

catalyst

GROUPZINE™
A STUDY FOR NEXT GENERATION LEADERS

Volume 3: Courageous in Calling LEADER'S GUIDE

TABLE OF CONTENTS

- 2. Introduction
- 3. How to Use a GroupZine
- 4. Toolbox
 - a. First Meeting
 - b. Gaining Participation
 - c. Tips for Understanding the Adult Learner
 - d. “Unpacking” the Experience
 - e. Questions & Strategies that Make a Connection
- 8. General Structure & Ideas for Use
- 9. The Elements of a Catalyst Leader
- 10. Engage: Challenges
- 11. Discussion Questions
- 18. Next Steps

INTRODUCTION

A discussion of calling invariably comes around to the question of whether you are considering the universal calling of God to all believers or the individual, singular calling God has placed on your life. But perhaps calling, and more specifically God's call on our lives, is more about spending time listening in His presence than talking. Maybe it's more about hearing what He is actually saying to us instead of continually asking about the things we want to hear.

Courageous in Calling is a study for communities and individuals who are ready to embrace the challenge of pursuing calling with courage and conviction.

Leading communicators will guide you through what it means to engage Next Generation Leaders as you pursue the calling God has put on your life. The relevant content, engaging design, and provoking wisdom allows you to think, dialogue, debate, question, reflect, and ultimately grow in **The Elements of a Catalyst Leader**. (See page 9 of this guide for a full list and explanation of the elements.)

HOW TO USE A GROUPZINE

There are five primary success factors that will help you get the most out of this GroupZine:



1. Buy the GroupZine.

If you need additional copies for your group, call 888.334.6569 or visit catalystgroupzine.com.



2. Get a group of people.

This study can be completed individually, but it was designed with a small group in mind. Establishing a group with your co-workers not only increases learning, but multiplies leadership in your organization. Or, use this study as a platform for your weekly or monthly ministry team meetings. Your team will appreciate your willingness to invest in them and it will increase your influence. The size of your group is up to you, but we recommend between 2 and 12 people.



3. Read a section and answer questions by yourself.

This study is divided into six sessions – each one representing an element of a Catalyst Leader. Within each session are a variety of articles and exercises to engage your mind. There are discussion questions and some journal pages provided within the GroupZine, but you'll notice there is also plenty of white space to doodle, dream, and create your own questions.



4. Convene at a cool spot.

Gather your group at a coffee shop, discuss over dinner, meet in a cultural hotspot of your city, take your group to the park, or even ask to use your pastor's house for one night. Mix up the environment from week to week to get your creativity flowing.



5. Discuss your thoughts.

As a leader, encourage your group to bring their questions to the table and find the answers together. Conversation is a starting point to form true community (a goal of this resource), and through authentic dialogue your group members will grow. To help you facilitate discussion, we have provided some additional questions and activities on the following pages.

(REPEAT)

TOOLBOX

The GroupZine was designed to have a fluid, organic structure. By this we mean that the content and strategies are meant to be simple, helpful, and authentic to individual's needs and personalities. We recognize that the most effective small group leaders are incredibly intentional in how they lead. So whether you need a little or a lot of structure, we have provided some tools to help organize your meetings and develop your group facilitation and discussion skills. You can choose how formal or informal you want your group to be.

First Meeting

At your first meeting we recommend you not start with the first session, but rather start with laying the ground work for the group (see also Tips for Understanding the Adult Learner on page 4). Here are some considerations for a successful first meeting:

Create Buy-In

The small group concept may be new for some people so it will be important at your first meeting to dialog about format, expectations, and any concerns the group members may have. Some group members may feel uncomfortable discussing certain topics especially if they feel it will be held against them. Here are some ideas to ease those concerns:

- Establish trust among group members by stating that everything said in the group stays in the group.
- State that each member's title and position is to be left at the door. Your normal hierarchy within the organization is irrelevant at your small group meetings.

Create an Environment of Participation

During your first meeting we recommend you lead the group through an interactive exercise that will set the tone for the remaining meeting. This could be any type of ice-breaker to start the momentum of the discussion group. Choose an exercise that will generate a great deal of conversation and will specifically flow into having a deeper understanding of everyone in your group. [There are many books and websites out there with ice-breaker exercises. Check out *100 Training Games* (McGraw Hill, 1994) or Google "icebreaker games" for ideas.]

Create a Context of Leadership

We also recommend your first meeting allows time to discuss everyone's burning leadership issues they are faced with right now. As you move forward in the sessions, you, as the group leader, will want to make sure these issues are discussed and tied in to the sessions when appropriate. This will make the group more purposeful to each member and will also lead to deeper discussions.

Create a Flow

If you have not already done so, firmly agree on your next meeting time and location. Give out any special instructions you have regarding the first session.

Gaining Participation

It is critical to establish the ideal learning environment from the start. Your goal at the meetings, especially the first meeting, is to engage everyone in the discussion. People want to feel that they are a part of something worthwhile and that their opinions matter. Everyone influences somebody and their individual experiences at work, at home, and elsewhere can add value to each discussion. Here are some ways to gain participation:

- Ask a direct question.
- Give a hypothetical situation and ask for opinions.
- Ask them to tell why they came to that conclusion.

Tips for Understanding the Adult Learner

To strengthen the conversation, you as group leader will want to know the background, goals, and top leadership issues of each member. To begin, there are some key principles that enable you to be an effective leader. The following principles, if applied, will help assure success with the adult learner:

1. Techniques used to instruct young people are not necessarily effective with adults.
2. More vital and beneficial discussions will result if interested adults are included in the format and planning of your discussion group meetings.
3. Involving adult learners in decisions motivates and stimulates them. As you consider the different elements you plan to include in your discussion group, you may want to select a core planning group. Adults “own” or feel “invested” in the study when they take part in its direction and organization.
4. When planning the discussion group, a primary focus should be to recognize needs. This encourages personal application and assures continued involvement in the study. If adults do not recognize needs and apply the material personally, they will soon become disinterested because it’s not relevant.
5. Learning focused on problem solving is most effective with adult students.
6. Drawing on adult learner’s previous experiences enhances learning.
7. Encouraging adult participation by using icebreakers and group activities helps the individual to avoid embarrassment and a refusal to join in peer discussion and participation. Adults tend to take errors personally.
8. Instruction for adults should lead them to further personal study.

Research studies reveal that adults learn best when:

- Dealing with specific life-changing events.
- Reaching a teachable moment in their lives. This relates to recognizing when individual interest and motivation for study and change is at its highest point.

- Using the knowledge or skill involved and integrating it with their current knowledge. For most adults, learning is not its own reward.
- Focusing on one point.
- Slowing the pace while making the material less complex. Fast-paced, complex, or unusual learning tasks interfere with the understanding of a concept.
- Including helpful aids that relate to previous knowledge makes new information more meaningful.
- Assuring that the information agrees with the learner's values.
- Incorporating "Best Practice" and "How-to" information.
- Offering clear expectations.
- Providing open-ended questions and discussion as the primary instructional method.

"Unpacking" the Experience

Here are three basic reflection prompts you can ask that serve as a starting point for any discussion. Feel free to make them your own.

1. A question

"After reading this article, I'm wondering what everyone thinks about ..."

2. A new thought

"Wow! This had never entered my mind, I learned that ..."

3. A challenge

"I can't get this out of my mind. I have to figure out how to live ..."

Questions & Strategies that Make a Connection

Because each organization, ministry, team, or group has unique leadership challenges, the application of the lesson's leadership topics can take on various forms. Your role as a group leader is to prepare additional discussion questions specific to where your organization or department is currently performing. Some suggested areas of discussion could revolve around:

- **Specific initiatives at work.**
 - How does this topic relate to a specific leadership issue you are going through right now?
 - What does this mean to you in consideration of your responsibilities?
 - Who do you need to share this with on your team?
- **A recent news or media event.**
 - How does what you just learned connect with (current event or news)?
- **Successful leaders who have modeled leadership behavior.**
 - Think of someone who models this behavior or trait. How do they model it?

- How have you seen someone support or violate the key points in the lesson?

Also, differ your approach with each lesson. Here are some ideas:

- Since each session covers a lot of material, you may want to predetermine a specific section of the lesson to focus on by scanning the session ahead of time.
- Assign a specific article of the session to a different group member. Group members can then prepare an overview of their article to present at the next meeting.
- Before a discussion group meeting, pull aside one or two members and ask them to share a recent leadership issue that relates to the content of the session. You will quickly find that other members of the discussion group may have similar issues.
- Preview the next lesson and select a specific leadership topic. Ask each group member to share their best practice approach when dealing with that specific leadership topic. The members will learn from collective experiences of the group.

GENERAL STRUCTURE AND IDEAS FOR USE

In each session, you will find these common sections:

TITLE PAGES

These visual elements introduce the theme of the entire session. Here we summarize the heart of the topic. Use these pages to prompt the pre-discussion questions, “What do we know?” and “What do we want to know?” about this topic.

CATALYST STUDY

This is the first article and primary curriculum in each session. The Catalyst Study overviews the fundamental teaching on the session topic.

GROUP DISCUSSION

Found at the end of the Catalyst Study, use these questions and journal space to reflect and prepare for group discussion.

ARTICLES

Writings and stories from our favorite speakers and authors discuss the Elements through the lens of courageous action.

CATALYST FEATURES

GLOBAL PERSPECTIVES

These are insights from leaders who are making a difference internationally. Their experience outside the US provides them a unique lens with which to critique and contribute fresh thoughts on the session topic.

TRUE STORIES

These are stories of real next-generation leaders who model the topic of the session. Discuss the common qualities of influence you notice in these true stories and how you can apply those qualities in your own lives.

PERSPECTIVES

These are slices from Catalyst leaders who share their perspective, opinion, and response to the session topic.

ENGAGE JOURNAL

Use this journal space for pre-thinking before meeting. Come with ideas, insights, questions, and “ah ha” moments to share. Or use it as a note-taking page to record key points gained from group discussion. And don’t forget to take the Challenge. (See all the challenges on page 10 of this guide.)

THE ELEMENTS OF A CATALYST LEADER

Courageous in Calling

God has a unique purpose that He desires to carry out in me. To know this purpose I must first know Him. To fulfill this purpose, I must trust Him and have the courage to act on it, which may feel like a risk. My talents and heart converge to create my calling and purpose. I am competent in my calling because I am committed to further developing and honing my talents and skills. My foundational understanding of how God is working during my current season of life determines the specific way I apply this calling vocationally.

Engaged in Culture

As a leader, I must understand the context God has placed me in. I must know the audience I am connecting with to have any opportunity of relevance. Because God desires that Christ-followers engage and influence their surroundings, I will be a source of hope, redemption, justice and peace in my community, demonstrating a piece of the Kingdom of God in a fallen world.

Authentic in Influence

Leadership is influence. I am not a leader if others are not following. Influence can't be forced or contrived. It can only be won over time. If I am living out the six elements of a Catalyst Leader, influence will be natural, compelling, and attractive. If not, it will be challenged by others and ineffective. My prayer is that God would continue to expand and entrust me with greater influence.

Uncompromising in Integrity

Character, conviction, discipline, and decision-making—these all make up the inner qualities and integrity of a Catalyst leader. I understand that my character and integrity is the guard to my soul and ultimately my life. This can't be let go or delegated. It's the foundation of who I am as a person and as a leader. It's the basis from which my moral authority is grounded. It must be nurtured, guarded, and found true under testing.

Passionate about God

I must be aware of my small role in God's big, developing story. This is critical to my humility, faith, and trust in Him as the definer of how He will use me and my calling. I must connect with God without ceasing through all of life, whether in study, music, art, film, vocation or relationships. My passion for God to receive Glory must be bigger than my desire for Glory.

Intentional about Community

People are in my life at all levels. Close personal friends that keep me accountable, question my deepest motives, and help me stay true to the wisdom God has imprinted on my heart. I value the people that work for and alongside me, recognizing that I am fulfilling a leadership role with people God has entrusted to my care. I value the wisdom of those more experienced than me and seek out council in all things of importance.

ENGAGE: CHALLENGES

Session 01: Courageous in Calling

Research several different examples of calling in the Bible and examine how God made the calling, how the person responded, and what happened as a result. Additionally, talk to a few people in your community who seem to be living their calling every day. Ask them these same kinds of questions – how did they discover their calling? Were they initially reluctant? What has happened as a result of their following God’s calling on their lives? Write about the commonalities you find and see where parallels lie in your own life.

Session 02: Engaged in Culture

Look in your local newspaper for a program or club that celebrates a facet of culture with which you have little or no experience but find interesting. It may be an art study club, a Spanish church service, a gathering of songwriters, or some other group. Visit the group meeting and consider contributing to their cultural impact by participating in the group regularly.

Session 03: Authentic in Influence

Make a list of people you have influence with, who look up to you or who regularly come to you for advice. Schedule time to meet with a few of those people one-on-one for a meal or coffee in the coming weeks. Encourage that person in the ways you see him or her growing and having influence in other people’s lives.

Session 04: Uncompromising in Integrity

Watch the movie *Liar, Liar* (1997, starring Jim Carrey) with a group of friends and discuss what it would be like to tell only the complete truth for one day. Try it yourself the next day, and come together with your friends to discuss how it went.

Session 05: Passionate about God

Take a personal retreat for a minimum of four hours, but preferably one or two full days. Go somewhere besides your house or apartment where you can spend time with alone with God. Take your Bible, a journal, and something else that leads you to worship (a guitar, book, blank canvas, CD, etc.) and spend the time falling in love with God.

Session 06: Intentional about Community

Brainstorm with some members of your church about a way you could give back to the community by implementing a soup kitchen, clothes closet, community garden, or other program. Then, present the plan to your leading elders or board and put it in motion. Draw the *good* kind of attention to your church by actively aiding the poor in your community.

SESSION 01. COURAGEOUS IN CALLING

CATALYST STUDY

14. Abiding Passion

By Stephen R. Graves and Thomas G. Addington

Deeper Discussion:

1. What is your calling?
2. How are you pursuing your calling?
3. What obstacles have you overcome in the pursuit of your calling?
4. Considering how God has uniquely made you, what skills and desires are you not using?
5. What is keeping you from using the skills and pursuing the desires God has placed in you?

WRITINGS & STORIES

23. The Call

By Os Guinness

Discussion Questions:

1. How does your primary calling inform your secondary calling?
2. How does your job differ from your calling?
3. If God has gifted and designed you for your calling, is it okay to ignore your calling?

24. Chase the Lion

By Mark Batterson

Discussion Questions:

1. What opportunities do you regret not pursuing?
2. What fears or problems are you facing that keep you from pursuing your calling?
3. What Lion is God calling you to chase?

28. Beautiful is What Redemption Looks Like

By Trish Teves

Discussion Questions:

1. What painful moments in your life turned out to be your biggest teachers?
2. How has encountering God affected your career path?

32. The Last Two Cents

By Tim Willard

Discussion Questions:

1. What will be the outcome of your life if you keep living like you're living? Is that what you want?
2. Do you have the internal peace that what you're doing means something to God? Why or Why not?
3. Has God ever affected you with physical difficulty because you, like Catherine, were being disobedient?

36. You Can Be an Abolitionist

By David Batstone

Discussion Questions:

1. How can you help abolish slavery?

SESSION 02. ENGAGED IN CULTURE

CATALYST STUDY

48. The Horizons of the Possible

By Andy Crouch

Deeper Discussion:

1. Which horizons should we be moving as Christians?
2. What horizon have you tried to move but failed?
3. What horizon is God now calling you to move?

WRITINGS & STORIES

56. The Outside View

By Tim Willard

Discussion Questions:

1. What stereotypes of Christianity are obstacles for outsiders coming to Christ?
2. How have Christians disengaged from our worldly culture?
3. In what ways have Christians acted like Pharisees?
4. How are you like the Christian that Brian McLaren described? Or how do you want to be more like that Christian?

61. The iPod Killed Poetry

By Tim Willard

Discussion Questions:

1. How do you pursue deep community with others?
2. How have social networking sites and other technologies made this more difficult?

64. Epic Bananas

By Leonard Sweet

Discussion Questions:

1. What can churches do to be more EPIC?

66. A MIND ABLAZE

By James Emery White

Discussion Questions:

1. How can you follow the Cultural Commission?
2. How can you act out love and justice rather than just thinking of these things?

SESSION 03. AUTHENTIC IN INFLUENCE

CATALYST STUDY

76. Mavericks

By Tim Willard

Deeper Discussion:

1. Like the first Christians were misunderstood, in the time of Polycarp, how are Christians now misunderstood?
2. In what areas of your ministry are you grasping for greater influence rather than cultivating your relationship with God?
3. How are you using your influence to glorify God?

WRITINGS & STORIES

84. The Why, the Who, and the What

Interview with Marcus Buckingham

Discussion Questions:

1. Name your top strengths and weakest weaknesses.
2. What activities or tasks energize you?
3. What activities or tasks deplete you?
4. What are you passionate about? Answer with specificity.

Learning Project:

Take two index cards. Pay attention to all the tasks you do this week. On one card, write the things you enjoyed doing, and why. On the other, write the things you did that drained you, and why. At the end of a month, review the cards and talk to your manager about ways for you to do more energizing things and fewer draining things.

88. Choose to Be Real

By Reggie McNeal

Discussion Questions:

1. Is your community an environment where people can be real with each other?
2. What is the level of trust on your team?
3. Are you expressing the kind of authenticity that “Pre-Christians” are looking for?

90. Management and Youth Soccer

By Patrick Lencioni

Discussion Questions:

1. How do you rank on the humbly teachable scale?
2. How does your team score using “attitudinal” criteria?

92. The Momentum Theorem

By Dave Ramsey

Discussion Questions:

1. What is distracting you from focusing?
2. What are you trying to do in your own power, without the help of others or God?
3. Where do you need to be more patient and persistent?

94. Relevance Is a Tool, Not a Goal

By Ed Stetzer

Discussion Questions:

1. How can you promote others and their unique gifts in order to help the body function?
2. In what ways are you “sanding down” the cross?

SESSION 04. UNCOMPROMISING IN INTEGRITY

CATALYST STUDY

106. Silencing the Native Tongue

By Craig Groeschel

Deeper Discussion:

1. What are you hiding that you hope no one finds out?
2. What perceived benefits do you gain by lying?
3. How does lying hurt you?

WRITINGS & STORIES

114. Nun Chucks, Warriors, and Master Po

By Mike Foster and Jud Wilhite

Discussion Questions:

1. Who do you have in your life that can ask you hard questions?
2. Which of the Deadly Viper Character Assassins are you most susceptible to?
3. Who might be paying for your lack of character?

118. Failure or Fallure

By Jim Collins

Discussion Questions:

1. When was a time you gave up rather than fell off?
2. What next hold are you afraid of reaching for?
3. When was your last “fallure”?

122. To Tell The Truth

By John Brandon

Discussion Questions:

1. Have you ever suffered for telling the truth?
2. Do you tell people the truth when they ask for your opinion?

126. Relational Currency

By Andy Stanley

Discussion Questions:

1. Is there someone you're having a hard time trusting?
2. If so, what should you do about it?

SESSION 05. PASSIONATE ABOUT GOD

CATALYST STUDY

136. What I Want to Be When I Grow Up

By Mark Buchanan

Deeper Discussion:

1. How does worldliness manifest in your life?
2. How are you changing the world you live in for the better?
3. Is Godliness your most important or prominent attribute?
4. What does it mean to “live in an awareness of your creatureliness”?

WRITINGS & STORIES

144. Beyond These Walls

By Sally Morgenthaler

Discussion Questions:

1. What percent of people were unchurched before coming to your church?
2. What is the “cultural relevance” strategy?
3. What is worship – how do you define it?
4. What does it mean for the Church’s direction to be outward?

148. An Organic Appetite

By Margaret Feinberg

Discussion Questions:

1. What does Feinberg mean when she says “there must be more”?
2. What, specifically, does it mean to have a relationship with God?

150. Half-Hearted Kamikazes

By Tim Elmore

Discussion Questions:

1. When was the last time you quit because commitment inconvenient?
2. What problems are caused by a lack of commitment?
3. How can you develop a greater ability to commit?

154. Stupid Things I Do

By Francis Chan

Discussion Questions:

1. Does your character exceed your reputation?
2. How do you love God with the passion befitting a person in love?
3. Are you using your influence to encourage the kind of commitment that Jesus requires?

158. An Alien Wholeness

By Mark Foreman

Discussion Questions:

1. Why do so many people looking for wholeness refuse to try Christianity?
2. What is the evangelical significance of Westerners' fascination with health and wholeness?
3. How do we place Jesus' full message in today's spiritual dialogue?

SESSION 06. INTENTIONAL ABOUT COMMUNITY

CATALYST STUDY

170. The Driftwood Chronicles

By Chris Seay

Deeper Discussion:

1. What, practically, can you do to pursue one another?
2. What steps can you take to create a more gracious, loving community with the people you're around?
3. What practices do you need to employ or change as a result of reading this article?

WRITINGS & STORIES

178. Wake Up. It's Time.

By Brenda Salter McNeil

Discussion Questions:

1. What will be the effects of a growing population of ethnic minorities in the United States?
2. Why is Sunday the most segregated day of the week?
3. In what ways do we need each other?

182. A Christmas Conspiracy

By Rick McKinley

Discussion Questions:

1. Can you name two presents you got last Christmas?
2. How does consumerism and materialism threaten our faithfulness to Jesus?
3. What does it mean to say "no" to over-consumption?

186. The Color of Responsibility

By Tri Robinson

Discussion Questions:

1. How does God call us to steward His creation?
2. How is creation care tied to social justice?
3. What can you do to take an active role in stewarding God's creation?

190. Architectural Evangelism

By Mel McGowan

Discussion Questions:

1. How can church architecture facilitate community?
2. Should church be a "third place"? What does that look like?
3. How does architecture assist evangelism?

NEXT STEPS

Now that you've completed a process of leadership growth, join thousands of other revolutionaries for a leadership event unlike any other! Attend the **Catalyst Conference** in Atlanta, Georgia, on October 9-10, 2008. Visit catalystconference.com for more information and to register.

Catalyst is the leadership filter for what's next in the Church. It is more than a resources or conference ... it is a community of Christ-followers who are called to excellence, creativity, and leadership.

Learning to be a leader requires both head knowledge and heart conditioning. At the Catalyst Conference you will learn how to be courageous in your calling, engaged in culture, passionate about God, uncompromising in integrity, and intentional about community from today's most influential communicators, as well as engage with the Father in one of the most memorable worship experiences you can imagine.

For more information and to learn about special group pricing, visit catalystspace.com or call 888.334.6569.

2. Visit catalystspace.com and check out the **Catalyst Podcast**, subscribe to the **Catalyst Monthly** online magazine, or join the conversation at the **Catalyst Leader Feeder Blog**.

3. We want to know your stories. Let us know how you are using this resource in your community. Please send feedback, questions, or comments to feedback@catalystspace.com.