

FLEXIBLE PLAN

Challenge 4— FATHER THE HEARTS OF OUR CHILDREN/GRANDCHILDREN

This challenge in the Journey to Biblical Manhood helps your men understand the importance of fathering and mentoring effectively—both practically and spiritually.

The Flexible Plan option you have chosen leaves the curriculum choices up to you! We've listed some recommendations below to get you started.* Choose which resources you'd like to use and plug them into the challenge. We've provided the framework to make your choices as effective as possible. Because you'll have different resources being used in this challenge for certain groups, we recommend either choosing resources of similar lengths or creating chapter plans to keep all groups ending around the same time.

***Please note:** the suggested curricula and events listed below were available at the time of printing; Man in the Mirror does not guarantee the availability of resources.

You may have an existing group, class, or other opportunity that would work well to **Capture Momentum** and/or **Sustain Change**. **Feel free to use that;** just be sure to apply the principles in this section.

The suggested **Deliver Content** resources for the Flexible Plan version of Challenge 4 are:

- **Create Value** event:
 - Host the *Dads That Make a Difference* seminar, Man in the Mirror (six-hour event, 1- or 2-day format).
 - Host a movie night at the church and show the movie *Courageous*; be sure to purchase an Authorized Public Exhibition License. (Link to purchase license can be found on the JBM website.)
 - Host *The Six Basics of Being a Great Dad* seminar, Great Dads (four-hour event).
 - Host a cookout for fathers/grandfathers and their children. Incorporate testimony and a funny skit. (Visit www.skitguys.com for scripts and search “fathers.”) If you plan to pair up fatherless youth with mentors, include them as well.
 - Host/Attend a *Better Dads* workshop or seminar by Rick Johnson, Better Dads (see workshop options at www.betterdads.net).
- **Capture Momentum** small group resource for Fathers'/Grandfathers' groups:
 - *Dads That Make a Difference Life Plan* workbook, Man in the Mirror (4 weeks)
 - *Family and the Man in the Mirror* CD series by Patrick Morley, Man in the Mirror (3 sessions)
 - *The 21-Day Dad's Challenge* by Carey Casey, Tyndale House (3 weeks of daily readings and questions)
 - *The 7 Secrets of Effective Fathers* book/CD series by Ken R. Canfield, Tyndale House (10 short chapters)

- **Capture Momentum** small group resource for Mentoring groups:
 - *Hungry Souls, Holy Companions* book by Patricia Hendricks, Morehouse (6 chapters; this book is for mentors of youth)
 - *What Happens When Men Mentor Men* video Bible Study by Patrick Morley, Man in the Mirror (4 video sessions)

- **Sustain Change** curriculum for Fathers' groups:
 - *Dad in the Mirror* book by David Delk, Man in the Mirror (12 chapters)
 - *Championship Fathering* book by Carey Casey, Focus (11 chapters)
 - *Raising a Modern Day Knight* book by Robert Lewis, Tyndale House (14 chapters; pertains specifically to raising boys/young men)
 - *12 Tasks of Effective Fathers* CD series by Patrick Morley, Man in the Mirror (12 sessions)
 - *Family Driven Faith* book by Voddie Baucham Jr., Crossway (10 chapters)
 - *How to Really Love Your Child* book by D. Ross Campbell, David C. Cook (13 chapters)
 - *The Smart Stepdad* book by Ron L. Deal, Bethany House (15 chapters, pertains to stepfathers)
- **Sustain Change** curriculum for Grandfathers' groups:
 - *The Power of a Godly Grandparent* book by Stephen and Janet Bly, Beacon Hill (14 chapters)
 - *Leaving a Lasting Legacy: For Grandfathers* book by Ken Canfield, National Center for Fathering (12 short chapters)
- **Sustain Change** curriculum for Mentoring groups:
 - *As Iron Sharpens Iron* book by Howard Hendricks, Moody (8 chapters for mentors/10 chapters for mentees)
 - *Mentor Like Jesus* book by Regi Campbell, B&H Books (11 chapters)
 - *The Mentor Leader* book by Tony Dungy, Tyndale House (9 chapters)

- **Celebrate** gathering:
 - Hold a cookout and have men bring their children and grandchildren (and fatherless youth if doing a youth mentoring program). Provide activities for the young kids and team-building exercises for the older boys/adolescents. Ask a few men to share their testimonies, representing the mentoring and fathering groups.
 - Host a churchwide afternoon picnic; include families (and fatherless youth, if doing a youth mentoring program). Ask a few men to share their testimonies, representing the mentoring and fathering groups.
 - Have an evening celebration service at the church—either with just the men or with families. Include worship and ask a few men to share their testimonies, representing the mentoring and fathering groups.

PLAN FOR THE CHALLENGE

First, choose your resources:

- What type of event will you use to kick off Challenge 4? Consider the following: duration, location, speaker, content and cost.

_____ at _____

- What date do you want hold your **Create Value** event? Keep in mind the church calendar and how The Journey fits in with other efforts. Start by listing your top three choices for dates. It's a good idea to also check the community calendar for things such as school vacations and popular community events.

1) _____ 2) _____ 3) _____

- Will you establish a mentoring program for youth in the church without active fathers or will you focus just on men mentoring men? (*circle all that apply*)

Men mentoring men

Men mentoring youth

- What resource will you use in your **Capture Momentum** follow-up groups?

Fathering/Grandfathering: _____ for _____ weeks

Mentoring: _____ for _____ weeks

- What curricula will you use in your **Sustain Change** groups?

Fathering: _____ for _____ weeks

Grandfathering: _____ for _____ weeks

Mentoring: _____ for _____ weeks

Other (Stepfathers, etc.): _____ for _____ weeks

1. **Recruit new leaders to help with this challenge.**

- For every challenge, aim to have a combination of existing leaders and new leaders working together. This will prevent burn-out and foster a feeling of inclusion.
- In the Helpful Tools section of this notebook, complete the Leadership Audit and Recruiting Worksheet with your current team.
- Using the Recruiting Worksheet as your guide, invite these new guys to join your team for Challenge 4. Share your vision with them for the kick-off event and challenge as a whole.
- It may be wise to give your current leaders an opportunity to gracefully take a break from the leadership team at the start of each challenge. The Journey can be a long process and you don't want any one man feeling overwhelmed or overcommitted.

2. **Decide whether or not to offer a youth mentoring program.**
 - a. If your church would like to connect mentors with youth in the church who don't have an active father figure, begin researching and preparing.
 - b. Find out what resources are available in the community.
 - c. Do any nearby churches have a mentoring program? Ask to meet with their leaders.

CAST THE VISION

Once you have decided on the above, you are ready to cast vision and to assess the men in your church in the areas related to this challenge.

1. **Determine the Faith & Life Objectives for this challenge.**

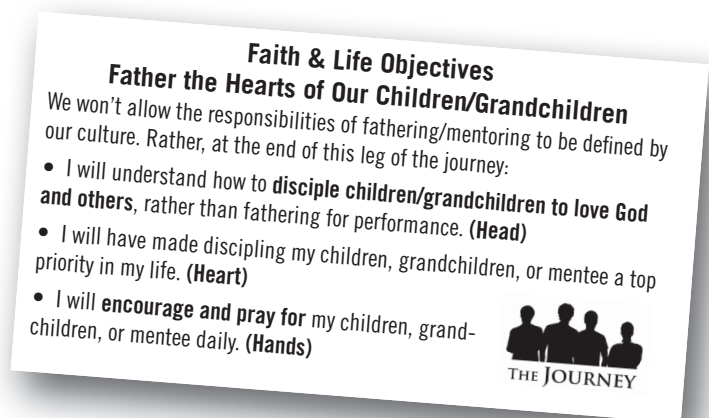
- a. What do you hope to accomplish in the heads, hearts, and habits (hands) of the men in the church?
- b. Download the template for the Faith & Life Objectives (F&LO) for Challenge 4 from the website www.journeytobiblicalmanhood.org. Review it with your team. Adjust as needed. Note that you'll want an objective for "Head," one for "Heart," and one for "Hands."
- c. Give the F&LO card to your senior pastor for approval.
- d. Print them on **business cards**, either through a commercial printing company or on your own. If you print them on your own, use the Avery template for business cards, 10 per sheet (Avery business card paper can be purchased from Office Depot, Staples, or a similar supply store). **Be sure to have one for EVERY man in your church.**
- e. Establish a distribution plan: Determine who, where, when and how. Be sure to cover Sunday worship services, home groups, Sunday school classes, sports teams, etc. The idea is for every man—including those on the periphery of church activity—to feel included in the challenge and aware of the objectives.

Who: _____

Where: _____

When: _____

How: _____



2. Develop your Assessment.

- a. Where are your men starting from in the areas of this challenge?
- b. Visit www.journeytobiblicalmanhood.org and download the standard Assessment for Challenge 4. Note that there will be two Assessments for each challenge—a pre-challenge and a post-challenge. Be sure to download the pre-challenge. Review it with your team. Adjust as needed. (Note: The Assessments are also in the forms section of this notebook.)
- c. Give the Assessment form to your senior pastor for approval.
- d. Print one for EVERY man in your church.
- e. Establish a distribution plan: Determine who, where, when and how.
Who: _____
Where: _____
When: _____
How: _____
- f. Note: We recommend you distribute the pre-Assessment before the Faith & Life Objectives card so men can answer before they see your goals for the challenge.

3. Download the promo video for this challenge from the website for use in the weekly worship service, Sunday school classes, etc. This will help you cast vision for the challenge.**4. Distribute the Faith & Life Objectives and the Assessment.**

- a. Approximately three or four weeks before the kick-off event, using the plan agreed upon by the team, distribute the pre-Assessment forms and then the F&LO cards.
- b. **The point of the Assessment** is to help both the leaders and the men of the church see where they are spiritually at both the start and the end of the challenge. Ask men to take the pre-challenge Assessment based on their life during the last year.
- c. **The point of the F&LO card** is to help all the men of the church see that you are trying to accomplish something more than just another men's class or event.
- d. If possible, have your pastor reference the Assessment during regular worship services and give men the option of dropping their completed Assessment in the offering basket or tray.
- e. **It's very important that you get back every completed Assessment possible. Give men multiple ways to do this:** a drop box in the lobby, an opportunity during the service, collection by their small group and class leaders, collection at their sports games, etc.

- f. Create a simple report with the results of the Assessment. Share the report with your pastor and the leadership team. Keep the results confidential among the leadership team.

INCLUDE ALL YOUR MEN

1. **Determine the Disciple Every Man activities.**
 - a. Inevitably, there will be men who cannot or do not actively engage in the “men’s-only” portion of the challenge. There will always be a percentage of men that will not come to an event or join a small group or class. **It’s critical that your team helps them participate in the challenge through whatever ways they are already engaged at your church.**
 - b. Below are some ideas for discipling every man through this challenge—even those who aren’t going to participate in the **Create-Capture-Sustain** portions. We also provide communication templates on our website for involving other leaders. Review them and see how they might fit into your plans.

DISCIPLE EVERY MAN

- ☐ Give guys who aren’t participating in group studies the chance to be involved through individual study. Post a link on the church website or email a link to the online Man in the Mirror 12-part video series, *Twelve Tasks of an Effective Father*. You may also choose to send out one or two videos from the series on their own. Another video option is *Children: How to Avoid Regrets* from the *Man in the Mirror REMIX* series. Either of the studies can be watched for FREE by streaming or downloading from the website.
- ☐ Challenge men who would like to be mentored—or to mentor—to enter into one-on-one mentoring relationships. Consider holding an information session at the church, or a casual lunch, where you help men pair up at the end, as desired. You may want to show clips from the Bible Study video series, *What Happens When Men Mentor Men*. In preparation for this meeting, send out the article by email, “Do You Want a Mentor?” and/or “Mentoring Younger Men.” Focus on the call to action at the end of each article.
- ☐ Email or print out the series of articles (one at a time) for all the fathers/stepfathers in the church: “Ten Ways to Really Love a Child,” “How to Parent Adult Children,” “Understanding Your Child’s Heart,” and “Fathering the Heart.”
- ☐ Invite your men to sign up for the “Play of the Day” daily email from All Pro Dads. Men can sign up to receive these fathering tips at www.allprodad.com.
- ☐ Email your men a link to the audio series *Family Shepherds* by Voddie Baucham, Jr. on www.FamilyLife.com for helpful tips on everything from leading your family to how to discipline your children.

(Links to all of the above videos and articles can be found under Challenge 4 at www.journeytobiblicalmanhood.org.)

- c. Brainstorm with your team additional ideas to reach the men who aren't participating in the standard ways:
- i. _____
 - ii. _____
 - iii. _____
- d. Determine who on your leadership team will be responsible for the different aspects of implementing the Disciple Every Man activities you've chosen (two or three).

Disciple Every Man activity: _____

Who else do we need to involve from other ministries in the church for permission or help? _____

Who on our team will provide leadership to this effort? _____

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Disciple Every Man activity: _____

Who else do we need to involve from other ministries in the church for permission or help? _____

Who on our team will provide leadership to this effort? _____

2. **Choose two or three “Hands” opportunities.**

- a. During the **Sustain Change** time period of the challenge, give men an opportunity to put what they're learning into action. Below are some ideas:

USE YOUR “HANDS”

- ☐ Challenge every man with children to start a family devotion—at least once per week. Print out or email the article “How to Lead a Family Devotion.” Or create your own how-to!
- ☐ Ask every father/grandfather to write a letter about the faith lessons he's learned, and then give it to his children/grandchildren. Ask men without children to write a letter to someone who has impacted his life as a mentor and thank him.
- ☐ Throw a field day for all the children in the church without dads in their lives; encourage people to invite others from outside the church, too. Ask the men in the church to be team leaders, game referees, activity planners, etc. You may also want to do or give something special to the single moms dropping their children off.
- ☐ Consider starting a mentor program for youth in your church without a father figure in their lives. Much goes into starting a program like this, but it is often life-changing for both the men and the youth. There are several resources that can help you start a mentoring program; one is Christian Association of Youth Mentoring (www.caym.org). If you don't want to start a program at the church, help plug interested men and teenagers into a local YMCA or Big Brothers/Big Sisters program.
- ☐ Hold a father/daughter dance at the church. Make it a fancy evening and have fathers/stepfathers give formal invitations to their daughters/stepdaughters. Include dinner and fun activities.
- ☐ Hold a father/son campout or adventure trip and plan games and team-building exercises.
- ☐ Include the women in the church! Have a church-wide competition, where wives nominate their husbands for “Favorite Dad” or “Favorite Grandpa” by submitting funny pictures and stories. Keep it light, showing silly pictures on the screen before weekend services or printing the stories in a special issue of the bulletin.
- ☐ Challenge the grandparents to throw a “Spoil You Rotten” weekend with grandchildren. It works like this: invite each grandchild over individually for a weekend or overnight visit. Give them special attention that includes their favorite activities, favorite foods, etc. This special time can be used to pass on spiritual lessons, too.

- b. Advertise these opportunities church-wide, not just to men participating in the study! You may choose to use portions of the promo plan found in the Helpful Tools section for this effort, depending on the nature of the Hands project.
- c. Be sure to delegate related tasks to your leadership team members for this challenge.

DELIVER CONTENT: CREATE VALUE

Once you've chosen the event for this challenge, it's time to begin planning and promoting. If doing your own event, aim to incorporate some of the essential principles behind your Faith & Life Objectives. If you're doing an outside event, be sure to FIRST confirm all details and secure any speaker, dates, or deposits required. Either way, plan to make it an outreach event!

1. Schedule event.

- a. Confirm your event date with the leadership team and senior pastor.
- b. If doing a Man in the Mirror seminar, call a Ministry Consultant and schedule. **Ask about the JBM discount.** If doing another outside event, confirm details and scheduling requirements.
- c. From your leadership team for this challenge, appoint someone to be in the following primary event roles, if applicable:
Event Director: _____
Promotions: _____
Registration: _____
Follow-Up Groups: _____
- d. Set up weekly meetings with your event planning team to study *No Man Left Behind*. Order the books or go through the video-based No Man Left Behind Courseware.
- e. If doing your own event, decide how much you will charge. See if anyone in the church would like to offer a scholarship for another man. Even if you have ministry funds to cover the event, we encourage you to charge *something* for it—experience has shown us that charging increases perceived value, commitment, and attendance.
\$_____ per man
- f. Using the guide in Process Three in the Helpful Tools section of this notebook, choose the location for your event and make sure you have technical and room requirements met.

2. Invite men to the event.

- a. **Customize the promotions plan** found in Process Four of the Helpful Tools section near the front of this notebook. Follow it.
- b. Invite your pastor to attend the event, as well as help invite others during Sunday morning worship services.
- c. Print your event details on flyers, posters, bulletin inserts, etc.

- d. Work closely with other ministries, groups, and leaders in your church to involve everyone in the invitation process. (See Promotions Plan in Process Four.) Make it an all-inclusive effort.
 - e. Aim for every man in your church to receive no fewer than five touches. Make sure all men are encouraged to **pre-register and pre-pay**, if you're charging for the event. This will increase the sense of commitment, and thereby increase attendance.
 - f. Have the leaders helping on this challenge commit to calling a group of men and personally inviting them to attend. Divide all the men in the church among them. **Personal invitation is critical to the success of your kick-off event.**
 - g. Encourage men to bring someone with them. Use this event to cast an outreach vision. The more men that get involved in the challenge at the initial level, the better!
3. **Plan and prepare for your Capture step for the fathering/grandfathering groups.**
- a. Make an educated estimate for the event attendance and determine how many small group facilitators you'll need to have in place. Aim for one per eight men expected to attend. Remember, you'll need these men in place before the event; men will commit to short-term follow-up groups BEFORE they leave the event.
 - b. With your event team, make a list of men you'd like to ask to be follow-up group facilitators. Plan to provide each facilitator with a content guide and pre-determined discussion questions, if not included in the resource you've chosen to use.
 - c. Invite them to lead a short follow-up group (**aim for a 4- to 8-week study**). Emphasize that facilitating a group should be easy and just requires a willing man.
 - d. For more instruction on choosing and preparing group leaders, see Process Five in the Helpful Tools section of this notebook.
 - e. Order the resource you've chosen to use—be sure to have enough for not only the men that attend the event, but for men who couldn't attend the event—**you want to invite ALL men in the church to join the groups.**
4. **Plan and prepare for the Capture step for the mentoring groups.**
- a. Announce a short information meeting after weekend services open to any man interested in becoming a mentor or mentee.
 - b. See the Disciple Every Man section for details, including articles you can email to men to build interest before the meeting.
 - c. At the meeting, invite men to be a part of a short group study. This will be the **Capture** step for the mentoring groups, using the resource you've chosen. Be sure to order enough materials.

5. Kick off the challenge with your event!

- a. Make sure your speaker(s) is prepared and equipped to be successful. Test audio and visual equipment, room temperature, etc.
- b. Have your leaders in attendance and make sure every man feels welcome!
- c. Be attentive to men sitting alone or men who are new to the church.
- d. If your event will have 100+ men, signs should be hung up around the room with follow-up group locations, days, and times (see Process Six).
- e. Help men form follow-up groups at the end of the event—**BEFORE they leave**. Follow the guidelines in Process Six.
- f. **Consider grouping men together in the context of their current role:** expecting and new dads, stepdads, single dads, dads of teenagers, dads of adult children, grandfathers, etc.

DELIVER CONTENT: CAPTURE MOMENTUM

The **Capture Momentum** follow-up group resource for this challenge should be a short-term study (four to eight weeks), and be attractive to men who have never been in a small group. Make sure to order enough copies—open the groups to ALL the men in the church, not just the ones who attended the event or mentoring meeting.

1. Begin follow-up groups.

- a. The **Capture** groups should begin the week following the event.
- b. **Invite all the men in your church to join a follow-up group, even those who didn't attend the event or meeting on mentoring.** Have extra resources on hand for late joiners.
- c. Have group leaders give out and collect pre-challenge Assessments for any men who haven't completed them. This should be done at the first meeting.
- d. Have group leaders hand out a Faith & Life Objectives card to any man who doesn't already have one, but only after completing the pre-Assessment. They should read and briefly discuss them as a group at their first meeting.
- e. Call each group leader to see how his first meeting went and to pray with him.

2. Help men who don't join the men's-only groups participate in the challenge.

- a. Implement the Disciple Every Man suggestions found in this section of the notebook that are specific to this challenge, as desired.

- b. Use the email templates and other communication tools found on the website to recruit leaders of existing ministries and groups, asking them to emphasize the Faith & Life Objectives during their interactions with the men in their areas of influence.
 - c. Make sure every man has a Faith & Life Objectives card.
 - d. During the follow-up study, plug as many men as possible who aren't participating in groups into other ongoing ministries in the church.
3. **Prepare for the Sustain step.**
- a. Order your curriculum for the **Sustain** groups—for fathering, grandfathering, and mentoring groups.
 - b. Decide how long these groups will last, and how chapters should be split up or removed from certain studies if needed.
 - c. Ask all existing **Capture** group leaders if they'd like to continue leading a group for the next study. Replace and recruit as needed.
 - d. In the second-to-last week of the follow-up groups, announce the **Sustain** step—in both the small groups and church-wide.
 - e. If possible, send an email to all the men in the church and invite them to join in the study. Re-communicate the Faith & Life Objectives.
 - f. In the final week of the follow-up groups, have guys agree to start on the **Sustain** study. As needed, reform groups or meet in larger groups to accommodate more men.

DELIVER CONTENT: SUSTAIN CHANGE

The **Sustain Change** step for Challenge 4 should be a longer, more in-depth study than the **Capture** group resource.

- 1. **Begin Sustain groups.**
 - a. The **Sustain Change** groups should seamlessly start as the **Capture** groups end.
 - b. Invite men who haven't yet participated directly in the challenge to be a part of the study.
 - c. Have group leaders hand out Faith & Life Objectives cards to any men who don't already have one (or who might have lost it).
- 2. **Help men who don't join the men's-only groups participate in the challenge.**
 - a. Continue to implement the Disciple Every Man suggestions.

- b. Keep the leaders of other ministries engaged and updated throughout the study. Ask them to support the challenge in their interactions with their men, and offer to serve them in any way possible.
 - c. This is a great time to give men and couples an opportunity to put what they're learning into action by implementing the "Hands" activity you chose.
3. **Help men form mentoring relationships.**
- a. In the final weeks of the mentoring study, help men enter one-on-one mentoring relationships.
 - b. By this time in the group study, some men will have connected with one person more than another. For these people, let the mentoring relationships form naturally. For others, help them pair up based on spiritual maturity, personality, and goals for the relationship.
4. **Distribute the post-challenge Assessment.**
- a. Visit www.journeytobiblicalmanhood.org and download the standard post-challenge Assessment for Challenge 4. Note that there will be two Assessments for each challenge—a pre-challenge and a post-challenge. Be sure to download the post-challenge. Review it with your team. Adjust as needed to conform to your pre-challenge Assessment.
 - b. Give the Assessment form to your senior pastor for approval.
 - c. Print.
 - d. Have the study group leaders distribute to their men in the final week of the study.
 - e. Distribute to all other men in the church. Keep the Assessments of direct challenge participants separate from the others as you collect them.
 - f. Instruct men to complete it based on how they are living their lives *recently*.

CELEBRATE

This is the home stretch; don't skip the end of the challenge! This final phase helps you determine and celebrate what God has done in men's lives.

Be sure to rally your leadership team during this integral time and thank them for all the work they've done and the impact they've made throughout Challenge 4. The last thing for them to do will be to help plan and execute the Celebration. This should be **a short, fun gathering** for men to come together. For this challenge, consider including children, grandchildren, and other family members.

1. **Assess your men.**

- a. Collect all post-challenge Assessments.
- b. Create a simple report of the results; **if possible, make one for the men who participated in the men's-only portions of the challenge and a separate one for those who did not.**
- c. Share the results with the church leaders and senior pastor.

2. **Plan the celebration gathering.**

- a. Ask the leaders of the **Capture** and **Sustain** groups for the names of some men who they think have particularly benefitted from the challenge—from both the mentoring groups and the fathering/grandfathering groups.
- b. Ask those men to share their story with you or another team member—either by email, on a web cam, or in person.
- c. Invite a few of them to share their stories at the celebration.
- d. Aim to find one man to share at the celebration who hasn't participated in the event follow-up groups or **Sustain** study, in order to emphasize the all-inclusive nature of the challenge.
- e. Share all testimonies with the church leaders and senior pastor.
- f. Review celebration “hardware” ideas on www.journeytobiblicalmanhood.org. If you choose to give out coins, wristbands, or something similar, order them with plenty of time for arrival.
- g. Plan to include humor or competition as part of the celebration, as well as activities for any young children that will be there. You may also want to include fun team-building exercises for older children and their dads/grandpas/mentors.
- h. Choose a date and time for the celebration, with approval from your pastor, who should plan to attend:

Date: _____ Time: _____

- i. Reserve a room or venue as needed: _____
- j. If doing a meal, finalize the menu. Be creative! Have the male teenagers in the church help serve dinner or have the leadership team grill out.
- k. Invite **all** the men in the church to attend with their children, grandchildren, and mentees (if applicable).

3. **Celebrate!**

- a. Have men share testimonies, as arranged ahead of time.
- b. Announce the results of the Assessment, if appropriate. Remind men of their Faith & Life Objectives and how you hope that God worked in their lives.
- c. Connect the testimonies and other celebration remarks to the larger vision of the church and how God is using your men to impact their community and world.
- d. If you ordered any celebration giveaways, such as tokens or wristbands, pass them out to all the men.
- e. Unveil the next challenge and the next **Create** event.
- f. Ask men, “Who’s missing?” and encourage them to invite others to the event from outside the church.
- g. Give men an opportunity to sign up for the **Create** event before they leave.
- h. Also, recruit additional men for the leadership team for the next challenge.