

Mission: US Military Academy

To educate, train, and inspire the Corps of Cadets so that each graduate is a commissioned leader of character committed to the values of Duty, Honor, Country and prepared for a career of professional excellence and service to the Nation as an officer in the United States Army.

Richard Foster

The desperate need today is not for a greater number of intelligent people, or gifted people, but for deep people.

Deep People Qualities

Loyalty to Jesus;
Biblically grounded;
“Whole-person” growth;
Healthy personal relationships;
Wisdom;
Awareness of spiritual gifts;
Inspiring. influential;



Generous;
Compassionate;
Self-regulated.

John Stott

The Growth of Christian Movement

(It's) growth without depth. None of us wants to dispute the extraordinary growth of the church. But it has been largely numerical and statistical growth. And there has not been sufficient growth in discipleship that is comparable to the growth in numbers.

James Stalker

A (person) may do more for a cause by bringing younger forces into its service and training them to their work than by lavishing on it every moment of his own time and every atom of his energy. We need nothing more pressingly in the Christian church at present than (those) who



will guide the young and the willing to their work, showing what needs to be done and adapting talent to task.

The Example of Jesus Christ

Benjamin Zander

The conductor of the orchestra is the only musician who doesn't make a sound. His power is dependent on his ability to make other people powerful.

Oswald Sanders

Disciples (deep people) are not manufactured wholesale. They are produced one by one, because someone has taken the pains to discipline, to instruct and enlighten, to nurture and train one that is younger.

The first priority of a Christian leader is to assure the continuous training of people.

I call this effort:
cultivating deep people.

Leadership = Character
Depth
Competence

A great "product"

Cultivating Deep People

Passive

Preach
Trade
Sp. Jolt
Program

Strategic

Engage

Colossians 1 & 2

We proclaim (Christ) admonishing and teaching everyone with all wisdom, so that we may present everyone perfect in Christ.

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As you have received Christ Jesus as Lord, continue to live in him, rooted and built up in him, strengthened in the faith as you were taught and overflowing with thanksgiving.

What if a church decided that its pastor's chief responsibility was to lead the effort to produce a continuous flow of deep people?

Is there a way to produce a continuous flow of men and women who are mentored into spiritual depth and trained to lead when God calls them?

Major Players

Gmac & Gail

Rich and Carly Fisher

Hank and Cythina Soriano

Ben & Catherine Jacobs

Ramya and Samuel Anand

Hana Tchung

Gilberto & Adriana Silva

Damon Marsh and the CDP team
Mercedes Perez
Rabbi Michael Cohen
Monica O'Donnell & Geoff Handley
Staff: Bruce, Claire, Jason

"Going Deep" The Issues

How are visions born?

How are partnerships created?

How do staffs connect?

How do leaders make decisions?

How are leaders selected?

How do ideas become operational?

How are leaders developed?

How are people corrected?



How are unchurched drawn to faith?
How does mentoring work?
What do growable leaders look like?
How is spiritual growth taught?

The Rabbinical Contract

Selection

Serving

Emulation

Interpretation

Testing

Release

Expanding

CDP Principles

Top leadership support

Seen as top-priority

Team-taught

Selectees; not volunteers

“High-bar” covenants

The practice of dialogue

Off-site (home based)

Start/end points

CDP Curriculum

Analytical reading:	Spiritual gifts
Scripture	Prayer
Books/articles	Story-telling
Case studies	Shadowing
Dialogue	leaders
Temperament	Mentoring
Spiritual disciplines	Leadership skills
Christian character	Projects
	Learning in failure

**Searching
For
Potential-
Readiness**

Teachability

Essential social skills

Participation

Leadership skill

Faithfulness

Not problem-driven

Spiritual curiosity

Your church and tomorrow's leaders

Who is accountable for training?

What results are you looking for?

Are you prepared to invest a year of prime time in a small group of growable people?

Will your board endorse the effort?

The “Growth” of Influence

“Parenting”

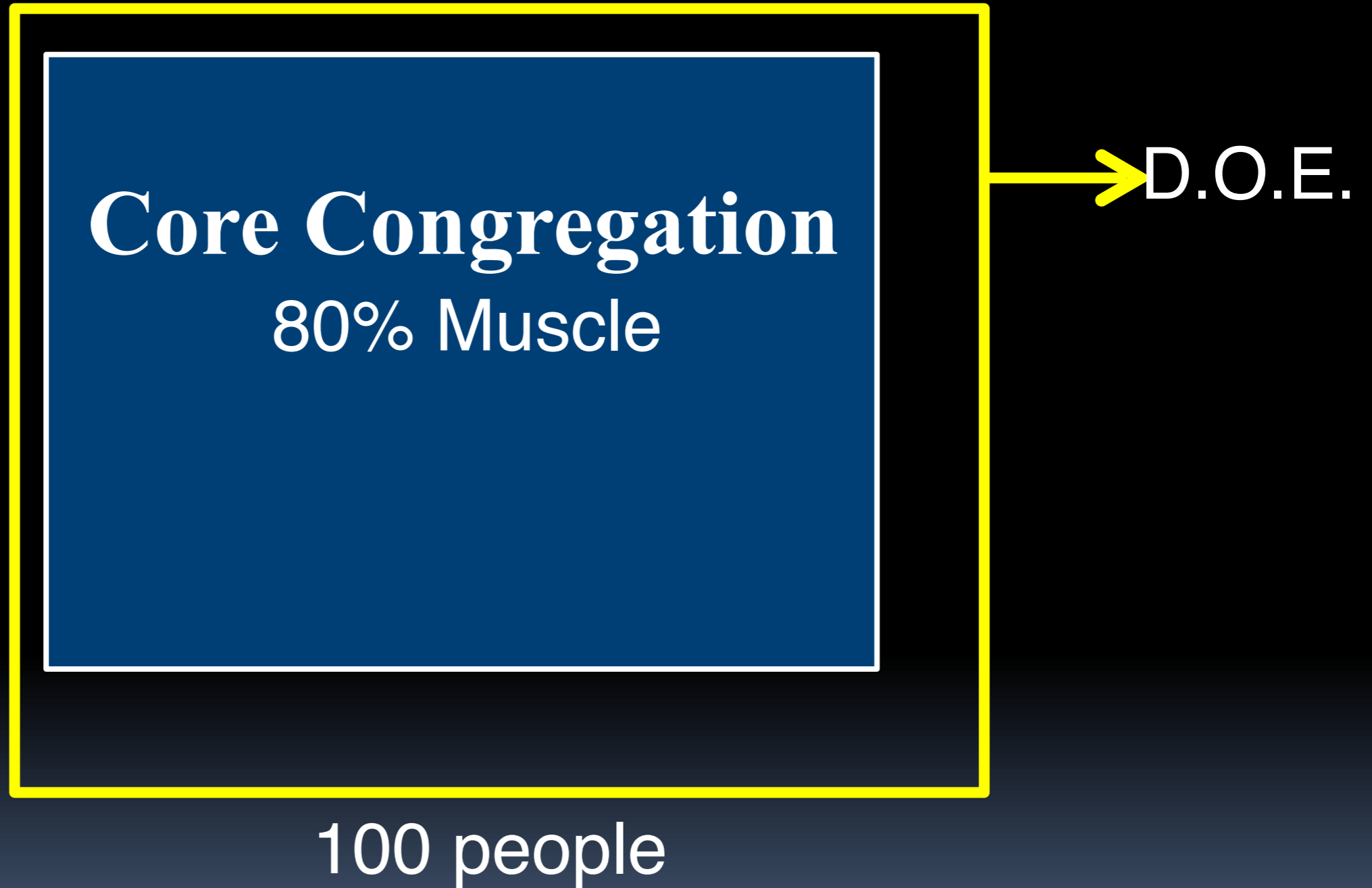
Teaching, training

Visioning, leading, teaming

Forming: call, gifts, disciplines

Following, learning, experimenting

A church start





80% Muscle

100 people

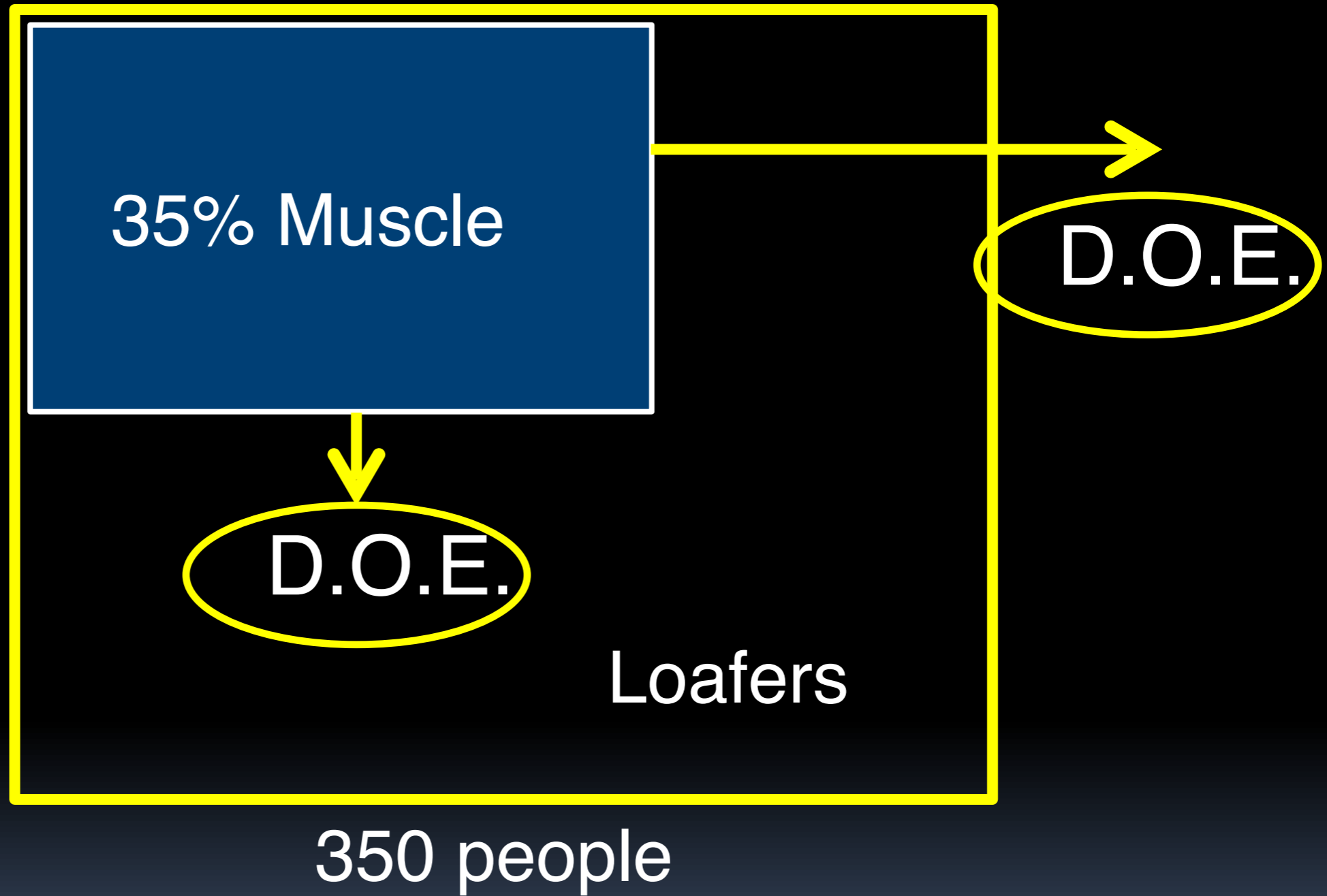
Muscle: gives more than it takes

Distributed Tasks

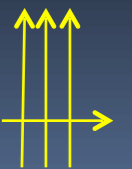
- Admin Ldrship
- Vol. support/serve
- Hospitality
- Interior caring
- Teach/mentoring
- Community engagement



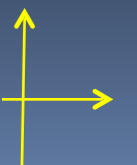
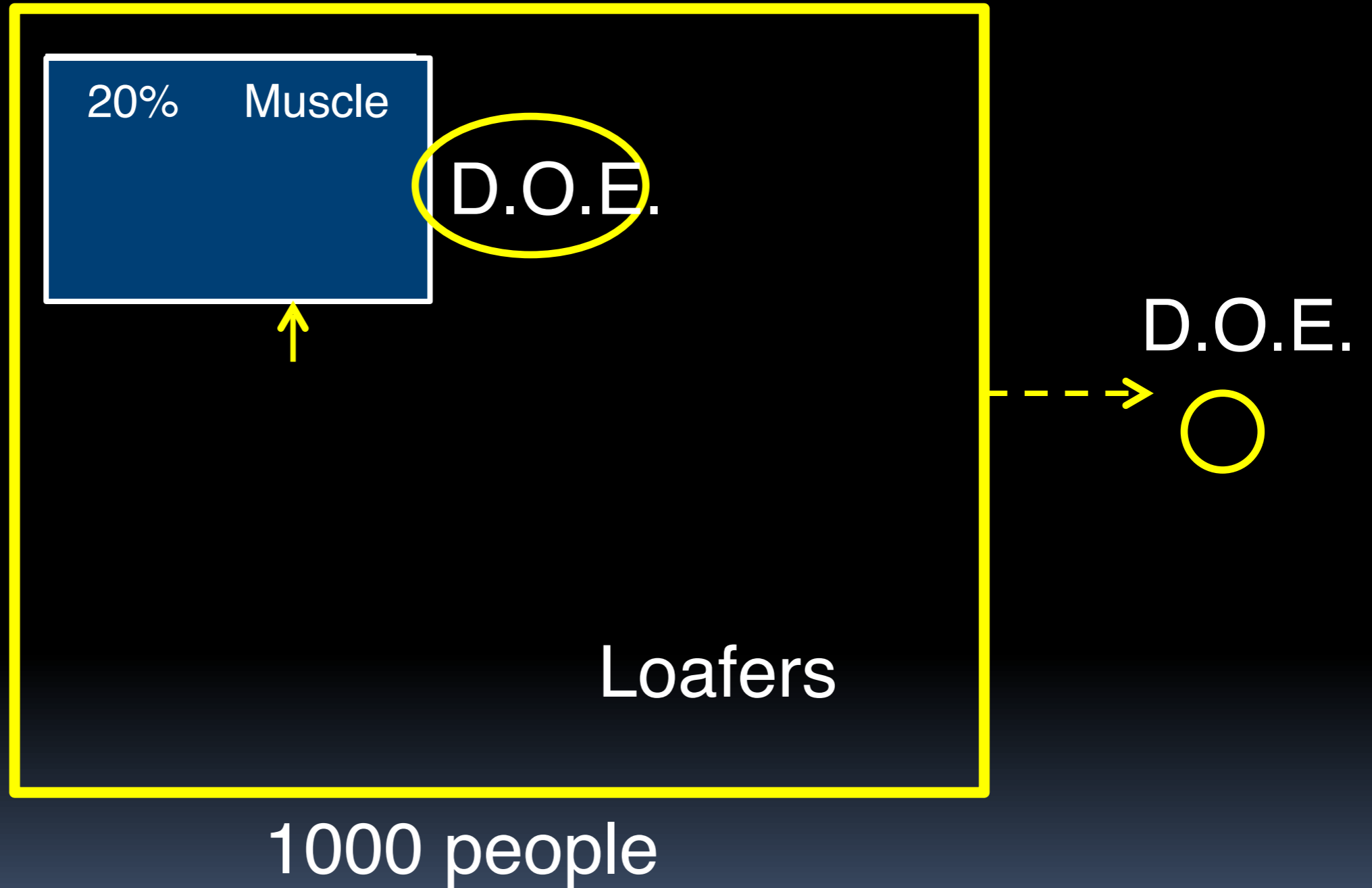
5 Year History



Loafers: take more than they give



Ten Year History



Paralyzed Church

10%
Muscle

90%Loafers