



In 2012, SOULeader Resources started a process for leaders called *SHIFT*, which remains a vital part of the ministry of SOULeader today. This group of leaders participates together in experiential formation over a period of three years. The following descriptions will clarify the purpose of this approach to holistic leadership development:

What is S.H.I.F.T.?

SHIFT stands for “SOULeader Holistic Immersion in Formation & Theology.” This isn’t a normal retreat, but a 3-year intensive process built on our learnings, experiences, and research at SOULeader Resources with pastors, missionaries, seminary students, church planters, denominations, and other leaders over the two decades.

How long is the process?

It is a 3-day experience with 3 “*Immersion*” a year for 3 years. Why is it so long? Because both our observations and research have shown that leaders need to develop deep and meaningful connections with other leaders, mentors, and life-giving resources over an extended period of time. There are no quick fixes. In addition, being part of a process for 3 years allows you to intersect with other participants multiple times over the course of many life changes and events, hence allowing you to process your formation during times of both highs and lows. Your life and ministry will not be the same at the end of the process as it is at the beginning. [Please note: while the entire process is 3 years long, we ask you to begin by making *at least a 1-year commitment* so you can discern your involvement in the process.]

Why do we call it an “Immersion”?

Because it is not just a time of lecture and teaching, but an interactive and experiential process using some of the most effective adult learning modalities. You will be *immersed* in all areas of Holistic Formation which SOULeader is known for (spiritual, emotional, relational, mental, physical, missional, cultural, etc.). While content definitely has its place, our desire is for each participant to experience, participate in, and interact with the principles and “vision” we are immersing ourselves in. We believe this is “experiential formation” at its best.

Who will be involved?

Involvement in this process is open to any Christian leaders who submit an application to join the process. Spouses are encouraged but not required to attend some or all of the Immersions, and participate in the same process as participants. The group size currently ranges between 20-30 participants depending on the Immersion. The process is facilitated by the SOULeader Training Team and Ministry Partners.

Where is the location?

Our Immersions are currently hosted at **Forest Home Christian Conference Center**. Lodging for couples is at the Woodlands (Collins Lodge), a beautiful luxury “Bed & Breakfast” type facility. We also utilize other onsite housing and based on capacity, other meeting areas.

When are the gatherings?

The Immersions currently take place in February, May, and September each year (dates subject to change). They are three full days (Tuesday, Wednesday, and Thursday) from 9:00am Tuesday until 4:00pm on Thursday. Commitment to the process requires full participation in each Immersion and the entire Immersion; therefore, we ask all participants to be on time for the first session and not to leave until after our last session is completed. This is a relational commitment we make to each other so that we don't negatively impact the learning experience for others.

What are the costs?

The yearly cost (for three Immersions) is **\$1500 for the participant and \$750 for a spouse** (prices subject to change). This includes 2 nights, 7 meals, all training, spiritual direction/coaching, and all materials. Registration fees must be paid for the year either in full prior to your first Immersion, or on a monthly basis when you register online. Please note that all costs are non-refundable once paid. Checks can be made out to “SOULeader Resources” and all credit cards are accepted. Partial scholarships are available for those with serious financial need.

How do I register?

To register online, go to the following secure link: www.souleader.org/shift

For more information about SHIFT, contact our SHIFT Registrar Ashley Powell at ashley@souleader.org or call (949)829-0625. You can also send payment (noting it is for “SHIFT”) to our mailing address:

SOULeader Resources
26741 Portola Parkway #1E-183
Foothill Ranch CA 92610

If you have any questions about SOULeader, please feel free to contact us at info@souleader.org.