

FLEXIBLE PLAN

Challenge 6— WORK: SERVE GOD IN OUR WORK

This challenge in the Journey to Biblical Manhood helps your men explore mission and calling, balance, priorities, and the true definition of success. They will be encouraged to do their work with excellence and diligence in order to demonstrate God's character to the world.

The Flexible Plan option you have chosen leaves the curriculum choices up to you! We've listed some recommendations below to get you started.* Choose which resources you'd like to use and plug them into the challenge. We've provided the framework to make your choices as effective as possible.

***Please note:** the suggested curricula and events listed below were available at the time of printing; Man in the Mirror does not guarantee the availability of resources.

You may have an existing group, class, or other opportunity that would work well to **Capture Momentum** and/or **Sustain Change**. **Feel free to use that;** just be sure to apply the principles in this section.

The suggested **Deliver Content** resources for the Flexible Plan version of Challenge 6 are:

- **Create Value** event:
 - Host the *Purpose to Your Work* seminar, Truth@Work (three- to four-hour workshop).
 - Host the *Success That Matters* seminar, Man in the Mirror (six-hour event, 1 or 2-day format).
 - Host a Saturday video seminar, using Sessions 11-15 of the *Winning at Work and Home* DVD series of Men's Fraternity, Authentic Manhood. Provide lunch and ways for guys to connect!

- **Capture Momentum** small group resource:
 - *A Man and His Work* DVD series by 33 The Series: Volume 4, Authentic Manhood (6 sessions)
 - *Success That Matters Life Plan* workbook, Man in the Mirror (6 weeks)
 - *Winning at Work and Home* DVD series by Men's Fraternity, Authentic Manhood (5 sessions) (Do Sessions 11–15.)
 - *Monday Morning Atheist* book by Doug Spada, Worklife Press (7 short chapters/5 weeks for a small group)
 - *WorkLife Thrive Guides* workbooks by WorkLife, worklife.org (choose 4–6 guides; do one per week)
 - *Work and the Man in the Mirror* CD series by Patrick Morley, Man in the Mirror (3 sessions)

- **Sustain Change** curriculum:
 - *A Man's Guide to Work* book by Patrick Morley, Moody (12 chapters)
 - *Your Work Matters to God* book by Doug Sherman and William Hendricks, NavPress (16 chapters)
 - *Every Good Endeavor* book by Timothy Keller, Dutton Adult (12 chapters)
 - *Work Matters* book by Tom Nelson, Crossway (10 chapters)
 - *Business God's Way* book/workbook by Howard Dayton, Compass (6 chapters) (**for business leaders**)
 - *Halftime* book by Bob Buford, Zondervan (21 short chapters) (**ideal for retired men or those nearing retirement**)
 - *The Gospel and Work* book by Greg Gilbert and Sebastian Traeger, Zondervan (10 chapters)

- **Celebrate** gathering:
 - Host a family spaghetti dinner.
 - Hold a men's bonfire and cookout.
 - Host a family field day on a Saturday morning.

PLAN FOR THE CHALLENGE

First, choose your resources:

- What type of event will you use to kick off Challenge 6? Consider the following: duration, location, speaker, content and cost.
_____ at _____
- What date do you want hold your **Create Value** event? Keep in mind the church calendar and how The Journey fits in with other efforts. Start by listing your top three choices for dates. It's a good idea to also check the community calendar for things such as school vacations and popular community events.
1) _____ 2) _____ 3) _____
- What resource will you use in your **Capture Momentum** follow-up groups?
_____ for _____ weeks
- What curriculum will you use in your **Sustain Change** groups?
_____ for _____ weeks

1. **Recruit new leaders to help with this challenge.**

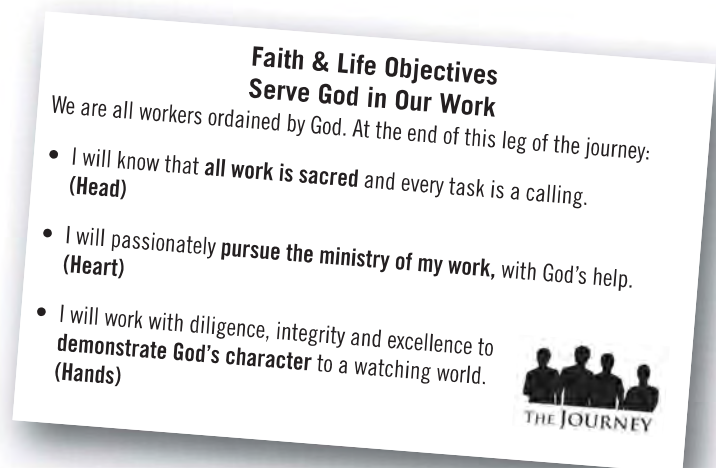
- For every challenge, aim to have a combination of existing leaders and new leaders working together. This will prevent burn-out and foster a feeling of inclusion.
- In the Helpful Tools section of this notebook, complete the Leadership Audit and Recruiting Worksheet with your current team.
- Using the Recruiting Worksheet as your guide, invite these new guys to join your team for Challenge 6. Share your vision with them for the kick-off event and challenge as a whole.
- It may be wise to give your current leaders an opportunity to gracefully take a break from the leadership team at the start of each challenge. The Journey can be a long process and you don't want any one man feeling overwhelmed or overcommitted.

CAST THE VISION

Once you have decided on the above, you are ready to cast vision and to assess the men in your church in the areas related to this challenge.

1. **Determine the Faith & Life Objectives for this challenge.**

- What do you hope to accomplish in the heads, hearts, and habits (hands) of the men in the church?
- Download the template for the Faith & Life Objectives (F&LO) for Challenge 6 from the website www.journeytobiblicalmanhood.org. Review it with your team. Adjust as needed. Note that you'll want an objective for "Head," one for "Heart," and one for "Hands."
- Give the F&LO card to your senior pastor for approval.
- Print them on **business cards**, either through a commercial printing company or on your own. If you print them on your own, use the Avery template for business cards, 10 per sheet (Avery business card paper can be purchased from Office Depot, Staples, or a similar supply store). **Be sure to have one for EVERY man in your church.**
- Establish a distribution plan: Determine who, where, when and how. Be sure to cover Sunday worship services, home groups, Sunday school classes, sports teams, etc. The idea is for every man—including those on the periphery of church activity—to feel included in the challenge and aware of the objectives.



Who: _____

Where: _____

When: _____

How: _____

2. **Develop your Assessment.**

- a. Where are your men starting from in the areas of this challenge?
- b. Visit www.journeytobiblicalmanhood.org and download the standard Assessment for Challenge 6. Note that there will be two Assessments for each challenge—a pre-challenge and a post-challenge. Be sure to download the pre-challenge. Review it with your team. Adjust as needed. (Note: The Assessments are also in the forms section of this notebook.)
- c. Give the Assessment form to your senior pastor for approval.
- d. Print one for EVERY man in your church.
- e. Establish a distribution plan: Determine who, where, when and how.

Who: _____

Where: _____

When: _____

How: _____

- f. Note: We recommend you distribute the pre-Assessment before the Faith & Life Objectives card so men can answer before they see your goals for the challenge.

3. **Download the promo video for this challenge from the website for use in the weekly worship service, Sunday school classes, etc. This will help you cast vision for the challenge.**

4. **Distribute the Faith & Life Objectives and the Assessment.**

- a. Approximately three or four weeks before the kick-off event, using the plan agreed upon by the team, distribute the pre-Assessment forms and then the F&LO cards.
- b. **The point of the Assessment** is to help both the leaders and the men of the church see where they are spiritually at both the start and the end of the challenge. Ask men to take the pre-challenge Assessment based on their life during the last year.
- c. **The point of the F&LO card** is to help all the men of the church see that you are trying to accomplish something more than just another men's class or event.
- d. If possible, have your pastor reference the Assessment during regular worship services and give men the option of dropping their completed Assessment in the offering basket or tray.

- e. **It's very important that you get back every completed Assessment possible. Give men multiple ways to do this:** a drop box in the lobby, an opportunity during the service, collection by their small group and class leaders, collection at their sports games, etc.
- f. Create a simple report with the results of the Assessment. Share the report with your pastor and the leadership team. Keep the results confidential among the leadership team.

INCLUDE ALL YOUR MEN

1. Determine the Disciple Every Man activities.

- a. Inevitably, there will be men who cannot or do not actively engage in the “men's-only” portion of the challenge. There will always be a percentage of men that will not come to an event or join a small group or class. **It's critical that your team helps them participate in the challenge through whatever ways they are already engaged at your church.**
- b. Below are some ideas for discipling every man through this challenge—even those who aren't going to participate in the **Create-Capture-Sustain** portions. We also provide communication templates on our website for involving other leaders. Review them and see how they might fit into your plans.

DISCIPLE EVERY MAN

- ☐ Give guys who aren't involved in the group study an opportunity to participate through **individual study**. Post a link on the church website or email a link to the online video series *Work and the Man in the Mirror*. This three-part study can be watched for FREE by streaming or downloading from the website. Consider emailing a link to a new message every couple of weeks during the challenge.
- ☐ Explore how and why God positions work in our lives. Send out a link to every man to the online message *Why God Wills Work* by John Piper—available as audio or text.
- ☐ Help men think more deeply about the role of work in their lives. Print out or email an article to all the men in the church to get them thinking and talking. We suggest “Fighting for the Kingdom in Your Work” and “The Theology of Work: ‘You're Ordained.’” If many of your men use facebook, consider creating a group page and directing men there to share their thoughts on the articles.
- ☐ Encourage your men to sign up online for the TGIF—Today God Is First—daily devotional, free from Marketplace Leaders.
- ☐ Challenge men to love and serve on the job. Post a link on the church website or email a link to the video message *Performance: How Can I Balance the Need To Perform With the Command To Love and Serve Others?* from the Bible Study series *Doing Business God's Way*. This video can be watched for FREE by streaming or downloading from the website. Include the questions found on the corresponding handout.

DISCIPLE EVERY MAN (continued)

- ☐ Give five-minute interviews during the weekly worship service with different members of the church. Ask them: What do you do for a living? What are the major issues you face in your daily work? What difference does your faith make to how you address those issues? How can we pray for your ministry in the workplace? In doing so, you'll in effect be ordaining people to ministry in their workplace and breaking down the sacred-secular distinction. (Adapted from an interview published in Christianity Today by JoHannah Reardon with teacher and writer Paul Stevens.)
- ☐ Ask leaders of other ministries to share these resources with their men during their interactions as well. See sample emails on website.

(Links to all of the above videos and articles can be found under
Challenge 6 at www.journeytobiblicalmanhood.org.)

- c. Brainstorm with your team additional ideas to reach the men who aren't participating in the standard ways:
- i. _____
 - ii. _____
 - iii. _____
- d. Determine who on your leadership team will be responsible for the different aspects of implementing the Disciple Every Man activities you've chosen (choose one or two).

Disciple Every Man activity: _____

Who else do we need to involve from other ministries in the church for permission or help? _____

Who on our team will provide leadership to this effort? _____

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Who on our team will provide leadership to this effort? _____

2. Choose one or two “Hands” opportunities.

- a. During the **Sustain Change** time period of the challenge, give men an opportunity to put what they’re learning into action. On the next page are some ideas:

USE YOUR “HANDS”

- ☐ Hold a half-day or evening resume-writing and interviewing workshop for those in the church who might be seeking employment or considering a career change; ask men in the church to co-lead it or serve as coaches—especially business leaders, HR representatives, etc.
- ☐ Invite your men to participate in a service project focused on helping the unemployed; reach out to a local soup kitchen, homeless shelter, or jobs partnership program to see what needs exist in the community.
- ☐ Integrate into a morning worship service a time of prayer for the small businesses represented in the congregation.
- ☐ Work with the church staff and leaders/elders to develop a list of open jobs and hiring companies in the community; include it in the Sunday bulletin as an insert for those who may be under-employed or unemployed in the congregation.

- b. Advertise these opportunities church-wide, not just to men participating in the study! You may choose to use portions of the promo plan found in the Helpful Tools section for this effort, depending on the nature of the Hands project.
- c. Be sure to delegate related tasks to your leadership team members for this challenge.

DELIVER CONTENT: CREATE VALUE

Once you’ve chosen the event for this challenge, it’s time to begin planning and promoting. If you’re doing an outside event, be sure to FIRST confirm all details and secure any speaker, dates, or deposits required.

1. **Schedule event.**

- a. Confirm your event date with the leadership team and senior pastor.
- b. If doing a Man in the Mirror seminar, call a Ministry Consultant and schedule. **Ask about the JBM discount.** If doing another outside event, confirm details and scheduling requirements.
- c. From your leadership team for this challenge, appoint someone to be in the following primary event roles, if applicable:
 Event Director: _____
 Promotions: _____
 Registration: _____
 Follow-Up Groups: _____
- d. Set up weekly meetings with your event planning team to study *No Man Left Behind*. Order the books or go through the video-based No Man Left Behind Courseware, if not completed during a previous challenge.
- e. If doing your own event, decide how much you will charge. See if anyone in the church would like to offer a scholarship for another man. Even if you have ministry funds to cover the event, we encourage you to charge *something* for it—experience has shown us that charging increases perceived value, commitment, and attendance.
 \$_____ per man
- f. Using the guide in Process Three of the Helpful Tools section of this notebook, choose the location for your event and make sure you have technical and room requirements met.

2. **Invite men to the event.**

- a. **Customize the promotions plan** found in Process Four in the Helpful Tools section near the front of this notebook. Follow it.
- b. Invite your pastor to attend the event, as well as help invite others during Sunday morning worship services.
- c. Print your event details on flyers, posters, bulletin inserts, etc.
- d. Work closely with other ministries, groups, and leaders in your church to involve everyone in the invitation process. (See Promotions Plan in Process Four.) Make it an all-inclusive effort.
- e. Aim for every man in your church to receive no fewer than five touches. Make sure all men are encouraged to **pre-register and pre-pay**, if you're charging for the event. This will increase the sense of commitment, and thereby increase attendance.

- f. Have the leaders helping on this challenge commit to calling a group of men and personally inviting them to attend. Divide all the men in the church among them. **Personal invitation is critical to the success of your kick-off event.**
 - g. Encourage men to bring someone with them. Use this event to cast an outreach vision. The more men that get involved in the challenge at the initial level, the better!
3. **Plan and prepare for your Capture step.**
- a. Make an educated estimate for the event attendance and determine how many small group facilitators you'll need to have in place. Aim for one per eight men expected to attend. Remember, you'll need these men in place before the event; men will commit to short-term follow-up groups BEFORE they leave the event.
 - b. With your event team, make a list of men you'd like to ask to be follow-up group facilitators. Plan to provide each facilitator with a content guide and pre-determined discussion questions.
 - c. Invite them to lead a short follow-up group (**aim for a 4- to 8-week study**). Emphasize that facilitating a group should be easy and just requires a willing man.
 - d. For more instruction on choosing and preparing group leaders, see Process Five in the Helpful Tools section of this notebook.
 - e. Order the resource you've chosen to use—be sure to have enough for not only the men that attend the event, but for men who couldn't attend the event—**you want to invite ALL men in the church to join the groups.**
4. **Kick off the challenge with your event!**
- a. Make sure your speaker(s) is prepared and equipped to be successful. Test audio and visual equipment, room temperature, etc.
 - b. Have your leaders in attendance and make sure every man feels welcome!
 - c. Be attentive to men sitting alone or men who are new to the church.
 - d. If your event will have 100+ men, signs should be hung up around the room with follow-up group locations, days, and times (see Process Six).
 - e. Help men form follow-up groups at the end of the event—**BEFORE they leave.** Follow the guidelines in Process Six.

DELIVER CONTENT: CAPTURE MOMENTUM

The **Capture Momentum** follow-up group resource for this challenge should be a short-term study (four to eight weeks), and be attractive to men who have never been in a small group. Make sure to order enough copies—open the groups to ALL the men in the church, not just the ones who attended the event.

1. **Begin follow-up groups.**

- a. The **Capture** groups should begin the week following the event.
- b. **Invite all the men in your church to join a follow-up group, even those who didn't attend the event.** Have extra resources on hand for late joiners.
- c. Have group leaders give out and collect pre-challenge Assessments for any men who haven't completed them. This should be done at the first meeting.
- d. Have group leaders hand out a Faith & Life Objectives card to any man who doesn't already have one, but only after completing the pre-Assessment. They should read and briefly discuss them as a group at their first meeting.
- e. Call each group leader to see how his first meeting went and to pray with him.

2. **Help men who don't join the men's-only groups participate in the challenge.**

- a. Implement the Disciple Every Man suggestions found in this section of the notebook that are specific to this challenge, as desired.
- b. Use the email templates and other communication tools found on the website to recruit leaders of existing ministries and groups, asking them to emphasize the Faith & Life Objectives during their interactions with the men in their areas of influence.
- c. Make sure every man has a Faith & Life Objectives card.
- d. During the follow-up study, plug as many men as possible who aren't participating in groups into other ongoing ministries in the church.

3. **Prepare for the Sustain step.**

- a. Order your curriculum for the **Sustain** groups.
- b. Decide how long these groups will last, and how chapters should be split up or removed from certain studies if needed.
- c. Ask all existing **Capture** group leaders if they'd like to continue leading a group for the next study. Replace and recruit as needed.
- d. In the second-to-last week of the follow-up groups, announce the **Sustain** step—in both the small groups and church-wide.

- e. If possible, send an email to all the men in the church and invite them to join in the study. Re-communicate the Faith & Life Objectives.
- f. In the final week of the follow-up groups, have guys agree to start on the **Sustain** study. As needed, reform groups or meet in larger groups to accommodate more men.

DELIVER CONTENT: SUSTAIN CHANGE

The **Sustain Change** step for Challenge 6 should be a longer, more in-depth study than the **Capture** group resource.

1. **Begin Sustain groups.**
 - a. The **Sustain Change** groups should seamlessly start as the **Capture** groups end.
 - b. Invite men who haven't yet participated directly in the challenge to be a part of the study.
 - c. Have group leaders hand out Faith & Life Objectives cards to any men who don't already have one (or who might have lost it).
2. **Help men who don't join the men's-only groups participate in the challenge.**
 - a. Continue to implement the Disciple Every Man suggestions.
 - b. Keep the leaders of other ministries engaged and updated throughout the study. Ask them to support the challenge in their interactions with their men, and offer to serve them in any way possible.
 - c. This is a great time to give men an opportunity to put what they're learning into action by implementing the "Hands" activity you chose.
3. **Distribute the post-challenge Assessment.**
 - a. Visit www.journeytobiblicalmanhood.org and download the standard post-challenge Assessment for Challenge 6. Note there will be two Assessments for each challenge—a pre-challenge and a post-challenge. Be sure to download the post-challenge. Review it with your team. Adjust as needed to conform to your pre-challenge Assessment.
 - b. Give the Assessment form to your senior pastor for approval.
 - c. Print.
 - d. Have the study group leaders distribute to their men in the final week of the study.
 - e. Distribute to all other men in the church. Keep the Assessments of direct challenge participants separate from the others as you collect them.
 - f. Instruct men to complete it based on how they are living their lives *recently*.

CELEBRATE

This is the home stretch; don't skip the end of the challenge! This final phase helps you determine and celebrate what God has done in men's lives.

Be sure to rally your leadership team during this integral time and thank them for all the work they've done and the impact they've made throughout Challenge 6. The last thing for them to do will be to help plan and execute the Celebration. This should be **a short, fun gathering** for men to come together. In a nod to what men have been learning about priorities and true success, you may want to choose a gathering that the whole family can participate in, such as a dinner with games and activities or a field day.

1. **Assess your men.**

- a. Collect all post-challenge Assessments.
- b. Create a simple report of the results; **if possible, make one for the men who participated in the men's-only portions of the challenge and a separate one for those who did not.**
- c. Share the results with the church leaders and senior pastor.

2. **Plan the celebration gathering.**

- a. Ask the leaders of the **Capture** and **Sustain** groups for the names of some men who they think have particularly benefitted from the challenge.
- b. Ask those men to share their story with you or another team member—either by email, on a web cam, or in person.
- c. Invite a few of them to share their stories at the celebration.
- d. Aim to find one man to share at the celebration who hasn't participated in the event follow-up group or **Sustain** study, in order to emphasize the all-inclusive nature of the challenge.
- e. Share all testimonies with the church leaders and senior pastor.
- f. Review celebration giveaway ideas on www.journeytobiblicalmanhood.org. If you choose to give out coins, wristbands, or something similar, order them with plenty of time for arrival.
- g. Plan to include humor or competition as part of the celebration.
- h. Choose a date and time for the gathering, with approval from your pastor, who should plan to attend:
 Date: _____ Time: _____
- i. Reserve a room or venue as needed: _____

- j. If doing a meal, finalize the menu. Be creative! Have the male teenagers in the church help serve dinner or have the leadership team grill out.
 - k. Invite **all** the men in the church to attend!
3. **Celebrate!**
- a. Have men share testimonies, as arranged ahead of time.
 - b. Announce the results of the Assessment, if appropriate. Remind men of their Faith & Life Objectives and how you hope that God worked in their lives.
 - c. Connect the testimonies and other celebration remarks to the larger vision of the church and how God is using your men to impact their community and world.
 - d. If you ordered any celebration giveaways, such as tokens or wristbands, pass them out to all the men.
 - e. Unveil the next challenge and the next **Create** event.
 - f. Ask men, “Who’s missing?” and encourage them to invite others to the event from outside the church.
 - g. Give men an opportunity to sign up for the **Create** event before they leave.
 - h. Also, recruit additional men for the leadership team for the next challenge.