

LIVING COMPASS

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Faith & Wellness Workbook

FOR ADULTS

Facilitator Guide



For use in Living Compass Wellness Circles

SCOTT STONER

*We wish to express our deep gratitude to our friends
Ab and Nancy Nicholas
for their faithful and generous support.*

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Dear Living Compass Facilitators,

Welcome to the Living Compass health and wellness ministry. We are delighted to have you partake in a “whole new direction” in personal and family wellness ministry by providing leadership to those who yearn to make quality changes in their lives.

As a **Living Compass Wellness Circle** Facilitator, you will be invited to walk along on people’s life journeys and offer compassionate listening with gentle encouragement. Living Compass is based on the belief that people have the means and ability to dig deep inside and discover what God is calling them to “be” and “do” in their lives. We believe each person has the intellectual and emotional capability to discern what changes her/his soul truly desires and to creatively discover how to make those changes. At its core, the Living Compass process creates space for individuals to discern God’s call toward wholeness in their lives. The process then provides the tools and support for individuals to respond to that call with concrete FAITH Steps.

Using this guide, you will learn the underlying concepts of Living Compass. You will also learn the Living Compass style of facilitation. While you are leading others through the Living Compass process, we ask that you apply what you are learning to your own life. As you begin to walk the Living Compass talk, others will see Living Compass in action—and so will you.

Thank you for your time and your commitment to help others live in authentic relationship with themselves, with God, and with one another.

Sincerely,
The Living Compass Team

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INTRODUCING Living Compass



I. Living Compass Introduction

A. What is Living Compass?

Living Compass provides resources, coaching, education, training, and support to individuals, families, and congregations as they seek the wholeness God intends for all of us. As we seek God's holy intention for us—wholeness of heart, soul, strength, and mind—we discover God's presence in our life's journey.

Life *is* a journey, and like any journey, it requires intentional preparation. It has been said that most people spend more time planning their vacation than planning their life. ***Living Compass is a program that creates the opportunity for people to pause and check their bearings, to figure out “where they are” and “where they are headed,” and then to adjust their course as necessary.***

The Living Compass Wellness ministry represents a brand new approach to health and wellness ministry that is based on these core beliefs:

- The fruits of wellness and wholeness emerge from the seeds of faith in our lives.
- Each of us is responsible for the decisions we make to nurture our own wellness/wholeness.
- Wellness must encompass the whole person (heart, soul, strength, and mind).
- Individual wellness does not exist in isolation but is connected to ALL our relationships.

Living Compass Core Values and Beliefs

We believe in the healing and restorative power of authentic conversations. Through such conversations, Christ's love is made incarnate—we hear the voice of Christ in the voice of others. We also believe such authentic conversations are increasingly rare in our present culture at large, and regrettably, rare in our congregational cultures as well.

The longing to be whole exists within us all, yet the paradox is that, out of fear, we often choose to ignore that longing.

Wellness and wholeness begin with, and flow from, authentic spirituality, purpose, and meaning.

The soul longs for wholeness and will reveal the path to wellness and wholeness when we are truly willing to slow down, become centered, and listen to ourselves and to each other.

Wellness is a decision, a choice. It is a positive, proactive response to our deepest longing to be whole. We can choose to be well. This is why Jesus asks the man who has been ill for thirty-eight years, “Do you want to be made well?” (John 5:6). **Well-being comes from well-doing. Well-doing comes from well-praying and well-thinking.**

Few things affect the state of our personal well-being more than the quality of our relationships, and few things affect the quality of our relationships more than the state of our well-being. There is a reciprocal relationship here that cannot be denied.

We all have many “compasses” pulling us in different directions. We enhance our wellness and wholeness when we discern what God's direction (true North) is for us at any given time in our life and when we are intentional about heading in that direction.

Wellness and wholeness must be grounded and manifested in our relationships with Christ and with one another. For Christians, individual wellness as an end in itself is a self-centered illusion. We need the support of others to attain and maintain wellness and wholeness. We cannot make this journey alone. We need the community of faith commonly called “church.”

However, wellness is a journey and not a destination. Wellness requires flexibility and creative responses to the changes and chances of life. Times of transition (such as facing the challenge of a long-term illness, moving to a new part of the country, losing a loved one through death, receiving a promotion at work, or living through a divorce) require us to pay special attention to our circumstances and intentionally make choices toward wellness and seek the support of others.

The Role of the Group in Living Compass

Living Compass Wellness Circles seek to foster authentic conversations among church members. Through these conversations, the community of faith begins to more fully reflect the biblical metaphor of “The Body of Christ.” These sorts of conversations are substantively different than the usual chats around the coffee pot following a Sunday liturgy. “Small talk” is the social lubricant for most of us—the weather, a favorite sports team, the activities of our children—but these conversations will only go so far in creating the sense of “community” many of us crave in our fragmented lives. The Living Compass process, through the power of Spirit-inspired, authentic conversations will strengthen the connections already present within a congregation and foster an abiding sense of community within those who participate in this ministry.

Furthermore, when people are intentionally seeking to make changes in their lives, research shows that **there is only a 10% chance of change when we simply hear a “good idea.” There is an 85% chance of success in making a change when we generate the idea for such change ourselves, make a plan for the change, speak the change “out loud” to others, and receive the accountability and support of others who are working toward making their own positive changes.** Living Compass is a prime example of this process for making positive changes.

B. What is Whole-Person Wellness?

The word *wholeness* comes from the same root as holy and holiness. As Christians, whole-person wellness means that we are called to seek wholeness in all aspects of our lives. We do this by allowing God and our faith to be our compass in all dimensions of our well-being. Based on the following verse that appears in both the Old and New Testaments, we know that we need to seek wholeness in heart, soul, body, and mind.

Love the Lord your God with all your heart, with all your soul, with all your strength, and with all your mind. —Luke 10:27, Deuteronomy 6:5

As this verse shows, whole-person wellness is not “new age,” but is actually a very ancient practice. For the last fifty years, wellness has become an important focus in our society. Up until very recently, however, wellness focused primarily on the physical dimension of our being. It is now common knowledge that when we spend time proactively working on our physical wellness we experience a much lower rate of disease. Whole-person wellness simply extends this idea to all of the dimensions of our lives. Living Compass provides a way for us to proactively work on each of these dimensions resulting in a much lower rate of disease and “dis-ease.”

The greatest wisdom we have learned from the field of whole-person wellness is that each of the dimensions of our being are interconnected, meaning that each affects the other.

Difficulty sleeping may be connected to any, or all, of the following:

- stress at work
- stress at home
- a sense that life has lost its meaning
- a change in diet
- the recent loss of a loved one

The whole is truly greater than the sum of the parts, and it is time we integrate and support all of the dimensions of our being as we seek to be whole and well.

C. Living Compass and Being “Well”

We don't have a health care system in our country; we have an “illness care” system. This is not just true for physical health but for psychological and spiritual health as well. Looking at the continuum below, most people do not seek help until they are experiencing symptoms and/or disability. The goal of the health care provider is to relieve disability and symptoms in order to get patients back to the neutral point. At this point, when symptoms disappear, people may stop paying attention to their health until the next time they experience symptoms and/or disability and the cycle starts all over again.



Pastors and church consultants see a similar dynamic. People usually seek out pastors when they have a crisis of faith (symptoms and disability on the continuum). Meetings with the pastor usually continue until the crisis is resolved (the neutral point). People rarely come to pastors “proactively”—to increase awareness, education and growth in regards to their faith life, although they certainly feel comfortable doing so in a class or study group.

Likewise, when are congregational consultants often consulted? Usually when the congregation is experiencing symptoms or disability related to conflict within the parish or some other kind of internal crisis. “Success” in the consultation is usually seen as getting back to the neutral point. Too often, churches are content to survive at the neutral point (no conflict or decline), although we would all agree God desires churches to be places thriving with new awareness, education, and growth on an on-going basis.

*By being part of a **Living Compass Wellness Circle**, participants are making a proactive decision to pay attention to all aspects of health and wellness—not only for themselves but, by extension, for their congregation, as well.*

II. Living Compass Key Concepts

A. Wholeness

Refers to:

the entire person: Heart, Soul, Strength and Mind.

all parts working together as they were intended to function.

Holos (holiness): All, Whole, Completely.

You shall be holy to me; for I the LORD am holy, and I have separated you from the other peoples to be mine. —Leviticus 20:26

Achieving personal wholeness develops over time. Based on the following verse that appears in both the Old and New Testaments, we know that we need to seek wholeness in heart, soul, body and mind.

*Love the Lord your God with all your **heart**, with all your **soul**, with all your **strength** and with all your **mind**. —Luke 10:27, Deuteronomy 6:5*

A very important theological point to remember is that our wholeness is a gift to us from God, given to us through Christ at our baptism. The Living Compass program helps us to respond to God's gift of wholeness by helping us to more fully manifest and live into the abundant life to which God has called us.

B. Wellness

Refers to the subjective experience of an individual as one responds to the deepest longing to be whole.

It is a “way of living,” not a destination to be achieved. A person moves in and out of wellness many times through life. The aim is to be proactive and intentional so that one's life choices (no matter how great or small) move progressively toward whole-person wellness.

The approach to wellness that is sometimes seen in our current culture borders on being narcissistic, focusing on how to create a “better, richer, slimmer me!” The Christian approach to wellness embedded in Living Compass grounds all wellness and wholeness in our relationship with God and with our neighbor. We put the “we” in wellness!

But those who wait for the LORD shall renew their strength, they shall mount up with wings like eagles, they shall run and not grow weary, they shall walk and not faint. —Isaiah 40:31

Keep your heart with all vigilance, for from it flow the wellsprings of life. —Proverbs 4:23

But the fruit of the Spirit is love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control. —Galatians 5:22-23

Beloved, I pray that all may go well with you and that you may be in good health, just as it is well with your soul. —3 John 1:2

C. Intentional

Refers to:

how people go about making decisions.

a “determination to act a certain way” (*Merriam-Webster Dictionary*).

the attention given to a specific course of action and way of living.

Living Compass empowers participants to become more “intentional” with how they live their lives. Living Compass encourages a proactive approach to daily living, not reactive. An individual can have greater influence over the direction in which his/her life is heading when she/he is personally responsible for the choices made and becomes aware of the impact of those choices on the whole of life.

D. Inside-Out

Living Compass engages people in a process of making changes from the “inside-out.” There are many “compasses” that are competing for our attention all the time, trying to direct us in different aspects of our lives, including the “compasses” of family of origin, culture, gender, work, family, and friends. As Christians, our ideal is to make Christ our Compass in all areas of our lives. This ideal is something we seek throughout our whole lives.

To live “inside out” also means that we learn to “check-in” with ourselves—our inner sense of knowing (often referred to as “the voice of the Spirit”), rather than simply following someone else’s advice on wellness and wholeness. When we learn to “go inside,” deeply and consistently, we develop an ability to listen for God’s desires for us. From this sense of inner wisdom, we can then proceed to live our lives with greater resonance as our outward life begins to take on the character we form through our relationship with our own soul and God.

III. Living Compass Coaching Tools

A. A Very Brief Overview of Motivational Interviewing (MI)

(Based on a handout: “Motivational Interviewing: How to Promote Success in Helping People Change,”
by Kristin Bell, MD, and Tomoko Tanabe, MD.)

Definition: Motivational Interviewing is a person-centered coaching style for eliciting behavior change by helping people explore and resolve ambivalence.

Basics: Motivational Interviewing is a collaborative, “expert-less” approach to coaching and facilitating change and growth. The spirit of motivational interviewing completely respects each person’s capacity for self-efficacy. The person is seen as the expert in knowing what they need to do best.

Motivational Interviewing reframes “resistance” and understands it as ambivalence. All people, relationships, and larger systems—i.e. congregations—are ambivalent about change.

The Spirit of Motivational Interviewing: MI is a method of interacting with people to assess their readiness for change and to facilitate movement from one stage to the next. This is done by addressing a person’s ambivalence about change, examining their personal pros and cons for change, and facilitating exploration of their personal barriers to change.

The tone and demeanor adopted by MI is nonjudgmental, empathic, and encouraging.

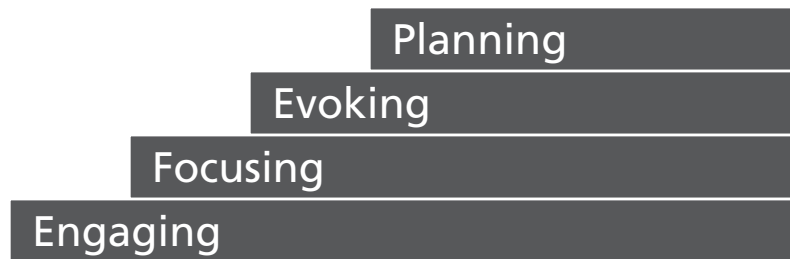
MI is used to selectively illuminate the discrepancy between a person’s desired goal and his or her current behaviors and choices.

Understanding change from the person’s point of view is an important aspect of the spirit of MI. As a facilitator, there are two particularly relevant points to keep in mind.

- Readiness to change is not a fixed personal trait, but a fluctuating product.
- The desire for change needs to be “elicited” not “imposed.”

Basic Coaching Skills based on Motivational Interviewing

Four Steps to Coach a Person toward a FAITH Step: **Engaging, Focusing, Evoking, and Planning**



1. Engaging. This step—establishing and maintaining a genuine, empathetic connection—is essential for all steps of the coaching process. To paraphrase wisdom from Theodore Roosevelt, “Until they know that you care, they won’t care what you know.”

- Use your **OARS!**
 - **O**pen-ended questions. How do you feel right now about the amount of stress in your life?
 - **A**ffirm. I admire how open you are with sharing your fears about . . .
 - **R**eflect. You want to slow your life down, but you believe that is not possible at this time. You know God forgives you, but you feel you cannot forgive yourself.
 - **S**ummarize. You feel like your job is taking over your life. You are concerned about the negative effect it is having on your health and on our family relationships. You notice that you are more irritable with people you are close with and that you are also getting sick more. At the same time, you do not see any way to work less in the current job. You are just beginning to consider the possibility of looking for a different job.
- Important qualities to cultivate:
 - Empathy
 - Desires
 - Goals
 - Hopes

2. Focusing. This step of the coaching process begins to narrow and sharpen the coachee’s focus about how they want to change and grow. Using the Living Compass tools listed below, the coach helps funnel the person’s thoughts into a more specific focus.

- The Self-Assessment is the primary Living Compass tool that begins the focusing process.
- The “Mapping Your Journey of Growth and Change” continues the focusing process.

3. Evoking. Here the coach elicits the underlying reason and motivation that the person has to change. When it comes to coaching change, clarifying the “why” is as important as clarifying the “what” and the “how.”

- Questions to ask:
 - Where is God in the midst of this change you wish to make?
 - How does your faith support you in this change?
 - What Scripture comes to mind when you think of this change?
 - What spiritual practice will help ground this change for you?
- Encourage the group by:
 - Evoking their passions, hopes, dreams, and ideals
 - “Blowing on the spark!” of their desires, hopes, motivation, excitement, and reasons for change

4. Planning. As Benjamin Franklin said, “If you fail to plan, you are planning to fail.” This last step in the four step MI coaching process helps the person create specific action steps they will take within the next week.

- FAITH Steps (*see page 37 for more information*)
- Guiding the person to create a FAITH Step and sharing that FAITH Step with the group

The MI Preparation Prayer

*Guide me to be a patient companion
To listen with a heart as open as the sky.*

*Grant me vision to see through your eyes
And eager ears to hear your story.*

*Create a safe and open meadow in which we may walk together.
Make me a clear pool in which you may reflect.*

*Guide me to find your beauty and wisdom
Knowing our desire to be in harmony—healthy, loving, and strong.*

*Let me honor and respect your choosing of your own path
And bless you to walk it freely.*

*May I know once again that although you and I are different
Yet there is a peaceful place where we are one.*

—Adapted from the Motivational Interviewing Meditation,
Rollnick and Miller, 1995

B. The Stages of Change: *Change as A Process*

Change is a process that occurs in predictable stages. Knowing what stage a person is in is essential to helping discern the FAITH Step they wish to create for themselves. The Stages of Change are explained on these two pages.



—graphic adapted from *The Transtheoretical Model*, Prochaska & DiClemente, 1983; Prochaska, DiClemente, & Norcross, 1992

Pre-contemplation. This is the entry point of a person, family, or organization/congregation into the change/growth process. They have not even considered the prospect of change and are unlikely to perceive a need for change. It is usually someone else who perceives a problem. At this stage, they are not likely to respond positively to suggestions to change. The “soil” is hardened and not ready for change. The Living Compass Self-Assessment often serves to move people from this stage to Contemplation.

Jesus asked them, “Do you have eyes but fail to see, and ears, but fail to hear?” —Mark 8:17

Contemplation. Once the person, family, organization/congregation has some awareness or desire for a need to change/grow they then enter this stage. This is often a state of ambivalence, where they both consider change and reject it at the same time. In this stage the talk is back and forth between the need for change/growth. They talk for it and against at the same time. There is thought about changing, but not specific plans.

Be transformed by the renewing of your mind, so you will be able to discern God’s will. —Romans 12:2

Preparation. In this stage the focus begins to change from the need/problem to possible solutions, from the past to the future. There is now a window of opportunity where the person, family, or organization/congregation has resolved their ambivalence enough to consider making a change. In this stage they are now talking more and more about the change. They are also seeking out resources and other like-minded people and/or facilitators to help support the intended change and growth.

Be strong and courageous; do not be frightened and do not be dismayed, for God is with you wherever you go. —Joshua 1:9

Action. In this stage the individual, family, or organization/congregation is ready to change/grow and has in fact begun concrete steps to make the change a reality. In the Living Compass program, this is what FAITH Steps are all about. It is important that the actions taken are focused and achievable. The motto for this stage is, “nothing changes if nothing changes.” The person/family/organization/congregation is most vulnerable to stumbling at this stage and so there is need for strong support and encouragement.

Faith, by itself, if it does not have works, is dead. —James 2:18

Maintenance. Once the person, family, organization/congregation has maintained a desired change and growth for an extended period of time (somewhere in the range of three to six months) there is good evidence that the change will be a lasting change. At this point the change has become a new habit, something that doesn’t require a great deal of conscious thought and energy, but rather something that is just what they do. Before you know it, they might even find themselves saying, “oh, that’s the way we’ve always done it!”

Set your mind on things above, not things below. —Colossians 3:2

What Stage of Change Do These Statements Represent?

1. “I’m always stressed out, but what else is new? Everyone I know is stressed out, too.”
2. “I’m going to try going to bed earlier so I can get up and try working out in the morning.”
3. “I don’t like feeling tired all the time, but I’m wondering what, if anything, I can do about it.”
4. “I am going to start a gratitude journal this week and write three things I am grateful for in it each day.”
5. “I can’t believe how good I feel since I rebalanced my work schedule 6 months ago.”
6. “I worry so much of the time, and my friend always seems to be able to just let things go—I wish I had what she has.”
7. “I’ve lived this long without watching what I eat or exercising, so I don’t need to start now.”
8. “I see no need for going to church—I can believe in God without going to church.”
9. “I’m going to walk on the treadmill 3 times for 30 minutes over the next week.”
10. “Sometimes I think about reading the Bible more often, but I don’t think it really matters to God whether I do that or not.”
11. “Sometimes I think about reading the Bible more often—I’m going to talk to my rector to see if she has any good suggestions for how to start doing this.”
12. “I heard about a new app that helps you budget and keep track of your finances. I’m going to download it and check it out.”
13. “My friend really likes his church. I’ve been thinking about going back myself—I’m going to have lunch with him and ask him about his church.”

1. PC 2. P 3. C 4. A 5. M 6. C 7. PC 8. PC 9. A 10. C 11. P/A 12. P/A 13. P/A

IV. Guidelines for Facilitating a Group

A. Facilitating the Living Compass Process

The following pages are meant to help support you as you facilitate your Wellness Circle over the six-week session. The potential for participants to make self-directed changes in their lives can be maximized by their experience in the group. Therefore, as a facilitator, you are charged with an exciting and rewarding role as you smooth the way for people to engage fully in the Living Compass process and become intentional about increasing their wellness. Thanks for being willing to engage in the process.

The role of the facilitator is to organize and support the group, to oversee the sessions, and then to get out of the way! Of course you are very important and the group wouldn't happen without you, but you do not need to be an expert in any way to be a facilitator. Instead, **you are much like a midwife who helps guide the process and makes sure that the group is coming along in a safe and productive way.** You will be the one who makes sure that everyone has materials, understands the process, has enough time to speak, and follows the rules regarding such things as giving advice and not monopolizing the conversations. You will be in charge, but in no way are you expected to give advice or tell the participants how to make decisions.

Living Compass is based on the belief that the participant is the “expert” in his/her life and that every participant is creative, resourceful, and whole and can determine what to do differently.

Living Compass facilitators guide and coach the group, rather than direct or teach it. You create the space for the participants to experience what is happening within themselves and amongst themselves rather than creating the experience for them. The focus is on the participants, not the facilitator. Think of yourself as a “Guide by their side,” not a “Sage on the stage.”

As facilitators, you may be a participating member of the group or serving only as the facilitator. If you do choose to participate, it is recommended that your FAITH Steps focus on something a little “lighter” emotionally in order to keep the primary focus of the Wellness Circle focused on the other participants.

Whatever is most comfortable is what you should do! Whatever the case, it is important to be gentle with other people's stories and be a positive presence for them. Facilitators have an opportunity to show kindness to people by embracing them as they are, while they figure out where they are going.

B. Understanding Facilitator Responsibilities

- Organizing the group: arranging appropriate time and place, advertising the group and/or inviting participants, securing needed materials, and attending all six sessions.
- Ensuring that the integrity and purpose of Living Compass are upheld.
- Setting expectations and consistently following and abiding by those expectations.
- Providing and maintaining a safe, judgment free, and open environment where all participants feel welcomed, valued, and respected.

C. Facilitating is Not:

- **Therapy.** Therapy focuses on healing pains and dysfunctions. Living Compass focuses on each individual generating growth that is strategic and action focused.
- **Consulting.** Consultants help diagnose a problem and prescribe appropriate solutions as an expert. Living Compass facilitators help participants find their own solutions and encourage them to be the expert in their own lives.
- **Training.** Trainers are instructors hoping to achieve specific objectives. Living Compass facilitators, instead, guide the participants to create their own goals and objectives.
- **Mentoring.** Mentors use their own experiences in specific areas to guide individuals. Living Compass facilitators guide a process.

D. Managing Group Dynamics

All groups take on their own personality and energy. As a facilitator, it is imperative that you tune into your group and align with the energy of the group. Furthermore, building rapport and trust with group members is a continual process as a facilitator. Ways to build rapport and trust:

- Warmly greet each participant when they enter the room.
- Call on participants by name.
- Remember key issues and concerns participants discuss and refer back to them throughout the six weeks. Let the participants know you are listening deeply to each one of them.
- Use feedback appropriately. For example, thank a person for sharing, compliment when opportunities arise, or ask a participant to repeat something important that he or she just shared for emphasis.
- Listen to the feelings and needs of group members.
- Reflect back what you hear the group members saying to ensure understanding.

E. Managing Participants Who Require Special Attention

1. Talkative Person

- Affirm to the participant that you “hear” them and are listening by reflecting back or bottom lining what they are saying and then move on.
- Don’t look at this person when asking a question.
- Thank the person for their positive contribution, and then ask for others to share.
- If it continues, talk to the person privately outside of the session.

2. Person Who Is Extremely Quiet

- Watch for signs that the person wants to participate, and engage them at that time.
- Respect their desire to not share much, but trust they may be benefiting from the session despite their silence.
- Connect with them before or after the group time.

3. Person Who Has Difficulty Coming Up with Ideas for Growth

- Resource the group for ideas.
- Acknowledge their concerns.
- Ask them if this may mean that they need to focus on another part of the Living Compass.
- Ask them to observe his/her family life this week and see if there is anything that he/she might want to be different.

4. Person Who Is Not Committed to the Program

- Ask the person privately what obstacles they may be facing in completing their homework or sharing in the Living Compass process (refrain from judgment).
- Help the person create small steps to make changes.
- Resource the group.
- Move on; don't offer too much attention to this person because it denies others who are prepared and committed to full participation.

5. Person in Crisis

Require that the person be working with a professional (physician, clergyperson, psychotherapist, etc.) if they wish to continue in the group.

- Help the person focus on one goal that can encourage self-care while in this crisis.
- In private, suggest that Living Compass may not be appropriate for them at this time. Offer resources that can help the person with their particular issues (clergy engagement, therapy, etc.).

6. Person Who Cries

- Give them time to gain composure.
- Offer them some Kleenex.
- Give them permission to excuse themselves if they need to.
- Don't draw more attention to the fact that they are crying.
- Try to clarify what they have shared.

F. Using Important Facilitator Skills

1. **Active Listening:** Focusing completely on what the participant is saying and repeating back what was heard for clarity.

Ways to actively listen include: Summarizing, paraphrasing, and repeating back what was said. This helps clarify things for the facilitator and for the participant. Summarizing the basic truth that is being communicated is useful when a participant engages in long explanations/stories.

2. **Questioning Past Successes:** Using open-ended questions. These are not yes or no questions, but questions that allow for honest answers regarding thoughts. These questions that can begin with who, what, when, where and why to help reveal information needed to build awareness for the participant.

If the participant is stuck, asking a question about past successes can help them feel more confident. It will also help them get unstuck when having trouble coming up with an idea for change.

For example, a person wants to start exercising and states, “I hate to exercise so I have no clue what to do for exercise.” The facilitator could ask, “What are some things you have done in the past to exercise? When you were a kid, what kind of activities did you enjoy?”

3. **Goal Setting:** Ability to assist participants in setting and maintaining reasonable goals.

Participants in Living Compass create their own goals and action steps. However, sometimes the goals or FAITH Steps (Focused, Action-Oriented, Inspired, Time-Specific, Heartfelt and Honest) appear unreasonable or unmanageable. (See page 37 for more information on FAITH Steps.)

For example, a person wants to get more organized at home and decides to take two hours every day for a week to do so. In theory, it sounds like a good FAITH Step, but the likelihood of success is small because it lacks the components of a FAITH Steps. As a facilitator, you could help the participant make it more manageable by asking questions, such as:

“What time of day do you plan to do your organizing?” “Do you have time to set aside two hours a day to organize the way your day is organized now?” “What area of the house could you focus on for this week?” If the participant is open, they can resource the group for ideas to make their FAITH Step more manageable and realistically doable.

4. **Resourcing the Group:** With the participant’s permission, asking group members for thoughts or suggestions.

When a participant is stuck, asking the group for their comments or suggestions can help the participant create awareness and become unstuck. It is important to remind the group not to give advice unless it has been asked for.

5. Providing Unconditional Positive Regard: Facilitator skills are used in a judgment free manner and focuses on the participants’ strengths.

Facilitators must keep the participants’ best interests in mind at all times and communicate positively without judgment. Language should be friendly and supportive.

For example, if someone says, “I was not good this week, I didn’t do any of my homework.” The facilitator could say, “I hear your disappointment. What do you think got in the way of you completing your goal?” This is very important, as people tend to get down on themselves when they are not making the kind of progress that they would like to see.

6. Celebrating: Facilitators encourage participants to celebrate their small successes.

Unfortunately, many people wrestle with tremendous shame. Unmet expectations can induce this shame. Shame is not productive and is a dangerous motivator. Living Compass asks people to set realistic expectations and celebrate the small changes they make.

You can encourage your group to celebrate completing a FAITH Step by changing a thought pattern or finding new awareness about themselves. Celebrating looks like a compliment, “Congratulations for managing your emotions when your son was rude to you. I know you have been working on that!”

List some skills you believe to be your strengths that will help you as a facilitator.

What aspects (biases, anger, personality traits, etc.) of yourself could potentially compromise the experience for a participant? It is good to be aware of this so you can then work on not letting it happen.

G. Facilitator Checklist

1. Create a safe, supportive, friendly and confidential environment.

- There is NO ROOM FOR JUDGMENT.
- Explain confidentiality. What is talked about in the group needs to stay in the group.
- Remain friendly and open and maintain a sense of humor.
- Ask participants to use discretion when sharing and to not share something they will regret or feel embarrassed about after the session. This will mean reminding group members to choose steps that they feel comfortable sharing with the group.
- Remind them that if they have a pressing issue that is too private to share, they may want to speak to a clergy person for assistance in finding other help.

2. Stay within the allotted group time.

- Have materials ready: music, workbooks, handouts, etc.
- Be mindful of the time throughout the session.
- Announce how much time each person has before beginning to share and enforce that.
- Show the group that you are aware of the time by glancing at the clock or your watch, etc.
- Ask a member of the group to help manage the time.
- Maintain a flexible and focused agenda, keeping the group on task but being flexible within the structure.

3. Manage the expectations of the group.

- The group will meet for six weeks and they will get started on making changes during that time period. However, significant changes will take more time and more intentionality.
- If they want to continue to work on making changes they may want to join another Living Compass group when another one is offered or possibly get a personal coach for support.
- Getting headed in the right direction is the first step, and they are to be applauded for taking that first step!

4. Explain the six-week program and help set realistic expectations.

- In six weeks, participants may make progress but should not expect radical changes.
- Living Compass provides a process of self-awareness and growth. The six weeks are the beginning experience for this process where participants begin to live into a greater sense of family wellness.
- Explain the agenda for each session as the session starts.
- Explain, in detail, the “Mapping” section during the first session and as a review if needed.
- Living Compass is a GROUP coaching program. Express the importance for participants to monitor the amount of time they each take to share and not go beyond the allotted time for each person. Inform the group that as a facilitator, you will help the group be mindful of the time.
- Ask participants in the initial session what they are hoping to get from the program. Try to remember and refer back to their answers throughout the six weeks. This helps create awareness for the participant as well as build trust with the facilitator.

5. Go over the ground rules.

- Be on time.
- Let everyone have a chance to speak without being interrupted.
- Keep discussions confidential.
- Invite participants to create additional ground rules as they may have ideas that are important to them.

6. Monitor group dynamics.

- Tune into the energy and flow of the group. Sometimes, a group may spend more time on one section than another.
- Be inclusive, making sure everyone feels comfortable.
- Remember that the group members are responsible for their own achievements.
- Let group members support one another while avoiding giving advice.

7. Identify the “inner-critic.”

- Help participants to approach their changes and process with positive language and thoughts.
- Identify when the inner critic (shame, self-deprecating comments) shows itself and gently help the participant become aware of this.

8. Guide the session, do not control it.

- Let go of the outcome of each session and for each participant.
- God will lead the way!

9. Remember to get out of the way.

- Set the tone and energy for the group.
- Explain your role as well as the role the participants play.
- Inform the group of any changes that could arise.
- Identify any changes in the direction of the group and normalize it.
- Set a positive tone can help ease any concerns that may arise during the six weeks.

EXPLORING Living Compass



V. Dimensions of the Living Compass “Compass”



The “Compass” for Living Compass points us toward the four dimensions of our being: Soul, Heart, Strength, and Mind. These dimensions are interconnected—each one affects the other. We are not compartmentalized people. The different parts of our lives are intricately woven together. Whatever impacts one dimension of our lives (positively or negatively) has an impact upon the other dimensions—the waves of change in one area of our lives invariably washes upon the shores of the other areas.

Each of the four dimensions on the Compass contains two areas of focus. The goal of Living Compass is to provide individuals with a dynamic tool that will assist them in their search for balance and wellness in their lives. The following scripture verses, inspiring quotes, and questions are offered to help you better understand each dimension.

A similar description of the eight areas of whole-person wellness in the Living Compass program is found within the Living Compass self-assessment in the Faith and Wellness Participant Workbook.

Soul: The spiritual dimension of human existence. The two areas of focus are *Spirituality* and *Rest & Play*.

1. **Spirituality.** Refers to a person's life and activity in relationship to God, and to oneself, other people, and all things in reference to God (*Dictionary of Pastoral Care and Counseling*, p. 1221).

We were born to make manifest the glory of God that is within us. It's not just in some of us, it's in everyone. —Nelson Mandela

When you recover or discover something that nourishes your soul and brings joy, care enough about yourself to make room for it in your life. —Jean Shinoda Bolen

Be still and know that I am God. —Psalm 46:10

Do not worry about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus. —Philippians 4:6-7

We are not human beings having a spiritual experience, but spiritual beings having a human experience. —Teilhard de Chardin

Reflect on the following questions related to spirituality.

- **Personal, Regular Spiritual Practices.** Do you have a personal spiritual practice? These could include daily prayer, devotions, meditation, journaling, walking in nature, Bible study, reading, etc. How often do you do these things?
- **Participation in a Faith Community.** Are you active in a church community? Do you attend regularly? Do you attend classes to enrich your spiritual life? Are you a “consumer” in your faith community, or do you regularly give back and help serve others?
- **The Practice of Forgiveness.** Do you need to forgive or seek forgiveness from any of the following people: someone from your family of origin, a current family member, a friend, or a colleague? Do you struggle with forgiving yourself in any way? Do you fully receive the forgiveness that God has offered and continues to offer you?
- **Life Purpose.** Do you feel that God has a purpose for your life? Do you live in alignment with that purpose?

Soul

2. Rest & Play. Refers to how people choose to invest time outside of their everyday work, demands, and responsibilities, and how they have fun and rejuvenate themselves.

Laughter is a holy thing. It is as sacred as music and silence and solemnity, maybe more sacred. Laughter is like a prayer, like a bridge over which creatures tiptoe to meet each other. Laughter is like mercy; it heals. When you can laugh at yourself, you are free. —Ted Loder

You can discover more about a person in an hour of play than in a year of conversation. —Plato

Remember the sabbath day, and keep it holy. For six days you shall labour and do all your work. But the seventh day is a sabbath to the Lord your God; you shall not do any work. —Exodus 20:8

People who cannot find time for recreation are obliged sooner or later to find time for illness. —John Wanamaker

The time to relax is when you don't have time for it. —Sydney J. Harris

A cheerful heart is a good medicine. —Proverbs 17:22

Tension is who you think you should be. Relaxation is who you are. —Chinese Proverb

Telling people how busy you are has become a badge of honor in our culture. We are moving so fast at times that we forget how important rest and play are to our wholeness.

Reflect on the following questions related to rest and play.

- How often do you play?
- What were the attitudes of your family of origin about play?
- How do you play?
- Do you use part of your resting time to connect with God?
- Do you play alone or with others? Who?
- Do you take time to recreate every week or weekend?
- Do you take all of your allotted vacation time?
- Do you truly re-create on your vacation?
- Do you have hobbies that you enjoy?
- Is your play re-creative—specify how?
- Do you get enough sleep on a regular basis?

Heart: The emotional/relational dimensions of our lives. The two areas of focus are *Emotions* and *Relationships*.

3. Handling Emotions. Refers to the level of self-awareness and “emotional intelligence” one has.

Feelings are much like waves; we can't stop them from coming but we can choose which ones to surf. —Jonatan Mårtensson

Be angry but do not sin; do not let the sun go down on your anger. Put away from you all bitterness and wrath and anger and wrangling and slander, together with all malice, and be kind to one another. —Ephesians 4:26, 31

The walls we build around ourselves to keep sadness out, also keep out the joy. —Jim Rohn

For everything there is a season . . . a time to weep, and a time to laugh; a time to mourn, and a time to dance. —Ecclesiastes 3

People will forget what you said. People will forget what you did. But people will never forget how you made them feel. —Bonnie Jean Wasmund

Let's not forget that the little emotions are the great captains of our lives, and we obey them without realizing it. —Vincent Van Gogh

Much has been written in recent years about emotional intelligence. It is now clear that the higher our “EI,” or emotional intelligence, the greater satisfaction we will experience in other areas of our lives. A high degree of emotional intelligence is characterized by the ability to stay calm and centered even in the midst of a strong emotional force field around us. Such a person can choose their responses rather than be overtaken by a “knee jerk” reaction. While one’s IQ cannot be raised significantly, the good news is that one’s “EI,” one’s emotional intelligence, can be raised.

Reflect on the following questions related to emotions.

- Are you handling your emotions or are they handling you?
- Are you comfortable feeling and expressing the full range of emotions: sadness, fear, anger, joy, etc.?
- Do your emotions “get the best of you” causing you to say or do things you later regret?
- Are you ever concerned that you might be suffering from depression or anxiety?
- Would you be comfortable seeking help if you were troubled by emotions?
- Are you comfortable listening and being present to someone else who is hurting or upset or very emotional?
- In the words of the Serenity Prayer, how well do you “accept the things you cannot change, have the courage to change the things you can, and the wisdom to know the difference?”

Heart

4. Relationships. Refers to the ability to create and maintain healthy, life-giving connections with others.

Love is patient; love is kind; love is not envious or boastful or arrogant or rude. It does not insist on its own way; it is not irritable or resentful; it does not rejoice in wrongdoing, but rejoices in the truth. It bears all things, believes all things, hopes all things, endures all things. —1 Corinthians 13:4-7

Beloved, let us love one another, because love is from God; everyone who loves is born of God and knows God. Whoever does not love does not know God, for God is love . . . Beloved, since God loved us so much, we also ought to love one another. No one has ever seen God; if we love one another, God lives in us, and his love is perfected in us. God is love, and those who abide in love abide in God, and God abides in them. —1 John 4

The family. We were a strange little band of characters trudging through life sharing diseases and toothpaste, coveting one another's desserts, hiding shampoo, borrowing money, locking each other out of our rooms, inflicting pain and kissing to heal it in the same instant, loving, laughing, defending, and trying to figure out the common thread that bound us all together. —Erma Bombeck

Call it a clan, call it a network, call it a tribe, call it a family. Whatever you call it, whoever you are, you need one. —Jane Howard

Sometimes our hearts get tangled And our souls a little off-kilter Friends and family can set us right And help guide us back to the light. —Sera Christann

Our family and friends know us best. Think of the wizard in the “The Wizard of Oz.” Our family and friends see the insecure “man behind the curtain” even though we may be able to hide behind a public persona with the rest of the world. I once heard a wise preacher say, “Don’t ask me if I am a good Christian. Ask my family, friends, and colleagues because my relationships with them are the best measure of how fully I am living my Christian faith.”

Reflect on the following questions related to relationships.

- How transparent and authentic are you in your relationships?
- Are you comfortable being vulnerable with those to whom you are closest?
- Do you turn to others for help and support when you need it, or are you more of a “Lone Ranger?”
- Is there at least one person in your life with whom you can be fully yourself?
- Do you have any old, unresolved wounds from your family of origin that affect the quality of your relationships today?”

Strength: The physical dimension of our lives. The two areas of focus are *Care for the Body* and *Resilience* (dealing with stress).

5. Care for the Body. Refers to the intentional and proactive practice of building habits that create physical and mental health and wellness.

Or do you not know that your body is a temple of the Holy Spirit within you, which you have from God, and that you are not your own? For you were bought with a price; therefore glorify God in your body. —1 Corinthians 6:19-20

We do not stop exercising because we grow old—we grow old because we stop exercising. —Kenneth Cooper, M.D.

But they that wait upon the Lord shall renew their strength: they shall mount up with wings as eagles; and they shall run, and not be weary; and they shall walk, and not faint. —Isaiah 40:31

Don't dig your grave with your knife and fork. —English saying

If I knew I was going to live this long, I'd have taken better care of myself. —Mickey Mantle

Being our best through generous self-care is the finest way to be of service to others. —Margaret Stortz

Our culture puts a great deal of emphasis—quite often too much emphasis—on physical wellness and body image. Yet, sometimes, as Christians, it seems that we have placed too little emphasis on the care we need to take for our own physical well-being. We are clearly called to care for our bodies as “temples of the Holy Spirit”—not obsessing over our appearance, but exercising good stewardship of our bodies as gifts from God.

Reflect on the following questions as they relate to caring for our bodies.

- Are you handling your emotions or are they handling you as they relate to food and self-care?
- Are you mindful about your nutrition and eating patterns, eating what you know to be healthy?
- Are your eating choices primarily conscious or unconscious?
- Are you getting enough exercise?
- What role do alcohol or other drugs play in your life? Are you content with that role?
- Are you consistent about going to the doctor and dentist for regular checkups and care when needed?
- Are you comfortable with your sexuality, your sexual needs and how you meet them?

Strength

6. Stress Resilience. Refers to the way different levels of stress and transitions are handled.

Come to me all you who are weary and burdened, and I will give you rest. —Matthew 11:28

You don't get ulcers from what you eat. You get them from what's eating you. —Vicki Baum

Yea, though I walk through the valley of the shadow of death, I will fear no evil: for thou art with me; thy rod and thy staff they comfort me. —Psalm 23:4

Is everything as urgent as your stress would imply? —Carrie Latet, poet

No one can get inner peace by pouncing on it. —Harry Emerson Fosdick

Adopt the pace of nature, her secret is patience. —Ralph Waldo Emerson

When it rains, I let it. —A 113-year-old man when asked about his secret to a long life

Stress resilience has to do with how well you deal with two separate aspects of your life. The first is how you emotionally and spiritually negotiate significant changes and transitions (planned and unplanned). The second is how well you manage stress in general in your life. Being highly “resilient,” which means to “bounce back, or spring back to shape or form,” implies that we have taken the time and allowed ourselves to do the hard work of fully working through the stages of accompanying grief any time we have a significant change in our lives. Too often we try to avoid these feelings, which seems like a good idea in the short term, but will always limit our emotional and spiritual wellness in the long run.

Are you a stress “junkie”—a person who thrives on having high levels of stress all the time? This kind of person seems to thrive on stress and intensity, getting a “high” from living in the “fight/flight” mode most of the time. It is indeed possible to do okay in this way for a short time, but eventually the presence of chronic stress chemicals will cause a decrease or breakdown in functioning across all dimensions of one’s life.

Reflect on the following events and their possible contribution to stress in your life.

- Divorce or break up
- New relationship
- New child in the family
- New job or loss of job or change of job
- Financial Stress
- Major health issue in yourself or a loved one
- Death of a loved one
- Child leaving home Blending families
- Move to a new location
- Recent accident or injury
- Work stress
- Unemployment or other work problems

Mind: The mental/missional dimension of our lives. The two areas of focus are *Vocation* and *Organization*.

7. Vocation. Refers to how aligned a person's life purpose is with their faith and with the unique gifts and talents given by God. It also includes how satisfied they are with their work. This includes paid work, volunteer service, and any educational/enrichment activities.

... be transformed by the renewing of your minds. —Romans 12:2

Some people, for the sake of getting a living, forget to live. —Margaret Fuller

Three Rules of Work: Out of clutter find simplicity. From discord find harmony. In the middle of difficulty lies opportunity. —Albert Einstein

All must test their own work; then that work, rather than their neighbor's work, will become a cause for pride. —Galatians 6:4

Nothing will work unless you do. —Maya Angelou

Everyone thinks of changing the world, but no one thinks of changing himself. —Leo Nikolayevich Tolstoy

This is the true joy in life—being used for a purpose recognized by yourself as a mighty one; being thoroughly worn out before you are thrown on the scrap heap; being a force of nature instead of a feverish selfish little clod of ailments and grievances complaining that the world will not devote itself to making you happy. —George Bernard Shaw

The word vocation comes from the same root as “voice” or “vocal” and refers to a sense of calling. Having a clear sense of vocation is not just for religious “professionals,” but is an ideal for which everyone can strive. When we have a clear sense of God's call and purpose for our lives, then we can work to align all areas of our life with that call and purpose. The more aligned we are with our core purpose and calling, the greater degree of wellness and wholeness we will experience.

Think about the following questions as they relate to your vocation.

- Is the work/schooling/service you do congruent with your values and beliefs?
- Do you have a sense of purpose in your work/schooling/service?
- Do you see how your work/schooling/service fits into the bigger purpose of your life?
- How do you relate to those with whom you work, serve or go to school?
- Are you growing in your work/service/schooling?
- Do you intentionally seek opportunities for growth and learning?
- Do you see a connection between your faith and your work/service/schooling?

Mind

8. **Organization.** Refers to keeping track of and making good use of possessions, money, and time.

The plans of the diligent lead surely to plenty, but those of everyone who is hasty, surely to poverty.
—Proverbs 21:5

For which of you, intending to build a tower, does not first sit down and estimate the cost, to see whether he has enough to complete it? Otherwise, when he has laid a foundation and is not able to finish, all who see it will begin to ridicule him, saying, “This fellow began to build and was not able to finish.” —Luke 14: 28-30

The trouble with organizing a thing is that pretty soon folks get to paying more attention to the organization than to what they’re organized for. —Laura Ingalls Wilder

Science is organized knowledge. Wisdom is organized life. —Immanuel Kant

The key is not to prioritize what’s on your schedule, but to schedule your priorities. —Stephen Covey

Time is the coin of your life. It is the only coin you have, and only you can determine how it will be spent. Be careful lest you let other people spend it for you. —Carl Sandburg

Being disorganized can be both a symptom and a cause of stress in our lives, whether it be disorganization of our possessions, time, environment, finances or planning. Everything becomes harder and requires more time when we are not organized. A vicious cycle can be established if we become more stressed due to not being organized, which in turn may cause us to be even less organized, which in turn will most likely cause more stress.

So much for the “bad news” The good news is that anyone can make immediate progress in becoming better organized once they set their intentions to do so and once they ask for the support and coaching of others. Whatever patterns we have around organizing our time, money, “stuff,” etc. are simply learned habits, and like all habits they can be changed.

Research has shown that on average it takes thirty days to form a new habit. In *The Seven Habits of Highly Effective People*, Stephen Covey writes about what he calls the “tyranny of the urgent.” By this he means that people often are so overwhelmed with all that they are trying to do in the now that soon everything seems like it is urgent and they lose their ability to plan and prioritize. One of the symptoms of getting caught up in the “tyranny of the urgent” is that it feels like we are wasting time if we take time out to plan and prioritize. In the end, planning and prioritizing will save us time and make our lives much calmer, but it is so hard to realize this when we are caught up in our constant busyness.

Reflect on the following question related to organization.

- How well do you organize all the important things in your life? For example, time, calendar, finances, living space, meals, grocery shopping, work, errands, important papers; and documents such as wills, titles, and birth certificates.

VI. The Living Compass Self-Assessment

Facilitators will benefit from taking the Self-Assessment, starting on page 20 of the *Faith & Wellness Workbook for Adults*, before Session 1. Participants will be asked to take the Living Compass Self-Assessment during Session 1. If you prefer a digital format, additional Self-Assessments are available for free online at livingcompass.org.

The Living Compass Self-Assessment is at the core of the Living Compass ministry. (Refer to Section V to learn about the dimensions of the Living Compass.) Many participants report that this is one of the most enlightening parts of the entire experience. The overall results, or sometimes just one question/statement from the Self-Assessment, often opens up a whole new level of awareness and desire for change in a person.

The Living Compass Self-Assessment is a **present-moment “snapshot”** of a person’s current state of wellness and life balance. It simply reveals the areas of a person’s life to which he or she has been paying attention and the areas to which he or she has not been giving much attention. The Self-Assessment also reveals how the areas of wellness are interconnected and how one area affects another area.



VII. Mapping Your Journey of Growth and Change

Once the Self-Assessment is taken, each week participants will map out the changes they want to make and how. The process of doing this includes 4 specific steps:

- Stop** Pausing your life to make the time to participate in Living Compass. Each day, Living Compass asks for you to stop and reflect on your goals and FAITH Steps.
- Look** Taking a deeper look at your life as it is right now. Use the Self-Assessment tool as a mirror to reflect back to you and your current state of wellness and balance.
- Listen** Taking the time to listen to God within you to discern the changes you are being called to make.
- Proceed** Committing to the specific FAITH Steps that will lead to a greater sense of well-being and wholeness in your life.

Note ... Note ... Note

The following three pages are taken directly from the *Living Compass Faith & Wellness Workbook for Adults* and illustrate the Mapping Process as it takes participants from Self-Assessment to FAITH Steps.

Suggestions for guiding participants through each element of the Map are numbered and noted on each page.

Mapping Your Journey of Growth and Change

To be completed between Sessions 1 and 2

- 1** List 2-3 areas of high satisfaction from your Living Compass Self-Assessment.

- List 2-3 areas of low satisfaction from your Living Compass Self-Assessment.

Give some intentional thought to the following questions and then pick the dimension of whole-person wellness that you would like to address in this program.

- If you think of your shaded Compass as a garden, what area do you think is in need of some additional watering right now?
- What area do you feel most motivated to work on?
- What dimension do you feel a strong sense of urgency about?
- What area do you feel you are being “called” to work on?

- 2** Area of whole-person wellness you wish to address in this program.

- 3** “You Are Here” | Describe where you are right now in your life in this area of wellness.

“Wish You Were Here!” | Describe what it will be like when you are where you and God want you to be in this area of wellness.

SESSION 1: Whole-Person Wellness

5

1 Guide the participants away from talking about their “strengths and weaknesses” and instead talk about **areas** of higher or lower satisfaction and areas of the “garden that they have been watering and those that are perhaps a bit wilted for lack of watering.” It is important to note and affirm the areas of higher satisfaction, the areas of the Compass that they have been “watering,” and to note that these will be different for each member of the group.

2 Even though they may want to work on several areas of the Compass, explain it is important to start by focusing on just one area. They can switch to a different area during the six-week program, but

they must choose one to start with. It is good for them to choose an area that they feel “called” to work on, to “water.” The area they choose does not have to be the one with the lowest score.

3 In terms of the four steps of coaching using the Motivational Interviewing model, this is the “Evoking” step. You are guiding them to name how it will be different for them when they make the changes they are feeling called to make. This evokes their motivations for wanting to do the hard work of growth and change.

1 Talking about the Faith Connection is what makes the Living Compass approach to wellness distinctive. This also taps into evoking their reasons for changing/growing, and it also encourages them to ground their growth by deepening their faith. If a tree wants to grow new branches, it will also need to grow new and deeper roots to support that growth.

2 This is now moving toward the “Planning” step of Motivational Interviewing coaching. Asking about support of others alerts the participant that the changes they are seeking to make may directly affect others and they are wise to be proactive in gaining help and support.

3 When a person can predict the challenges they will face when making a change, there is a better change they will overcome that challenge when they encounter it. If that challenge might arise with someone else in the participant’s life, this reminds them it is important to talk to them proactively to seek their support.

4 FAITH Steps—see next page.

1 The Faith Connection | As Christians, it is important to connect the growth and change we are seeking with our faith. Many people have found it helpful to choose a Bible verse and/or a spiritual practice to strengthen and inspire them on their journey of growth and change. To spark your thinking, we have included ideas for Bible verses and spiritual practices in the back of this workbook on pages 36-38. Feel free to come up with your own! In the space that follows, write down a Bible verse and/or a spiritual practice that you believe will help you make a connection between your faith and the changes you want to make.

2 Support from Others | Are there others outside your Living Compass Wellness Circle whose support you will want or need?

3 Challenges | What resistance within yourself or others might arise on your Journey of Growth and Change?

4 FAITH Steps | List one or two FAITH Steps you feel ready to make this week. Remember that FAITH steps are: Focused, Action-Oriented, Inspired, Time-Specific, and Heartfelt and Honest. (See below for a detailed description of FAITH Steps). Also remember that a FAITH Step can be a thought, word, or deed, or any combination of these three.

1 Creating a FAITH Step is the essential “Planning” step of the four step Motivational Interviewing coaching process. This is what participants will share as they check in each week. It might be helpful to role play several FAITH Steps with the group by asking them, “What would an example be of a possible FAITH Step for someone who wants to work on the Spirituality, or Rest & Play, or Care for the Body area of the Compass?”

This will give them several general examples of what FAITH Steps are. At the same time though, make it clear that no one else can make a FAITH Step for them. It must come from the “inside, out” and must be something each individual feels called to do. Three people in your group might all be working on the Rest & Play area of the Compass, but each will have their own unique, individual FAITH Step that is right for them.

Remember, advice is never encouraged from group members, or the facilitator. The participants can choose to “resource the group” though as they make their FAITH Step. For example, a person decides they want to take an introductory yoga class, but has no idea where to find such a class, and so they “resource the group” by asking if anyone has a recommendation for a good introductory yoga class in the area.

1 FAITH Steps are:

- specific thoughts, words, and/or deeds intended to connect your faith with your everyday life.
- based on the principle that we have “to do different in order to get different.”
- what turn your goals into reality.
- things you feel God is calling you to do AND are things you want to do.
- things YOU feel confident you will be able to achieve.
- action-specific. For example, “I will spend 10 minutes a day in quiet meditation,” as opposed to “I will be more relaxed this week.”

And, remember, FAITH steps need to be shared out loud with others in order to maximize your success in doing them.

FAITH Steps

F	FOCUSED. The step will be narrowly focused. “I will walk for 30 minutes three days this week” vs. “I need to start getting some exercise.”
A	ACTION-ORIENTED. I will do something that is observable and measurable. I will not just think about doing something.
I	INSPIRED. I feel that God wants me to take this step, and I feel inspired by God to do it.
T	TIME-SPECIFIC. I will do it at this time, or within this time frame.
H	HEARTFELT AND HONEST. I will only commit to a FAITH Step that I know in my heart I honestly am ready to take, as opposed to something I think I “should” do, or I think others want me to do.

VIII. More About Spiritual Practices

A. Making the Faith Connection: *A Living Compass Distinctive* (from p. 36 of the participant workbook)

An important step in mapping your Journey of Growth and Change is to seek strength and inspiration from your faith. One specific way to do this is to take on a spiritual practice for the duration of the time that your wellness circle is meeting. A **spiritual practice is simply a** commitment to do something on a regular basis that connects you to **God and** refreshes and energizes your soul. By definition, our souls are all different, and so what connects us with God will be unique to each of us. While we are each unique, we share the universal need to water and nurture our souls every day.

Here is a sampling of what some people have chosen for their regular spiritual practice during the **Living Compass Circles of Wellness** program. For a longer list, visit our website, LivingCompass.org. You decide how often and how long you wish to commit to doing each practice. You can stay with one practice for all six weeks, or choose a different one each week.

- Say the Prayer of St. Francis, or the Serenity Prayer, every day until you have it memorized.
- Say the Lord's Prayer every time you walk up or down a flight of stairs.
- Create a prayer space in your home.
- Start a conversation journal with God.
- Say a prayer every time you are standing in line or waiting at a traffic light.
- Keep a gratitude journal and write what you are thankful for every day.
- Play a musical instrument, sing, or dance with others or alone.
- Sit quietly in silence or while listening to your favorite music.
- Meditate on a Scripture verse by repeating it slowly in time with your breath.
- Spend time in nature.
- Read the Bible or another book that inspires your soul.
- Practice yoga, tai chi, stretch and pray, move or walk and pray.

FACILITATING Living Compass



IX. Session-by-Session Guide for Facilitating Living Compass

This section contains detailed outlines for each of the six sessions of a **Living Compass Adult Faith & Wellness Circle**. Feel free to adapt them as works best for you in your context. Please add your own ideas and your own style. For example, you may have different spiritual practices, prayers, and/or music that better reflect your congregation's traditions and practices. You are also free to mix and match different openings and closings from the sessions as you think is best. You may want to incorporate Scripture passages from either previous, or the upcoming, Sunday readings. Just as we invite each person in a **Living Compass Wellness Circle** to live their lives from the "inside, out," we encourage facilitators to do the same.

Small or Large Groups

The ideal group size is 6-8 participants, plus one or two facilitators. We recommend you have a co-facilitator when you are starting out. For groups larger than 6-8 people, simply break into smaller groups when you see the prompt in the outline. This provides enough time for the sharing element that is so important in the Living Compass process.

Handouts/Session Outlines

You will find handouts and session outlines at the end of each session that you may copy for your group.

Six Session Outline

- ✓ **SESSION 1: Whole-Person Wellness: How Everything is Connected.** In this session participants reflect on their whole-person wellness using the Living Compass Self-Assessment tool. Participants also choose a spiritual practice and a wisdom quote to support them on their Journey of Growth and Change.
- ✓ **SESSION 2: Whatever You Pay Attention to is What Will Grow.** Research shows that 50%-70% of all doctor visits are rooted in non-medical causes. Learn about the wellness continuum and how to pay attention to what you need to pay attention to.
- ✓ **SESSION 3: Change is Inevitable. Growth is Optional.** Learn how to turn change into growth. In this session participants report how their journey is going and receive support from the facilitators and the group.
- ✓ **SESSION 4: Trust the Wisdom of the "J" Curve.** Learn how to overcome the most common reason people are not successful in their attempts to grow and change. Participants receive continued support from the group.
- ✓ **SESSION 5: Systemic Dynamics and Change.** Learn how your growth impacts the all other systems in your life. Participants receive continued support from the group.
- ✓ **SESSION 6: All Shall Be Well.** Participants celebrate their gains and share plans for continued growth.

Session 1: Whole-Person Wellness: How Everything is Connected

Purpose:

- *To welcome* the group members and to create a safe, comfortable environment.
- *To introduce* group members to the importance of spiritual practices and to invite them to choose a spiritual practice for themselves while in this program.
- *To introduce* group members to the spiritual practice of journaling as one possible spiritual practice they can try.
- *To introduce* group members to the concept of whole-person wellness and how the Compass is based on this concept of whole-person wellness.
- *To ground* the program in a theology of wholeness—with wholeness being a gift from God in Christ and not something we earn, rather something we can “grow into” as we bear the fruits of the wholeness we have been given.
- *To review*, as a group, the entirety of page v in the participant workbook, which details the particulars of the program and the expectations of the program from participants.
- *To explain* the process of “Stop, Look, Listen and Proceed” on two levels:
 1. How we “work” the program.
 2. How we speak and listen to one another in the group.
- *To provide* time (25 minutes) for group members to complete the Self-Assessment.
- *To give* group members a chance to share initial reactions and results from the Self-Assessment.
- *To explain* the “Mapping Your Journey of Growth and Change” process and assign as homework for the upcoming week.

Objectives:

By the end of Session 1, group members will be able to:

- Define the concept of whole-person wellness.
- Understand what a “spiritual practice” is and how/why such a practice is important.
- Understand, at least at a beginning level, the spiritual practice of journaling.
- Understand that this program is deeply grounded in faith and is not a “New Age, feel-good, self-centered” program.
- Understand how to complete the “Mapping Your Journey of Growth and Change” based on their Self-Assessment results. **Group members will do this as part of their homework after the first session.**

Session 1: A Step-by-Step Guide

This outline is for a 90-minute session—it can be broken into two sessions or shortened as needed by adapting the group discussion or reflection segments.

Elapsed Time
(in minutes)

Details for Each Segment

Before the Wellness Circle Begins. Bring name tags, pens, pencils, participant workbooks, crayons or markers, clock, calculators, and sign in sheet, print out copies of handout found on pages 45–46. *Prayer of St. Francis (included in handout.)*

Optional: Bring musical recordings of the Prayer of St Francis by Sarah McLachlan and quiet centering music of your choice.

Have participants make a name tag for themselves and complete the sign-in sheet with name, address, phone number, and email address.

0–10 **Welcome.** “We’re excited to have you here.” The facilitator provides a brief introduction of him/herself. Each participant does a brief self-introduction, which includes answering the question: “Why have you chosen to take part in the **Living Compass Wellness Circle**?” Discuss the importance of a spiritual practice and how everything we do in Living Compass is centered in God.

10–20 **Opening Prayer/Centering Time.** Recite or play the Prayer of St. Francis. Give a very brief introduction to centering prayer. Explain that it is simply sitting quietly for a few minutes and silently repeating a word or phrase in your mind as you breathe deeply and slowly. Ask participants to choose one phrase or word from the Prayer of St. Francis, and then ask them to sit quietly, repeating the phrase silently in their mind for several minutes. Play quiet music as they do this. When they are done, tell them they have just done centering prayer.

20–25 **Journaling.** Now ask participants to get out their workbook and find a blank page at the end of the book on which to write. Ask them to journal for a few minutes on what God is saying to them in the Prayer of St. Francis.

25–30 **Teaching Segment.** Introduce the overall concept of Living Compass. 1. It is a whole-person wellness program and our faith is integral to our wellness. 2. The four points of the Living Compass come from the command to, “Love God with all your heart, soul, strength and mind.” 3. Each of us knows what we need to improve our well-being. 4. We need supportive and non-judgmental people around us when we are attempting to make a change, and opportunities to talk with others about moving forward toward greater wellness.

Living Compass groups are THE place to have authentic conversations about continuing to become more fully alive.

Details for Each Segment

30–35 **Expectations for Participants.** Invite participants to refer to the bottom of page v in their workbooks. Discuss. Ask them to keep in mind the expectations of being on time, respecting talking time, choosing to listen deeply to others (as opposed to giving advice) and completing their homework each week. Completing the homework is really the only way participants will see their progress through the weeks ahead. (Refer to pages 21 and 22 of this manual for further information.)

35–40 **Teaching Segment.** Read the verse from III John 2 found on the handout and in their workbooks, and welcome people’s commitment to discovering a deeper connection between their faith and their sense of well-being.

Beloved, I pray that all may go well with you and that you may be in good health, just as it is well with your soul. —III John 2

Next discuss the “Stop, Look, Listen and Proceed” model found on the handout that mirrors how the Living Compass program works.

40–45 Begin the discussion of the Assessment Tool and Growth/Change journey (Review chapters VI and VII in the Facilitator Guide.) **Please use your own words to explain these concepts rather than reading from this guide.**

Sample Introduction of the Self-Assessment Tool: “To start our journey, we need to see where we are now. So please turn to page v. When we think of whole-person wellness, there are several major categories for us to be aware of and to tune into routinely. In order to be as close as possible to balanced and whole, we want each category to be as strong as possible. As you look at the compass, you will decide honestly where you think you are right now—not where you were last month or where you want to be in two months, but right now.”

“Beginning on page 20, there is a description of each topic (example: “Spirituality”) and a series of statements/questions relating to each topic. Take the assessment for each of the eight topics. “Shade in” the appropriate number (0–100) in the wedge of each topic as you complete an assessment. (Some people like to use crayons to see different colors for each section.) The center of the Compass is “0” and the outer rim is “100” on the scale.

45–60 **Take the Self-Assessment.** Allow enough time—approximately 20 minutes for participants to do the assessment. Not everyone will finish this during the initial session, so have group members complete her/his assessment as homework. Stress the importance of doing this by the next session.

60–65 Give an initial warning when time is about to expire for this part of the task, but then cut off the work and have participants stop taking the assessment. This is to allow enough time to complete the rest of what you need to accomplish in this session.

Details for Each Segment

Break-Out Session for Large Groups

65–70 **Sharing.** Give time for each person, if they desire, to share one general comment about their experience of taking the assessment—don't get into any details about their results.

70–85 **Teaching segment.** Explain the Mapping Your Journey of Growth and Change process that begins on page 5. Request that everyone complete this before the next session.

“On page 5, we encourage you to answer each question—your homework between now and the time we meet again.”

Continue to page 6

“I'd also like to ask each of you to find a scripture verse/wisdom quote that you can share next week—something that will inspire you on your journey. You'll find some examples throughout your workbook, but feel free to use whatever speaks to you.”

Point out that adopting a **spiritual practice** in this program is essential because all wellness, all wholeness, must be rooted in God and in knowing God's deepest desire for us is that we be whole.

Explain that some form of centering prayer and/or journaling are valuable tools for this journey. For some, prayer is powerful; for others, music is magical. Encourage participants to choose at least one thing (they can choose more) that will nurture them through these upcoming weeks and offer them the opportunity to experiment.

“Not everything works for everyone. That's why there are plenty of choices. Be gentle with yourself, but stretch just a little.”

Point out the importance of the next three items in the workbook:

- Support from others—Whose support will participants need/want?
- Previous successes—Achievements can provide hope for current goal setting.
- Challenges—What might be encountered? Within self? Within others?

Define FAITH Steps

“FAITH Steps are critical. If you concentrate on making them **Focused, Action-oriented, Inspired, Time-specific, Heartfelt & Honest** you will have a much higher chance of success. Does anyone want to give an example of their goal for the duration of this program and have the group help you craft it into a FAITH Step?”

Details for Each Segment

Discuss FAITH Steps

“It’s great to have a goal, but a goal without action is not fruitful. What will you commit to do between now and the next session to help you achieve your goal? Again—BE SPECIFIC! When, What, How will you do it? Also ask yourself, ‘Do I have the confidence, a “7+” on a scale of 0-10 that I will do this?’ If not, perhaps you should rethink your steps so you do not set yourself up for disappointment—an inch of progress is preferred over miles of steps untaken!”

85–90

Closing. “It’s time to wrap-up our first session. Thanks for choosing to be here and please invest some time in YOU this week! Complete pages 5, 6 and 7, and we’ll look forward to another great session next week!”

Close by standing in a circle and saying the Lord’s Prayer.

Remember to send out a summary email to all participants within 48 hours with positive reinforcement for having taken the first step to personal wellness. Remind them of their homework and when session 2 is scheduled. Also ask everyone to read pages 1–4 in their workbooks during the week, if they have not already done so, and to complete page 5.

Living Compass Faith & Wellness for Adults

Session 1 Handout

Prayer of St. Francis

*Lord, make me an instrument of your peace,
Where there is hatred, let me sow love;
Where there is injury, pardon;
Where there is doubt, faith;
Where there is despair, hope;
Where there is darkness, light;
Where there is sadness, joy.*

*O Divine Master, grant that we may not so much seek to be consoled as to console;
To be understood, as to understand;
To be loved, as to love.*

*For it is in giving that we receive;
It is in pardoning that we are pardoned;
And it is in dying that we are born to eternal life.
Amen.*

Beloved, I pray that all may go well with you and that you may be in good health, just as it is well with your soul. —III John 2

The Process of Mapping your Journey of Growth and Change

- Stop** Pausing your life to make the time to participate in Living Compass. Each day, Living Compass asks for you to stop and reflect on your goals and FAITH Steps.
- Look** Taking a deeper look at your life as it is right now. Use the Self-Assessment tool as a mirror to reflect back to you and your current state of wellness and balance.
- Listen** Taking the time to listen to God within you to discern the changes you are being called to make.
- Proceed** With the help of the group, you will proceed with the specific FAITH Steps that will lead to a greater sense of well-being and wholeness in your life.

Living Compass Faith & Wellness for Adults

Session 1—*Outline*

Welcome

Opening Prayer/Centering Time

The Prayer of St. Francis

Journaling

Teaching Segment

Basics of Living Compass

Expectations for Participants

Teaching Segment

- 111 John 2
- Stop, Look, Listen, and Proceed

Take the Living Compass Self-Assessment

Page 20–35 of the workbook (if not enough time to finish, complete before second session)

Break-Out Session for Large Groups

Sharing

Teaching Segment

- Mapping Your Journey of Growth and Change (to complete before second session)
- FAITH Steps

Closing

The Lord's Prayer

Session 2: *Whatever You Pay Attention to is What Will Grow*

Purpose:

- *To welcome* back group members.
- *To give* group members additional experiences with centering prayer and journaling.
- *To teach* about the Illness/Wellness Continuum.
- *To provide* group members an opportunity to “personalize” the Illness/Wellness Continuum.
- *To teach* about the importance of “what we pay attention to.”
- *To discuss* the importance of paying attention to one’s “inner critic” (whether directed at self or others).
- *To compare* and contrast the terms “attention” and “intention” and to explain the root of each word.
- *To discuss* participants’ Self-Assessment results.
- *To discuss* participants’ “Maps”; provide opportunity for sharing of Spiritual Practices.
- *To choose, write and share* FAITH Steps for the upcoming week.

Objectives:

By the end of Session 2, group members will be able to:

- Have greater comfort with centering prayer and journaling.
- Understand the Illness/Wellness Continuum and how it personally applies to their own life.
- Recognize the power of the “inner critic” and how its toxicity can affect how we feel about ourselves and others.
- Understand the difference between attention and intention.
- Have increased familiarity and facility with the Mapping Your Journey of Growth and Change process and each of the steps of this process.

Session 2: A Step-by-Step Guide

This outline is for a 90-minute session—it can be broken into two sessions or shortened as needed by adapting the group discussion or reflection segments.

Elapsed Time
(in minutes)

Details for Each Segment

Before the Wellness Circle Begins. Bring name tags, sign in sheets and handouts found on page 51–52.

0–10 **Welcome.** As a check-in, have volunteers share one thing they are grateful for from their day or week.

10–15 **Opening Prayer/Centering Time.** Base both the centering and the journaling time on the *Collect for Purity*, which is often said at the beginning of worship in many churches.

Almighty God, to you all hearts are open, all desires known, and from you no secrets are hid: Cleanse the thoughts of our hearts by the inspiration of your Holy Spirit, that we may perfectly love you, and worthily magnify your Holy Name: through Christ our Lord. Amen. —The Book of Common Prayer, p. 355

Say the prayer together as a group, and then invite people to spend a few minutes in silence to reflect on a word or phrase from the prayer, or simply read it very slowly several times silently to themselves.

15–35 **Teaching Segment.** Familiarize yourself with this so you can say it in your own words. Feel free to add insights from your own experience. For example, “Moving to our key topic today, please turn to page 8 in your workbook. Whatever you Pay Attention to is What Will Grow in Your Life.

“Our healthcare system can often be better described as an ‘illness care’ system. Most people seek help at the point of noticing symptoms and disability. This can include pain, disease, degeneration, mental and emotional decline, etc. We go to medical providers to get ‘fixed’ or ‘cured’ and often we don’t think about our health or wellness until something goes wrong again.

“You are being proactive by participating in a **Living Compass Wellness Circle**—paying attention on the front end. Being aware of what is going well and trying to expand that is helpful. Focusing on problems is not so helpful. Have you ever heard the phrase, ‘What you resist persists?’

“Be gentle in your self-talk. We listen to messages, including those from ourselves, over and over—let’s make sure those messages are positive, life-giving ones.

“When you focus on the positive—on possibilities, potential and opportunities—those are the things that will grow in your life. This doesn’t mean all problems will magically vanish, but your new way of looking at the world can allow you to view issues in a calmer, more centered way and consider fresh options. You are better able to make good choices that keep you propelled toward your next goal, your next step.

“There is a Native American Tale that beautifully illustrates today’s topic:”

Details for Each Segment

15–35
(cont'd)

Ask a volunteer to read the *Cherokee Tale of Two Wolves* (handout found at the end of this session). If times allows, discuss how this tale applies to their own life.

Cherokee Tale of Two Wolves

One evening an old Cherokee Indian told his grandson about a battle that goes on inside people. He said, “My son, the battle is between two ‘wolves’ inside us all. One is Evil. It is anger, envy, jealousy, sorrow, regret, greed, arrogance, self-pity, guilt, resentment, inferiority, lies, false pride, superiority, and ego.

The other is good. It is joy, peace, love, hope, serenity, humility, kindness, benevolence, empathy, generosity, truth, compassion and faith.

The grandson thought about it for a minute and then asked his grandfather: “Which wolf wins?”

The old Cherokee simply replied, “The one you feed.”

Break-Out Session for Large Groups

35–75

Sharing. “Now it’s time to share our Maps for Growth and Change.”

Each member shares their Self-Assessment results and their Map for Growth and Change, including their Spiritual Practice, Scripture verse/quote, the area of whole-person wellness they will be focusing on for the upcoming weeks, their FAITH Steps from the past week. Each member now takes a few minutes to reflect on FAITH Steps for the upcoming week and writes them down in their manual, volunteers can share them out loud with the group.

75–85

Journaling. Distribute handouts and read John 10:7-10 about Jesus desiring abundant life for us.

Give people 5 minutes to reflect and/or journal in response to this question: “What ‘abundant life’ does Jesus want for you, right now? Be as specific as possible. Read the last line of the passage as if Jesus is speaking directly to you—‘I came that YOU may have life, and have it abundantly.’”

Here’s the passage (John 10:7-10):

So again, Jesus said to them, “Very truly, I tell you, I am the gate for the sheep. All who came before me are thieves and bandits; but the sheep did not listen to them. I am the gate. Whoever enters by me will be saved, and will come in and go out and find pasture. The thief comes only to steal and kill and destroy. I came that they may have life, and have it abundantly.”

85–90

Closing. Close by standing in a circle and saying the Lord’s Prayer.

Remember to send out an email a day or two after Session 2 to all participants to summarize this session, to encourage them with FAITH Steps, and to remind them when Session 3 will occur. Also ask them to read page 8 in their workbook if they have not done so already, and to complete page 9.

Living Compass Faith & Wellness for Adults

Session 2 Handout

Almighty God, to you all hearts are open, all desires known, and from you no secrets are hid: Cleanse the thoughts of our hearts by the inspiration of your Holy Spirit, that we may perfectly love you, and worthily magnify your Holy Name: through Christ our Lord. Amen. —Collect for Purity, The Book of Common Prayer, p. 355

Cherokee Tale of Two Wolves

One evening an old Cherokee Indian told his grandson about a battle that goes on inside people. He said, “My son, the battle is between two ‘wolves’ inside us all. One is Evil. It is anger, envy, jealousy, sorrow, regret, greed, arrogance, self-pity, guilt, resentment, inferiority, lies, false pride, superiority, and ego.

The other is good. It is joy, peace, love, hope, serenity, humility, kindness, benevolence, empathy, generosity, truth, compassion and faith.

The grandson thought about it for a minute and then asked his grandfather: “Which wolf wins?”

The old Cherokee simply replied, “The one you feed.”

So again, Jesus said to them, “Very truly, I tell you, I am the gate for the sheep. All who came before me are thieves and bandits; but the sheep did not listen to them. I am the gate. Whoever enters by me will be saved, and will come in and go out and find pasture. The thief comes only to steal and kill and destroy. I came that they may have life, and have it abundantly.” —John 10:7-10

Living Compass Adult Faith & Wellness

Session 2—*Outline*

Welcome

Opening Prayer/Centering Time

Collect for Purity

Teaching Segment

- Whatever You Pay Attention to is What Will Grow
- Illness/Wellness Continuum
- Cherokee Tale of Two Wolves

Break-Out Session for Large Groups

Sharing

- Maps for Growth and Change
- FAITH Steps

Journaling

John 10:7-10

Closing

The Lord's Prayer

Session 3: *Change is Inevitable. Growth is Optional.*

Purpose:

- *To welcome* back group members.
- *To give* group members additional experiences with Centering Prayer and Journaling.
- *To teach* about why growth is hard, using the concepts of the Comfort Zone, Growth Zone, and Panic Zone.
- *To give* group members the chance to discuss different activities and experiences, and in which “zone” each of these activities and experiences would place them.
- *To understand* that these “zones” exist for individuals, relationships/families, and organizations (i.e.: churches).
- *To give* group members an opportunity to identify the prevailing “zone” in their life experience “right now.”
- *To understand* the difference between intentionally moving out of the Comfort Zone vs. being forced or thrown out of the Comfort Zone unexpectedly.
- *To learn* what a person needs generally (and what each group member needs individually) to move out of the Comfort Zone or out of the Panic Zone.
- *To understand* the difference between change (always happening) and growth (an intentional choice).
- *To check-in* regarding how the past week went in terms of Spiritual Practice and FAITH Steps.
- *To choose, write and share* FAITH Steps for the coming week.

Objectives:

By the end of Session 3, group members will be able to:

- Have greater comfort with centering prayer and journaling.
- Understand the concepts of the comfort zone, the growth zone, and the panic zone and how each individual has unique comfort, growth, and panic zones.
- Recognize when they are in which “zone” and know how to move from one to another.
- Understand that while change is inevitable, growth is optional.
- Have increased familiarity and comfort with the Mapping Your Journey of Growth and Change process and each of its steps.

Session 3: A Step-by-Step Guide

This outline is for a 90-minute session—it can be broken into two sessions or shortened as needed by adapting the group discussion or reflection segments.

Elapsed Time
(in minutes)

Details for Each Segment

- Before the Wellness Circle Begins.** Bring quiet music for centering prayer/journaling time, name tags, sign-up sheet and handouts found on pages 57–58.
- 0–5 **Welcome.** Have group members share something they are grateful for from today, or some way, large or small, in which they noticed God’s presence in their lives in the past week.
- 5–10 **Opening Prayer/Centering Time.** Based on Galatians 5:22-23, The Fruit of the Spirit:
- The fruit of the Spirit is love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control.*
- Ask participants to pick one of these “fruits” that they believe God would like to increase in them and to reflect on that quietly.
- 10–15 **Journaling.** Have participants journal about one of these “fruits” of the Spirit that God would like to increase in them. Journal space can be found at the end of the workbook.
- 15–20 **Sharing.** Invitation to share anything from the Centering/Journaling Time
- 20–35 **Teaching Segment.** Familiarize yourself with this so you can say it in your own words. Feel free to add insights from your own experience. You might want to reference a CZ/GZ/PZ that relates to your congregation, community, or organization.

Refer students to the graphic on page 10. “Over time, every individual, relationship, family and organization has a set of patterns and habits that become normal/normative for them. These patterns and habits become comfortable and familiar. This ‘comfort zone’ (cz for short) is like a set of unwritten rules about how things should be/how things are done ‘around here.’ These habits determine what we think we can/cannot do—and sometimes, these habits become so ingrained, we are seemingly unable to try to do anything differently.

“Moving out of the CZ and into the growth zone (GZ) takes courage. In order to grow and change we must risk moving outside of our CZ. We must be discontent with our current Comfort Zone—it needs to be more important to risk the change of the new than the risk of staying in the old.

“People move into the GZ in two ways—either proactively or by necessity because of some sort of change in life circumstances. Going back to school to study in a new field; receiving a promotion at work and consequently having to learn an entirely new work process; or coaching your child’s sports team (even though you’re unfamiliar with the sport) because the team’s coach quit, are examples.

Elapsed Time
(in minutes)

Details for Each Segment

20–35
(cont'd)

“All change is initially uncomfortable—if our brain decides the change is manageable, we work on how to move forward with the change, process the change, organize it and advance with it.

“If we perceive the changes to be too much, too fast, we may move ourselves into the panic zone.

“If we rigidly defend our CZ, refusing to be proactive about growth, we will usually end up finding ourselves thrown from the CZ to PZ sooner or later.”

Take a minute and identify some examples of the things that fall into the CZ, GZ or PZ for group members. Read the following list of activities and invite people to share (by show of hands perhaps) what zone they would represent to them. *Calling someone to apologize? Tent camping overnight in the Rockies? Having a difficult but needed conversation with a colleague or family member? Standing near the edge of the Grand Canyon? Praying aloud with others? Going back to school? Giving a presentation to 100 people? Moving to a new state? A new country? Abandoning a long held routine? Turning off your TV for a month? Changing careers?* Invite people to share why an example falls into one zone and not another.

“Different events or items trigger comfort or panic in each of us. But one thing is true for all of us—those people and groups who intentionally stretch themselves into the GZ on a regular basis, not only minimize their chances of going into the PZ, but they also expand their CZ, giving them greater flexibility and freedom to take advantage of opportunities and enjoy life.

“Expanding your CZ benefits you by stimulating your brain activity to provide better mental health, increases your self-confidence, makes you more resilient, and helps prevent you from becoming stuck in a rut. It really challenges you to improve yourself.”

35–45

Sharing. Invite the group members to share how the “Zone” concept has been evident in their lives in the past and/or how it is evident right now.

Invite participants to share if or when they have been forced or thrown out of the Comfort Zone. How did they cope with that? What did they learn from the experience?

Break-Out Session for Large Groups

45–75

Sharing. Each participant reports on how the past week went for them, including their Spiritual Practice, Scripture verse/quote, area of whole-person wellness they are working on, their FAITH Steps.

75–85

Journaling. Allow a few minutes for the group to reflect on FAITH Steps for the upcoming week and to write them down in their workbook on page 11.

Elapsed Time
(in minutes)

Details for Each Segment

80–85 **Teaching Segment.** Refer to handouts and read the verses together. Ask participants to think about: “How does it feel to know that God searches for you and knows you so intimately?” Ask volunteers to share within allotted time.

Psalm 139:1-6

*O Lord, you have searched me and known me.
You know when I sit down and when I rise up;
you discern my thoughts from far away.
You search out my path and my lying down,
and are acquainted with all my ways.
Even before a word is on my tongue,
O Lord, you know it completely.
You hem me in behind and before,
and lay your hand on me.
Such knowledge is too wonderful for me;
it is so high that I cannot attain it.*

85–90 **Closing.** Close by standing in a circle and praying the Lord’s Prayer.

Remember to send an email a few days after Session 3 to all group members to summarize the session, to encourage them with their FAITH Steps, and to remind them of the next meeting date. Ask them to read page 10 in their workbooks if they have not already done so, and to complete page 11.

Living Compass Faith & Wellness for Adults

Session 3 Handout

The fruit of the Spirit is love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control. —Galatians 5:22-23

*O Lord, you have searched me and known me.
You know when I sit down and when I rise up;
 you discern my thoughts from far away.
You search out my path and my lying down,
 and are acquainted with all my ways.
Even before a word is on my tongue,
 O Lord, you know it completely.
You hem me in behind and before,
 and lay your hand on me.
Such knowledge is too wonderful for me;
 it is so high that I cannot attain it.*

—Psalm 139:1-6

Living Compass Faith & Wellness for Adults

Session 3—*Outline*

Welcome

Opening Prayer/Centering Time

Galatians 5:22-23: The Fruit of the Spirit

Journaling

Sharing

Teaching Segment

Comfort Zone, Growth Zone, and Panic Zone

Sharing

How the different Zones show up in their lives

Break-Out Session for Large Groups

Sharing

Week in Review; Maps of Growth and Change; FAITH Steps

Journaling

FAITH Steps

Teaching Segment

Psalm 139:1-6

Closing

The Lord's Prayer

Session 4: *Trust the Wisdom of the “J” Curve*

Purpose:

- *To welcome* back group members.
- *To give* group members additional experiences with centering prayer and journaling.
- *To teach* the “J” Curve concept.
- *To understand* that “J” Curves exist for individuals, relationships/families and organizations (i.e.: churches)
- *To help* group members recognize and share “J” Curves they have already passed through as well as those “J” Curves they may be experiencing presently.
- *To understand* the difference between intentionally moving into a “J” Curve vs. being forced into “J” Curve against our will.
- *To learn* what a person needs in general, and what each participant may need specifically when they are in the midst of a “J” Curve.
- *To check-in* regarding how the past week went in terms of Spiritual Practices, and FAITH Steps.
- *To choose, write and share* FAITH Steps for the upcoming week.

Objectives:

By the end of Session 4, group members will be able to:

- Have greater comfort with centering prayer and journaling.
- Understand the concept of the “J” Curve.
- Understand that individuals, relationships/families and organizations all go through “J” Curves.
- Recognize when they are in a “J” Curve and how the choices they make can either help them move through it or cause them to remain “stuck.”
- Have increased familiarity and comfort with the Mapping Your Journey of Growth and Change process and each of its steps.

Session 4: A Step-by-Step Guide

This outline is for a 90-minute session—it can be broken into two sessions or shortened as needed by adapting the group discussion or reflection segments.

Elapsed Time
(in minutes)

Details for Each Segment

- Before the Wellness Circle Begins.** Bring name tags, quiet centering music, sign-up sheets, and hand- outs found on pages 63–64.
- 0–5 **Welcome.** Ask if anyone would like to share a time they were able to move from the panic zone to the growth zone last week.
- 5–10 **Opening Prayer/Centering Time.** Read the Psalm aloud. Give participants time to sit with the Psalm in silence.

—*Though I walk through the valley (“J” Curve)*

Psalm 23 (King James Version):

*The Lord is my shepherd;
I shall not want.
He maketh me to lie down in green pastures;
he leadeth me beside the still waters.
He restoreth my soul;
he leadeth me in the paths of righteousness for his Name’s sake.*

*Yea, though I walk through the valley of the shadow of death,
I will fear no evil;
for thou art with me;
thy rod and thy staff, they comfort me.
Thou preparest a table before me in the presence of
mine enemies;
Thou annointest my head with oil;
my cup runneth over.
Surely goodness and mercy shall follow me all the days
of my life,
And I will dwell in the house of the Lord for ever.*

- 10–15 **Journaling.** Have participants respond to the following question in their journal time, “When have changes in your life been so difficult that you felt as if you were walking through the ‘valley of the shadow of death?’”
- 15–20 **Sharing.** Invite participants to share anything that “came up” for them in the Centering/ Journaling Time.

Details for Each Segment

20–35

Teaching Segment. Familiarize yourself with this so you can say it in your own words. Feel free to add insights from your own experience. You might want to reference a “J” Curve that relates to your congregation/community, or organization.

“In our workbook on page 12, we see that when we risk making a change, we often have two very different experiences. One, the experience that we are open to growth, new possibilities, and new learning and two, the experience that this new territory can leave us feeling unstable or unsure.”

“On the graph, as our openness to experiences and change increases, stability decreases. So initially, as we begin changes in our path to growth, it’s totally normal to feel unsettled, unsure and a little shaky about the whole thing. Notice on the graph, though, if we keep moving through the experience with openness, stability gradually improves, and continues to improve more and more as we become more open to additional growth experiences.”

“A key factor in the successful navigation of a ‘J’ Curve is asking for support from those around you while you’re in the initial phases of instability and uncertainty.”

“Consider this example: An infant just learning to walk. Everyone around her expects her to fall down because she’s trying something totally new. Everyone knows she’ll need lots of attempts—that she will learn as she keeps trying. Everyone cheers her on! Even in at the tiniest of steps. The baby never seems to mind that she doesn’t just start walking. She tries and falls. Tries and falls. Every day. Until she gets more stable on her feet, finds her footing, gets her rhythm and then ... she takes off and never looks back ... on to her next adventure!”

“Here’s an example from the Bible. Consider the journey of the Hebrew people from slavery in Egypt to the Promised Land. The euphoria of their new-found freedom at the Red Sea turns to panic in the desert. Over and over again, in an unstable place, unsure of what would happen next, when the going got hard, when the Hebrews were at the bottom of the ‘J’ Curve, all they could think about was turning back and returning to the security (slavery) of Egypt. Fortunately, they had leadership who led them towards more and more openness ... and eventually they crossed the Jordan ... where a new ‘J’ Curve awaited them.”

“Most people understand the ‘J’ Curve when they experience a loss or a negative situation. It’s more difficult to understand how the concept also applies when we experience a positive change—such as a promotion at work, the birth of a child, the acquisition of the latest gadget with an entirely different operating system. Can you think of positive experiences in your life, which resulted in your passage through a ‘J’ Curve?”

35–45

Sharing. Invite group member to share “J” Curves they have been through in the past and/or any “J” Curves they are in right now. Remember: “J” Curves are both normal and natural.

Elapsed Time
(in minutes)

Details for Each Segment

Break-Out Session for Large Groups

45–70 **Sharing.** Each participant reports on how the past week went for them—including their Spiritual Practice, Scripture verse/quote, area of whole-person wellness they are working on, and/or their FAITH Step(s).

Remain in Break-Out Session for Large Groups

70–80 **Sharing.** Each participant now takes a few minutes to reflect on FAITH Steps for the upcoming week, writes them down in their manual, and shares them out loud with the group.

80–85 **Teaching Segment.** Read the passage from Romans 8 aloud together. Have participants think about the promise that there is nothing that can separate us from the love of God. In the midst of a “J” Curve, we might feel separated from God, but the reality is, God never leaves us. Be sure to use your own words as you discuss.

Who will separate us from the love of Christ? Will hardship, or distress, or persecution, or famine, or nakedness, or peril, or sword? No, in all these things we are more than conquerors through him who loved us. For I am convinced that neither death, nor life, nor angels, nor rulers, nor things present, nor things to come, nor powers, nor height, nor depth, nor anything else in all creation, will be able to separate us from the love of God in Christ Jesus our Lord. —Romans 8

85–90 **Closing.** Close by standing in a circle and praying the Lord’s Prayer.

Remember to send an email for Session 4 to all group members within 48 hours to summarize the session, to encourage them with their FAITH Steps, and to remind them of the next meeting date. Also ask group members to read page 12 if they have not already done so, and to complete page 13.

Living Compass Faith & Wellness for Adults

Session 4 Handout

—*Though I walk through the valley (“J” Curve)*

*The Lord is my shepherd;
I shall not want.
He maketh me to lie down in green pastures;
he leadeth me beside the still waters.
He restoreth my soul;
he leadeth me in the paths of righteousness for his Name’s sake.
Yea, though I walk through the valley of the shadow of death,
I will fear no evil;
for thou art with me;
thy rod and thy staff, they comfort me.
Thou preparest a table before me in the presence of
mine enemies;
Thou annointest my head with oil;
my cup runneth over.
Surely goodness and mercy shall follow me all the days
of my life,
And I will dwell in the house of the Lord for ever.*

—Psalm 23 (King James Version)

Who will separate us from the love of Christ? Will hardship, or distress, or persecution, or famine, or nakedness, or peril, or sword? No, in all these things we are more than conquerors through him who loved us. For I am convinced that neither death, nor life, nor angels, nor rulers, nor things present, nor things to come, nor powers, nor height, nor depth, nor anything else in all creation, will be able to separate us from the love of God in Christ Jesus our Lord. —Romans 8: 35-39

Living Compass Faith & Wellness for Adults

Session 4—*Outline*

Welcome

Opening Prayer/Centering Time

23rd Psalm (KJV)

Journaling

On 23rd Psalm

Sharing

Teaching Segment

The “J” Curve

Sharing

Break-Out Session for Large Groups

Sharing

Week in Review; Maps of Growth and Change; FAITH Steps

Teaching Segment

Romans 8:35-39

Closing

The Lord’s Prayer

Session 5: Systemic Dynamics and Change

Purpose:

- *To welcome* back group members.
- *To give* participants additional experiences with centering prayer and journaling.
- *To introduce* participants to the concepts of “systemic dynamics.”
- *To teach* the concept of “Forming, Storming, Norming and Performing” (F, S, N, & P) and how this concept illustrates what happens in a “system” when there is growth or change.
- *To assist* group members in recognizing that when one person in a “system” changes, others in the “system” may not support the change (or even block/sabotage!) the change. All of this can happen without awareness.
- *To teach* about the very common phenomenon of “false norming”—in which an individual, relationship or organization is in denial about change and tries to pretend that everything is still the same.
- *To show* the process of “F, S, N, & P” is natural and normal and inevitable in every system.
- *To check-in* regarding how the past week went in terms of spiritual practices and FAITH Steps.
- *To choose, write and share* FAITH Steps for the upcoming week.

Objectives:

By the end of Session 5, group members will be able to:

- Have a greater comfort with centering prayer and journaling.
- Understand the concept of “systemic dynamics.”
- Understand the concept of “F, S, N, & P”
- Understand that individuals, relationships/families and organizations all go through the “F, S, N, & P” process.
- Recognize when they are in the midst of systemic change, whether the change is generated by themselves or someone else.
- Have increased familiarity and comfort with the Mapping Your Journey of Growth and Change process and each of its steps.

Session 5: A Step-by-Step Guide

This outline is for a 90-minute session—it can be broken into two sessions or shortened as needed by adjusting the group discussion or reflection segments.

Elapsed Time
(in minutes)

Details for Each Segment

Before the Wellness Circle Begins. Bring copies of handouts found on pages 69–70.

0–5 **Welcome.** Ask group members to share some way in which they felt God’s presence or God’s “aliveness” in the last day or week.

5–10 **Opening Prayer/Centering Time.** Jesus Calms the Storm.

Read Mark 4:35-40.

On that day, when evening had come, he said to them, “Let us go across to the other side.” And leaving the crowd behind, they took him with them in the boat, just as he was. Other boats were with him. A great gale arose, and the waves beat into the boat, so that the boat was already being swamped. But he was in the stern, asleep on the cushion; and they woke him up and said to him, “Teacher, do you not care that we are perishing?” He woke up and rebuked the wind, and said to the sea, “Peace! Be still!” Then the wind ceased, and there was a dead calm. He said to them, “Why are you afraid? Have you still no faith?” And they were filled with great awe and said to one another, “Who then is this, that even the wind and the sea obey him?”

Have participants spend some time in silence, reflecting on this passage, noting particularly feelings that may arise for them as they sit with the story for a few moments.

10–15 **Journaling.** What feelings showed up for you as you read/listened to this story? What do you not like about storms—either actual or metaphorical?

15–20 **Sharing.** Invitation to share anything that came from the centering/journaling Time.

20–30 **Teaching Segment.** “Systemic Dynamics.” Refer participants to the graphic on page 14. Familiarize yourself with this so you can say it in your own words. Feel free to add insights from your own experience.

“Any group who interacts regularly constitutes a system—families, friendships, work teams and couples. Systems like balance. When one person in a system changes, it creates a ‘storm,’ and the system looks to rebalance itself. When worked out well, this leads to a new ‘norm,’ which allows the system to ‘perform’ again. ‘False norming’ is when a system denies that an upset has occurred and tries to pretend everything is still the same.”

Example: Four co-workers at work are all at the same level and are good friends. One of them gets picked for a promotion and is now working with a new group of colleagues. A “storm” is sure to happen within the original foursome and will have to be worked out if a new “norm” is going to be achieved.

Elapsed Time
(in minutes)

Details for Each Segment

20–30
(cont'd)

Example: Someone in the family is diagnosed with a serious illness. The old “normal” is gone and there will be considerable “storming” and adjusting before a new “normal” can be reached.

Example: When a church initially grows, there’s excitement, but it can soon feel different as many new members join and the “norm” changes. This can cause “storms” as everyone learns to live into this new situation.

“Sometimes the systems we live and work in might resist our attempts at growth and change. If they do, it’s often not even conscious to them. 2. When one person in a system grows and changes, then the old ‘normal’ of the system will be impacted and others in the system may have to change as well.”

The forming, storming, norming and performing process can be challenging, draining and complicated., it is an inevitable part of change and is to be expected.

30–50

Sharing. Invite participants to share “F, S, N, & P” cycles they have been through in the past and/or any such cycles they are in right now. Remember “F, S, N, & P” cycles are normal and natural. Examples: getting married, a new child joins the family, a change of job, the death of a loved one, a move to a new community. Invite members to share what it’s like to be affected by someone else’s “storming.” Discuss if they know individuals, relationships/families or organizations that seem to be perpetually stuck in the “storming” phase. Why might this be?

Break-Out Session for Large Groups

50–80

Sharing. Each participant shares/reports on how the past week went for them including, their Spiritual Practice, Scripture verse/quote, area of whole-person wellness they are working on, and their FAITH Step(s). Each member now takes a few minutes to reflect on FAITH Steps for the upcoming week, writes them down in their manual, and shares them out loud with the group.

80–85

Journaling. Closing journal exercise: Read the Serenity Prayer. Ask participants to think about how God can help them with resistance.

Serenity Prayer

*God grant me the serenity
to accept the things I cannot change;
courage to change the things I can;
and the wisdom to know the difference.*

(Although known most widely in its abbreviated form above, the rest of the prayer follows on next page):

Elapsed Time
(in minutes)

Details for Each Segment

80–85
(cont'd)

*Living one day at a time;
Enjoying one moment at a time;
Accepting hardships as the pathway to peace;
Taking, as He did, this sinful world
as it is, not as I would have it;
Trusting that He will make all things right
if I surrender to His Will;
That I may be reasonably happy in this life
and supremely happy with Him
Forever in the next. Amen.*

Questions for Journaling:

- How can I experience God's peace in the times of "storming?"
- How do I cultivate the Peace of Christ in my life and show that peace to those around me?

85–90 **Closing.** Close by standing in a circle and praying the Lord's Prayer.

Remember to send an email for Session 5 to all group members within 48 hours to summarize the session, to encourage them with their FAITH Steps, and to remind them of the next meeting date. Ask group members to read page 14 if they have not already done so, and to complete page 15.

Living Compass Faith & Wellness for Adults

Session 5 Handout

On that day, when evening had come, he said to them, "Let us go across to the other side." And leaving the crowd behind, they took him with them in the boat, just as he was. Other boats were with him. A great gale arose, and the waves beat into the boat, so that the boat was already being swamped. But he was in the stern, asleep on the cushion; and they woke him up and said to him, "Teacher, do you not care that we are perishing?" He woke up and rebuked the wind, and said to the sea, "Peace! Be still!" Then the wind ceased, and there was a dead calm. He said to them, "Why are you afraid? Have you still no faith?" And they were filled with great awe and said to one another, "Who then is this, that even the wind and the sea obey him?" —Mark 4:35-40

Serenity Prayer

*God grant me the serenity
to accept the things I cannot change;
courage to change the things I can;
and the wisdom to know the difference.*

*Living one day at a time;
Enjoying one moment at a time;
Accepting hardships as the pathway to peace;
Taking, as He did, this sinful world
as it is, not as I would have it;
Trusting that He will make all things right
if I surrender to His Will;
That I may be reasonably happy in this life
and supremely happy with Him
Forever in the next.
Amen.*

Questions for Journaling:

- How can I experience God's peace in the times of "storming"?
- How do I cultivate the Peace of Christ in my life and show that peace to those around me?

Living Compass Faith & Wellness for Adults

Session 5—*Outline*

Welcome

Opening Prayer/Centering Time

- “Jesus Calms the Storm.”
- Mark 4:35-40

Journaling

Sharing

Teaching Segment

Systemic Dynamics and Change

Sharing

“Forming, Storming, Norming, Performing.” Maps of Growth and Change

Break-Out Session for Large Groups

Sharing

Week in Review; Maps of Growth and Change; FAITH Steps

Journaling

Serenity Prayer

Closing

The Lord’s Prayer

Session 6: *All Shall Be Well*

Purpose:

- *To welcome* back group members.
- *To give* participants additional experiences with centering prayer and journaling.
- *To celebrate* the work that group members have done during their time together.
- *To reinforce* the idea that whole-person wellness is a journey, a process, and not a destination.
- *To reinforce* what participants have learned about the process of “Stop, Look, Listen, and Proceed” is as important as the specific changes they have made.
- *To encourage* group members to keep the process they have started going—whether informally, with a group of people in their lives, or by enrolling in another Living Compass Group.
- *To check-in* regarding how the past week went in terms of Spiritual Practice and FAITH Steps.
- *To facilitate* a closing ritual that honors and celebrates the work that group members have done.

Objectives:

By the end of Session 6, group members will be able to:

- Have increased comfort with centering prayer and journaling.
- Understand the concept that “Whole-Person Wellness” is a process not a destination, something we can work on every day.
- Understand the need to continue the process of growth and change on an ongoing basis (which could include participation in another **Living Compass Wellness Circle**).
- Have increased familiarity and comfort with the Mapping Your Journey of Growth and Change process and each of its steps.
- Experience the importance of rituals and celebrations to honor our growth and the connections that have been shared with one another.

Session 6: A Step-by-Step Guide

This outline is for a 90-minute session—it can be broken into two sessions or shortened as needed by adjusting the group discussion or reflection segments.

Elapsed Time
(in minutes)

Details for Each Segment

Before the Wellness Circle Begins. Bring quiet music for centering prayer/journaling time and copies of handouts found on pages 74 and 75.

If you are doing the closing ritual you will also need: A large “pillar” candle Enough votive candles for everyone, A small table, Matches, A parting gift for each participant, such as a laminated bookmark.

0–5 **Welcome.** Share something that is bringing you great joy in your life right now.

5–10 **Opening Prayer/Centering Time.** Reflect on the following part of a prayer often said at the end of worship.

*Send us now into the world in peace,
and grant us strength and courage
to love and serve you
with gladness and singleness of heart;
through Christ our Lord. Amen.*

—The Book of Common Prayer, p. 365

10–15 **Journaling.** Write down your thoughts/reflections on the portion of the prayer we just read together. You may need to read it several times.

Break-Out Session for Large Groups

15–20 **Sharing.** Invitation to share anything from the centering/journaling time

20–30 **Teaching Segment.** Again, familiarize yourself with this so that you can say it in your own words.

1. Discuss the concept of whole-person wellness as a journey, “a process more than a destination.”
2. Discuss ideas for group members to keep the process going, and how to continue to build upon the good work they have done in this program.
3. Discuss how to share with others in their church what they have experienced through the **Living Compass Wellness Circle**.
4. Talk about how/if participants in this group would like to stay in touch with each other.
5. Discuss whether or not it would be beneficial to do another **Living Compass Wellness Circle** for your community at some point in the future.

Elapsed Time
(in minutes)

Details for Each Segment

- 30–60 **Sharing.** Each participant shares about how the past week went for them including their spiritual practice, scripture verse/quote and area of whole-person wellness they are working on and their FAITH Steps.
- 60–70 **Journaling.** Each group member completes the “closing reflection” page in their workbook for Session 6, found on page 17 or on their handout. Light the “pillar” candle (see below) and play music
- 70–90 **Closing.** Optional closing reflections.

Closing with candles. In this closing ritual, each person lights a candle from the larger, center candle and reads out loud their “closing reflection.” To do this, you will need to have a small table to put in the center, a large “pillar” candle to put in the middle and then a votive candle for each person. You will have lit the pillar candle while the group was taking time to complete the “closing reflection.” As each person shares her/his closing reflection, he/she will light their votive candle from the flame of the pillar candle and place then place their votive on the table, with all of the votives eventually forming a circle around the pillar candle. You will need matches or some other candle or wick to make lighting the votives from the pillar candle.

Closing without candles, with personal affirmations. In this Closing Ritual, each person reads out loud their “closing reflection.” You may stand in a circle, holding hands if you wish. As each person shares her/his closing reflection, members of the group are invited to share a positive affirmation about that person and their growth.

Break-Out Session for Large Groups

Closing for groups larger than 20 people. In this Closing Ritual, each person reads out loud their “closing reflection.” You may stand in a circle, holding hands if you wish.

Close by standing in a circle and praying the Lord’s Prayer.

If you are so inclined, please email and let us know how your *Living Compass Wellness Circle* went. We love to hear how this ministry is being used and experienced in the world.

Email us at: scott@livingcompass.org. Thank you.

Living Compass Faith & Wellness for Adults

Session 6 Handout

Reflect on the following sending out prayer:

*Send us now into the world in peace,
and grant us strength and courage
to love and serve you
with gladness and singleness of heart;
through Christ our Lord. Amen.*

—The Book of Common Prayer, p. 365

Closing Reflection

(write here or in your workbook on page 17)

Living Compass Faith & Wellness for Adults

Session 6—*Outline*

Welcome

Opening Prayer/Centering Time

Post-Communion Prayer

Journaling

Break-Out Session for Large Groups

Sharing

Teaching Segment

Whole-Person Wellness as a Journey

Sharing

Week in Review; Maps of Growth and Change; FAITH Steps

Journaling

Closing Reflections

Closing

The Lord's Prayer

About the Author

The Rev. Dr. Scott Stoner—founder of Living Compass, a faith and wellness initiative—has served his community for more than 30 years as an Episcopal priest, psychotherapist, retreat leader, spiritual director, and author. Scott also serves as the founding director of the Nicholas Center in Chicago, a fourteen-room training center offering programs on leadership and wellness. The Nicholas Center is a joint initiative of the Episcopal Diocese of Chicago and Living Compass.

Scott's book, *Your Living Compass: Living Well in Thought, Word, and Deed* (2014), provides a fuller exploration of the themes presented in this workbook.

Scott is also an affiliate professor of practical theology at Bexley Seabury Seminary in Chicago. In addition to course development and teaching, he contributes to student formation programs and community building.

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