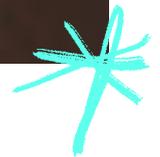




CHANGEMAKER COMMUNITY

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 REDEMPTIVE 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

- *Workshop 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



MODULE 1: INTRODUCTION

MODULE OBJECTIVES:

Explain the Redemptive Design process and foundational concepts.

Provide a tangible taster for participants to experience and engage in Seed's unique design process.

Invite participants to commit to the Changemaker Community.

Seed Tools: "Introduction to Redemptive Design.pdf"

MODULE OVERVIEW:

This module gives an introduction to Redemptive Design and a taster activity for participants to immediately experience a design tool and process.

MODULE BREAKDOWN:

- 1.1 Welcome, Expectations, Connections
- 1.2 Joining Seed Community
- 1.3 Introduction to Redemptive Influence
- 1.4 Taster
- 1.5 Prayer

Important Information for the Grower:

It is recommended that Growers prepare for this module by reading in full Seed's "Introduction to Redemptive Design". This resource, along with all the videos and tools is located in the relevant folder on the Changemaker Course section of the Seed website.



1.1 WELCOME, EXPECTATIONS, CONNECTIONS

SUGGESTED TIME: 10-20 MINUTES



Welcome to the first module of the Changemaker Community! This is a process that has been specifically designed to guide you on a process of engaging with Seed's Redemptive Design toolkit to equip you for real impact and influence in your context. This process is intended to create an environment for both deep spiritual growth and creative innovation as you imagine and discern how God is inviting you to participate in his redemptive purposes in the world.

This introduction module will outline more about this process, give you some more information about what is meant by "redemptive design" and give

you a taster of Seed's design process. It is a hope fueled process and we're excited to have you joining us here!



Before we get started, take some time to meet the others in your community – this process has been designed for fellowship!

EXPECTATIONS

What are you hoping to gain from this community experience? What are you unsure about? We'll be checking back in at the end of this first session to check in with any of your questions and to have a go redrafting expectations – iteration is the name of the game in design thinking!



What are your expectations in joining this community?



GROWER NOTES



Connect — Allow time for introductions and welcome each participant to the Changemaker Community.

Even if this is an existing small group, be sure to ask participants to connect afresh..



Read aloud the text above.

Mention that this is not a course but rather a customized process of discernment and exploration. It's a journey of discerning our place within God's story so we can gain greater clarity about the changes that God is inviting us to participate in.



Fill in the text box "What are your expectations?"

Allow participants a few minutes to complete individually before inviting some responses.

It is important to address confusion in this session so encourage people to consider what questions they may have as well as expectations. We revisit our expectations at the end of the session and can use it as an opportunity to check in on any outstanding questions people may have.



Ask participants to share what their expectations and/or questions are of the Changemaker Community



Pray before continuing.

Or you may like to start this session with prayer.



1.2 JOINING SEED COMMUNITY

SUGGESTED TIME: 5 MINUTES

GROWER NOTES

Mention to people that they will need to download some of the tools from the relevant folder on the Changemaker Course section of the Seed website.

Later in the journey (The *Theory of Change Canvas* in particular is a key tool they will need to download to access).



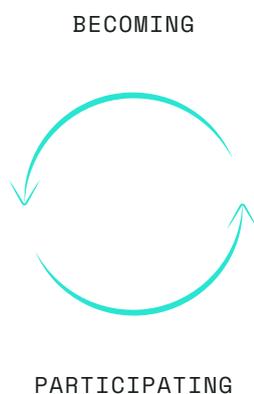
1.3 THE FOUNDATION OF SEED'S APPROACH

SUGGESTED TIME: 30-90 MINUTES



An excerpt from Seed's introduction to redemptive design

[Page 4-5] We become who God made us to be as we participate in the story of God. We participate faithfully in God's story as we more fully become who God made us to be.



Seed has been working on a new approach to formation that is grounded in this understanding of purpose. We call this approach **Redemptive Design**.

Many of the core approaches to formation in churches focus on growing our knowledge of God and His word. We spend our time preaching & teaching or engaging in bible study. These are fundamentally good things, yet the assumption behind these approaches seems to be that the more we learn, the more we grow. However, if the purpose of our lives has to do with becoming and participating, and if the goal of our faith is a way of life, not merely a way of thinking, then our formation must reflect that reality. Our formation needs to move beyond knowledge acquisition to something more embodied and more contextualized.

Redemptive Design is a pathway for formation that intentionally moves beyond a 'learning' framework to a 'design' framework.

[Page 6-7] We start by acknowledging that God's purpose is the foundation for finding our place in the world. From that foundation, we help people and organisations discover their own purpose, within God's purposes for the world (their place within God's story), by exploring two key concepts:

- 1. Identity** Who am I? Who has God created me/us to be? (i.e. BECOMING)
- 2. Context** Where has God placed me/us? What is God's design/intention for that place? (i.e. PARTICIPATING)

The process then flows into seeking to align both ourselves and our context with what God has done and is doing by his grace.

That means aligning the way we think and what we believe with what God says to be true of the world. It means aligning our desires and what we long for with what God desires for us. It means aligning our actions and the way we relate to others with God's intention.

We also need to recognise that this process of personal alignment doesn't take place in a vacuum. God places us in a context. If we are truly being formed in the ways of Jesus, then our purpose extends to aligning the things we make, and the change we seek to create in the world with God's foundational purposes.

Throughout the process, our energy and focus are drawn to God's purpose as the foundation. We understand God's purpose primarily through God's revelation to us in and through Jesus.



Contrary to most approaches to purpose, which rely on determining goals that we set out to achieve, this approach always drives us to be formed by God's story and shaped by God's grace. Formation is not about self-determination; it is God at work in us and through us, so it is about discernment and faithfulness.

Out of that foundation we then seek to be faithful in the way we live. We live into and up to who God has already made us to be by his grace in Jesus, in the contexts where God has placed us.

GROWER NOTES



Watch the video "Seed's Foundational Concept" from The Library.



Read the excerpt from the Introduction to Redemptive Design.

If practical, feel free to allow people time to read the entire introduction.



Discuss what you have watched/read
In discussion use the following prompts:

- What resonated with you? What didn't?
- What does this concept of 'redemptive' mean to you?
- What approach to spiritual formation are you used to? What do you think of Seed's approach?



1.3 THE FOUNDATION OF SEED'S APPROACH (CONT.)

Sowers and seeds

Seed's approach can be explained using the parable of the sower:

Jesus tells us in the parable of the sower that the seed is the Word of God (Mark 4:10-20) – the revelation of God's life and truth through Jesus. This seed is the foundation for purpose. The primary place we get access to the revelation of this purpose is in the Bible.

The parable of the Sower comes with a warning – the seed without roots will only last a short time and wither away when trouble or persecution comes. It is not only rootless seed that will not last – but also seed planted in the wrong place, among thorns, will be choked making it unfruitful.

So, to be a 'Changemaker' we need to consider not only the 'fruit' or things that are seen above

the 'soil' (design in our context and the actions we take) but to also examine the deeper, more hidden areas of our life (formation of our identity and our thinking and longings).

For us to flourish as changemakers in ways that enables others to flourish, the formation process of who we are becoming and deepening our roots in Christ is critical (Col 2:7; Jer 17:8; Ps 1:3). Formation is deeply connected to design, as a tree's roots are connected to its branches. Only with a healthy root system can a tree bear good fruit (Matt 7:17-20). The fruit are the tangible, multipliable crop that the design process shapes – change that we participate with God in our context, helping our context and the people in it flourish for God's glory (Galatians 5:22-23; John 15:1-16; Mark 4:20)

GROWER NOTES

 **(Optional) Illustration** – If time allows, this illustration may be helpful for some in your group. Otherwise, you can point to this text and encourage participants to read this as a devotional text between sessions.



1.4 TASTER

SUGGESTED TIME: 20-30 MINUTES

Participation and Co-Participation

In his book *Culture Making*, Andy Crouch highlights the tendency that Christians have to condemn and critique culture. While it is entirely appropriate to discern and name things that are contrary to God's purposes as revealed in scripture, we need to recognise that when condemnation and critique are our only, or even our dominant posture, to the culture around us, we place ourselves in a position of superiority over our culture.

Crouch argues that as image bearers of a Creator God, we are invited to take the things that God has created and make something of them in the world. Our primary posture to

culture should not be to condemn or even transform culture, but rather to cultivate and create culture. We take the things that God has made and we make something of them. We are invited to co-create. As those who can 'see' reality differently, we have a responsibility and privilege to embody that new reality in the world. In doing so, we participate, as members of God's family in the outworking of God's story. As we do that, it necessarily disrupts the brokenness of the world, providing an opportunity to demonstrate the beauty of the Christian story and to invite people to join us and to live within that story.

GROWER NOTES

 **Read** the text above about Crouch's concept of culture making.

 **Discuss** what you have read
In discussion use the following prompts:

- What resonated with you? What didn't?
- What does this concept of 'redemptive' mean to you?
- What approach to spiritual formation are you used to? What do you think of Seed's approach?





1.4 TASTER (CONT.)

Design activity – a taster

To experience what our Changemaker Community sessions might be like, let's briefly go through a micro design process:

Start by choosing a context:

If you are all from the same church or local community, do this process together/ collaboratively and consider the local suburb/community that your church is in. Discuss as you go, using a whiteboard (digital or physical) or some butcher's paper to record the conversation.

If you are from widely dispersed geographic communities, do this process individually, and each of you consider the local suburb/community that you live in. Record your own response, then share/discuss as you go.

Go through the following steps.

1. Imagine – Take some time to imagine what a future that is more aligned with God's intention for creation might look like?

Think 10 years into the future. What has changed? How are people feeling about the change? Who has been involved in the change?

2. Current Needs (Empathy/Listening) – Identify the main groups of people who live in your community. Choose a maximum of 3 or 4 (e.g. Young professionals, retirees, families with English as a second language).

What are the felt needs of these people groups? What do they value? What do they want? Where could Jesus and the way of Jesus make a difference for them?

3. Analyse — What needs to change to move toward the different future you have imagined? What are the barriers getting in the way? Where is God already at work?

4. Discern – What could we do differently? How could we move toward the different future? Is there a part you could play?



GROWER NOTES



This activity can be done individually or as a group. We recommend doing it as a group but only if you have a shared context, i.e. your church community or local geographical community. We don't want to jump right into the contexts that people will be exploring later-on in the program, i.e. their workplaces. If this activity needs to be done individually, encourage participants to think of their local communities.

This is an important part of the first session because it gives a sense of the working and reflective nature of the Changemaker Community sessions. While there is some great content to chew on in the coming

sessions, the focus will be on helping the participants to analyse and understand themselves and their context through the lens of the Christian story. This requires some thought, ideation, reflection and work.

At the end of this taster session, be sure to point out the way in which they have just understood (in a limited sense) the "story" of their local community. And they have begun to imagine that the story could have a different future, as they seek to align themselves with God at work in that place.

This activity may be especially helpful for those who are not yet convinced about the benefits of a Changemaker Community.



1.5 PRAYER & REFLECTION

SUGGESTED TIME: 5-10 MINUTES

Expectations

After unpacking some key concepts and having a taster of the design process, we want to revisit your first list of expectations. Are any questions outstanding?

Have a go now at refining your expectations for the coming journey.



What are your expectations in joining this community?



Pray to close, asking God to guide the Changemaker Community and help you imagine a future that is aligned with his purposes.



GROWER NOTES

 **Invite** participants to share any outstanding questions from their initial list of expectations.

If there are any outstanding questions that you can't answer you can always bring them to your Seed coach.

 **Encourage** participants to consider whether they have any new expectations that have emerged since the discussions in this session and the experience of the micro-design taster activity.

Invite participants to share any updated expectations they have about the process. Prompt them to consider "what are you looking forward to?"

 **Pray** we will be part of raising up a generation of leaders who are deeply engaged in their context.

It's our desire to be people who are shaped by the Christian story. People who are solution-focused, who believe that the Christian story has something of value to offer the world. Empower us to be people who translate what we believe about Jesus into tangible expressions that others can touch, taste and see. We want to be people who go to work with a humble confidence in Jesus, because we understand and have experienced the difference he makes in our own lives and in the world. Embolden us to imagine a different future and to step out in faith as well follow you and your purposes God. Amen.

BEFORE NEXT TIME

- **Read** in full the Introduction to Redemptive Design (if you haven't already).
- **Read** Ephesians 1-3



MODULE 2: STORY

MODULE OBJECTIVES:

Explain why the concept of story is so prominent and how it relates to discovering our purpose.

Unpack the overview of God's story, as told in Ephesians 1-3.

Introduce the Purpose Storyboard tool.

Seed Tools: The Purpose Storyboard

Seed Videos: "God's Story Shapes Ours"

Selected Readings: Chapter 1 of *The Drama of Scripture* by Bartholomew & Goheen.

MODULE OVERVIEW:

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 BREAKDOWN:

- 2.1 Why Story?
- 2.2 My Story in God's Story
- 2.3 Ephesians Study. A Snapshot of God's Purposes
- 2.4 Introduction to the Purpose Storyboard
- 2.5 Prayer and Reflection

Important Information for the Grower:

This module is content rich. We're establishing the foundations of Seed's Redemptive Design, introducing some key concepts around story, digging into the first three chapters of Ephesians and introducing the first tool from the RD Toolkit: *The Purpose Storyboard*.

We want people to come away from this module feeling challenged to examine worldly concepts of purpose but not bereft in an overwhelming world of seeming infinite possibilities. The objective here is clarity, clarity of God's story, clarity of our roles and place in God's story. When we increase our clarity, we increase our confidence.

Grower Tips:

- Remind everyone to read Ephesians 1-3 **before** you gather.
- Be flexible with your expectations, you may find it is suitable to linger in some discussions and that's fine.
- The Purpose Storyboard is a tool that we want participants to be engaging with between modules 2 & 3, so a light introduction in this module can be appropriate.
- An extension exercise is included at the end of this module, encourage participants to work through the activity there between modules.



2.1 WHY STORY?

SUGGESTED TIME: 5-10 MINUTES

 Stories help us make sense of the world and our place in it. Whether consciously or sub-consciously, we understand ourselves and our place in the world through the stories we tell about ourselves, our communities, and our cultures. Such stories have the power to *form* our identity. Stories are also powerful vehicles for bringing insight into who God made us to be, and what God is leading us to do in the world.

But when we tell our story, we can tend to see ourselves as the author or main character. We're easily drawn into the precarious position of trying to control the narrative and outcomes of the story.

How can we make meaning of our lives and the events happening to and around us, without falling into the trap of assuming authority over the world and the change we want to see in it?

In this module we are going to consider how we can gain clarity of purpose and, with that, a confidence to participate in God's purposes when we reframe our story in God's story, know God's story more intimately and practice articulating our own stories.

GROWER NOTES

 **Connect** with one another. Welcome and ask participants to share any key takeaways that they kept thinking about after the last module.

 **Read aloud the notes above.**

 **Mention** that we will be talking about purpose as well as story. Purpose, by definition, is the reason for which something was created. So to understand our own purpose, we begin with God's purposes, but this is a *huge* topic!

We ought to acknowledge from the start that God's will is called a "mystery" even though it has been "made known to us" through Christ. We should never forget that the revelation of Christ is our starting point for

understanding God's purposes but mystery can still shroud the details of God's plans, otherwise we wouldn't require faith! Think of Peter in Acts 10 who had a vision from the Holy Spirit that made him wonder, he didn't understand the meaning of it at first! Learning to sit in ambiguity and the unknown is a powerful posture we can adopt while we seek to understand God's purposes. We trust in a faithful God, as we seek out his will for our lives and the world around us.

 **Pray** and ask the Spirit to help us genuinely reflect on our stories, God's grace in our lives and whether we are assuming authority over our lives or allowing God to guide us into alignment with His story, His purposes.



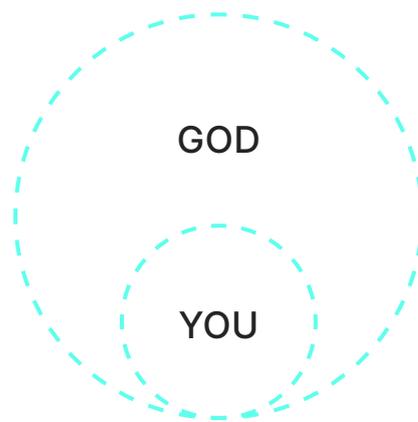
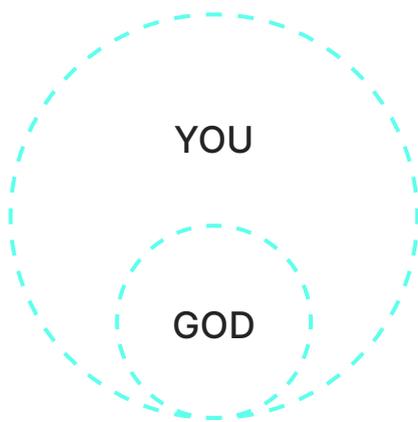
2.2 MY STORY IN GOD'S STORY

SUGGESTED TIME: 10-20 MINUTES

A sense of purpose can bring incredible clarity and action to people's lives. But many people assume that purpose is about self-determination and most pursuits of purpose seek to fit everything (including God) into a story we control.

As Christians, we find our purpose by first examining the purpose for which we were created. God's purpose is the central foundation for finding our purpose.

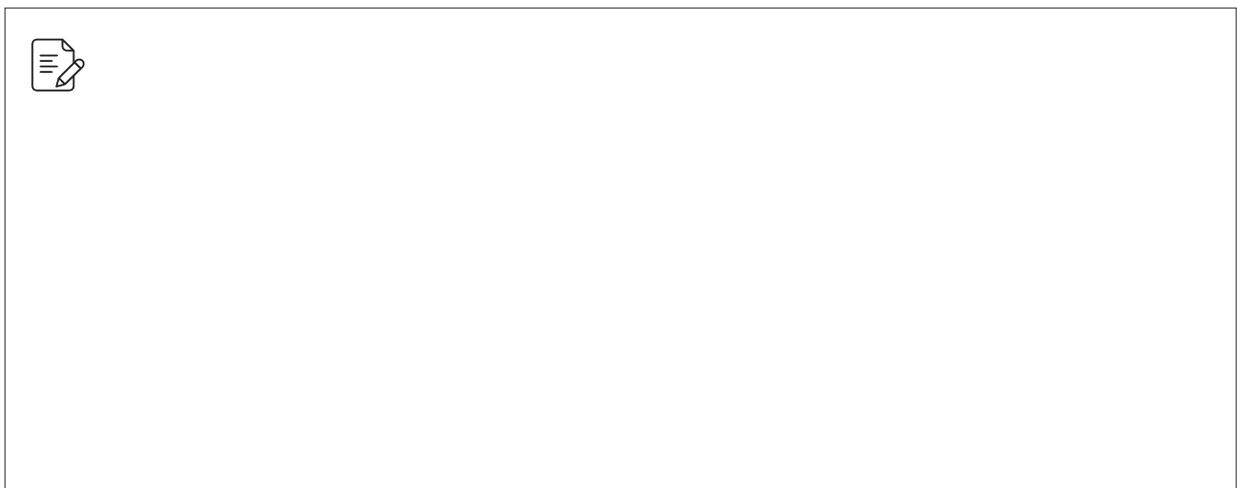
These two approaches are illustrated below.



Finding your purpose is not a process of self-determination. Rather, it is a process of aligning yourself and what you do in the world with God's purposes.

This can be a mindset shift for many of us.

Which side of the illustration above best describes your Christian life currently? You may be a mixture of both, depending on the area of life.



GROWER NOTES



Read aloud the notes above



Invite people to use the text box to reflect on the question, **Which side of the illustration above best describes your Christian life currently?**

(Optional) Prompt with the question, **What is God inviting you to consider right now?**



Invite people to share.

Be aware this may be deep and vulnerable, make sure people understand that sharing is optional.

(Optional) Rather than sharing, you may want to ask people this leading question:

How can we both discover God's purposes in the world, and align our purpose with God's purposes?



▶ 2.3 GOD'S STORY

Knowing we were created for a purpose can be a great comfort, but it can raise more questions. If my purpose is connected to God's, how do I understand God's purposes? Do I have a particular part to play in God's purposes that is unique to me?

In this module we want to create space to explore these questions and we want to adopt a posture of discovery to approach these questions with curiosity and openness while simultaneously accepting that there will never be an end point to our discovery. We will never fully understand God's purposes, we may never reach a point of total confidence in our part in God's story. But we can come closer to God, gain clarity of our purpose and grow deeper in our knowledge of God. After all, this was the prayer of Paul for the Ephesians, that they would "know him better" (1:17), may it be our prayer too."

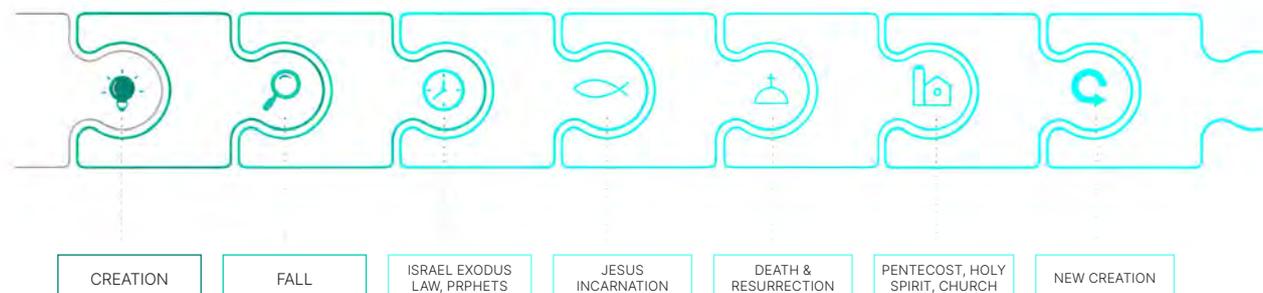
Confidence builds as we know God more and when we are more confident in who God has made us to be, by his grace, even when we fail, face difficult decisions or make choices that are not aligned with the Spirit, we won't be overly shaken by the rebuilding, faith leaping, Spirit convicting disciplines that we are all bound to face in life.

WHAT IS GOD'S STORY?

The big picture of God's story can be summarised as a four-act story of creation, fall, redemption and renewal:

- **Creation tells** the story of beginnings in which we see God's ideal for what He has created. In Genesis 1:26-27, we find that humans are made in the image of God. As image-bearers, a key part of our purpose, is to get to know God, then bear God's image in the world.
- **The fall** (Genesis 3) introduces the problem of sin. Through human sinfulness, we find that our relationship with God, and therefore our ability to fulfill our purpose as image-bearers of God in the world, is broken.
- **The solution** is the good news of what God has done to bring redemption through Jesus Christ. In response to this good news, followers of Jesus repent and believe (Mark 1:15).
- **It is from** Jesus Christ that the final act of renewal of all things flows. As fallen yet redeemed image bearers who follow Jesus, we participate in God's purpose for the renewal of all creation (2 Cor 5:17-6:1).

All the acts are vital and are interwoven within the storyline of the Bible:



GROWER NOTES

 **Watch** the video “God’s Story Shapes Ours”

 Read aloud the text above.

(Optional) **Ask** participants to consider the content above with this discussion prompt:

Many people find it helpful seeing an overview of the Biblical story as above in the text and storyline graphic. Was there anything that stood out to you as we watched the video and read about God’s story? Is there a new perspective God is inviting you to consider?



2.3 EPHESIANS STUDY: A SNAPSHOT OF GOD'S PURPOSE

SUGGESTED TIME: 30-40 MINUTES

The start of Ephesians is a profound snapshot of God's story. In chapter one, we see God's mysterious will unfolding in the story, then chapter two emphasises our own purpose and place in this story, in chapters three and four we find the purpose of God highlighted again and if we were to

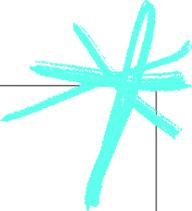
summarise the end goal of the story it is this: community and unity among us, the church.

Together, we're going to explore the incredible revelation of God's purposes and what response we can offer God considering this unfolding story.

GOD'S PURPOSE & WILL – EPHESIANS 1:1-14

Read Ephesians 1:1-14

1. What stood out to you in these verses?



2. From these verses, what would you say God's will or purpose is?



A NEW IDENTITY — EPHESIANS 2:1-10

Read Ephesians 2:1-10

3. What are some ways that God's purpose affects you? What is God inviting you to do or consider?

FOR RECONCILIATION — EPHESIANS 2:11-22

Read Ephesians 2:11-22

4. Paul is explicit about God's purposes in verse 15 but what can reconciliation look like for us today?

THE PURPOSE OF THE CHURCH — EPHESIANS 3:8-13

Read Ephesians 3:8-13

5. What else is Paul revealing here about God's purposes?



GROWER NOTES

We recommend asking Participants to pre-read Ephesians 1-3 and jot down their reflections to these questions so they are ready to share.

Work through the study above.

2. From these verses, what would you say God's will or purpose is?

Highlight chapter 1, verses 5, 9-10, 11-12.

In particular, verse 12: "the praise of his glory"; verse 5 for us to be "adopted as his sons through Jesus Christ" or verse 10 "to bring all things in heaven and on earth together under one head, even Christ."

Mention that God's purposes are varied, however there isn't necessarily any hierarchy in these answers.

As Ephesians unfolds, Paul returns to the idea of unity. Eph 3:15 "His purpose was to create in himself one new man out of the two [Gentile and Israelite], thus making peace". We could phrase it thus, God's purpose has been achieved through Christ in whom we have redemption and adoption not just for our gain, but toward the end goal: unity of all things, under the Lordship of Christ.

3. What are some ways that God's purpose affects you?

What is God inviting you to do or consider?

– Encourage participants to refer to specific verses as the answer. Point to chapter 2, verses 8-9 and emphasise that "grace through faith" is a gift of God. Another key takeaway is found in verse 8 "and this is not your own doing" this further instills the idea that our identity is found within God's story mindset shift. Note also that the end point of Jesus's work here is not merely our salvation, but a complete transformation

in the way we live/walk in the world. We now walk in the way of good works that God prepared in advance for us.

4. Paul is explicit about God's purposes in verse 15 but what can reconciliation look like for us today?

The question points to the theme of reconciliation found in verse 15 "His purpose was to create in himself one new humanity out of the two, thus making peace". Encourage participants to link this concept of peace/reconciliation to tangible, real world, current scenario's. Prompt them with the question: Where is God already active, where are our opportunities to participate in the act of reconciliation?

Verse 19-20 is also a point for facilitated conversation, what does "you are no longer foreigners and strangers, but fellow citizens with God's people" look like in your context?

5. What else is Paul revealing here about God's purposes?

Point to 3:10 "His intent was that now, through the church, the manifold wisdom of God should be made known", in light of the previous passages, encourage discussion about what this specific vision for the church could look like? There is a sense of hope and encouragement in verse 12, can the church share God's story from a posture of purpose and freedom? Verse 12, "In him and through faith in him we may approach God with freedom and confidence." Is that different to what participants are doing now? Why?



2.4 INTRODUCTION TO THE PURPOSE STORYBOARD

SUGGESTED TIME: 20-40 MINUTES



The Purpose Storyboard Tool was developed to help you reflect on the stories and experiences that God has used to shape you. This includes how your identity, and your sense of purpose are being formed by God's story and shaped by God's grace. The tool also provides opportunities to identify your context (where you've been placed), giftings, and passions which together provide a basis for discerning your own sense of God-given purpose.

This tool comprises of six primary sections:

- **History:** Who or what has God used to shape you?
- **Context:** This can comprise of two distinct elements, place -where has God placed you now; and people – who are you serving now?

- **Gifting:** What are you 'naturally' good at? How do you use those gifts?
- **Passion:** What do you loving doing and who do you do this with?
- **Causes:** What tensions do you feel? What problems do you want to solve?
- **Vision:** God willing, what do you dream your life and impact might look like in the future? What do you long for?



The Purpose Storyboard is two pages over. There is also an electronic copy available on on the Changemaker Course section of the Seed website.



GROWER NOTES

 **Read** the introduction to the Purpose Storyboard above.

 **Invite** participants to write down some ideas about their History, Context, Gifting, Passions, Causes and Vision.

We recommend allowing 10 minutes for this, an extension activity is included at the end of this module to assist participants with revisiting this tool and going deeper.

Mention that this tool should be revisited again between sessions using the extension activity included at the end of this module.

Mention that we will be returning to the Identity and Purpose Statements at the bottom of the tool in the next session, once everyone has had a chance to go over the Storyboard again, in more depth.

 **Share** your Purpose Storyboard (in pairs).

Split participants into pairs (1x Storyteller and 1x Listener).

Explain that each Storyteller will share their initial thoughts prompted by their Purpose Storyboard for 6 minutes. For the storyteller, don't try to tick all the boxes or cover all aspects, just tell your story as it comes. How you choose to tell your story is a key component in identifying what is important.

The Listener listens, then spends 1-2 minutes reflecting back to the Storyteller, highlighting the parts of the story that particularly stood out and encouraging particular giftings and passions if they know that person.

Then switch so that the Storyteller becomes the Listener (& repeat the process).

The purpose of this activity is not for participants to get to know each other. Rather it is an active listening exercise to pick up parts of a person's story that may reveal an aspect of their character, who God has made them to be, which can be relayed back to the person sharing their story. The goal is to encourage one another, to see and witness each other and to help each other reflect on how our stories fit in with God's story.





SEED

Purpose Storyboard (a story within a story)

HISTORY (storyline)	CONTEXT	PASSION (character profile)	VISION (ending)
	GIFTING (character profile)	CAUSES (plot)	

Purpose Statement:



2.5 PRAYER & REFLECTION

SUGGESTED TIME: 5-10 MINUTES

 Paul's prayer in Ephesians 3:16-21 is an incredibly powerful prayer. Take a moment to read it as a prayer over one another and over your journey together.

¹⁶ I pray that out of his glorious riches he may strengthen you with power through his Spirit in your inner being, ¹⁷ so that Christ may dwell in your hearts through faith. And I pray that you, being rooted and established in love, ¹⁸ may have power, together with all the Lord's holy people, to grasp how wide and long and

high and deep is the love of Christ, ¹⁹ and to know this love that surpasses knowledge—that you may be filled to the measure of all the fullness of God. ²⁰ Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, ²¹ to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen.

Ephesians 3:16-21 (NIV)

GROWER NOTES

 **Encourage** participants to do the Storyboard Extension Activity on the following page before the next module. Even if you've spent some quality time with the Purpose Storyboard during this session, we recommend iterating over the storyboard, with someone else if possible.

It would be worth setting a reminder to participants to reiterate and refresh their responses to the Purpose Storyboard before the next meeting.

 **Pray** before finishing for the session. We recommend praying Ephesians 3:16-21.

BEFORE NEXT TIME

- **Complete** the Extension Exercise on the next page to iterate over your *Purpose Storyboard* with someone who knows you



MODULE 2 STORYBOARD EXTENSION EXERCISES

 This exercise is intended to deepen your understanding of your story and identity by involving others in the process.

It would be great to go through this exercise before you meet for the next Module!

TO START:

- Identify someone who knows you well (or you may want to do this in a small group of 2-3).
- Ask them if they would be happy to listen to you tell your story? This may take 1-2 hours in total.

- Give them a copy of a blank Purpose Storyboard (another copy is available on the following page).
- Tell them your story and ask them to fill in the Storyboard while they listen to you. Allow 30-45 minutes for this.
- Once you finish, spend another 30-45 minutes allowing them to reflect back to you what they heard. This is essentially a retelling of your story back to you. Ask them to highlight the elements that stand out to them.
- Discuss together the different bits that stood out to them and explore the question, **who has God made you to be?**





SEED

Purpose Storyboard (a story within a story)

HISTORY (storyline)	CONTEXT	PASSION (character profile)	VISION (ending)
	GIFTING (character profile)	CAUSES (plot)	

Purpose Statement:



MODULE 3: IDENTITY

MODULE OBJECTIVES:

Connect the concept of identity to God's story and explore how we are formed by God's story.

Explore what other stories and desires are shaping us.

Unpack practical steps for aligning our desires with God's story and plan for us.

Develop Identity Statements that participants feel reflect how they have been made and who they are becoming.

Seed Tools: The Purpose Storyboard (for reflection and composing an Identity Statement)

Seed Videos: "Understanding Identity"

Selected Readings: Chapter 3 of *You are What you Love* by James K.A. Smith.

MODULE OVERVIEW:

Understanding our identity (who we are and who we are becoming) starts with being formed by God's story and shaped by God's grace. 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. This module digs deeply into the second part of this process.

MODULE BREAKDOWN:

- 3.1 Introduction to Identity
- 3.2 What do you love?
- 3.3 What is God like?
- 3.4 Identity Statement
- 3.5 Re-framing our desires

Important Information for the Grower:

This module provides a lot of space for participants to reflect on some deep questions and personal introspection (3.2 and 3.4) but also aims to provide opportunity for coming together and learning from each other in group discussions (3.4).

It might be helpful for you to think of this module as focusing on providing a framework for exploring how our identities are formed. While our identity is the foundation for understanding our purpose, it is not *more important* than our actions. God is interested in both who we are and what we do. It's not a competition. The two are connected. And at Seed we believe that what God is most interested in is whether *what we do is congruent with who God has made us to be*. We will be revisiting this third part of the process, rhythms and practices, in later modules.

Grower Tips:

- Take the time to work through 3.4 before the session. Crafting an Identity Statement for yourself can be a powerful way to guide others through the process.



3.1 INTRODUCTION TO IDENTITY

SUGGESTED TIME: 10-30 MINUTES

 Our identity, who we are and who we are becoming is an integral component of becoming an effective changemaker. As Christians, our identity is formed by God's story and shaped by God's grace.

From the very beginning of God's story, in Genesis 1:27 we find that we are created in God's image. "So God created humankind in his image, in the image of God he created them; male and female he created them." This image is distorted by sin, but it remains core to the identity of humans to bear God's image, and core to the calling of God's people to be God's image bearers in the world.

Then in the New Testament, God designates those who know him to be new creations (2 Cor 5:17); citizens of God's kingdom (Eph 2:19); and children of God (Gal 3:26) — these are all statements of identity. It is clear that our God-given identity is discovered, not self-determined.

It is important to discern who God has made us to be—clarifying our identity, story and purpose within God's story and purpose rather than the other way round of trying to fit God's story into ours. Doing this fundamentally reframes the story we are often told (or tell ourselves) about who we are. We are invited to reframe our story within God's story as the primary source of our individual and collective identity.

This can be hard to do, but it is possible, with the help of God's Spirit. First, we need to be clear about God's story and about who God says we are, this is something we began unpacking in Ephesians during the last module. We also need to be conscious of the many other things apart from God's story that are already shaping us. Finally, we need to ensure that we are living by God's story, practicing the way of Jesus, and putting in place rhythms that will help us continue to allow God's story and truth to shape us.



GROWER NOTES



Connect—welcome participants to the session.

Ask people how they went with their Purpose Storyboard since the last session, did they spend any time completing it in more depth, did they have an opportunity to share it with another person? You may want to allow some extra time here for people to share.



Pray and invite the Holy Spirit to guide you in this session.



Read the introductory paragraphs above.



Read Ephesians 2:4-10.

Pause for a moment and reflect in silence. We want to allow a moment here for people to be grounded in what God says about us before we continue in the session.

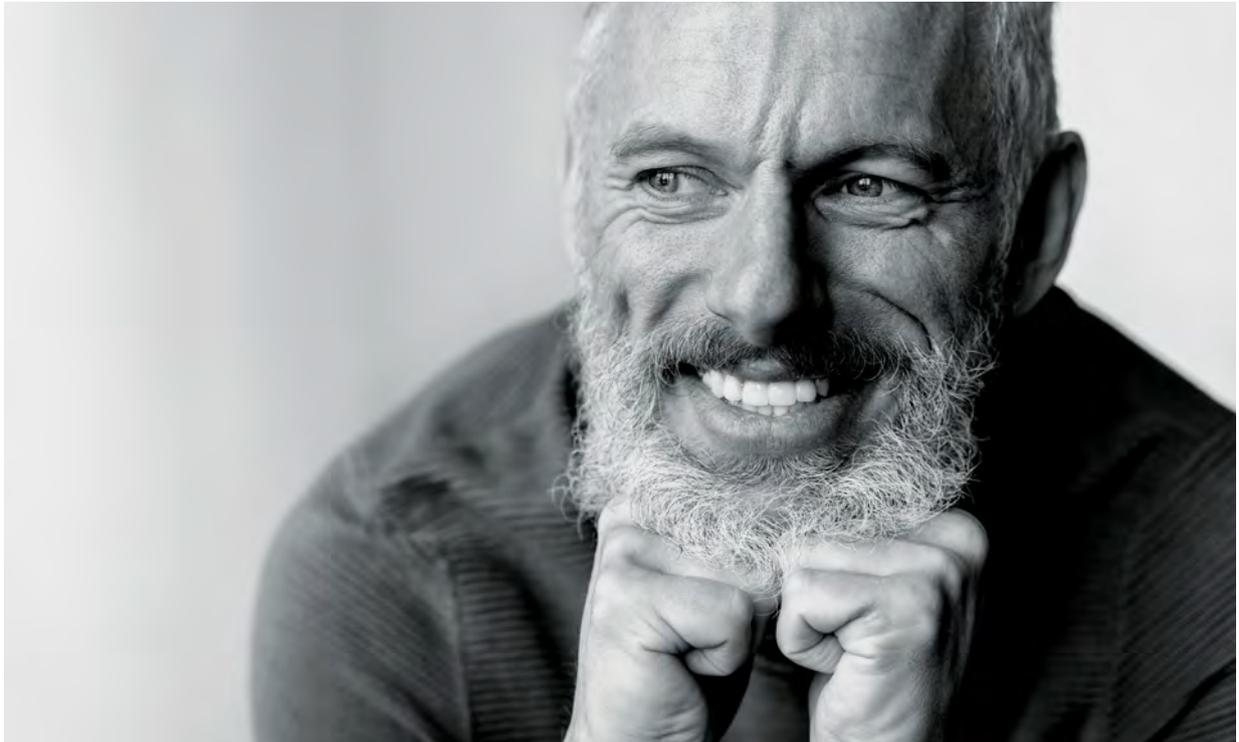


Watch the video “Understanding Identity” from Seed Library.



Ask participants if they have any questions.

You may want to prompt them to consider the following question: What are some of the many other things apart from God’s story that may be shaping us and others?



3.2 WHAT DO YOU LOVE?

SUGGESTED TIME: 20-30 MINUTES



Human beings are always being formed. Our lives (what we think, do and love) are being shaped by hundreds of stories each day, through media, advertising, family and community.

Our challenge is to identify where these stories are aligned with, or contrary to, what God says to be true of our identity and the world.

Let's start at the very core of our being, our heart, and explore what it is we love. Put another way, we want to examine what it is we long for. Proverbs 4:23 says "Above all else, guard your heart, for everything you do flows from it." We start with the question — **what do you want?**

James K.A. Smith says,

"That's the question. It is the first, last, and most fundamental question of Christian discipleship. Jesus doesn't encounter Matthew and John – or you and me – and ask, "What do you know?" He doesn't even ask, "What do you believe?" He asks "What do you want?" This is the most incisive, piercing question Jesus can ask of us precisely because we are what we want. Our wants and longings and desires are at the core of our identity, the wellspring from which our actions and behaviour flow." (*You Are What You Love*, pp. 1-2)

Take some time to think about this question for yourself — **what do you want?**



Don't think about what it is that you think God wants you to want.

What is it that you actually want in life? What do you desire? What are you chasing after? What are the longings you have that shape the way you live your life and the choices that you make?



If you have time, also consider these follow up questions:

What is it that has shaped that desire in you? Where have these desires originated? Where did the story about a good/happy/successful life come from?



GROWER NOTES



Read aloud the text above



Invite participants to reflect on the questions above.

This will work best if you are able to create a quiet reflective space. Allow people to move into a different physical space and give the group a good amount of time (suggest 15-20 mins) to reflect. Encourage them to journal or take notes as they reflect.

If you think it is a safe space for people (and you have time), encourage people

to share their longings, and some of the challenges that came to light through this exercise in groups of 2 or 3 people.

Be aware that this may raise some deep questions for people. Be prepared with a pathway for people if they want to talk more. (eg. a pastor or counsellor)



3.3 WHAT IS GOD LIKE?

SUGGESTED TIME: 15-20 MINUTES



Our hope and prayer for this part of the module is that two things will happen.

First, as you take the time to dwell on who God is and what God is like, your love for God would be renewed. Second, that you would also be captivated by the calling to bear the image of this amazing God to the world around you!

Humans clearly have limitations. We are created beings. We are not God. There is a distinction between us as creatures and God as creator. Yet, humans are given a privileged place in creation, as the image bearers of God. What does that actually mean, what does it mean to bear God's image in the world?

As a starting point, if we are to image God in the world, we need to be connected in relationship to God.

Take some time now to think about and share your thoughts in response to the question – **what is God like?**

Discuss as a group and record your answers – gathering a collective picture of the group's understanding of the nature and character of God.

Discuss – **what does this mean for how I live?**

Highlight any aspects of God's nature and character that, if we were to image them in the world, would affect the way we live.



GROWER NOTES



Read aloud the text above.



Discuss as a group the question **what is God like?**

For this exercise, come together as a group. Although there is a fillable text box for participants in their workbooks, we want them to populate that through discussion together. Use a whiteboard (physical or digital) or a piece of butcher's paper to capture a collective picture of the nature and character of God for your group.

As you facilitate seek to highlight the beauty and majesty of the picture that emerges. Hopefully you will be able to spark a renewed sense of love and desire for God amongst the group as you collectively focus your attention on God.



(Optional) Discussion extension: God is Trinity and God is love. If I know God to exist in a community of perfect love, then imaging God means I too am someone who loves others in community. At a deeper level, I am also free to love others fearlessly, because I also share in the love of that triune God. Because I know I am always perfectly loved, I am able to love others. **How can we live out this image of loving others in community? What does that look like in an increasingly individualized world?**



3.4 IDENTITY STATEMENT

SUGGESTED TIME: 15-30 MINUTES



An identity statement is a helpful way to reflect on how God has made you as His workmanship (Eph 2:10). Life with Jesus is far more than a to-do list of aligned actions, which is why an identity statement can be helpful for capturing a fuller image of the person you are becoming in Christ.

As you reflect on your Purpose Storyboard you will start to get a sense of the particular ways that God has shaped you and the ways God has been at work in your life. Your identity statement is a metaphor (picture or

image) that captures who you are in the roles and relationships you hold in the world. It is something more core to your identity than a list of goals or a position description.

Ask God to give you an image that might describe more of who you are, what your identity in God's story is.

Then try completing this statement: **I am like...** (try drawing your identity statement)



A large empty rectangular box for writing or drawing an identity statement.



GROWER NOTES



Read aloud the text above.



Illustrate by providing some examples of identity statements:

I am like:

- a midwife delivering new ideas to the world
- a scientist experimenting
- a hiking guide showing the way up the mountain
- a ligament that connects parts of the body
- a mother duck who protects her chicks

It is far more powerful and helpful if the facilitator can give a personal example about their identity statement/metaphor – 'I am like...'



Invite participants to reflect and then fill in their responses to the statement "I am..."

Encourage participants to start with prayer, asking God to give them an image or metaphor that might help describe their identity. Allow at least 10 minutes for this.



(Optional) Share responses to the identity statement/metaphor prompt, in pairs/triplets.

Split participants into either pairs or triplets (depending on size of the group) and share their responses.

They can start with the prompt "I am like..." If you don't have time for sharing, encourage participants to share it with someone close to them between sessions.



3.5 RE-FRAMING OUR DESIRES

SUGGESTED TIME: 5-10 MINUTES



The foundation for being a changemaker is to be a disciple of Jesus. In following Jesus, in pursuing him, we find ourselves being shaped by him.

Our goal is to learn to follow well. We don't just want to learn more information about Jesus, we want to develop rhythms and practises in our lives that enable us to continually be formed and re-formed by Jesus and his ways.

However, we will only faithfully follow Jesus if life with Jesus is our heart's desire, that which we long for.

**“You have made us for yourself,
O Lord, and our hearts are
restless until they rest in you.”**

*(Augustine's Confessions
Lib 1,1-2,2.5,5: CSEL 33, 1-5)*



***How do we develop our longing for
Jesus and his ways?***

Note that we will engage more with this question in later modules, but in-between now and our next session, reflect on one way that you could develop your longings for Jesus and his ways.



GROWER NOTES



Read aloud the text above.



Invite participants to reflect on the question ***How do we develop our longing for Jesus and his ways?***

Encourage participants to reflect more on this between sessions and especially to dig into the idea that we may not actually love what we think we love. Refer participants to James K.A. Smith's You are What you Love Chapter 3 if they want to dig into this more.



Pray and ask God to reveal to us more fully what we are longing for and to give us wisdom and inspiration as we seek to develop a longing for Jesus.

BEFORE NEXT TIME

- **Reflect** on the questions ***what do I love*** and ***how can I develop my longing for Jesus and his ways.***
- **Return** to your identity statement, how is the metaphor sitting with you? Iterate over the expression of your identity, share it with someone who knows you well and invite their reflections.



MODULE 4: CONTEXT

MODULE OBJECTIVES:

Understand how clarity about identity and context align to drive participation in God's story.

Explore the context that you and your team are hoping to see transformed.

Imagine a different future for your context

Seed Tools: *Scoping Context Tool*, "Theory of Change Canvas Introduction.pdf"

Selected Readings: Chapters 5, 12 & 14 of *Culture Making*, by Andy Crouch.

MODULE OVERVIEW:

The key question addressed here is, where has God placed you? Context is explored by first using the Redemptive Design tool *Scoping Context*, before moving onto Seed's unique *Theory of Change Canvas*. This tool walks participants through the key processes of imagining a future, unpacking their current reality before identifying practical next steps. In this module, we focus on the imagination piece. The two strands of identity (*who we are*) and participation (*what we do*) are then combined in the crafting of a purpose statement.

MODULE BREAKDOWN:

- 4.1 Identity and Context
- 4.2 Scoping Context
- 4.3 Introduction to Theory of Change
- 4.4 Imagined Future
- 4.5 Your Purpose Statement

Important Information for the Grower:

The Christian faith is not so much a matter of believing certain things about God, the world and our own identities. Indeed, understanding our place in God's story and our identity in Christ is just the start. The Christian life is ongoing participation in the story of Jesus.

This module presents two key Redemptive Design tools that enable participants to gain clarity about God's specific invitation to us to participate in the contexts where He has placed us, using the passions and skills that He has gifted to us.

As such, the central questions we want individuals to explore in this module are:

Where has God placed you? And
What is the Imagined Future, the story God is revealing to you about this context in 5-10 years time?

The goal of this module is to begin forming answers to these questions because good design starts with clarity. We want participants to gain clarity about the change that God is calling them to create.

Grower Tips:

- It is strongly suggested that you complete this module before leading a group through the Scoping Context, Imagined Future and Purpose Statement sections.
- Read in full the supporting document, "Theory of Change Canvas Introduction.pdf" and maybe have a copy on hand for those who appreciate the full picture (see section 4.3).



4.1 IDENTITY AND CONTEXT

SUGGESTED TIME: 10-15 MINUTES

A BRIEF OVERVIEW OF WHERE WE'VE BEEN AND WHERE WE ARE GOING...

 In previous modules, we have commenced the process of discerning God's story and our place in that story. Through this we have explored the idea that God is interested in both *who we are* (our identity) and *what we do* (how we participate).

So far, we have focused on identity, *who we are*, and now we are turning our attention to the question of how we can participate in God's work of redemption and renewal. These are two pieces of the same process, and our end point will be to combine both *who we are* and *what we do*.

We call this combination "alignment", and it hinges on the concept that God seems particularly interested in whether what we do is aligned with who he has made us to be.

If we are able to bring our context into greater alignment with what God intends for it, people will get a "taste and see experience" of life as God intends; of what life with Jesus is like.

Before we can seek to align our desire for change with God's intentions for our context, we need clarity about the context and the scope of what we (and potentially others who are working with us) are seeking to achieve.

Clarity is vitally important for effective design.

Another way to put it is that once we understand our identity in Christ, we seek, empowered by the Spirit, to embody (to live into and up to) the reality of who God has already made us to be through his grace in Jesus Christ. **We want to step into the invitation God has for us to do good works (Eph 2:10) but before we can do that we need to understand what God is inviting us into.**

Because living into who God made us to be happens in a particular context where God has placed us, our next step in the process is to unpack the question: *Where has God placed you?*



GROWER NOTES



Connect—welcome participants to the session.

Ask people how they went since the last session with their Identity Statements and questions about what they love and long for.



Pray and invite the Holy Spirit to guide you in this session.



Read Ephesians 1:3-10. **Pause** for a moment and reflect in silence.

We want to allow a moment here for people to be grounded in what God says about us before we continue in the session.



Read aloud the introductory paragraphs above.



Ask participants if they have any questions before we move to the next section.



4.2 SCOPING CONTEXT

SUGGESTED TIME: 30-60 MINUTES



The Scoping Context tool is designed to answer the question

where has God placed you?

To start, consider where it is that you sense God might be leading you to be a redemptive influence and make a difference. We encourage you to broadly think of your vocational context. This may be your paid work, your work in the home, your study, or volunteer service. The context you choose will be the focus for the remainder of this changemaker community process.*

The context you have chosen may be quite complex. This exercise will help you more clearly define the various things in your context that would need to change in order for it to be more aligned with God's intention. It will help you draw boundaries around what is not important or outside your scope. And it will help you begin to define what is important, and what could be the particular focus of your part in God's story.

The tool simply asks you to list the various aspects of your context across four areas:

** If you are unsure about what context you are currently in, we recommend making a decision for now and revisiting it later. We have an additional module you can undertake after this session: "Discerning Vocation: how your current roles align with God's story." This optional module is recommended for anyone who wants to firm up their understanding of their context and their roles within that context. For more information, talk to your Grower.*



1. People – the groups of people that you serve in your context.

Note, if it is a small context, feel free to name individuals, but generally you will be naming groups like customers, colleagues, students, team etc.

2. Places – the physical spaces you desire to see transformed.

This may be a geographical community or region or a school, workplace or building.

3. Systems – the policies or structures you might want to change because they are preventing your context (and the people you serve) from flourishing as God intends

For example, a lawyer wants to give more time to their clients, but their firm's pricing policy means she has to charge clients for every 6 minutes. A teacher wants to attend to individual student needs, but class sizes make it almost impossible to do that.

4. Culture — the narratives and mindsets that exist within your context (or within wider society) that would need to shift for your context to flourish as God intends.

For example, the mindset at the law firm, might need to shift from "profit first, people second". Or the cultural mindset for pre-school educators needs to shift from "child-carers" to "early-childhood educators".



Once you have listed these, take some time to consider which of these are most important to you? Which stand out? Which are you really passionate about changing?

Note that all the various parts are interconnected, and in order for your context to flourish as God intends, there will likely need to be changes at all levels – the individual, the physical, the systemic and the cultural. However, it is important to understand what you think might be priority for you.

Highlight or circle a few (2-4) that stand out as a priority for you at this stage. Note that this may change as you go through the rest of the process and get a deeper understanding of your context and the ways in which God is already at work there.

GROWER NOTES

 **Watch** the video “Understanding Context”.

 **Read** aloud the text above.

 **Ask** participants the following question, Does this idea of context makes sense to you?

 **Invite** participants to start filling out the *Scoping Context Tool* (on the next page).

Before they begin, participants need to identify the boundaries and focus points of their context for this process. We encourage people to consider their main vocational context, or wherever they spend the most time.

 **Invite** participants to share either in pairs or together as a group the following:

Who are you seeking to serve?

 **(Optional) Which of the 4 areas of Scoping Context did you find easiest/hardest?**

The additional module, “Discerning Vocation: how your current roles align with God’s story”, can be undertaken as a group or individual as needed. It is recommended for anyone struggling to clearly identify their current context. We especially recommend it to anyone who is finding the Imagined Future exercise difficult due to a lack of clarity about the context they’re serving.

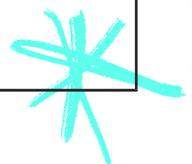




SEED

Scoping Context

PEOPLE	PLACES
SYSTEMS	CULTURE



4.3 INTRODUCTION TO THEORY OF CHANGE CANVAS

SUGGESTED TIME: 5-10 MINUTES

The *Theory of Change Canvas* (TOCC) is one of Seed's core Redemptive Design tools. The tool is purpose-built to help you discern what distinctive part you might play within God's mission in a particular context. The TOCC incorporates thinking from a number of disciplines including Human-Centred Design and Systems-Thinking. The TOCC draws on these disciplines and reframes them by making God's story and mission foundational to the design process.

The TOCC works through 8 different steps, helping to ensure that any idea or initiative is aligned with:

1. God's purposes for the context.
2. The needs of the beneficiaries in that context.
3. The mission/vision/strategic priorities of the user.
4. The particular capabilities that the user has to offer into the context.

In this module we will only be working through the first step which is **Imagination: considering what the context might look like if it were more aligned with God's design and desire by asking what the imagined future is for the context you have been scoping.**

For more information about the TOCC, see the handout, *Theory of Change Canvas* Introduction which will also show you what the full canvas looks like. A fillable PDF version of the canvas is available for download in the relevant folder on the Changemaker Course section of the Seed website. For now, we will be focusing on our Imagined Futures.

GROWER NOTES



Read aloud the text above.

Before this module, we recommend that you read in full the handout "Theory of Change Canvas Introduction" and even have a copy on hand for participants who are curious about the larger picture of the TOCC.

The main goal for now is to ask people to begin imagining a different future for their context with the awareness that we will be revisiting this imagination in future modules with some extremely practical steps that will help them land specific details about their next steps.



4.4 IMAGINED FUTURE

SUGGESTED TIME: 30-60 MINUTES

“Christians are people whose roots are in the future. Our branches are in the present, but our roots are in the future.” John Zizioulas

In this section we are going to prayerfully imagine what your context might look like in 5-10 years from now.

What would your context look like if it was more aligned with what God intends?

Each time you engage your imagination, you are learning to see your context as God sees it, as God intends it to be. Learning to imagine in line with God’s intent is a powerful force to help you see what might need to change now. When we lose the ability to imagine, we get stuck in the way things are.

It is important to note that this activity is not trying to lock in a concrete future that we must achieve. We aren’t trying to dream up a road map for how you will influence your context in the next 5-10 years. The future has an almost endless variety of possibilities that could be congruent with your purpose.

The point of using your imagination in this way is to open yourself up to future possibilities and good work (even outside your current context and comfort zones!)

Capture a snapshot of what could be, ideally in pictures. The preference is that you draw or be creative by writing a letter from your future self or a news article that describes what your context looks like in 5-10 years. Being creative engages the imaginative parts of the brain and allows broader thinking. But there are no rules!

Consider the following questions:

- Who is there?
- Where are you?
- What change has been achieved? Who has achieved it and how has it been achieved?
- How are the people in your context feeling?
- What are the people in your context saying?





GROWER NOTES



Read aloud the text above.

You may want to mention that we usually give the timeframe of 5-10 years because it is far enough away for real change to occur but close enough to be recognisable.



Encourage participants to pray individually for God to help them imagine a future for their context in 5-10 years.



Invite participants to begin capturing their Imagined Future. They may want to spread out and find space to contemplate.

Note: It is recommended participants have a clear *Scoping Context* list before moving onto their imagined future. If a participant wasn't clear on their Context, encourage them to go back to spend more time on it before moving on.



Ask participants to share what their Imagined Future looks like.

If time is a factor ask them to share in small groups or invite just one or two people to share with the whole group.



4.5 YOUR PURPOSE STATEMENT

SUGGESTED TIME: 15-30 MINUTES



A Purpose Statement is a powerful way to capture both your identity and your context and can provide great clarity about the invitation God extends to you to participate in his redemptive and renewing work in the world.

Your purpose statement integrates who you are (your identity statement) with who you serve and the change you seek to participate in (your context). It is the foundational or summary statement of your *Purpose Storyboard* but we revisit this here now that you have worked through your context in more detail.

At Seed, we use Ephesians 2:10 as a template for our purpose statements: “For we are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do”.

With this profound template, your purpose statement can take the following format:

I am God’s *[my identity statement/ who I am]* **created in Christ Jesus to** *[participate in the change among the people I seek to serve]* **which God prepared in advance for me to do.**



GROWER NOTES



Read aloud the text above.

You may want to mention that we use Ephesians 2:10 as a template because the verse tells us our identity (we are God's workmanship) and speaks to our context (created in Christ Jesus to do good works).



Invite participants to attempt a draft Purpose Statement.

Encourage them to get specific by prompting them to consider the following questions:

- what sort of workmanship would describe you?
- what sort of good works do you have a sense that God has prepared in advance for you to do?



Metaphors make great statements! You may want to provide some examples, the first example uses the metaphor of a gardener:

- I am God's gardener created in Christ Jesus to create conditions for children and youth to flourish, which God prepared in advance for me to do.

- I am God's writer, created in Christ Jesus to creatively communicate truth that informs and inspires, which God has prepared in advance for me to do.



Ask participants to share their draft Purpose Statements.

Only if they are comfortable to do so, drafts can be vulnerable!



Pray to close, thanking God for the incredible gifts of hope and imagination.

BEFORE NEXT TIME

- Prayerfully revisit your Imagined Future, is there anything else you can add, anything that might require boldness or courage to speak out in front of others?
- Iterate over your draft Purpose Statement, take time to explore what metaphors might be the right fit for you.





CHANGEMAKER COMMUNITY

Phase 2 - Align

MODULE 5 DISCERNING & PARTICIPATING | DESIGN

MODULE 6 BECOMING FORMATION | FORMATION

MODULE 5: PARTICIPATE

MODULE OBJECTIVES:

- Deepen** empathy and understanding of current reality
- Articulate** the big-picture story of change
- Discern** steps of change required to move current reality to imagined future

Seed Tools: *Theory of Change Canvas*

MODULE OVERVIEW:

Moving beyond discovery, this module begins engaging with the question of alignment. Ultimately, we want to learn how to participate in God's work of redemption and renewal in the contexts where God has placed us. In order to do this, we start by understanding our contexts and current realities and identifying which parts are not in alignment with God's design. We do this by working through the top line of the *Theory of Change Canvas* (TOCC). Firstly by understanding the *Current Reality* of our contexts, before articulating a *Story of Change* about our contexts before naming some big picture *Steps of Change*. We finish by unpacking the assets and barriers of our contexts.

MODULE BREAKDOWN:

- 5.1 Introduction to Alignment
- 5.2 Current Reality
- 5.3 Story of Change
- 5.4 Populating Your *Theory of Change Canvas*
- 5.5 Understanding your Context
 - Assets and Barriers

Important Information for the Grower:

By the end of this module, participants will have filled out the first line of the *Theory of Change Canvas*. This is an important milestone as what comes next is directed by the story they begin to articulate in this top line. We start this module by asking what is present in our contexts right now (5.2) and we approach this through empathy, attempting to personify the people we want to serve. We also want to identify big picture steps that need to happen in order for change to occur (5.4). This starts by taking ourselves out of the picture, we come back to discernment in 5.5 when we populate the *Theory of Change Canvas* with the work we've been doing in this workbook. At this point, we want people to begin the process of really discerning, listening to God and prayerfully considering which steps of change they are being called to take part in.

Grower Tips:

- If your crew likes to work in hardcopy, print off a copy of the *Theory of Change Canvas*, in A3 if possible, for every participant. Or ask them to bring a printed copy.
- Digital copies are available on the Changemaker Course section of the Seed website. Encourage everyone to download their own version BEFORE gathering.



5.1 INTRODUCTION TO ALIGNMENT

SUGGESTED TIME: 5-10 MINUTES



In this next phase of the Changemaker Community, we are focusing on alignment. We want to explore how we can align our lives with God's purposes in the world. This includes who we are, our vision of where we're going and what God might be calling us to as we seek to partner with God to co-create change in our contexts.

At Seed, we acknowledge that God isn't just interested in what you do, He's also interested in how you do what you do. While what we do and how we spend our time is important, God cares deeply about faithfulness. When we aren't participating in God's work in a manner that is aligned to His purposes, we can feel disheartened about the state of the world.

"Most of us feel a frustration, a disconnect, that the parts of our life don't make sense in terms of the greater meaning and purpose we want to have for our life. We should be making a difference in the world but that is not always the reality we experience."

– John Beckett, Seed Founder

Aligning our life with God's purpose is not always simple. Especially when we recognise that the contexts where we are placed and called too are not simple, our world is incredibly complex, and we aren't the only ones working towards a re-imagined future.

In this module we want to unpack some of that complexity, start to articulate a narrative of change for our contexts and find some tools that will help us bring even more nuance and clarity to the complexities of the contexts, systems, and cultures that we are called to serve.

There's a lot of work that will be needed between this module and the next design module (Module 7). We do not expect you to land a lot of answers in our time together right now, rather try and focus on understanding what questions the tools are asking you, so that you will be equipped to continue this deep-thinking work in the coming weeks and months.



GROWER NOTES



Connect—welcome participants to the session.



Ask people how they went since the last session with their Imagined Future. If time allows, invite some people to share a brief snapshot of where they landed with their Imagined Futures.



Pray and invite the Holy Spirit to guide you in this session.



Read Ephesians 2:6-9. **Pause** for a moment and reflect in silence.

We want to allow a moment here for people to be grounded in what God says about us before we continue in the session.



Read aloud the introductory paragraphs above.



Ask participants if they have any questions before we move to the next section.



5.2 CURRENT REALITY

SUGGESTED TIME: 20-40 MINUTES



In this section, we are going to look closely at the current reality of your context. Here we want to identify what in the *Current Reality* of your context is contrary to what God intends while always recognising that your context is not a problem to be fixed, but a place where God is already at work.

When we talk about seeing redemptive change in the world, we're talking about the parts of our world that are not aligned with God's future. Before we can talk about aligning our participation with His plans and

purposes, we need to see clearly which parts of our context are not yet in alignment with that picture of an imagined future.

There are two steps in this process.



1. Identify and personify your Target Group.

We want to start by seeing your context from the perspective of those you want to serve.

Ask yourself the following questions:

Who are you trying to serve?

What are their needs, wants, pains and concerns?



2. Identify any other key aspects of your context that are contrary to your imagined future.

the details here. Right now, we are focusing on naming the cultural, structural or systemic elements that stand in the way of the imagined future you have prayerfully imagined.

We will be unpacking our contexts in more depth later on, so don't worry too much about

Ask yourself:

What in my context can't coexist with my imagined future?

3. Summarise your Current Reality

We've just unpacked our Current Reality in terms of the people we want to serve, their felt needs and pains, and other features that stand in the way of our imagined future becoming our new reality.

Describe the current reality of your context in just 2 or 3 sentences.



GROWER NOTES



Read aloud the text above.

Mention that this activity is not meant to unpack and understand all the nuance of our contexts. A more detailed and systematic approach to unpacking our contexts and understanding the people we want to serve will come in later modules. Right now, we just want enough clarity to begin telling a high-level narrative, a story of change for our contexts.



Invite participants to have a go answering these questions.

You may want to mention that this is part of *The Theory of Change Canvas* and at a later point in the process, the work that is done here will go to populate that canvas in the *Current Reality* section.



5.3 STORY OF CHANGE

SUGGESTED TIME: 10-20 MINUTES

 Now we want to develop the beginnings of a *Story of Change*, by contrasting your *Current Reality* with what you Imagine for the Future.

To tell this story, we are going to develop a series of "From/To" statements. We're looking for 2-4 statements that tell the story of change you want to see in your context.

For example, if you are involved in a commercial law firm that is overly focused on profit, often at the expense of people, you might say something like:

 *"FROM a culture of profit-making at all costs, TO a culture that places the needs of the client as the main priority."*





GROWER NOTES



Read aloud the text above.

Mention that telling a story about our context and imagined futures can often help bring a lot of clarity to our understanding of both our place in the world and our part to play in the change we want to see.



Invite participants to have a go at forming 2 or 4 “From/To” statements.

You may find some participants find it easier to go straight into a storytelling mode, encourage them to then find one or two “From/To” statements from their narratives. For those who struggle telling a story, they may want to practice telling their statements in more of a narrative story form.



5.4 STEPS OF CHANGE

SUGGESTED TIME: 30-45 MINUTES



Next, we want to take a big picture look at what would need to happen in order to move from our current reality to our imagined future. This will be our *Steps of Change* and, when combined with our *Imagined Future* and *Current Reality*, completes the first line of the *Theory of Change Canvas*.

In this section, we want to find 3-6 steps of change. Some might be wholesale mindset shifts and some might require top-down change.



For example, in a law firm that is focused on profit over people, the first thing that might need to happen is a growing awareness of the cost to clients. Other steps might include a shift in mindset to focus on justice, buy-in from leadership, changes to pricing structure, hiring of more aligned staff, and a shift in the kinds of cases that the firm focuses on.

At this stage, it is important to try and take yourself out of the picture. Try not to focus on whether these steps of change are achievable or within your own power to influence.

We are not yet asking “what do you need to do?” Rather, we want to identify what needs to happen for the people and context you serve in order to move towards your imagined future.

It can feel weighty and even nerve-wracking to name big changes that need to happen in your context, but remember that it is never on you to complete that change, God is at work all the time, in all kinds of ways!



Identify what needs to change in order for your current reality to become your imagined future.

Ask yourself:

What is something that needs to change or happen? Try and find 3-6 steps.



GROWER NOTES



Read aloud the text above.

Encourage people to be bold in naming the big changes that need to happen, we aren't yet at the point of looking at what God has specifically called us to do, that comes next!



Invite participants to write down some of the things they see that need to change or happen in their contexts.



Ask participants to share some of the things coming to mind, either with the group or in pairs.

If people are struggling to think of things that need to change, invite conversation and discussion. Some people may be struggling to come up with ideas and others may be nervous to name big changes that go far beyond their own reach!



5.5 POPULATING YOUR THEORY OF CHANGE CANVAS

SUGGESTED TIME: 5-10 MINUTES



Congratulations, you've just completed the first line of your *Theory of Change Canvas*!

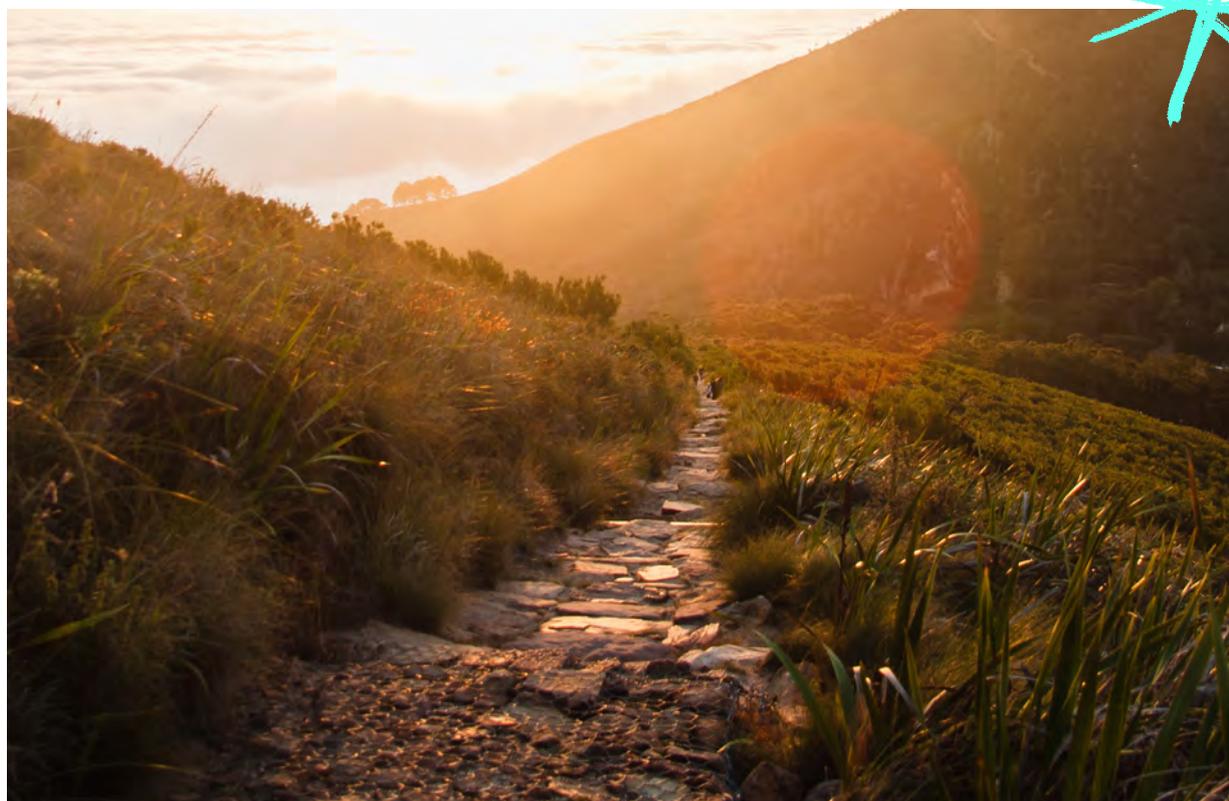
Take a moment now to summarise your *Imagine Future*, *Current Reality* and *Steps of Change* into the top line of the Canvas. See if you can do at least some of it from memory!



You can download your own copy of this from the Changemaker Course section of the Seed website. If you do not have access to this yet, talk to your Grower!

Once you have finished, take a moment to prayerfully consult God about the *Steps of Change*. Are there any standing out to you? Calling to you or drawing you into deeper prayer and contemplation? Circle them!

This is the beginning of discernment.



GROWER NOTES

 **Read** aloud the text above.

 **Invite** participants to begin populating the top line of their *Theory of Change Canvas*. They will need either a printed copy or a digital copy. They will need to summarise their work into just a few sentences or a handful of brief dot points.

Encourage people to try populating at least their Imagined Futures from memory. It's ok if they change it slightly, this is called iteration!

 **Pray** and ask God to highlight to each individual which aspects of their Steps of Change are things God is inviting them to participate in.



5.6 UNDERSTANDING YOUR CONTEXT — ASSETS AND BARRIERS

Now that we have completed the top line of our *Theory of Change Canvas*, we're going to start working on the second line. This section is intended to deepen your understanding of your context's current reality.

Before we start, it is important to note that God's redemptive work is not ever fully dependent on us. This means that before we work out what God is calling us to do, we will look for where God is already at work.

It is also important to realise that our contexts and the people we serve, sit within a broader system that sometimes helps and sometimes hinders our ability to bring change.

We want to identify both the parts of our context that are assets to our Imagined Future and the parts that are barriers.

1. Assets — these are things in your context that will help your imagined future become a reality.

Consider the following:

- *What strengths already exist?*
- *Where is there already momentum for change?*
- *How can we build on these strengths?*



2. Barriers — these are things in your context that need to be overcome in order for the imagined future to become a reality.

Consider the following questions:

- *What is stopping movement toward the imagined future?*
- *How can these be addressed?*



GROWER NOTES



Read aloud the text above.

You may want to mention that we intentionally use the language of “barriers to overcome” rather than “problems that need to be solved” as this posture prevents us from rushing headlong into fix-it mode.



Invite participants to spend time intentionally noticing the barriers and assets that may exist in their contexts between now and the next time you meet.

This might be a new way of thinking for people, so encourage them to keep looking for the strengths and weaknesses of their context as they go about their daily life over the next few days/weeks.

BEFORE NEXT TIME

- Intentionally observe your context, looking for the assets that can help your imagined future become a reality, and for the barriers that are preventing this future from being a current reality. Come ready to unpack these assets and barriers the next time you meet.



MODULE 6: DISCERN

MODULE OBJECTIVES:

Experience Seed's process of discernment

Deepen awareness of longings, motivations and personal barriers to transformation and participation

Discern how God is inviting us to experience personal redemptive transformation.

Seed Tools: *Personal Development Planner*

Selected Readings: Ruth Haley Barton's *Pursuing God's Will Together*, Part 2: chapters 9,10,11 & 12.

MODULE OVERVIEW:

This module focuses on becoming who God made us to be through the lens of discerning our longings. After introducing Seed's process of discernment, working through personal barriers and reframing longings, this module concludes with the *Personal Development Planner*. This tool provides participants the opportunity to deeply think through their spiritual formation and unpack strategies for how they might move intentionally toward becoming who God made them to be.

MODULE BREAKDOWN:

- 6.1 Introduction to Discernment
- 6.2 Beginning a Discernment Process
- 6.3 Discerning Our Longings (in two parts)
- 6.4 Reframing & Restorying Our Longings (in two parts)
- 6.5 Personal Development Planner

Important Information for the Grower:

This module is highly reflective and may be challenging for any participant who is not used to self-reflective, introspective work. There may be some in your group who will relish this module and others that may find it a challenge. Anyone uncomfortable with vulnerability may struggle. We recommend you start by acknowledging this and even reassuring your group that there is no perfect process of discernment, the goal here is not to get all the answers or come out a "better" person or Christian. The goal is to open ourselves up to God, that's our part in this.

Grower Tips:

- You may want to read all of the content aloud for both 6.2 and 6.3 before inviting participants to spend time on both sections. There is a nice flow to 6.2 and 6.3, but this may be too much in one go for anyone who is struggling with the introspective contemplative work.
- If you make time for people to share with the group, be aware of the highly personal nature of the content. Start by affirming the confidentiality of the group and ask participants not to offer advice or solutions. Although part of the discernment process is opening ourselves up to solutions that may come from others, we recommend a posture of listening in this module to avoid offering any advice that is rushed or hasty.



6.1 INTRODUCTION TO DISCERNMENT

SUGGESTED TIME: 10-15 MINUTES

 In module 5 we began unpacking the complexities of our *Current Reality* with the perspective that before we work on making sure our participation is aligned with God's story, we need clarity on where God is already at work.

We mentioned discernment in the last module, where you were invited to prayerfully consider which *Steps of Change* stood out to you. In this module we are going to expand on the idea of discernment, undertake a process of discernment as it relates to our interior reality, specifically our longings, and respond to what we learn by beginning to reframe our longings.

We will be applying the same discernment process in module 7 to our external contexts and all that clarifying work you have been doing on the Assets and Barriers of your *Current Reality*.



WHAT IS DISCERNMENT?

Discernment is the capacity to recognise and respond to the presence and activity of God in both ordinary moments and the larger decisions we face in life.¹

HOW WILL I RECOGNISE GOD'S PRESENCE AND ACTIVITY?

Confirmation that you are observing God's presence and activity can come in the form of experiencing overwhelming peace, as described in Philippians 4:7. It may also come from someone else who is listening and discerning on your behalf. Whatever the source, discernment should ultimately leave you feeling encouraged, confident and calm, with a sense of peace and rightness about the choice.

AND WHAT ABOUT THE WILL OF GOD, IS THAT IMPORTANT?

Absolutely, it is paramount! The last thing we want is to mistake our will for God's. The steps in our process help to mitigate this but it is also important for us to go into this process aware of God's plans as laid out in the scriptures. There are two places in scripture where God's plan is clearly articulated, Ephesians 1:9-10 and John 17:22-23. Here we see the plan is "to bring unity to all things in heaven and on earth" and "complete unity" in Christ. Wherever you land in your discernment process, consider whether it is ultimately bringing about the reality where everything is becoming one in Christ.

¹ Ruth Haley Barton, *Pursuing God's Will Together*.



GROWER NOTES



Connect — welcome participants to the session.

Ask them how they went with identifying the Assets and Barriers of their contexts between modules? Mention that we will return to this design question in Module 7.



Read aloud the text above. You may want to read in the full the two scriptures mentioned there, Ephesians 1:9-10 and John 17:22-23.



(Optional) Invite participants to respond to these notes and ask any questions they have on discernment or prompt them by asking *How does this concept of discernment sit with you?*



6.2 BEGINNING A DISCERNMENT PROCESS

SUGGESTED TIME: 15-20 MINUTES

Before you begin a discernment process, we have a few tried and tested steps that will set you up to be more open to God's presence and stirrings. There are both cognitive components (we have intellects that often find comfort in being in control) and physical components (as we are also beings inhabiting bodies).

Step 1: Pre-plan who you will share this process with.

Community is one of the best places to discern God's presence and activity because we all form different parts of the one body and all have different ways of recognising God. A community of believers may also bring confirmation and accountability.

Consider, who in my life do I trust to help me in this discernment process?

If undertaking parts of the process in times of solitude, make sure you

pre-plan who you will invite to offer perspective on where you landed.

Step 2: Assess your motivations/desires going into this discernment process.

We do not want to manipulate the discernment process into giving us what we want to hear. Although we can't actually manipulate God, we can fool ourselves!

Ask yourself, is there a particular answer you are hoping to hear? ▼



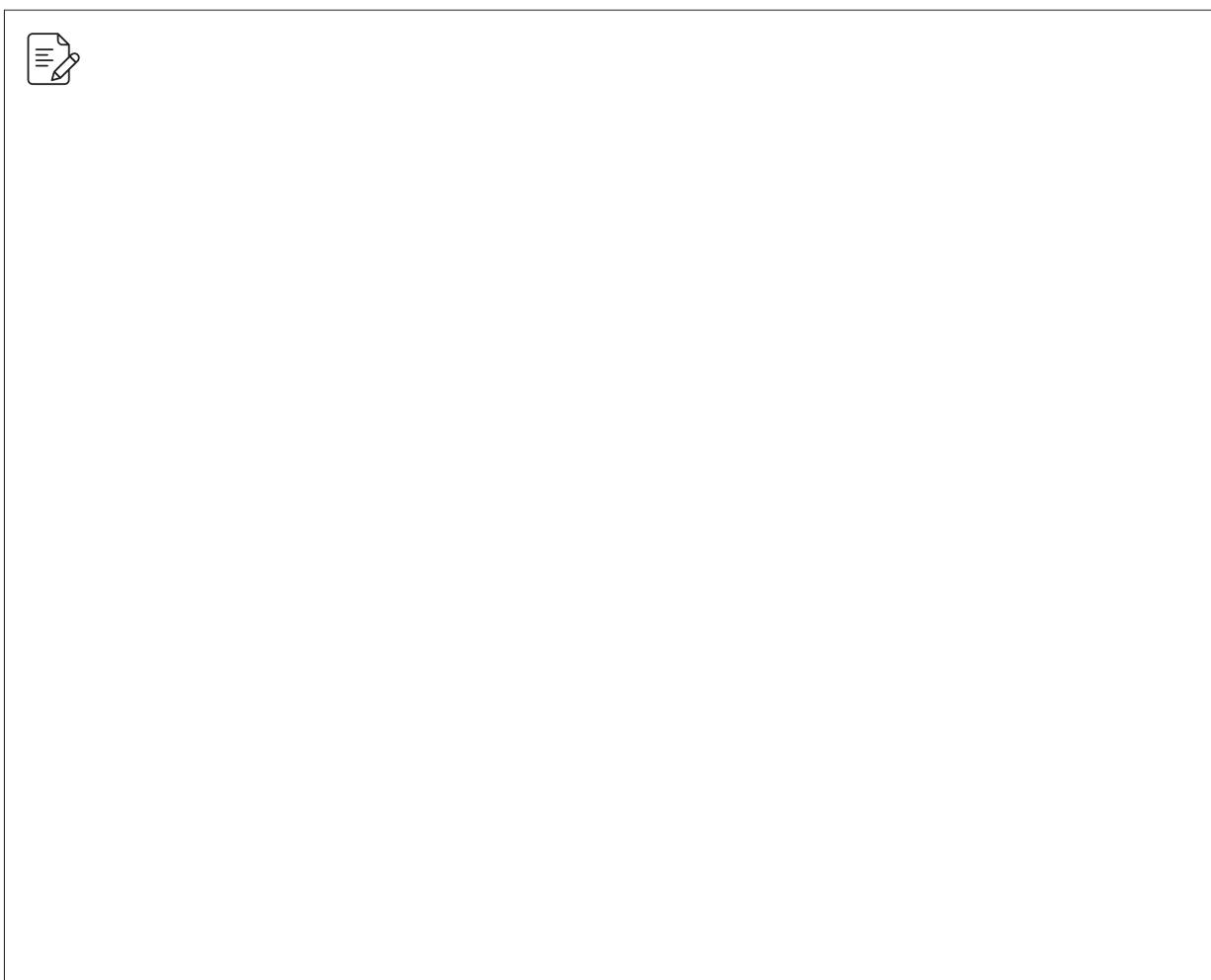
If so, you may want to follow this brief process of opening yourself up to releasing that desire and being ready to head where God may be leading you.*

Ask yourself these follow up questions:

1. Do you trust that God is an active presence and participant in your life?

2. Do you trust God to provide for all of your needs?
3. Are you willing to be transformed by this process?

If you struggled to answer yes to any of these questions, take some time to ponder what in particular you are struggling to release, what desire or fear or past disappointment stands in the way?



Pray and ask God for the grace to desire his will and to release control over whatever it is you wrote above.

*The point of this exercise is not to arrive at a perfect place of trusting God and being perfectly able to hear from him! These are not processes that will ever be finished for any of us. The goal here is to ready ourselves by becoming more willing to deepen our trust in God.



Step 3: Connect with your body and connect with God.

You may want to get up and go for a brisk walk (if you can) or do some other form of movement, to help you feel connected to your body and to aid your focus.

Then spend a few moments meditating on a scripture or contemplative prayer. We recommend reading Ephesians 1:9-10 slowly, out loud, a few times:

“He made known to us the mystery of his will according to his good pleasure, which he purposed in Christ. To be put into effect when the times reach their fulfilment—to bring unity to all things in heaven and on earth.”

GROWER NOTES



Read aloud the notes above.

Even, if your group has developed trust and you have the time to listen and provide feedback to each other, you can mention that there may be other trusted friends or mentors who people may want to share with.

You likely won't have the time for people to get active before the process, it can be enough to do some chair squats together if you are all able! Or just encourage people to do some form of brief exercise before they continue the discernment process in their own time between sessions.



Invite participants to work through these three steps. You may want to encourage people to get up and find a solitary space to contemplate (if possible).

(Optional) You may prefer to read ahead to the end of 6.3 together and then allow people time to work through both 6.2 and 6.3 alone, before coming back for a debrief rather than interrupting their progress to move onto 6.3. *Just make sure you pray together first!*



Pray together before starting this process of discernment. Invite the Holy Spirit to come and guide reflection and provide insights.



6.3 DISCERNING OUR LONGINGS

SUGGESTED TIME: 20-40 MINUTES



We have already done some work on our own stories back in Module 3. When we read back over our story we can see God's providence, how He shapes us, and where God is already at work within and around us.

It's a much bigger exercise than what you will have time for but having this perspective will yield incredible insights.



Before we commence a discernment process to deepen our understanding of our own hearts, go back and briefly read over your *Purpose Storyboard* on page 27 and review how you responded to the questions on pages 31 and 37.

What, if any, growth has occurred in your story so far?

GROWER NOTES



Read aloud the text above.

(Optional) You may want to read aloud the notes in the second part of 6.3 before inviting participants to reflect. This would allow them to work through both parts of 6.3 without interruption.



Invite participants to read back over their responses on pages 31 and 37 and record any growth they think has happened since then. Mention that they will be posed these questions again in a different way on the next page.



(Optional) Ask participants to share any growth they can observe since module 3.



6.3 DISCERNING OUR LONGINGS (CONT.)



WHAT DO YOU LOVE?

“To be human is to have a heart. You can’t not love. So the question isn’t whether you will love something as ultimate; the question is what you will love as ultimate. And you are what you love.”¹

What are your ultimate loves? How do these shape your daily life and habits?



A large empty rectangular box for writing or reflection, with a small icon of a document and pencil in the top-left corner.

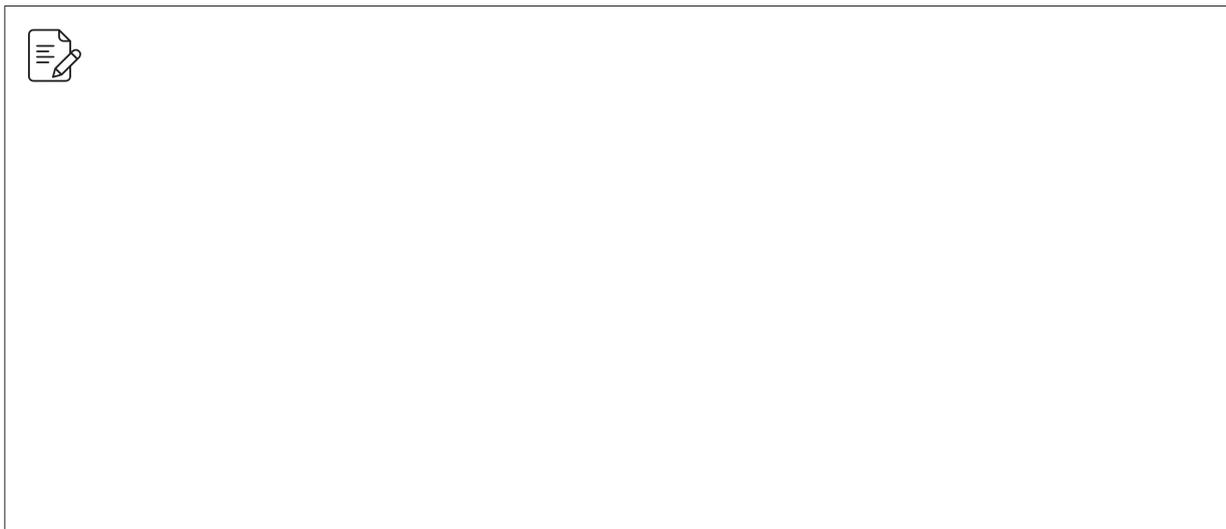
¹Smith, James KA. 2016. You Are What you Love: The Spiritual Power of Habit, 10.



WHAT ARE YOU LONGING FOR?

Another way to phrase this is what is your heart hungry for? It is helpful to recall James KA Smith's work here that teaches us that there is often a gap between what we want and what we think we want.

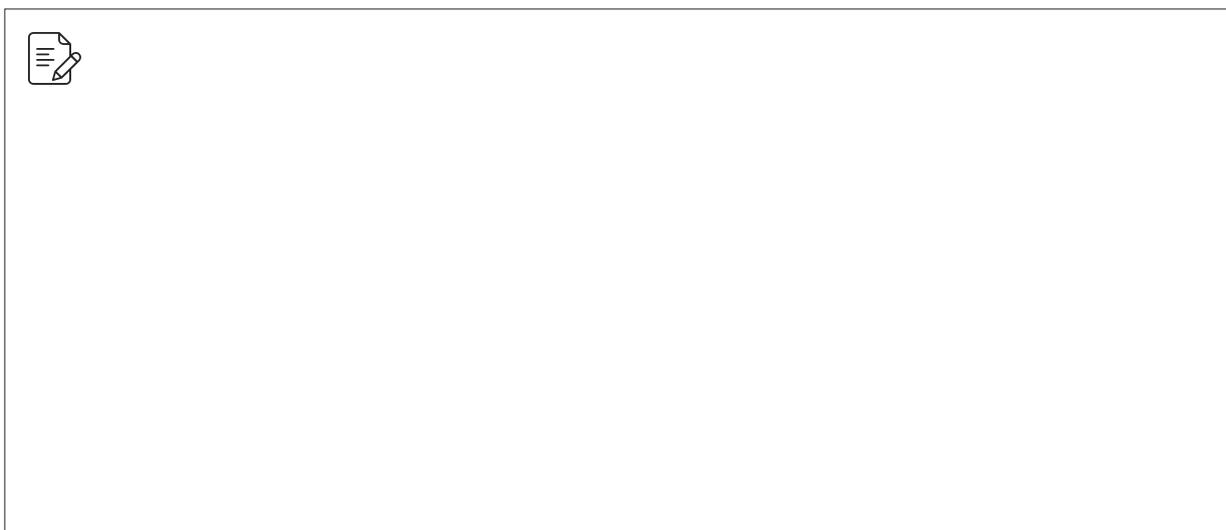
What do you truly long for, what future do your behaviours, habits and daily routines work towards? What do you want to long for? And is there a gap between these two?



WHERE ARE YOU LOOKING FOR SALVATION?

Sometimes, the things we are longing for can take the place of God in our lives. We might long for financial security and stability so that we are safe, instead of trusting God to provide for our every need.

Are you hoping for salvation in the things you long for? How much can we trust God to define our existence, provide for our security, prove our worth and value?



WHAT ARE YOU AFRAID OF?

Fear can have a significant impact on our participation in God's story. Reflect on what might be holding you back from participating, from seeking God's will for your context. Reflect on 1 John 4:18.

What fear might you invite God's perfect love to cast out?



A large rectangular box for writing, containing a small icon of a document with a pencil in the top-left corner.

WHAT MOTIVATES AND DRIVES YOU?

Christ's example of being human compels us to orient ourselves to a particular way of both seeing and being in the world. It is a way of love. Jesus radically and intentionally crossed cultural and social barriers to love others well. This extraordinary example of a self-sacrificing love models to us a posture

that contradicts the prevalent self-interested worldview currently saturating our society.

What is motivating and driving you? How can you open yourself to being more influenced by Christ's example of being human?



A large rectangular box for writing, containing a small icon of a document with a pencil in the top-left corner.



GROWER NOTES



Read aloud the questions above and invite participants to consider which one jumps out at them.



Invite participants to jot down their immediate reflections on any of the questions. Due to time, you may want to invite them to only answer the one question that stood out to them the most and come back to the others in their own time.



(Optional) Share in pairs/triplets the key things that stood out as you started to discern your longings. *Allow 3-5 minutes.*



6.4 REFRAMING & RESTORYING OUR LONGINGS

SUGGESTED TIME: 20-40 MINUTES

It can be difficult to actually experience personal transformation, even when we want to, even when we have clarity about what areas God might be calling us to submit unto his redemptive plan.

We have found that developing a series of questions that you can pose to yourself will often open us up to new possibilities of exploring how to effect change, and ultimately provide even more clarity and discernment around what change God is calling us to participate in. This is a process we call reframing, or restorying.

Before we start, quickly review what you wrote down in 6.3, and **pray**, asking God what he might be calling out as a significant growth area in the coming weeks and months.

Then consider this question: ***how can you more wholeheartedly participate in God's story? What is a significant barrier that is preventing you from confidently participating in God's ongoing work of redemption and renewal?***



GROWER NOTES



Read aloud the text above.



Invite participants to prayerfully consider what is the most significant, or pressing, personal barrier which might be holding them back from participating in God's story.



(Optional) Invite participants to share in pairs or in the group where they landed. It may be the case that the group can immediately offer some encouragement to a participant but be careful not to be dismissive

of someone's felt barrier. For example, someone may mention a lack of confidence but appear self-sufficient and confident to you. Their inner world may be different to the image they project to others. Use this time to listen rather than fix, and thank each participant for their vulnerability.



Pray together before moving on, briefly commit each barrier that was identified to God and acknowledge that we want to partner with him to see change and not do any of this work in our own strength!



6.4 REFRAMING & RESTORYING OUR LONGINGS (CONT.)

We now want to take that area of personal barrier and pose a question, or a series of questions that will prompt you to consider what possibilities are present to partner with God in his work of redemption in this area.

First ask yourself:

If I can overcome [barrier], what would I hope is the desired outcome?

For example, If I can overcome *my fear of anyone at work finding out that I am a Christian*, what would I hope is the desired outcome?

Feel free to refer to your *Imagined Future* for inspiration.



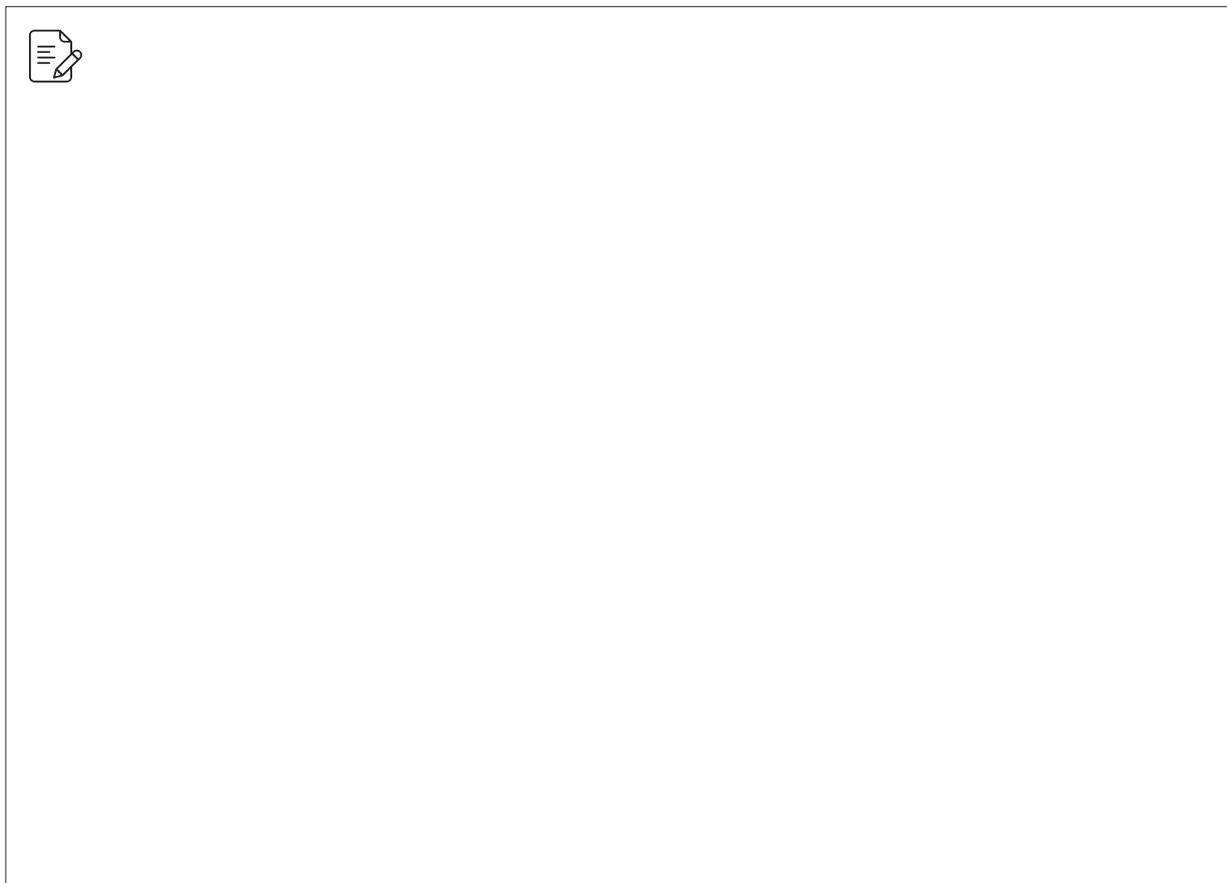
Then phrase your own question, starting with *How*:

How can I address this [barrier] so that [desired outcome]?



If you found multiple aspects of a desired outcome/imagined future, then ask more than one question of yourself!

Once you have landed 1-3 questions, try responding to them here:



GROWER NOTES



Read aloud the text above.



Invite participants to work through the exercises above and arrive at 1-3 questions before attempting to answer the questions. Mention that the goal of this exercise is to be curious and open to possibilities. Rather than landing the “right” answers, we want to explore questions that prime us to think of our barriers in new ways.



(Optional) Ask participants to share their questions and responses with the whole group.

Be clear these questions are not for the group to solve or answer but rather provide examples to learn from

Note: Due to time constraints you may want to invite participants to consider their responses to the questions as homework between sessions.



6.5 PERSONAL DEVELOPMENT PLANNER

SUGGESTED TIME: 5-10 MINUTES

Seed's *Personal Development Planner* has been designed for you to use to drive intentional personal formation and growth.

We have drawn from Robert J. Clinton's research that uncovered three main areas of formational activity: spiritual formation (**inner life-becoming**), ministerial formation (**doing-activity**) and strategic formation (**future-vision**).¹

You'll see that the **inner life** (spiritual formation) is on the bottom of the planner, this is to remind us all of how foundational this aspect is, what we do will flow out of who we are. Who we are becoming is determined by what is shaping our inner lives, and this is an opportunity to tune into that and increase our awareness and influence over those aspects.

In the middle is **what we do** (ministerial or vocational formation). This is any activity in our lives that is directed to instilling leadership skills.

The top line is **our vision of the future**, what change do we desire to participate in? This is where we can focus on the development of our values or focuses that will orient us toward our God-given visions.

The *Personal Development Planner* encourages us to pay attention to how God is growing us in all three areas of formation.

 Before populating your *Personal Development Planner*, go back and read over the work you just did in 6.4, label any possible growth area according to the three formation domains.

Can you identify a growth area for each domain?

If not, try reading back over your work in 6.3 as well until you find a growth area for each domain of formation.

Prayerfully consider your responses to the questions on the Plan:

- **Why is this area a priority for you?**
- **How will you grow?**
- **What support do you need or can you seek for this growth?**



¹Adapted from Clinton, J. Robert. *The Making of a Leader*. Fuller Seminary. 1995.



GROWER NOTES



Read aloud the text above.



Invite participants to work through the questions above and populate their *Personal Development Planners*, we recommend setting this task as homework and just reading the text together before finishing for the session.



Pray to close, thanking God for the time together, the new revelations and the invitation to both participate and become.

BEFORE NEXT TIME

- Complete the *Personal Development Planner*
- Have a conversation with someone you trust, a mentor or spiritual director would be good, about what has been uncovered through this discernment process
- Keep taking notes on what Assets and Barriers are present in your context (from Module 5) and be ready to work on those in Module 7.





PERSONAL DEVELOPMENT Planner

3.
THE CHANGE I
WANT TO
PARTICIPATE IN
(MY FUTURE)

2.
WHAT I
WANT TO DO
(MY ACTIVITIES)

1.
WHO I AM
BECOMING
(MY INNER LIFE)

GROWTH AREA	WHY?	PRACTICES	SUPPORT
	Why did you prioritise this?	How will you grow?	What support and resources do you need to help you grow?





CHANGEMAKER COMMUNITY

Phase 3 - Grow

MODULE 7 CREATE
MODULE 8 SHARE
MODULE 9 GROW

MODULE 7: CREATE

MODULE OBJECTIVES:

Discern what opportunities are present in our current realities.

Understand what assumptions are underpinning our stories of change and opportunities.

Create a plan for change.

Seed Tools: *Redemptive Change Project Plan*

Selected Readings: Chapters 4 & 12 of *Culture Making* by Andy Crouch.

MODULE OVERVIEW:

This module introduces us to the *Redemptive Change Project Plan* as we bring together the strands of our *Theory of Change Canvas* with our Discernment process. This is where we begin to identify what Opportunities are present in our current reality and which ones God is calling us to participate in. After we land on a couple of Opportunities, we turn to the process of designing solutions and strategies!

MODULE BREAKDOWN:

- 7.1 A Note on Change Creation & Participation
- 7.2 Categorising Assets & Barriers
- 7.3 Your Distinctive Capabilities
- 7.4 Identifying Opportunities
- 7.5 Opportunity Discernment
- 7.6 The Redemptive Change Project Plan

Important Information for the Grower:

There is a lot of ground to cover in this Module. It is important to plan how you will use your time together as there are some options available to you. For example, you could choose to spend the minimum recommended time on each section and then encourage participants to come back and revisit key steps such as 7.5 Opportunity Discernment and 7.6 Redemptive Change Project Plan. Another option is to make 7.6 entirely self-guided in their own time between sessions.

Grower Tips:

- Ask Participants to bring their **Theory of Change Canvas** to this session. **It is important they have their version of the TOCC for this module.** The TOCC is not in the workbooks but can be downloaded from the Changemaker Course section of the Seed website.
- You may want to print off copies of **The Redemptive Change Project Plan** beforehand for participants to view (also available on the Resource Hub).
- We often jump straight to solution-mode, during the Opportunities sections (7.4 and 7.5) keep encouraging participants to avoid naming solutions or strategies. This work comes with the **Project Plan**.



7.1 A NOTE ON CHANGE CREATION & PARTICIPATION

SUGGESTED TIME: 5-10 MINUTES



We're now at the stage of Redemptive Design where we are seeking to create real, lasting change in our contexts. At Seed, we believe that this process requires discernment to identify opportunities for us to participate in change creation. There are a few aspects that underpin our approach here:

1. We acknowledge that we are not the ones responsible for creating change in the world. This is God's work, bringing transformation to the world, ushering in shalom, unfolding the story of Grace across time and place and among the generations.
2. However, we are invited to participate in this unfolding story of change. We do this by figuring out what God is doing and responding to the invitation to join in. This isn't passive but it does require some moments of stillness to listen and

discern. Listening builds on the work of imagining and dreaming, observing, and analysing. And this is work you've already done on your *Theory of Change Canvas*.

3. Our participation doesn't happen without our personal transformation unfolding as part of the story. The act of participation brings about transformation, just as our transformation leads us to new ways of participating. That's why we are also building on the work we did in Module 6. Our inner lives do not stand in isolation to the process of creating change.

In this Module we apply our Discernment Process to your TOCC in order to determine what Opportunities are present and which ones God is calling you to consider and respond to right now.

GROWER NOTES



Connect—welcome participants to the session.

(Optional) Ask people how they went with their Personal Development Planners since the last session.



Read Ephesians 1:17-20. Pause for a moment and reflect in silence.



Pray and invite the Holy Spirit to enlighten the eyes of your heart and lead you in this session.



Read aloud the introductory paragraphs above.



7.2 CATEGORISING ASSETS & BARRIERS

SUGGESTED TIME: 5-10 MINUTES



You've been working on identifying Assets and Barriers in your Current Reality and now we are going to classify them according to where they sit in the broader system of our contexts.

We prefer to think of systems in three parts:

Part 1 The **people** that are part of the system and who we serve (**Beneficiaries**)

Part 2 The **people who are interested in partnering** with us to see change happen, or maybe who are already working in this space toward a similar Imagined Future (**Stakeholders and Potential Partners**)

Part 3 The **cultural narratives or mindsets, and structures or policies** that are prevalent in our Current Reality. This may be a system that is political, or just structurally part of our society. It may be a policy of a

workplace. Or it may be something more loosely defined, a cultural story that we have collectively assumed to be true.



Go back to your Assets on page 64 and Barriers on page 65 and mark them according to which part of the system they belong to: **Beneficiary (B)**, **Stakeholders (S)** or **Mindsets/Narrative (M)**

Once you've categorised your Assets and Barriers, plot them on your *Theory of Change Canvas* according to whether you see them as a barrier (on the left), an asset (on the right) or a mix (middle).

*You may want to brainstorm more Assets and Barriers if you find one or more categories has no entries on your TOCC.

GROWER NOTES



Read aloud the text above.



Invite participants to begin categorising their Assets and Barriers and populating their *Theory of Change Canvas*. Only 5 minutes is needed for this activity.

Note: the TOCC is not included in the workbook, participants will have downloaded it from the Resource Hub.



7.3 YOUR DISTINCTIVE CAPABILITIES

SUGGESTED TIME: 15-20 MINUTES



Each of the steps to this point have been contributing to a clear understanding of your context. With that deeper understanding in place, it's time now to identify where you could make a distinctive contribution to the process of change by asking:

What are the distinctive capabilities that you bring that can help create the imagined future?

Your answers will populate the Capabilities Box on your TOCC.



A large empty rectangular box for writing answers to the question above.

If you're struggling to answer this broad question, we suggest:

- Looking back over your Purpose Storyboard and considering what strengths, expertise or passions you bring.
- If you work closely with others in a team, you can also consider the capabilities and strengths that exist within your team.



 Sometimes we aren't very good at celebrating our own strengths and capabilities. If you can't identify what is something uniquely capable about yourself then you can ask these further questions:

- What is it that I or my team can contribute more effectively than any other stakeholder?
- What experience, knowledge, skills do I have that I can leverage in my steps of change?
- Where have I seen God work through me?
- What strengths or resources does my organisation have that I can leverage?

- What relationships, partnerships or other networks could be useful?
- What other resources exists in my community or network that I could use or access?
- How, with my existing abilities and opportunities, can I be of greatest service to other people?

Summarise your identified capabilities in the Capabilities box on your TOCC. Clearly identify where you are distinctively placed to offer one of the pieces that are needed to effect change.



GROWER NOTES

 **Read** aloud the text above.

 **Invite** participants to write down their distinctive capabilities.

 **Note:** If some are truly struggling, it may be useful to spend some time sharing and encouraging one another, having someone else see their strengths can help people more confidently articulate their own capabilities.



7.4 IDENTIFYING OPPORTUNITIES

SUGGESTED TIME: 15-30 MINUTES



WHAT IS AN OPPORTUNITY?

An opportunity is a space within the Theory of Change where **you** could:

- Clearly contribute to your imagined future
- Harness and develop an existing asset – either internal or external
- Address felt needs
- Overcome a particular barrier
- Lead or coordinate a particular part of the system

WHAT IS NOT AN OPPORTUNITY?

An Opportunity is not a solution to a problem. We are still two steps away from designing a solution (but we will get there by the end of this module!). We are really driven to solution mode so this can be tricky to distinguish.



- Recall the law firm example from previous modules where the Story of Change was to go *“from a culture of profit-making at all costs, to a culture that places the needs of the client as the main priority.”* And the Next Steps included: *“a growing awareness of the cost to clients; a shift in mindset to focus on justice, buy-in from leadership, changes to pricing structure.”*
- A potential Opportunity may be: *“to influence the pricing structure”*
- A solution could easily be added on to that: *“by proposing a more equitable, justice informed fee schedule”.*
- Right now, we are just wanting to name the Opportunity and leave the solution out. In 7.6 you will be introduced to Redemptive Design’s unique process for developing solutions, a process that is an empathetic, curious and evidence-based approach.





Start by reading over your TOCC and consider:

- What are some opportunities where you could clearly contribute to the imagined future?
- What assets could be leveraged?
- What could be done to address the needs of your beneficiaries, overcome a barrier or to influence transformation of the system?

GROWER NOTES



Read aloud the text above.



Invite participants to reflect on their TOCC and identify any Opportunities they can see.

Reassure participants that right now we want to quickly identify and record **any** Opportunity that stands out, we will then undertake a Discernment Process in the next section.



7.5 OPPORTUNITY DISCERNMENT

SUGGESTED TIME: 15-30 MINUTES



DISCERNMENT PROCESS

In this process we are looking for **two** opportunities that you feel God is calling you to take action on in the near or immediate future.

BEFORE COMMENCING THE DISCERNMENT PROCESS:

Step 1: Pre-plan who you will share this process with: Consider, who will I ask to contribute to this process of waiting on God and discerning on my behalf?

Step 2: Assess your motivations/desires going into this discernment process:

Ask yourself, is there a particular answer you are hoping to hear? If so, release this expectation and ask God to prepare you to hear be open to his prompting. See page [?] for more opening questions.

Step 3: Connect with your body and connect with God. Go for a walk or move your body in some way, spend a few moments in prayer or contemplation, centering your mind and body on God's presence.



DISCERNING QUESTIONS:

Which opportunity are you most passionate about?



What aligns most with your identity and purpose statements?

Which opportunities enhance relationships?



Which opportunity can build on existing momentum in the areas of either leveraging assets or overcoming barriers?

GROWER NOTES

 **Read** aloud the text above.

 **Pray** together and ask the Holy Spirit to guide each other to discern the invitation to participate.

 **Invite** participants to respond to the Discernment Questions

 (Optional) Ask participants to share something that emerged as an opportunity.



7.6 THE REDEMPTIVE CHANGE PROJECT PLAN

SUGGESTED TIME: 10-20 MINUTES

Seed's *Redemptive Change Project Plan* is a helpful template for you to capture your Opportunities (the key output from your TOCC) and plan, design and execute a solution or strategy.

It is our hope and prayer that you will act on your Opportunities with humble confidence by adopting a posture of empathy and

curiosity, seeking to understand your knowledge gaps and test any assumptions that you made along the way.

The first part of the Plan is for you to write out your *Story of Change* (see page 58) as a reminder of what God is longing to do in your context.



In our law firm example from previous modules, the Story of Change started with the statement: *"From a culture of profit-making at all costs, to a culture that places the needs of the client as the main priority."*

The second part of your Plan is where you record your Opportunities and ask some critical questions that will direct your next steps.

The first question asks:

What do I need to learn and what assumptions do I need to test?

In other words, where are your knowledge gaps? What have you assumed to be true that may not be?



Say an Opportunity at the law firm was to influence the pricing structure. But we want to learn more about the current pricing structures and test that there is willingness among the leadership to engage with this idea.



The next question is:

How will I test it?

This is where we get into solution mode and make specific plans!



A test may involve planning who to talk to in the leadership about the pricing structure and what questions to ask in order to best gauge willingness/receptivity to altering the pricing structure in order to place needs of clients ahead of profits.

The final question on your Project Plan is:

What do I need to see to move on? What evidence will prompt me to go back to my Theory of Change (TOC)?

Another way of putting this is to complete this sentence: I know I can move on to the next step of my plan when X is satisfied.

X is the evidence or knowledge you need to fill your knowledge gap and to ascertain whether your assumptions were correct or need adjusting.



For example: I know I can move on and start researching specific details about amending the pricing structure when I have talked to all the partners of the firm and there is a willingness to continue the conversation. If there is no receptivity to my idea then I will need to acknowledge that there may be a mindset shift needed first and I will go back to my TOC to identify what other Opportunities exist to influence the culture of the firm: i.e. maybe an opportunity to run a training session on trauma informed approaches.

Don't be disheartened if your ideas of change are challenged when tested, this is all part of change creation!

**In the wise words of Kurt Lewin,
"You cannot understand a system
until you try to change it."**

Every action you take, even the action to test an assumption, is part of change creation! You don't need to wait until your idea is fully fledged to participate in

the ever-unfolding story of Redemption that God has invited you to.

Note: The Redemptive Change Project Plan is meant to be iterative. This is a tool that you return to after each test is passed or when an idea fails to pass a test (especially if things have failed!). Return to this plan again and again as you pursue your Imagined Future.



GROWER NOTES



Read aloud the text above.

Mention that the Redemptive Change Project Plan is available on the Seed Resource Hub and is intended to be completed between now and the next module.



Ask participants if they have any questions and if you have time perhaps invite people to share their initial responses to the questions posed by the Plan.



Pray a sort of commissioning prayer as participants go into their context and actively plan for change creation:

“Father, Son and Spirit, we surrender our plans and our efforts of planning to You. May you guide us, gift us with wisdom, boldness and faith. May your Kingdom Come, Your will be done, on earth as it is in heaven. Amen.”

BEFORE NEXT TIME

- Download and Complete your *Redemptive Change Project Plan*
- Come ready to share about your Plan in Module 8.
- If there are Tests to Enact do so! If there are Learnings you Need, commence that process! Now is the time to start acting on your Project Plans.



MODULE 8: SHARE

MODULE OBJECTIVES:

Share and Iterate over Personal Development Plan

Share and Iterate over Redemptive Change Project Plan

Seed Tools: *Personal Development Planner, Redemptive Change Project Plan*

MODULE OVERVIEW:

This module is an opportunity for participants to share deeply and listen intentionally. By sharing and listening, participants will have a chance to hear reflections on both their *Personal Development Planners* and their *Redemptive Change Project Plans*. These reflections, specifically regarding the values and alignments heard in the two plans will empower participants to iterate over their plans between this and the final module.

MODULE BREAKDOWN:

- 8.1 Sharing Goals & Guidelines
- 8.2 Key Steps in the Sharing Process
- 8.3 Prayer & Wrap-Up

Important Information for the Grower:

Ninety minutes of this module is given over to participants sharing in groups of three (where possible). Guidelines, steps and questions/prompts are provided for a structured time of sharing, listening and reflecting. We have recommended a max of 20 minutes for individuals to share (10 minutes on each Plan) and then 10 minutes for individuals to reflect back what they heard (5 minutes each).

Grower Tips:

- Ask Participants to bring their both their **Personal Development Planners** and **Redemptive Change Project Plans** to this session.
- Be ready with a timer to help participants know when to move on with the following structure:
 - 8-10 minute to share on the Personal Planner
 - 8-10 minutes to share on the Project Plan
 - 4-5 minutes to reflect back (listener 1)
 - 4-5 minutes to reflect back (listener 2)



8.1 SHARING GOALS & GUIDELINES

In this module you are going to share your *Personal Development Planners* and *Redemptive Change Project Plans* for them to be reflected back to you by those listening. In this activity we want the listeners to specifically be listening for:

Alignment

- Where can you hear the alignment between the two Plans? What connection points between the two are there?
- Are there any disconnects between the two Plans?

Value

- What values do you hear in either of the Plans?
- What adverbs or adjectives would you use to summarise the nature of these plans?

We can learn a lot by sharing our

stories with one other and listening to others reflect them back to us.

But before we get started, we want to begin by making a covenant, a promise to each other, that we will abide by these guidelines in the time of sharing:

- I commit to the emotional and physical **safety** of everyone present,
- I acknowledge that there are differences of opinions and diversities in our experiences, and I will **respect** these differences and listen to everyone's ideas with empathy, curiosity and kindness,
- I will focus on **encouraging** others, finding things to celebrate in one another's stories and journeys. When I offer insights or feedback I will do so gently, with the motivation of building the other up.

GROWER NOTES



Connect—welcome participants to the session.



Read aloud the introductory paragraphs above.

When it comes to the sharing guidelines (the points with the checkboxes), invite participants to read silently first and then aloud together if they agree with these guidelines.



Pray and invite the Holy Spirit to increase our empathy for one another and to grace each participant with wisdom and discernment as we listen to one another.



8.2 KEY STEPS IN THE SHARING PROCESS

SUGGESTED TIME: 70-90 MINUTES



Key Steps to the Sharing Process:

1. Groups of 3 (where possible)
2. The first sharer will spend 20 minutes (max) sharing broken into two parts:
 - Share about their *Personal Development Planner* for **8-10 minutes**
 - Share about their *Redemptive Project Plans* for **8-10 minutes**
3. One of the listeners will actively listen for what values they hear in either plan (see list of values on next page for prompts)
4. The other listener will actively listen for where there is alignment between the two plans and where there may be contradictions.
5. Each listener will then have **4-5 minutes each** to reflect back what they heard.
6. Roles are swapped until everyone has had a chance to share.

GROWER NOTES



Read aloud the steps above and help participants form groups of 3, where possible it would be great to see diverse groups. If you have a range of ages, backgrounds or experiences, allowing diversity of perspectives in the groups adds a lot of strength to the feedback process.

Point participants to the note takes space (pages 103 and 104) and list of values (pages 101 and 102).

Be ready to keep time for participants and let them know when to move on, following this structure:

- 8-10 minute to share on the *Personal Planner*
- 8-10 minutes to share on the *Project Plan*
- 4-5 minutes to reflect back (listener 1)
- 4-5 minutes to reflect back (listener 2)



VALUES LIST



Abundance	Clarity	Drive	Fitness
Acceptance	Cleverness	Dynamism	Flexibility
Accuracy	Closeness	Eagerness	Fluency
Achievement	Comfort	Economy	Focus
Activeness	Commitment	Education	Fortitude
Adaptability	Community	Effectiveness	Forgiveness
Adventure	Compassion	Efficiency	Freedom
Affection	Competence	Elegance	Friendliness
Affluence	Composure	Empathy	Friendship
Agility	Confidence	Empowerment	Frugality
Alertness	Conformity	Encouragement	Fun
Ambition	Connection	Endurance	Generosity
Amusement	Consistency	Energy	Grace
Appreciation	Contentment	Enjoyment	Gratitude
Approachability	Continuity	Entertainment	Gregariousness
Assertiveness	Control	Enthusiasm	Growth
Attractiveness	Cooperation	Excellence	Guidance
Availability	Cordiality	Excitement	Happiness
Awareness	Courage	Exhilaration	Harmony
Balance	Courtesy	Expectancy	Health
Beauty	Creativity	Experience	Helpfulness
Being the best	Credibility	Expertise	Holiness
Belonging	Curiosity	Exploration	Honesty
Boldness	Daring	Extravagance	Honour
Bravery	Decisiveness	Extroversion	Hope
Brilliance	Dependability	Fairness	Hospitality
Calmness	Depth	Faith	Humility
Camaraderie	Desire	Fame	Humour
Candour	Determination	Family	Hygiene
Care	Dignity	Fashion	Imagination
Certainty	Diligence	Fearlessness	Impact
Challenge	Direction	Ferocity	Impartiality
Charity	Discipline	Fidelity	Independence
Charm	Discovery	Financial	Influence
Cheerfulness	Diversity	independence	Ingenuity



VALUES LIST CONT.

Innovation	Originality	Resourcefulness	Sympathy
Inquisitive	Patience	Respect	Synergy
Insightful	Passion	Rest	Teamwork
Inspiration	Peace	Restraint	Thankfulness
Integrity	Perceptiveness	Reverence	Thoroughness
Intelligence	Perfection	Richness	Thoughtfulness
Intimacy	Perseverance	Rigor	Thrift
Introversion	Persuasiveness	Risk-Taking	Tidiness
Intuition	Pleasure	Sacrifice	Timeliness
Joy	Poise	Safety	Traditionalism
Justice	Popularity	Satisfaction	Tranquility
Keeness	Power	Security	Trust
Kindness	Practicality	Self-control	Trustworthiness
Knowledge	Pragmatism	Selflessness	Truth
Leadership	Precision	Self-reliance	Understanding
Learning	Preparedness	Sensitivity	Uniqueness
Liberty	Presence	Service	Unity
Longevity	Privacy	Sharing	Usefulness
Logic	Proactive	Significance	Variety
Love	Productivity	Silence	Victory
Loyalty	Progress	Simplicity	Virtue
Mastery	Professionalism	Sincerity	Vision
Maturity	Prosperity	Skillfulness	Vitality
Meekness	Punctuality	Solidarity	Warmth
Mindfulness	Quality	Solitude	Wealth
Modesty	Reasonableness	Spirit	Wholeness
Motivation	Recognition	Spirituality	Willingness
Neatness	Recreation	Spontaneity	Winning
Nerve	Refinement	Stability	Wisdom
Obedience	Reflection	Strength	Wittiness
Open-mindedness	Relaxation	Structure	Wonder
Optimism	Reliability	Success	Youthfulness
Order	Resilience	Support	Zeal
Organisation	Resolution	Survival	



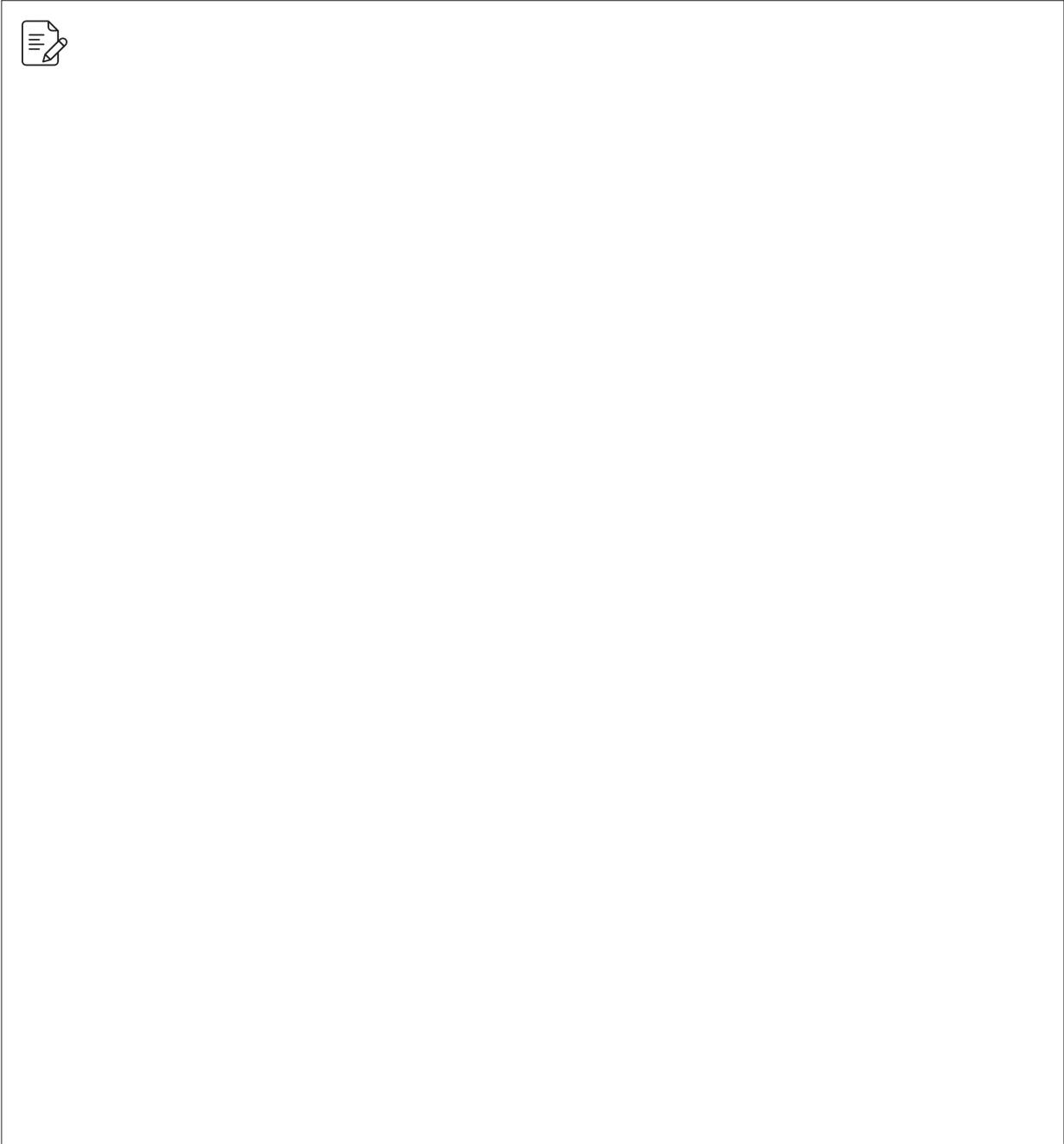
REFLECTIONS FOR OTHERS

Alignment

Where can you hear the alignment between the two Plans? What connection points between the two are there?
Are there any disconnects between the two Plans?

Value

What values do you hear in either of the Plans?
What adverbs or adjectives would you use to summarise the nature of these plans?



REFLECTIONS FOR YOU

(Feel free to simply draw/record what images/words come to mind as others share)



8.3 PRAYER & WRAP-UP

Between now and the next (final) session, we recommend reflecting on what you have heard today. Reflection questions can be found on page 106.

PRAY TOGETHER



It is our desire to be people who are shaped by the Christian story. People who are solution-focused, who believe that the Christian story has something of value to offer the world.

Father, empower us to be people who translate what we believe about Jesus into tangible expressions that others can touch, taste and see. We want to be people who go to work with a humble confidence in you, because we understand and have experienced the difference he makes in our own lives and in the world.

Embolden us to not just imagine a different future and to step out in faith as well follow you and your purposes God. Amen.

GROWER NOTES



Read aloud the text above and point participants to the “Between Module Reflection Questions” on page 106.



Invite participants to read the prayer aloud with you.

BEFORE NEXT TIME

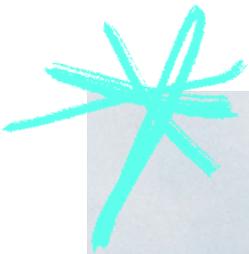
- **Reflect** and iterate over your two plans using the reflections provided by your listeners and the questions on page 106.





BETWEEN MODULE REFLECTION QUESTIONS

1. Review the values others heard in your plans. Which values energise you?
2. Are the values reflected in your *Personal Development Planner* ones that inspire you to action? Where could your Planner be adjusted to more accurately reflect the values that engage your heart and mind? (Tip: you may want to go back to your *Purpose Storyboard*, particularly the heading CAUSES)
3. Are the opportunities on your *Project Plan* aligned with these values? If not were there any other opportunities that are aligned? Are there any changes you might want to make to the plan? that energise you most?
4. Where can you clearly see who you are becoming in the change you are seeking to create? How could you increase the connection points between your two plans? Or in other words, what might you need to adjust in order for the two plans to be more integrally linked?



MODULE 9: GROW

MODULE OBJECTIVES:

Refine Story of Change

Discover further opportunities to grow capacity for Changemaking.

Be sent out as Redemptive Changemakers.

Seed Tools: *Personal Development Planner, Redemptive Change Project Plan*

MODULE OVERVIEW:

This is the final module, an opportunity to pray over each other and commission one other to be Redemptive Changemakers. We begin by returning to the small groups we were in last time, to check in on what work of iteration and aligning was done between sessions. We then articulate our Stories of Change, explore further opportunities to grow our initiatives before finishing with a prayer to end the Changemaker Community journey.

MODULE BREAKDOWN:

- 9.1 Planner Check-ins
- 9.2 Your Imagined Future
- 9.3 Your Story of Personal Change
- 9.4 Opportunities for Growth
- 9.5 Prayer & Commissioning

Important Information for the Grower:

In this, the final module we will be checking in on any iterations that have occurred over our plans for Personal Growth and Redemptive Change. Then spending some time imagining a personal future before celebrating growth and stories of personal change before planning for future growth. This module concludes with a liturgical prayer to read together and over one another. Feel free to set time aside for small groups to pray together or to pray for each individual.

Grower Tips:

- Ask Participants to bring both their Personal Development Planners and Redemptive Change Project Plans to this session to speak to any changes that have happened since Module 8.



9.1 PLANNER CHECK-INS

SUGGESTED TIME: 10-20 MINUTES



To begin this session, we want to check in on what changes you may have made to your Personal Development Planners and Redemptive Change Project Plans as a result of the sharing and feedback cycle we did in the last session.

In the same small groups, you were in last time, spend a couple of minutes each sharing what changes or updates you made to either or both plans.

GROWER NOTES



Connect—welcome participants to the session.



Read aloud the text above.



Invite people to rejoin the groups they were in for the last session, and share about any changes or alterations they made in response to the feedback and sharing.



9.2 YOUR IMAGINED FUTURE

SUGGESTED TIME: 15-30 MINUTES



In module four we imagined an alternate future for our contexts, one that was more aligned with story of God, one that brings unity, peace and justice to everything under the Lordship of Christ.

Now we want to take 10 minutes to prayerfully imagine what your life might look like in 5-10 years. Where are you, who is there with you, what roles are you serving in, what part are you playing in the unfolding story of Redemptive Change in your context?

Engaging our imagination is a key aspect of learning to see our realities the way God sees them. Learning to imagine in line with God's intent is a powerful force to help you see what might need to change now. When we lose the ability to imagine, we get stuck in the way things are.

Just as before, this activity is not aiming to lock in a concrete future that you must achieve. Don't try to dream up a road map for where you will be in 5-10 years. The future has an almost endless variety of possibilities that could be congruent with your purpose.

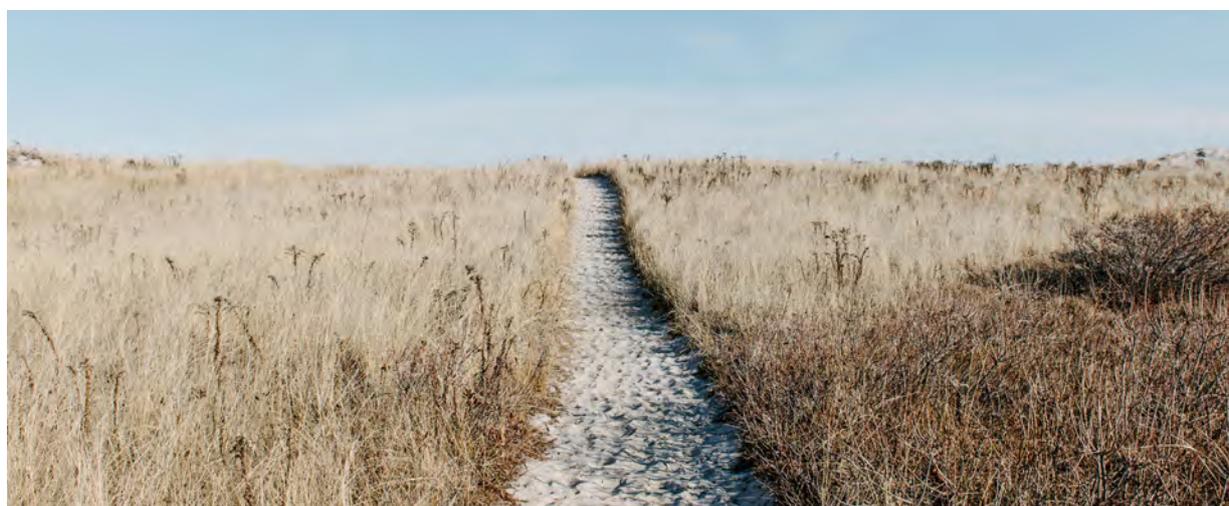
The point of using your imagination in this way is to open yourself up to future possibilities and good work (even outside your current context and comfort zones!) that God might be preparing you for. Once you are aware of how and where God might be leading you in the future, you can begin to embody who He has made you to be.

Capture a snapshot of what could be, ideally in pictures. The preference is that you draw or be creative by writing a letter from your future self or a news article about something you have achieved in 5-10 years. Being creative engages the imaginative parts of the brain and allows broader thinking. But there are no rules!



Begin with prayer and then consider the following questions:

- Who is there?
- Where are you?
- What change has been achieved?
Who has achieved it and how has it been achieved?
- How are the people you are serving feeling?
- What are the people you are serving saying?



GROWER NOTES



Read aloud the text above.

Remember that we usually give the timeframe of 5-10 years because it is far enough away for real change to occur but close enough to be recognisable.



Encourage participants to pray individually for the Holy Spirit to help them imagine a future for their context in 5-10 years. (Or pray together).



Invite participants to begin capturing their Imagined Future. They may want to spread out and find space to contemplate.



Ask participants to share what their Imagined Future looks like.

If time is a factor ask them to share in small groups or invite just one or two people to share with the whole group.



9.3 YOUR STORY OF PERSONAL CHANGE

SUGGESTED TIME: 10-20 MINUTES

Take some time to reflect on your journey so far.



Then attempt to complete this sentence:

Before this journey [I was ...] **but because of** [feature(s) of the Changemaker Community]
I now [am/have statement].

**You may want to complete more than one sentence.*

GROWER NOTES



Invite people to spend some time reflecting on their journey so far. Time permitting, you may want to invite people to share their responses with the group.



9.3 OPPORTUNITIES FOR GROWTH

SUGGESTED TIME: 5-10 MINUTES

PLAN FOR GROWTH

What further iteration and opportunities for growth will you commit to in the coming weeks and months?



Who will you share this journey with for accountability?



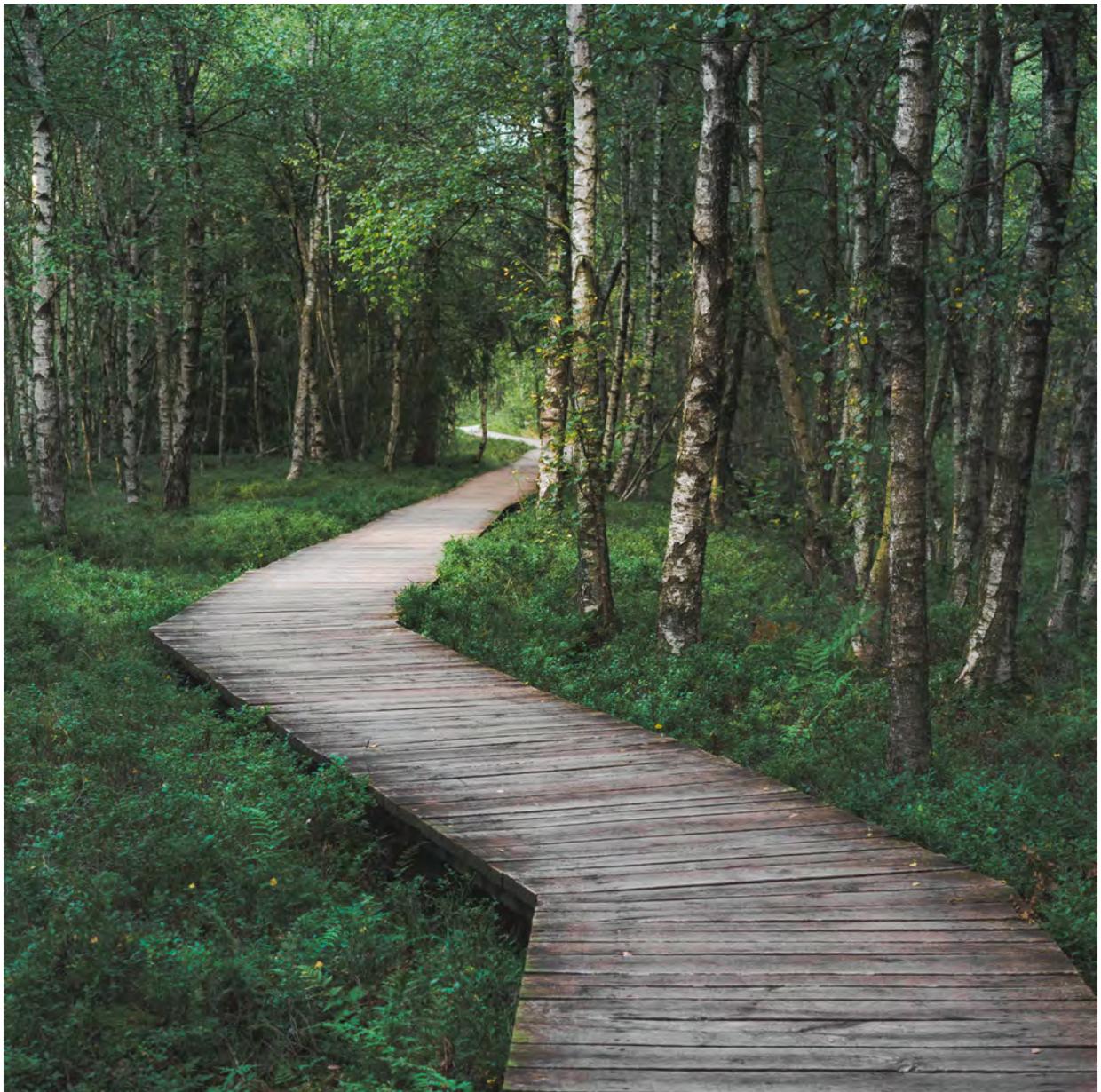
GROWER NOTES



Read aloud the text above.



Invite people to actively plan for future growth by briefly considering the questions above.



9.4 PRAYER & COMMISSIONING

SUGGESTED TIME: 30-60 MINUTES



Prayer for Grower and Participants to say together over one another:

GROWER: May you have the confidence to join God in the places He is already working rather than feeling responsible for bringing the change.

ALL: May love be stronger in us than fear of being rejected.

GROWER: May your hope for your context and for others never be lessened by personal disappointments.

ALL: May our disappointments lead to unwavering hope for the renewal of all things.

GROWER: May you continue to seek ways to participate in the unfolding story of redemption.

ALL: We ask God to guide us, grant us wisdom and direction, counsel from the Holy Spirit, so that we may continue to participate in God's story.

ALL: Amen.



GROWER NOTES



Pray for one another and commission one another as Redemptive Changemakers.

Time permitting, you may like to spend time praying for each individual in a group or return to the small groups and invite them to pray over each other, finishing with the Commissioning Prayer above.

Thank you

for your commitment to discipling those in your community and leading them through the Redemptive Change Process. We appreciate your time and effort in implementing the design and formation process in your community.

FEEDBACK

We would love to hear from you about your experience with our Redemptive Design process and specifically in the format of a Changemaker Community. We are intent on learning so we can more effectively serve you, the Growers and Changemakers, bearing witness to the redemptive story of Jesus.

Let us know your thoughts! Email us at info@seed.org.au

