

Outline

****The Moment We Are In****

- A generation not walking through the doors
- Older teens (18-19) who have outgrown youth-group performance
- Young single adults navigating work, loneliness, and open questions
- Young couples who have concluded church is not for them
- Why the attractional model is failing
- 30 years of winning through better experience and production
- A generation that can sense a produced experience
- What they are actually missing: belonging, relationships, weighted truth, unconditional welcome

- **A Lesson From the Carpet**

- Chuck Smith and the Calvary Chapel movement
- The counterculture of the late 1960s and early 1970s
- "Tear out the carpet before you turn a kid away"
- What made the movement work
- Radical welcome without requiring assimilation
- Substance over spectacle: verse-by-verse Bible teaching
- Music in the language of the culture without bending content
- No theater, no hype, no manufactured emotion
- Spiritual fatherhood: "Papa Chuck"
- An honest caveat
- The movement cannot be manufactured or re-staged
- The goal is to clear obstacles and tend the soil

- ****The Vision: Make It Real, Relational, and Deep****

- The path: Belonging to Believing to Becoming

- ****Pillar One: Presence Over Production****

- The week, not Sunday, as the unit of spiritual formation

- The Table

- A shared meal before open-Bible teaching

- Thirty to forty minutes of conversational, book-by-book teaching

- Unhurried space for prayer and lingering

- The Triad

- Groups of three or four meeting consistently over many months

- Too small to hide in, too consistent to stay on the surface

- Deliberately not a twelve-person group

- Presence

- Leaders showing up in ordinary life

- The relationship is the program

- The Serve

- Monthly outward-facing service

- Turns consumers into participants

- Structural advantage: young couples and singles with open evenings, energy, and homes

- ****Pillar Two: Fathers and Mothers, Not Programs****

- Not a formal mentorship program

- Structuring conditions, not relationships

- Three tiers

- Fathers and mothers: mature older believers who show up, learn names, and stay

- Near-peer guides: triad leaders a few steps ahead on the road

- Organic one-to-one: deep individual relationships formed naturally from proximity
- Recruiting mentors
 - The obstacle: feeling unqualified
 - The actual job description: presence, honesty about failure, listening
 - Identify and ask personally rather than using a sign-up sheet
- Guardrails
 - Guard against the guru trap
 - Keep close confessional work same-gender; couples mentoring couples
 - Aim to multiply, not retain
- ****Pillar Three: Depth Without Pressure****
 - The reframe: depth is not what scares people off, pressure is
 - Depth was the draw for the Calvary Chapel counterculture
 - What trips the alarm: pressure, control, intolerance of questions, manufactured emotion, bait-and-switch
- Practices
 - Lead with questions, not verdicts
 - Make doubt and hard questions welcome
 - Let belonging precede believing
 - Be honest about suffering; sit in lament without tying a bow on it
 - Go embodied: silence, fasting, confession, fixed-hour prayer, the table
 - No manipulation, ever
 - Do not make the truth smaller; make the room safer
- ****The Honest Cost****
 - It asks our presence
 - It asks mature members to be known

- It asks us to measure differently: depth and belonging over volume and spectacle
- It asks patience: trust is built slowly with people who have been burned

- ****How We Begin****
 - Phase 1 (Next 90 Days)
 - Identify and personally invite the first fathers and mothers
 - Launch one weekly table gathering in a home
 - Form two or three triads from the people already closest
 - Keep it small on purpose
 - Phase 2 (Following Season)
 - Add the monthly serve
 - Hand hosting of the table to couples and singles
 - Let the first near-peer guides emerge and take a triad
 - Phase 3 (As It Grows)
 - Multiply tables rather than enlarging one
 - Watch this year's mentees become next year's guides
 - Resist centralizing; keep handing it away

- ****Appendix: Quick Reference for the Sunday Vision Talk****
 - Open with the carpet story
 - Name the people, with love and without blame
 - Make the turn away from out-entertaining the culture
 - Cast the three pillars: Real, Relational, Deep
 - Make one ask: invite the mature to be present and known; invite the young to come as they are