

# This Isn't Working Anymore: The Old Way of Thinking About the Spiritual Engagement Journey - Episode 449

For many years, one of the main reasons for stuckness in the Church was that churches lacked **discipleship steps**. Instead, they just had a lot of programs for church people to engage in.

Now, most churches have done the work of designing next steps for people. They've created a pathway instead of a program calendar.

**So, why is it *still* not working?**

In this episode, Sean and Tiffany break down the most quietly misunderstood thing in church ministry: **the Spiritual Engagement Journey**.

## *Key Quotes*

- “We can mistake ‘we have an engagement path’ for ‘we are actually seeing transformation.’”
- “Churches are still too focused on participation over outcomes.”
- “Just because a pathway is named doesn't mean a church isn't still over-programmed with lots of other events that lack a clear purpose.”
- “We push churches to set goals around every step of the engagement pathway. And when they do, things start to get real, really fast.”
- “As you're starting, try not to over-engineer the journey; keep it simple enough that teams will actually see it, use it and implement it.”
- “If your playbook isn't simple enough to implement quickly, you're going to struggle to find the time to use it.”
- “When we only measure activity and attendance, we unintentionally reinforce whatever draws the biggest crowd—not necessarily what produces the most transformation.”

## *Self-Assessment: How Are We Doing?*

1. What is our current spiritual engagement pathway? What steps are people actually taking?
2. Which steps do we want to prioritize?
3. What metrics will we track to determine whether these engagement steps are leading to spiritual fruit?

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