Five Critical Steps to Lasting Change

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Did you ever play dodgeball as a kid? You know the game where someone flings a large ball at a group of kids who scramble wildly as they try to dodge the ball, and the last one remaining is the winner. I remember clear as a bell some insanely competitive games of elimination dodgeball in my elementary school gym. The teacher would roll the ball into the middle of the floor and shout, “Go get it!” All the kids would scatter away from the ball, and the biggest kid (not me) would saunter to the center of the floor, pick up the ball, and start firing rocket shots in all directions like guided missiles. We would huddle together and hide behind each other, terrified of being hit. We weren’t trying to win, just survive.
Playing Games with God

Sometimes I observe followers of Jesus playing a spiritual version of the same game. Most Christians agree in principle that God is trying to change them, but they dodge the specifics. “Change? God change me? Absolutely!” we often say, but in reality we are dodging the process. Willing to buy into change in general terms, we squirm and twist and dodge when God uses a person or circumstance to point out the specifics.

Let me give you an example. Recently as I prepared to leave for work, I was feeling a bit frustrated about some things I would face that day, and I knew my temperature was rising. Just then my oldest son, Luke, came into the kitchen venting his own frustration about the pants he was wearing. He had left an orange magic marker in his pocket, and of course it had leaked during washing and deposited several large ink stains.

As he whined and complained, I reached the boiling point and proceeded to communicate with much intensity that it was not appropriate to vent his frustration on others simply because he was working through something that bothered him. About three-quarters of the way through my speech on the subject, it occurred to me that I was doing the very thing that I was exhorting him not to do. Great teaching, huh? (More on how God is changing me later.)
As you read this booklet, will you allow God to point out the specifics about what He is trying to change in you? In every situation of life, through every person that you meet, God is working to make you more like His Son, Jesus Christ. That cannot happen unless you allow God to point out the specifics. As long as you dodge those specifics and relax in the land of generalities, you will never experience the transforming power of the gospel.

**What Do You Mean by Specifics?**

The Bible teaches that our God loves order (1 Corinthians 14:40), and you can be certain that He has an orderly plan for your transformation. He doesn’t begin each day when you wake up trying to decide what to work on in you. He isn’t swayed by your moods or circumstances, and He has a righteously stubborn way of ensuring that what He specifically begins to work on He will accomplish (Philippians 1:6). By specifics, I mean we must identify (with God’s help) the specific areas of failure or defeat so that God can give us victory.

In addition to specific sins that have to go, change is also about specific good things that God wants to add to your life. It’s not just about what you need to stop doing; it’s also important things that He wants you to start doing. Specific things!

**It’s Time to Get Serious**

If you are truly serious about personal transformation, you must be willing to ask, “What’s the next step? What’s the specific thing that God Almighty is working on in me today?” Until you can get specific like that, personal transformation for you will be nothing more
than a pipe dream. I often hear people say, “Yeah! I want to be like Jesus, sure! Who wouldn’t?” Hey, listen, **there is no true commitment to personal change without a willingness to get specific.**

Can you name a specific area of your life that is not like Christ and is bringing you heartache and struggle? What specific thing is God seeking to work on in you? Not *someday . . . something . . . somehow.* What does God need to work on in you right now? Here are five steps to help you get specific:
1 Ask God for wisdom to know exactly what He wants to change in you.

God is the Architect. He is the Contractor and the Coworker in all personal change. We cannot begin without His blueprint in hand—His specific wisdom on where to go to work. But part of His wisdom is to use trials. Therefore, James writes, “My brethren, count it all joy when you fall into various trials” (James 1:2). The word “fall” there actually means a sudden, unexpected hardship. That’s the way trials come, don’t they? You’re going along and all of a sudden you’re like, “Whoa! I didn’t see this coming!”

Also notice that other word, “various” trials. Various is actually the same as a word used in a Greek translation of the Old Testament to describe Joseph’s coat of many colors. It means that trials come in all shapes and sizes. What you’re going through is really a lot different than what I’m facing. Trials come in all different shapes and sizes—financial, relational, physical, emotional, etc.

James says, “Count it all joy when you fall into various trials.” The word “count” means to press down your mind upon or to think about. The idea is that you take your specific trial in hand, and you begin to focus your thoughts on what is going on and why. Is there a purpose for this? After all, what
really is joyful about hardship if you don’t discover its specific purpose?

**Staying Power**

According to verse 3, the goal of all trials is to produce “patience.” The New International Version of the Bible says “perseverance,” and the New American Standard Bible says “endurance.” The Greek word there literally means *the ability to remain under*. God is trying to produce staying power in you—the ability to remain under the pressure. When hardship comes into your life, it puts pressure on you. And what’s the thing that you want to do when you start to really feel the pressure? You want to get out from under it. “Ooohh! What is that on me? I don’t like that—get it off!” Sometimes we pray and ask God, “Please take that out of my life! I don’t want it anymore!” God is trying to produce staying power in you.

Staying power is the ability to remain under that thing—no matter what. The ability to remain in that marriage—as hard as it is. The ability to remain in that job—as hard as it is. The ability to stick with it in that difficult circumstance—no matter what. If God can produce in you that staying power, He can give you everything else.

Staying power is the funnel through which all Christian virtue flows. *There is nothing good that God brings into your life by way of transformation that He doesn’t bring through the funnel of perseverance.* If God can get that characteristic into your life, He can truly make you what He wants you to be. Staying power is going to produce something. Look at the
promise: “Let patience have its perfect work, that you may be perfect and complete, lacking nothing” (James 1:4). God can get every characteristic of Christ into your life if He can just teach you to persevere.

Listen, loved one. It’s not how often you fall; it’s how long you stay down. There is so much that God wants to do in your life, and you have been resisting because you won’t let Him produce perseverance in you. God wants very much for you to know what He’s working on in your life. But it must begin here: Ask in faith for God’s wisdom.

**Need Some Wisdom?**

Here is the good news: God offers wisdom regarding the specifics. “If any of you lacks wisdom, let him ask of God, who gives to all liberally and without reproach, and it will be given to him” (verse 5).

Now, how great is that promise? God loves you so much that He is willing to give you megawisdom about the specific things that He is trying to change in you. He’s not trying to hide it from you; just ask Him. I remember when I was back in school, partying with my friends till late at night, then going to take an exam the next morning and praying, “Lord, Your Word says that if we lack wisdom, we should ask . . . ” That’s not what this verse is talking about. This is a promise for wisdom regarding trials.

**That Burning Question—Why?**

What’s the number one question on the mind of every person going through a trial? One word: Why? “Why is this happening? What are You trying to teach me, God?”
God won’t answer just any old “why”—only the right one! For example, God does not answer the existential why as in, “Why do bad things happen to good people?” or, “Why is the world like it is?” Ask it if you want, but you’ll feel like you’re in an echo chamber—just a ringing silence.

God also doesn’t answer the ultimate why as in, “What will I ultimately look like?” or, “Where is my life going?” or, “Where will this all end?”

Here’s another why He doesn’t answer. God doesn’t answer the ultimatum why as in, “You had better tell me what’s going on, or else I’m not going to be part of this.” You see, we cannot threaten God.

You may be wondering, “Well, what kind of wisdom will He give?” The “why” that God loves to answer and does answer is, “Lord, why today? What are You trying to teach me this morning? God, what kind of a person do You want me to be tonight?” And, “How do You want to use this thing to produce the righteousness of Christ in me today?” Notice James says that God gives that kind of wisdom, and He does so “liberally” (or generously) and “without reproach.” The word “reproach” literally means that He won’t sink His teeth into the person who asks. God never shouts, “What are you asking Me that for?!” It’s more like: “I am so glad you finally asked Me why I’ve allowed this.” God wants to give you wisdom regarding the specifics of what He’s working on in you.

Ask in Faith

But here is the key, and this is why most people remain mystified about what God is trying to do in their lives. “But let him ask in faith, with no doubting” (verse 6). Doubting what? Doubting if there is a God?
Not likely, or you wouldn’t be praying to Him in the first place. What would you be doubting when you’re asking for wisdom regarding your trial?

Verse 8 gives the answer: “He is a double-minded man, unstable in all in his ways.” The word “double-minded” there literally means two-souled. The doubter of James 1:6-7 is saying in effect, “There is part of me, God, that really wants to know why You’ve allowed this and really wants to work on it. And there’s another part of me that’s like, ‘OK, God, what are You trying to teach me—but it can’t be this or this? What is it You want to change about me—but I’m not willing to work on these four things. But anything else, I’m wide open—sort of.’” Listen, God will not reveal the specifics about what He is trying to change in us while we are limiting the list from which He can choose.

Beach Ball Christians

James warns us in verse 6 not to doubt, “for he who doubts is like a wave of the sea driven and tossed by the wind.” Have you ever watched a beach ball caught up on the waves? Between the wind and the waves, you never know where it is going to go. It’s all over the place. How much control does the beach ball have over where it goes? None! And how much control does the believer have over where his life goes if he is not sure whether he really wants to be what God wants him to be? None! Are you a beach ball Christian, unsure from day to day if you really want the same things that God desires for you.

If yes, it’s no wonder that you have not received wisdom to understand why God has allowed what
He has in your life. As James explains, “For let not that man suppose that he will receive anything from the Lord” (verse 7).

Let me summarize: God will not reveal what He is trying to produce in you unless you give Him a blank slate to work on and unless you can say from your heart, “No restrictions, Lord. Anything in my life, go for it, I’m Yours, period!” Until you are cooperating fully with God’s desire to transform you, He will not give wisdom in regard to what He is working on in your life. But when you have made that full surrender, you are truly ready to “get specific.”
Review Biblical lists for attitudes and behaviors to change.

The New Testament is replete with lists of the specific things that God is trying to accomplish in our lives.

**Putting Off and Putting On**

Often, these lists are framed in terms of attitudes and behaviors that God wants us to *put off* and *put on*. For example, Ephesians 4:22, 24 has this exhortation: “That you put off, concerning your former conduct, the old man which grows corrupt according to the deceitful lusts . . . and that you put on the new man.”

Begin by asking God for wisdom, then open your Bible to one of these lists, such as Colossians 3:5–10, and, believe me, God will get specific with you. Just pray, “Lord, convict my heart about something in Your Word that You want to change in me.” And then begin reading.

In verses 5 and 8, for instance, you’ll encounter these actions and attitudes that you are to put off: fornication, uncleanness, passion, evil desire, covetousness, anger, wrath, malice, blasphemy, and filthy language. As you read through such a list, you’ll be like, “Uh, OK . . . OK . . . OK.” And then you’ll say, “Ouch!” Do you know what I’m talking about? Has that ever happened to you when you were reading God’s
Word? You feel this prick in your heart and know God is saying, “That’s one of the things we can be working on anytime you’re ready.”

Here’s an example from verse 9: “Do not lie to one another, since you have put off the old man with his deeds.” Then in verse 10, we are instructed to “put on the new man” and respond with “tender mercies, kindness, humbleness of mind, meekness, longsuffering; bearing with one another, and forgiving one another, if anyone has a complaint against another; even as Christ forgave you, so you also must do. But above all these things put on love, which is the bond of perfection” (verses 12–14).

Walking the Walk

I’ll give you another example from Galatians 5. Now the picture is not putting off and putting on, but rather walking. The Christian life is a walk. Look at Galatians 5:16-21 and see if there is anything that stands out to you. Grab a pen and underline something if God pricks your heart about it: adultery, lewdness, idolatry, sorcery, hatred, contentions, jealousies, selfish ambitions, dissensions, heresies, envy, murders, drunkenness, and revelries (verses 19-21).

Those things are going out, and here’s what’s coming in—the fruit of the Spirit—the evidence that the Spirit is present in my life: love, joy, peace, longsuffering, kindness, goodness, faithfulness, gentleness, and self-control (verses 22-23).

Why is all of this stuff in the Bible? Because God wants His people to be looking down the list and finding the specific things that He is trying to produce in their life.
So What’s God Working on?

For many years, I made it a habit when I was talking to Christians to ask, “So what’s God working on in your life these days?” As a pastor I can get away with asking stuff like that, and when I do I get three main responses:

1. The *generic* answer. It goes something like this: “He’s teaching me to love Him more,” or, “I need to trust Him more,” or, “I need to serve Him better.” It’s the generic, vague, Christianese kind of answer, and it makes me wonder, “Do you even have an answer?”

2. The *evasive* answer. That’s pretty common when I don’t know the person as well. I say, “Hey! What’s God working on in your life?” And they respond, “Well, um . . . you know, I’ve never really had anybody ask me something, you know, quite that specific. It’s really kind of, um . . . personal, you know, to talk about what’s going on in my own life here. I don’t think I’m going to answer that.” And I think to myself, “You can’t!”

3. The *no-answer* answer. Some people just don’t answer the question. I ask, “Hey! So what’s God working on in your life? What’s something specific that He is challenging you about these days?” And they respond, “I . . . I . . . um . . . I . . . um . . . don’t think the Bulls have a chance this year.” They’re practicing the not-so-subtle subject change.

As Christians we can be such liars. Sorry, but I have to say it—sometimes we are insincere; we lie. We sing songs and we say stuff when we’re not even serious. Do you remember the old Joel Hemphill song, popularized by Bill Gaither, “He’s Still Working
on Me”? Every time I hear that now I want to shout, “What?! What’s He working on?!” Until you can answer with certainty about what God is specifically working on, you won’t make a lot of progress.

Partnership in Change

Don’t refuse to get specific about change by arguing that sanctification is all the Holy Spirit. Some Christians argue that; but if that were true, why is there all this biblical teaching on our part in change? Others counter, “It’s not the Holy Spirit; it’s all us. We have to change ourselves.” But Paul warned one group of believers, “Having begun in the Spirit, are you now being made perfect by the flesh?” (Galatians 3:3). Recognize that it’s a partnership between you and God, and He is willing to do His part if you are willing to do your part. Every follower of Jesus Christ should be able to articulate two or three things that God is trying to change in them—can you? You should have them on the tip of your tongue.

No Hiding In a Group

Also, don’t refuse to get specific about change by hiding behind the strengths of your church. When God looks down at us, He doesn’t say, “Oh, there are the people from Harvest Bible Chapel. Oh, there are the wonderful saints at First Baptist Church. Oh, there are those nice people down at St. Luke’s Presbyterian Church.” God doesn’t look at us in groups. God looks at us as individuals. As Paul warned in Romans 14:10, 12, “Why do you judge your brother? Or why do you show contempt for your brother? For we shall all stand before the judgment seat
of Christ . . . So then each of us shall give account of himself to God.”

You will give an account of yourself to God. You’re going to make a speech. And God may have to say, “Now, what was the problem exactly? Why couldn’t we make better progress in the things that I wanted to do in you?” Everyone will give an account, and we don’t want to be blaming anybody else at that point.
Isolate your own areas of need.

On the pages that follow, you will find what I believe are some of the most devastating character weaknesses common in the life of a believer. The list focuses on things that need to be “put off” according to the Scriptures. I am emphasizing what one needs to “put off,” because nobody wants to put on a brand new suit or dress before he or she takes the old one off. Let’s focus first on the things that need to go, and I think very naturally you will see the things that need to go in their place.

I want you to know that the following list has been very significant in my life and in our church. Take some time right now and rank yourself on a scale of 0–10. Now in some of the categories, you’ll say to yourself, “Absolutely not an issue in my life.” If that’s the truth, just put 0. If the attitude is extremely rare, score it a 1. If it is very occasionally an issue for you, score it 2-3. If it is sometimes a problem, score it a 5. If it is often a struggle, then you’re more in the 7 category. If you know it is one of your significant weaknesses, you are in the 8, 9, or 10 range.

I’ll give you a little head start. If you are thinking about closing this booklet because you just can’t face the hassle of self-analysis, score yourself high in stubbornness. And if you want to write 9 or 10 beside every item, then self-deprecation is probably where
you need to go to work. If you have 0’s and 1’s beside everything, then self-righteousness is your need. If you want to change, but can’t seem to find the energy to work on your life, possibly your need is to work on laziness.

**OK, enough kidding around. Here goes:**

| __ Anger                                      | __ Envy (depressed by the good fortune of others) |
| __ Anxiety                                   | __ False modesty                                  |
| __ Argumentative                             | __ Fear                                           |
| __ Addiction                                 | __ Feelings of rejection                          |
| __ Bigotry                                   | __ Feelings of stupidity                          |
| __ Bitterness                                | __ Feelings of weakness or helplessness           |
| __ Bossiness                                 | __ Feelings of worthlessness                      |
| __ Causing dissension                        | __ Gluttony                                       |
| __ Conceit                                   | __ Greediness                                     |
| __ Controlled by emotions                    | __ Guilt (false)                                  |
| __ Controlled by peer pressure               | __ Hatred                                         |
| __ Covetousness                              | __ Hostility                                      |
| __ Critical tongue                           | __ Homosexual lust                                |
| __ Deceitfulness                             | __ Idolatry                                       |
| __ Depression                               | __ Impatience                                     |
| __ Dominance                                | __ Impulsiveness                                  |
| __ Drug dependence                          | __ Impure thoughts                                |
| __ Drunkenness                               |                                                  |

17
__ Indifference to other’s problems
__ Inhibited
__ Insecurity
__ Intemperance
__ Jealousy
__ Laziness
__ Loner
__ Low self-esteem
__ Lust for pleasure
__ Materialistic
__ Must strive to repay kindness shown you
__ Negativism
__ Occult involvement
__ Opinionated
__ Overly quiet
__ Overly sensitive to criticism
__ Passivity
__ Prejudice
__ Profanity
__ Projecting blame
__ Prone to gossip
__ Rebellion to authority
__ Resentment
__ Restlessness
__ Sadness
__ Self-centeredness
__ Self-confidence
__ Self-deprecation (or self-hatred)
__ Self-gratification
__ Self-indulgence
__ Self-justification
__ Self-pity
__ Self-reliance
__ Self-righteousness
__ Self-sufficiency
__ Sensuality
__ Sexual lust
__ Slow to forgive
__ Stubbornness
__ Temper
__ Unloving (of the unlovely)
__ Vanity
__ Withdrawal
__ Workaholic
__ Worry
Every single day we pitch our tent one day’s march closer to eternity. It’s coming. We’re all going to be there, and if you have no desire to see God do a work of transformation in your life, you need to check and see if you are unplugged.
Confess your sin to a friend.

Maybe it would help a bit at this point if I confessed to you the specific sins that God isolated for me when I reviewed the list. You might be saying, “Wait, don’t do that. I thought we were only to confess our sins to God.” Yes, we confess our sins to God for forgiveness through the Mediator, Jesus Christ (1 Timothy 2:5). But we go to our brothers and sisters in Christ for support in the process of change. James 5:16 says, “Confess your sins to one another” (NASB).

Saying the Same Thing

That’s where some churches have it wrong. It’s not a whole bunch of people confessing their sins to one superior person; it’s confessing our sins to each other. All Christians on equal footing acknowledging their struggles and their weaknesses with one another. The word “confess” means to say the same thing. When you go to confess your sins to your friends, you will be saying the same thing that they have been saying for a long time. They will be like, “Whew! It’s great that you finally see that.” They will be thrilled to know that God has revealed something to you personally that the people around you may have been very aware of.
You say, “What would I do this for? Why would I confess my sins to a friend?” For two reasons:

1. **To get it in the open.** As the apostle John writes, confessing our sins gives us fellowship with others and forgiveness through Christ: “But if we walk in the light [that is, get our sins out in the light where we can work on them] as He is in the light, we have fellowship with one another, and the blood of Jesus Christ . . . cleanses us from all sin” (1 John 1:7).

2. **To get some prayer support.** When those around you become convinced that you are serious about change, they will become faithful prayer supporters of God’s highest and best in your life. Everyone wants to pray about things they know God is willing to do.

**Confession Time**

So, as I said . . . let me go first. I went through the whole list again recently. I bowed my head and prayed for God’s wisdom, and then I went over each one of those words. As I did, I asked, “Lord, is that me?” I am not proud to say that in twelve of the categories I had to write 8 or more. I highlighted those in green. With twelve things in the definitely-need-to-change category, I went back over the list, focusing on those twelve, and prayed, “God, I am serious about this. I really want to change and need to know what is next.” As I prayed, the Lord seemed to emphasize something that was clearly next on His agenda of change in me.

I sensed God telling me, “James, it’s time to work on your problem of outbursts of anger and frustration.”
Those who know me best and work closest with me would agree that I often fail during times of great stress or pressure. Whether with my family or my staff at church, and I say this to my own shame, I get frustrated and at times direct that toward others. I don’t swear or throw things, and I have never hurt anyone, at least not physically, but I know at times I have hurt those I love with my words.

So I began to pray, “Lord, I don’t want to use pressures that I feel or a change in circumstances to excuse anger that is not pleasing to You and is hurtful to those I love.” Let me say that when we let God get that specific with us, change is on the way.

Each of us needs to know the power of confessing our sin to a trusted friend. If you haven’t done it before, you might find it very hard to even say to one person, “I’m failing the Lord in this area.” It’s tough to say, “I’m not the woman that God wants me to be,” or, “I’m not the man that God is asking me to be in this area.” Here are some suggestions that will help you to confess your sins to a friend:

- Choose someone who also wants to change, so the confession can be mutual.
- Choose someone of the same sex. If married, try not to choose your spouse, as your mate may struggle to be objective with someone so close.
- Ask for and promise total confidentiality with the person you share with.
- After sharing, pray together, confessing your sin to God. If later on you doubt your sincerity, your friend can reassure you.
Express to the Lord your willingness to change.

The Scriptures include a phenomenal promise to every child of God who wants to change. “Now this is the confidence that we have in Him, that if we ask anything according to His will, He hears us. And if we know that He hears us, whatever we ask, we know that we have the petitions that we have asked of Him” (1 John 5:14-15). **Knowing that God will do whatever we ask if it is His will, and knowing that transformation is God’s will for us** (1 Thessalonians 4:3), we can be fully confident that God will change us if we ask. If you go to Him in faith and confidence and say, “God, I am willing for You to change me, and I want You to work on this specifically; I know it’s Your heart,” you can be confident that He will do that.

In fact, why don’t you lift a prayer to the Lord right now? Tell Him that you are ready and willing to change. Give Him free reign in your life, and prepare yourself to experience lasting life change.

**Dear Heavenly Father,**

I thank You for Your persistent pursuit of my transformation. I believe that You love me and have my best interest at heart, so I come to You by faith, 100 percent willing to
get specific. Please reveal to me the things that You want to change in me next. Nothing is off-limits.

Lord, I want to be everything that You would have me be, and I’m ready to go to work now. Please be specific with me by Your Holy Spirit. I ask in Jesus’ name. Amen.

Put It to Work

Ask Yourself:

Why am I reluctant to get specific about what needs changing in me?

In what way(s) have I rebelled against God’s work of transformation in me?

What areas of sin have I rationalized and shut God out of?

Why is it essential that I believe God loves me before I “get specific”?

In what ways does it help to know God will work on me one or two things at a time?

Put it to Work

Complete and review the list “Getting Specific: My Needs for Change” on pages 17-18. Then arrange to meet with a friend for a time of mutual confession and prayer. (See guidelines for choosing a friend under the section 4. “Confess your sin to a friend.”)
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Dr. James MacDonald

If you are truly serious about personal transformation, you must be willing to ask “What’s the next step? What’s the specific thing that God wants to work on in me?” Until you can get specific like that, personal transformation for you will be just a concept: a nice idea, but only a pipe dream. If you’re willing to discover what God would like to do, join Dr. James MacDonald for these five, practical, biblical steps you can make for lasting, godly change.

Igniting passion in the people of God through the proclamation of truth

Walk in the Word is the Bible teaching ministry of Dr. James MacDonald. James’ teaching emphasizes the precise exposition of God’s Word and its practical life application. Our goal is to ignite passion in the people of God through the proclamation of truth. But it isn’t enough just to hear the Word—we must actually do what it says. Originally from Canada, James and his wife Kathy have three children and make their home in suburban Chicago. He is the founding senior pastor at Harvest Bible Chapel, one of the fastest growing churches in the Chicago area with a congregation of more than 6,000. Learn how to please God with your life with Walk in the Word’s practical daily broadcast available all the time at www.walkintheword.com.

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