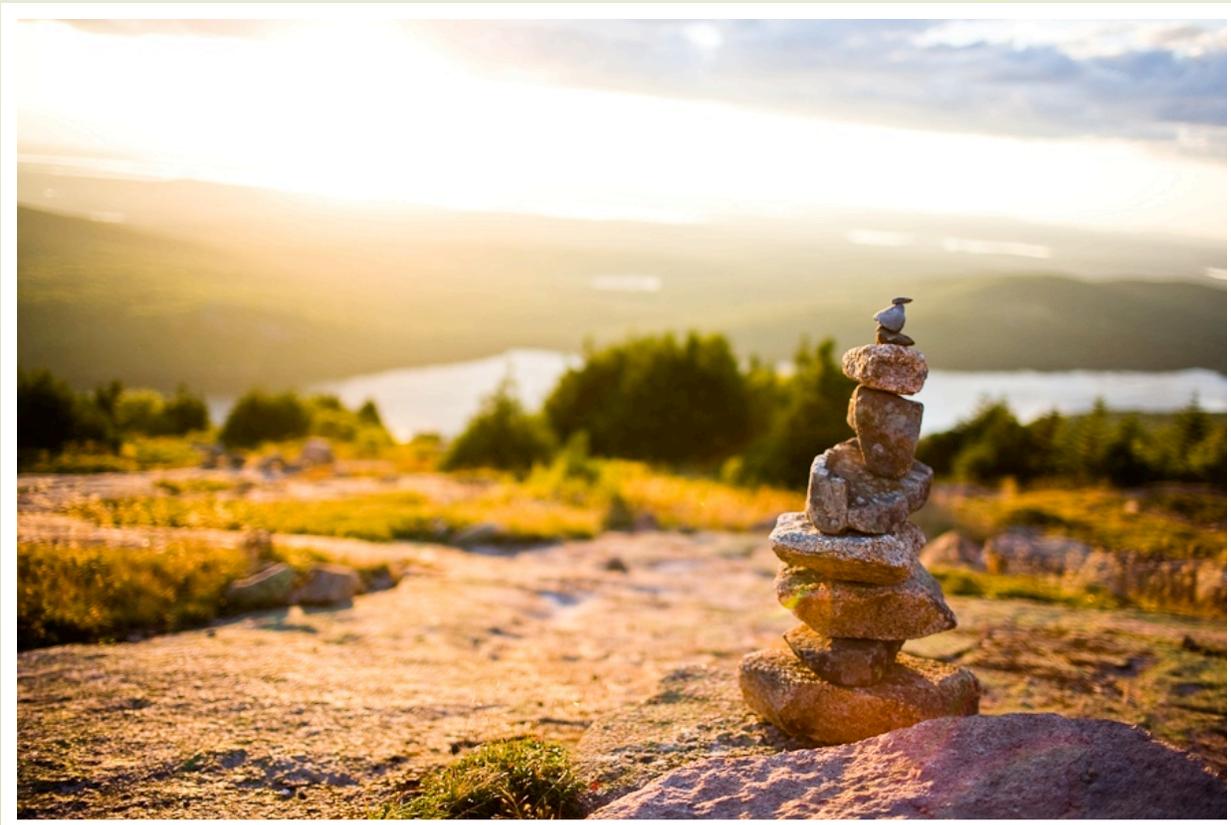




WAYPOINT

Prospectus:
An invitation to join our journey



Never doubt that a small group of thoughtful and committed citizens can
change the world.
Indeed, it's the only thing that ever has. —Margaret Mead

WayPoint Coaching Community

Unleashing the Impact of Transformational Workers

Dear Friend,

“I want to reclaim whole life transformation as the domain of the Church.”

I remember when I first heard those words, spoken by a longtime friend and pastor, they hit something deep in me...a longing in my soul that I'd struggled to put words to for years. Having both served in churches for decades, I had just asked him what he longed to see happen in the Church in his lifetime. His response immediately named for me ~ and really, for both of us ~ the one thing we had a deep confidence *should* be happening, but too often is not, in Christian faith communities:

Authentic, irreversible, transformational life change.

Of course, we've all heard the great “conversion stories,” and I'm grateful to have witnessed many of these in my own journey. But for the vast majority of souls who choose to follow Jesus, the story I had witnessed over my years in ministry was more often one of repetitive and ongoing struggle, year after year after year, with the same old issues and broken places that had led them to Christ in the first place. Even after decades, the lives of many Christians I knew didn't look appreciably different from those of people who did not follow Christ. They were no more free, no more alive, no more *whole* than most of the nonChristians I knew.

And the thing is, it wasn't for their lack of trying.

I believe the gospel is true. I believe it is the hope of mankind. But why, then, does its power seem to fall so short for so many so much of the time? Shouldn't whole life transformation be the norm, rather than the exception, of the Christian journey?

It was questions like these that prompted me to gather a small cadre of friends together to explore these issues more deeply. Little did I know at the time that we had just launched the first WayPoint tribe. That was nearly 10 years ago.

All of us were professionally trained coaches. We'd each seen dramatic life change happen through our coaching work, and believed we had our hands on a set of skills that was deeply needed in the Church. Over the years since those initial conversations, we've studied other branches of what we would come to call “transformational work” ~ drawing insights and skills from a variety of fields, including spiritual direction, psychology, counseling, intercessory ministry, experiential education, change theory, relationship systems theory, and culture work ~ and weaved them all into what we already knew of biblical leadership and discipleship methodologies common in the Church.

What we discovered is this: God *loves* transformation. He loves taking broken things and restoring them to their original glory, redeeming their value by the work of his grace. But transformation involves more

How We Define “Transformational Worker”:

A highly-surrendered Christ follower who has both a passion for and a high degree of skill around producing authentic life transformation in the people they serve.

Transformational workers may include life and leadership coaches, spiritual directors, counselors, social workers, teachers, 12-Step recovery leaders, pastors, missionaries, artists, business leaders, people in public office, or some other position of influence. The foundational determinant about whether someone is a transformational worker is not their profession, but the focus and fruit of their lives: Are they passionate about and effective at transformational people development?

than a prayer or a Bible study program. It is *wholistic* work, involving and encompassing multiple arenas of a person's life ~ spiritual, of course, but also emotional, intellectual, relational, sexual, physical, even cultural...any arena where we experience wounds and lies can take hold. No wonder the gospel has seemed so anemic in our faith communities! We have largely not applied it holistically to the full spectrum of people's lives, nor learned the essential skills to do so.

But a few have. More are needed. And that's why WayPoint exists.

We believe one of the most powerful and effective tools God is using in the world today to produce authentic transformation in the hearts and lives of those he loves are highly-trained transformational workers—whether they be life coaches, spiritual directors, counselors, social workers, teachers, 12-Step recovery leaders, pastors, missionaries, artists, business leaders, people in public office, or some other position of influence. Regardless of the specific job title, we're finding God raising up and using people who have a passion for him and for transformational work in ever-increasing ways and in ever-expanding venues as a means to bring his grace and love to those he longs to set free to pursue his highest dream for their lives.

WayPoint Coaching Community exists to support and unleash those workers, and train others to do the same. We've designed our structure to address what we call the 5 C's that all transformational workers need: Christ-centered, authentic community that calls them forth and commissions them for their work in the world, and strategic collaboration to help make it happen. We hold firmly to the belief that Christ is the head, and we are the body...so we intentionally look to him for our inspiration, instruction and direction as a community of faith. We also believe every member of Waypoint is a commissioned agent of transformation, Divinely-positioned to be catalyst of change within their sphere of influence. We intentionally call forth our members to forge intimate, collaborative communities specifically designed to unleash them into the fullness of their God-inspired calling as transformational catalysts in the world.

In the pages that follow, you'll find detailed descriptions of who WayPoint is, what we're about, and what we offer. We are a Christian networking organization...but if you haven't already guessed, we are far more than only that. In a variety of ways, we actively engage transformational workers to become all that God dreams them to be, so that He can be fully unleashed through them to change the world.

- The 5 “C’s”:
- Christ-centered**
 - Authentic Community**
 - Strategic Collaboration**
 - Fully Commissioned**
 - Boldly Called Forth**

None of us can achieve that dream alone. We need a tribe of fellow workers to travel with us on the path to all we may become and accomplish in the world. And we need Christ to lead the way.

So, welcome, fellow traveler. I'm thrilled to have you explore the possibilities with us for the road ahead. Perhaps we are the tribe you've been looking for.

All My Best,
Michael Warden, CPCC
President, WayPoint Coaching Community

WayPoint Coaching Community

Who we are...

WayPoint Coaching Community is not your typical Christian leadership development network. Unlike most non-profit training organizations, we're not satisfied merely funneling leaders through a program or weekend conference. Our aim is to provide our members with a place to really belong ~ to be authentically seen and known ~ and be challenged to grow both spiritually and professionally with others who are on the same path. And all this in an atmosphere of grace and authenticity. Our bold goal is to create and inspire real, transformational community among highly-skilled transformational workers.

To foster that kind of authentic, Christ-centered community, each person invited to join WayPoint is placed in a tribe of four to seven members, with trained WayPoint leaders who guide them to co-create an authentic, Spirit-led community where they can share their story, find support in the challenges they face, and be courageously challenged to grow ~ both as a transformational leader, and a follower of Christ.

But it doesn't stop there. This isn't community for community's sake; rather, our tribes are deeply intentional. They are unapologetically Kingdom-focused. Our desire isn't simply to connect leaders & influencers, but to *unleash* them ~ by providing them with a context for ongoing training and development in transformational work, and calling them toward greater and greater levels of surrender to God, through which their unique identity and mission can be unleashed by God's power to impact the world in ever-increasing ways. Our common confession is:

God, I want to know You.

I am willing to follow You.

I am willing to go with you to the ends of the earth.

I give up the right to own anything.

All I have is Yours; I put it back in Your hands.

And I will give it to whoever You ask me to give it to.

And I will serve You until I see You face to face.

Sounds pretty awesome, huh? We think so too. Read on to learn about the mission and core values that shape us as a community and drive us as an organization...

WayPoint Coaching Community

What we value...

One of the best ways to learn more about what we are about as an organization is to take a look at our mission and values. We use these to guide all that we do, and how we go about doing it:

Our mission

WayPoint's Mission is to unleash the impact of transformational workers within their sphere of influence to advance God's Kingdom.

Our core values

Transformational Life Change ~ Our events, resources and leadership decisions have the goal of positive, irreversible life change. It's not the advancement of WayPoint, though that is important; it's not skills-training and creative collaboration, though we certainly know that will happen. It's irreversible positive change ~ the God-inspired transformation of hearts and lives.

Follow the Wild Goose ~ Early Celtic believers referred to the Holy Spirit as the "Wild Goose," a name rightly describing the unfettered, free and wild nature of God (John 3:8). We rely on God's prevenience and leadership to guide our decisions and development as an organization.

Tribal Community ~ We are committed to work and live in the context of authentic, God-inspired community. We recognize that such community happens best within small tribes that are fluid, flexible and intimate. For that reason, we are committed to establishing and maintaining intimate, tribal communities within WayPoint, even as our organization grows.

Grow at the Pace of Relationship ~ We believe God has designed His Kingdom to advance primarily through God-inspired life-on-life relationships. Therefore, we are committed to growing our numbers at the slow, measured pace that authentic relationship requires.

Our supporting values

To help us live out our mission and core values in the context of authentic community, we actively uphold a few additional "supporting values" that form the foundation of the relational alliance within each tribe:

CRW in Christ ~ We hold each other as fully creative, resourceful and whole in Christ. Our aim is to engage with each other in a grace-filled way, keeping the space of our relationships safe, courageous, and free of unnamed elephants.

Creating Spaces for Freedom ~ Through our community, events, and programs, we create spaces of grace where people can personally experience the authentic freedom that is available in Christ.

Show Up Fully ~ We will not play small with one another, nor with the people we teach or serve. We will be humble and bold, bringing our full selves to every work we say "yes" to.

Courageous Authenticity ~ We will not hide our true thoughts or feelings, or wear masks with each other, nor with the people we teach or serve. We will humbly practice bringing our true selves to every conversation, conflict, or event.

Ongoing Surrender ~ We believe that the quality and effectiveness of each member's impact for the Kingdom is intimately tied to their level of surrender to God's rule and reign in every area of their personal lives. Therefore we regularly call forth one another to practice an intentional lifestyle of ever-deepening surrender to God.

Leverage ~ We believe every member of Waypoint is a commissioned agent of transformation, Divinely positioned to be catalyst of God-inspired change within their sphere of influence. Therefore, as we learn about opportunities and new ventures that other members of our community are going after, we will look for simple, creative ways we can leverage our skills and influence to serve their goals and help them succeed.

Life-Giving Person and Pace ~ We will care for our hearts and those of our families. We may say "no" to a genuine opportunity, believing it is necessary for our own intimate relationship with Christ, for those we love most and for real life to flow from us. We want to give from abundance in Christ, not out of our desperation, nor from a false desire to perform or please.

The Both/And of Wisdom and Revelation ~ We live and work using the wisdom we've gained AND by listening to God in the moment, who at times may guide us in counter-intuitive directions.

Process of Discovery ~ We are a learning community. We are in process. We are growing. And that's okay. We are not yet all we will become.

Celebrating "Stnanks" ~ Though we strive for excellence and beauty in all we do, we will sometimes make stnanks, unintentionally stnank on someone standing nearby, or just generally stnank up the place. Though sometimes uncomfortable, for the teachable heart, stnanks can lead to tremendous learning and growth. For this reason, we will make it our aim to celebrate stnanks whenever possible, and seek out the powerful learning within them.

These values, along with our mission, form the living foundation of our organization, guiding all that we do and the way we go about doing it. Read on to learn how our mission and values play out in and through our tribes...

What is a "Stnank"?

"Stnank" (pronounced "stah-naynk") is our fun way of referring to mistakes, flub ups, errors, blow outs, failures or other incidents where we crash and burn or otherwise make a fool of ourselves while trying to stretch ourselves to grow or create something awesome. We like the word twist, because it helps us stay playful and open with ourselves and each other as we focus on learning from our missteps.

WayPoint Tribes

How they work...

A WayPoint Tribe is a small group of four to seven transformational workers who are deeply connected by their shared devotion to Christ and the advancement of his work in the world. Each WayPoint Tribe has a multi-faceted purpose:

- To co-create an authentic, Christ-centered community with other transformational workers
- To develop and hone their transformational skills by learning from each other and regularly inspiring one another toward mastery in their work
- To refine and expand their skills and practices as leaders, business owners & entrepreneurs, learning how to co-create a business or organization with God
- To inspire creativity by working together in both informal and formal ways to design new tools, programs, classes and resources to use in their respective spheres of influence
- To use who they are and the skills they have been given to impact the world in ever-increasing ways for the sake of the Kingdom

Each tribe is initially facilitated by one or two trained WayPoint tribe leaders ~ people who have been a part of a tribe before and are trained to facilitate tribal gatherings. Each tribe comes together twice each month, via a conference call line, for a 90-minute conversation. The focus of these meetings follows a natural arch over time—from building community, to deepening each person's understanding of who they are and the unique gift God has given them to offer the world, to skills training and creative collaboration. Though all of our tribes follow the same general path, each tribe is committed to "follow the Wild Goose" (see our values for more on that one), which allows for God's Spirit to lead the group as a community in new and unexpected directions as He sees fit. In addition, being a part of a WayPoint carries other benefits:

- Deepening awareness and development of their unique identity and mission in life
- Transformational Gym ~ regular gatherings dedicated to trying out new tools and developing authentic mastery in their transformational skills
- Organic Collaboration ~ partnerships born naturally out of ongoing, deepening relationship with other transformational workers
- Strategic Collaboration ~ purposefully working together as a tribe to co-create tools and resources to further the cause of Christ in local churches, communities and across the world
- Access to the "WayPoint Vault" ~ a growing library of transformational tools, programs, classes and other resources created by other WayPoint tribes
- Invitation to the annual WayPoint Summit in Colorado where we come together to learn and celebrate with all the WayPoint tribes

The Vision Quest Retreat

In addition to the twice-monthly phone gatherings, each new tribe also goes on a Vision Quest Retreat together at some point in their first year.

This 3-day experiential journey is powerfully designed to help each tribe member get clear on what God's high call on their lives really is, examine his or her current level of surrender and commitment to that call, and explore what a life of full surrender to that mission would mean for them and unleash through them to the world.

WayPoint Coaching Community

More great stuff about us...

Our Impact: Stories from our Members

"WayPoint helped me understand what it means to be in authentic relationship, and the 'iron sharpening iron' impact has provided me with a deeper sense of who I am as a leader and transformational worker. The Holy Spirit-led interaction provides a foundation for real connection and intimacy with the Trinity, with the Kingdom, with myself and with others. Not only have my coaching skills improved, but also my leadership capacity continues to evolve as a result of the lasting and sustainable transformation that has happened by being a part of WayPoint."

~ Shannon Bruce, Certified Coach in Washington

"Authentic life transformation is more than just making modifications. It's significant and lasting change. It involves freeing hearts and renewing minds in a way that ultimately depends upon the Holy Spirit. WayPoint has been instrumental in that process for me as we have applied our skills, called each other forth and listened to the leading of the Spirit on each other's behalf. It's been the voice of truth that has driven me deeper into the heart of Christ and rooted me there. That's the power that fuels the work that I do. Skills alone will not produce true freedom. Being a 'transformational worker' requires a sharpened skill set and surrender to Christ. WayPoint continues to strengthen both within me in order to be effectively used in the lives of others."

~ Kristina Bailey, Certified Coach in Arizona

Our Enlistment Process

As a professional community committed to authentic, Christ-centered relationship, it's important to us to insure that we're a good fit for everyone who comes into our tribes. For that reason, we are a by-invitation-only organization. There is really only one way to be considered for membership at WayPoint: through the prayerful recommendation of a current WayPoint tribe member, someone with whom the candidate already has an established relationship. Recommendations may be submitted at any time to the WayPoint Leadership Team, and are encouraged. To be considered, a potential member must be:

- a committed, growing Christ follower.
- passionate about and effective at inspiring authentic, Christ-centered transformation in people's lives.
- actively committed to the ongoing growth and expansion of their skills as a transformational worker.
- willing to commit to actively uphold and pursue the "5 C's" upon which each tribe is built? A summary of the 5 C's is: To be an active player in a **Christ-led**, authentic **community** of transformational workers who pursue creative **collaboration** and **call each other forth** as fully-**commissioned** agents of God-inspired transformation within their sphere of influence.
- willing to uphold and live out the Waypoint Mission, Values and Common Confession.

Once or twice a year we invite candidates to come together for a series of teleconference conversations to give them the opportunity to explore what WayPoint is about and consider forming a tribe.

Our Reach

Our tribes currently include transformational workers from a variety of fields, including professional coaches, spiritual directors, pastors, missionaries, entrepreneurs, and business executives. Our members have hailed from all regions of the United States, including Texas, Colorado, Washington, Arizona, California, and Illinois. Although we have so far focused our work within the United States, our format and structure make it easy to envision WayPoint tribes spreading across the globe ~ wherever English is spoken and transformational workers live. (Read more about our Big Dream on page 10.)

Our Financial Structure

Membership in a WayPoint tribe is renewed annually. Membership dues are \$450 per year. As Waypoint is a nonprofit 501(c)3 organization, 10% of the dues go toward the ongoing

Our Impact: Stories from our Members

"My experience with Waypoint has been profound in the manner in which it expanded my personal awareness, developed my professional coaching skills, and connected me with such an extensive network of like minded people developers. Simply put, this community was the catalytic spark that ignited in me new ways of thinking and doing ministry."

~ Brian Rhen, Pastor in California

"To be a part of Waypoint is to be seen, and to see others in a powerfully authentic way. We really, seriously love each other. It's a no holds barred, deeply caring, supportive, encouraging, authentic love. That love provides an anchor in my life through the road of trials and challenges of ministry. And it's in that loving context that my tribe challenges me to step ever deeper into the grace, love and authority that Christ offers. Or times together celebrate and foster my deepening connection with Christ in a way that leaves me overflowing ~ living, working, playing, loving and praying in that overflow. I think about and pray for my tribe, and my Waypoint brothers and sisters, every single day because with them, I am not alone."

~ Justin Williams, Coach in Texas

operation and growth of the organization and its mission. An additional 10% is tithed to a "member support" fund provides short term grants to members for new or ongoing projects directly related to transformational work. Since tribe members share responsibility for the leadership of their tribe, the remaining 80% is funneled back to the tribe in the form of a \$75 fee paid to whoever leads each tribe call. Each tribe member is expected to lead at least two tribe calls per year, and is encouraged to lead more. All additional financial needs are funded through donations.

Our Governance Model

We use a modified version of the Carver Model of Governance. Leadership responsibilities are shared between a Board of Directors and a Waypoint Leadership Team. While the Board of Directors focuses mainly on setting long-term objectives and measurable outcomes in alignment with WayPoint's Mission and Values, our Leadership Team focuses on the day-to-day operations of the organization, and establishing the means by which we achieve the outcomes set by the board. We believe this model of shared authority encourages greater accountability and impact for WayPoint as a whole, and operates according to specific parameters described and regularly reviewed in our polices and bylaws.

Our Vault

Most every year each tribe collaborates to create a transformational tool, course, workshop program or other resource that becomes a part of the growing WayPoint Vault. Although these resources become the property of WayPoint, all the resources in the Vault are fully available to all WayPoint members, and can be used free of charge. All we ask is that if our members charge a fee in the use of a Vault resource, that they give a tithe (10%) of the gross proceeds for that event or course back to WayPoint. A list of current Vault resources is available upon request.

Our Summit

The WayPoint Summit occurs every year in late September or October (Thursday through Sunday) in the mountains of Colorado. Each year's summit includes elements of community building, spiritual growth, leadership savvy and training in transformational mastery. We often bring in a guest trainer for the event. Registration is \$450, and includes all training, lodging and meals. This event is open to our board and WayPoint members only.

WayPoint Coaching Community

Our big dream...

What if WayPoint spanned the globe?

Just imagine: What if there were small tribes of skilled transformational workers all over the world meeting every other week, sharing their lives, receiving meaningful help with their struggles, sharpening each other's transformational skills, and calling each other forth to live fully unleashed into their callings and spheres of influence?

And what if these tribes were linked together by an invisible web of communal connection, created by threads of relationship spanning the globe, a common surrender to serve God's Kingdom, a commitment to shared values, and a singular Noble Cause ~ to unleash the impact of transformational workers within their sphere of influence to advance God's Kingdom?

Imagine what God could do with something like that.

Because tribes meet virtually, they wouldn't be bound by geographic or political boundaries. They could exist largely "under the radar" ~ forming and growing a network of Christ-centered, authentic community that spanned across professions, denominations, even political systems. WayPoint could develop transformational leaders in all regions of the globe, in all strata of society, and inspire them to live fully unleashed into their unique calling as an agent of change for God's Kingdom. There could be partnerships, mission-specific projects shared by tribes on opposite sides of world. There could be Summits everywhere, or maybe one big one (in Colorado!) where hundreds or thousands gathered together once a year to celebrate all that God is doing in and through us across the globe.

"Freedom is actually a bigger game than power. Power is about what you can control. Freedom is about what you can unleash."
~ Harriet Rubin

Wow, right?

We believe God has called WayPoint to be an unleashing organization for transformational workers ~ that is, life-transformation specialists on the front lines of advancing God's Kingdom in the world, one heart and soul at a time. We're still small, but our dreams are not. Just how far could God take this? Who knows? But we think worldwide is not too big to consider.

What if that's the story God wants to tell through us? We believe it is! We are committed to continuing to extend our faith, and let God dream through us something amazing.

Will you join us?

WayPoint Coaching Community

Partner with us...

If you share our passion for God-inspired whole life transformation, and believe in what we're doing to advance God's Kingdom, we'd love to count you among our growing network of friends. There are several ways you can join in the work we are doing:

Join our Prayer Team

If we've learned anything in our journey together, it's that prayer works! It's through the intimate communion with God that prayer allows that we find direction, disperse the enemy, and prepare the way for the advancement of God's Kingdom work in the world. So as you might expect, our prayer team is very important to us. We send out regular updates on front line challenges and opportunities that we are facing, and invite our prayer team to join us in actively seeking both God's direction and his power. If you'd like to join our team, just send an email to our WayPoint administrator at ericka.schnurr@gmail.com, and we'll happily add you to the email list.

Lend Your Expertise

As a growing organization, we regularly benefit from the insight and expertise of folks with a variety of specialized skills ~ including artists, graphic designers, social media specialists, web designers, lawyers, financial advisors, bookkeepers, accountants, copywriters, proofreaders, non-profit organizational consultants...and the list continues to grow! If you have specialized skills in one of these areas, we'd love to connect. Just drop a line to our administrator at ericka.schnurr@gmail.com and let us know how you'd like to help. And thanks!

Serve on the Board

We're so grateful for the wise men and women who have guided our journey as an organization. Without their passion, and the breadth of experience they have brought to the table, we simply would never have made it this far. And we know there's much more growing yet to do! As we continue to develop more tribes and expand our reach, we're always on the lookout for great minds and wise souls who can provide WayPoint the strategic guidance it needs for the journey ahead. So if we've asked you to serve in this way, it's because we believe you're one of those amazing people. And we really hope you'll say yes!

Support Us Financially

Our dreams as an organization may be way beyond our reach. But they aren't beyond God's. We're looking for meaningful partnerships with like-minded individuals, churches, foundations, and businesses that believe in what we're up to and want to join in the fun. Whether it's 5 bucks or 5 million, it all goes toward the work of supporting and unleashing transformational workers. Plus, giving is easy! Just go to [paypal.com](https://www.paypal.com) and select "make a payment" to admin@waypointcoaching.org. Or if you'd prefer to send a check, just make it out to "WayPoint Coaching" and mail it to WayPoint Coaching Community, 2708 James Bausch Lane, Austin, TX 78748. And thanks!