



Concept Overview:

The Christ Centered Career Group (C3G) concept was developed following research delving into the tools and resources available to assist unemployed career searchers in their journey to find re-employment. The founder of the concept evaluated networking meetings, books, seminars, and interviewed many people who were unemployed or who have worked with those searching for new work and concluded that while there are some valuable resources available, there is one key missing ingredient that is needed to help many people navigate this journey – small group support. Accordingly, C3G’s purpose is to provide both practical and emotional support to the unemployed group members through weekly, two hour, small group meetings that facilitate prayer, relationship development, encouragement, individual and group accountability, and an opportunity for service by loving friends. One unique aspect of this program is that when a group is formed, the members commit, via a written covenant (see last page of this document), to staying together until all members of the group are employed.

The career search is intimidating, lonely, exhausting, and often times depressing. Because most people tend to put their work at the center of their life, much of our self-identify is wrapped up in our career, and is therefore lost, when unemployment strikes. It impacts our health, our finances, our families, and represents a significant life event just as marriage, divorce and even death do as well. Because this life event is so significant, the premise of C3G is centered on some key biblical principles that will help the career searcher to focus on the right priorities in their search and to rely on the support and caring of others in successfully achieving two goals of this program: 1) 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:

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

Phillipians 2:4 “Each of you should look not only to your own interests but also to the interests of others” 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.

1John 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.

These biblical principles represent the essence of what C3G is designed to accomplish – to provide both practical, emotional, and spiritual support to unemployed group members through weekly, 2 hour small group meetings and other one-on-one meetings that facilitate relationship development, encouragement, individual and group accountability, prayer and represents an opportunity for service by loving friends.

Guiding Principles of C3G:

- Groups of men and women will often be separate and will consist of 4-6 members. (Separate genders can help facilitate more open discussion within the group but is not mandatory)
- Everything discussed is confidential
- 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, not existing groups
- The group members will proactively work together and for each other – investing their time for the benefit of others
- Group leadership will rotate weekly amongst the members so that all stay engaged
- Career search experienced volunteer small group mentors may help launch new groups and participate in periodic follow up meetings to lend support
- There should be a diversity within the group – i.e. functional expertise, levels, industry expertise
- 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. fast food restaurant, 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, networking events, industry association meetings, among others. C3 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 and lonely 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

What commitment is required of new members?

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 to 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.

Each prospective C3G member should thoughtfully and prayerfully consider their willingness to uphold these commitments before joining a group. The following feedback is indicative of what we've heard from members of small groups thus far:

“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”

“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”

Meetings:

For the local Alpharetta, GA area – our meetings are held at Northpoint Community Church – here’s the link: www.northpoint.org/jobhelp

Website and contact information: www.C3G.org or send an e-mail to pbourke10@aol.com.

Christ Centered Career Groups Value Statements:

The values espoused by a C3 group include:

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 each another.
5. **Enthusiasm** - To be helpful by showing a positive attitude.
6. **Patience** - To be considerate of the time needed to locate the right career opportunity.
7. **Compassionate** - 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. **Prayerful** - 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.

Christ Centered Career Group

A 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