

LifeWork Project

A CHRISTIAN GUIDE TO GOING BEYOND IN LIFE & WORK
LEADER'S GUIDE

WELCOME

This guide will help you set up and lead a group based on the book, **LifeWork: A Christian Guide to Going Beyond in Life and Work**. You will be reviewing with participants the material they studied through the week. As you come to know your group, you will better discern how to facilitate the conversation and which questions to discuss. It is intended to be adaptable to small group settings, Church groups, workplace lunchtime studies, student workshops or any other opportunity you have!

LifeWork is a journey designed to bring its participants to a deeper understanding of godly success and provide a roadmap on how to achieve it. While the focus is on work life, the principles are applicable to other aspects as well, whether marriage, parenting, faith walk, etc. There are 12 chapters which translate into 12 sessions and are grouped in the following manner:

- **Section 1: Breaking down barriers.** A focus on the various diseases that hinder us to go beyond in our place of work, faith-walk, or other worthy endeavors, and encourage self-reflection.
- **Section 2: Charting godly success.** The largest section that covers important principles like success, vision, goals, responsibility, etc.
- **Section 3: LifeWork plan.** A framework that enables participants to achieve longstanding breakthroughs in their lives.

It is best to pursue this journey every week for twelve weeks to keep momentum and accountability.

Welcoming Others to Go Beyond through a LifeWork Group

Ideally you have completed and applied insights from LifeWork to your own circumstances. Or perhaps you are considering starting the journey and inviting others to join you. This guide is intended to help maximize the experience in both scenarios. A group can be as small as 2-3 people or as large as 6 or more participants, which will also influence the time required for the session (although a minimum of one hour is recommended to allow adequate discussion and prayer).

Beginning a LifeWork Group

- Pray for God's leadership; ask for His help in all arrangements including bringing people who have a hunger to hear His voice and desire to pursue God-honouring success
- Establish a meeting place. A coffee shop near your work or home convenient to all makes for a perfect place to talk. You may have some private places at your workplace that can be used. While not ideal, online groups work as well, if that enables meetings to occur.
- Set the time. Right before or after work is best; if you have 45-60-minute lunch hour, this too could be perfect.
- Create a list of candidates or promote the opportunity in appropriate circles in your church, workplace or community
- Procure copies of the book or direct participants on where they can get it

Responsibilities of Facilitators

- **Prayer:** pray for the group as well as the individual members; for God's voice to be heard and that it would inspire conviction that leads to action; for your leadership of the group
- **Preparation:** honour participants' time by starting and ending on schedule. Always read the chapters you will discuss in advance and complete the questions at the end of the chapter.
- **Discussion:** establish a safe learning environment where participants are comfortable sharing their struggles, thoughts, etc. and raising questions.
- **Facilitation:** advise the group that you are there to guide the group and not lecture. You will help each other work through the material in the pursuit of going beyond where they currently sit.

Format of Time Together

1. Opening Prayer – Ask your heavenly Father for the Holy Spirit to give each of you understanding and application that your time together will empower you to stand tall for Christ in your life and work. Clear minds from the clutter to focus on the material at hand.
2. Review and Encourage (Beginning Week 2) – What are ways God helped you apply the reading and discussion from the previous week(s) to your life and work.
3. Chapter Highlights – Invite each group member to share together the key insights and highlights from the chapter; it is helpful to have each person share one-two insights, quoting the page and paragraph before reading the key thought.
4. Question Selection – Invite each group member to select and share from one-two questions at the end of the chapter they found most helpful, explaining why
5. Digging Deeper – Read Scripture aloud and respond to the discussion question(s) related to the Scripture
6. After you have read Chapter 4, “The Big Ask,” and later have read Chapter 7, “Goals,” encourage group members to recall what they shared previously “the big ask” and a “Going Beyond goal” for accountability, encouragement and prayer.
7. Response Prayer – This could either be a prayer by one or two individuals or an opportunity for the group to respond. If you invite group members to participate together in prayer, it is helpful to invite them to pray “one word or phrase, only one thought, no more than one sentence.” In such prayer, remind group that not everyone needs to pray and that one person can pray more than once. By praying in this way, we welcome the Holy Spirit to lead in prayer that is responsive to what God has led others to pray and responsive to what we have learned from the session.

Remember, your role is to provide guidance and accountability to the group. Only God can change hearts and ignite a passion for participants to go beyond where they current find themselves in life.

A Word on the Enhanced Content through Augmented Reality

In the opening pages of the book, we inform the reader that there is immersive content presented in augmented reality – messages from the author and scripture readings related to the chapter. Here’s some additional context in case group members have questions.

What is augmented reality?

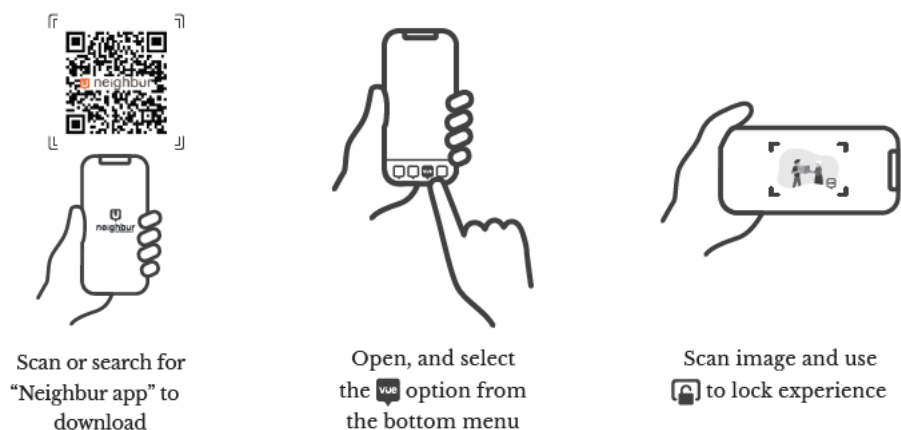
- It is an interactive experience presented through devices like a smart phone
- The real-world is "augmented" by computer-generated perceptual information (e.g. video)

How does it work?

- In the case of the book, the Neighbor app contains an augmented reality lens – looks like a camera lens – that the reader hovers over the desired image
 - Look for the VUE icon next to pictures at the start of a section and at the end of a chapter (Digging Deeper)
- The smartphone should immediately start to load and play the video content

Why did we do it?

- We wanted the reader to have a chance to hear from Joe as they engage with the content of each section. We made use of this technology in the Expeditions to Success book, with Joe sharing stories related to the topic and the feedback was overwhelmingly positive.
- Scripture or Bible characters are often mentioned in a chapter and we wanted to provide an opportunity for readers to creatively engage with the text.



SECTION 1- BREAKING DOWN BARRIERS

Opening Thoughts

- Congratulations, you have heard God's call to step out of your comfort zone so that you can stand tall for Christ and go beyond to bigger, bolder, and better God-honoring things
- It may be in your faith-walk, career, business, relationships or whatever other facet of your life
- You will encounter many barriers that will stand in the way of the success you now pursuit
- In the next four chapters that concludes with The Big Ask, you will be familiarized what some of these barriers are and how - plugged into God's power and with his help, you can deal with and successfully overcome these obstacles
- You'll be one who with God's help stays the course, applies the principles you'll read about and implements the changes in yourself that need changing so that you can say what the apostle Paul said: "I have fought the good fight, I have finished the race, I have kept the faith, and succeeded in breaking down the barriers. Thank you, Lord."

Proceed with confidence knowing and believing God's promise to you that says, "***I will never leave you or forsake you.***"

Session 1- Success Cancers

Key Theme

Making excuses is as old a problem as the first humans! Identifying success cancers in your life is the first step to going beyond.

Session Format

Opening

1. Opening Prayer
2. Introduction of group members to one another, as appropriate

Chapter Focus

3. Chapter 1 Introduction
 - Brief recap by the facilitator – use the book headings and boxes as guidelines
4. Key Insights
 - Invitation for each participant to share one key insight from Chapter 1
 - Discussion may flow out of insights shared
 - If time permits, some participants may want to share a second insight not yet considered
5. Going Beyond Questions
 - You may wish to ask which one or two questions from the end of the chapter did you find most helpful and why?
 - Or select the questions you deem most relevant to the group

Digging Deeper: Scripture Engagement

Read Genesis 3:1-13 or watch the augmented reality reading from the book.

6. How do we see the “success cancers” expressed in the lives of Adam and Eve?
7. As you look at your own life, how can these same “success cancers” infect your life?

Closing

8. Response Prayer
9. Fellowship

Session 2- Do You Believe?

Key Theme

Faith is one of the requisite ingredients to godly success, and to grow our faith requires tests of faith. What we *really* believe will determine the outcome of those tests.

Session Format

Opening

1. Opening Prayer
2. The *Beyond Curve*: how did God use the last chapter, *Success Cancels*, to help you go beyond?

Chapter Focus

3. Chapter 2 Introduction
 - Brief recap by the facilitator – use the book headings and boxes as guidelines
4. Key Insights
 - Invitation for each participant to share one key insight from Chapter 2
 - Discussion may flow out of insights shared
 - If time permits, some participants may want to share a second insight not yet considered
5. Going Beyond Questions
 - You may wish to ask which one or two questions from the end of the chapter did you find most helpful and why?
 - Or select the questions you deem most relevant to the group

Digging Deeper: Scripture Engagement

Read Mark 5:21-36 or watch the augmented reality reading from the book. Keep Hebrews 12:1-3 in mind.

6. What are ways that Jesus grows (i.e. “pioneers and perfects”) the faith of Jairus, the woman, his disciples and others in this story?
7. What are ways that you see Jesus is growing your belief (i.e. trust, faith) in him?

Closing

8. Response Prayer
9. Fellowship

Session 3- Living With Expectation

Key Theme

Tapped into God's power, which starts by reading his Word, you can expect God's blessing on your effort, the right perspective in the peaks and valleys, and boldness to ask big.

Session Format

Opening

1. Opening Prayer
2. The *Beyond Curve*: What is one thing in your life that you applied "I believe" this past week?
3. Is there anything else you want your group to know about you and your life?

Chapter Focus

4. Chapter 3 Introduction
 - Brief recap by the facilitator – use the book headings and boxes as guidelines
5. Key Insights
 - Invitation for each participant to share one key insight from Chapter 3
 - Discussion may flow out of insights shared
 - If time permits, some participants may want to share a second insight not yet considered
6. Going Beyond Questions
 - You may wish to ask which one or two questions from the end of the chapter did you find most helpful and why?
 - Or select the questions you deem most relevant to the group

Digging Deeper: Scripture Engagement

Read 2 Timothy 3:16-17 and Hebrews 10:19-25 or watch the augmented reality reading from the book.

7. What are specific ways these two Scriptures point to the power of God's Word in our lives?
8. What is an example from your life of how you experienced the truth of these words?

Closing

9. Response Prayer
10. Fellowship

Session 4- The Big Ask

Key Theme

Do not let your life be governed by limiting beliefs. Embrace the power available through the Holy Spirit to go beyond where you currently find yourself.

Session Format

Opening

1. Opening Prayer
2. The *Beyond Curve*: As you think back on Chapter 3, *Living with Expectation*, what is one way this past week that you found yourself...
“Found yourself expecting to hear God’s voice, and plugging in to his power?”
OR
“Found in your own life that “God sustains; God anchors your life; God gives you strength”?

Chapter Focus

3. Chapter 4 Introduction
 - Brief recap by the facilitator – use the book headings and boxes as guidelines
4. Key Insights
 - Invitation for each participant to share one key insight from Chapter 4
 - Discussion may flow out of insights shared
 - If time permits, some participants may want to share a second insight not yet considered
5. Going Beyond Questions
 - You may wish to ask which one or two questions from the end of the chapter did you find most helpful and why?
 - Or select the questions you deem most relevant to the group

Digging Deeper: Scripture Engagement

Read 2 Kings 2:1-10 or watch the augmented reality reading from the book.

6. What do we learn from this story about “the Big Ask”?
7. As you hear this story, is there a “big ask” that the Spirit of God is causing to rise up in you that you would be willing to share with the group?

Closing

8. Response Prayer
9. Fellowship

SECTION 2- CHARTING GOD-HONOURING SUCCESS

Opening Thoughts:

- This section of your Going Beyond journey will show you the factors that govern success
- Many will demand change in your thinking as well as behaviour
- Most, if not all, will at first feel uncomfortable
- However the implementation of your newly acquired knowledge is essential for you to successfully go beyond and experience the success you desire
- To see your worthy and God-honouring goals realized demands prayer, determination and perseverance on your part
- Commit to these things and success will be produced
- Remember: All progress takes place outside the comfort zone, and you don't quit when you're tired or discouraged
- You only quit when the job's done and the desired success has been produced

Go with God and proceed with confidence!

Session 5- Success

Key Theme

God desires your success, defined as the progressive realization of worthy, written, predetermined, God-honouring goals. Success requires both knowledge and action.

Session Format

Opening

1. Opening Prayer
2. The *Beyond Curve*: As you think back on Chapter 4, *The Big Ask*, that we discussed last week what is one way the Holy Spirit reminded you to ask God for something?

Chapter Focus

3. Chapter 5 Introduction
 - Brief recap by the facilitator – use the book headings and boxes as guidelines
4. Key Insights
 - Invitation for each participant to share one key insight from Chapter 5
 - Discussion may flow out of insights shared
 - If time permits, some participants may want to share a second insight not yet considered
5. Going Beyond Questions
 - You may wish to ask which one or two questions from the end of the chapter did you find most helpful and why?
 - Or select the questions you deem most relevant to the group

Digging Deeper: Scripture Engagement

Read Matthew 7:24-27 and James 1:22-25.

6. What do we learn about God-honouring success from these passages?
7. Invite a couple members to personalize these passages for their own life in Christ?

Closing

8. Response Prayer
9. Fellowship

Session 6- Vision

Key Theme

Everything that is created is created twice – first in our mind and then in the world. A positive vision enables you to see what you are aiming for and can achieve, with God’s power.

Session Format

Opening

1. Opening Prayer
2. The *Beyond Curve*: As you think back on the first five chapters of our expedition, what are areas where the God is leading you to go beyond?
3. Anything else you want your group to know about you and your life this past week?

Chapter Focus

4. Chapter 6 Introduction
 - Brief recap by the facilitator – use the book headings and boxes as guidelines
5. Key Insights
 - Invitation for each participant to share one key insight from Chapter 6
 - Discussion may flow out of insights shared
 - If time permits, some participants may want to share a second insight not yet considered
6. Going Beyond Questions
 - You may wish to ask which one or two questions from the end of the chapter did you find most helpful and why?
 - Or select the questions you deem most relevant to the group

Digging Deeper: Scripture Engagement

Read 1 Samuel 17:12-37 or watch the augmented reality reading from the book.

7. In what ways did God shape David’s vision?
8. What are ways God is shaping his vision in your life? What do we learn about God-honouring success from these passages?

Closing

9. Response Prayer
10. Fellowship

Session 7- Goals

Key Theme and Takeaway

A goal is a specific, action-oriented target that can be defined, discussed, visualized, measured, and committed to memory. Document and share your goals... and ensure they are God-honouring.

This session is an excellent test of whether participants are stuck in information gathering and not actually applying the principles to their life. Most of us have fallen into the habit of listening and information gathering, which is a very difficult habit to break. Formulating, documenting and tracking goals is a key step in breaking this habit and going beyond.

Below are some **Goal-Setting Essentials** to help reinforce this principle with the group. To see a goal realized it is essential that you peruse and honestly answer steps 1 – 5 before you set and write your goal:

- 1) There must be a strong personal dissatisfaction with a current “what is that shouldn’t be.”
- 2) A deep yearning to see the “*what is* that shouldn’t be” changed to a “*what is* that should be.”
- 3) Have a clear picture in your mind of what benefit(s) would accrue to you with successful change.
- 4) Think about and list some of the steps you have to take to see the desired change realized.
- 5) If not willing to take the number 4 step, then don’t set your goal!

Sloppy goals that will never see the light of day are those that fall under the following categories:

- It would be nice to have
- I would like to
- I hope to
- I should
- I think I will
- You think I should?
- Yes, I’ll try that
- An absence of a deep yearning to see the change realized
- The absence of a clear mind-picture of what your life will look like when successful
- A goal set for you by spouse or someone else

Session Format

Opening

1. Opening Prayer
2. The *Beyond Curve*: What is one way God has led you to remember and apply what you learned from last week’s session, Chapter 6, “Vision”?

Chapter Focus

3. Chapter 7 Introduction
 - Brief recap by the facilitator – use the book headings and boxes as guidelines
4. Key Insights
 - Invitation for each participant to share one key insight from Chapter 7
 - Discussion may flow out of insights shared
 - If time permits, some participants may want to share a second insight not yet considered
5. Going Beyond Questions
 - Share with one another the “what, why and how” of at least one goal from question 1. Encourage one another in this important and vulnerable “going beyond” process.
 - *It is possible the response to the above question will be sparse, as many of us do not set specific goals. The first goal everyone ought to set is, "In what area of my life, faith, or career do I want to go beyond? Why do I want to go beyond in this area? What is it I have to do, and how will I do this?"*
 - As follow-up to this chapter, instruct participants to formulate a Going Beyond goal. Starting with Session 8, a group member will share the goal and continue for subsequent sessions until each participant has a turn. Consider having participants record the following questions (or you can email) so they have it handy:
 - In what area of my life, faith, or career do I want to go beyond? Then ask yourself and answer,
 - ✓ Why do I want to go beyond in this area?
 - ✓ What is it I have to do?
 - ✓ How will I do this?

Digging Deeper: Scripture Engagement

Read 2 Timothy 1:5-9a and 2 Timothy 2:1-7 or watch the augmented reality reading from the book.

6. What can we learn about “godly counsel” from the mentoring relationship of Paul and Timothy we learn about in 2 Timothy 1:5-9, 2:1-7?
7. What benefits have you discovered from people who have walked with you to help you discern, confirm and apply your God-honouring goals and Christ’s calling in your life? Are you becoming such a person to others?

Closing

8. Response Prayer
9. Fellowship

Session 8- Responsibility

Key Theme

Responsibility (response – ability), a response to a situation with God-given ability in order to produce the desired results, is a necessary attitude to achieve great things.

Session Format

Opening

1. Opening Prayer
2. The *Beyond Curve*: Invite a group member to share his/her *Going Beyond* goal, as explained in Session 7.

Chapter Focus

3. Chapter 8 Introduction
 - Brief recap by the facilitator – use the book headings and boxes as guidelines
4. Key Insights
 - Invitation for each participant to share one key insight from Chapter 8
 - Discussion may flow out of insights shared
 - If time permits, some participants may want to share a second insight not yet considered
5. Going Beyond Questions
 - This session is a great opportunity to have an honest discussion around where we sit when it comes to responsibility. Is it something we avoid or embrace? Questions 1 and 2 can help start the conversation.
 - Questions 4 and 5 provide an excellent opportunity to revisit the concept of Desired Results Produced (DRPs).

Digging Deeper: Scripture Engagement

Joseph displayed the kind of responsibility that leads to God-honouring change in the workplace. After being wrongly treated by his brothers (Genesis 37), Genesis 39 shows how Joseph, wherever God placed him, took responsibility. Read Genesis 39:1-23 or watch the augmented reality reading from the book.

6. As you heard this excerpt from Genesis 37-38, what are ways God motivated Joseph to take responsibility leading to God-honouring change?
7. How is God leading you to do the same where He has placed you?

Closing

8. Response Prayer
9. Fellowship

Session 9- Habits

Key Theme and Takeaway

So much of our daily lives are governed by habits, which can inhibit success or propel us forward. Good habits are formed one thread at a time just as bad habits are broken one thread at a time, so resolve is needed for both instances.

The group is quickly approaching the end of the book, but the intent is for it to be the start of ongoing impactful life change. In the last chapter, participants will be introduced to the LifeWork Map, a tool designed to help take responsibility, change habits and implement the principles being presented. This session is a good time to point people to what's ahead and connecting the dots between concepts like success and vision to the actions of goal-setting and modifying behaviour.

Session Format

Opening

1. Opening Prayer
2. The *Beyond Curve*:
 - Invite a group member to share his/her *Going Beyond* goal, as explained in Session 7.
 - Was there any area of your life where you assumed greater responsibility this week? Were the desired results produced?

Chapter Focus

3. Chapter 9 Introduction
 - Brief recap by the facilitator – use the book headings and boxes as guidelines
4. Key Insights
 - Invitation for each participant to share one key insight from Chapter 9
 - Discussion may flow out of insights shared
 - If time permits, some participants may want to share a second insight not yet considered
5. Going Beyond Questions
 - The chapter questions are intended to help identify and assess habits. Engage the group in an exploration of their current habits, both positive and negative.

Digging Deeper: Scripture Engagement

God-honouring habits are formed over time. We see this in the life of Daniel, a captive in a strange land who maintains his habits, rising in influence under three different rulers and two different nations. What are habits the Spirit of God been calling you to practice so your witness in the workplace remains fresh? Daniel 6:1-23, 28 or watch the augmented reality reading from the book.

6. What are some of the God-honouring habits you see God formed in Daniel?

7. What are habits the Spirit of God is calling you to practice so your witness in your life and the workplace remains fresh?

Closing

8. Response Prayer
9. Fellowship

Session 10- Schemas

Key Theme

Schemas, a set of summary conclusions about a person that become lodged in our mind, are roadblocks to success. Once lodged in our mind it is often an unrecognized thought pattern that requires the help of the Spirit to break.

Session Format

Opening

1. Opening Prayer
2. The *Beyond Curve*: Invite a group member(s) to share his/her *Going Beyond* goal, as explained in Session 7.
3. Encourage group members to recall what they shared previously “the big ask” for accountability, encouragement and prayer.

Chapter Focus

4. Chapter 10 Introduction
 - Brief recap by the facilitator – use the book headings and boxes as guidelines
5. Key Insights
 - Invitation for each participant to share one key insight from Chapter 10
 - Discussion may flow out of insights shared
 - If time permits, some participants may want to share a second insight not yet considered
6. Going Beyond Questions
 - As noted, schemas can be hard to recognize and shake. Use the questions to engage in conversation that uncovers the schemas that exist in the participants’ lives.

Digging Deeper: Scripture Engagement

Our good and bad schemas shape our decisions. In 1 Samuel 16, we see how these even shaped a man of God. In this story, we see once again that God looks at the heart of a person not outward appearances. How does this story reveal schemas in you? Read or watch the augmented reality reading from the book.

7. What are schemas in Samuel, a godly leader, that God corrected?
8. How does this story reveal schemes in you that God may be correcting or affirming?

Closing

9. Response Prayer

10. Fellowship

SECTION 3- THE LIFEWORK MAP

Opening Thoughts:

- You've come to the end of knowledge-acquisition
- It's now application time and the setting of new ambitious, much enlarged and daring God-honouring goals & objectives for yourself
- You've been handed the tools and directives which when implemented will enable you to go beyond in every facet of your life – your walk with the Lord, your work, your career, your studies, your relationships
- Tapped into God-power your talents will be unleashed and allowed to blossom

Let there be no end to you *going beyond!*

Session 11- Decisions

Key Theme

All of life's steps begin with a decision and while many are straightforward, Going Beyond is not which is why God must be invited into the process.

Session Format

Opening

1. Opening Prayer
2. The *Beyond Curve*: Invite a group member(s) to share his/her *Going Beyond* goal, as explained in Session 7.

Chapter Focus

3. Chapter 11 Introduction
 - Brief recap by the facilitator – use the book headings and boxes as guidelines
4. Key Insights
 - Invitation for each participant to share one key insight from Chapter 11
 - Discussion may flow out of insights shared
 - If time permits, some participants may want to share a second insight not yet considered
5. Going Beyond Questions
 - The questions are intended to set the stage for the LifeWork Map in chapter 12. While all questions are worth exploring, questions 3 and 4 are particularly relevant since one of the points noted could be the focus for the mapping process.

Digging Deeper: Scripture Engagement

Peter, one of the first disciples of Jesus, learned how to tap into God's power. God taught him what "I will" living involved. In 2 Peter 1:3-11, he speaks of the power he knew as power available to every Christian. As you hear his words, what "I will" decisions is God leading you to make? Read or watch the augmented reality reading from the book.

6. What is Peter suggesting as ways God has equipped every Christian to live a God-honouring life?
7. As you consider these words of Peter, what "I will" decisions is God leading you to make?

Closing

8. Response Prayer
9. Fellowship

Session 12- LifeWork Map

Key Theme

In the introduction, it was stated that this is not a Thinkbook but a Workbook... and the LifeWork Map is where it all comes together. It is a tool to apply the principles outlined and create action plans for today and years to come.

Build. Refine. Implement. Go Beyond.

Session Format

Opening

1. Opening Prayer
2. The *Beyond Curve*: As this portion of the LifeWork journey comes to a close, invite group member(s) to share key insights that they took from the session. An extended time of discussion may be warranted to explore and celebrate any breakthroughs that are shared.

Chapter Focus

3. Chapter 12 Introduction
 - It is imperative to reinforce that the book and sessions were not just about knowledge acquisition, but the practical application of the success factors outlined. The LifeWork Map is a tool to help apply them and set forth plans for various aspects of life (work and beyond).
4. Key Insights
 - Invitation for each participant to share their experience in completing the Map (e.g. did you have to revisit previous chapters or did the process flow smoothly? Were there any boxes that posed a challenge? Did you rush or work through the process in a thoughtful manner?)
 - Discussion may flow out of insights shared
5. Going Beyond Questions
 - Provide opportunity for each member to present their LifeWork Map and for others to respond with thoughts and affirmation.

Digging Deeper: Extended Prayer

We recognize some groups may occur in places that are not conducive to a time of extended prayer. Where possible, we suggest the most appropriate conclusion to the LifeWork Group is to pray for one another and the specific plans that were shared.

What's Next

6. Multiplication and Accountability
 - One of the best ways to internalize something is to teach it to others. With this in mind, encourage participants to consider starting a LifeWork Group with others in their circle.

- Point them to the LifeWork website for additional resources including example maps and to sign up and be part of the LifeWork community
- Consider scheduling a quarterly check-in to revisit Maps and each person's progress

7. Fellowship