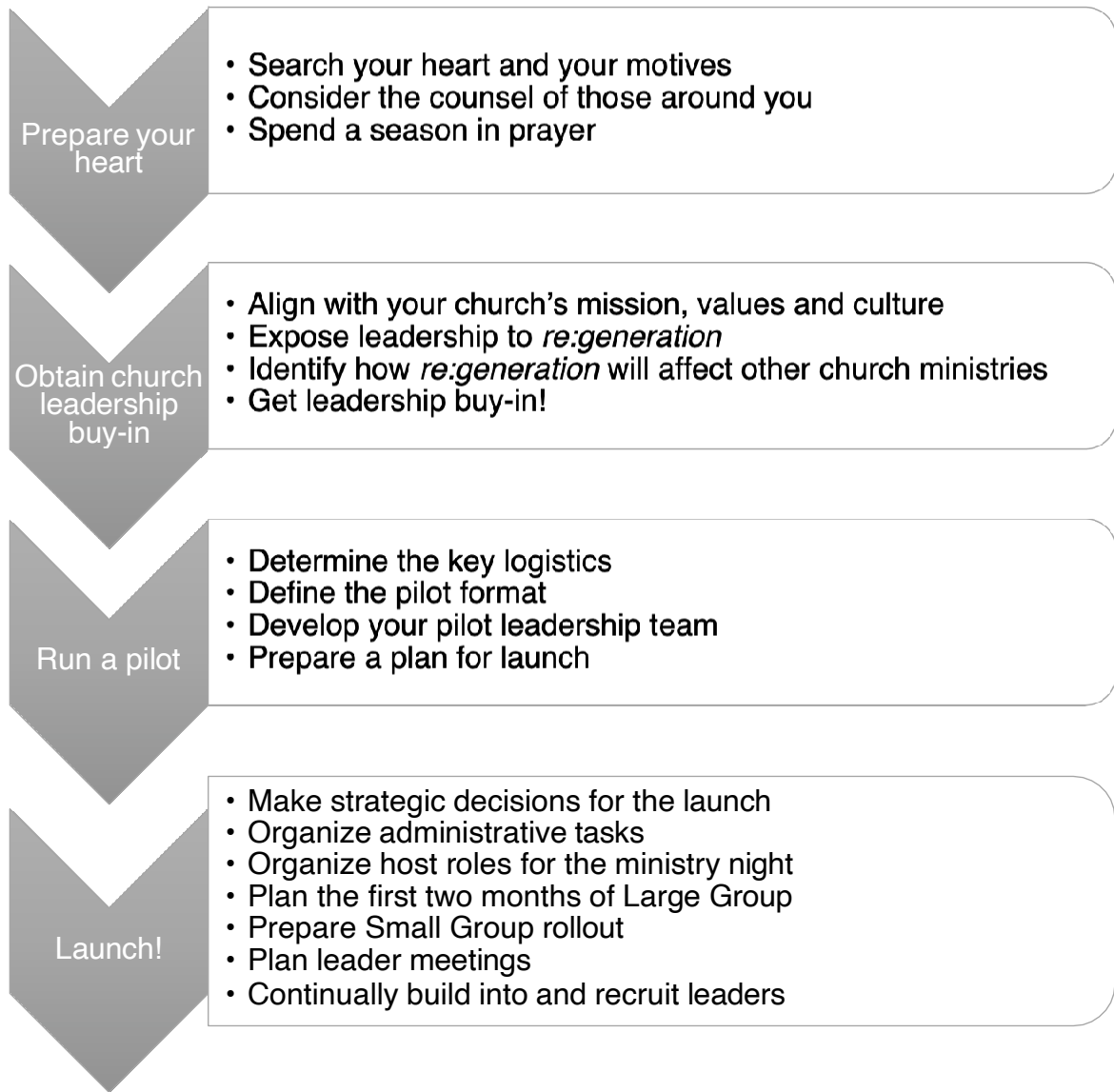


RE:GENERATION LAUNCH GUIDE

Purpose of this document: to provide church leaders a framework for planning *re:generation* recovery implementation.

At a high level, it is typically a 4-step process to launch *re:generation* at your church:



Additional detail is provided on the pages following.

PREPARE YOUR HEART

1. Search your heart and your motives

- ☐ Ensure this is the direction God intends for your church
- ☐ Read Psalm 127:1, Proverbs 14:15
- ☐ Record or journal anything God reveals to you
- ☐ Ask why? And why now?

2. Consider the wise counsel of those around you

- ☐ Assemble a small team of advisors who are willing to review your direction and provide you honest feedback
- ☐ Ensure the collective counsel of this team supports this direction
- ☐ Read Proverbs 12:15

3. Spend a season in prayer

- ☐ Ask God to reveal anything about you that may hinder the mission (hidden sin, gifting, capacity, spousal support)
- ☐ Read Psalm 139:23-24

OBTAIN CHURCH LEADERSHIP BUY-IN

1. Align recovery ministry with your church's mission, values & desired culture

- Share with your pastor, church leaders and key opinion makers the ways in which *re:generation* will support the church's mission and values.
 - For example, if your church is focused on making disciples, highlight the discipleship aspect of *re:generation*.
- Assess your church culture and evaluate how *re:generation* might fit. Successful *re:generation* churches share one or more of the following characteristics:
 - Part of the church's vision includes significant priority for healing broken lives, where *re:generation* is considered a front door ministry.
 - Values such as authenticity, healing, grace, honesty and sincerity define church culture. Church leaders welcome and embrace people's messes.
 - The church is intentionally involved with others in accountable, encouraging relationships, believing that life-change happens best in the context of relationships such as small groups.
 - There is an intentional effort to equip saints (lay leaders) and deploy them in the work of the church—disciples making disciples who make disciples.
 - "Recovery" is not a dirty word. The church is not looking for a quick fix or a program but a long-term commitment to be a healing place for broken lives.

2. Expose church leadership to *re:generation*

- Invite leaders to investigate the <http://www.watermarkresources.com/> website.
- Share watermarkresources.com video testimonies.
- Ask leaders to review one of the *re:generation* workbooks.
- Speak with another *re:generation* church or take a site visit.
- Enlist a *re:generation* coach to explain, cast vision and answer questions.
- Attend a *re:generation* training conference.

3. Identify how *re:generation* will impact other church staff, ministries, and operations

- Consider how other church staff and ministries could be affected, and communicate, communicate, communicate the impact of adding this ministry.
- Address budget, facility, staffing, and childcare needs.
- Communicate how *re:generation* is not a competing ministry but dovetails and supports other church ministries by developing healthy volunteers and leaders.
- Determine how church staff will be involved in the oversight and administration.
- Brainstorm potential *re:generation* pilot leaders with church leaders and staff.

4. Get church leadership buy-in!

- Formally request leadership approval and blessing.
- Identify a point person for *re:generation*.
- Apply to become a *re:generation* church at watermarkresources.com
 - Fill out the online interest form at:
<https://www.formstack.com/forms/watermark-churchinterestform>
 - Sign and return the Host Church Use Trademark and Copyright License Agreement (please note: churches unable to sign because of doctrinal differences will not be allowed to move forward with *re:generation*).
 - Churches must provide a copy of their Sales Tax Exemption form.
 - Once you become an approved church, you will receive login information for the *re:generation* website and the ability to order materials.
- Approve a budget for the pilot.

Sample Budget for Pilot Group:

Assumptions: church covers cost of Groundwork Workbooks (participants pay for other workbooks—about \$45); church covers photocopies, office supplies, coins, & shipping.

REGEN PILOT BUDGET	
(Based on 16 people in Pilot)	
ITEM	COST
GW Workbooks (\$11)	\$176
Shipping (6 workbooks)	\$0
Commencement Coins (\$1)	\$16
Misc. Supplies	\$50
Meals/Snacks	\$150
TOTAL	\$392
Childcare (optional)	?

RUN A PILOT

1. Determine the key logistics

- Select a night, meeting time, and pilot start date.
 - What day would *re:generation* fit in your normal church rhythm?
 - If childcare is necessary, is it already available on a certain night?
 - Set the meeting time. You will need about 1.5 hours for the pilot each week: about 15-20 minutes together in Large Group; 75 minutes in Small Group (men and women split).
 - Plan your weekly Large Group time (15-20 minutes): Options: pray together, encourage each other with what you are learning, worship, icebreakers, show a *re:generation* testimony from watermarkresources.com website, cover leadership development topics, discuss issue sheets, expose leaders to resources available on watermarkresources.com, invite church staff to share their story.
- Determine small group size
 - The best leader-to-participant ratio is 1:8. (After the pilot is completed, small groups can be as large as 15-16 if you use co-leaders.)
- Facility needs: Identify a large room for 12-16 participants and 2 breakout rooms.
- Order Groundwork workbooks 3 weeks in advance of your pilot start date. (Suggestion: if you don't have a complete set of curriculum already, order it so you can look ahead to gain a better understanding and anticipate what is ahead).

2. Define the pilot format

- Select the Standard, Accelerated or Mixed approach
 - **The Standard Approach** takes the normal *re:generation* cadence of one lesson per week. The advantage of this approach is that leaders will experience the same rhythm as the launch small groups and will maximize their learning (soaker hose vs. sprinkler).
 - **The Accelerated Approach** can be used if you have an aggressive launch date and need to work through the pilot quickly. Condense the Groundwork curriculum by completing two lessons daily. Launch participant groups live after the pilot group has finished Step 9 (note: leaders must continue meeting with their pilot group to complete Steps 9-12 while also facilitating a participant group). This requires spiritually healthy leaders with capacity. Some churches who begin with this approach, decide to slow down once they reach Steps 4-6 because pilot group members need time to process changes they are experiencing. *We do not advise condensing step curriculum or launching the ministry prior to completion of Step 9.*
 - **The Mixed Approach** allows for pilot groups to include a few participants in the pilot with potential leaders. At this infant stage, your primary goal is to develop leaders so be careful not to add participants who have major issues and will require large amounts of care, time, and emotional energy. If this occurs, identify a point person to handle issues that arise with participants.
- Develop a Pilot Calendar—consider holidays, breaks, team-building, etc. Note: at the front of each *re:generation* book there is a useful stair-step timeline that demonstrates the number of weeks of curriculum for each book. See the following page for an example of a pilot schedule.

Tentative Pilot Schedule (standard approach sample) (GW=Groundwork)

DATE	WORKBOOKS
Jan. 16	Opening Night
Jan. 23	GW 1
Jan. 30	GW 2
Feb. 6	GW 3
Feb. 13	GW 4
Feb. 20	GW 5
Feb. 27	GW 6
Mar. 6	Celebration Week
Mar. 13	STEP 1:1
Mar. 20	STEP 1:2
Mar. 27	STEP 2:1
April 3	2:2/Mentor Training
April 10	STEP 3:1
April 17	STEP 3:2
April 24	Celebration Week
May 1	STEP 4:1 Inventory Training
May 8	STEP 4:2
May 15	STEP 4:3
May 22	STEP 4:4
May 29	STEP 4:5
June 5	Add Week (Optional)
June 12	Step 4:6
June 19	STEP 5:1
June 26	STEP 5:2

DATE	WORKBOOKS
July 3	Holiday
July 10	STEP 6:1
July 17	STEP 6:2
July 24	STEP 6:3
July 31	Celebration Week
Aug. 7	STEP 7:1
Aug. 14	STEP 7:2
Aug. 21	STEP 8:1
Aug. 28	STEP 8 2
Sept. 4	STEP 9:1
Sept. 11	STEP 9:2
Sept. 18	STEP 9:3
Sept. 25	Celebration Week
Oct. 2	STEP 10:1
Oct. 9	STEP 10:2
Oct. 16	STEP 11:1
Oct. 23	STEP 11:2
Oct. 30	STEP 12:1
Nov. 6	STEP 12:2
Nov. 13	STEP 12:3
Nov. 20	Thanksgiving Off
Nov. 27	Commencement

3. Develop your pilot leadership team

- Hand pick 12-16 potential leaders who will commit to work through the materials during the pilot *and* lead a *re:generation* group when you launch the ministry.
 - Note: What to look for in a potential leader: a Christ follower, spiritual health is more important than recovery experience; a person with a story and heart to help others; open to personal growth; passionate to help others grow in Christ; church leaders; those with recovery experience (but not required).
- Set expectations for a potential leader: attend weekly, complete *re:generation* lessons daily, participate in group discussions, pray regularly for other participants, develop a personal testimony, promote and recruit during the launch phase, and (if ready) become a *re:generation* small group leader.
- Select a man and woman to facilitate the men's and women's pilot small groups. Some extra training time may be required to help prepare the facilitators to lead.
- Remind the pilot group facilitators that they are not just discipling potential leaders, they are being disciplined themselves. Allow God to impact their lives, too.
- Encourage small group leaders to set a tone of authenticity (leaders must be rigorously honest about their own struggles!)
- All pilot participants should enlist a personal mentor during *re:generation*.
- Throughout the pilot, assemble an ongoing list of other potential leaders.
- If possible, send pilot participants to a *re:generation* church to see it in action.
- Check for upcoming *re:generation* training conferences.
- Have pilot participants take turns facilitating the weekly small group discussion. This will allow you to train and prepare pilot leaders to lead their own group. Leaders should use the Step Leader Guides and Training Videos for each step located on the resources section of watermarkresources.com.
- Plan a commencement night and commissioning for pilot participants who are ready to become small group leaders and volunteers. Throw a party! Invite mentors and family to attend. Let pilot participants share their short testimony developed in Step 12. Cast vision for launch. Pray. Thank family and mentors. Consider inviting your pastor to hear stories of life change.
- Select your small group leader team for launch through defining a leader selection process. This process should contain elements such as your criteria and expectations for leadership. For a sample of a leadership application go to <http://watermark.formstack.com/forms/regenleaderapplication>.
- Determine after the pilot who the small group co-leaders will be for the launch.

LAUNCH!

1. Strategic decisions for a re:generation ministry launch

- Determine if you will be doing a soft launch or a hard launch.
 - A hard launch involves broadly publicizing *re:generation* (Sunday sermon series, strategic testimonies, advertising outside of the church). This works best with churches transitioning existing recovery ministries who have enough leaders to manage spikes in attendance.
 - If you do not have enough leaders to handle an influx of participants from broad, bold, communication, it may be preferable to spread the word organically as a soft launch. This usually works best for new ministries. Church referrals and word of mouth are the primary means of advertising. Broad marketing comes later when a strong leadership team is established.
- Decide if you will launch the ministry with a Seasonal or Year-round model:
 - The ultimate goal is to provide an environment where a person struggling can show up at any time of the year, participate in a Groundwork Group, and then be placed in a Step Group in a reasonable time frame. This goal requires development towards a ministry that meets year-round. (Small churches may take longer to achieve this goal due to not having enough leaders or space.)
 - If you have 12-15 leaders when you are ready to launch, you have enough to run continual Groundwork groups and begin two or three steps studies at different times of the year, staggering the Step Group launches. This begins a year-round ministry cycle that serves newcomers adequately and produces new leaders from groups at various time of the year.
 - If you launch with less than 10 leaders, it may be better to begin at a specific time of year with the plan to close Groundwork to newcomers after forming Step Groups. This allows you to serve the participants that come into the ministry for help in a timely manner and build more leaders through the Step Group. This method also works for smaller churches who see a very small number of newcomers in any given month. In order to launch seasonally you must have an alternative plan for people who need help at a time when Groundwork groups are not operating.
 - Ideally over time, your ministry should do its best to provide ongoing Groundwork groups for new participants to attend weekly until a Step Group is ready to launch, but there is flexibility to develop your strategy.
 - Note: In either approach, do not add a new person to an existing, closed Step Group that is progressing through the steps. This could upset the safe environment and trust that has already been established in the Step Group.

- Establish group size
 - The optimal Step-Group ratio is one leader to 7 or 8 participants. When possible, we recommend assigning co-leaders to a group (up to 16 participants). Co-leaders provide relief, support and wisdom to each other as they facilitate groups. Having co-leaders of groups also provides a safety net should a leader be unable to complete the steps with their group.
 - Note: There is often attrition in Step Groups. It is not unusual to complete a Step Group with a ratio of one leader to five participants (or start a co-led group with 15 participants and end with 10). A group that starts with a participants-to-leader ratio of less than 5 to 1 runs the risk of being too small if anyone drops out or cannot attend due to sickness, work or travel.
 - Groundwork Groups, because of participant attrition, can run at higher participant to leader ratios. 15-1 ratio is common, and some ministry leaders can easily manage a 20-1 participant to leader ratio.
 - New or small ministries with seasonal launches will experience less attrition in Groundwork and more attrition in step studies, while established large ministries experience most attrition in Groundwork (at Watermark Dallas, about 2/3 of first time guests will drop out in Groundwork because they are not ready for recovery, but 75% of those who make it through Groundwork to be placed in a Step Group finish *re:generation*. In smaller churches these attrition rates reverse.)
- Facility needs:
 - Identify a Large Group room and the number of breakout rooms for Groundwork Groups based on the numbers you are anticipating.
 - If enough breakout rooms are not available, figure out a way to subdivide the Large Group room; while this is not ideal (small groups can be emotional and loud and can disrupt other groups) but it can work!
- Child care needs:
 - Consider whether childcare is necessary for launch. Offering some form of childcare opens the door for more leaders and participants to be involved.
 - Some churches begin with full childcare, some begin with no childcare, some charge a fee for childcare.

- Determine what fees (if any) you will charge participants.
 - Workbook costs are usually passed onto participants.
 - There are several options for handling childcare costs. One option is to add a small fee onto the cost of workbooks so that cost is distributed among all participants. This makes bookkeeping easier and may bless some people struggling with finances. You can also charge only childcare users for the service, or you can decide to absorb the cost, or even pass a plate. Note: be careful, passing a plate has potential to send the wrong message to an unchurched guest who may not yet trust the church or your motives!
 - Often fees do not cover the *entire* cost of the program, so you must decide how much your church will underwrite. For example, churches typically do not charge *re:generation* leaders for childcare.
- Set a launch date and begin to communicate
 - Discuss with church leadership the best launch date for your ministry.
 - Coordinate with other ministries that may be affected by the launch.
 - Start feeding stories to the church communication outlets (pulpit, bulletin, web, staff meeting, small groups, social media, etc.) to generate awareness. Your best stories will come from those who just finished the pilot group.
 - Communicate to church staff when/how/why they should refer people to *re:generation*.
 - Partner with church leadership to find the best way to announce *re:generation*. For example, have a sermon series leading up to the launch or perhaps Sunday testimonies—live or video.
 - Build assets such as print pieces and video. See sample marketing pieces at the *re:generation* ministry host section at watermarkresources.com.
 - Use social media.
 - Consider using your church website or using regenerationrecovery.org “Find A Church” to direct people to your church (contact resources@watermark.org)

2. Organize administrative tasks

- Forecast the number of potential attendees and plan ahead for when you project step groups to begin. *Order the first set of step books at least three weeks prior to that date* and so on as groups progress through curriculum.
- Define a method for tracking attendance for new participants. This is very important to help you form Step Groups from consistent attenders. You can find examples of how to do this in the ministry host resource section of our website.
- Build a process for assembling new Step Groups.
 - Assign ownership to this role (staff or non-staff?). People with administrative gifts do well with this job.
 - Start by deciding the factors you will use to place people into a Step Group. Completion of the Groundwork curriculum and consistent Groundwork attendance are key indicators to determine if someone is ready to work through the Step Group curriculum.
 - Determine how you will assign leaders to new groups.
 - Secure necessary breakout rooms.
 - Decide how you will notify a new group when they have been assigned to a Step Group—who their leaders are, where to meet, and to purchase the curriculum for Steps 1-3.
- Provide information cards for first time guests to fill out. See sample: watermarkresources.com – Leader Resources – Host Site Resources – First Time Guests. Or search for “Newcomer Cards”.
- Provide sign-in sheets for Groundwork Groups. See sample: <http://watermarkresources.com/> – Leader Resources – Host Site Resources – Groundwork Resources. Or Search for “Sign-in Sheets”.
- If your ministry uses 3x5 cards for group prayer requests, order the necessary supplies (cards, pens).

3. Organize host roles for your ministry night

- Assign greeters to direct people to the Large Group gathering, warmly welcome them upon arrival and encourage them to fill out a name tag (this is also a great way to get participants involved in serving).
- Place signs at strategic locations to direct participants to Large Group.
- Provide snacks, water or coffee to participants before Large Group (optional).
- Allow leaders to take ownership for weekly operational responsibilities. Empower leaders to develop teams and give away the ministry. Serving is a privilege!

4. Plan the first two months of Large Group

- Plan Large Group time
 - Large Group time should be a healthy mix between testimony and teaching. Testimonies are critical so, if possible, plan for 50% of the meetings to include testimonies.
 - Having enough leaders available to do testimonies can be a big challenge when first launching *re:generation*. As quickly as possible develop a list of people that will share, starting with your church leaders and *re:generation* leaders. Supplement with video or audio testimonies during your launch. As you finish your first set of closed groups, add graduates to your testimony list.
 - Challenge your *re:generation* leaders to share their testimony. It makes a significant impact when leaders share their story. In fact, if your *re:generation* leaders are unwilling to share the story of God's work in their lives, you should question their readiness for leadership.
 - Invite staff to come teach on a Groundwork topic and share their own story authentically.
 - Guidelines for helping people prepare their testimony are available at watermarkresources.com – Leader Resources – re:gen Leaders – Testimony Writing Resources. Or search by “Testimony Writing”
 - Supplement live teaching and testimony as needed. Videos of the 12 Step teachings can be found at watermarkresources.com – Leader Resources – Host Site Resources – Large Group – Downloadable Videos for Large Group. Or search by “12 Step Videos”.
 - Worship music or not? Worship is always a fantastic way to prepare our hearts for God to speak to us, so worship is a way to enhance *re:generation* but it is not a mandatory piece of the experience. If you do not have the resources to have quality worship, it is OK to wait until you do. If you think it might be a challenge to recruit and organize the musicians for a weekly meeting, consider a less-than-weekly schedule for music. (Video worship is another option to consider.)
- See Section 8 of this Launch Guide for an example of ministry planning

5. Prepare Small Group rollout (First Time Guests, Groundwork)

- If using the **year-round model** where new people can begin *re:generation* on any given week, start-up should look similar to this:
 - In week 1, hold a normal Large Group then all participants go to a First Time Guests meeting. When it is time for new guests to share in small groups, split men and women into separate groups. Have guests fill out basic information cards so you know when they began recovery and can follow-up with them during the week.
 - In week 2, all week 1 participants go into Groundwork Groups. Split men and women into different groups (separate rooms are ideal). Do not split by their struggle or symptom.
 - Use your leaders from the pilot to lead Groundwork Groups.
 - Groundwork Groups can have up to 20 people. Take attendance each week and track it. You will need this information to make decisions as you form Step Groups.
 - No Step Groups will launch until six weeks of Groundwork curriculum is completed and consistent attendance is measured; this allows you to get familiar and build trust with participants before forming Step Groups, and to know who is committed to attending.
- If you are using the **Seasonal** Ministry Model, you fill up your Groundwork Groups when you open the ministry. Once you have enough participants to fill out a group, you close the ministry to new participants until more leaders are ready. You will not add additional people on a weekly basis after your groups fill up. Once the Step Groups begin, groups are closed to newcomers. Have an alternative plan for people seeking recovery when your ministry is closed to new participants. This model can be effective until leadership grows large enough to support your attendance base. New people are always welcome to attend the weekly Large Group meeting, even if they are receiving small group help or counseling elsewhere.
- Be sure to assign leaders for your First Time Guests, Groundwork and Step Groups. If using a year-round model, these may be different leaders trained to specialize in the phases of the ministry. With a seasonal model, leaders often move through the process with participants.

6. Plan Leader Meetings

- The Leader Meeting is crucial. Invest heavily in your leaders and really encourage them!
 - Many ministries host a leader dinner before *re:generation* and use this time to train/encourage leaders (some are funded by the church, others funded by leaders contributing a small fee to cover food costs each week). This meeting can serve as a nice halftime between a busy workday and a potentially stressful *re:generation* small group.
 - If you don't plan on meeting weekly with your leaders for dinner, plan regular gathering for leader training and fellowship.
- Leader Meetings usually bounce between a light teaching (recurring topic with *re:generation* groups) and “table time” where the leaders discuss what is happening in their small groups and solicit ideas from their peers. For leader meeting topics see: watermarkresources.com – Leader Resources – Host Site Resources – Leader Care and Development. Or simply search for “Topical Resources”.
- Constantly reinforce with your leaders the need to have a scriptural basis for any instruction they provide to participants, otherwise the participants will develop an unhealthy dependence on your leaders rather than on God.
- See Section 8 of this Launch Guide for an example of ministry planning

7. Continually build into and recruit leaders

- The long-term success of *re:generation* rises and falls on healthy leadership so constantly be looking for good leaders.
 - Many of your best leaders will come from people who have had recovery experience already, although it is not a requirement for leaders to have formal recovery experience.
 - Ask current leaders to look for participants in their group that might become future *re:generation* leaders. During the later stages of your Step Group have these potential leaders facilitate the small group discussion.
 - Involve spiritually mature Christians in your church—especially those who have a story of God working through a hardship or sin struggle in their lives. Established church leaders can make great recovery leaders even if they have not gone through a recovery program. *Don't limit leader recruitment to only people with recovery experience. Remember: re:generation is discipleship.*
- If you identify someone who you are not 100% confident is ready to lead a Step Group, consider assigning them as a co-leader with someone more spiritually mature who has experience in either a Groundwork Group or Step Group setting.
- Recruit Mentors. Look within your church for people who can be mentors. Participants need to seek mentors from people already in their lives, who will be in their lives after recovery. However, some participants come to *re:generation* without knowing any Christians. Mentorship is a way for mature believers in your church to be involved as God transforms a life through recovery. Mentor training is recommended for all mentors regardless of their recovery experience. For mentor resources see: <http://watermarkresources.com/> – Leader Resources – re:gen Mentors – Mentor Training. Or simply search for “Mentor Training”
- Identify leaders of leaders
 - As your *re:generation* ministry grows into multiple small groups, look for the leaders who have taken a true ownership mentality with *re:generation*, and establish them as coaches for sets of leaders.
 - Coaches and their leaders can sit together at Leader Meetings.
- While you certainly want *re:generation* leaders to return and lead, encourage them to take some time off and recharge to avoid burn-out.

8. Sample: Ministry Night Scheduling

Leader Dinner Meeting			
Date	Topic	Notes	
8/20/18	Handling Suicide Threats	Ann D	Training from watermarkresources.com
8/27/18	Fellowship Time	John S	John facilitates meeting. Leaders at tables with 3 "Would you rather" ? s.
9/3/18	Long-Talkers in Group	Robin	Expert on group dynamics share
9/10/18	Understanding Forgiveness, Amends, Reconciliation	Nate	Biblical understanding of a peace maker
9/17/18	Prayer & Share	Noah	Family time with prayer requests
9/24/18	What is Codependency?	Haley	Teaching REGEN Issue Sheet
Testimonies/Teachings			
Date	Speakers	Status	Comments
8/20/18	Testimony: Madison P.	review/approved	
8/27/18	TEACH - Nate Graybill	Video: Step 1	REGEN Video Download
9/3/18	Testimony: Chris J.	rcvd 2nd edit	
9/10/18	Testimony: Melissa M.	rcvd 1st edit	
9/17/18	TEACH-Groundwork Lesson	assigned	Step Group Leader Robert G. to teach
9/24/18	TEACH - Pastor Ron	requested	Sr. Pastor share story of loss of child

ENCOURAGEMENT AND REMINDERS

- Read Proverbs 16:9 and 1 Corinthians 3:7. While it is important to do your best to plan for the ministry, God is the One who will direct steps. God is also the one who causes the growth. Your best strategy is to pray for God's wisdom and guidance. Ask Him to bring the right leaders and participants at the right time. Ask God to heal and bring people to full-devotion in Christ despite any ministry shortcomings.
- Ministry success is not measured by the number people who attend *re:generation*. Success is measured in the depth of surrender and devotion to Christ of those willing to live out the ministry of reconciliation in every area of life upon completion of *re:generation*. 2 Corinthians 5:17-18
- Because of curriculum rigor, you will see attrition with participants from Newcomers through Groundwork. This is good attrition. If people are not ready to spend 10 minutes a day working on their relationship with God and on their recovery, they are not ready to recover. The curriculum is not meant to overwhelm, but rather give people an opportunity to connect with God to work on their recovery daily. Daily intimacy with God is what brings freedom. Matthew 6:11
- You will also see attrition in Step Groups (even with leaders), particularly between Step 4, Inventory and Step 6, Repent. This attrition is normal and healthy. If people are not ready to explore their sinful nature, open their lives up to others or take steps to turn from sinful patterns, they may have not yet decided to surrender their life and will to God (Step 3, Trust). Help people find where they are stuck in Steps 1-3 and encourage them to spend the time that they need with their mentors (apart from the group) to work on these steps. Proverbs 3:5-6
- Rely solely on God's Word when counseling people through hardship. God knows better than the smartest of men. He has equipped you to counsel by providing His Word and the Holy Spirit. 2 Timothy 3:16-17
- Remember what God has done for you and who you have become through Christ. Christ working through the Church is God's plan for healing the world. Titus 3:3-7 and Isaiah 61:1-4
- This ministry is not about you. Your mission is to glorify God by being fully devoted to Christ and making disciples who are committed to following Christ in all areas of life. 2 Corinthians 4:5-6 and Matthew 28:19-20
- You are not alone. Ask for help from *re:generation* ministry leadership when you get stuck or have questions. We are one body in Christ our Lord. Ephesians 4:4-5