



CHANGEMAKER COMMUNITY

Growers guide

WORKBOOK + GUIDE



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GROWER INTRODUCTION

Welcome

We're excited to join with you and your community on this journey of discovery and design. It is our prayer that the resources in your hand will help you provide an environment for the changemakers in your community to grow deeper with Jesus and to develop the skills they need to be a truly redemptive influence in the world.

This guide includes helpful introductory notes before each module and useful tips along the way but otherwise resembles the participation workbook that the Changemakers in your community will be using.

Before we get started, it is important to note that this is a process not a course. Rather than a traditional training course

or Bible study, we have provided a design process that uniquely combines formation with design thinking to foster innovation and creativity as we grow deeper with Jesus.

We trust that the resources contained in this guide will enable you to facilitate this process with a small group of people who are committed to following the way of Jesus and who are eager to explore how they can be effective Changemakers. We know it can be daunting to prepare for an hour or two of face-to-face facilitation. So, for anyone who feels a little lost in preparing for each module, we encourage you to reach out to your Seed coach who can supply you with guidance and more resources.



WHAT IS A DESIGN PROCESS ANYWAY? (AND HOW DOES IT DIFFER FROM A COURSE?)



A design process is simply a set of steps you follow to foster innovation and invention. Rather than traditional learning outcomes (as there would be in a course) we work towards objectives and outputs.

It is our objective that anyone following the Redemptive Design process will:

- Grow deeper with Jesus
- Gain clarity about how to live an embodied faith
- Find support and resources to be a redemptive influence in any context.

The outputs are the physical tools that participants will be completing (and sometimes iterating over). There are many tools in the Redemptive Design toolkit but the primary outputs from this process are:

- *Purpose Storyboard*
- *Theory of Change Canvas*
- *Redemptive Change Plan*
- *Personal Development Planner*

THE DISTINCTIVES OF REDEPTIVE DESIGN

Redemptive Design is distinct from other design processes. Our process combines spiritual formation with design processes. We don't just desire to use design processes for solving wicked problems¹. At Seed, we are concerned with the entire person and firmly believe that we become who God made us to be as we participate in the story of God. And we participate faithfully in God's story as

we more fully become who God made us to be. Becoming and participating are two parts of the same process of creating change and having a redemptive influence in our world.

OUR FOUNDATION IS STORY

Although tools form a significant part of our Redemptive Design process, the foundation of our process is story. We start with story, God's story, and our own story.

At the heart of our faith is not a teaching or a doctrine but an event. As James K.A. Smith writes, "God's self-revelation unfolds in time, and redemption is accomplished by what happens". This is something we can understand only in terms of story. Our process starts in Ephesians, where the first three chapters provide a beautiful snapshot of God's story as it unfolded.

Within this story, we are neither the author nor the key actor. We join in God's purpose. We are part of God's story. God's story shapes our understanding of our identity, of who we are.

Being a redemptive influence, then, is an ongoing participation in the story of God, "the Christ-event which continues to rumble through human history" (as Smith puts it).

The question before us then is how, how do we live given what has happened in Christ?





HOW FORMATION FITS INTO THE STORY

As we participate in God's story, we are becoming who God made us to be, this is our formation. Formation requires both a discovery of how our story is found in God's as well as action; our joining and participating in God's incredible work of redemption. Some modules focus on our inner journey of becoming (formation) while others focus on our external action of participating (design) but there are elements of both in each module.

THE ROLE OF DESIGN

The Redemptive Design process provides tools to unpack this question of how. How do we faithfully participate in God's story?

Our design process returns frequently to the aspect of formation, who we are becoming. For we have found that any new clarity about who God made us to

be is connected to new discoveries about how God is asking us to participate.

TAKE THE TIME TO DIG DEEP

This process is a deep dive into both the inner world of an individual and the complex world we live in. It can take time and may result in deeper revelations. Be sure to refer individuals in your community to counselling services if the need arises. We also have a list of recommended books (found after the Module Overviews below) for individuals who want or need a deeper examination of the content. At critical points we provide summaries for some of these extra materials.

Thank you for your willingness to be a Grower of a Changemaker Community. You are investing not just in the formation and development of others but in the increasing effectiveness of Christian witness in the world.

¹ The term 'wicked problems' was coined by design theorists to describe the complexity and challenges of addressing real world problems.



A TOUCH OF HOUSEKEEPING

ACCESSING RESOURCES

All the resources including tools, videos and participation workbooks can be downloaded in the relevant folder on the Changemaker Course section of the Seed website.

FACILITATION PREPARATION AND TIMING TIPS

This Guide is designed to be easy to use. We recommend spending at least an hour to prepare for each module, up to 2 if you are unfamiliar with Seed's model and tools. It is always worthwhile going through the activities yourself before guiding others through them.

Each Module is broken into sections and numbered: 1.1, 1.2 etc.

For your convenience, we have estimated the time each section might take and included it at the end of each heading:

1.1 WELCOME, EXPECTATIONS, CONNECTIONS (20-30 minutes)

In this instance, we recommend allowing at least 10 minutes here but you may need 20 minutes to get through the welcoming and expectation setting activity we've designed for section 1.1.

In a lot of sections there are additional discussion prompts, illustrations or activity extensions if you have the time to dig deeper with your group. Following these extras would easily take you to the maximum time.

In each section you will find the same text as the Participants Workbook with some Growers Notes below added below. We've included some handy symbols that will appear in both this guide and the Participants Workbook to match up Growers instructions with the text or activity above.

HERE'S A BRIEF GUIDE:



Connect with each other



Read aloud



Reflect and fill in a text box



Ask a question for discussion



Pray



Activity



Illustrate



Watch a Video

(this one also appears with a heading if there is a video for that section)



Extension exercise



MODULE OVERVIEWS

	MODULE	CONTENT
PHASE 1: DISCOVER	MODULE 1: Introduction	This module gives an introduction to Redemptive Design and a taster activity for participants to immediately experience a design tool and process.
	MODULE 2: Story	This module explores God's story as told in Ephesians 1-3. These chapters offer a snapshot into God's story and provides a foundation to then frame our own story within the larger narrative of God's purposes. After the study section, the first Redemptive Design tool is introduced: The Purpose Storyboard.
	MODULE 3: Identity	This module presents a process for aligning our identity with the identity that we see in Scripture. It starts with an awareness of God's story and grace, an awareness of the other stories that are forming us and then putting in place rhythms that help us to align more fully with God's story.
	MODULE 4: Context	The key question addressed here is, where has God placed you? This is initially explored using the Scoping Context tool, before moving onto the first step of Seed's <i>Theory of Change Canvas</i> , Imagined Future. The module concludes by combining elements of our identity with elements of our participation in God's Story to craft a Purpose Statement.



	MODULE	CONTENT
PHASE 2: ALIGN	MODULE 5: Participate	Moving beyond discovery, this module begins engaging with the question of alignment. How do we align our context with God's design? This issue is unpacked by continuing to work through the <i>Theory of Change Canvas</i> . Working through the top line of the Theory of Change Canvas, the goal is to articulate a Story of Change.
	MODULE 6: Discern	This module focuses on becoming who God made us to be through the lens of discerning our thinking and longings. This module introduces the Personal Development Planner and provides participants with the opportunity to deeply think through their spiritual rhythms and practices as they understand more deeply how they are becoming.
	MODULE	CONTENT
PHASE 3: GROW	MODULE 7: Create	This module combines human-centered design elements with leadership skills. Beginning with a Stakeholder Map, participants connect their Plan for change with their communities before moving on to Identify and Test Assumptions. This module paves the way for participants to confidently refine their project plans.
	MODULE 8: Share	In this module we revisit our tools and learnings. This module has a component of leadership development where we unpack the role of prayerful discernment in our plans as well as the concepts of power and humility. Space is provided for participants to use their new design tools and skills to create a spiritual practise plan.
	MODULE 9: Grow	This is the final module, an opportunity for participants to imagine a personal future, celebrate their stories of change, pray over each other and commission one other to be Redemptive Changemakers.



READING GUIDE

Below are some insightful books that have informed the content we cover in the Changemaker Community. Selected readings from some of these resources are mentioned in the introductions to each module. Summaries for **some** are available in the relevant folder on the Changemaker Course section of the Seed website.

OUR STORY IN GOD'S STORY

- *The Drama of Scripture: Finding Our Place In The Biblical Story* by Craig Bartholomew and Michael W Goheen
- *Culture Making: Recovering Our Creative Calling* by Andy Crouch

DISCIPLESHIP + FORMATION

- *You Are What You Love: The Spiritual Power of Habit* by James KA Smith

- *Sacred Rhythms: Arranging Our Lives for Spiritual Transformation* by Ruth Hayley Barton
- *Spirit of the Disciplines* by Dallas Willard
- *Becoming You: Becoming the Person God Made you To Be* by Peter Sondergeld
- *Fruitfulness on the Frontlines* Mark Greene

DEVELOPING A THEOLOGY OF WORK

- *Workship 1 and 2* by Kara Martin
- *Every Good Endeavour* by Timothy Keller

LEADERSHIP

- *Leadership in Christian Perspective: Biblical Foundations and Contemporary Practices for Servant Leaders* by Justin Irving

CHANGEMAKER COMMUNITY PHASE 1 -

Discover

MODULE 1	MODULE 2	MODULE 3	MODULE 4
INTRODUCTION	EXPLORING GOD'S STORY. UNDERSTANDING GOD'S PURPOSE	IDENTITY	CONTEXT
	↓	↓	↓
	FORMATION	FORMATION	DESIGN

