

KAIROS COHORTS

Activating our awareness of God's GRACE & TRUTH in our daily lives.

A 10-month **training and coaching intensive** for Christian leaders who want to bring **lasting transformation** to their culture



Transformation is what we're after

As Christian leaders, we all want the people we lead to experience **real transformation.**

So why doesn't it happen more consistently?

Why does it seem like, despite the effort we put in, we spend more **more time putting out fires than really leading transformational change?**



Why doesn't transformation happen more?

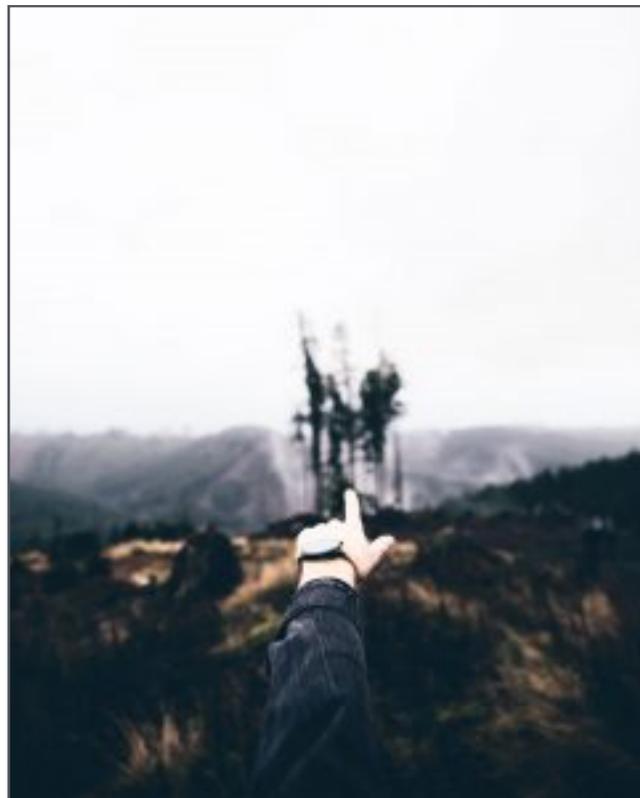
A LOT of leaders are frustrated about this.

Recent research indicates that **99% of pastors don't feel like their churches are doing a good job of making disciples.**

99 percent!

This number is remarkable for at least a couple reasons:

- 1 It's the **main thing Jesus gave us to do** as Christian leaders ("Go and make disciples!")
- 2 Most of us are actually **trying really hard to do this very thing!** That's why we got into Christian leadership (it wasn't for the money, that's for sure!)



**Bottom line: we want to see people's lives transformed.
So how do our best efforts end up doing so little?**

In our efforts to make disciples and bring transformation, we do the things we were trained to do: offer **sermons, worship services, counseling sessions, leadership programs, internships, Bible studies, and small group experiences.**

But here's what happens: when we do a good job producing and offering these things, people come and "enjoy" the worship, "appreciate" the sermon, and "get a lot out of" the Bible study, so they come back next week, expecting another great experience (that you and your staff need to deliver).

In our efforts to help people grow, we accidentally contribute to a *cycle of consumerism* that does the opposite of what we intended.

Instead of people being transformed and then bringing transformation to others, they become consumers of religious goods and services (that YOU need to produce).

No wonder 99% of us don't feel like we're doing a good job making disciples! Even when we try to invest in transformation, it backfires. Our best intentions get co-opted by consumerism and we end up feeling even more trapped.

The result: we're exhausted, frustrated, confused, and discouraged

This lack of transformation is taking a heavy toll on Christian leaders:

- **90%** of pastors work between **55-75 hours per week**
- **90%** of pastors feel they are **inadequately trained** to cope with the demands of ministry
- **70%** of pastors constantly fight **depression**
- **50%** of pastors feel so discouraged that they would **leave the ministry if they could**, but have no other way of making a living.
- **80%** believe pastoral ministry has **negatively affected their families**.
- **70%** do not have someone they consider a **close friend**.
- **50%** of pastors starting out today **will not last 5 years**.
- **90%** of pastors **quit** before they get to retirement age ([source](#))

With the best of intentions, we've become almost entirely caught up in maintaining the institution, and it's slowly killing us.

And if we're brutally honest, most of us have to admit that it feels easier to stay stuck, because most of us **we just don't know *how* to bring transformation to people's lives in this new world where the fastest growing religious affiliation among young people is "none."**

My journey into transformational leadership



This is my story, too. Embark Leadership was started because I felt the weight, fatigue, and frustrations that come from non-transformational leadership.

I've worked as a Christian leader in various contexts as a youth pastor, but growing more and more disillusioned by the lack of transformation that my best ministry efforts were producing. I was discouraged, but **I wanted to see if transformational leadership was possible in ministry.** I wanted to see if it was true that if we focused on leading like Jesus, living on mission, and making disciples that Jesus would build his church. So...

- **I quit my comfy job** at an established church with a multi-million dollar budget and ***became an Executive Director of a local non-profit that serves the homeless and hurting.***
- I decided to join a **Gravity Leadership Cohort** where I learned and practiced these principles with other disciples who are on a similar journey.
- **I launched a local cohort** with some friends to see if the principles could translate to my local context.

Who is GRAVITY ? LEADERSHIP

Gravity Leadership is a group of leaders who have been experimenting and learning together how to **lead like Jesus, live on mission, and make disciples** since 2006.

It started as friends informally sharing insights, failures, breakthroughs, best practices, and tools, and has grown into a larger network of leaders who are learning together through coaching, training, and workshops. **Ben Hardman, Ben Sternke and Matt Tebbe are the Co-Founders.**



- **Ben and Sarah Hardman quit their dream job** as an up-and-coming young leader at a megachurch and ***planted a church of missional communities in the inner city***. He is currently the pastor of Grace Marietta in Atlanta, Georgia.
- **Ben and Deb Sternke launched out** from their longtime ministry position at a mid-sized church and ***planted a network of missional communities***, knowing a lot more about what they didn't want to do than what they did. He is co-planting an Anglican church ([The Table Indy](#)) in the Indianapolis area with Matt Tebbe.
- **Matt and Sharon Tebbe quit a life-giving ministry job** with a church they still love in order to learn how to ***make disciples in a new context***.

Transformational leadership doesn't start with a system. It starts with you.

The impulse for most of us is to start with changing things for others, but implementing solutions “out there” that haven’t really transformed your own life never really works.

Inevitably, **you reproduce who you are** as a leader, so the first journey is a process of discovering the ongoing transformational center of your leadership.

Transformation in your culture starts when you as a leader simply start living into a new way of being, and seeing what happens... and that starts with finding an immovable center for your leadership to rest in. That’s what **Journey 1: Find Your Center** is all about.

3-part framework that you will begin to implement immediately.

Module 1: Shift Your Paradigm

We take you through 7 Scripture-rooted, paradigm-shifting axioms for leadership and mission in the way of Jesus, helping you see all of life in a new way.

Module 2: Adjust Your Posture

We train with a tool that helps us name the main ways our best efforts at leadership can end up doing the opposite of what we intend, and how to live into Jesus' leadership posture in every situation.

Module 3: Learn to Discern

We take you through the 6 practices of discernment so your leadership can go from something you do FOR God to something you do WITH God, joining him in his work.

Here's what you get when you enroll

Instead of going to a church conference this year, check out what
Embark Leadership's Kairos Cohort includes:

Live Online Coaching

A weekly 75-minute video call with up to 6 other leaders and a coach for training, coaching, and processing with other leaders you will get to know and love

Personalized Guidance

In addition to the scheduled video call, you'll have your coach's cell phone number to process issues you might want to address offline

Paradigm Shifts

Discover the hidden false narratives that sabotage transformation before it even gets off the ground, and how to counteract them in your life and ministry

Reproducible Transformation

You'll learn 6 **integrated practices** for uncovering how ordinary moments can become transformative encounters with God

Practical tools

3 deeply integrated tools to help you live in the non-anxious, transformational presence Jesus embodied in every interaction

Community and Collaboration

Access to a private facebook group with other Kairos Cohort Alumni to share your experience and hear about what they're learning

What Others are saying



While I hold an appreciation for all my formal education, there was something different, more basic and fundamental, more 'life-connected', about the centering work God did in me through this training.

John Vanderstoep, church planter



This training has been an answer to prayer. The tools are simple and reproducible and have brought much needed clarity for our staff team, which is giving us a common language to begin the process of transformation for our community.

Dee Dee Peck, pastor



I've been through other coaching programs and read several books, but none prepared me to actually lead a disciple-making movement in my congregation.

Mark Wilhelm, pastor

Our training is distinct

How a Kairos Cohort differs from other training programs:

Immersive, not just informational

Most of us have more Jesus knowledge than we know what to do with. We aim to get our know-how out of our brains and into our bones.

Embodied, not just conceptual

We give just enough content to get you moving into practice, and then we debrief on what you practice. Then practices can become new habits.

Participative, not passive

It will demand more of you than just showing up and taking notes. You'll be expected to engage in the exercises and discussions, and you'll get out of it according to the measure you put into it.

Failure is expected & celebrated

We don't really know what we don't know until we fail, so every failure is an opportunity to learn. Our culture is one where we fail forward together.

Concrete, not abstract

We don't spend much time "talking about ideas." We'd rather ask questions that help us get into the granular particularities of our real lives, because that's where the real training takes place.

Reproducible, not elite

This is a life of faith that anyone can learn to live, so we make the training process as simple and reproducible as possible so you can begin to pass it on immediately.

Frequently Asked Questions

We wish we could sit down with you, grab a cup of coffee, and answer all your questions in person, but since we can't, here are a few simple questions that we get asked often:

I'm not sure I can afford this!

We get it! You're trying to steward the resources God has given you, and this is a significant investment.

But think about it this way: you can go through this training for about the same price you'd pay to go to a church conference this year. If you go to the conference, you'll walk away with a notebook full of ideas but not much else.

What if you skip the conference this year and invest in your own transformation and training? It will pay spiritual dividends for years to come.

How much time will this take?

90-120 minutes per week. We know this feels like a lot of time to invest, especially when it seems we're all super busy. But here's what we've found: **the time you spend investing in your own transformation and training pays dividends that far exceed the investment.**

Also, **you can't really "shortcut" your way to transformation.** It really does take significant investment. So we won't apologize for the high bar. It's definitely worth it.

When will the calls be scheduled?

Once we get a final registration list, we'll send out a poll to find a time that works for each cohort group. If everyone brings some flexibility to the table, we almost always find a time that works for everyone.

What if I sign up and it doesn't work for me?

If you give yourself to the process, we are confident that God will work in it and bring transformational results to your life and ministry.

But, if you find it's not for you, we've got you covered. We have a **30-day 100% money-back guarantee** if you're not satisfied with the training. We're taking the risk out of it for you.

I'm not a pastor. Can I still benefit from this?

Absolutely. Especially in this first journey of finding your center. We've trained small group leaders, accountants, entrepreneurs, and homemakers to become transformational leaders.

How do I know this will work in *my* context?

Here's something we hear a lot:

"Will this work for me?"

I'm leading a _____ (*megachurch / small church / mainline church / charismatic church / liturgical church / house church / older church / church plant / small group / business / family*)."

Short answer is Yes, this works in *every* context, because we're imitating the life of Jesus, and we believe he shows us the way to be human. We've seen transformational results in all kinds of churches, all over the Western world.

Is this a video series I can watch on my own time?

No, this is a live coaching call or learning lab that you'll attend each week for 10 months. It's online training with a coach, moving through a process together. It looks a bit like the photo below:



Can my staff do this together?

Yes, and there is special pricing for a group wanting to go through together in the same cohort. There are also some practical issues we'd need to talk about, so if you're wanting to register a group of 6 or more, [contact us](#) to talk about it.

What kind of tech will I need?

The cohorts will meet via group video conference call, so to participate, you **need** to have:

- 1 A high-speed Internet connection
- 2 A computer with a video camera and microphone
- 3 A quiet space where you can focus and work

What happens after I sign up?

When you click the registration button, you'll be taken to the checkout page, where you'll enter your email address and payment information. After that, you'll get an email from us about next steps.

Enroll today to transform your discipleship

Don't go another year without realizing your God-given potential for transformation! Enroll today in

Kairos Cohort Journey 1: Find Your Center.

Monthly Payments

\$197/mo

Weekly Online Group Coaching
7 Paradigm-Shifting Axioms
3 Integrated, Reproducible Meta-Tools
6 Transformative Leadership Practices
Access to Private Facebook Group

**Enroll Now With Monthly
Payments**

10 monthly payments of \$197

One-Time Payment

\$1500

Weekly Online Group Coaching
7 Paradigm-Shifting Axioms
3 Integrated, Reproducible Meta-Tools
6 Transformative Leadership Practices
Access to Private Facebook Group

Enroll Now With One-Time Payment

One payment of \$1500



As a church, we were pretty good at sharing knowledge, but we weren't seeing life transformation. The wisdom imparted to us was transformational for our staff team, and as we shared what we were learning with our families and teams, they began to experience transformation as well.

Jeff Nelsen, pastor

Contact Us:

Text or Email Coach Craig and he'll get in touch with you to set up a conversation so you can hear about upcoming opportunities and answer any questions you may have.

First Name Last Name

Email/Cell

Tell us about why you're interested

CELL: 910-818-1885

EMAIL: craig@embarkleadership.com