

*Change
and Your Relationships*

Change and Your Relationships: A Mess Worth Making
Facilitator's Guide

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Restoring Christ to Counseling & Counseling to the Church

Acknowledgments

We (Paul Tripp and Tim Lane) would like to express our gratitude for those who have made this resource a reality. The content for this resource began with the book *Relationships: A Mess Worth Making*. The editing skill of Sue Lutz was vital for the completion of that book.

Change and Your Relationships was crafted by the editing skills of Michael Breece. Thank you, Michael, for your solid work and your contribution to this new resource. We hope many people will be helped as they work through these lessons and apply them to their lives and relationships.

We would also like to thank New Growth Press for their investment in this resource. Thanks to Mark and Karen Tears for your ongoing efforts to take CCEF material and create resources that will equip the body of Christ to grow in grace. We are thankful for our partnership in the gospel. Thanks to Barbara Juliani for her persistent administrative oversight to see this project to completion.

Finally, thanks to all the individuals and churches who have shared their stories of how the book *Relationships: A Mess Worth Making* has helped them grow in wisdom in their personal relationships. We hope that this user-friendly resource will help many more as they walk through these lessons. May they find the grace of Christ richly and practically applied to their own lives as they study this material with others.

A Word of Welcome

Welcome to *Change and Your Relationships*. We are thankful for your desire to grow in this very crucial area of your life. When you think about it, we all spend a majority of our waking hours interacting with people. These interactions, both casual and more personal, have the potential to shape us—either for good or ill. Relationships are always a two-way street!

As you work through *Change and Your Relationships*, it is our hope that you will learn to think more clearly about the primary purpose of relationships and how important they are in conforming us to the likeness of Christ. This key idea of being conformed to Christ can and should radically reorient the way we think about our friendships, marriages, relationships with our children and parents, our neighbors, coworkers, and everyone in between.

Perhaps a few words would be helpful about this course you are about to take:

1. This resource is connected to several other CCEF resources, including *How People Change* and *Instruments in the Redeemer's Hands* (both of these are books and small-group resources such as this one). *Change and Your Relationships* places the important process of change within its primary context: our relationships! While this may seem obvious, one danger that exists when we talk about personal change is turning inward and forgetting that personal change occurs in the bigger context of our relationships, so all personal change must also affect the way we treat others. This emphasis on living out gospel change in our relationships makes this resource a helpful complement to the other resources from CCEF that focus on personal change.
2. This resource is intended to point you toward a radically biblical understanding of relationships. For many, including these authors, relationships can easily become conduits for personal satisfaction and self-centered happiness. While God does want us to find great joy in our friendships, he never states that as the end

goal or primary motivation. Rather, he places his purpose for us at the center: becoming more like Christ. The more God's agenda for relationships lives at the center of our motivation for pursuing relationships, the more likely it is that we will have good relationships, but it does not necessarily guarantee that all of our friendships will be fulfilling. Instead of looking to your relationships to fulfill you, it is our hope that this curriculum will enable you to see the bigger picture of what God is accomplishing in and through your relationships—one that is much grander than your personal happiness. This resource might disappoint those who are looking for several easy steps to more effective and happy friendships, but it will be a great encouragement to those who learn to set their sights on the sanctifying work of the Father, Son, and Spirit.

3. Our greatest hope is that this resource will provide a way for individuals, marriages, and entire churches to be transformed into communities that are growing in bringing together seemingly contradictory things like candor and compassion, humility and courage, patience and godly conflict. "Godly conflict" may sound like a strange thing to hope for—that is, unless you have seen too much ungodly conflict! It is only through God's Spirit powerfully working in the lives of many individuals that these kinds of communities can emerge. The authors of this material claim no special ability, personally, when it comes to these things—certainly not because we write about it! But we do stand with all who will study this material and say with confidence that progress and movement can and will be made as we embed our lives more deeply in the gospel of grace that is ours in Christ. Our Trinitarian God is one God and three persons. There is unity and diversity. He is a social God, and we are a relational people. It is by his design that this *is* true, and it is only by his grace that it *will be* true of us.

Thank you for your interest in the ministry of CCEF and for using this resource that we trust will help you and many others. It is our privilege to partner with you and to have a small or significant role in your growth in grace. After all, "So neither he who plants nor he who waters is anything, but only God, who makes things grow. The man who plants and the man who waters have one purpose, and each will be rewarded according to his own labor. For we are God's fellow workers; you are God's field, God's building" (1 Cor. 3:7–9).

Timothy S. Lane and Paul David Tripp

Leader's Preparation Guide

This course has been designed to help people

- Value their relationships
- Understand why relationships are difficult
- Rejoice in God's grace that can bring healthy, godly relationships

This leader's guide has been designed to help you teach the truths of Scripture that can bring healthy, godly relationships. The lessons are designed to be interactive and to stimulate participation and thoughtful self-evaluation for each participant. The course can be used with any size group, and suggestions are offered to ensure full participation even from larger groups.

Reviewing this leader's guide is the first step in preparing yourself to teach this material. Be sure that you understand the material yourself and make it your own so that you can clearly and persuasively present it to others. Directions and suggestions for the leader are in the outside margins.

The Course Outline provides a brief overview of the key points and activities so you can prepare for each lesson, and each lesson has its own elements that help guide the instruction and learning. Time parameters are included, and each lesson is designed to be seventy-five to ninety minutes long. This can be adjusted depending on the needs and time provided. One option is to assign a portion of the lessons to be done at home. If you think you may have leftover time, you could be prepared to discuss or have them begin one of the activities under Make It Real. The suggested times are guidelines, and you will need to make decisions about allowing more or less time. View the material as a tool that God will use, and let *him* use it how *he* desires. This requires you to be prayerful and in close connection with the Lord.

Some lessons require advanced planning from you. The lesson will state this at the beginning in the top margin, but it would be optimal for you to review these lessons well in advance so you can be fully prepared (see lessons 1, 4, 9, 10, 12). Also, be aware some lessons ask participants to do an activity on their own to prepare for future lessons (end of lessons 2, 7, 10).

Central Points, Applications, and Big Questions

Allowing for discussion always brings the possibility of getting off topic. Each lesson provides a central point and personal and relational applications at the beginning and end that can help guide the focus and bring a group back that veers from the main principles. Also, a Big Question is asked at the beginning to guide a lesson's applications. You may want to ask the question at the end of each lesson as well. You could even write the question on poster board or another easy display to be visible during the entire lesson. If you need to adjust the lessons, use the Big Question as a means of deciding how to best make adjustments. Your goal is for every participant to be able to understand the question and answer it.

Review

Reviewing previous lessons and the work the participants did on their own will reinforce key concepts and will encourage participants to do the work necessary at home (Make It Real questions). Review questions should also stimulate discussion and allow you, the leader, to receive feedback from the participants. You want as much participation as possible so consider whether creating smaller groups is best for discussing the review questions.

Opening Activity

Every lesson has an Opening Activity designed to get participants to begin thinking about the topic for the lesson.

Main Content

Between the Opening Activity and Closing Activity is the main content. Typically thirty to forty minutes long, this is the heart of the lesson and includes readings, questions, activities, and discussion. Some questions are asked only for participants to respond to for themselves; these are written directly into the readings. Most questions are meant to be answered with the group and responded to aloud; a large

question mark indicates these. Possible answers to questions are written in brackets and are in the margins. Your goal is for participants to participate. Allow time for people to think. If no one is answering, try asking the question in a different way. It is good to seek even multiple answers. If one person seems to always answer, try calling on different people. Don't force anyone to answer.

Closing Activity

The closing activity is designed as a way to review and to put the main ideas of the lesson into immediate practice.

Make It Real

This section is designed to extend the main ideas and for participants to apply them in their own lives. It typically involves more reflective exercises. It may help your group if you share what you gained or did for one of the items in the Make It Real section as part of the next lesson's review. If you want the group to be sincere and open, you will need to model that for them and set the atmosphere by what you share.

Course Outline

Lesson 1: Relationships and the Nature of God / page 1

(advanced planning required)

Central Point: Because God himself is a community, he created and intends for us to live in community so that we may be a reflection of him.

Opening Activity: Brainstorm any words that come to mind when you hear the word *relationships*.

Closing Activity: Identify and add any words that should be the focus of our thoughts about relationships.

Lesson 2: Relationships—The Problem and the Solution / page 13

Central Point: Our problems in relationships have everything to do with sin inside us, and our potential to overcome the problems has everything to do with Christ.

Opening Activity: Exploring the Problem

Closing Activity: Exploring the Solution

Preparation for lessons 3 and 4 home assignment

Lesson 3: Relationships—God’s Workshop / page 28

Central Point: God uses relationships to lead us into growth and sanctification.

Opening Activity: Can you identify the underlying agenda in these statements?

Closing Activity: Case Study (Josh and Sara)—What is Josh’s part in the conflict, and what is Sara’s part in the conflict? What needs to happen to resolve the issues?

Use with appendix A

Lesson 4: Two Foundation Stones / page 38

(advanced planning required)

Central Point: Good relationships are built on remembering who we are in God’s eyes and worshipping God for who he is.

Opening Activity: Case Study (Matt and Rob)—Why do we struggle with one person one way and a different person another way?

Closing Activity: Worship

Lesson 5: Relationships and Communication / page 50

Central Point: As Christ's ambassadors, we represent him every time we speak.

Opening Activity: Ambassador—Game simulation

Closing Activity: Giving Encouragement

Use with appendix B

Lesson 6: Conflict / page 59

Central Point: Relationships inevitably bring conflict but also growth.

Opening Activity: Case Study (Ashley and Hannah)—Evaluate Hannah and Ashley's conflict. What is the root of the problem? What will restore the relationship?

Closing Activity: Case Study (Troy and Angela)—What do Troy and Angela need to think about and then do to resolve the conflict and restore the relationship?

Use with appendix C

Lesson 7: Forgiveness—Absorbing the Cost / page 73

Central Point: As a community of forgiven people, we are called to practice forgiveness.

Opening Activity: What is forgiveness? What can cause forgiving to be so difficult?

Closing Activity: NA

Preparation for lesson 8 home assignment

Lesson 8: Hope in the Middle / page 85

Central Point: Our relationships will never be perfect; because of Christ, not only can we make it through the difficulties, but he can use us as instruments of his grace.

Opening Activity: What do you like most: being at the beginning, in the middle, or at the end of something? Why?

Closing Activity: Small Group Sharing

Use with appendix D

Lesson 9: Transforming Average Relationships into Great Relationships / page 95 (advanced planning required)

Central Point: Whoever wants to be great must become a servant.

Opening Activity: How many "one another" commands can you name?

Closing Activity: Serving Opportunities

Use with appendix E

Lesson 10: Time and Money / page 104

(advanced planning required)

Central Point: God lavishes his resources and grace on us so that we may share them in the lives of others.

Opening Activity: John Piper writes, “God is calling us to be conduits of his grace, not cul-de-sacs.” What does John Piper mean?

Closing Activity: Write a note of encouragement to someone.

Preparation for lesson 11 home assignment

Lesson 11: Review Lessons 1–10: Application Case Study

(Brian and Kara) / *page 113*

Using the principles in lesson 8, consider what you would say to Brian and Kara to encourage them.

Take on the role of Brian or Kara. What change in your perspective will help you move toward God’s grace? How will you need to view the conflict and difficulties? How will Kara need to view Brian and vice versa? How will their worship of God help change their perspective for change to begin? How will they need to view their identity for change to occur? What is the desire in their hearts that has led to conflict? How might forgiveness play a crucial role, and what should that forgiveness look like? What ways of serving will help bring about change and provide mutual support?

Use with appendix F

Lesson 12: Moving Out / page 119 (advanced planning required)

Central Point: Our relationships are intended to attract others to the King.

Opening Activity: Prayer

Closing Activity: Celebrating What God Has Done

APPENDICES

A: Ephesians 1–3 / page 129

B: Ambassadors Game Simulation / page 130

C: Lesson 6 Closing Activity / page 132

D: Living Between the Already and the Not Yet / page 134

E: One-Another Passages / page 135

F: Review Lessons 1–10: Application Case Study / page 137

Lesson 1

90 minutes
Requires advanced planning;
see Opening Activity

Relationships and the Nature of God

Central Point and Application

Central Point: Because God himself is a community, he created and intends for us to live in community so that we may be a reflection of him.

Personal Application: I need to be properly involved in relationships.

Relational Application: I need to be in close relationship to God because my relationships with others will be satisfying only if I am in relationship with God.

THE BIG QUESTION

Do you see and treat relationships as God intends for you?

Opening Activity (15-25 mins.)

For five minutes, brainstorm any words that come to mind when you hear the word *relationships*.

◀ **Leader,** it would be good to write them down— even better if it were a large sheet of paper or board to refer to during the lesson and at the closing activity.

Relationships can be messy. Having to deal with flawed people in a broken world can make one wonder if some relationships are even worth it. Have you felt this way? Have you ever avoided a neighbor or a co-worker? Ever choose to just swallow how you really feel because the work involved, if you really opened up, doesn't seem worth it?

The difficulty of relationships can lead to families sharing the same space without sharing meaningful contact, church meetings becoming a formality with no attempt to share in the lives of others, and neighbors living side by side without knowing anything significant about one another. Is this a valid way to live? Is it OK to keep to ourselves so that we don't get hurt or don't hurt someone else? What's wrong with playing it safe?

Oddly enough, we can live with a tension between self-protective isolation and the desire for meaningful relationships. We can, on one hand, avoid the discomfort often created by relationships but, at the same time, know that we are less than human when we are alone. Every relational decision we make tends to move toward either isolation or immersion, and sometimes we may find ourselves at an extreme end of this continuum; we are tempted to make relationships either less or more than they were intended to be.

“I want to be safe” ←————→ “I need you in order to live”
(isolation) (immersion)

Leader, you may want ►
to have *each participant* answer
the first part of the question
(which side) and then take
volunteers to answer the
second part (*why*).

● *Which side of the continuum do you tend to move toward? Why?*
(10-15 mins.)

Relational Profiles (15-20 mins.)

Because we tend toward one of these characteristics—immersion or isolation—our relationships tend to fit one of three profiles:

1. The Frustrated Relationship: In this relationship, one person moves toward isolation and the other moves toward immersion. One dreams of being safe; the other dreams of being close and intimate.

? *How would the perfect vacation look to each of these two types of people?*

[The one who seeks isolation may want to just sit and read, relax; while the one who seeks immersion may want lots of activities to do together.]

? *How might it feel to live in this type of relationship?*

[The isolationist can feel smothered while the immersionist feels rejected. Because both feel like their expectations are unmet, they both feel frustrated and disappointed, which may eventually lead to anger between them.]

2. The Enmeshed Relationship: Here both people move toward immersion. Both parties are relationally dependent on the other.

? *How would the perfect vacation look to each of these two types of people?*

[They might spend every waking moment together and ignore other relationships.]

? *How might it feel to live in this type of relationship?*

[Because they are so dependent on each other, they can be easily hurt when the other does not meet their expectation, which can lead them to be highly critical of the other. They can feel discouraged because, no matter how hard they try, they can never measure up to the other person's expectations. This kind of relationship is exhausting because much energy is spent dealing with minor offenses.]

3. The Isolated Relationship: In this relationship both persons move toward isolation. Both make relational decisions based on maintaining safety.

? *How would the perfect vacation look to each of these two types of people?*

[They might both spend time alone, each reading a different book.]

? *How might it feel to live in this type of relationship?*

[Because they desire safety but also connection—because we are all designed to desire connection—they feel empty and disappointed.]

When things go wrong in relationships, the problem is often rooted in the heart and in the expectations we bring to the relationships, whether it is our expectation for safety or for dependency. This is why we need to seek *God's* expectations for our relationships: What purpose does God intend relationships to serve in our lives? As persons created in the image of God, what should our relationships look like? Without a biblical model to explain the place relationships should have in our lives, we will likely experience imbalance, confusion, conflicting desires, and general frustration.

Leader, this could be a good time to pray and ask God to help each person in the group to be honest and to seek what he desires for their relationships.

Our Communal God (30 mins.)

Since we are made in the image of God, we cannot talk about the nature of human relationships without first thinking about the nature of God.

Read John 17:20–26.

? *For whom and for what is Jesus praying in this part of his prayer?*

? *What is the model for community Jesus sees for his people?*

? *If God himself is a community, what does it mean to be human, made in God's likeness?*

◀ **Leader**, ask the following questions to the group and solicit answers. Possible answers and guidelines are in brackets.

[Jesus is praying for all those who will believe in him, and he prays for their unity—that they would be one. It is relevant that as Jesus looks back on his public ministry and all it was meant to accomplish, and looks forward to the cross and all it was ordained to produce, his focus is riveted on community! Of all the things Christ could pray for at this moment, he prays for the unity of his people.]

[Jesus wants us to have the same community with God and with others that he has with the Father and Spirit. We can see this community also in Genesis 1:26, where God speaks in the plural, “Let us make man . . .” God knows how to help us with our struggles with community because he is a community. We tend to think of God as an individual; but, while God is one, the Bible also says he exists in three persons: the trinity. God himself is a model of loving, cooperative, unified community where diversity is an asset and not a liability.]

[It means we were created to be in community; we were created as social beings. In Genesis 2:18 as God looks at his creation before the fall, he says, “It is not good for man to be alone.” Community with one another is not only a duty; it is an aspect of our humanity.]

? *In Christ's prayer, what is one of the purposes for human community?*

[Human community is to be a means of reflecting God's glory to the world, that the world may believe in God the Father and God the Son. Furthermore, God has a purpose for our relationships; therefore, our relationships must be shaped by what God intends and not by what we want.]

? *Why do we need Christ to be praying for us?*

[Because we are flawed; we are sinners; we can't manufacture true community on our own. Sin's self-centeredness cuts us off from God and others.]

? *Christ not only prays for our unity with one another but that we would also have community with whom?*

[Jesus prays that we would have community with God. We are invited to be a part of this divine community! And it is out of this community that we can experience community with one another. In fact, we can't move toward community with one another until we have been drawn into community with God.]

? *Is there anything else about this prayer and its background that shows God's deep commitment to creating true community?*

[(1) v. 22: "I have given them the glory that you gave me, that they may be one as we are one." It's possible Jesus is referring to the Holy Spirit as the glory he has given to us. If so, it means God has given us a way, in spite of the ongoing presence of sin, to be empowered to have meaningful relationships. The Spirit who allowed Christ to minister in a fallen world is the same Spirit who dwells within us to allow us to minister in a fallen world.
(2) Christ is facing death on a cross so that our relationship to God can be restored and so that our relationships with others can be glorifying to him.]

? *Think about the stages of a person's life beginning from birth. What can you identify that shows we were designed to be in community with others?*

[Some answers may include: we are dependent upon someone from the moment we are born; we seek out human relationships; as teens we seek acceptance of our peers; as young adults we begin to desire deeper, more committed relationships; we have a web of communities we function in—church, neighborhood, schools, family, work—our fondest memories and deepest hurts often involve relationships; we grieve at the loss of a loved one, even when we know he or she is with the Lord.]

Closing Activity (15 mins.)

Look at the list of words brainstormed for the opening activity; identify any words that should be the focus of our thoughts about relationships. Are there any words you feel should be added?

Leader, show the words that were generated during the opening activity time, and ask, “Do we have any words here that should be the focus of our thoughts about relationships? Are there any words you feel we should add?” Don’t discredit any opinions about words that should be the focus, but you might want to facilitate them toward words such as *work, important, God-pleasing, human, God’s image, necessary*. After marking words that should be the focus of defining relationships, allow time for participants to write their answers to the following question.

Leader, you may want to ask if anyone wants to share his or her answers from this question.

? *Are there any relationships in your life, including perhaps your relationship with God, you need to correct your perspective on?*

God designed us to be relational—it is our very nature, and it is one way in which we reflect the image of God. And *only* when we live in community do we fully reflect the likeness of God. Relationships are not optional! Because of sin, relationships can be messy, but they are not optional. Problems in relationships are often rooted in our selfish desires—when we seek to fulfill our own perceived wants and needs instead of seeking to please God. If there are problems in your relationships, the solution starts with God; the circle of human community is only healthy when it exists within the larger circle of community with God.

Central Point

1. We are less than human when we are alone.
2. We are tempted to make relationships more or less than they were intended to be.
3. God, the Trinity, is a community; as his creation we reflect this quality, and only when we live in community do we fully reflect the likeness of God.

Personal Application

1. I need to acknowledge that God desires me to be properly involved in relationships.
2. I need to identify whether I tend toward isolation or immersion.
3. I need to admit that good relationships with others flow from good communion with God.

Relational Application

1. I need to be in relationship with others, neither avoiding nor depending upon them.
2. I need to find balance between isolation and immersion.
3. I need to be, first and foremost, in relationship with God.

Make It Real

1. Who are people in your life (family, work, neighborhood, church, etc.) you feel you should be building better relationships with? What will it require for you to build and improve these relationships?

2. What are your expectations for your closest relationships?

3. If there are problems in your relationships, the solutions begin with God. Identify and write down any problems you have in your relationships.

4. Spend time with your spouse, close friends, small group, and so forth, and share your answers to the items below:

Share whether you feel there are any problems in your relationship. (Do not share what you feel the problems are, only whether you feel there are or are not problems.)

Rate the problems (without naming the problems) on a scale of 1 (minor) to 10 (major).

Identify whether you tend toward isolation or immersion.

Identify whether your relationship tends to be (1) frustrated, (2) enmeshed, or (3) isolated.

Identify, using a percentage, how much you relate to the other person(s) in a way intended to please God.

Share with one another what you learned about relationships in this lesson, including (1) how important are relationships to God? (2) from where does true human community grow?