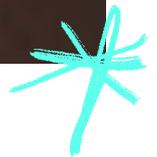




CHANGEMAKER COMMUNITY

Workbook



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CHANGEMAKER INTRODUCTION

Welcome

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

Before we get started, it is important to note that this process and, as such, does not resemble a traditional training course. Instead, the following workbook contains a design process that uniquely combines formation with design thinking to foster innovation and creativity as we grow deeper with Jesus.



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 the process are:

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

TAKE THE TIME TO DIG DEEP

This process is a deep dive into both your inner world and the complex world we live in. It can take time and may result in deeper revelations. Be sure to reach out for support when needed and push into the design tools in your own time to get the most out of this remarkable process.

A TOUCH OF HOUSEKEEPING

ACCESSING RESOURCES

All the resources including tools, videos and participation workbooks can be accessed online on the Changemaker Course section of the Seed website.



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: Participating	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: Discerning	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 for download on 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



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 Survey and Seed Academy
- 1.3 Introduction to Redemptive Influence
- 1.4 Taster
- 1.5 Prayer



1.1 WELCOME, EXPECTATIONS, CONNECTIONS



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?





NOTES / COMMENTS

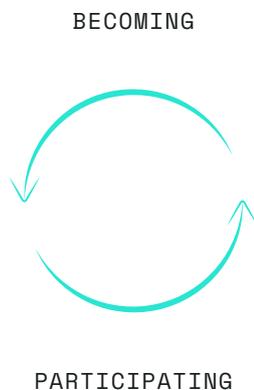


▶ 1.3 THE FOUNDATION OF SEED'S APPROACH



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.

NOTES / COMMENTS



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)



1.4 TASTER



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.

NOTES / COMMENTS





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?





NOTES / COMMENTS



1.5 PRAYER & REFLECTION

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.



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 God's Story
- 2.4 Ephesians Study: A Snapshot of God's Purposes
- 2.5 Introduction to the Purpose Storyboard
- 2.6 Prayer and Reflection



2.1 WHY STORY?

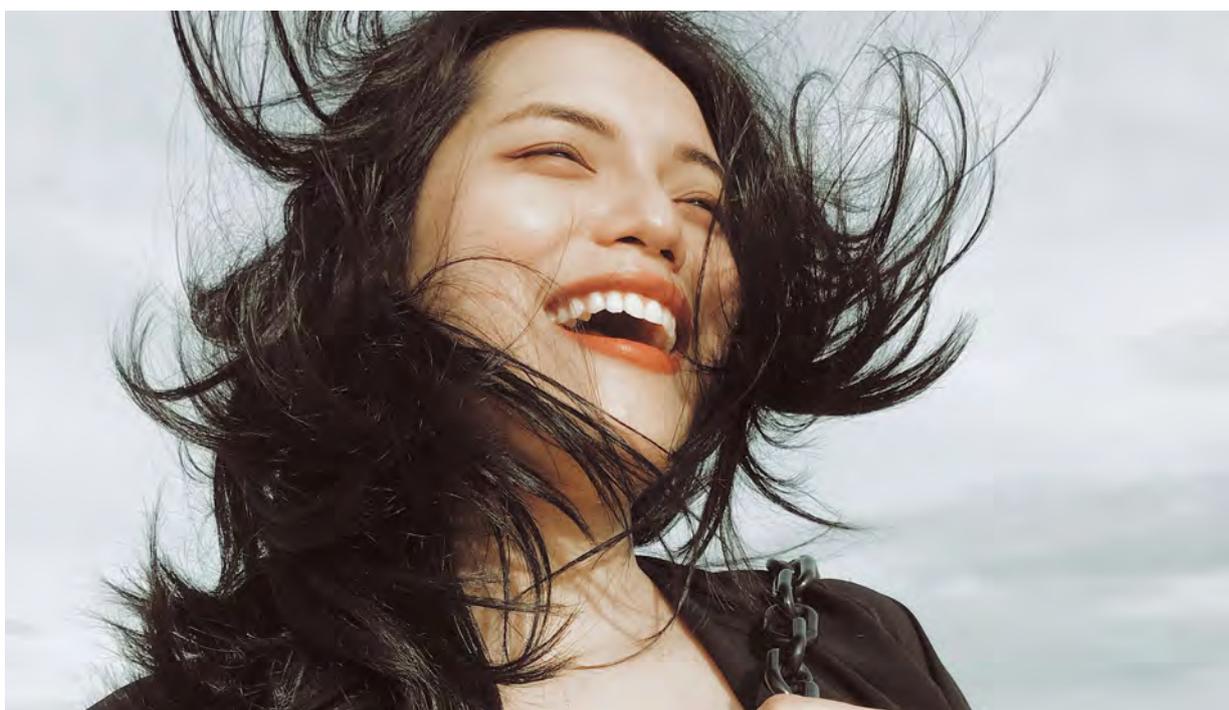


Stories help us make sense of the world and our place in it. Whether consciously or sub-consciously, we understand ourselves and our place in the world through the stories we tell about ourselves, our communities, and our cultures. Such stories have the power to *form* our identity. Stories are also 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.

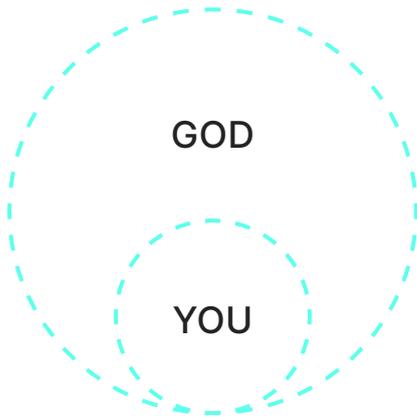
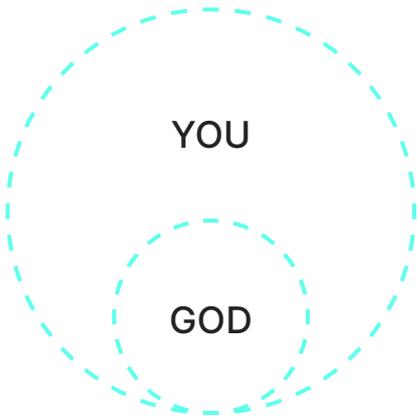


2.2 MY STORY IN GOD'S STORY

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.

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.

This can be a mindset shift for many of us.

A large empty rectangular box for writing, with a document icon in the top left corner.





NOTES / COMMENTS



▶ 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. "

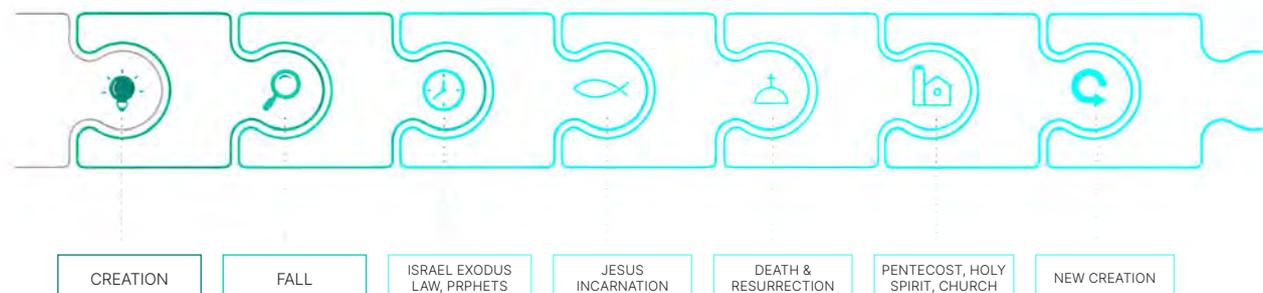
Confidence builds as we know God more and when we are more confident in who God has made us to be, by his grace, even when we fail, face difficult decisions or make choices that are not aligned with the Spirit, we won't be overly shaken by the rebuilding, faith leaping, Spirit convicting disciplines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





NOTES / COMMENTS



2.4 EPHESIANS STUDY: A SNAPSHOT OF GOD'S PURPOSE

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

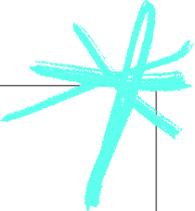
summarise the end goal of the story it is this: community and unity among us, the church.

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?





NOTES / COMMENTS



2.5 INTRODUCTION TO THE PURPOSE STORYBOARD



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 on the next page. There is also an electronic copy available on the Seed website.





NOTES / COMMENTS





SEED

Purpose Storyboard (a story within a story)

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

Purpose Statement:



2.6 PRAYER & REFLECTION



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)



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”

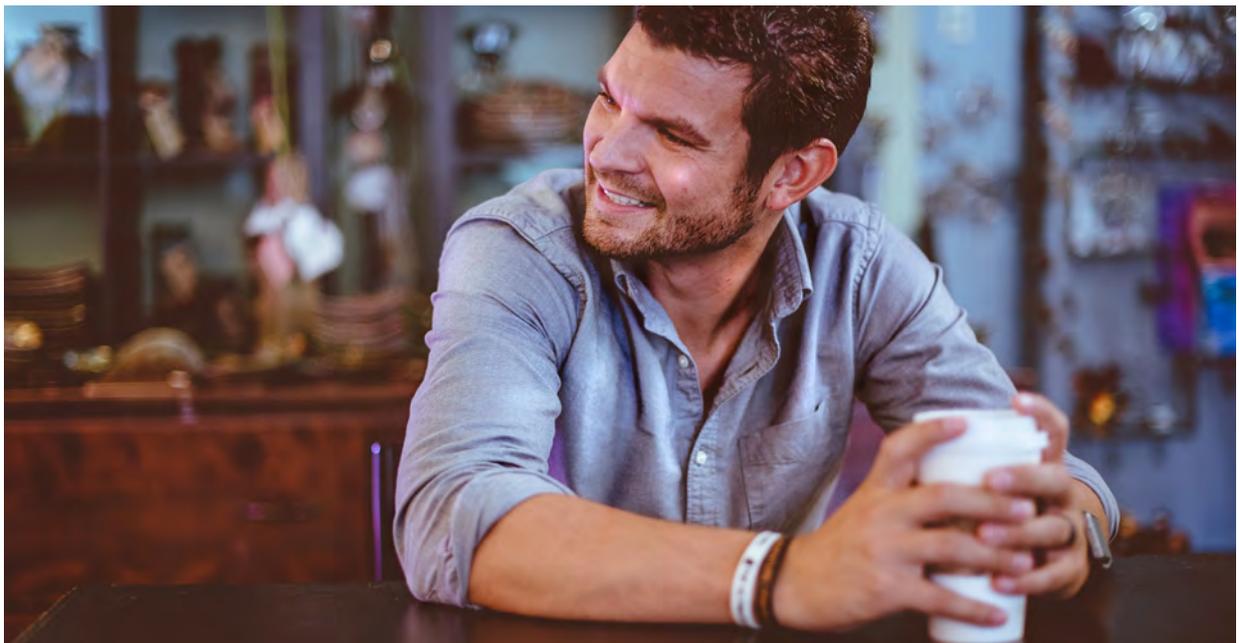
Selected Readings: Chapter 3 of *You are What you Love* by James K.A. Smith.

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



3.1 INTRODUCTION TO IDENTITY

 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.

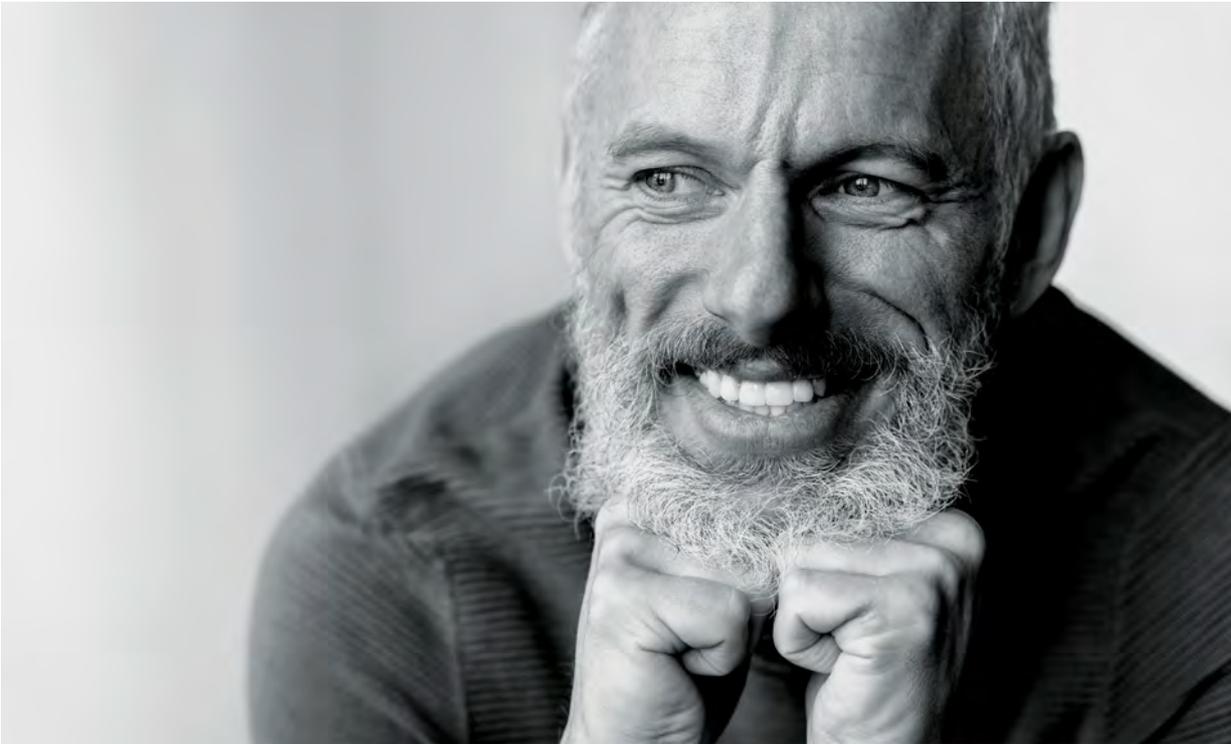
It is important to discern who God has made us to be—clarifying our identity, story and purpose within God's story and purpose rather than the other way round of trying to fit God's story into ours. Doing this fundamentally reframes the story we are often told (or tell ourselves) about who we are. We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





NOTES / COMMENTS



3.2 WHAT DO YOU LOVE?



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?





NOTES / COMMENTS



3.3 WHAT IS GOD LIKE?



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.





NOTES / COMMENTS



3.4 IDENTITY STATEMENT

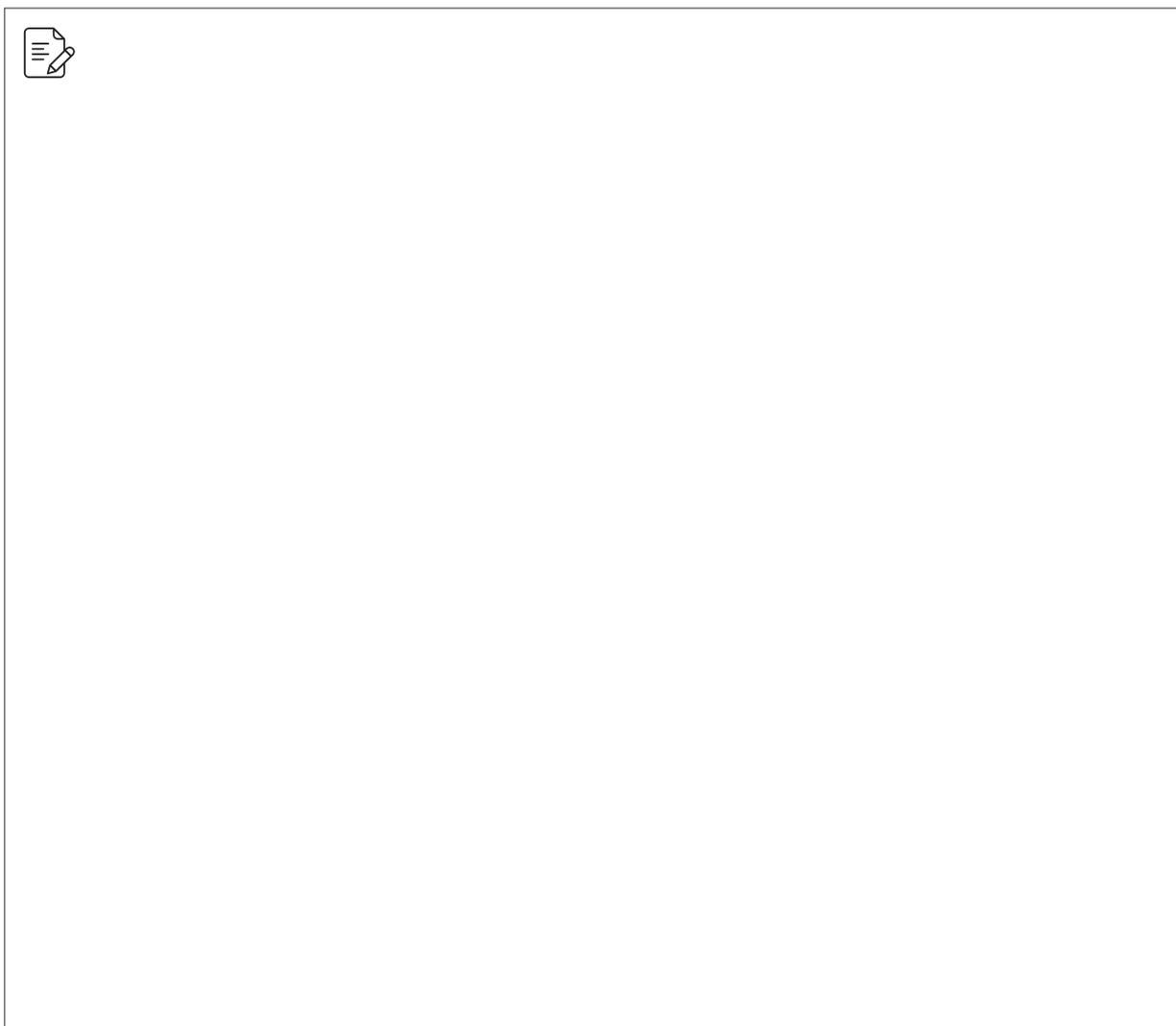
An identity statement is a helpful way to reflect on how God has made you as His workmanship (Eph 2:10). Life with Jesus is far more than a to-do list of aligned actions, which is why an identity statement can be helpful for capturing a fuller image of the person you are becoming in Christ.

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)





NOTES / COMMENTS



3.5 RE-FRAMING OUR DESIRES

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.



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



4.1 IDENTITY AND CONTEXT

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?*





NOTES / COMMENTS



4.2 SCOPING CONTEXT



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.

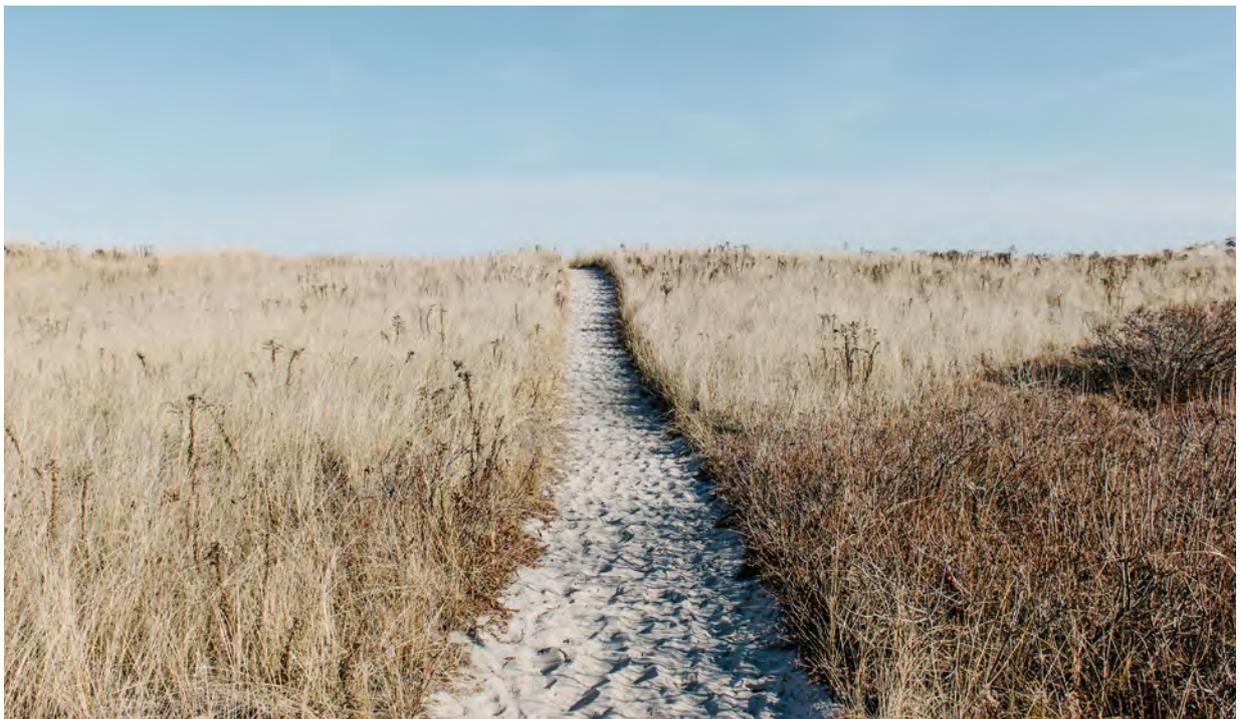
For example, the mindset at the law firm, might need to shift from "profit first, people second". Or the cultural mindset for pre-school educators needs to shift from "child-carers" to "early-childhood educators".

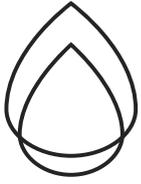


Once you have listed these, take some time to consider which of these are most important to you? Which stand out? Which are you really passionate about changing?

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.

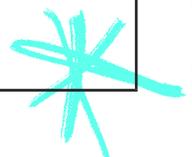




SEED

Scoping Context

PEOPLE	PLACES
SYSTEMS	CULTURE



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4.3 INTRODUCTION TO THEORY OF CHANGE CANVAS



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 from the Seed website. For now, we will be focusing on our Imagined Futures.



4.4 IMAGINED FUTURE

“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 your life and 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 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!)

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!

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?







NOTES / COMMENTS



4.5 YOUR PURPOSE STATEMENT



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.**



NOTES / COMMENTS

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 PARTICIPATE | DESIGN
MODULE 6 DISCERNING | 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



5.1 INTRODUCTION TO ALIGNMENT



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.





NOTES / COMMENTS



5.2 CURRENT REALITY

 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.





NOTES / COMMENTS



5.3 STORY OF CHANGE

 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.”*







NOTES / COMMENTS



5.4 STEPS OF CHANGE

 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.





NOTES / COMMENTS



5.5 POPULATING YOUR THEORY OF CHANGE CANVAS



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

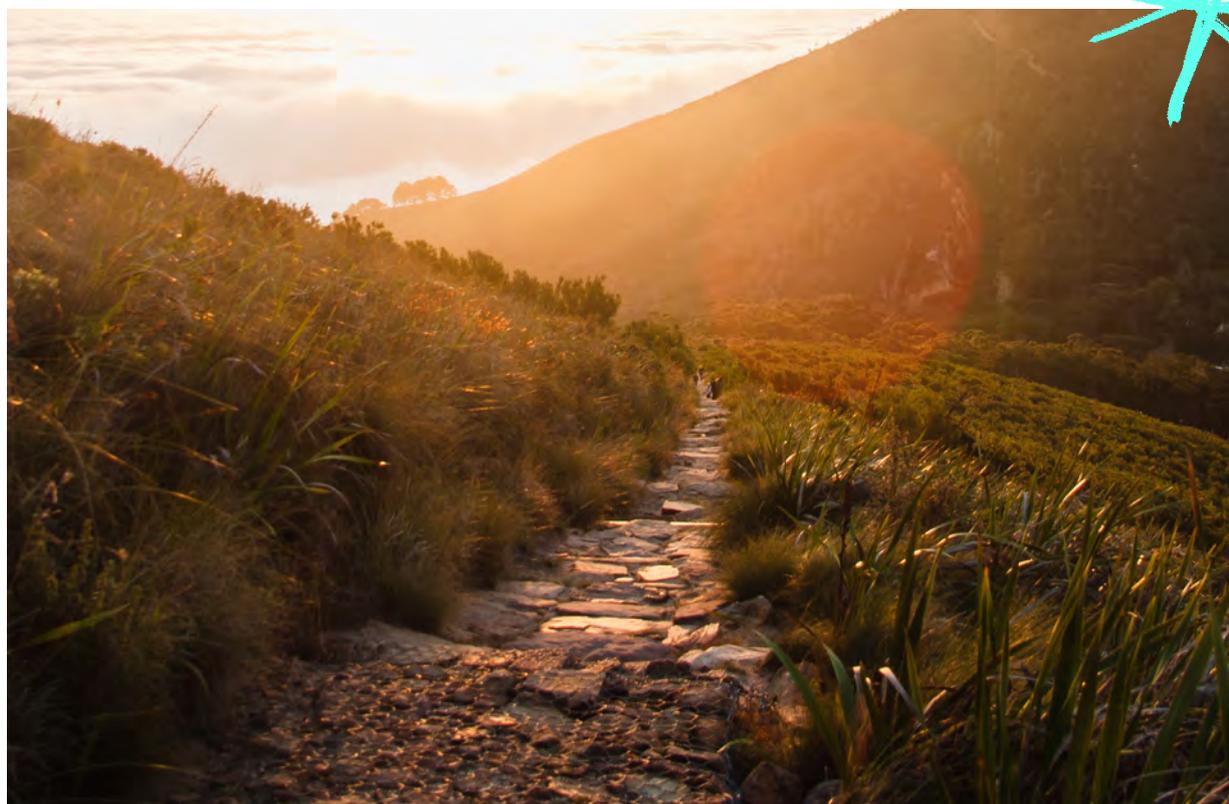
Take a moment now to summarise your *Imagine Future*, *Current Reality* and *Steps of Change* into the top line of the Canvas. See if you can do at least some of it from memory!



You can download your own copy of this from the relevant section of the Seed website.

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.





NOTES / COMMENTS



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?*





NOTES / COMMENTS



MODULE 6: DISCERNING

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



6.1 INTRODUCTION TO DISCERNMENT



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*.





NOTES / COMMENTS



6.2 BEGINNING A DISCERNMENT PROCESS

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? ▼



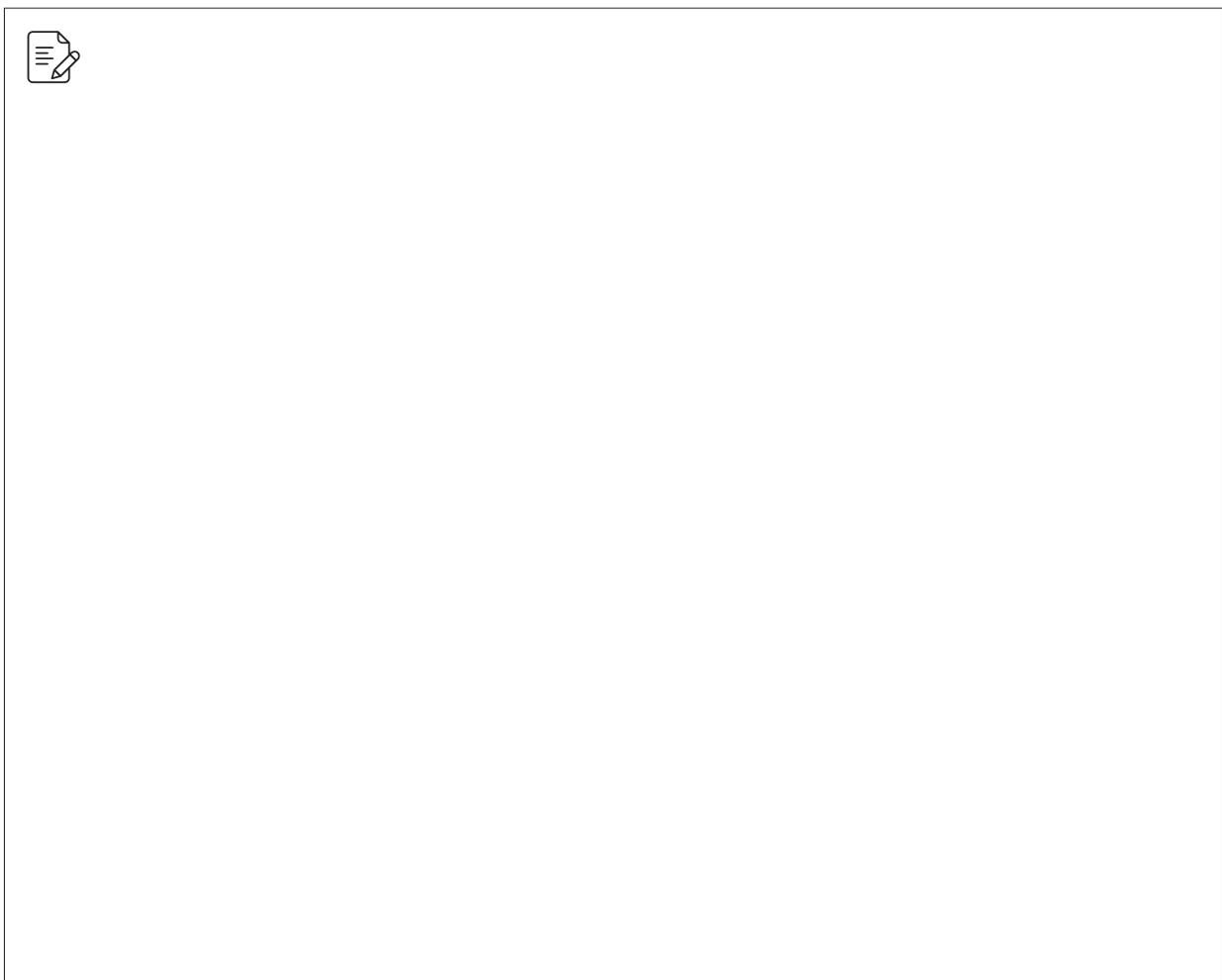
If so, you may want to follow this brief process of opening yourself up to releasing that desire and being ready to head where God may be leading you.*

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.”

NOTES / COMMENTS



6.3 DISCERNING OUR LONGINGS



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 26 and review how you responded to the questions on pages 30 and 36.

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



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?



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?



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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 reflection, containing a small icon of a document with a pencil in the top-left corner.





NOTES / COMMENTS



6.4 REFRAMING & RESTORYING OUR LONGINGS

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?***





NOTES / COMMENTS



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:



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6.5 PERSONAL DEVELOPMENT PLANNER

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.





NOTES / COMMENTS





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?



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



7.1 A NOTE ON CHANGE CREATION & PARTICIPATION



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.

NOTES / COMMENTS



7.2 CATEGORISING ASSETS & BARRIERS



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.



7.3 YOUR DISTINCTIVE CAPABILITIES



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 intended 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 exist 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.



7.4 IDENTIFYING OPPORTUNITIES



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?



7.5 OPPORTUNITY DISCERNMENT



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?

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



7.6 THE REDEMPTIVE CHANGE PROJECT PLAN

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.



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.

NOTES / COMMENTS



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



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.

NOTES / COMMENTS



8.2 KEY STEPS IN THE SHARING PROCESS



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.

NOTES / COMMENTS



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

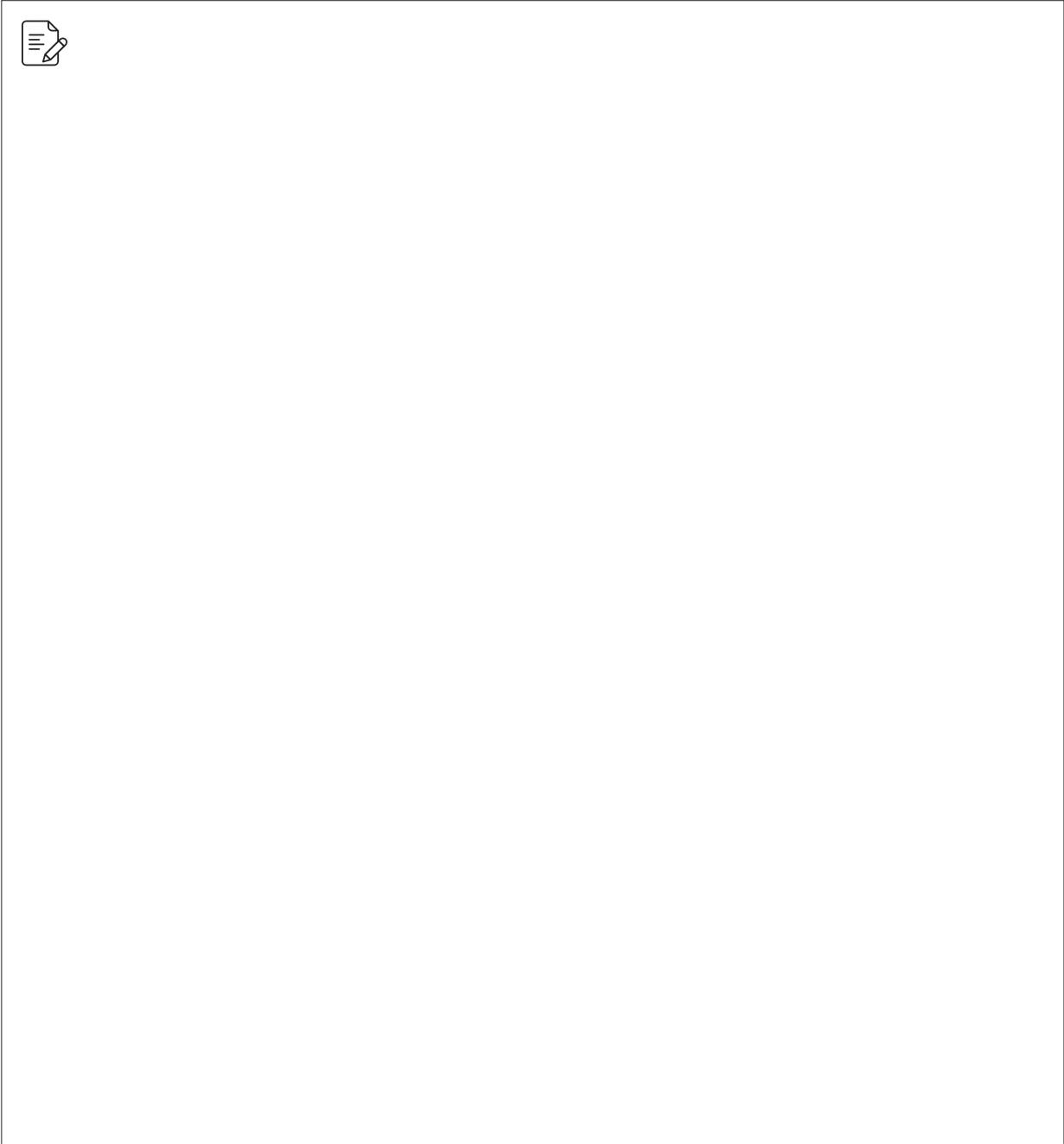
Where can you hear the alignment between the two Plans? What connection points between the two are there?

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.

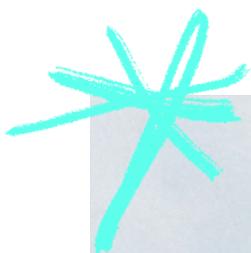
BEFORE NEXT TIME

- **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.



9.1 PLANNER CHECK-INS



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.

NOTES / COMMENTS



9.2 YOUR IMAGINED FUTURE



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.

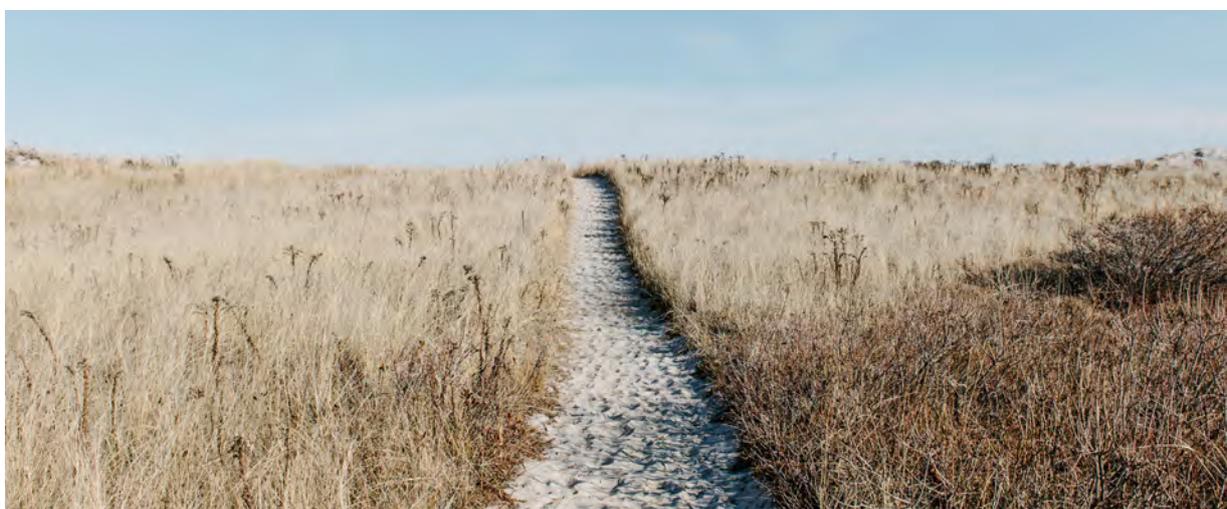
The point of using your imagination in this way is to open yourself up to future possibilities and good work (even outside your current context and comfort zones!) that God might be preparing you for. Once you are aware of how and where God might be leading you in the future, you can begin to embody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





NOTES / COMMENTS



9.3 YOUR STORY OF PERSONAL CHANGE

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.*



9.3 OPPORTUNITIES FOR GROWTH

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



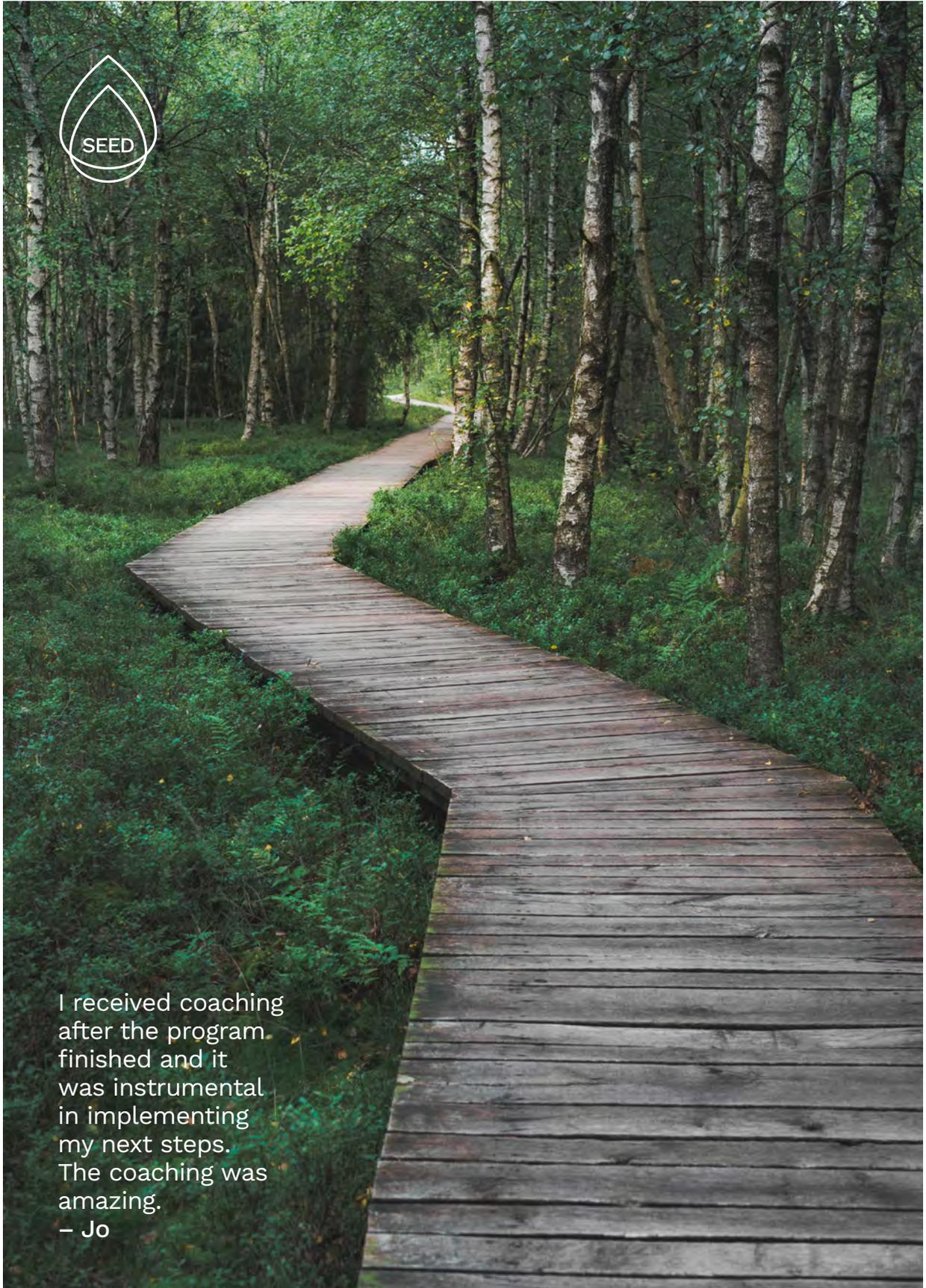
A large rectangular box for writing a plan for growth, containing a document icon in the top-left corner.

Who will you share this journey with for accountability?



A smaller rectangular box for writing about accountability, containing a document icon in the top-left corner.





I received coaching after the program finished and it was instrumental in implementing my next steps. The coaching was amazing.
– Jo



9.4 PRAYER & COMMISSIONING



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.



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.

If you are planning to start another group, please get in touch with us at info@seed.org.au or with your Seed contact.

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

