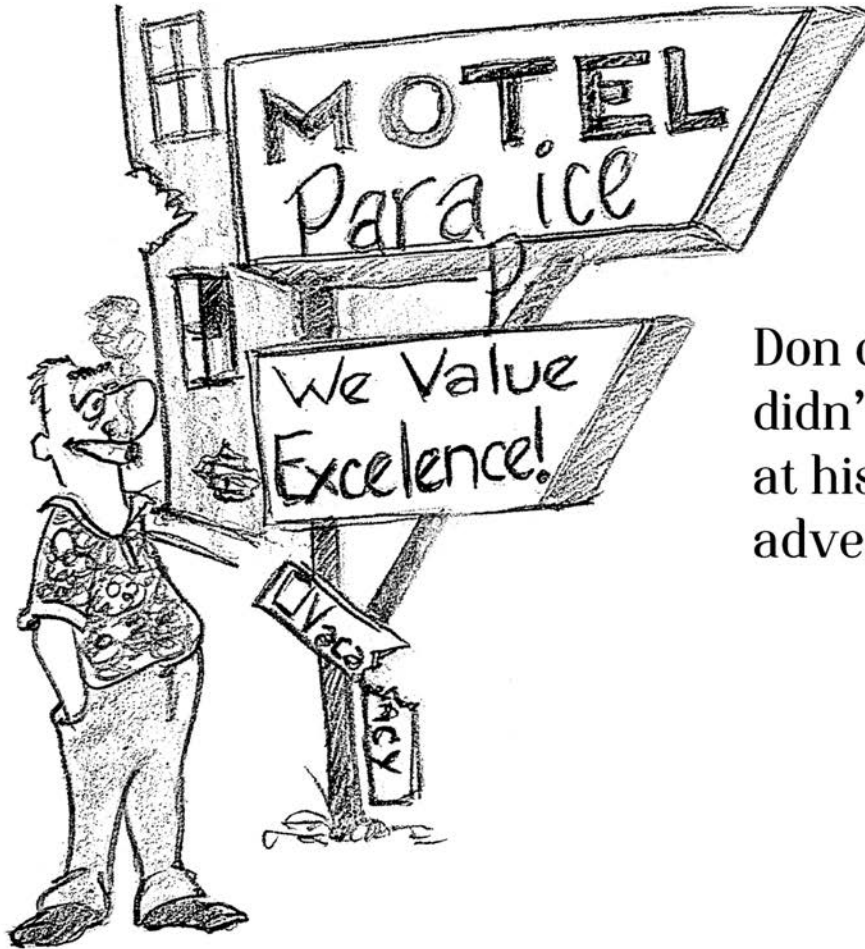
VALUES

are not merely some aspirational ideals.  
must be lived out so that they are credible.  
keep us on track with the plan as a team.  
keep us from being busy doing good things instead of GREAT things.

Our actions must match our  
Decisions must align with our  
Outcomes must reflect our

VALUES

If we do these things,  
we are more AUTHENTIC  
which fosters spiritual maturity.



Don couldn't figure out why he didn't have that many guests at his hotel - especially after advertising "Excellence."

## GUARDING THE GOODS

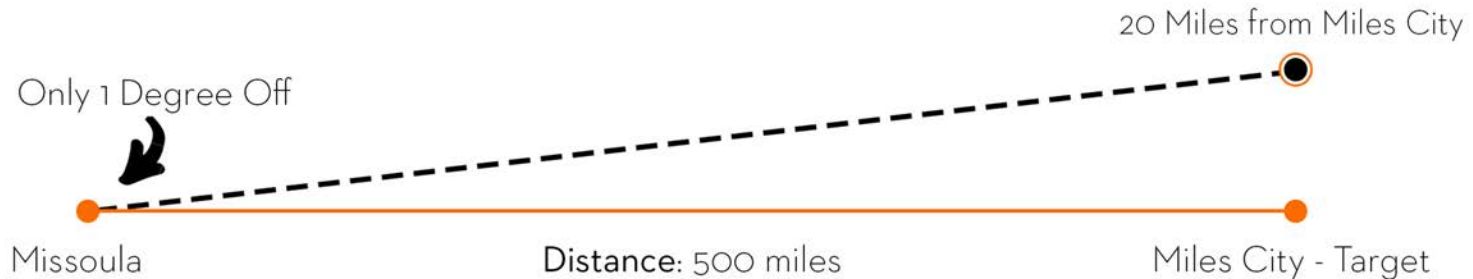
We guard things that are meaningful to us, right? *Because the plan to accomplish Our Assignment is so valuable, we will want to guard it.* No matter what kind of plan a team or an organization has, you can bet that they will have to work very hard to keep it on track.

**A SET OF VALUES IS ANOTHER TOOL  
THAT WILL HELP US HOLD THE BAR HIGH  
AND KEEP ON TRACK WITH OUR PLAN**

If we don't align our decisions to the Values, we will gradually (and subtly) drift off-course and never hit our target: Accomplishing Our Assignment (The **WHAT**).

Think of it this way: If a plane is flying from Missoula to Miles City (roughly 500 miles) and the trajectory is off just one degree at the beginning, guess how many miles the plane will miss the runway in Miles City by ... 20 miles!

It's tough to hold the line. Keep in mind - the Values become our straight line - and holding things to the line can be a challenge.

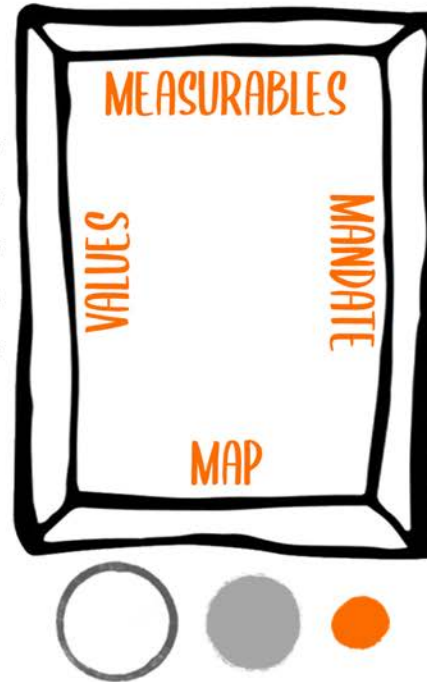


PUTTING  
IT ALL  
TOGETHER



# VISION FRAME

[i] imitate, initiate, instigate



- Simplicity
- Relational Intentionality
  - Courage with Humility
- Intergenerational Leading Edge
- Readiness for Spiritual Warfare

Shifting everyday relationships into authentic community to live God's adventure together; fully alive!

SHIFT VISION: CAUTION!

# **BE ALERT** **FORCES**

**Make no mistake:** forces are at work to derail the entire Vision!

- 1) We screw things up ourselves; true
- 2) We must acknowledge that we also have a very real and powerful enemy

*Be sober and alert. Your enemy the devil, like a roaring lion, is on the prowl looking for someone to devour.*

- 1 Peter 5:8

*Clothe yourselves with the full armor of God so that you may be able to stand against the schemes of the devil. For our struggle is not against flesh and blood, but against the rulers, against the powers, against the world rulers of this darkness, against the spiritual forces of evil in the heavens.*

- Ephesians 6:11-12

**We may not see it coming, or we may be in it already and not even know it!**

**WHAT IS IT?!**



# THE RUT

Without even knowing it, we have a tendency to gradually drift down into a pattern of mediocrity and stagnant ineffectiveness or feel overwhelmed by challenges.

*This can be an indicator that the enemy is at work in your life.*



most of us have yearned to get out of the rut but 1 step leads to the next and we're right back in it

At **SHIFT** church, we will FIGHT to keep out of **THE RUT**

... but **WHAT** is it?

# *what is* **THE RUT?** *(Continued)*

**No clear plan, no clear map** - or having a plan, but not executing

**Fear of being accused** of micro-managing

**Not structured** in a way that will ensure that the vision goes viral

**Unwillingness** to think unconventionally

**Spiritual warfare** - we cannot underestimate the fact that the enemy is completely satisfied with the church in the RUT; if we are going to fight to keep out of the RUT, we can expect to feel the sting of war

**Moral lines are blurred** - Inability to stand on biblical truths because of internal or external pressures

**Discipleship and Close personal relationships are rare** - because it takes a personal investment and time -- and they're hard

**Busy-ness** - People feel overwhelmed and are constantly overscheduling their daily lives.

# FINAL THOUGHT:

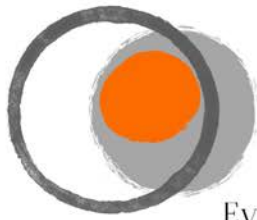
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As we move forward as a team, we desperately depend on God to lead us. If we have the courage to do hard things (this is KEY!!) and the humility to be steered through this strategic plan, we will grow towards spiritual maturity and as a result, effectively “accomplish the work” that God has given us to do..

And when we accomplish Our Assignment, we can say with Christ: “I have brought you glory on earth by completing the work you gave me to do.” John 17:4

Then ... *not only will we be authentic and maturing, but there is a **good** chance that the outside will begin to want what we have.*

---



# OUR UNIQUE HOW AT SHIFT

Everyone loves a “good idea.” But without a plan, that “good idea ain’t gettin’ done! For over 15 years, the LORD has been developing a Vision for relationally-driven church ministry, but we haven’t had a strategic plan to intentionally make it happen ... until now!

I am incredibly thankful for the divine intersection that God brought together with our Vision Team here at **SHIFT** church that has literally spent thousands of hours and multiple years developing both our vision and unique HOW - a strategic plan intentionally designed to ACTUALLY accomplish Our Assignment. Here are things that we want to see people excited about at **SHIFT**:

- 1) We have a real plan that is intentionally relationally-driven,
- 2) The plan is producing personal spiritual transformation towards authentic spiritual maturity,
- 3) Individual growth is fostering team unity,
- 4) We are shaping the cultural dynamic inside and outside our 4 walls,
- 5) So the outside world is compelled to explore the adventure for themselves.

We want to see people become more authentic, resulting in changed lives. This is because we BEGIN with the END in mind, and then, we NEVER take our eyes off the goal ... no matter what. There is absolutely nothing more exciting and fulfilling than living out God’s design. This is my greatest hope for you as you get in the flow of this incredible movement we call **SHIFT**.

# re•de•fine

1: to define (as a concept) again : reformulate

2: to re-examine or re-evaluate especially with a view to change

# Leadership Redefined

Leadership is not merely being in charge or facilitating a group

In the **SHIFT** environment, *leaders ARE the leading edge of the cultural shift of this church*

Leaders are critical transmitters of the **vision**

The **vision** will literally rise or fall of leadership

***Leadership occurs when thinking is elevated and the bar is raised***

---

Pastors believe that the 'pulpit' is the best place to communicate a vision ... but it's not ...

The actual place for the vision to take hold is with leaders on the ground living out and communicating the vision: ***this is the pipeline.***



## APPENDIX A: SHIFT LEADER DEFINITION

At **SHIFT**, the execution of the Vision rests heavily on the shoulders of leaders. For example, we consider those who lead our @Groups to be CATALYSTS (those who instigate change). Leaders in God's local churches are tasked with a defined mission:

*Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers.  
Be shepherds of the church of God, which he bought with His own blood. - Acts 20:38*

The success of the **SHIFT** Vision is largely due to the team of leaders who are mostly volunteers, leading everyday lives with jobs and families, yet choose to serve God and His church with passion and sacrifice.

We have clear expectations for those who lead. The following list defines the bar that we hold high for those who watch over the flock of **SHIFT**.

### 1) BIBLICAL CHARACTERISTICS (AS DEFINED IN TIMOTHY AND TITUS)

It should be a given that a leader lives up to the foundation given for leaders in the New Testament culture. (1 Timothy 3, Titus 1)

### 2) CARRYING THE ARK OF COMMUNITY

Being a leader in the faith community means that we are willing to carry part of the load of what makes a community work. Specifically this tangibly is defined as:

- Consistent participation in @Groups and weekend gathering.
- Sacrificial, consistent, and accountable giving financially.
- Serving within the 4 walls of **SHIFT** - this is a prerequisite for even being considered for leadership.

### 3) PLAYING BEYOND THE POSITION, PLAYING FOR THE TEAM

We are not looking for someone who can only grow his or her own successful area of ministry. Leaders need to be attuned to the vision and the global culture of **SHIFT**. There can be no toleration for solo ministry. Examples of this solidarity would be demonstrated by:

- Growing relationships small - inside and outside of your area of ministry
- Continually interacting with other areas of ministry to find ways to integrate into the overall vision.

#### 4) COACHABILITY

The **SHIFT** operating system is built on the interaction between leadership teams. Certain leadership teams - like the Vision Team, Staff, @Group Leadership Team - must have input into the operation of every level of the organization. This input will ensure that the Vision Frame and branding is permeating every inch of our culture. If a leader is not willing to submit to the input of other teams and leaders, they simply cannot operate in our culture. The success of the vision can only be carried out when there is an openness and humility to the direction of others. In a word, a leader at **SHIFT** must be COACHABLE.

#### 5) DO HARD THINGS

Leadership requires heavy lifting. Leadership requires courage. Leaders go the mile, and then the extra mile. This is the very essence of what makes us leaders. Doing hard things is demonstrated in many ways - but can be summed up in doing hard things in a sacred balance of body, mind, and spirit. Practically, this equates to doing hard things in attitude, team play, time, finances, physical/emotional/intellectual discipline, and having the courage to address difficult situations and not run from them.

#### 6) INTENTIONALLY MAKING THE VISION VIRAL

Every leader must play a role in furthering the vision. Leaders should go beyond a mere understanding of the vision and be a leader in dripping the vision. How does this look? The leader should have intentional ways that cause the vision to become viral.

## 7) SPIRITUALLY ENGAGED

Being spiritually engaged would be defined as a consistent walk with God that is evident by conversation, actions, and reactions. Leaders should have a self-initiated discipline to be in prayer, in the Word of God, and ingesting spiritual material. A simple principle in leadership is that we can teach what we know, but can only reproduce what we are. It is critical for us, as leaders, to walk closely with the LORD and desperately depend on the leadership of the Holy Spirit. Our personal and private spiritual walk matters.

*No branch can bear fruit by itself; it must remain in the vine. Neither can you bear fruit unless you remain in me. I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing. (John 15:4-5)*

## 8) RELATIONALLY WARM

Since the core of our mandate is shifting everyday relationships into authentic community, being relationally warm is essential and a non-negotiable. This relational warmth should be extended to all ages and all segments of the community. Leaders should be proactive in being relational and should be known throughout the church as someone who is friendly, proactively personable, and warm.

## 9) COMMITTED TO DOING EVERYTHING WITH EXCELLENCE AND ENTHUSIASM

Leaders raise the bar, and the bar can only be raised when we are willing to do everything with excellence and enthusiasm. As leaders, we are setting the example in so many ways. We should be fanatical about excellence and enthusiasm.

### 10) PROACTIVE

Leaders lead. Leaders lead without the need of being prompted. To use our SHIFT language, leaders INSTIGATE.

### 11) ALTITUDE AND ATTITUDE

A leader flies high by consistently practicing patience and positive attitude. Vision always deepens as it develops. This means that there is always an edge that is unperfected. In the face of developing ideas not yet fully perfected, the expectation for leaders is to lead others to a higher altitude by a positive attitude.

### 12) UNDERSTANDING THE @GROUP DYNAMIC

Leaders should have a keen understanding of the value of the @Group dynamic as it fits within and validates the SHIFTVision. Leaders are imitate-able and our involvement in an @Group is foundational to modeling the Vision.

### 13) SMALL CIRCLE (CLOSE) RELATIONSHIP

It is imperative that leaders are driven to have small circle relationships and be on the constant pursuit of shifting everyday relationships in others, since our inner rally cry and mandate is growing authentic community.

# INDEX

@Groups.....	55	Power of Team.....	25
Authenticity.....	46	CAUTION!.....	97
Big WHY.....	16	Small Circle.....	67
Discipleship.....	71	Spiritual Maturity.....	47
DNA.....	11	Trajectory.....	94
Final Thought.....	101	<b>Unique Why</b> (The VISION).....	23
HOW (The Plan).....	19	Values.....	84
Kind of Relationships Jesus Prayed for.....	38	<b>Vision Frame</b> .....	30
Leader definition.....	105	WHAT (Our Assignment).....	17
Mandate.....	32	Where We Are.....	7
Map.....	50	How did we get here.....	8
Measurables.....	74	Where should we go from here.....	9