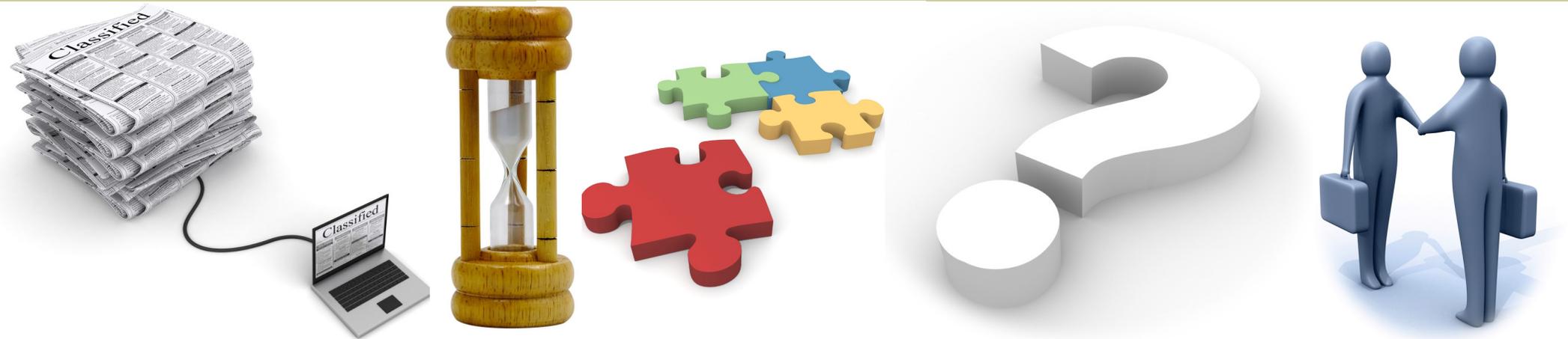


Aubrey's Story

A better way to walk through career transition

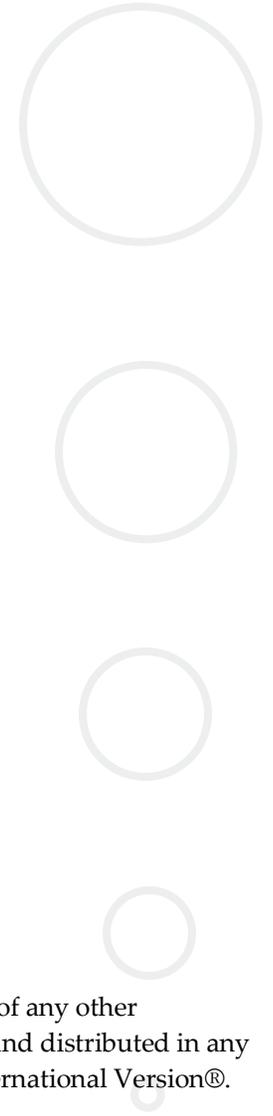


CHRIST-CENTERED CAREER GROUPS (C3G) ©

PETER BOURKE



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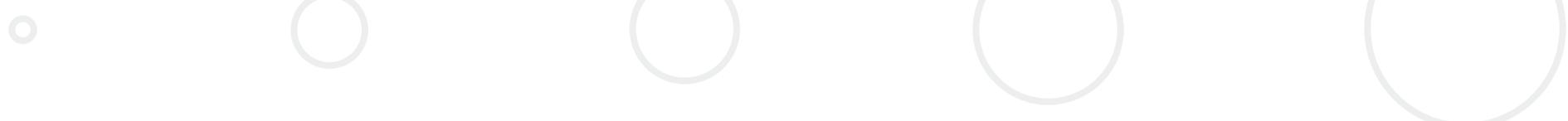
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Job transition is hard! There's no mistaking – it wears on your psyche, your confidence, your relationships, and even your finances. To make matters worse, the average person looking for work has never been formally trained on how to find the work that God has created them for ... and has created for them.

You may have read one of the many books available on how to find “the job you love,” or to find “the color of your parachute.” This short story and the Christ Centered Career Group (C3G)© approach described herein have been developed to serve anyone who is in career transition and who finds themselves frustrated by the process. The simple principles outlined in this eBook will prove as valuable to the job seeker as any book you'll find. It's more resourceful than any career search workshop you could attend. And, it's more life-impacting than any other job search strategy I've uncovered.

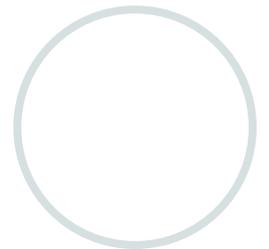
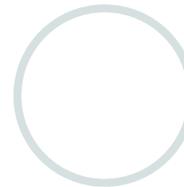
I pray that you'll consider Aubrey's story...and start your own group.





Part One

Aubrey's Story



You've met Aubrey Miles, at least someone just like him. The reason you'll sense familiarity is that he's so much like people that are close to you, although you may not know **the whole story.** Aubrey is middle-aged (41 years old to be exact), married and has the requisite two children. He and his high school sweetheart wife, Debbie, live in **a middle class home** and are the proud owners of two reasonably nice cars (and the car payments to match).



Aubrey has worked for Caustic Chemical Company (CCC) for most of his career. He's been a safety specialist for the last few years and he's enjoyed **much of his work experience** in his tenure at CCC. He's held a variety of roles including operations, customer service and sales. His career progression has been above average which made the news his manager delivered last year so surprising to Aubrey and those that know him well- he was part of an RIF (Reduction in Force – the kinder, gentler way of saying “laid off”) and **lost his job.**

No warning, almost no severance, and no help in his job search going forward.

Is he starting to sound familiar yet?



Aubrey's Story

CHRIST-CENTERED CAREER GROUPS (C3G) ©



When Aubrey was initially laid off, he rationalized all the reasons that this was actually a blessing. He knew it wasn't the best job he'd ever had and he'd always thought about doing something **entirely different** in his career anyway.

“Maybe this is my excuse to try something new”

“Maybe this is my excuse to try something new” he'd often lament. In fact, he'd been considering changing careers for a number of years – now might be the perfect time to do something about it!

But first things first – he'd been working for the last 19 years and felt he rightly deserved a small “sabbatical.” He announced to Debbie that he was going to **take a month off**

to give himself a break and to get some things done around the house that he'd been putting off over the past couple of years. Yes, it was time to get “renewed” and this lay off was the perfect opportunity to do so.

Debbie was worried about the prudence of this strategy but trusted that Aubrey knew what he was doing. She teaches part time so at least they'd have some income for the

family's on-going expenses.





Aubrey's Story

CHRIST-CENTERED CAREER GROUPS (C3G) ©



Aubrey always considered himself (and his family) blessed by God – he and Debbie had a better marriage than most of their friends – although not without a few arguments along the way. They were committed church-goers and an **active part** of their community and church.

Their kids were doing well in school and the family seemed to be living the American dream. They enjoyed a couple of week-long vacations a year, had as many “toys” as most in their neighborhood, and thankfully, they had enough in savings for six months of living expenses – which seemed sufficient in case something serious happened. Sufficient, that is, until he was **unemployed for more**

than 6 months

... and counting!

The problem for Aubrey today is that he and Debbie are struggling in more ways than they ever imagined possible. Their **savings have evaporated.** Unemployment benefits ended last month. Their Cobra health care benefits are expensive (unaffordable is more like it) and expire in a few more months.



Perhaps most importantly, Aubrey's attitude continues to slide down a slippery slope. He's **angrier today** than he was when he was laid off. The anger and bitterness seem to intensify every day.

Why was he given his pink slip and not someone who was a weak performer?

Why not his manager who wasn't that effective anyway?

After years of loyal service,
why wasn't he treated more fairly?

His efforts to find new work seem almost futile and he's starting to worry that he'll have to take a giant step backwards in his career because he's been out of work too long in the eyes of a potential employer.

This likely means a significant reduction in pay which the family can't afford.

*Do you recognize
Aubrey yet—
perhaps someone
close to you?*

A neighbor?

A former work colleague?



Aubrey's Story

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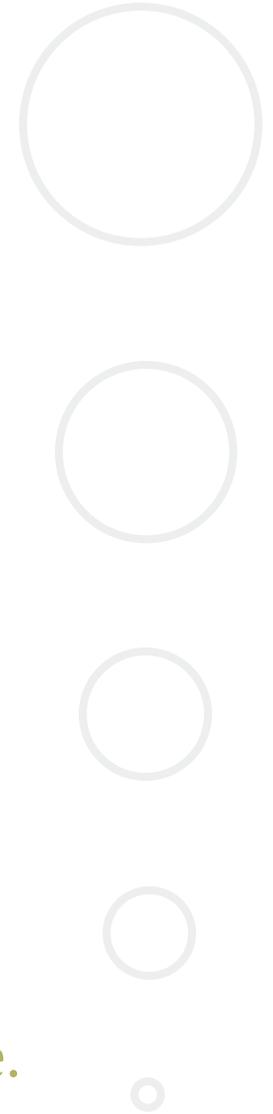


Aubrey feels like he's doing the right things to **find new work** although the Internet job boards have occupied a large amount of his time and have proven mostly fruitless. There appear to be plenty of openings on Monster.com and the Career Builder website (and even some company websites) and yet every time Aubrey applies to these "open" positions – he hears nothing back. The only jobs he gets a response from are the "commission only" financial services companies that always seem to target and find the **desperate job seekers**.

Is it because the jobs aren't really open? Maybe they're getting too many other applicants? Whatever the reason – it's getting him nowhere fast.

He's called his friends and former work associates but most don't return his calls and the ones he does catch on the phone are quick to have him send his resume via e-mail – seemingly as a way to gracefully end the conversation. And then, almost invariably, he **doesn't hear back** from them. Only a handful of his closest friends seem to show any interest in talking, much less helping him network to a new opportunity.

The lack of progress is really wearing on Aubrey's **mind, body, and confidence**.





What seems most remarkable to Aubrey is debilitating and profound changes that he feels in his own attitude about the whole career search process. He's always been a pretty positive person with a reasonably bright outlook on life. He's recently started to **doubt his ability** to be effective – both in the search and maybe even in his career. He regularly ponders, "Have I lost my 'edge'?" Aubrey's always been self-confident, why is he starting to doubt his abilities?

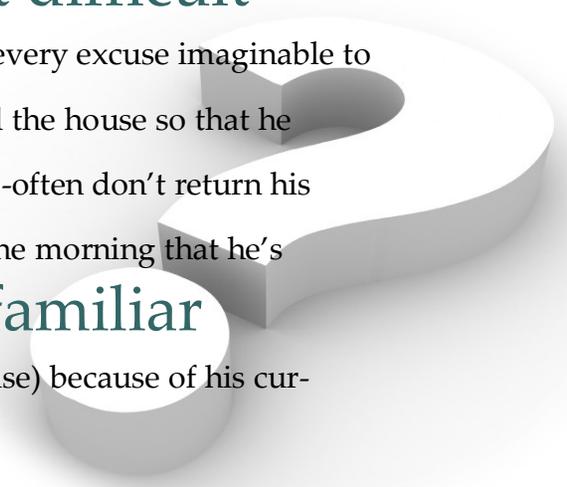


Have I lost my 'edge'?



On a few days recently he's **found it difficult** to get started in the morning. He's finding every excuse imaginable to tend to small, unimportant activities around the house so that he doesn't have to keep calling people who too-often don't return his call. On a few days he's felt so sluggish in the morning that he's

stayed in bed until the kids have left for school. This all **seems so unfamiliar** to Aubrey – is it possible that he's actually become depressed (clinically or otherwise) because of his current circumstances?



It sure feels different than
anything he's experienced previously

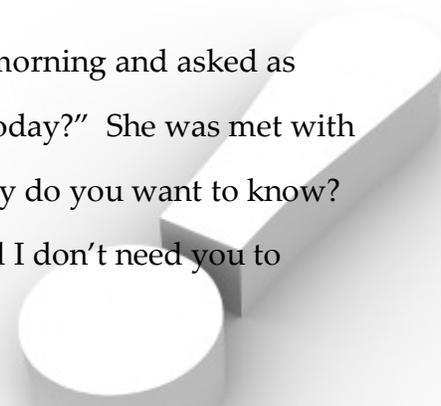


Debbie's getting increasingly concerned about Aubrey and their situation – both practically and financially. And perhaps the scariest thing of all for her is that Aubrey seems less focused on his job search now.

“How can he not be 100% focused on finding new work?” she's asked herself with regularity, although she is more than a little hesitant to broach the topic with Aubrey for fear he'll get angry...again.

“How can he not be 100% focused on finding new work?”

One day last week she approached him at mid-morning and asked as gently as she knew how, “What are you doing today?” She was met with a nearly belligerent response from Aubrey, “Why do you want to know? I'm **doing the best I can** and I don't need you to badger me about whether I'm doing enough!”



In reality though, Debbie's question wasn't an attempt to interrogate him about his activities. Rather, she was innocently asking because she was hoping the two of them could have a quiet lunch to spend some quality time together. The **stress of this career transition** is wearing on them individually and on their marriage. In fact, even the kids are finding that the safest strategy around the house is to stay out of Dad's way for fear that he **might lose his temper** over a relatively small issue.



Aubrey's situation (and psyche) continues to erode. Financially, the family has exhausted their **savings account** and they're about to tap into their 401K account which means they'll not only deplete their retirement account but will also pay a 10% tax penalty on the early withdrawals. The whole situation feels like a 150 pound weight on his chest.

The pressure is also showing up in other ways. At the last two career networking meetings that Aubrey attended he could feel himself sweating profusely – right through his collared shirt. In fact, someone last night asked him if he felt sick because it was so apparent that he was perspiring. Aubrey just kept wondering, "What happened to the confident, optimistic, and successful person I was before being laid off?"

Have I changed that much?!

"Have I changed that much?!"

His desperation was becoming more apparent, as was his **embarrassment about his unemployment**

... so much so that he was doing everything possible to keep it private.

When a friend or neighbor asked him how things were going at work – he told them—matter-of-factly, "Fine."

In the mornings, when everyone else in the neighborhood was heading off to work, he'd get dressed in business casual clothes and head off to the library or the book store so that neighbors might still believe that he had a job.

His pride wouldn't allow others to know the truth.



Above all other emotions Aubrey has felt during this career transition, he's felt a sense of being alone, unlike any other time in his entire life. When he was working he had a team of people he could interact with – they could work hard together, laugh with one another, enjoy lunch periodically, share other aspects of their lives, and they'd most often **encourage each other**. In essence, he had friends at work who were an integral part of his life. During this period of unemployment it felt to Aubrey like,

“*Me, alone,*” “Me, alone, against the world!”

against the world!

Lately, Aubrey has been **longing for that camaraderie**

that he never really appreciated before now. He always had good relationships at work, but he'd never really spent much time nurturing former work relationships. Some people he

knew were “master networkers” – always fostering business-

related relationships. Not so for Aubrey. In fact, he and Debbie didn't do a tremendous amount of socializing with other couples, usually content to spend time with each other and

beginning to recognize why some people maintain these types of relationships – particularly when they need these relationships to find new career opportunities.





It's becoming painfully apparent during this job search that he has no friends to walk the journey with. In fact, the friends that he has called for help have been remarkably absent and non-responsive to his requests. They seem to be totally pre-occupied with their own busy lives and priorities – with no apparent time to help him. Of course, Aubrey also **reflected with guilt** on how little help he had provided to friends who needed job search help over the past few years.

What Aubrey would give to get past this “phase” and find work, any work, where he could **just get back** to “normal!”



He knew he'd never take a job for granted again
- just as soon as he found a job.

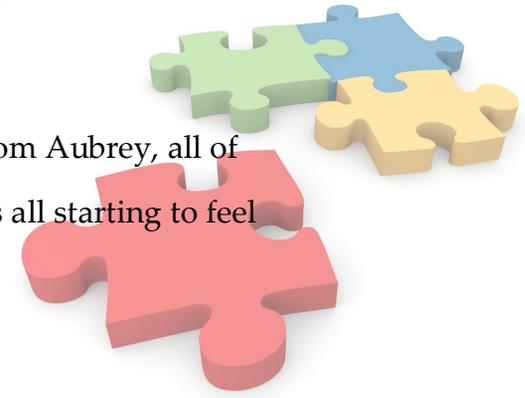


Spiritually, Aubrey has a declining interest in actually praying, preferring instead to “virtually” argue with God about his circumstance.

How could this happen to me?

“How could this happen to me? I’ve been a reasonably good person – raising great kids, with a good marriage, and going to church as often as anyone I know.” Why wasn’t God opening the door to the next job? Was it something he wasn’t doing? Was God trying to teach him a lesson during this transition?

Was it something he was doing and shouldn’t be? God felt very distant and removed from Aubrey, all of which made his feelings of loneliness all the more prevalent...and painful. In fact, this is all starting to feel like a **downward spiral** – with no apparent end in sight.



Aubrey was at a loss as to what he could do to change his plight? What is he supposed to do?

He feels entirely ill-equipped
and void of answers!



One day, Aubrey decides it's time to try a new strategy. He's finally come to the realization that he's not very knowledgeable about how to find a new job and maybe he's just

been doing the wrong things ... or in the wrong ways.

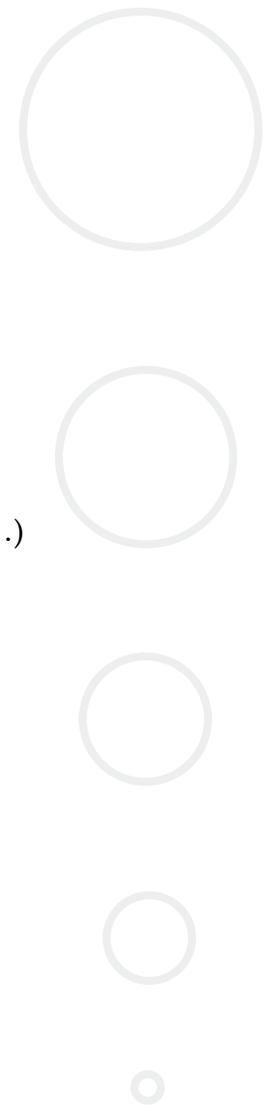
He heads to Barnes and Noble and asks the customer service desk where he might find some job search resources. The woman there is kind enough to lead him to the "Career" section of the store and he is overwhelmed to find no less than 200 books on topics related to job searches. Titles ranging from, *Never Order Barbeque in Maine* (I know you're thinking – "how could that possibly be a job search title?" Trust me, it is ...) to *What Color is Your Parachute?* Aubrey's immediate reaction was, "I don't want barbeque or a parachute.

I just want a job!"

*I just want
a job!*

He found books on resume writing, interview skills, personal branding, and one that promised the job he loved in 48 days. He knew he **didn't have time** to read 200 books and

he even found that in flipping through several of these books that many of them had conflicting advice. How would he ever find the secret to finding a new job amongst these countless books and DVD's? The book store journey made him feel all the more **helpless and desperate.**





A few weeks later, it's become obvious that Debbie is especially **scared about their future.**

She's done all she knows to do to reduce their monthly expenses – generic brand groceries, cancel lessons for the kids activities, even adjusting the thermostat in the house to try to reduce their heating bills. She wondered quietly, "Will we have to sell our house and move into a smaller house?"

*“Will we have to
sell our house
and move into
a smaller
house?”*

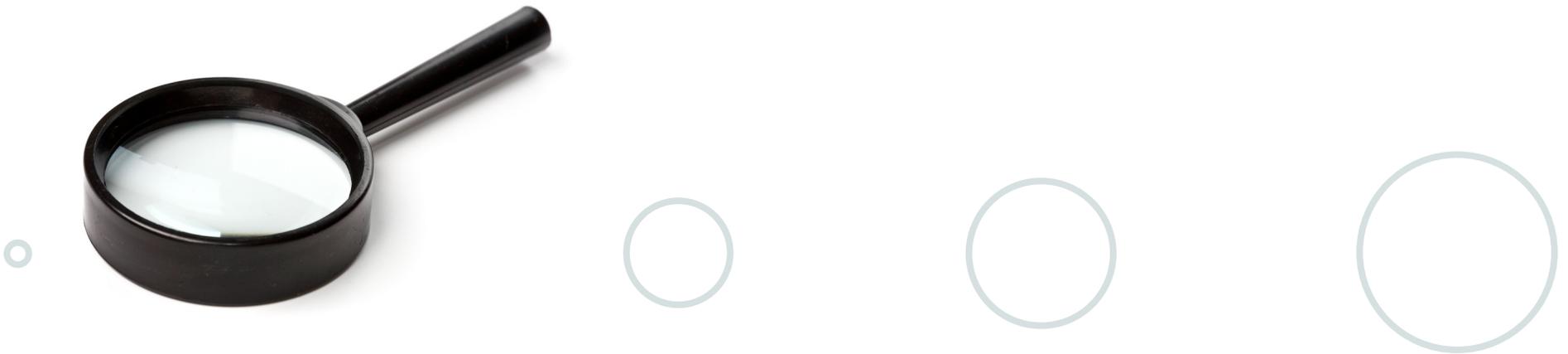
Or maybe they could rent? While she knew she'd have to be careful about bringing these sensitive topics up to Aubrey, she also knew in her heart that she was willing to do whatever it took to get through this tough time – and she knew that somehow they'd be fine. She had enough faith to believe that **God was in control.**

And yet still prayed that he'd deliver a new job for Aubrey
... sooner than later!



Part Two

The Problem Defined

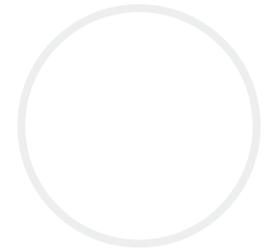
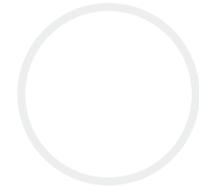




Have you met an Aubrey? His family? Perhaps you've even *experienced his journey* first hand – in your own career transition? Far too many have, especially in this most recent economic downturn. In fact, a majority of those that find themselves unemployed experience many of the practical, emotional, and spiritual challenges outlined in this short story. The purpose of this “booklet” is to share an idea, or perhaps better stated, an approach that has now been tested over the past seven years with thousands of men and women who have experienced these same challenges.

My Journey of Discovery

There are plenty of books—316,346 according to a recent search on Amazon.com—about the art and science of searching for a job. That topic is not my focus in this booklet. Instead, I want to outline a concept that has the potential to make a **powerful difference** in your career search, perhaps even in your life.





I've had an opportunity over the past few years to personally witness the job searches of several hundred people, and I've seen the good, the bad, and, in more cases than I would care to admit, even the ugly. I've also interviewed and hired hundreds of people over the course of my corporate career, and I've seen about every conceivable job search approach and scenario.

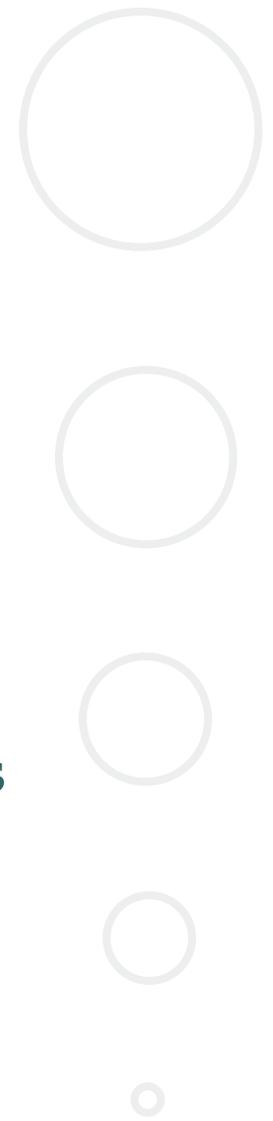
I spent six months in 2003 dedicated largely to finding out where God wanted me to spend my time and energy in alignment with His will and the gifts and experiences he had blessed me with. I had a clear sense that my calling was related to the field of career transition because of my experience in the industry and the obvious fact that so many people struggle immensely and painfully with career transitions. In fact, it had become clear that career-related challenges also create a unique "life-crisis" situation in which many people become more inclined to ask hard, faith-related questions and become more receptive to finding (or strengthening) their relationship with Jesus in the process. As a friend of mine once said, "When we become unemployed, it's as though God has figured out that the only way we tend to look up towards heaven is when He knocks us on our back."





In my typical, Type “A” fashion, I proceeded to interview over 200 people who were either unemployed or mis-employed and a large number of career counselors or ministry leaders who were dedicated to helping people with career transition challenges. I even interviewed the spouses of many career explorers. I was focused on learning, helping where possible, and perhaps most importantly, determining where **God wanted me to contribute.** I wasn’t sure if I was supposed to make my living in this arena or be involved as an avocation and find another way to pay the bills (which would soon include college and wedding expenses for our three daughters!).

It quickly became obvious that this was not the ideal way for me to try to make a living – I’m blessed to be able to do that with a small sales training and consulting organization. But it was equally obvious that there were opportunities for me to contribute, and through the Grace of God and the experience of the last seven years, I’ve developed some observations and recommendations **about what works** and what’s missing for people in the career search process today.





Based on this first-hand research and experience, my intent in the balance of these pages is to **highlight a concept** that has the potential to make the biggest difference for the average job seeker – in both your job search and potentially in your life. If you'll combine this simple concept with the details you'll find in one or more of those 316,346 career related books available on Amazon.com, you'll likely fare well.

It's a simple approach called Christ Centered Career Groups (C3G) and it combines the power of a small group of Christians doing "life" together with the needs of people who are either unemployed or employed workers actively looking for new (or better) employment.



Christ Centered Career Groups

Here's a parallel: Many large churches have been creating a way to bring members into closer relationships by developing small group programs. In essence, they create a forum for six to eight adults or couples in a similar stage of life (age, location, children, etc.) to "do life" together **in a Christ-centered way.** They often meet weekly to build relationships, to help each other in a variety of circumstances, and to learn and study the Bible together. These groups provide members with support, genuine care, and even accountability in a variety of life's circumstances.

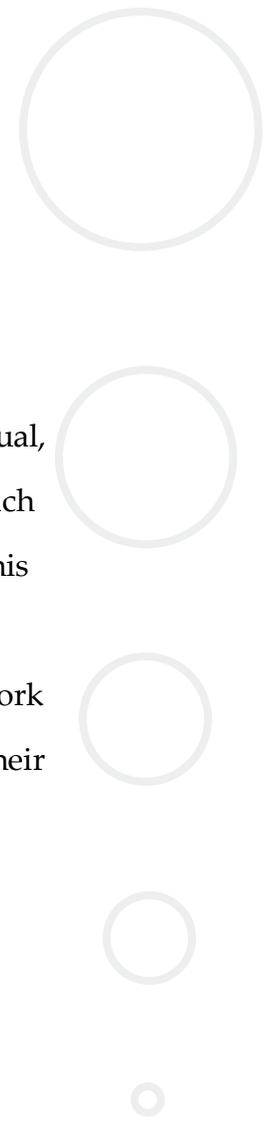


We've learned that this same small group approach can be effectively applied to those going through career transition. If a person struggling with unemployment or searching for a better career alternative can find three to six other people who are willing to commit to walk the journey together and to stay together as a team until all of the group members find work, it will **significantly enhance** their individual (and collective) effectiveness in the process.

When initiated properly, it becomes **a powerful forum** for people to get practical, spiritual, and emotional support. It's an effective way to share lessons learned and great ideas, a means of holding each other accountable, and, ultimately, a forum to show others the love of Christ at a critical time in their life. This C3G concept was piloted and developed in Alpharetta, Ga. in collaboration with Northpoint Community Church (www.northpoint.org/jobhelp) and has been integrated into the broader Crossroads Career™ Network (www.crossroadscareer.org) tools we make available to churches in the U.S. who want to start or enhance their own career ministry.



Let's explore a better way in Part III.





Part Three

There Is A Better Way





As we saw in Aubrey's journey in Part I, the job search process is a **very lonely time** for most people, perhaps even more so for men (we tend to be less "relational") but certainly not exclusively. Most **Career Explorers**, as we call them in the Crossroads Career Network Ministry (www.crossroadscareer.org), feel

they're alone and on their own during career transition.

In their previous jobs, they'd have a team of people working with them. They had regular meetings with their manager to report on progress and could ask for input and feedback on projects and activities. They always felt like they were part of a bigger organization where they could make a contribution, where people would help each other, where they could develop personal and professional relationships, and even celebrate successes.





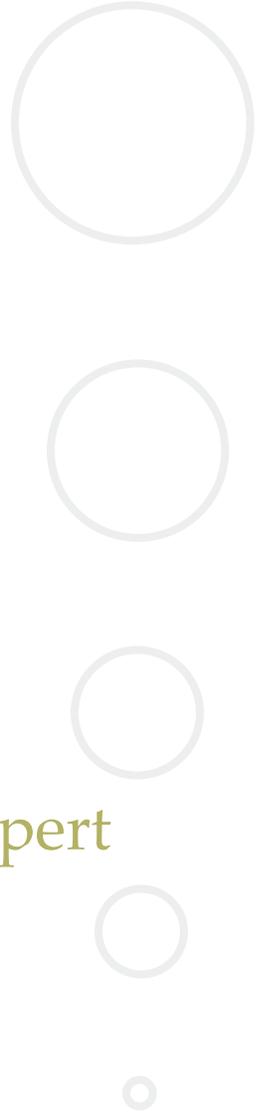
Aubrey's Story

CHRIST-CENTERED CAREER GROUPS (C3G) ©



The job search environment is entirely different. Most people have very little interaction with anyone outside of their direct family unless it's an all-too-occasional phone call or cup of coffee with a friend during the networking process. They **feel pressure** from all relationship sides—kids, spouse, and parents—although much of the pressure for the average person is self-imposed. The Career Explorers often admit to severe bouts of lost confidence and some are honest enough to admit they're depressed (although very few actually do anything about it). Except for some displaced workers who may have the benefit of working with an outplacement firm, **job seekers are largely left to fend for themselves.**

And yet, the vast majority of us are not well-equipped to search for work effectively. Some find resources at the Department of Labor's local unemployment office while they file for benefits. Many spend the vast majority of their time combing the Internet job boards and submitting resumes to the open positions that interest them. In today's environment, the average person who loses their job is **far from an expert** on how to find a new one. Just as a working person has a plan to achieve their objectives, anyone looking for a job needs a plan - a strategy that has proven successful. And yet the job seeker struggles, "How do I learn how to search effectively?" They don't have outplacement help; they don't have the money to pay a career counselor; and most often they don't even know where to start!





Perhaps most importantly, job seekers, even Christian ones, tend to make another job search mistake:

Leaving God out of the whole equation.

In the same way we tend to compartmentalize God when things are going well in our work (and in our life for that matter), we're often guilty of the same attitude in career transition. I've heard people say, "I'm too busy finding a job to spend time with God." Or another I heard recently, "God hasn't delivered a new job yet, why should I count on Him going forward?" **God doesn't want to be left out** when we're working nor does He want to be left out when we're not. In fact, He's sovereign enough to actually use these trials and tribulations to get our attention – perhaps even to become less independent and more dependent...on Him.





It's precisely the challenges outlined here that Christ Centered Career Groups (C3G) are designed to help a Career Explorer overcome. Their purpose is to provide practical, emotional, and **spiritual support** to the unemployed participants through weekly, two-hour small group meetings that facilitate prayer, relationship development, encouragement, individual and group accountability, and an opportunity for service by caring friends. One unique aspect of this program is that when a small group is formed, the members are encouraged to commit, via a written covenant, to staying together until all members of the group are employed. I know that makes many who read this pause – “Am I really prepared to make THAT kind of commitment?”



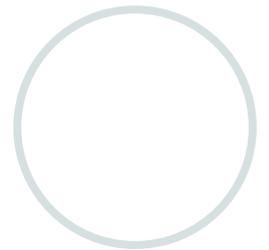
“ Am I really prepared to make THAT kind of commitment? ”

Read on and allow me to explain further in Part IV.



Part Four

The Solution





The basic concept is pretty simple:

- A small group (4-7 men or women) meets weekly – and collaborates even more often to **proactively help each other** in the career search process
- The group provides **practical, emotional, and spiritual support** in the journey
- It also provides accountability to **sustain momentum** for each member
- It allows members to make a contribution to others – and show them a **self-less service** orientation. This sense of contribution may be as valuable as any benefit to the average C3G member!
- Provides an extended network of contacts to each member (if each member knows 100 people in their network – collectively we know 600 - 700 people!)
- Group members **commit to staying together** and working together until all members of the small group are employed
- Can provide **life-long relationships** between each other and with Jesus, our Savior!



The career search is intimidating - it impacts our health, our finances, our families, and represents a significant life event just as marriage, divorce and death of those close to us do as well. Because this life event is **so significant**, the premise of C3G is founded on some key biblical principles that will help the Career Explorer focus on the right priorities in their search and rely on the support and caring of others in successfully achieving the two major goals of this program:

1. To lead people into a growing relationship with Jesus Christ and
2. To accelerate the time to re-employment in work that is consistent with their God-given talent.





Biblical Principles

“...seek first his kingdom and his righteousness and all these things will be given to you as well”

MATTHEW, 6:33

Often the career searcher is exclusively focused on the job pursuit and misses this unique opportunity to either re-connect or, at least, to strengthen their relationship with Jesus. Career transition may be one of the best opportunities for us to experience both the time and the humility that can be so critical in learning to rely on God for our peace and happiness, not relying on harder work or more business success to be “fulfilled.”

ROMANS, 8:28

Career transition can be God’s way of opening doors to better opportunities, to take better advantage of the gifts he has blessed us with if we will focus on His purpose for our lives. While certainly a challenging time, if we’ll learn from each challenge we face, it only serves to strengthen us.

“And we know that in all things God works for the good of those who love Him, who have been called according to His purpose”



PHILIPPIANS, 2:4

We are not asked to go through trials like career transition alone. In fact, it is for these types of challenges that we are encouraged to develop communities of believers who are able to support our needs and to contribute to the needs of others.

Each of you should look not only to your own interests but also to the interests of others

Two are better than one, because they have a good return for their work: if one falls down, his friend can help him up. But pity the man who falls and has no one to help him up!

ECCLESIASTES, 4:9-10

This verse goes on to say that a cord of three strands is not quickly broken – which is God's way of telling us that He didn't create us to be independent beings. He created us to be interdependent – on Him and on each other and we are better together during life's challenging times than we are as individuals.



1 JOHN, 3:16-17

“ Jesus Christ laid down his life for us. And we ought to lay down our lives for our brothers. If anyone has the world's goods and sees his brothers in need, yet closes his heart against him, how can the love of God be in him? ”

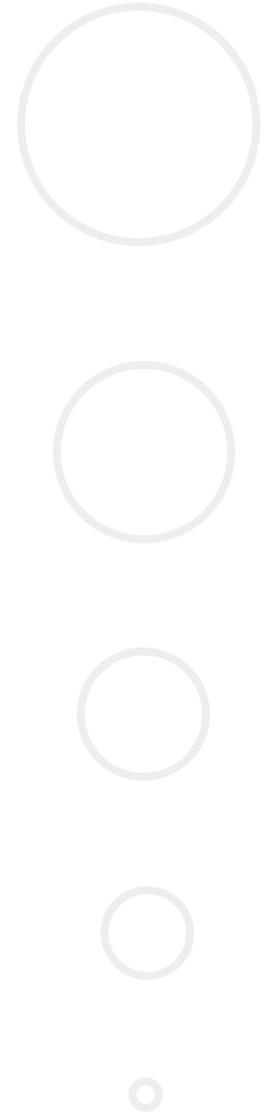
This is the challenge and opportunity that God has given us – to love our neighbors as ourselves. It is in challenging times like career transition that we are enabled to help others in a Christ-like fashion. I know it sounds counter-intuitive because the most natural orientation is to determine how others can help us when we need a job. When we seek first to serve others – as the hands and feet of Christ in the world – God shows up!

These biblical principles represent the essence of what C3G is designed to accomplish – to support Career Explorers during this critical time in their lives. We've also developed some practical principles to help guide participants in using this approach.



Guiding Principles of C3G:

- Groups of men and women will often be gender-specific and will consist of 4-7 members. Separate genders can help facilitate more open/transparent discussion within the group and is recommended but is not mandatory
- Everything discussed within a group is confidential and intended to stay within the group
- The groups will stay together until all members are gainfully employed (and optionally longer). Group continuity is important to maintain so new members will typically be joined to new groups vs. added to existing groups.
- The group members will proactively work together and for each other – investing their time for the benefit of others. This is a “member-powered” approach – the same people who minister to others are also the beneficiaries – how cool is that?



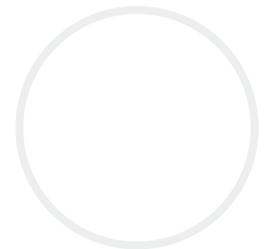


Aubrey's Story

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- Group leadership will rotate weekly amongst the members so that all stay engaged and no one person dominates the discussion
- Optionally, experienced career search volunteer small group mentors may help launch new groups and participate in periodic follow up meetings to lend support
- There should be diversity within the group – i.e. functional expertise, levels, industry expertise, etc. Technical, sales, and accounting people often have different (and complimentary) skills that will benefit the other group members.
- The meeting time and location will be determined by the group to best facilitate consistent participation of the majority of members each week. The location should be quiet, regularly available, and an inexpensive place to buy coffee or soda (i.e. a church, fast food restaurant or coffee shop)





Benefits for the Career Group Members:

As mentioned previously, there are excellent resources and programs in most communities to support career searchers. These include seminars, church and non-church networking events, and industry association meetings, among others. C3G groups are not intended to replace these forums. Rather, they are **intended to supplement** them and provide the following unique benefits to the career searchers that aren't provided in these other resources:

- Provides personal and relationship support in this **challenging journey**
- Provides accountability to sustain momentum in the career search
- Provides an opportunity for the members to feel that they're making a **contribution to others**
- Provides an extended network of contacts that is available because the relationship is better developed than most networking forums allow



- Allows a group to leverage their presence at networking events (divide and conquer) as members work on behalf of each other
- As group members become employed:
 - More people become focused on the needs of fewer unemployed members
 - Further extends the network to new employers
- Can create life long relationships with each other and with Jesus Christ





The following are actual feedback we've heard from members of small groups thus far and are indicative of the value for participants:

- *"I had accountability when I worked but I had none in my career search. This is exactly what I needed."*
- *"This has been a life changing event for me - not only did I find a job but I also found a relationship with God that I didn't have previously."*
- *"I had 100 reasons not to join this group and then I was shocked to know that there could be a community of men who cared about my needs and challenges instantaneously."*
- *"I really didn't have a clue about how to find a new job - I haven't looked for a job since I graduated from college! This group helped me understand what works, and what doesn't. I would have been lost without them."*





This type of feedback, and others, has made it obvious that the most important priority for most in career transition is not “Job Search 101” but rather to help people recognize that they need to stop walking the **journey alone** and starting walking with others who share a common faith and a common challenge.

And yet, the C3G concept is not for everyone and does come with responsibility. In fact, in order for the groups to be effective each of the members must be prepared to **invest their time and talents** to help develop the relationships with other members through weekly group meetings and one-on-one meetings that facilitate the relationship development process. This will likely represent a 4-hour commitment per week for each member.

The other commitment group members should be prepared to make is to proactively work **to help others** in the group make progress in the career search process through network introductions, personal advice, encouragement and caring support until all members of the group are employed. While this represents a significant investment of time and energy, this commitment is what converts this journey from a lonely endeavor to one that can be shared with caring friends. This is the type of support that few people enjoy in the career search process today (witness Aubrey who you met in the first pages of this eBook).

Each prospective C3G member should thoughtfully and prayerfully consider their willingness to uphold these commitments before joining a group.

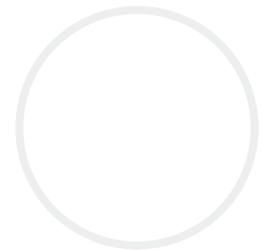


Values of C3G:

- 1. Faithfulness** ○ To regular attendance or personal contact each week.
- 2. Confidentiality** ○ To maintain privacy in all personal conversations.
- 3. Commitment** ○ To continue to meet until all members are employed.
- 4. Honesty** ○ To be transparent with one another.
- 5. Enthusiasm** ○ To be helpful by showing a positive attitude.
- 6. Patience** ○ To recognize and accept the time needed to locate the right career opportunity.



7. **Compassion** ○ To be sensitive to the spiritual, physical, emotional, economic, and social needs of participants.
8. **Love** ○ To be living proof for Christ's unconditional love in the lives of group members.
9. **Understanding** ○ To discern what is happening in a person's life.
10. **Stewardship** ○ To be a good manager of the time set aside for C3G meetings and the content of the meetings.
11. **Prayer** ○ To continually hold C3G members up in prayer.
12. **Family** ○ To be sensitive to the needs of the family and to strengthen and to preserve marriages.

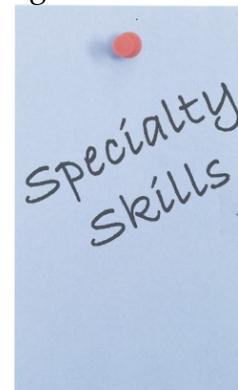




The "Rest" of Aubrey's Journey

The post-mortem on Aubrey is that one year into his job search he got connected into a men's C3G group at his church. There were 5 other men in this group – one finance executive, two sales-related people, one I.T. professional and a gentleman with significant experience in human resources within the construction industry.

This group met on a weekly basis – every Monday morning at 7:30 am in a local coffee shop. Better yet, they spoke on the phone to each other nearly every day and became friends in this process. They ended up sharing **their personal contacts, their experience and specialty skills** (one was skilled at interviewing techniques, another experienced in crafting effective resumes – you get the picture).





Aubrey's Story

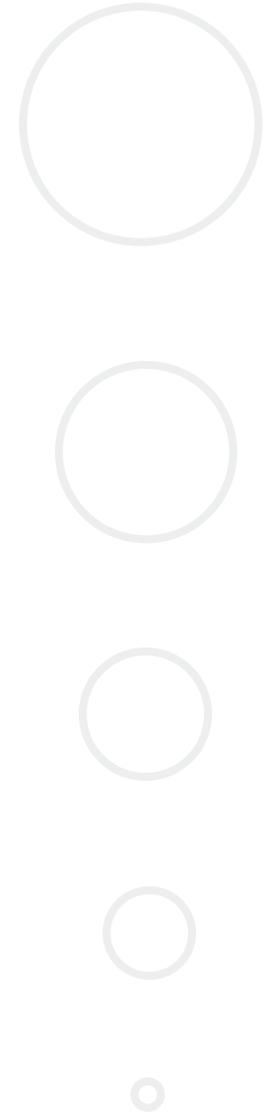
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It took another 3 months for Aubrey to find the right job and he found the job because one of his C3G “brothers” had a neighbor who was looking for someone with training skills and industrial industry experience. To say that Aubrey is **excited about his future** at this company would be an understatement. Interestingly enough, this job was never posted on the Internet and he would have never found the opportunity if it weren't for the introduction he received.

The real difference for Aubrey since he joined C3G is that it provided what he described as his “new lease on life.” He went from being “alone” in the career search process to having a small group of Christian men who **sincerely cared about him** – and his family. He experienced first-hand the

love of Christ displayed by the others in the group and was able to serve others in the same way. The experience helped Aubrey to recognize that **attitude is everything** in career transition and with the encouragement and friendships of other Godly men, his change in mindset made the difference.





Perhaps most importantly, Aubrey's faith and relationship with God grew in this process. He's begun to recognize and embrace the notion that God is in control and it is **the Lord's purpose** that prevails. And sometimes it is through life's challenges that we learn to rely on Him (and others in the Body of Christ) for our present and our future.

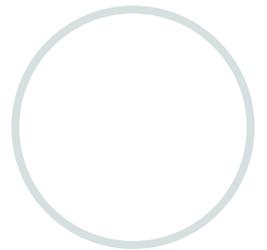
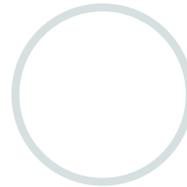
Are you walking the journey alone? Do you have others you can call on for help? Do you have friends you can share your trials and tribulations with – about the job search and about life in general for that matter? Are you finding ways to serve others in this trying time? Find your “team” to travel this journey – and I pray that this simple concept called Christ Centered Career Groups (C3G) can make the difference in your career transition!





Part Five

C3G[®] *Quick Start*





WHAT ARE THEY? Christ-Centered Career Group are weekly two hour meetings that are either facilitated by a career ministry volunteer or by one or more of the C3G members.

WHEN ARE THEY? Any time you want. We have found that the best times are before or after work, because many people are employed while looking for new jobs or career direction. You might consider either 7am or 7pm, Monday thru Friday or even on a Saturday at 7am. Mondays mornings can be particularly good because the “felt need” is usually high for career explorers.

WHERE CAN YOU MEET? Meeting places are usually either public (like coffee shops) or professional (like conference rooms), as well as at the church. No cost locations are ideal.

WHO COMES? C3G formation meetings are usually open to everyone, men and women, from the congregation and community who are thinking about or seeking a new job, career direction or God’s calling. They can be college age, young adults, mid-career or nearing retirement with an eye toward working after retirement.

HOW DO THE MEETINGS WORK? Initial Meeting (1.5 hours) – This meeting is focused on initial group formation

The purpose is to facilitate the introductions and begin to develop relationships and form small groups. There is very little formal agenda other than to provide the group with an opportunity to get to know each other personally via introductions and brief background overviews. Ideally, the volunteer small group mentor will facilitate this and the second meeting of a group to ensure that the group covers the intended topics in the allotted time to the best of their ability. If the time is not well managed, many new members will be frustrated and may not stay with the program. A minimum amount of time should be spent in this meeting on the career search strategies. This meeting should be initiated in a relaxed, informal setting, perhaps at lunch. Each group member should discuss:

- Personal background including hometown, college attended, family
- Brief career overview
- Brief overview of career goal and interests
- Highlight the key challenge each is most concerned about in their career search

Once each of the members has made their introductions, the group should plan to cover 3 key items:

- Agree on a weekly meeting time, location, and duration (recommend 90 minutes)
- Discuss what would be most helpful in this process for each member (Morale support? Networking contacts? Accountability? Spiritual support? Career search coaching? Other?) It will be helpful for each of the members to have a sense of what the others would most benefit from in order to serve those purposes.
- Closing prayer or devotional.

SUBSEQUENT WEEKLY MEETINGS

Once the group has been initially launched, a weekly facilitator will be assigned (this role will, in many cases be rotated amongst the members) to lead the weekly discussions. The following topics should be covered at each meeting:

- Opening prayer/devotional (see relevant scripture verses provided or others relevant to the facilitator) – 5-10 minutes

- Each member updates the group on progress, priorities, and challenges in their search (use “weekly progress/priorities” template provided as needed) and the group brainstorms on new ideas/approaches for each person – total of 10-15 minutes per person.
- Review/discuss key job search meetings/resources that the group should be aware of in the upcoming week – 10 minutes
- Agree on next steps (including the next meeting) and follow up items – 5 minutes
- Closing prayer

It is critical that the time be well managed in these meetings in order to be both useful and efficient. Each of the members must feel they are getting and giving value in this process. If one person consistently dominates the time or discussion, the rest of the members are likely to under-value the forum. It is also critical that the discussion have a reasonable balance of constructive feedback and Christ-like support throughout the meetings.



AN ALTERNATIVE C3G MODEL:

Another model for managing the C3G approach that has been tested and proven successful is to organize a consistent weekly gathering place (a coffee shop for example) for a larger group of men or women. This will require a C3G ministry leader to lead this approach by welcoming new attendees/members and providing them an overview of the program and approach. Once new members have been welcomed and introduced to the larger group, smaller groups of 4-7 people can break into separate teams for the remainder of the session as outlined previously for the “subsequent weekly meetings.”

This approach has a couple of distinct advantages:

- There is continuity to the program because with a larger critical mass of participants no one group is reliant on whether their “team” members were able to attend on any given week. Having a consistent C3G leader also provides lasting continuity.
- It actually provides a broader base of people for each member to interact with. For example, if there are 20-25 participants at any given time in the program an individual will likely have small group interaction with each of the other members over the course of 4-5 weeks because they may be with a different group of people each week.

- You still achieve the goal of helping to develop deeper relationships with others in the career search process but more people are involved – which can benefit everyone.

In essence, the agenda for this alternative approach is as follows:

1st 5 to 10 minutes is welcoming people individually and introducing yourself to newcomers (if applicable)

- You can also have a sign-up sheet for newcomers names with preferred email and phone #
- You can also give them the Crossroads Career Network 6 Steps – Review/Preview Worksheet
- Pick one of the experienced explorers to meet and greet late arrivals

Next 10-20 minutes is an opening introduction

- Present meeting’s benefits as...
 - Learning about career transition, job search and God’s calling
 - Networking, support and encouragement - seeking first to serve before being served



- Helping each other collaborate during the week
- Holding one another accountable

Introduce Crossroads Career 6 Steps – Review & Preview Worksheet

- They should note the opportunity to sign-up on www.CrossroadsCareer.org for free career resources such as Explorer Guide. Volunteer should hold-up guide.
- 5-10-minute devotional by volunteer or regular participant and a brief prayer to open the meeting
- If there are 8 or more explorers, then split into smaller groups of 4 to 7 per group, with a regular participant (either employed or unemployed) facilitating the smaller group meetings. The shorter the time you have for small group meetings, the fewer the people you should have in each group
 - Next 40-75 minutes small group meetings of 4-7 participants

- Each regular participant talks 10 minutes about...
 - What they're searching for/target companies – can use outline on 6 Steps page
 - Preview plans/priorities/activities for the coming week
 - Help needed – can be job search specific or not
- Last 5-10 minutes all groups listen up for announcements and closing prayer...
 - Announcements of events for coming week
 - Reminder and invitation to next week's meeting and register if not yet registered
 - Encourage individuals in meetings to connect between meetings
 - Brief closing prayer by volunteer



Recommended style points of facilitating the meetings include...

- Quick and to the point
- Keep the pace moving
- Positive and encouraging
- Smile and connect with the eyes
- Informal and pleasant
- Leaning forward, sitting or standing
- Purposeful, thoughtful, and respectful
- Comfortable presenting and facilitating
- Caring with accountability
- Honest and vulnerable

On the next three pages you will find handouts to help facilitate discussions and keep explorers focused and active between meetings...

- Crossroads Career 6 Step Process
- C3G Group Covenant
- Weekly Progress

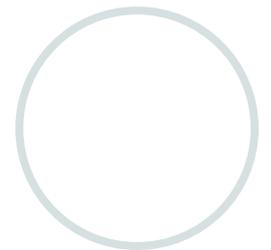
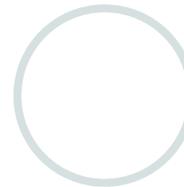
ONE ON ONE MEETINGS:

One great way to strengthen and accelerate the relationship development process within the group is through one-on-one meetings. These should be coordinated between the group members within the first couple of weeks and on going, as possible. Meeting as a group once a week for 1.5 hours at a time is helpful but in order to better establish both knowledge of the group members and to begin to fortify the relationship, these additional meetings are essential and should focus on determining ways that each member can proactively assist the others in their search through networking contacts, coaching, and collaboration.



Part Five

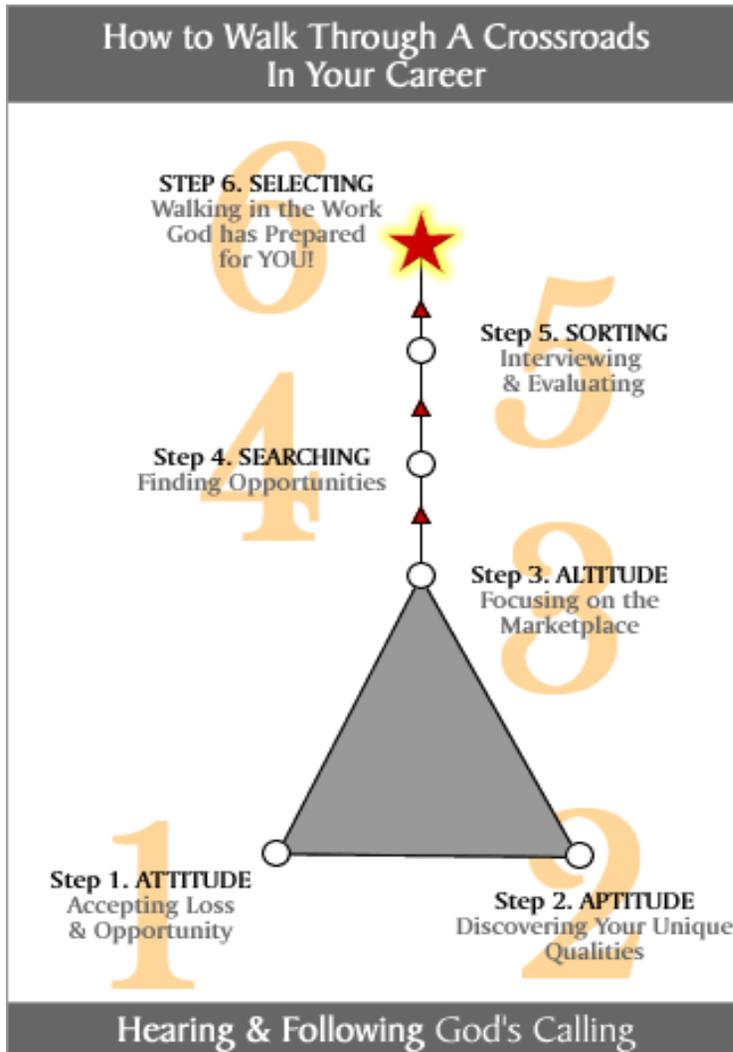
Appendix





Aubrey's Story

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Thus says the Lord,

*“Stand at the crossroads
and look...ask where the
good way is...and walk in
it”*

Jeremiah 6:16

**Crossroads [†]Career
Network**



GROUP COVENANT

"...seek first his kingdom and his righteousness and all these things will be given to you as well" - Matthew 6:33

"... if anyone has the world's goods and sees his brother in need, yet closes his heart against him, how can the love of God be in him?" - 1 John 3:17

I _____ covenant with my C3 group to do the following:

- 1.** Faithfully meet every week unless urgent circumstances beyond my control prevent my attendance. If unable to attend, I will try to make my presence otherwise known with personal phone contacts to my fellow members.
- 2.** Keep confidential ALL personal conversations held at C3G
- 3.** Help facilitate the C3G meetings on a rotating basis
- 4.** Participate with honesty, enthusiasm, patience, compassion, love and understanding.
- 5.** To proactively give help as I would wish it to be offered and to accept help with the same spirit as I would give it.
- 6.** Continue this covenant until ALL members of this group are employed.
- 7.** Pray for my fellow participants.

Signature

Date



WEEKLY PROGRESS

AFFIRMATION:

I know that God is with me on this journey. *I know* that I am qualified. *I have* the experience needed by top companies within and outside my industry. *I am* committed to putting forth the effort necessary to find or create a challenging job. *I know* the opportunities exist. *I will* find or create a fulfilling and monetarily rewarding position that will allow me to maintain balance in my life. *I do NOT* have to compromise. *I will* succeed in finding the company, position and work environment that takes advantage of my God-given talents. *I will* get started ***RIGHT NOW!***

Bible Verse to share:			
High Point of last week:		Low Point of last week:	
My key accomplishments for last week:			
<ol style="list-style-type: none"> 1. 2. 3. 4. 			
My goals for this week are (target companies, meetings, follow up calls, etc.):			
<ol style="list-style-type: none"> 1. 2. 3. 4. 5. 			
Things learned that could be useful to others in the group:			
Help most needed: (resume writing, interview skills, emotional support, networking contacts—share those areas that represent the biggest challenges in your career search)			

FREQUENTLY ASKED QUESTIONS

How long will it take for a group to form effectively?

It takes time for the groups to transform into a community based on trust and relationships (see stages of a small group below). Initially the members will view the group as interesting and somewhat helpful. In the space of a few weeks, assuming the members commit the time and energy required, the group will begin to significantly impact the progress of each member including their attitudes, motivation, spiritual growth, etc.

Is the C3G format helpful for everyone?

There will be some people who try out the concept but won't stay, largely because of the discomfort associated with either the accountability or the close and personal format (versus large networking meetings). We know this program will not be for everyone. But for those who have found the career search journey to be lonely, exhausting, and/or not very effective and those that would benefit from having a community of believers to collaborate with and to support them (and visa versa) in this process, that is whom C3G is intended to serve.

How do we add members to a group?

New members can be added to an existing group but this should not be done with regularity. The relationship and trust developed between members is vital to the success of the group and this takes time to establish. It is likely better to start a new group, where possible, than to continuously add new members to existing groups. The exception is outlined in this facilitator's guide on page 49.

How can the group continue to meet as some of the members find employment?

As members of a group become employed, the challenge becomes finding a convenient meeting time for all members (including the employed members). If it proves too difficult to find a convenient time, it's better to pick a time that all of the un-employed members can make and have the employed members join whenever they are able. In addition, the employed members should be encouraged to meet individually with the other members to ensure that they are being supported and encouraged throughout.

How much of a commitment is required of each member?

In order to be most effective, members must be proactive in their support and commitment. A two-hour meeting every week, by itself, is not that helpful. The most effective group's members will be proactively trying to network on behalf of the others, determining how they can help the others with challenges (perhaps help writing a resume) or any other activities that convert this from a group to a real "Christ Centered Community." We would expect each member to spend approximately 4 hours per week associated with his or her C3G group in some form.

How important is the spiritual component of this program?

Unemployment represents a unique opportunity for God to get our attention and a real invitation to grow in both our knowledge of and relationship with Him! It is imperative that the groups keep the focus on the spiritual part of this journey. If all we accomplish is returning members to work, we have not only missed the opportunity to help them grow closer to our Savior, we have also fed the problem because a busy work life can actually draw people further away from Christ.

Does this replace the need to attend Networking meetings, etc?

No! There are typically plentiful resources and networking meetings in most communities (especially in many Crossroads Career® Ministries) that serve the purpose of educating people on the job search, or inspiring or connecting people via networking. The C3G concept is not intended to replace or compete with these great resources. In fact, we believe that getting individuals connected with a caring, supportive small group will actually enhance their use of these types of programs and resources.

How does C3G help a family?

If the unemployed spouse can learn to confront his/her frustrations and fears, he can better lead his family through this difficult time of interruption in employment. C3G can help promote communication in the family. We encourage the groups to involve families in periodic social gatherings.

Can C3G be used to reach those who are not church members?

We encourage you to use this as both a support vehicle for your congregation members and as an outreach where possible. Your own church members who participate or volunteer will exemplify love and compassion that will strongly influence those who are not church members.



Can C3G help get jobs?

Yes, although it is not the singular purpose of this program to secure employment. We believe that through this Christ-centered support, career searchers will both grow in their relationship with Jesus and will become more effective in the career search process.

Who leads each group?

The establishment of a formal group leader is discouraged because it places the organizational responsibility on one person. As a consequence, the group's identity matches the "leader's." With weekly rotation of the facilitator, the group continues to belong to all of the members equally.

Are groups separated by gender?

Most commonly, yes. Communication of personal matters is difficult enough; mixing genders would make this more difficult. Some may choose to mix genders and as long as there is recognition of the difference in group dynamics, this can be workable.

What happens if I can't attend a meeting?

Absentees are encouraged to contact their group members by phone or drop a note. Regular attendance will be a key success factor for the group to be most effective.

Where and when do the groups meet?

It is best to have meetings in the early morning or early evening to minimize the impact on time required for other networking opportunities. The groups elect their own meeting place based entirely on convenience for the members. Most groups choose to meet at restaurants, some in offices; however, we discourage using private homes since someone is burdened with "picking up" each week.

What do groups talk about?

Whatever is important at the time. To keep meetings focused, a suggested agenda is provided in this guide.

What about spouse support groups?

A great idea and it should be recognized that the spouse relationship is significantly tested during unemployment. Any resources/seminars that can be made available to serve this need will be helpful. In addition, church sponsored career seminars, financial seminars, networking classes and more would be useful. No project of this nature, however, should be considered until a leader within the groups is identified.

Are there any fees associated with joining a group?

No!



OTHER C3G IDEAS TO CONSIDER:

ALUMNI RESOURCES:

Those who have participated in a C3G group are among the best resources to recruit for other purposes that will benefit the other small group members. Accordingly, it's important to provide an on-going mechanism (i.e. database) that allows you to keep track of these alumni including the company and position they have attained. Examples of roles these individuals can play:

- Small Group Leaders
- Speakers at larger group meetings (Testimonials, perspectives on their employer, etc.)
- A point of contact that can be made available to subsequent C3G members to contact for networking purposes
- Provide one-on-one spiritual and personal support for those with the need

EMPLOYER INVOLVEMENT STRATEGIES:

To the extent possible, gaining the support and involvement of the potential employers in your community/congregation can further support this ministry and the needs of the members.

There are several ways to accomplish this, the best of which will be dependant on the church and the community's willingness to employ these strategies:

- Publish a list (electronically or paper-based) monthly of the key skills and background of those registered in the small groups that can be distributed to key employers or HR professionals that may be represented in the congregation.
- Solicit the support of the employers to submit a list of key openings from their business that can be distributed to C3G members in order to give them first visibility to these positions. This can be beneficial to both the employer (lower recruiting costs, better talent, supporting those that are church members, etc) and obviously to the career searchers.



EMPLOYER INVOLVEMENT STRATEGIES: *(continued)*

- Compile a list of employed volunteers from the church congregation who would be willing to accept calls (not more than one/month perhaps) from those that would benefit from networking with these employed people. Roswell United Methodist Church in the Atlanta area has over 100 members of their church that have volunteered for this role.
- Recruit key employers (executives, HR, or other individuals) who could spend time with individual groups or could speak at the periodic larger group meetings to share their insights, provide testimonials, etc. This can be very rewarding for these volunteers and keep them more attuned to the needs of their fellow congregants.
- There may be other strategies that you've employed and we'd like your continued feedback so that we can share new ideas with others.



C3G BIBLE VERSES & GROUP DISCUSSION TOPICS

The following verses are intended to be used by the groups to facilitate discussions as part of every meeting (perhaps during the devotional time) that will put the C3G member's career search in the context of God's Word. These are provided as examples only and there may be many others that the groups can study and discuss that may be even more relevant to their circumstances.

Romans 8:18

"I consider that our present sufferings are not worth comparing with the glory that will be revealed in us"

- What is meant by this verse?
- What is the biggest trial you are facing right now?
- How can we keep our eyes and spirit fixed on God's promise?

James 1:12

"Blessed is the man who perseveres under trial, because when he has stood the test, he will receive the crown of life that God has promised to those who love him."

- What is the biggest challenge you have faced in the past that you overcame?
- How could the Lord be glorified through your perseverance?
- What has God promised his children?

Hebrews 10:24-25

"Let us consider how to stimulate one another to love and good deeds, not forsaking our own assembling together, as is the habit of some, but encouraging one another...."

- How important are friends in these challenging stages of our lives? Our spouse?
- What could friends or your spouse most help you to overcome?
- What could you help someone else to overcome?



1 John 3:16-17

“Jesus Christ laid down his life for us. We ought to lay down our lives for our brothers. If anyone has the world’s goods and sees his brothers in need, yet closes his heart against him, how can the love of God be in him.”

- How does helping others highlight God’s presence?
- Compare Jesus’ sacrifice on the cross to the sacrifices we make daily.
- What message does this verse convey to you?

Psalms 37:4

“Delight yourself in the Lord; and He will give you the desires of your heart.”

- What is meant by, “delighting yourself in the Lord?”
- How can we do so?
- Does God know the desire of your heart?

Matthew 18:21-22

“Lord, how often shall my brother sin against me and I forgive him? Up to seven times? Jesus said to him, ‘I do not say seven times, but up to seventy times seven.’”

- Do you still have bitterness toward your former employer?
- Who is the bitterness most hurting?
- How can Jesus’ guidance help?

Philippians 4:6-7

“Be anxious for nothing, 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 comprehension, shall guard your hearts and minds in Christ Jesus.”

- What are you most anxious about?
- Does God know what you are most thankful for? Do you praise Him?
- What does having “the peace of God” feel like? Have you experienced it?



1 Peter 4:10

“As each one has received a special gift, employ it in serving one another, as good stewards of the manifold of God.”

- What are your special, God-given gifts?
- How could you use these gifts in your future career?

Philippians 2:4

“Each of you should look not only to your own interests but also to the interests of others.”

- Why does God implore us to help others, no matter the circumstances?
- What benefit might you receive by doing so?
- Can you find ways to help others in this group?

Jeremiah 29:11

“For I know the plans that I have for you, declares the Lord, plans for welfare and not for calamity to give you a future and a hope.”

- Do you know God’s plan for you?
- How can you better understand them?
- How do you think your plan for life compares to God’s plan?

Ephesians 4:26-27

“Be angry, and yet do not sin; do not let the sun go down on your anger, and do not give the devil an opportunity.”

- How does this verse apply to you?
- Do you hold on to anger about a previous employer? Your spouse?
- What is God encouraging us to do with our anger?



1 Timothy 6:10

“For the love of money is a root of all kinds of evil. Some people, eager for money, have wandered from the faith and pierced themselves with many griefs.”

- How has the love of money impacted your career? Your family?
- How can we loosen money's grip on our career options?
- If you reduced your expenses, would you have more/better career options?

Philippians 4:19

“And my God will meet all your needs according to his glorious riches in Christ Jesus.”

- What is the difference between needs and wants?
- Who defines what our needs are?
- Do you and your spouse agree on needs versus wants?

James 4:2-3

“You do not have, because you do not ask God. When you ask, you do not receive, because you ask with wrong motives, that you may spend what you get on your pleasures.”

- What are wrong motives?
- What is the right motive?
- Do you ask God through prayer?

Joshua 1:8

“Do not let this Book of the Law depart from your mouth; meditate on it day and night so that you may be careful to do everything written in it. Then you will be prosperous and successful.”

- How can we be more faithful in reading the bible?
- Can someone in the group share a testimonial?



2 Corinthians 9:8

“And God is able to make all grace abound to you, so that in all things at all times, having all that you need, you will abound in every good work.”

What lessons can we learn from the above about . . .

- Prosperity?
- Attaining a full life?
- Having all that we need?

Romans 8:28

“And we know that in all things God works for the good of those who love him, who have been called according to his purpose.”

- How able is He?
- Why is He working for us?
- What must we do to have Him work for us?

John 14:15

“If you love me, you will obey what I command.”

- How do we show God we love Him?
- Is there anything (undone) that God has been asking you to do?

Isaiah 40:30-31

“Even youths grow tired and weary, and young men stumble and fall; but those who hope in the Lord will renew their strength. They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint.” (NIV)

Note: “Renew” means, literally, to “exchange.” We give up our strength and gain the Lord's strength.

- When do we tend to feel weak and in need of strength?
- Where are you placing your hope? In employers? In yourself? In God?

Psalms 27:14

"Wait for the Lord; be strong and take heart and wait for the Lord." (NIV)

"Hope" and "Wait" are often used for the same Hebrew word, depending on the translation.

- How are they similar concepts?
- What does it mean to "wait on the Lord?"
- How can we "be strong and take heart?" How does it apply to your search?

Matthew 6:25-34

²⁵ "Therefore I tell you, do not worry about your life, what you will eat or drink; or about your body, what you will wear. Is not life more important than food, and the body more important than clothes?"

²⁶ Look at the birds of the air; they do not sow or reap or store away in barns, and yet your heavenly Father feeds them. Are you not much more valuable than they?"

²⁷ Who of you by worrying can add a single hour to his life?"

²⁸ And why do you worry about clothes? See how the lilies of the field grow. They do not labor or spin.

²⁹ Yet I tell you that not even Solomon in all his splendor was dressed like one of these.

³⁰ If that is how God clothes the grass of the field, which is here today and tomorrow is thrown into the fire, will he not much more clothe you, O you of little faith?"

³¹ So do not worry, saying, "What shall we eat?" or "What shall we drink?" or "What shall we wear?"

³² For the pagans run after all these things, and your heavenly Father knows that you need them.

³³ But seek first his kingdom and his righteousness, and all these things will be given to you as well.

³⁴ Therefore do not worry about tomorrow, for tomorrow will worry about itself. Each day has enough trouble of its own" (NIV).

DISCUSSION QUESTIONS:

- Jesus says, "Do not worry." Is this a suggestion or a command?
- How do we "not worry?"



I pray that this information is useful to you and I would encourage you to send this to others who may benefit from the C3G approach. For more information:

www.c3g.org – For C3G specific information and tools

www.crossroadscareer.org – For additional career ministry tools and resources