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**FOCUS Office (Northeast Church)**

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A Letter to Our Corefas

Dear Corefas,

Thank you so much for making the commitment to pastor our community this year! We are confident that God intends to pursue the students on our campuses this year as fervently as ever, despite the circumstances, and that He plans on using you to do it! Obviously, since we are in the midst of a global pandemic, pursuing students on our campuses will look different this year. At times, you will find ministry to be more difficult and less exciting, as social distancing brings new challenges. But if you remain faithful with what God gives you this year, you will also see Him work in unexpected and powerful ways to make and mature disciples of Christ!

We wanted to take an opportunity to encourage you with Paul’s words to Timothy, a young pastor trying to figure out how to shepherd the body well in the face of adversity, not unlike we are attempting to do this year.

“Preach the word of God. Be prepared, whether the time is favorable or not. Patiently correct, rebuke, and encourage your people with good teaching. For a time is coming when people will no longer listen to sound and wholesome teaching. They will follow their own desires and will look for teachers who will tell them whatever their itching ears want to hear. They will reject the truth and chase after myths. But you should keep a clear mind in every situation. Don’t be afraid of suffering for the Lord. Work at telling others the Good News, and fully carry out the ministry God has given you.”

- 2 Timothy 4:2-5 NLT

Be prepared, whether the time is favorable or not. For the early church, the time was unfavorable for ministry because of persecution; for us, the time is unfavorable for ministry because of a pandemic. Either way, our response ought to be the same: be prepared. The mission God has given us — to make and mature disciples to his glory on the college campus — hasn’t changed because of our circumstances; our zeal shouldn’t change either. God is going to give you opportunities to make a Kingdom impact this year, so decide now to keep your eyes open to see how God is working and join him! Decide now to meet people in your classes and to get creative with ways to form relationships with them. For some of you, the primary “classroom” you will inhabit will be the online classroom. Meeting and connecting with people is going to take an extra level of creativity and boldness to befriend students who may otherwise be mere usernames to you. Email the professor and ask if you can make an announcement to the class about FOCUS, go the extra mile in discussion boards and engage with your classmates and invite them into your life, and most importantly, trust that God wants to move through you just as much through an online instructional experience as an in-person one. Decide now to show up — to your classes, to your core, to your one-on-ones. Given the challenges we face, we need to capitalize on every opportunity God gives us, because the need is great.

Patiently correct, rebuke, and encourage. For a time is coming when people will no longer listen and instead reject the truth and follow their own desires. The need for college ministry is just as serious now as it ever has been, if not more. The students on our campuses have always
needed to be told the truth — about Jesus, about who they really are, about what their life is for — but this year, they need this more than ever, as there are so many compelling but false answers to those questions flooding our society's conversations. The students on your campus have always needed a community of people that will love them like Jesus loves them. But this year, they need it more than ever! By the time you set foot on campus, many of the students around you will have been missing friendship and community for over half a year. Not only do you already have the challenge of pointing your peers to a God who wants to change their lives, you have a special opportunity to be the kind of friend to them that most people will be too afraid to be.

Don’t be afraid of suffering for the Lord. The single most prominent command we see in Scripture is the command “Do not be afraid!” Yet we have already seen how easy it is to give in to fear right now, despite what we claim to believe about God. Whether the suffering we are in “danger” of experiencing for God is in the form of persecution or disease, the command is the same: do not be afraid. The reality is that going out and befriending people this year may place you at greater risk of contracting COVID-19 than hiding in your room would. It may cause you to experience backlash from friends and family who have a different value system. But don’t let fear of those things dictate what your ministry looks like this year; let your love for God and your love for your neighbor dictate what your ministry looks like this year! Scripture makes it clear that our crucified Messiah and the martyred apostles didn’t consider their own physical well-being more crucial than the spiritual well-being of others, so why should we? In fact, Acts 5:41 says that after being flogged for preaching about Jesus, “the apostles left the Sanhedrin, rejoicing because they had been counted worthy of suffering disgrace for the Name.” What would it look like for you to replace fear of suffering, not with a mere concession that suffering is a necessary risk we take as disciples, but with rejoicing that we might get to take after our Lord Jesus in suffering for people? We’re not saying you should be reckless with your health or with others’ health. Take reasonable and recommended precautions, but disciples of Jesus can’t let fear be the driving force for all their decisions.

Fully carry out the ministry God has given you. God is fully capable of accomplishing his purposes despite seemingly insurmountable obstacles. Any staff person can tell you the initial fears we had about fundraising during a pandemic. With people losing their jobs left and right, we thought it was going to be one of the toughest fundraising seasons we’ve had. But God actually gave us our most successful fundraising summer ever, with many of our apprentices and staff hitting their goals. Praise him! He will accomplish his purposes. That said, we also need to be faithful with what we’re given. Whether you’re given a two-person core or a ten-person core, God is giving you a sacred trust; he wants to use you to mature others in Christ. Your charge isn’t to get to the end of the year having planned a bunch of discussions for them or even having kept them around. Your charge is to fully carry out the ministry God has given you. Our hope is that at the end of this year, you can lay your core before the Lord and hear him say, “Well done, good and faithful servant.”

We are so excited for how God is going to use the unique opportunities afforded to us in this unusual year to do really cool things on our campuses. THANK YOU for committing to be a part of that. We know that it isn’t up to us to change people’s hearts or to transform our campuses. But we also know that if we’re faithful with what we’re given, we will get to see God do some amazing things!

With love and gratitude,
Your FOCUS Pastors
LEADER COMMITMENTS

As a FOCUS leader...

I commit to make my leadership in our community a top priority in my life. This includes core meetings, core preparation, meetings with my peer team coach, leader meetings, large group meetings, community-wide events, and a lifestyle of evangelism.

I commit to look out for the spiritual well-being of my core members and to make sure each new person gets one-on-one attention.

I commit to have a positive attitude toward the ministry and its members, including the leadership and other individual leaders. I will be direct in dealing with problems and conflict.

I commit to consistently attend a local church as a way to prepare for lifelong involvement in the community of Christ.

I commit to strive to set a Christ-like example for those inside and outside the body. I will lead by influence, striving to be what I call others to be.

I commit to take these commitments seriously, seeking guidance from Christ and from my campus pastors as I work to fulfill them.
Lifestyle Commitments

Scripture clearly teaches us that those who are leaders in the Body of Christ must live their lives by a careful standard. None of us are perfect, but we are called to reflect the Lord Jesus as others follow us (1 Timothy 3:1-10). Paul’s exhortation to Timothy to “not let anyone look down on you because you are young, but set an example for the believers in speech, in life, in love, in faith, and in purity” is especially applicable for student leaders (1 Timothy 4:12).

The staff also lives by these same standards. How we live not only reflects who we are, but also reflects on our ministry and our Lord. Remember our Lord’s words that, “From everyone who has been given much, much will be demanded; and from the one who has been entrusted with much, much more will be asked” (Luke 12:48).

Growing relationship with God: As spiritual leaders it is important for us to keep our personal relationships with God a priority. We will endeavor to nurture lives of prayer, Bible study, confession of sin, and openness to God.

Dating: The leadership of FOCUS holds to the scriptural teaching that as believers we should not be yoked together with unbelievers (2 Corinthians 6:14). In other words, if we are in a relationship exploring the possibility of marriage, that person should share our belief in and our commitment to the Lord Jesus Christ. Incidentally, this same passage should speak to us about who we choose as our best friends and other close relationships.

Sexual Purity: Whether we are in a dating relationship or not, we are called to carefully maintain our sexual purity. According to 1 Thessalonians 4:3-7, we are to avoid all forms of sexual immorality. Paul also admonishes us to abstain from any hint of immorality in Ephesians 5:3. As leaders, we live to set an example for others and must have a reputation that is above reproach (1 Timothy 3:2). As this community stands committed to biblical Christian sexual ethics, consistent in the Church and God’s people over 3000+ years, I commit to abstain from any sexual relationship with someone of the same sex or the long-term pursuit of such through a dating relationship.

Alcohol: Alcohol probably destroys more lives in our country than any other thing. As such, and because so many members of our ministry are underage, we believe alcohol has no place in our campus ministry. As a leader, you commit to not drink at all while on the FOCUS leader team. This covers breaks between semesters as well.

Academics: We firmly believe that God has called you here to be students. Therefore, classes, assignments, and exams should be made a priority in the student leader’s life with the attitude that it is the Lord Jesus who receives glory as your calling as students is fulfilled (Colossians 3:23)
The Vision For Core

Core isn’t just a Bible study or a small group; we’ve heard that said countless times. It is something more dynamic, a place where people come to seek God, to learn how to serve and not be served, to live life together, to become active members of Christ’s body, and to grow in making our lives and hearts reflect Christ.

The way we do that is through these four components:

• **Sharing in Worship & Prayer:** In this component, we’re focusing on and responding to Christ directly. Worship and prayer allows people the chance to focus on God’s attributes and actions, to bring Him glory and to enjoy His presence with us. Worship is so much more than singing. It is living a life for Him, being devoted to and reflecting on God.

• **Sharing Lives & Social Interaction:** Core should be a place where people can share openly and honestly about their lives. This includes simply being together and growing in friendship through some fun and casual activities. Community is such a blessing, and we believe strongly that it is important for real life change.

• **Sharing in Mission:** It is important that all of us in core together grow an outward heart of mission and service. If we don’t, we will become inwardly focused and stagnant. A major vision for these communities is that they would have an impact outside of themselves.

• **Sharing in the Word:** Scripture is where God begins to talk to us; it helps us to see what living for and like Christ means. It shows God’s unfailing love and participation with His people, and it is one way we begin to see and experience Him ourselves. Because the Bible speaks, either directly or indirectly, to every area of our lives, the scripture can be integrated into all these areas, not just when we sit down for a Bible study.

With all that said, we want you to write out a vision for your core that encompasses the dynamic nature that these groups provide. Reflect on the four components of core and write a few sentences casting a vision for your core. Think through what you want those components to look like in your core and how you and your co-facilitator plan to fulfill them. Below are a few questions to help you in thinking through your vision. You’ll be sharing this with your peer team coach and your core at the beginning of the semester.

1. What are your goals for your core? How do you want your core to impact the lives of the people who attend? (Their relationship with God, with each other, with the people in their lives, etc.)
   *Remember that not everyone who attends your core will be a Christian, so the language you use should reflect that (i.e. I want this community to be a safe place where people can seek out God and ask challenging questions).

2. What impact do you want your core to have on the community?
   *You may need to think about the community you’ll want to be impacting specifically. If you live in the dorms, then you may want to focus on the dorms. You don’t need to have a particular community in mind, though. You can wait to see if anyone in your core has a heart for a specific community and leave the vision broader, i.e. ‘Our core will be a place where we focus not just on ourselves, but impacting those around us.’

On the next few pages, we have laid out the first 3 cores. The goal of these cores is to cast a vision for what “life to the full” is—with God, personally, and with others. These initial weeks will therefore focus on key aspects of our shared lives as disciples: (1) Full Friendship, (2) Full Connection in Community, and (3) Fulfillment in Life. Be sure to read through the entire plan with your co-fa and to prepare your answers to some of the questions as a model for the type, depth, and length of answer you would hope to hear from core members.
Goal: To cast a vision for friendships that aren’t dependent on convenience or happenstance, but instead form, grow, and last out of choice and intentional, Christ-like love.

Intro
- Do a brief icebreaker to start your core group. (See the Icebreakers Bank on p. 18 for some ideas.)
- Introduce Core: What is it? What are the goals? What will it look like? (See p. 8 to make sure you hit on all the main aspects of core.)

Getting Personal (Every person in core should answer these.)
- How did you choose your best friend?
- What does it take to be a good friend?

Study and Discussion

John 15:12-13; 16-17 “My command is this: Love each other as I have loved you. Greater love has no one than this: to lay down one’s life for one’s friends. ... You did not choose me, but I chose you and appointed you so that you might go and bear fruit—fruit that will last—and so that whatever you ask in my name the Father will give you. This is my command: Love each other.”

Galatians 1:15 Paul says “[God] who had set me apart before I was born, and who called me by his grace, was pleased to reveal his Son to me...”

Acts 20:35 “In everything I did, I showed you that by this kind of hard work we must help the weak, remembering the words the Lord Jesus himself said: ‘It is more blessed to give than to receive.’”

- What is something that sticks out to you in these verses about the kind of friendship Jesus offers?
- Why do you think the first thing Jesus brings up about this kind of friendship is laying down your life?
- What does it take to choose to love someone even before they love you?
- What would it look like for you to build a friendship this way?

Cast a vision to your core for being a place not just for basic socializing or learning about God, but also for being these kinds of friends to each other: sharing what’s really going on, choosing to love each other by being there to help one another throughout the year.

Prayer
Break into pairs. Share:
- What was most challenging to you about this discussion?
- What friends have you made so far this year that you want to choose to be this kind of friend to? If they feel comfortable, they can pray for one another in their pairs.

Go
Invite everyone in the group to exchange contact info with the person they paired to pray with and get coffee (or spend time) with them this week. Ask them to simply focus on getting to know one another and to take a selfie/fun picture to share with the group next week. “Make sure to follow-up on this “Go” section during your next core. If you take time to talk about this in core, people will be more likely to do it.”
Second Core: Full Connection in Community

Goal: To set the stage for connecting and committing to a group of imperfect people.

Intro
• Do a (very) brief icebreaker as people are arriving. (See the Icebreakers Bank on p. 18 for some ideas.)
• Describe a group you have felt very connected to and explain why. *Corefas: plan what you will share to model the kind of answer you’re looking for and how long it should be. Try to pick an example that hits on the values from the scriptures below. For instance, your family is a fine answer!

Ex: In high school, I felt very connected to my friends in choir because we experienced the ups and downs of competition season together. Our director always started out the year with a 2 day retreat and had us do team-building activities that were fun, but that also helped us work with each other better. Working through those hard times and still being able to count on each other made us feel closer and made the good times even more fun.

Intro
• How have you experienced a group that did NOT practice the things in these verses?
• Why do you think so many of the Bible’s instructions on relationships are about bearing with one another and forgiving each other?
• What does it take to live out these things in a group of imperfect people?
• How do these behaviors help a person connect more to the group?

Study and Discussion

Colossians 3:13 “Bear with each other and forgive one another if any of you has a grievance against someone. Forgive as the Lord forgave you.”

Ephesians 4:2 “Be completely humble and gentle; be patient, bearing with one another in love.”

Philippians 2:3-5 “Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others. In your relationships with one another, have the same mindset as Christ Jesus:”

2 Corinthians 13:11 “Finally, brothers and sisters, rejoice! Strive for full restoration, encourage one another, be of one mind, live in peace. And the God of love and peace will be with you.”

Prayer
Break into pairs to pray together for God to help you love each other this way.

Getting Personal (Every person in core should answer these.)
*Corefas, take notes on these! You can follow up on answers to the first question 1-on-1 to build more personal connection. You can use the answers to the second question as a way to review your goals/commitments to each other as a core at the start of core the next several weeks.

• What can we do as a core to “bear with you” and “encourage you?”
• How can we as a core consider the needs of each other before our own individual needs?

Go
• Pairs should plan a time to meet up over the next week and discuss the question: What does it take for you to forgive people who have hurt you in order to “bear with them” and “forgive as the Lord forgave you?”
• Give another selfie/fun picture challenge to share at the next core.
Third Core: Fulfillment in Life

Goal: To reconsider what it means for me to “live a full life.”

Intro
• What’s a memory you have of a time that made you think “This is the good life!” (silly or serious)?
• Review core commitments from last week’s sharing to set the tone.

Study and Discussion
• There are many things that promise to fulfill us in life but don’t deliver. What are some things people may look to for fulfillment?
• Take 15 seconds to think on your goals for the next 15 years. From the goals you’ve set, what do you seem to be pursuing for fulfillment?

John 10:1-11 Jesus says, “Very truly I tell you, anyone who does not enter the sheep pen by the gate, but climbs in by some other way, is a thief and a robber. The one who enters by the gate is the shepherd of the sheep. The gatekeeper opens the gate for him, and the sheep listen to his voice. He calls his own sheep by name and leads them out. When he has brought out all his own, he goes on ahead of them, and his sheep follow him because they know his voice. But they will never follow a stranger; in fact, they will run away from him because they do not recognize a stranger’s voice.” Jesus used this figure of speech, but they did not understand what he was telling them. Therefore Jesus said again, “Very truly I tell you, I am the gate for the sheep. All who have come before me are thieves and robbers, but the sheep have not listened to them. I am the gate; whoever enters through me will be saved. They will come in and go out, and find pasture. The thief comes only to steal and kill and destroy; I have come that they may have life, and have it to the full. I am the good shepherd.”

• In his metaphor of the sheep and the shepherd, how do the sheep know the difference between the thief that will steal, kill, or destroy them and the shepherd who will give them life?
• According to that metaphor, how do people figure out what will destroy them and what will give them a full life?
• When Jesus says that he has come to give us life to the full, what does that mean? What does a full life according to Jesus look like?

Jeremiah 17:7-8 “But blessed is the one who trusts in the Lord, whose confidence is in him. They will be like a tree planted by the water that sends out its roots by the stream. It does not fear when heat comes; its leaves are always green. It has no worries in a year of drought and never fails to bear fruit.”

John 16:33 “I have told you these things, so that in me you may have peace. In this world you will have trouble. But take heart! I have overcome the world.”

Matthew 6:25-34 “Therefore I tell you, do not worry about your life, what you will eat or drink; or about your body, what you will wear. Is not life more than food, and the body more than clothes? Look at the birds of the air; they do not sow or reap or store away in barns, and yet your heavenly Father feeds them. Are you not much more valuable than they? Can any one of you by worrying add a single hour to your life? And why do you worry about clothes? See how the flowers of the field grow. They do not labor or spin. Yet I tell you that not even Solomon in all his splendor was dressed like one of these. If that is how God clothes the grass of the field, which is here today and tomorrow is thrown into the fire, will he not much more clothe you—you of little faith? So do not worry, saying, ‘What shall we eat?’ or ‘What shall we drink?’ or ‘What shall we wear?’ For the pagans run after all these things, and your heavenly Father knows that you need them. But seek first his kingdom and his righteousness, and all these things will be given to you as well.”

Getting Personal (Every person in core should answer this.)
(If you’re running out of time, break into pairs or small groups to share.)
• What is a way you try to get a full life outside of a relationship with Jesus?
• How can you try this week to go to Jesus for that instead?

Prayer
Pray together for Jesus to meet you this week when you seek him out and to show you what he wants to offer you as a full life.

Go
• Plug TNF/FNF! This is a great opportunity to gain some deeper understanding about Jesus, relationship with him, and what it means to live a full life.
• Plan meeting as a core or with 1-2 others from core to get dinner and go to TNF/FNF together. Take pics!
# 6 Week Core Plan

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# 6 Week Core Plan

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Core Planning Guide

What’s your goal for core this week? Why?

How will you accomplish the goal? (You may check more than one option)
☐ Discussion (small group, walk and talk, article, outside resources, Scripture)
☐ Worship (prayer, praise, music, art, writing, Lord’s supper)
☐ Service (local community, FOCUS community, within core, campus)
☐ Meal (purposeful questions or activities)
☐ Presentation (outside speaker, Ted talk, documentary, other media)
☐ Events (on campus special events, events that bind cores)
☐ Evangelism (on campus outreach in pairs, groups, etc.)
☐ Sharing (testimonies, confession, stories, thoughts)

Explain your core plan in depth based on the option(s) you chose above:

What are the 5 best questions you can use to help people think about the goal? (Hint: How would you answer this question?)

What Scriptures can you use to help others think through this topic?

How will you encourage your core to give attention to/accomplish this goal moving forward?
Core Planning Guide (Cont.)

How are you involving other people? Who specifically will do what? What will every individual bring to ensure everyone is actively involved in core?

What ministry items do you need to communicate with your core (e.g. announcements)?

What are you going to do to make your core fun tonight?

What’s the actual core structure? How much time will it take? Who is doing what? Use the outline below to script your core.

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Leading an Effective Discussion

**Basics:**
1. **Give people time to think.** Don’t be afraid of a few seconds of silence.
2. **People must feel safe to state their opinion.** Create a safe environment.
3. **Have a goal.** Leaders should know where they are taking people. Every discussion should have an end goal in mind.

**“Do”s**

**Great questions lead to great discussions.** For example: “What are the first four books of the New Testament?” is not discussible—there is only one correct answer. “Why do you think four different gospels are included in the Bible?” is discussible. Thinking of good questions will be your most important task in leading inductive Bible study.

**Minimize leader talk.** The more you talk, the less they will.

**Redirection:** Have several people answer the same question. For example:

Corefa: What does Ephesians mean to you?
Gertrude: I didn’t get anything out of it.
Corefa: Hmmmm. Harriet? (Didn’t repeat question.)
Harriet: Oh, I totally disagree. It has the most lasting truths of our faith.
Corefa: (Nods to Beatrice. Doesn’t say anything.)
Beatrice: Well, it made me realize I wasn’t very loving to my brother.
Corefa: That’s interesting. Did anyone else get a practical application?
Sylvia?

Leader picked up on last comment to form new question.
Corefa needs to stay in control of discussion, but doesn’t have to talk incessantly.

**Prompting:** If you ask a question no one can answer:
Scale the question down or give people some direction. For example:

Corefa: How could Isaiah’s vision in the temple benefit the modern church?
Core: (Blank looks.)
Corefa: Isaiah had a vision of God as holy and lifted up. Do you think most Christians today are overwhelmed by God’s holiness? How would that change our lives?

**Ask for Clarification.** Have people elaborate on their ideas. For example:

Corefa: What can we learn from Abraham’s obedience?
Esmerelda: Discipline.
Corefa: Oh yes, that’s good. What can we learn about discipline from Abraham?

**Give Positive Reinforcement.** “Good idea”, “excellent”, “so true”. Frequent smiles or head nods go a long way to encouraging people to feel safe in discussions. But what if someone is totally off the wall? Try to reinforce as much of the answer as possible. For example:

Corefa: What does Jesus’ death on the cross mean to us?
Max: It means we can get drunk every night and cheat on tests because God will forgive us.
Corefa: Forgiveness! That really is the key issue when we think of the cross. You sure are right in that. But what do you think our response to God’s forgiveness should be? Earlene?
Call on non-volunteers. After asking a question, pause and look several people in the eye. This will make them think you are going to call on them. About 50% of the time, call on someone to answer. But ALWAYS give people time to think. Don’t say, “Bob, what is your favorite book of the Bible?” Say, “What is your favorite book of the Bible? ...(Pause, look several people in the eye), Bob?”

“Don’t”s

Don’t echo. Don’t repeat people’s answers. If they can’t be heard, ask them to repeat it.

Don’t answer your own questions. See prompting above.

Don’t look for one answer. “That’s good, but it’s not quite what I’m looking for,” will kill a discussion. If you want to make one point, use a lecture or other appropriate method.

Don’t tell people they are wrong. Try to avoid saying, “You’re wrong,” or, “I think you made a mistake, Betty Lou.” See the example under positive reinforcement for ideas on how to handle this. Don’t leave an obvious error unchallenged. Make sure the discussion brings out the right ideas. But you don’t have to tell someone in front of a group that they were wrong—they will figure it out.

Don’t let one or two people dominate. Use redirection and call on non-volunteers to try to handle this situation. “Let’s hear from someone who hasn’t spoken up yet.” If necessary, talk to the dominating person privately. Look for ministry opportunities: why does this person feel the need to talk so much? How can we help them grow in this area?

What if we’re trying to do everything right and our group still won’t discuss?

- Let people write down ideas first and then call on several volunteers to share what they’ve written.
- Neighbor nudge: have people discuss questions with person sitting next to them and then bring ideas to the whole group.
- Ask co-corefa or other mature person in group to take notes on how you lead next discussion and give you some pointers.

Ideas used by permission of Dr. Peter Hovenier, Western Washington University.
Ice Breaker Bank

Here are some good icebreakers to start your core with so that people can get comfortable with the people in your group and have some fun!

Do not feel limited to this list. There are many, many more, but these are games that have been used by our corefas in the past, and they get people laughing and having fun while also helping people get to know one another! There are also a lot in the SICM binder and plenty on the internet. Remember that with all the ideas you find, you can adapt as necessary! These activities work best when they tie into your topic for the night in some way.

If you’re unsure or looking for better ideas, talk to your peer team coach!

Have an ice cream bar as your snack and then the toppings correspond to things you share about yourself! For example, everyone who put chocolate sprinkles on their ice cream tells the group about their favorite family vacation. For every topping you got, you share the appropriate thing.

Literally break some ice together! Freeze some water in a large container to create a big block of ice. Have people chip away at the ice as they talk about themselves. You may also freeze some little toys, coins, figurines, etc. into the ice block and they have to “free” one of those items. They have to talk about themselves until the item is free!

Question ball: Type out about 20 or 30 get-to-know-you questions and tape them all over a beach ball. One person passes the ball to another and whatever question their thumb lands on, they answer that question, then toss the ball (check out questions in the corefa manual for ideas).

2 truths and a lie: Everyone tells three facts about themselves, one of which is a lie. Everyone has to guess which is the lie.

“Get-to-know-you Jenga”: Write get-to-know-you questions on jenga blocks and they answer the question on the block they pull out. Just use normal Jenga rules other than that.

The human knot: Have everyone stand in a circle and join hands with two different people across from them (not standing next to them) so that everyone is connected. They then try to move around, over, above, through other people to get to an untangled circle without breaking the circle at any point.

Question cup: have everybody write a fun question & a deeper question on two pieces of paper, and drop them in a cup. Take turns drawing, and either have everyone answer the question that was drawn, or have that person answer and return the question to the cup. Continue for a certain amount of time.

“God is like...”: You start with a bunch of random objects (stapler, cup, fork, shoe, soap, book, TV remote, whatever random things you can find in your house) and tell everyone to take one object. Then, you tell them to explain why God is like the object they selected. It can be pretty silly or serious depending on how thoughtful your people are. This is for a spiritual get to know you, perhaps two or three cores in.
Ice Breaker Bank (Cont.)

Life boxes: Take a sheet of paper and fold it in half and then in half again. Unfold and you have 4 boxes. Have markers or crayons available and have people write the following headings in the 4 boxes: 1) Childhood 2) High school 3) Present 4) Future. In each of the boxes they are to draw a simple picture that represents an event or action that was extremely important to that particular time of their life. Have people go around and share their experiences.

Lightning round: come up with a question or two that are either silly and quirky or a little deeper. Have everyone answer in 30 seconds to a minute each (that’s why it’s a lightning round!). Bonus points if the question somehow ties into your topic for the day!

Elimination-style King Elephant: This is a bit of a spin on traditional King Elephant. In this version, your animal remains your animal for the duration of the game. If you mess up, you’re eliminated (rather than moving to the end and shifting). This way, if people come late you can just add them in, and there is confusion as to which animals are still in play, which makes it fun and different!

These are just a few tested ideas, but you have a ton of resources at your disposal! You have your campus staff, veteran corefas, and Google!! Just remember, Google has never been a corefa, so it is more a consultant that you use to get you thinking than a dictator that you follow to the letter. Adapt as necessary and have fun! These are neat ways to play together and get to know your core members!!

12 of the Best Icebreaker Questions

Questions that “encourage some level of self reflection”:

- What is something that you recently discovered that you are excited about?
- What is something you know really well?
- What are your hopes for what the future holds for you?
- What is the most adventurous thing you have ever done?

Questions that are “fun and light”:

- What is the strangest thing you used to believe as a child?
- What is one of your favorite topics of conversation?
- What is something that amazes you?
- What made you smile in the last two weeks?

Questions that are “a bit deeper”:

- How did you learn your most important lesson in life?
- What would you do differently if nobody would judge you?
- If you could give one piece of advice to a large group of people, what would it be?
- What is one thing you want to accomplish in your lifetime?

April 12, 2018 | by Chad Littlefield

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Why do we teach FOCUS on Jesus?

Jesus knew the scriptures. He referred to them to defend against Satan’s attacks and to attack lies about the Father. He used them to help people understand God and to explain what God expected from his children. He employed them to reinterpret dry, unspiritual tradition and to teach people how to treat others. He quoted them to remind people of their purpose and of his. Jesus studied the scriptures enough to where he knew how to use them appropriately, in contrast to some of the Pharisees who studied the scriptures but missed the point entirely (John 5:37-40). In order to live fruitful lives as followers of Christ we must know the scripture. While we are fortunate to have access to a multitude of bibles, many of us are ignorant to many of the deeper truths about God’s word, especially those truths that come from the Spirit’s guidance, along with experience, as opposed to those forced into our memory from years of Sunday school. Many of us have simply missed the point or are still missing the point in certain areas.

As a community we believe we must purposefully and passionately delve into the scriptures through the lens of Christ to understand who we are and what we must be about in order to advance the kingdom of God. The scripture isn’t God, but it is one of the best tools we have to find Christ. We try our best to offer everyone who comes into our community the opportunity to study FOJ, which is nothing more than a thematically organized collection of scripture. That means it is not some institutional interpretation of scripture or a scholar’s analysis; it is simply a topical list of verse references.

We teach one on one because that’s how members of our society learn about themselves the best. Even in Jesus’ day where community learning was an effective method of teaching you still see him single out a variety of people to teach them some truth or challenge them on their way of life, to encourage them in their faith and give them hope for the future. However, in our society at this time, group learning is, at best, a mediocre approach to teaching. Many of us need to hear lessons one on one to really understand the lesson in light of our own life, i.e., our thinking, behavior, feelings, attitudes. Because after all, the point of scripture is not simply knowledge, it’s becoming like Christ. If you know a lot, a lot is expected of you. I hear far too often students critiquing this study as being too basic. But when I look at their lives and observe that many of them haven’t begun to apply these ‘basic’ truths, I am reminded of what the author of Hebrews says, “though by this time you ought to be teachers, you need someone to teach you the elementary truths of God’s word all over again.”

The point of this study then is to become more like Christ. What’s more, it is to be able to teach other people how to find and follow Christ. That’s it. All the other stuff is secondary at best. This study gives you the ability to examine what you really believe and test its impact on the way you live. It gives you the opportunity to develop a spiritual friendship with another person centered on Jesus. This study is for people who are coming to Christ for the first time or the seventy-seventh. It is for people who were raised in church or who haven’t ever been. It’s for seekers and followers, for the weak and the mature. But in order for this study to impact you, you must be teachable, willing to take a close look at your own life, and most importantly, willing to focus on Jesus.

To summarize, FOJ is for everyone that comes to FOCUS:

- If people are looking for friends, there’s not a better way to build a close, spiritual friendship.
- If people come without knowledge of Christ and are looking to learn, FOJ offers a great overview of our faith and it’s revolutionary impact on our lives.
- If people need to examine their own faith and figure out what they really believe and why, it facilitates that.
- If the next step for them is to learn how to bring someone else to Christ, FOJ is a great tool for that, and going through the study themselves will equip them to teach it one day.

Brad Davis
Denton North Church Minister
Creative One-on-One Ideas

1. Draw your spiritual journeys, including highs and lows, key people and places. Share with each other.
2. Do conversational outreach with each other somewhere around campus.
3. Do a prayer walk through part of campus.
4. Plan a fun event together for some people in your core.
5. Hang out with them in their dorm or apartment and look through yearbooks, photo albums, etc.
6. Volunteer together at a local non-profit organization.
7. Practice encouragement together and write a note to someone in core or in the fellowship.
8. Each of you write a personal mission statement. Share and discuss.
9. Clean out your closets together and donate the stuff.
10. Go to a park or out for a drive.
11. Talk about recent sermons.
12. If they share how a sermon they heard really ministered to them, take time to write the speaker a note of affirmation and appreciation.
13. Bake a treat together to take to core that week.
14. Pray for missionaries and pastors that you mutually know.
15. Play pool, tennis, racquetball, Scrabble, etc.
16. Teach a new style of Bible study and practice it.
17. Pick up the latest copy of a newspaper and pray over current events.
19. Go outdoors and read Psalm 19 together. Point out how different things you see in creation “pour forth speech”.
20. Read a psalm or two together, then each of you write your own and share. You could even try writing a psalm together.
21. Play a round of frisbee golf. You can bring up a topic of your choice while you play.
22. Take a walk together. If it’s rainy, go to a local mall and walk around.
23. Go watch a campus sporting event together. Make a point to ask good questions during the game.
24. Spend time praying for the other people in your core.
39 Questions to Know About a Person in Your Small Group

1. Where are they from?
2. What is their church background? Was it a positive or negative experience?
3. How and when did they become a Christian?
4. What does being a Christian mean to them now? How would they define what it means to be a Christian?
5. What’s their life of devotion to Jesus like (worship life, prayer, Bible study, etc.)?
6. Why did they come to college?
7. What do they hope to do after college, and why do they want to do that?
8. Are they a giver? How is this shown? What does that tell you about the person?
9. What are they passionate about? What gets them stirred up and serving?
10. What has their experience with the Spirit been? What is their attitude and experience toward the gifts of the Spirit?
11. Who is their hero and why?
12. Have they ever prayed out loud in a group meeting? What about praying out loud for another person one-on-one?
13. Have they ever shared their testimony or given a word of encouragement to another person, to their core, or at the large group meeting?
14. What would they most want Jesus to do in their lives personally?
15. Have they ever shared their faith in Jesus with another person? When was the last time?
16. Do they have any non-Christian friends? Do they pray for them?
17. If yes, what do they pray about? Do they invite them to large group, Core, Church, or other places they might hear the Gospel?
18. If they could receive any fruit of the Spirit, which one would they ask for first? Why?
19. If they could receive any gift of the Spirit, which one would they ask for first? Why?
20. Who would they like to be ten years from now? Why?
21. What needs to take place in their lives for #20 to happen?
22. How are they doing in school? What is their GPA?
23. Are they teachable?
24. Are they confessional?
25. Do they hunger to be like Jesus and to live radically for God?
26. Do they get along with others? Why or why not?
27. What kinds of people bug them?
28. Whom do they ignore and why?
29. Do they initiate spiritual ministry and care in Core? In what ways?
30. Why are they in a small group? Why did they start and where have they stayed?
31. Why are they a part of FOCUS? What drew them and why have they stayed? What does this tell you about them?
32. What is their emotional temperament like? Is this a benefit or danger to their spiritual well-being? How so?
33. Do they sacrifice themselves (risk themselves) for the sake of others or for the sake of the group? If yes, how is this shown?
34. List six specific areas of their life where you think Jesus would want to deepen them.
35. For each area in #34, list one or two ways you can help that experience of deepening occur.
36. What are their three greatest personality and character strengths?
37. Are they sought out by others? For what kinds of reasons?
38. How would they answer the question “What would Jesus say about your relationship to Him presently?”
39. Do they want to learn how to mentor others by leading a Core group? Do you think they should? Why?
How Big Of A Deal Is It?

We all have different tendencies when it comes to handling problems in our own lives or that are brought to our attention in ministry. Whether we're dealing with sexual immorality, dishonesty, theft, depression, or anxiety in our own lives or in our friends' lives, some of us make things a bigger deal than they have to be, and some of us don't make them big enough deals. Below are some questions to think through to help you right-size issues that you might have to address in your own life, or that you can take someone else through in order to help them right-size what's going on in their lives.

1. Do you tend to blow things up or shrug things off?
   a. If you tend to blow things up, consider that you might be overreacting to the problem at hand. If you tend to shrug things off, consider that you might be underreacting.
   b. How are your emotions affecting your assessment of this situation?

2. How does Jesus feel about this?
   a. Have you prayed about it? If not, take some time right now to be with God and talk through the situation.
   b. What does Scripture say about this? This could involve explicit commands or general principles from God's character and purposes for creation. For example, “Love the Lord your God with all your heart and with all your soul and with all your mind” and “Love your neighbor as yourself” would be a great place to start when Scripture doesn't directly address your situation.

3. Is there sin involved?
   a. If so, has it been confessed? What would it look like to apply 2 Corinthians 7:11 to this situation?

4. How open are you to change? Be honest with yourself.
   a. Is it a one-time or repeat problem? What does that tell you about your attitude toward it?
   b. If you sinned, made a mistake, forgot a commitment, have you done what you can to right the wrong?

5. How many people are affected by this, and how deeply are they affected?
   a. Is anyone in immediate danger? If so, contact 911, then your campus director.
   b. What are the consequences of your actions? How can you right any wrongs? For example, you might set up time with someone to confess/apologize/fix the mistake.
   c. What systems need to be put in place to prevent future problems?

6. In the event that you're trying to consider how big of a deal to make someone else's issue, ask yourself if you're making the issue about you.
   a. Try to think about how your personal motives might affect the advice you give. For example, if you're personally hurt, you might overreact. Or as another example, if you are trying too hard to be liked by this person, you might make things too small of a deal.
**Spiritual Friendship Questions**

- Name two people, other than your parents, who have really influenced your life, and tell how.
- What do you like to do with your friends? What do you like to do with your free time?
- If you were to take a vacation with a friend, who would you go with, where would you go, and what would you do?
- What is one quality you really like about yourself and why?
- What are two things you find have the most meaning for you in life? Why?
- If you were confined to a bed for a month and could have anyone other than Jesus visit you from history that month to talk, who would it be and why?
- Who are you closest to in your family and why?
- If you knew you could not fail, what are two things that you would like to do or accomplish within the next ten years?
- What three adjectives best describe your last week?
- What is the purpose of your life at this time? Do you feel like this purpose is being realized? Why or why not?
- What helps or encourages you in your faith?
- If you could ask Jesus any one question about yourself and know He would answer completely and clearly, what would it be?
- What causes the most problems, conflicts, etc., in your family?
- What areas of your life give you the most problems?
- What is one quality in your Christian life you want to grow in within the next five years?
- If you had to describe one frustration you have had with this group, what would it be?
- Where is it easiest for you to find God?
- Talk about pictures of God. What single words, images, or metaphors about God are most meaningful to you? What images or pictures do you find difficult, or are barriers for you? How does imagery affect your spiritual life?
- Consider the Christian community. How does being in the church impact your life in God? What experiences of meaningful community do you have? What are your needs and hopes in this area?
- What has been a pit experience in your life? In detail, describe how God worked through that experience. What crowns did God give you in that experience?
- What three words would you use to describe your life before you were a Christian? What three words would you use to describe your life after you became a Christian? Why the change?
Below is another list of questions and ideas for helping you build a more substantial understanding of a person whom you are getting to know.

1. Begin by sharing some of your spiritual history--your autobiography. What have been the high places and low places in your personal spiritual journey? Share one specific memory of feeling close to God, and one specific period when you felt distance from God.

2. Talk about the present. How do you feel about your relationship to God at the present time? What spiritual disciplines do you practice? What are the strengths and weaknesses in your personal use of spiritual disciplines? Where would you like to “go” in this area? What can help you? What hinders you?

3. Talk about prayer. What is the place and meaning of prayer in your life? Where is it easy and where is it hard? What kinds of prayer are you involved with? Where do you want to learn or grow in your prayer life?

4. Consider your key relationships. Are you able to pray and share spiritually with your close friends? If you’re married, are you able to pray and share spiritually with your spouse? Why or why not? If you have children, are you spiritually close with them? What are your deepest desires in your marriage and family? How is it coming? Do you have any key relationships that need healing or forgiveness?

5. What helps or encourages you in faith? What hinders you in your desire to know and follow God?

6. How do you handle suffering and hurt in your life? Who is God for you in such places?

7. Talk about the future. What are your goals for yourself in spirituality? How are you going to move toward those goals?

Consider:
1. The importance of praying for and with your spiritual friend.
2. The use of a brief passage of Scripture as a means of centering your time together.
3. The toleration of silence if it includes a responsiveness to each other and the Spirit of God in your midst.
4. The possibility of brief “assignments” for study, reading or reflection before the next meeting.

Roberta Hestenes 10/86, see also Using the Bible in Groups, Westminster Press, 1983, pp. 102-106
Have conversations with your mentor gotten a bit repetitive lately?

Perhaps you approached someone you admire, and bravely asked that person to become your mentor. And they said “yes!” But a year into the relationship, those monthly mentoring conversations don’t seem to invigorate you like they used to, and aren’t quite as energizing for them, either.

In short, you suspect the mentorship may have run its course. The fact is, sometimes it’s not the relationship that’s stale – you just need some fresh material to discuss. So why not re-invigorate those mentoring sessions by preparing a thoughtful, diverse slate of questions ahead of time.

Here are four types of questions to prepare ahead of every mentoring conversation that will keep things interesting – and valuable – for you and your mentor:

**I  Stories**

Hey, everybody likes to talk about themselves! Ask your mentor to tell a story from his or her own career. For example, you could ask, “How did you get to where you are today?” or “Was there a time you messed up and felt like you’d failed? What did you do to recover?” or “What do you wish you had known before your first management role?”

**II  Situations**

Bring a situation to your mentor. One that you’d like help navigating. For example, “I tried to delegate a task last week and it did not go as well as I’d expected. Can you help me think through what to do differently next time?” or “I have these two very different career path options and would like your help making a decision” or “How can I let my boss know that I don’t need to be micromanaged?”

**III  Self-awareness**

One of the greatest gifts you can give yourself is the gift of self-awareness, meaning the ability to see yourself as others perceive you. That way, if you like how you’re perceived, you can embrace it and take steps to strengthen that positive perception. If you don’t like how you are currently perceived, you can take steps to change that perception to a more positive one. Your mentor can help by “holding up the mirror” and giving you feedback on how your actions and communication are impacting the way others see you. Ask a question, such as, “When I presented in that meeting last week, how did I do?” or “Could you give me feedback on ways to improve my leadership presence?” or “Am I coming across as high-maintenance when I send my boss weekly status updates?”
IV Skill-building

Is there a skill you’re currently working to enhance, such as project management, long-term strategic planning, delegating, or public speaking? Ask your mentor for advice and resources that will help you polish that skill.

The Takeaway

By preparing a new variation of each one of these four questions before every mentoring conversation, you can all but guarantee that you’ll have interesting conversations for years to come.

Conversely, if you share this list with those that you mentor and encourage them to prep ahead of time, you need never sit through another mentoring conversation wondering if the other person is finding this useful!
Ideal Time Picture Instructions

1. This is designed to be a look at an ideal week in your life. Chances are, this week will never exist (so don’t put in appointments that are for this week only, etc.)
2. Start by putting all of your classes and meetings with multiple people (like FOCUS) into the grid. Make sure to allow for travel time to and from.
3. Add in your work schedule, if applicable.
4. Add in time for sleeping. In an ideal week, what time would you go to bed? What time would you get up? Be realistic or this tool won’t help much.
5. Add in your 1-on-1 meetings.
6. Now find times for you to work on your “To do” list. How much time will you need for homework and studying in the average week? How much to complete other tasks? Look for ways to convert travel time into task time. For example, if you have two classes an hour apart, you could walk to your apartment and back and have thirty free minutes, or you could find a place to study on campus and get an hour of homework done (or make phone calls, catch up on sleep, set up a meeting with someone from your core, go to the student union to meet new people, etc.)
7. Now find times for you to be alone with God in prayer, study, and worship.
8. Make sure to note times that you will want to open for free time every week (like Saturday nights). Add in times to work out if you want.

If you spent 8 hours a day, 7 days a week sleeping or resting;
If you spent 3 hours a day, 7 days a week eating and socializing;
   If you spent 1 hour a day, 7 days a week exercising;
If you spent 1 hour a day, 7 days a week in personal prep (shower, etc.)
   If you spent 30 hours a week in studies
      (15 credits hours plus an extra hour to study per credit);
And if you spent 15 hours a week working to make money;

...you would still have 32 hours each week of unaccounted non-sleeping time available to you!!

Galatians 6:10
Therefore, as we have opportunity, let us do good to all people, especially to those who belong to the family of believers.

Ephesians 5:15-17
Be very careful, then, how you live -- not as unwise but as wise, making the most of every opportunity, because the days are evil. Therefore do not be foolish, but understand what the Lord’s will is.

Colossians 4:5
Be wise in the way you act toward outsiders; make the most of every opportunity.

Personal Schedule Worksheet

*Fill one of these out each semester to plan your time and see the openings in your schedule. You can also make copies to use with students you are mentoring.*
# Personal Schedule Worksheet

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Qualities of a Spiritual Leader: Guide

The following sheet is meant to aid you in befriending and mentoring people in a one-on-one setting. It is also meant to help you develop purposefulness in growing and developing the people you spend time with. Too often our one-on-one time with people is undirected and incomplete. This sheet takes a number of qualities of Christian life and helps you purposefully think through areas of strength and areas needing improvement in the people you spend time with.

There are numerous qualities on this list that require you digging deep with people. Our society is one of superficiality; this is just the opposite. While it may be uncomfortable for them or you, be aware that talking through these things with one another is a healthy way to grow in right relationship with God and people. Leave no stone unturned!

Practically, you or your co-leader should go over this sheet with your staff mentor for every person in your core. You should bring up each quality with the people you get with to get a better idea of where they are (you don’t need to use this sheet with them, but rather use the qualities as a guide for your questions). You also may be asked by your staff mentor to rate yourself and your co-leader.

The reason for this sheet is twofold: so we can stimulate development and growth in our community at the individual level, and so that we can assess possible leaders for the coming year. So be observant and ask the people you spend time with lots of questions. There’s no way to know where they are if you haven’t observed and asked.

At the bottom is the key for identifying where the people are regarding these qualities. It’s necessary to mention that we aren’t “rating” people so that we can determine who’s the best, or shame people for not being far along. We are all equal before the cross, all in need of Christ. We use this sheet as a way to minister to people and help them grow, and we can’t do that without knowing where they really are.
# Qualities of a Spiritual Leader

## Core Member:

### Areas to observe early on with people in your circle of ministry:

<table>
<thead>
<tr>
<th>Quality</th>
<th>Description</th>
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<tbody>
<tr>
<td>Loves Jesus</td>
<td>real relationship with the Lord, active devotional life, prayer life.</td>
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<tr>
<td>Loves God’s Word and the Truth</td>
<td>reads and loves scripture, seeks truth over biases, not satisfied with easy answers.</td>
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<tr>
<td>Heart for People and the World</td>
<td>seeks to know other people before being known, consistently involved in outreach, shows respect and care for all different kinds of people groups.</td>
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<tr>
<td>Consistency</td>
<td>is reliable, trustworthy, isn’t prone to drastic changes in attitude/outlook.</td>
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<tr>
<td>Humble and Teachable</td>
<td>willing to listen, responds to truth, submissive. Seeks and follows through on advice from reliable sources. Attitude of a learner, active listener in conversation.</td>
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<tr>
<td>Servant Minded</td>
<td>looks for opportunities to serve others, willing and dependable with responsibility. Puts others’ needs before their own, shows care for the whole group rather than just self.</td>
</tr>
<tr>
<td>Purposeful</td>
<td>makes goals and follows through, has purposeful relationships, isn’t lazy, keeps a schedule, looks for opportunities to take initiative.</td>
</tr>
<tr>
<td>Fool for God</td>
<td>seeks acceptance from God over people, unashamed of their relationship with Jesus, not worldly or interested in being seen as “cool”.</td>
</tr>
<tr>
<td>Priorities</td>
<td>seeks to let Jesus shape priorities between church, school, community, family, work, etc.</td>
</tr>
<tr>
<td>Living in the Light</td>
<td>transparent, vulnerable and honest, committed to openness in all areas of their life.</td>
</tr>
</tbody>
</table>

### Areas to ask about and discuss as you get to know the person more:

<table>
<thead>
<tr>
<th>Area</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Relationship with the Holy Spirit</td>
<td>tries to experience the Spirit and hear from him, led by the Spirit, understands Spirit’s role in our lives.</td>
</tr>
<tr>
<td>Good Friend to People</td>
<td>understands how to be a good friend and follows through, has healthy and thriving relationships with people, empathetic, inclusive to all types of people.</td>
</tr>
<tr>
<td>Serious About Sin</td>
<td>shows Godly sorrow at sin. Seeks accountability, actively confessing sin and repenting.</td>
</tr>
<tr>
<td>Sexual Purity</td>
<td>committed to pure dating relationships, making real progress in personal sexual struggles (their goal is not a hint of sexual immorality).</td>
</tr>
<tr>
<td>Academics</td>
<td>reflects Christ to classmates and professors, doing well in classes, both they and their parents are happy with their grades.</td>
</tr>
<tr>
<td>Bold</td>
<td>speaks and acts boldly, asks bold questions, doesn’t avoid confrontation, knows how to speak truth appropriately.</td>
</tr>
<tr>
<td>Stewardship of Money</td>
<td>generous, gives money, not materialistic, not selfish with possessions, keeps a budget.</td>
</tr>
<tr>
<td>Stewardship of their Body</td>
<td>healthy eating, sleeping, relationship with alcohol, hygiene, exercise, body image.</td>
</tr>
<tr>
<td>Modesty</td>
<td>is not seeking attention, appropriate in humor, is not disruptive. Dresses appropriately. Humble in speech and attitude.</td>
</tr>
<tr>
<td>Social Media</td>
<td>has healthy relationship with social media. Doesn’t seek validation/attention, doesn’t post inflammatory/inappropriate content, doesn’t spend too much time on it.</td>
</tr>
<tr>
<td>Entertainment</td>
<td>healthy entertainment usage, limits time spent watching tv/playing video games.</td>
</tr>
<tr>
<td>Active Learner</td>
<td>seeks to learn, reads, critical thinker, inquisitive, asks good questions.</td>
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## Key:

- ?: You have made no observations or are unsure - You haven’t asked them about this area or seen enough/any examples
- UA: Unaware of need to grow - This is something you or your co-fa have observed, but they haven’t been talked to about it. (Blind Spot)
- UW: Unwilling to grow or make changes - You or your co-fa have had conversation(s) to encourage them to grow in this area, they either disagreed or have shown little to no signs of change.
- GE: Great example to others - Someone we would point to in our community as an example of excellence in this area.
- AG: Aware of need and actively growing - making obvious and consistent efforts to grow in this area.
Leadership Axioms

Beginning the Year Axioms (August)

1. The dullest ____________ is sharper than the sharpest ________ when it comes to remembering things.

2. _____ on _____ is how it’s done.

3. Ask the ________________.
Leadership Axioms (cont.)

4. A disciple too lazy to __________ in the fall has nothing to __________ in the spring.

5. Be a ________ for God, not ________ for God.

6. Seek first to __________________, then to be ___________________.
Leadership Axioms (cont.)

7. What done ________ looks like.

8. Be ________________ with what you are given.

9. Move your ________ and ________ to each other.
Leadership Axioms (cont.)

10. Moving people onto God’s ____________.

11. On-________ is ________ for a leader.

12. Look to see where God is ______________ and join ______.
Leadership Axioms (cont.)

Fall Semester Axioms

1. Think ____________________.

2. ____________________ in Hawaii.

3. If you mess up, _________ me. If you mess up bad, _________ me ________!
Leadership Axioms (cont.)

4. It’s not hard to be most people’s best __________.

5. Values need ________.

6. Let’s ______________.
Leadership Axioms (cont.)

7. Teach the ____________, not the ______________.

8. Be their biggest _____ (not their biggest ____________).

9. One-word __________.
10. You can always say __________, ____________, __________, but you can't take back anything you've already ________.

11. If you aren't having fun doing ___________ ________________, you're probably doing something __________.

12. Do what you can _____ and then go to _____ at night.
Leadership Axioms (cont.)

13. Your greatest __________ is your greatest ______________.

14. _______________ is the friend of the adult learner.
Leadership Axioms (cont.)

Spring Semester Axioms

1. ________________ matters.

2. Don’t take other ____________’s stuff ________________.

3. I accept ______________ as I am and I ______________; I accept ______________ as they are and they ______________.
Leadership Axioms (cont.)

4. Leaders are ________________.

5. The best ____________ are still out there.

6. ________________ well.
Leadership Axioms (cont.)

7. ____________ people ____________ people.

8. Doctrine of ____________.

9. We don’t do ____________.
Leadership Axioms (cont.)

10. Your ____________ can become your ministry.

11. Comparisons are _______ _________ _____ _______.

12. It’s always the _______ time to do the _______ thing.
13. It’s possible to be __________ and __________.

14. Your emotions are ________ but that doesn’t mean they’re connected to ____________.

15. “___________ _________” never goes without saying.
Leadership Axioms (cont.)

16. We rarely ________ when we’re ________________.

17. ________ ________ vs. ________ ________.
Leadership Axioms Key

Beginning the Year Axioms (August)
1. The dullest pencil is sharper than the sharpest mind when it comes to remembering things.
2. One on one is how it's done.
3. Ask the question.
4. A disciple too lazy to plant in the fall has nothing to harvest in the spring.
5. Be a fool for God, not cool for God.
6. Seek first to understand, then to be understood.
7. What done right looks like.
8. Be faithful with what you are given.
9. Move your feet and talk to each other.
10. Moving people onto God's agenda.
11. On-time is late for a leader.
12. Look to see where God is working and join Him.

Fall Semester Axioms
1. Think pastorally.
2. Gorillas in Hawaii.
3. If you mess up, tell me. If you mess up bad, tell me fast!
4. It's not hard to be most people's best friend.
5. Values need heat.
7. Teach the person, not the lesson.
8. Be their biggest fan (not their biggest critic).
9. One-word goals.
10. You can always say more, louder, later, but you can't take back anything you've already said.
11. If you aren't having fun doing campus ministry, you're probably doing something wrong.
12. Do what you can do and then go to bed at night.
13. Your greatest strength is your greatest weakness.
14. Repetition is the friend of the adult learner.

Spring Semester Axioms
1. Language matters.
2. Don't take other people's stuff personally.
3. I accept myself as I am and I change; I accept others as they are and they change.
4. Leaders are readers.
5. The best ideas are still out there.
6. Finish well.
8. Doctrine of inclusion.
9. We don't do normal.
10. Your misery can become your ministry.
11. Comparisons are the thief of joy.
12. It's always the right time to do the right thing.
13. It's possible to be Biblical and wrong.
14. Your emotions are real, but that doesn't mean they're connected to reality.
15. “Thank you” never goes without saying.
16. We rarely grow when we're comfortable.
17. Base hits vs. home runs.
Online Resources

Go to anyfocus.org and check out the Corefa resources under the “Resources” tab for information about the following topics and more. Be sure to check back as resources are continually updated through the semesters. Here are just a few of the helpful resources:

- Core Helps
  - Vulnerability
  - Body Stewardship
  - Outreach
  - Holy Spirit
  - Baptism Guide
  - Worship
  - Renewing Your Mind
  - Core Planning Guide
  - Conversations & Asking Questions

- Articles
  - Rethinking Dating
  - The Power of Promising
  - Thankful Exchange
  - Sabbath as Praying and Playing

- Videos
  - The Power of Vulnerability: A TED Talk by Brené Brown
  - Listening to Shame: A TED Talk by Brené Brown

- Continuing Education Booklist

- The Bible Project