



Guidelines for Leader's Covenant Reflection Questions Tool

A Guide for Training Facilitators

- 1. Purpose** – The purpose of this tool is to enable deep reflection on the 10 statements of the Leader's Covenant, either individually or in a small group.
- 2. Guidelines for Small Group Use**
 - 2.1 – When using this in the context of a small group, keep the group size to 4-6 people
 - 2.2 – Select a person to lead the group – asking the questions and ensuring that every person in the group can fully participate
 - 2.3 – Select a reporter who will report the group discussion briefly to the larger group
 - 2.4 – Before discussion begins, time should be given for each person to reflect on the statement, listening to what God is saying to them, and then to write their thoughts in the booklet in the space given under each question. Each person should select the 1-2 ideas that are most important for themselves for each question.
 - 2.5 – After a time of reflection, the leader should guide the discussion, allowing people to share what they have written.
 - 2.6 – The group leader should not talk too much, nor allow a person to dominate the discussion
 - 2.7 – Every participant should listen deeply to what other members share so that they can encourage and pray for them.
 - 2.8 – Take time to pray for each other in the group at the end of your discussion time.
- 3. Comments on the Discussion Questions**
 - 3.1 – In Q.2, encourage people to reflect on how the Holy Spirit is already at work in changing their lives. This is not to give credit to oneself, but to give glory to God.
 - 3.2 – In Q.2, encourage people to be very specific in their written statements
 - 3.3 – In Q.4, encourage people to write a very specific goal connected to each statement recorded in section 2. Also, each person should be sure to record the date when they plan to begin working on their goal.
- 4. The Foundation of Scripture**
 - 4.1 – Observe that each of the 10 statements has between six and ten passages of Scripture listed underneath the statement. These passages and more are the foundation that supports the statements. The ideas in the statement are very careful and thoughtful interpretations and applications of God's ideas.
 - 4.2 – In a large group training, it is good to illustrate that the ideas are Bible-based by 1) reading one or more passages before reading the related statement, or 2) doing a 5 – 10-minute exposition (explanation of the meaning and application) of one passage.
 - 4.3 – In a small group setting, have one or two people read at least one or two of the passages, more if you have time. Make the content of the readings part of the reflections and questions.

5. Time

5.1 – In a large group setting, when the Leader’s Covenant Reflection Questions are offered over two days or over several weeks, each statement can be offered in the following way:

- 5.1.1 Reading of one or two Scripture passages 8 minutes
- 5.1.2 Exposition of a Scripture passage 10 minutes (assign one person)
Note: If there is a tendency to teach or preach too long, modify this step to identifying the key point from the passage(s) that relate(s) to the topic
- 5.1.3 Forming of Groups 3 minutes (this may take longer the first time)
- 5.1.4 Appointing the person who will record and report 1 minute
- 5.1.5 Appointing the person who will facilitate the group discussion 1 minute
- 5.1.6 Personal reflection on the four questions related to the statement 12 minutes
- 5.1.7 Group dialogue – have people share their reflections, listening to each other, and discussing the implications and applications of the statement. This is not the time for correction or argument, but to humbly share what you believe God has been saying to you and to listen deeply and respectfully. Make sure everyone feels safe to share their ideas and feel that they have been heard. It is also a chance encourage one another to move toward obedience that is transformative of character by planning achievable action steps. 25 minutes
- 5.1.8 Hear reports from the groups in a plenary time, identifying which groups to report and which questions to address. The facilitator can take time to ask follow-up questions from the reporters and ask for responses from the group, helping move the group toward action steps. 20 minutes
- 5.1.9 Buffer time 10 minutes

5.2 In a small group setting with about 75 – 90 minutes, (e.g., a weekly study) the above time guidelines can apply except without the reporting. Instead, the group facilitator, by careful listening, would normally move the discussion toward consensus around a few key ideas and action steps.

5.3 In a small group setting with about 30 minutes (e.g., a church elders meeting with other things on the agenda and only one statement is used), take 5 minutes for Scripture reading, 10 minutes for personal reflection (the leader may choose that the group will only reflect on one or two of the questions), and 15 minutes for group discussion.

6. Reflection Questions

- 6.1 What is the statement saying that is important for me to hear at this stage of my life and ministry? (Come to grips with the meaning of the statement. Don’t rush.)
- 6.2 In what ways is my life reflecting positive growth as I reflect of the statement? (Be encouraging.)
- 6.3 What are 1-2 key ways in which my life does not reflect the commitments expressed in the statement? (Focus clearly on some areas for improvement and/or growth.)
- 6.4 What are the 1-2 most important action steps (for each goal) that you could take as we work together to bring progress in your life and ministry toward fulfilling the commitment more completely? Write specific mentoring steps to take to address the challenges for improvement.) Create a timeline for each action step.