



Supporting transformation one church at a time, one relationship at a time.

INTRODUCTION

At PfR, we believe:

- that transformation takes time and comes from relationship, not program.
- that each church is unique and uniquely gifted for a divine purpose and that purpose is dynamic and living just as God is living in them
- that God speaks through the whole body: lay and clergy praying and listening together.

As facilitators, we engage with churches not as consultants with answers and programs, but as facilitators, with experience and tools for raising up the answers already present in the community God has formed, gifted, and called to serve.

We employ a two-phased approach grounded in prayer and Scripture. Phase I has four parts and is directed toward church leadership, clergy and lay. Phase II is directed toward the parish/congregation as a whole.

CHARACTERISTICS OF RENEWAL TEAMS

At PfR we are guided by the practice of sending facilitators “two-by-two” as in Scripture for the retreats. The workshops can be done by a single facilitator if the retreat utilizing two facilitators previously has been accomplished. The two voices, two orders, and gender diversity add a depth and dimension to the process.

- Gender diversity along the entire gender spectrum
- Racial diversity – where possible and appropriate (there are circumstances under which a homogeneous group is proper)
- Each team ideally consisting of ordained and lay working together
- At least one team member is a story-teller
- At least one team member is a process observer

CHARACTERISTICS OF EACH RENEWAL TEAM MEMBER

- Has experience and practice of servant leadership
- Has experience in church life and leadership (lay and ordained)
- Is a “wounded-healer” – surviving the vicissitudes of life and the church resulting in a transformed understanding of redemption
- Is a servant-listener
- Is on a personal journey toward spiritual maturity
- Is respectful of diverse and varied theologies, praxes, individual and community stories, histories, and dreams
- Training in Appreciative Inquiry is recommended

For we are God’s servants, working together. (1Cor 3:9)



FACILITATOR TRAINING PROCESS:

1. Complete the full Facilitator Training online.
 - a. Follow-up requires Facilitators in Training (FITs) debrief with the Executive Director individually or as a group.
2. Upon completion of Step 1, the FITs meet with the Executive Director and a date is set for FITs to role-play all four (4) parts of the retreats and both parts of the workshops.
3. FITs are then contracted to facilitate a retreat process shadowed or accompanied by the Executive Director
 - a. Following the facilitation, the FITs debrief with the Executive Director.
4. Upon successful completion of two PfR retreats, fewer if competency is demonstrated, FITs are certified and licensed to utilize PfR copyrighted materials and process.
 - a. Licensure is renewable annually by paying the \$75 annual licensure fee and attending the PfR Annual Facilitators Retreat.