



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.

PHASE ONE

1.1 - CORE VALUES & SERVANT-LEADERSHIP

The retreat begins with introductions of participants, clarifying the core values and spiritual gifts of the present leadership as individuals establishing a foundation of self-knowledge and awareness of the gifts God has drawn together in them for the purpose of leading the church in this moment of its life.

The focus then moves to servant leadership following the example of Jesus. A Scripture-based facilitated process assists participants in thinking deeply about who and where they currently are and opens them to begin to listen prayerfully to where they are being led to go.

1.2 - STEWARDSHIP AS MINISTRY - S.E.O.L ©

This module capitalizes on the transformed understanding and resources discovered in the previous modules and applies them in a curriculum we developed entitled, **The Stewardship of the Entirety of Our Lives ©** (SEOL). In this phase we journey deeply together into a transformed understanding of stewardship that leads beyond the notion of an annual pledge drive and focuses on year-round stewardship of the resources already present, but perhaps undiscovered or underutilized, in the congregation. SEOL includes attention to the care and nurture of our spiritual, physical and mental health, our time, financial affairs, relationships and communities, and creation/the environment. This concludes with the development of a church leadership stewardship covenant, using Scripture as the guide. This covenant is taken back to the congregation to share the transformed understanding, language, and approach to stewardship including and going beyond the annual pledge drive.

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1.3 - EVANGELISM

The discussion on stewardship as ministry leads directly to discussion and practice of evangelism as a spiritual practice within the congregation, online and in-person, as well as through engagement with the local community. Participants learn and practice a tried-and-true tool, adapted by PfR for church use, that brings the concepts discussed into concrete action steps towards accomplishing sustainable goals. Participants choose one of their own needs for practicing this tool, e.g., increasing pledge income, improving communications, or starting a new ministry.

1.4 - CREATING A DIVINE PURPOSE STATEMENT

We believe that churches are called to shape the future rather than just simply surviving and/or grinding through an ever-evolving present. We believe that what we co-create is going to be different, better, and it will not mean going back to the conditions and the way we operated in previous times. Using Scripture and prayer to guide the process, the PfR facilitators invite the leadership to cast a vision for the congregation by creating a Divine Purpose statement which answers the question: why are we here...what is God's purpose for us as a parish in this moment?

PHASE TWO

COMMUNITY MATTERS - Discerning the spiritual gifts in your church community

Phase Two welcomes all members of the parish community - including the children - to discern and apply their unique gifts toward their shared divine purpose. We have found this workshop is best done in-person.

2.1 SPIRITUAL GIFTS ASSESSMENTS

This part of the process explores the richness and diversity of the community's present identity as individuals of all ages, experiences, and perspectives. Tools for spiritual gifts assessment along with a pictorial approach for younger children to facilitate discovery of the spiritual gifts present in the whole community. This session allows for quiet time (for the introspective who need that) as well as active movement (for the kinetic and squirmier members). The spiritual gifts inventories may be completed ahead of the in-person gathering when time is limited.

2.2. CONNECTING GIFTS TO MINISTRY

This session reviews the patterns revealed by the list of spiritual gifts present in the whole community, connects them to the core values of the community, and are connected to the mission and ministries of the parish. This sometimes point to ministries and/or institutional structures that need to be birthed or adapted so that the current gifts have a means for expression.

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