



# Small Group Road Map

A LEADER'S  
PLANNING AND  
REFERENCE MANUAL



HONOR ONE ANOTHER ABOVE  
YOURSELVES; DEVOTE YOURSELVES  
TO BROTHERLY LOVE.

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DATE: 03.01.2010



Dear 12:10 Group Leader,

Are you wondering what 12:10 Groups are? It's Osceola Grace's small group ministry. Romans 12:10 (NIV) says, "Be devoted to one another in brotherly love. Honor one another above yourselves." We believe that all of God's people were designed to be in meaningful relationships. My prayer is that we would learn to love each other deeply with everything that we are and carry the needs of those around us. As a 12:10 Group leader, you are in a pivotal leadership role to be used by God to see people's lives transformed.

You are immensely valuable to this church and greatly appreciated. Undoubtedly, you will have some mountain top experiences as a leader. Like any noble calling, I'm sure there will be challenging times for you as you lead your group. Let me encourage you to stick with it. The 12:10 Group Ministry team and all of us at Osceola Grace are here to serve you as you serve your group.

Blessings,

Jon Carter

Small Groups Leader

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## CORE VALUES

### **Connecting People to Christ**

“Teacher, which is the greatest commandment in the Law?” Jesus replied: “Love the Lord your God with all your heart and with all your soul and with all your mind.” This is the first and greatest commandment.

Matthew 22:36-38

### **Connecting People to People**

“...And the second is like it: “Love your neighbor as yourself.” All the law and the Prophets hang on these two commandments.”

Matthew 22:39-40

### **Showing Our Community We Care**

“Suppose a brother or sister is without clothes and daily food. If one of you says to him, “Go, I wish you well; keep warm and well fed,” but does nothing about his physical needs, what good is it? In the same way, faith by itself, if it is not accompanied by action, is dead.

James 2:15-17

## **WHAT DO OUR CORE VALUES LOOK LIKE IN THE CONTEXT OF A 12:10 GROUP?**

### **Connecting People To Christ**

How do you grow spiritually in the context of a 12:10 Group?

#### **Focus on Where Truth Meets Life**

It is possible for groups to focus exclusively on truth and not take time to share with each other how it applies practically to their life. It is also possible to spend so much time sharing the issues of life that the group neglects to seek God's truth and how it applies to them personally. The goal is to see lives changed through the application of the truth of God's word.

#### **Share Your Spiritual Journey**

Some think of spiritual growth as something that happens in the 12:10 Group meeting itself. While this is possible, the bulk of a person's spiritual growth is what happens in between the 12:10 Group meetings. Your 12:10 Group is a place to share what God has been doing in your life since you last met and to discuss how to apply new biblical truths to your circumstances. It is the sharing of your journey that often is a catalyst in someone else's faith walk.

#### **Step Out of Your Comfort Zone**

One of the ways that God often grows us spiritually is by calling us out of our comfort zone. A 12:10 Group is a great place to find the mutual encouragement and accountability to take the next step of faith in your walk with God.

Examples of stepping out of your comfort zone are:

- Go on a Missions Trip
- Serve in Children's or Student Ministry
- Ask a Hurting Friend if You Can Pray for Them
- Get Baptized
- Become a Member
- Attend an OGI Luncheon

Stepping out of your comfort zone certainly isn't limited to ministries at Osceola Grace. God will begin to stretch you in all areas of your life. The key is to develop the practice of listening to God and obeying his prompting.

### **Connecting People To People**

How do you build relationships effectively in the context of a 12:10 Group?

#### **Learn Each Other's Story**

It is amazing how hearing where someone has come from can help you to understand and love a person in your 12:10 Group. Sharing each other's stories is a powerful means of connecting a group relationally.

#### **Get Together Outside of Your Regular Meeting Time**

Groups that invest in each other's lives outside of their regular meeting time are the groups that typically form a strong relational bond.

**Get Together With Others of the Same Gender  
Outside of Your Regular Meeting Time**

Meeting with just the guys or gals will often allow for greater freedom in personal sharing and accountability.



**Showing our Community We Care**

How can a group effectively reach out together within the context of a 12:10 Group?

**Power of personal connection.**

If you can focus on something or someone who has a personal connection to someone in your group, you better the chances of getting to your group members' hearts. If the group is stumped on what to do, suggest the group pray individually throughout the week asking God to reveal to them what good works He has prepared in advance for them to do. (Ephesians 2:10)

**Keep the activity simple and contained.**

Some group members will immediately embrace the idea of serving and in their enthusiasm, may commit to more than they can manage.

**Pace** - Whether it is curriculum or serving, people have a tendency to be eager in the beginning and lose steam over time. Beware of this trend and avoid discouragement. This is another good reason to create a handful of small wins (acts of kindness and blessings).

**Money Trap** - Avoid the temptation to just give money toward the problem or situation.

Beware of serving taking over the group - It may become necessary to set a time limit for example: 15 minutes, on how long this topic is discussed in a 12:10 Group meeting.

**Reach Rep** - Consider having the person who suggests the project be the project coordinator/organizer. After all, they are the one with the personal connection.

**Celebrate success by stories, praise, and continued prayer.**

Share them with the 12:10 Group staff so we can rejoice with you.

**WHAT IT MEANS TO BE A LEADER****Prerequisites of Leadership**

- Relate well with people
- Love God
- Pursue God's will for your life
- Commitment to regular prayer and Bible study

Sometimes it is quite possible for all of the above to be true, but there are personal life circumstances (i.e. marriage/personal/family struggles) that make it best not to serve as a leader for a season. However, joining a group is still recommended.

**Why does a group need a leader?**

Having an identified leader is important because at times challenges will arise within the group related to sustaining a healthy environment. It is at these times, in particular, that there is incredible value in having a person who has responsibility and permission to address the challenge presented.

When people object to the idea of a group having a leader, often times the underlying issue is not about whether the group needs a leader. The real issue is the kind of a leader the group needs.

**What kind of leader does the group need?**

1. A leader who can lead collaboratively; a consensus builder as opposed to an autocratic leader.
2. A leader who will lead by example and has these character traits:
  - Teachable
  - Example of integrity
  - Transparent
3. A leader who delights in seeing God work in people's lives

**Additional Thoughts:**

The role of a 12:10 Group Leader is not intended to be that of a teacher. Often times the 12:10 Group leader will facilitate the group, however, this is a role which can be shared.

## POSITION / JOB DESCRIPTION

### Primary Responsibility

To encourage the group and individuals in the group to proactively live out the three core values of the Osceola Grace Church.

- Connect People To Christ
- Connect People To People
- Show Our Community We Care

### Primary Functions

#### Llaison to the 12:10 Group Ministry

- Periodically connect with the Small Groups Leader or another person on the 12:10 Group Ministry team
- Attend leader events
- Update 12:10 Groups Leader with your current curriculum, group information/roster changes by e-mail at [jcarter@ogbc.net](mailto:jcarter@ogbc.net).

#### Create and Sustain Healthy Environments

- Manage the physical and relational environment (see page 12)
- Provide structure for the meeting
- Keep the group on track in implementation of the agreed-upon Group Agreement (i.e. safe, confidential, core values)
- Share roles within the group (ie. facilitator, host, snacks, reach rep, prayer, worship)

**Handle conflict well**

Communicate by phone or in person rather than e-mail when addressing difficult situations. It is amazing how much conflict can be avoided by not using e-mail to communicate emotion or to handle difficult situations.

## CREATING ENVIRONMENTS

The goal is to create environments that enable the group and its members to grow together relationally, grow spiritually, and grow in their effectiveness to reach out to others.

There are two types of environments to manage:

### **Physical Environment**

Most of the components of the physical environment are directly related to where the meeting is being hosted. Hosting is a group role which is often shared by various members in the group.

Create an environment that is welcoming and relaxed.

For example, the host might choose to:

- Have comfortable chairs arranged in a circle
- Make sure outside lights are turned on
- Give themselves ten minutes to “decompress” and pray before guests arrive
- Have snacks and drinks available

### **Limit distractions**

- Have TV turned off
- Have pets in a separate part of the house
- Turn phones off/silenced
- Make sure the host home is reasonably clean
- Make sure the room temperature is comfortable
- Alcohol policy-We ask that alcohol not be served at home group functions

**Agree upon a plan for childcare as a group**

This is a critical issue for groups that have families with small children. If you need some ideas or help in this area, please do not hesitate to contact the small group leader for assistance.

**Relational Environment**

Create an environment that is collaborative, safe, authentic, and feels like family.

**Collaborative**

- Share ownership of group roles
- Share communication
- Everyone is engaged; no one is dominating conversation
- Share commitment to the group; people call if they'll be absent or late

**Safe**

- Maintain confidentiality.  
Confidentiality should be vigorously respected unless a person is engaged in illegal activity, or is a danger to themselves or others. *Seeking guidance from one of the pastors at Osceola Grace about a 12:10 Group situation is not considered a violation of group confidentiality.*
- Avoid quick answers, snap judgments, simple fixes, or side conversations
- Maintain a sense of belonging; acceptance without judgment

**Authentic**

- Model for and encourage members to go beneath the surface and be transparent in conversations
- Model for and challenge each other to grow spiritually with gentleness and respect
- Celebrate growth in the three core values periodically

**Feels Like Family**

- Proactively care for one another
- Get together outside of the meeting
- Create excitement and energy in the group. Use icebreakers to get to know one another and laugh with one another. Celebrate the growth and successes in each other's lives. *Note: Creating a collaborative and safe environment will increase the chances of group members becoming more authentic and, ultimately, in creating a sense of family. A familial environment can be encouraged and directed, but not forced.*
- Create an open environment that communicates: "This is our group (not my group) and it will be what we make it. So, if there is something we would like to see improve, let's improve it."
- Have a Group "Check-In" Periodically  
A couple of times a year create time in your group meeting to discuss how everyone feels the group is progressing.

Use the 12:10 Group Ground Rules to review what everyone hoped to achieve out of the Small Group...

**Ask:** "What is our group's greatest strength and in what areas would you like to see the group grow?" and then follow up with "What practical steps can we take to move toward this ideal or use our strengths?"

This a great tool to collaboratively establish expectations related to creating and sustaining a healthy environment. It can be used to gain mutual "buy in" as to what the group is about and it can be used to talk about what roles different people will play in the group.

#### **How do I use the 12:10 Group Ground Rules?**

Use it as a living document and refer back to the 12:10 Group Agreement on a periodic basis to evaluate how the group is doing. Refer back to the 12:10 Group Agreement when a new member joins the group. *Note: A copy of the 12:10 Group Agreement can be found on Osceola Grace's Web site in the 12:10 Group Ministry section.*

#### **How do I add people to my group?**

Before adding anyone to your group be sure to discuss and decide as a group how you would like to add people.

The single most effective way to add people to your group is by personal invitation. Think about your neighbors, friends, and coworkers that may not be connected to a 12:10 Group and would be a great fit for the group. Encourage the others in the group to do the same.

You can also contact the 12:10 ministry team for referrals of people who are looking for a group.

## HOW TO STRUCTURE THE SMALL GROUP MEETING

### Structure

Structure provides freedom. Typically people are more at ease and willing to share when they know what to expect. However, keep in mind that the structure is a tool to serve the group, not the group to serve the structure. Strive to keep a balance between keeping the meeting on schedule and responding to the unexpected.

### How Do We Organize Our 12:10 Groups?

Our primary organizing principle for 12:10 Groups is stage-of-life. One of the reasons for this is that it is easier for a group to make decisions on childcare when they are all in a similar stage of life. Also, our experience has shown that when groups have stage of life and shared experiences in common they are more likely to stay together.

### Examples of Group Categories Are:

- Singles
- Adults (Couples) with no kids
- Parents of preschoolers
- Parents of elementary-aged children
- Parents of teens
- Empty Nesters

Although members of groups organized by stage-of-life tend to have more in common, anyone is welcome to join. For example, if a couple is 37 years old with no children they may choose to join a group that is predominantly made up of parents of elementary-aged

children because they view that as their peer group. The fact that they do not have children is not meant to exclude them from the group.

We also recognize that it is possible to have successful multi-generational groups, men's groups, women's groups, and some special interest groups.

### **Sample Structure**

The following is an example of how one group structures their meeting (other groups will vary the structure to fit their group's personality.)

1. **7:00 - 7:20 Welcome / Snacks**: People will arrive at different times and this allows everyone to meet each other informally and catch up with one another prior.
2. **7:20 - 7:30 Icebreaker**: An icebreaker is a question designed to get people talking and sharing. The question can be fun and random- for example: If you could see any singer (living or dead) in concert who would it be and why? The icebreaker could also be a question created that is related to the topic you'll be discussing in your 12:10 Group. The person in charge of the icebreaker question answers first and in so doing, sets an example for how much detail to give and time to take in answering the question.
3. **7:30 - 8:00/8:15 Discovery**: Most studies/curriculum make this an easy role to share. A DVD study will prompt you through the video and study guide step by step.

4. **8:15 - 8:40 Application:** During your discussions talk about how what you've learned is affecting and impacting your lives. Discuss how you are putting this knowledge into action in your lives. Use questions like the following: How has God been at work in your life? Where is God stretching you in your life? What is God teaching you as you read the Bible and pray throughout the week?
5. **8:40 - 9:00 Prayer:** Group members will share prayer requests and the group prays together. For some people in the group this will be first time they have ever prayed out loud. Please remember to be patient with them and avoid putting them on the spot.

### **Other Creative Ideas for Group Structure**

Here are some additional ideas for you to use that add a bit of variety to your group meetings:

- **Communion:** This can be a very moving experience for the entire group and may also be the first time some have ever shared communion outside of a church service. You can use bread or crackers and juice for the elements as we do here at Osceola Grace. This can be done in several ways. One way for example: take turns reading the scripture in 1 Corinthians 11:23-26 and pass around the elements as scripture is read. End with a prayer of thanks to God or a song.
- **Worship through Song:** The keys to making this a positive experience in using this in 12:10 Group are to have the words printed out for each person of the 12:10 Group and to play the recorded music loud enough so that people don't feel self-

conscious about participating. You can also play a song and have group members quietly listen to the song.

- **Worship through Prayer:** Have each group member personalize scripture from the study and pray it out loud in the group. Create: Have each member create or bring something that reveals something about who they are and share it during group time.
- **Share your Story:** Some groups have had each group member share their story of how they came to know Jesus as their Lord and Savior. One group member shares their story per meeting. This is a great way to connect relationally and get to know more about others in your group.
- Have a cookout, game night, or theme party to celebrate the end of a study together or to break up your time together during the middle of a study.

## **Curriculum**

### ***How do I know what options are available?***

There are a number of curriculum options available for loan free of charge in our 12:10 Group Library. Osceola Grace may have a number of options available for purchase. Some groups discuss the previous week's sermon.

If the 12:10 Group Ministry does not have the curriculum to check out, the individual 12:10 Group is responsible for purchasing the material. If your group purchases a video curriculum, please consider donating it to the 12:10 Group Library for other groups to use.

***How do I choose a group study?***

The 12:10 Group Ministry Team will often make recommendations of a particular study for 12:10 Groups and may have extra copies available for purchase. Unless it is part of a church-wide campaign it isn't necessary for your group to use the recommended study. Choose a study with input and collaboration from the group. For a list of our current DVD studies available please check out our Web site under 12:10 Group Ministry. Please keep the 12:10 Group Ministry team updated on which study you are using.

Note: The purpose of the group study is to serve your group in growing closer to God and to each other, not for your group to serve the study. In other words, if the study becomes the focus and purpose of your group feel free to make appropriate changes.

## HOW TO MANAGE THE 12:10 GROUP MEETING

### **Managing the 12:10 Group Season**

Think of your 12:10 Group as having a season (similar to the way a sports team has a season) that runs concurrent with the school year. The 12:10 Group kicks off the season in September and plays the championship game around the end of May. Summer is a time to celebrate a successful season as most 12:10 Groups will typically have some kind of alternative schedule ... i.e. meet once a month for socials. Note: There are some groups which choose to continue to hold a regular schedule during the summer.

As the new season approaches, individuals have the option to sign up for another season with their previous season's 12:10 Group or try a new 12:10 Group experience.

The benefit of thinking of your 12:10 Group as having a season is that it helps to sustain commitment and momentum over time and helps prevent people from feeling that they are "stuck" in a group.

End Well. When a 12:10 Group decides to disband and stop meeting, have a dinner or a special time to celebrate the time the group has spent together. Avoid letting people know of the group's end via e-mail and allow several weeks for the group to process the change that is coming. Talking with the 12:10 Group Ministry team prior to ending the group is recommended and appreciated.

## **A Great Way to Start**

A great way to start is to give people an opportunity to test drive a 12:10 Group. The 12:10 Group ministry team assists groups in putting people together for a six-week 12:10 Group experience.

Over the course of the six-week experience, the groups meet independently in someone's home and are led by a 12:10 Group Host. At the end of the six weeks, each group decides whether or not they want to continue meeting.

The biggest 12:10 Group starting event occurs during the September church-wide spiritual growth campaign. This campaign kicks off the 12:10 Group season. There are also 12:10 Group starting events in the winter and spring.

## **The Top Ten Characteristics of Highly Effective 12:10 Groups**

1. Deals with conflict well (see appendix)
2. Shares responsibilities and roles in the group
3. Spends time outside of group together
4. Shares with one another how God is working in their lives
5. Serves together
6. Has clear goals and clear expectations (12:10 Group Ground Rules)
7. Periodically "checks in" to evaluate how the group is progressing (Manage the Season)
8. Has a defined structure for the group meetings

9. Has spiritual accountability; same gender meetings in addition to regular meetings are a great way to make this a reality. The purpose is to encourage and challenge each other to grow spiritually.

10. Cares for each other in hard times

### **The Top Ten Results of Highly Effective 12:10 Groups**

1. Changed lives

2. A sense of belonging/family

3. Discovering and using spiritual gifts to serve God

4. Increased capacity to love others

5. Meaningful friendships

6. Increased desire to know and love God

7. People outside of the group are impacted for Christ

8. The group cares for each other

9. The group encourages and challenges each other to grow spiritually

10. A sense of accomplishment

### **Feeling Stuck or Don't Know What To Do**

As a 12:10 Group leader, there will likely come a time when you feel stuck or at a loss as to what to do. **Please contact us.** The 12:10 Group Ministry team's primary role is to be a resource for you.

**Examples Of 12:10 Group Challenges****1. Challenging life circumstances for someone in the group**

Someone in your group may share with you a difficult life situation that they are going through

*Tip: Remember that it is much more important to be a good listener than it is to have a solution for their problem.*

**2. Challenging dynamics occurring in the meeting**

Someone is introducing strange philosophies or ideas about God

Someone is dominating the conversation during the meeting

Someone asks a question for which you don't know how to answer

*Tip: One way to deal with this situation of not knowing the answer is to challenge the group to research the answer on their own and come back to the next meeting with what they have found.*

**3. Challenging relational dynamics**

There is a relational friction between some people in the group

The group feels like it has lost momentum

The group seems bored with its current curriculum

Some people in the group don't seem to be committed

*Tip: Please don't feel like it has to be a major issue to justify calling us. We are eager to help walk you through any situation and pray with you and for you as you lead your group.*

## RESOURCES

Please contact one of the following anytime you need.

Jon Carter  
Director of Small Groups  
[jcarter@ogbc.net](mailto:jcarter@ogbc.net)  
574-274-4955

Greg Serafino  
Sr. Pastor  
[gserafino@ogbc.net](mailto:gserafino@ogbc.net)  
574-674-5918

David Knight  
Care Pastor  
[dknight@ogbc.net](mailto:dknight@ogbc.net)  
574-674-5918

## FREQUENTLY ASKED QUESTIONS

### **How big should my 12:10 Group be?**

Ten to 12 people is a good target range. If there are too many people or too few people in a group, it may become difficult to create and sustain a healthy environment.

### **What happens when we reach the maximum number of people in our group?**

Some groups will choose to close once they have reached a predetermined, maximum number of people. Some groups will continue to add people with the idea that they will multiply at some

given point. Sub-grouping is a strategy which helps in this process. With this strategy, a group may have eighteen people meet together for snacks and fellowship and then break into two groups of nine, for example, once the discussion starts. This strategy allows a group to ease into multiplying.

### **How do I become a leader?**

If you are interested in becoming a leader, let someone on the 12:10 Group Ministry team know. A great way to try out the leadership role is to launch a group. Another effective way to try out the leadership role is to ask your 12:10 Group leader if you can co-lead with them. This provides on-the-job training for leading a 12:10 Group well.

### **What do I do if our group is doing a study that requires homework and nobody is doing it?**

If an upcoming study requires homework, talk up front about expectations. However, keep in mind that it is a common issue that a group will “bite off more than they can chew” when it comes to doing homework. Minimize a potentially frustrating situation by choosing curriculum where the homework is optional. Have different people responsible for leading discussion during the study. At least they will do the homework when it is their week to do the lesson. Err on the side of grace.

### **What do I do if people aren't showing up consistently?**

Define mutual expectations early on with the 12:10 Group Agreement. If attendance becomes an issue with someone in the group, address it with them in person not via e-mail. Contact someone in the 12:10 Group Ministry prior to approaching the

person to develop a plan and to have someone praying for you. Again in this type of situation, err on the side of grace. Be in a place emotionally where you are more saddened that you didn't get to see the person at group than you are frustrated that they didn't show up.

**We spend a huge amount of time on prayer requests. Do you have any suggestions?**

Have people pre-send their prayer requests via e-mail prior to the meeting. Emphasize the idea of praying for each other during the week. Explain that in the interest of time everyone will pray for the one or two most pressing things for each person, but a more comprehensive e-mail will be sent out so that the group can pray more thoroughly throughout the week. Have people share requests and pray together in smaller groups.

**When I ask people what God is doing in their life, I am met with silence. How should I handle this?**

It is common for people to miss how God is at work in their lives. Sometimes people think that if they cannot share a major event or story then it is not worth sharing. Modeling how God is working in your own life in simple, tangible ways will help to set the stage. Encourage the group to start praying that God would reveal Himself to them throughout the week. Pray for this together as a group.

**Should we have dinner with our meeting?**

Ultimately, this is a group decision. Be aware that having a dinner will typically add significantly to the meeting time. If you have a dinner together, decide beforehand as a group how the evening will flow (ie. Have dinner from 5 p.m. to 6 p.m. and then have the normal meeting time from 6 p.m. to 8 p.m.). In general, we would

recommend not having a dinner with every meeting. Instead, consider having a dinner periodically throughout the year. Some groups will have a special dinner together after they finish a particular curriculum.

**When should I call the 12:10 Group Ministry Team for help?**

Don't feel like it has to be something big or real important to call us. We love to be a sounding board for you. Call us early. Call us often.

**If I lead a 12:10 Group do we have to meet in my home?**

No. Many groups will share the role of having the group meet in their home.

**Is it alright to invite someone to our group that doesn't go to our church?**

If the person has a home church, ideally they would get connected in their own church. One of the benefits of people joining a 12:10 Group is it provides a way to get to know people they go to church with on a deeper level. While this is the general principle, there are times when it may be appropriate to make an exception. If the person does not have a home church, 12:10 Group can be a great 'on ramp' to the Christian faith and to getting connected to a local church.

## APPENDIX

### Handling Conflict

As people reconciled to God by the death and resurrection of Jesus Christ, we believe that we are called to respond to conflict in a way that is remarkably different from the way the world deals with conflict.<sup>1</sup> We also believe that conflict provides opportunities to glorify God, serve other people, and grow to be like Christ.<sup>2</sup> Therefore, in response to God's love and in reliance on his grace, we commit ourselves to respond to conflict according to the following principles:

#### Glorify God

Instead of focusing on our own desires or dwelling on what others may do, we will rejoice in the Lord and bring him praise by depending on his forgiveness, wisdom, power and love, as we seek to faithfully obey his commands and maintain a loving, merciful, and forgiving attitude.<sup>3</sup>

#### Get the Log out of Your Eye

Instead of blaming others for a conflict or resisting correction, we will trust in God's mercy and take responsibility for our own contribution to conflicts—confessing our sins to those we have wronged, asking God to help us change any attitudes and habits that lead to conflict, and seeking to repair any harm we have caused.<sup>4</sup>

#### Gently Restore

Instead of pretending that conflict doesn't exist or talking about others behind their backs, we will overlook minor offenses or we will talk personally and graciously with those whose offenses seem too serious to overlook, seeking to restore them rather than condemn them. When a conflict with a Christian brother or sister cannot be resolved in private, we will ask others in the body of Christ to help us settle the matter in a biblical manner.<sup>5</sup>

## Go and be Reconciled

Instead of accepting premature compromise or allowing relationships to wither, we will actively pursue genuine peace and reconciliation—forgiving others as God, for Christ’s sake, has forgiven us, and seeking just and mutually beneficial solutions to our differences.<sup>6</sup>

By God’s grace, we will apply these principles as a matter of stewardship, realizing that conflict is an assignment, not an accident. We will remember that success in God’s eyes is not a matter of specific results, but of faithful, dependent obedience. And we will pray that our service as peacemakers will bring praise to our Lord and lead others to know His infinite love.<sup>7</sup>

<sup>1</sup>Matt. 5:9; Luke 6:27-36; Gal. 5:19-26.

<sup>2</sup>Rom. 8:28-29; 1 Cor. 10:31-11:1; James 1:2-4.

<sup>3</sup>Ps. 37:1-6; Mark 11:25; John 14:15; Rom. 12:17-21; 1 Cor. 10:31; Phil. 4:2-9; Col. 3:1-4; James 3:17-18; 4:1-3; 1 Peter 2:12.

<sup>4</sup>Prov. 28:13; Matt. 7:3-5; Luke 19:8; Col. 3:5-14; 1 John 1:8-9.

<sup>5</sup>Prov. 19:11; Matt. 18:15-20; 1 Cor. 6:1-8; Gal. 6:1-2; Eph. 4:29; 2 Tim. 2:24-26; James 5:9.

<sup>6</sup>Matt. 5:23-24; 6:12; 7:12; Eph. 4:1-3, 32; Phil. 2:3-4.

<sup>7</sup>Matt. 25:14-21; John 13:34-35; Rom. 12:18; 1 Peter 2:19; 4:19.

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