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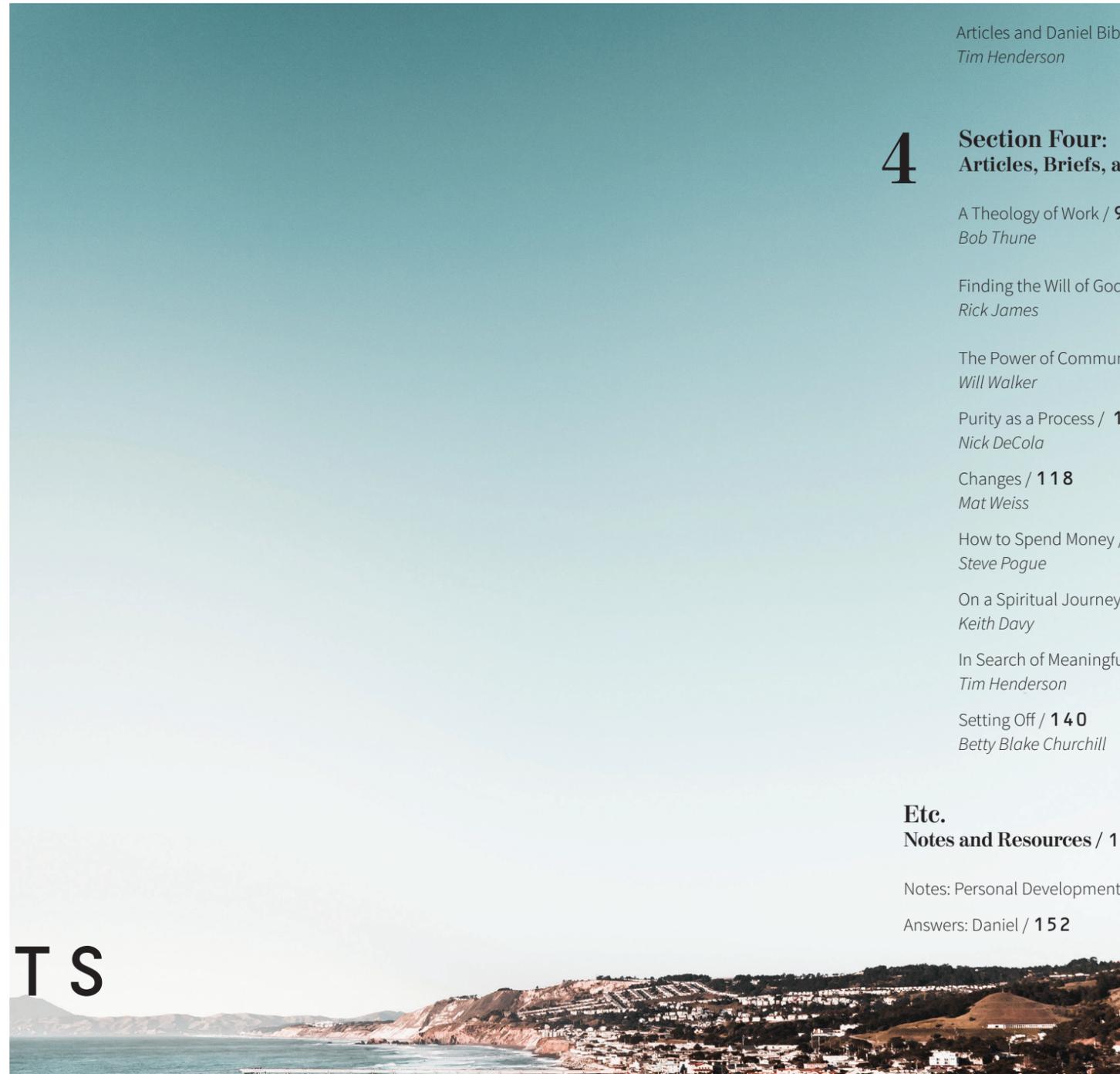
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Hey reader,

Every year, thousands of Christians graduate college and go into America's workforce. But they're not just any Christians; they are some of the most committed, best trained, and most experienced Christians of their generation. The "they," of course, is you.

What is most disturbing about this statistic is that historically we've all gone our separate ways after graduation. Sure, we may say, "Hey, let's stay in touch." But we don't. We go off on our own as solitary candles marching off into the darkness. What are we thinking? And what haunts me is what might have been. What sort of impact could we have had in the workplace, in the cities, in each other's lives, in the lives of our friends and coworkers?

Honestly, I don't know. But I do know it's time we tried.

This workbook, *InTransit*, is a step in the direction toward that vision. We want to begin with the transition from the campus to the workplace, from having a personal ministry on campus to being missionaries in our places of work.

The first section of this magazine/workbook is for constructing a personal development plan—Eight Habits of a Highly Effective Disciple. We graduate thinking that we'll figure out the transition as we go. This is a bad plan because it's not a plan. Any major changeover properly navigated is the product of both planning and preparation.

In Section Two, you'll find a series of articles addressing many of the issues relevant to new graduates merging into "real life" and the marketplace. The section following this—a study on the life of Daniel—can be done individually or as a small group. Since Daniel was able to have an enormous impact for God in an entirely secular work environment, there seems to be a lot we could gain by following his example.

Section Four is a collection of articles, briefs, and reflection questions to continue the equipping process as you prepare for the inevitability of life after college. And finally, we end with some notes on the Personal Development Workshop, along with answers to the Daniel Bible study.

It would be good to consider going through *InTransit* as a small group or with a friend. Changes—and life in general—are best processed together. We pray that this magazine/workbook will prepare and equip you for the glory of God.



Rick James
Editor, Cru Press

SECTION ONE

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Eight Habits of A Highly Effective Disciple

A Personal Workshop by Carolyn Raye

INTRODUCTION

You are approaching a very significant milestone in your life. Sure, graduating from high school was a big deal. Deciding where to go to college was no small endeavor. Choosing a major had its agonizing moments. But now you are graduating from college. And with this milestone, most likely you will face more responsibility and changes than you've ever experienced before. Such independence brings freedom...and fear. Some people panic. Some just don't think about it. But, honestly, in the back of your mind, haven't you wondered...

What if I can't find a job?

What if I don't like my job?

What if I'm not really prepared to do the job I am being asked to do?

Where will I live?

Will I have friends?

Will I ever find that "perfect person" to spend the rest of my life with?

What will happen to my faith?

Will I find another group of Christian friends?

Will I have enough money?

Will there be people around to challenge me and help me grow personally and spiritually?

How will I make decisions when I'm tempted to go against my convictions?

Will I be able to live "in the world" and not be "of the world"?

Will I be able to balance work, friends, and personal life and still be able to serve in ministry?

Will I be able to make a difference for Christ as I leave college and go out into the world?

The list goes on. You may feel alone with the questions and the fears. Perhaps I just gave you some new ones—sorry about that. But I promise you, you aren't alone.

We want to help prepare you for this significant time of transition. No, we can't answer all your questions. And we can't guarantee you a blissful passage from one arena to the next. But hopefully we can help you to think about what lies ahead and help you navigate the transition.

Since you have probably been involved with Cru, another campus ministry, or a local church, you have undoubtedly been taught a great deal of biblical truth about walking with Christ and having a personal ministry. We're going to build on that foundation, yet we will also focus on practical applications relevant to this particular stage of your life. This portion of *InTransit* is designed to help you do that through the creation of a personal development plan. We want to help you to think through the following key areas of life:

- Finances
- Spirituality
- Career
- Decisions
- Ministry
- Relationships

Then we want to chart a course that will help you navigate the choppy waters of the next twelve to twenty-four months of your life, following the philosophy that the best plan is to have a plan. You may want to take a week or more on each of the sections of this workshop.

How to use these workshop lessons:

AS A GROUP

In order for you to get the most out of this material, we recommend that you gather with others who are also about to graduate from college. We believe that you will find the discussion much more meaningful and thought provoking when interacting with people who are experiencing the same realities of life that you are.

Because we would like to provide as much time as possible for the leader to facilitate discussion, there will be certain assignments you will need to complete each week on your own. The more you're willing to put into these assignments, the more benefits you'll receive. We think that you'll find most of the assignments to be fun and enjoyable—a nice break from heavy studying. (Or, if your last semester is only phys. ed. electives, perhaps this will be your only studying!)

Additional questions and thoughts for the small-group facilitator can be found in the "Etc" section.

OTHER IDEAS

- Go on a retreat together at the beginning of the semester and complete the first two lessons. Then meet weekly to complete the remainder of the lessons.
- Ask group members to complete Workshops One and Two on their own before the group starts. Complete the remaining workshops over the next six or seven weeks.
- Have a weekend seminar to cover selected material. Any assignments could be given out before or afterwards.

ON YOUR OWN

If you are not able to work through the content in a small group, you will still find all the materials you need within the workshops to complete the planning on your own. We still encourage you to find someone with whom you can share your insights and plans, if possible.

MENTORS

Because this is such a significant phase of life for you, we highly recommend that you seek out a mentor. There are lots of different types of mentors, but generally he or she is farther along on a spiritual journey and has weathered some of the same decisions, experiences, and circumstances that you are now facing. If you don't have a mentor, this workshop provides a great opportunity to invite someone into that role, asking your mentor to give you feedback on your personal mission statement and

personal development plan as you work with them.

PERSONAL DEVELOPMENT PLAN: OVERVIEW

It's not really possible to grow in isolation. There's always a bigger picture, a context that is bigger than the moment itself. For us, that context is eternity. Heaven. The eighty-odd years you may get to spend on this earth are but a small dot on the endless line of eternity.

One writer of the Bible put it rather bluntly: "Why, you do not even know what will happen tomorrow. What is your life? You are a mist that appears for a little while and then vanishes" (James 4:14). You won't find that on a Hallmark card!

Because life is large, there's wisdom in analyzing it in smaller cross-sections. While labels may differ, we generally tend to stratify life with the following layers: spiritual, physical, mental, relational, financial, professional, ministry, and personal. I think we all would agree that each of these aspects is important for living a well-balanced and healthy life. So these will be our categories for goal setting as we work through a personal development plan, with the following caveat.

We make a grave error if we see our spiritual life as only one piece of the entire pie and miss the point of a life fully surrendered to the lordship of Christ. To continue to grow spiritually, we must bring each area of our life into relationship with Christ and see through the lens of an eternal perspective. How will your faith affect your relationships or how you choose a marriage partner? How will you live out your faith in an authentic and appropriate way at work? Will God have control of your checkbook? Will you trust him to guide you with each new career opportunity? In the end, what will last? What will really matter as you step into eternity?

It is with this mindset that we'll approach the writing of a personal development plan. Even though we'll spend only one session focusing on the spiritual area of life, it does not mean that the other areas of life aren't part of spiritual growth. God desires that your whole life glorify him and that he be lord over every area of your life.

THE POWER OF A COMMITMENT

While reading a fitness magazine recently, I found this advice: If you want to complete a race (5K, 10K, marathon, triathlon, whatever), then (1) register and pay your money; (2) tell one or two trusted friends; and (3) begin a workout regimen. Why that order? Because it solidifies your commitment to do what it takes to finish the race—you're less likely to give up because you have made some commitments up front.

Pastor Tim Hawks in Austin, Texas, teaches his congregation the

same principles. He says that we grow *out of* a commitment rather than into a commitment.

Let's say, for example, that you think it would be a good idea to read the whole Bible through at least once. (I agree, that is a good idea.) So you decide that you'll just try it for a few days and see how easy it might be and then decide whether you'll commit to it. Day one: your alarm doesn't go off. You're already behind three chapters. Day two: you plan to read during your lunch hour, but you forget your Bible and your phone's already about to die. Day three: you decide it's just too difficult and maybe you'll try again in six months when things slow down a little. Taking this approach, you tell yourself that you'll give it a shot and see if it turns *into* a commitment. If you fail, you haven't lost anything. You have no money invested and no one else knows about it.

The opposite approach is growth that comes *out of* a commitment. Using the same example of wanting to read the Bible through, you would perhaps start by buying a *One Year Bible* or looking up a Bible reading plan online. Then you would tell a couple of friends (maybe one would want to join you in the commitment). Then you would start reading. Day one: your alarm doesn't go off. Because you have made a commitment, however, you stay up later that evening to complete your first day's reading. That night, you set two alarms to make sure you get up the next morning. The commitment up front keeps you from being derailed by a bump in the road. You push through the difficulties

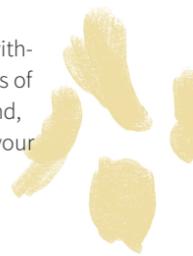
that come. You will grow *because* you made a commitment.

Because we desire to see you grow—in all areas of your life—we are going to unapologetically ask you to make a few commitments. Six of them, to be exact. At the end of each workshop, you will have the opportunity to make one commitment that can be carried out during the first twelve to twenty-four months after graduation.

Make a few commitments. Seek out the counsel of a mentor. Do these two things and you'll be off to a great start in this transition out of college and into the world of work. ("The world of work"—now there's an inviting name!)

But we don't want you to embark on a development plan without a context, so in the first workshop we'll discuss the areas of life that will change in the upcoming transition. In the second, you'll construct a personal mission statement. This will be your compass, establishing your priorities and shaping your commitments.

The Personal Development Worksheet, where you'll be recording your commitments, is on the last page of Section One. You can't miss it—it says Personal Development Worksheet on the top. Whatever you choose, have fun with this and try to take someone with you on your journey through *InTransit*. You may also want to purchase a notebook to record your thoughts and journal to and with Christ through the process.



Workshop One: Assessing the Transition

Before we get to the specifics of the personal development plan, we want to first get our minds around some of the changes we are about to encounter. What exactly are we looking at here? Let's start with a reality check and get all the issues on the table.

SO, WHAT EXACTLY WILL CHANGE?

No one can possibly know in advance the exact nature of any change—all that will be involved and how we'll personally respond—but that doesn't mean we can't intelligently project and assess some of the major issues.

In the left-hand column, check the statements that are true of you.

In the right-hand column, write how this statement might change after you graduate and start a new job.

After completing this list, add at least five more items that come to your mind as changes that will occur in your life.

What's true about my life in college:

What will be true after I graduate & start a new job:

My parents are paying my rent and/or bills.	
I am on my parents' health and/or car insurance.	
I do not make car payments.	
My monthly paychecks are between \$0 and \$800/month.	
I have roommates and we have been friends for at least two years.	
I am a part of a small group and/or church body.	
Most of the people I am surrounded by each day are my own age.	
I see my closest friends every day.	
I have an older person who meets with me on a regular basis to help me grow spiritually.	
I usually go to class, but sometimes I just don't like going and skip out.	
I schedule my class so I do not have to get up before 9:00 AM.	

What's true about my life in college (cont.):

I have dropped several classes because I did not like the professor.

On the weekends, I just do whatever my friends are doing.

I have been building relationships with my unbelieving friends in order to be able to share the gospel with them at the appropriate times.

I have served in ministry because someone approached me and challenged me to a specific role or position.

What will be true after I graduate & start a new job (cont.):

OTHER CHANGES THAT MAY OCCUR IN MY LIFE:

KEY QUESTIONS

Discuss or write answers to the following questions using the first thoughts that come to your mind. Be real. Don't give answers that seem "right" or what others would expect you to say. Talk or write about what's really on your mind.

- When you think about graduating, what are some of the first things that come to your mind?
- What concerns you the most as you think about leaving the college environment?
- How do you picture yourself serving the Lord and ministering to others after you leave college?
- What temptations do you think you could encounter that might distract you in your walk with God?
- From a practical standpoint, how are you preparing yourself for the transitions ahead?

Obviously this is not exhaustive, nor is it a crystal ball. There is much we cannot know until we actually go through it, and God will of course be going through it with us. But as we move ahead in these workshops, we at least have a sketch—some contours—of the changes that lie ahead, enabling us to wisely begin making preparations.

These changes can sometimes take people by surprise. Not to mention that our "enemy the devil prowls around like a roaring lion looking for someone to devour." Because I so want to see you "resist him, standing firm in the faith" (1 Peter 5:8-9), I am asking you to do a special out-of-class assignment.

OPTIONAL QUESTIONS FOR SMALL-GROUP DISCUSSION

What emotions did you experience as you listed the changes about to take place in your life?

What do you think you personally need the most in order to prepare you for the changes ahead?

What do you hope to gain from going through these workshops?

OPTIONAL PERSONAL STUDY

In Section Four, read "Changes" by Mat Weiss.

Homework: Conduct an Interview

Ask one or two people who have been out of school less than three years to have lunch, coffee, or even a video chat appointment with you. These questions are intended to be a starting point. You can make up some of your own or ask follow-up questions as appropriate. In order to be considerate of the other person's time, try to keep this to about an hour.

INTERVIEW QUESTIONS

- Where did you go to school, and when did you graduate?
- Did you move to a new city after graduation?
- I know that we all anticipate changes after college, but what surprised you the most about your transition from college to your current job?
- What have you enjoyed the most since leaving college?
- How long did it take you to find a church to get involved with? What was that process like?
- What does your church involvement consist of now? How is it different from college?
- From your experiences or observations, what do you think college graduates should know about being good stewards of their finances?
- If you could recommend just one financial habit to adopt immediately out of college, what would it be and why?
- How has moving and getting a job impacted you spiritually?
- What would you say are the biggest hindrances to a growing and maturing walk with God right out of college?
- Have you been able to find spiritually encouraging friends or mentors? What do you think it takes to develop such relationships, and how long should it take?
- Are you serving in ministry somewhere? If so, what are you doing and how did you decide to commit to that area of service?
- Have you found you are much busier after you graduated? If so, what has helped you to manage your time well?
- If you could give me and my friends any piece of advice, what would it be?

Workshop Two: Writing a Mission Statement

“What’s your greatest fear?” Bob Reccord and Randy Singer report in their book *Made to Count* that the initial responses to this question cover a broad range of concerns and common fears (encountering snakes, being alone, speaking in front of an audience, and the like). They go on to say, however, that “by far the most voiced response strikes deep at the heart of all of us: *to come to life’s end without having made a significant difference*. Atychiphobia. The fear of failure.”

Does that resonate with you as much as it does with me? I don’t want to wander aimlessly through my life. I don’t think you do either. So as we enter into this journey from college to the workplace, we want to ponder the question, “Where am I going?” This will be the North Star for our personal development plan.

THE MISSION STATEMENT

In this session you are going to take a first pass at writing a God-honoring life mission statement.

Stephen Covey, in his book *Seven Habits of Highly Effective People*, says, “To begin with the end in mind is to begin with the image of the end of your life as the frame of reference by which everything else is measured.”

The apostle Paul neared the end of his life with these words: “I have fought the good fight, I have finished the race, I have kept the faith” (2 Timothy 4:7).

In the end, what do you want to be true of your life? Here is a creepy, but helpful, exercise. Imagine what you want people to say about you when you die. In the space below, summarize those thoughts in the form of your own obituary.

Rather than just waiting until the end of your life, and hoping that you will somehow have made a difference or accomplished something of importance, why not start now with an end in mind?

YOUR MISSION STATEMENT

Crafting a personal mission statement is one way to gain a clearer vision and purpose for your life. And there are several benefits to taking the time and making the effort to write one.

- It helps to give purpose to your life.
- It helps you to identify your values and beliefs.
- It helps you to get involved in something greater than yourself.
- It helps you to make wise choices about what you will and will not give your time to.
- It guides your decision-making process.

Going through these workshops will help you clarify your personal mission. However, it’s not too early for you to make a first pass at a mission statement. (You can make revisions as you learn more about yourself through the following pages, discussions, personal reflection, and prayer.) Ask God for His direction as you process this step. View this as a highly relational exercise with the Lord in which you are asking for and listening to His direction.

To help you get started, answer several questions from the list on the next page. They will help you surface some of your passions and, most likely, your areas of gifting. Then, as best you can, write a short mission statement (in pencil, of course) at the end of this workshop. For example, Mary Kay Cosmetics’ mission statement might be “To give unlimited opportunity to women.” Or maybe it’s “To exploit the color pink.” Who knows? But you see the point.

What am I passionate about?

If you were asked to create a TV special about something that moves you, what would it be about?

What blogs or articles intrigue you most online? What subjects on social media are the ones that most catch your attention?

If you started a business or organization to solve a need, what would it be?

What issue would you like to see someone write a best-selling book about?

What biblical passages has God used powerfully in your life? How have the passages shaped your view of life and the world?

What ignites the passion of your life and excites you when you think about doing it as a vocation?

What rewarding experiences has God given you that may have been preparation for your future?

How has God used you significantly in the past?



What am I passionate about? (cont.)

What things make you feel the most alive when you participate in them?

In what ways do you most enjoy giving yourself away to others?

Who are the people you find yourself voluntarily getting together with, again and again, for deeper discussions? What are your deepest discussions about?

How would you use a gift of a million dollars if it had to be given away to a cause that moves you?

Is there any need or problem you believe in so strongly that you'd love to work at it full time?

After answering a few questions like these, you should begin to see a few patterns emerge. These patterns are important. They are keys to the passions and desires that God has placed in your heart. Don't rush this process. Patterns usually emerge and become clearer over time. How these passions get lived out in your life is part of the adventure of walking with God for a lifetime.

OPTIONAL QUESTIONS FOR SMALL-GROUP DISCUSSION

Talk about the obituary you wrote for yourself. What was it like to write it? What made you choose some of the words or phrases you used?

Talk about your mission statement. Do you like what you wrote? Why or why not?

Do you find it energizing or frustrating to think about what you want to be true of you at the end of your life? Why?

Do you know many people who seem to have a clear mission or purpose in life?

If you choose to enter into the hard work of crafting a personal mission statement, how do you think it might benefit you?

OPTIONAL PERSONAL STUDY

Just for fun, do a search online for obituaries. In what ways do you want what people say about you to be the same or different from what you discovered in your search?

Workshop Three: A Personal Plan for Spiritual Growth

God has changed your life and given you a new identity. Isn't that true? You made a 180-degree turn around. You understood certain biblical truths for the first time. You gained God's perspective on your purpose in life. You experienced ways that God could use you in another person's life. You stepped out in faith and trusted God to see you through challenging situations. Your faith became your own, not just something passed down from your parents or friends.

Indeed, God has done something significant, something unexpected, in your life. You may have come to college looking for God. Or not. Either way, he found you. You are not the same. Jesus has drawn you to himself and he will never let you go.

Your story will be different from my story. More than likely, however, God used several catalysts to help in your spiritual growth. Things such as the following:

- A small-group Bible study
- A church body
- A spiritual movement on your campus
- An older person investing in your life
- A mission trip
- A conference or retreat speaker
- A consistent personal study of God's Word
- An accountability or prayer partner
- An opportunity to serve or lead in ministry to others
- A friend who would never give up on you

A QUICK INVENTORY

Describe, in one or two sentences or phrases, how God has changed your life during your college years.

In the list to the left, make note of anything that helped spur on your spiritual growth during college.

Briefly recount which one had the greatest impact on you and why.

My mission statement:



Do you feel a sense of gratefulness as you remember what God has done for you? Do everything you can to keep this memory fresh. Don't let it fade away with time. Even if you need to put up a visual reminder in your room or slip a note to yourself into your Bible, these moments with God are worth keeping in front of you.

And while we're on the topic of a thankful heart, don't be afraid to let other people know of the impact or influence they have had on your life.

Now that we have taken a quick look back, let's consider what is about to change. How can your spiritual growth continue as you transition out of college?

THE NEW REALITY

Though there are a few exceptions, most people move to a new city when they graduate from college. This means searching for a new church, establishing new friendships, and finding a new place to serve in ministry. In other words, the spiritual support system that you have experienced during college will be gone. Scattered. You're facing new beginnings. And new beginnings take time, effort, and commitment.

Because of the initiative you will need to put forth, I believe that it's important for you to consider your future needs and make some commitments now—before you are dead tired from managing a new job...and a new everything.

This new reality may have become clearer after conducting the interview assignment from Workshop One. You did remember that, right? How do we grow?

Let's consider some things that will keep us on the path to growing closer to the Lord and growing in our faith. While there are many ways to grow spiritually, I'd like to highlight three for consideration: practicing personal disciplines, learning from others, and taking steps of faith.

PRACTICING PERSONAL DISCIPLINES (OR HABITS)

Our best relationships require an investment of our time. If a relationship is robbed of time, the people in it will eventually drift apart. It's an obvious fact in human relationships, and the same principles hold true of our intimacy with Christ. Relationships take an investment of our time—which, by the way, will be a precious commodity once you start a full-time job!

Think for a moment about how you have (or haven't) practiced the following disciplines in college. What effect, over time, have they had on your relationship with God? Which have had the greatest impact?

- Reading and meditating on the Word
- Prayer
- Memorizing Scripture
- Journaling/reflection time

What have you found to be the greatest enemy to spending time with God (lack of time, lack of desire, feeling as if you get nothing out of it, unconfessed sin)? What have you done to overcome that hindrance?

LEARNING FROM OTHERS

Hebrews 10:24 encourages us to "consider how we may spur one another on toward love and good deeds." I once heard someone say that if you are going to be spurred on, you have to be around people with spurs on. Where else—besides Texas—can you find that except around others committed to following Christ?

Make a quick list of everyone you can think of who has "spurred you on" over the last four years (even if it was someone you never met personally). Next to their names, briefly describe how they have done this.

What will it take to continue having people like these in your life?

TAKING STEPS OF FAITH

I don't know about you, but I like comfort and convenience (I'm typing this on my sofa, twelve feet from my refrigerator). Taking steps of faith disrupts both comfort and convenience and brings me face to face with my need to depend upon Christ. Jesus said, "Apart from me you can do nothing" (John 15:5). These words remain simply nice words on a page until I get outside my comfort zone. It's then that I realize how much I really do need Jesus. Yes, I know that I need Him, but in my flesh I can become pretty self-sufficient. Taking steps of faith keeps me mindful of my need for Christ.

Think of a time in the past year or two when you had to trust God with something out of your control or out of your comfort zone. How did that help you to grow closer to the Lord?

Where do you want to be spiritually in five, ten, fifteen years? What is your vision for your life in this area? Write a few phrases or sentences to describe that desire:

If any of these things have contributed to your spiritual growth during college, they may have been so woven into your environment that you took them for granted. Taking inventory of what helps you to grow spiritually will help you to weave the right elements into your new environment.



THE POWER OF A COMMITMENT

Go back to the beginning of this section, to the "Personal Development Plan: Overview." Reread "The Power of a Commitment" about growth flowing out of an upfront commitment. What commitment will you make to grow spiritually during the first one-to-two years of being out of college? "Reading my Bible daily" and "Reading through the Psalms" are examples.

Record your commitment on the "Spiritual Growth" line of your Personal Development Worksheet at the end of Section One.

OPTIONAL QUESTIONS FOR SMALL-GROUP DISCUSSION

What do you envision your life to look like, spiritually, in five years?

Knowing yourself, what are the best things for you to do to continue growing spiritually?

Knowing yourself, what things do you need to avoid in order to be growing spiritually over time?

What one commitment are you going to make?

