

Coaches Pre-Event #2



---

---

---

---

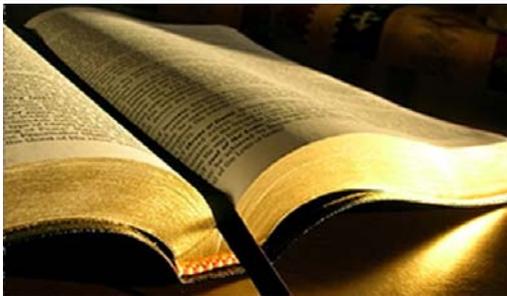
---

---

---

---

Opening Devos  
Romans 12:1-13



---

---

---

---

---

---

---

---

Today's Agenda

- Congregational Vitality Survey Summary
- Explore PAWN Process with attention to the "YOU" lens
- Explore Spiritual Leadership
- Reflect on how this applies in your settings

*Break in morning, lunch at noon, on the road about 2:30*

---

---

---

---

---

---

---

---

  
**Selected Reflections**  
**Congregational Vitality Survey**  
  
 For Congregations in the R3 Renewal  
 Process




---

---

---

---

---

---

---

---

**Congregations Participating in this Process**

conglD	Name	City
01004	St John	Bolling Springs
01006	St Paul	Carlisle
01153	Concordia Evangelical	Columbia
01027	St Paul	Enola
01075	Upper Bermudian	Gardners
01074	Mount Zion	Gardners
01097	St David	Hanover
01289	Salem	Jacobus
01555	Lutheran Church Of The Good Shepherd	Lancaster
01189	St Matthew	Lebanon
01170	Zion Evangelical	Marietta
01013	Christ	New Bloomfield
01518	St Paul	New Cumberland
01392	St John	New Freedom
01073	First	New Oxford
01198	St Luke	Schaefferstown
01094	St Paul (Stoverstown)	Spring Grove
01478	Luther Memorial	York
01325	Quicket	York
01484	St Peter	York
01487	Zion	York
01473	Shion	York
01476	Christ	York

---

---

---

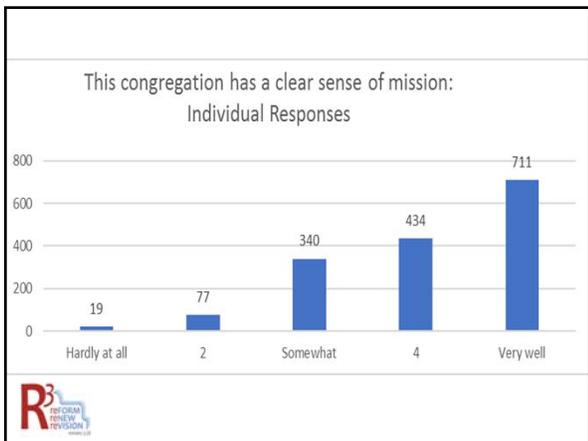
---

---

---

---

---




---

---

---

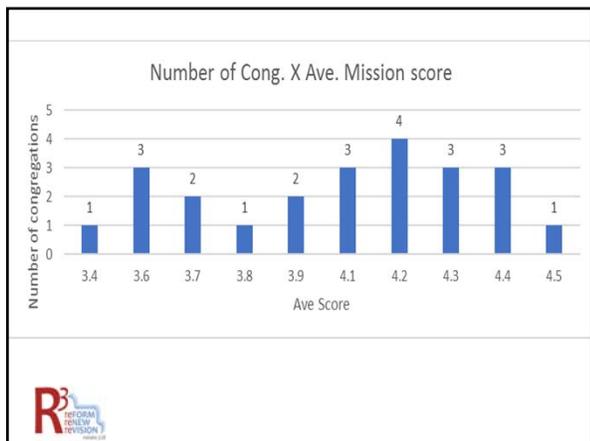
---

---

---

---

---




---

---

---

---

---

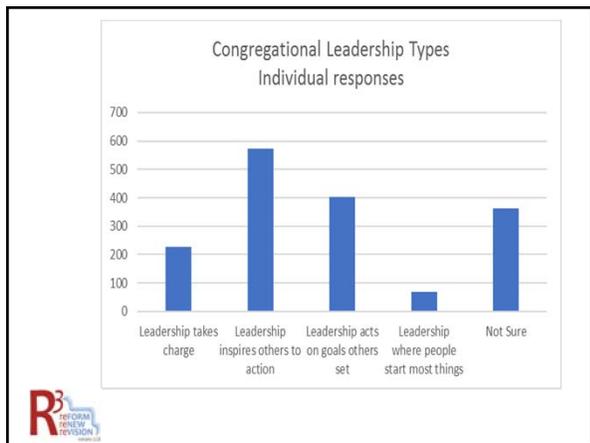
---

---

---

---

---




---

---

---

---

---

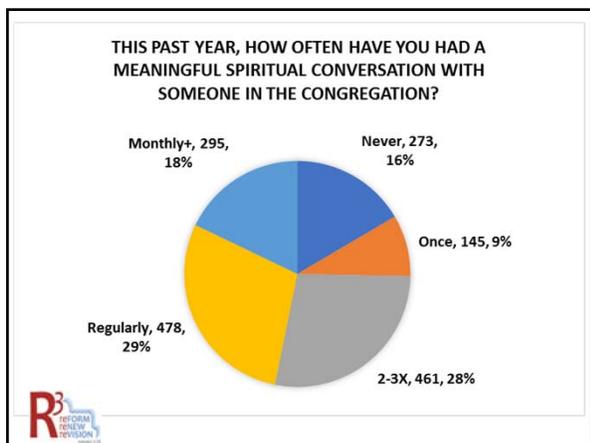
---

---

---

---

---




---

---

---

---

---

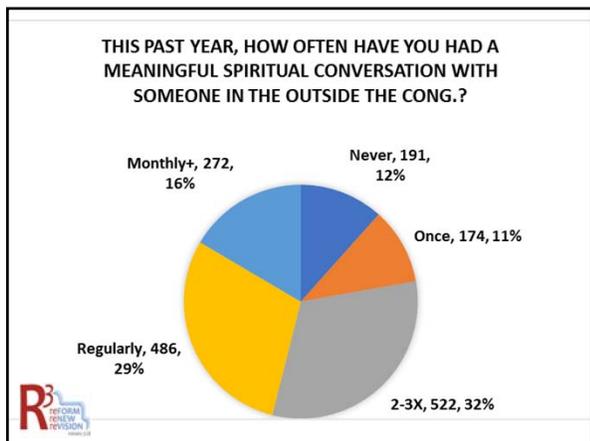
---

---

---

---

---




---

---

---

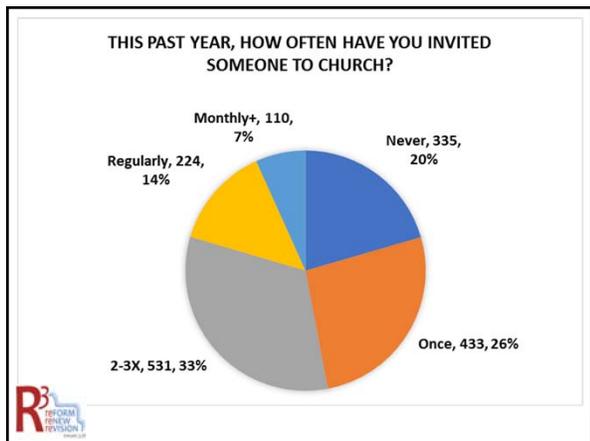
---

---

---

---

---




---

---

---

---

---

---

---

---

*Vital Congregations are. . .* **“Communities of Jesus where there are life-changing relationships with God, one another and the world.”**

- Embody God’s presence
- Invite and Welcome all
- Worship in Spirit and Truth
- Share Faith and Tell Stories
- Promote Healing
- Show Mercy, Do Justice and Serve All
- Practice Radical Generosity in all things
- Grow and connect Leaders
- Create change
- Are Grounded in Hope
- Are rooted in their community/neighborhood

---

---

---

---

---

---

---

---



---

---

---

---

---

---

---

---

“PAWN” PROCESS

---

---

---

---

---

---

---

---



---

---

---

---

---

---

---

---

## Our Process

Grounded in the Great Commandment of Jesus:

*"You shall love the Lord your God with all your heart and all your soul and all your mind; and you shall love your neighbor as yourself."*



It always...  
usts, always hope  
veres.  
Love never fails  
are prophec  
where the  
y will be st  
now

---

---

---

---

---

---

---

---

## The PAWN Process™

*Practicing a renewable way of seeing*



**Lens #1: Your Purpose**  
"Raison d'être" – your reason for being

**Lens #2: Your Neighbor/Context**  
A) Assets, gifts and passions  
B) Wow! Good things already happening  
C) Needs of your neighbors

**Lens #3: You**  
A) Assets, gifts and passions  
B) Wow! Good things already happening  
C) Needs in your life/organization

**DISCOVER!**  
Visions for Action Emerge

Three overlapping spaces  
– not three sequential steps.

---

---

---

---

---

---

---

---

• "Do you have eyes, and fail to see? Do you have ears, and fail to hear? And do you not remember?"

Mark 8:18



---

---

---

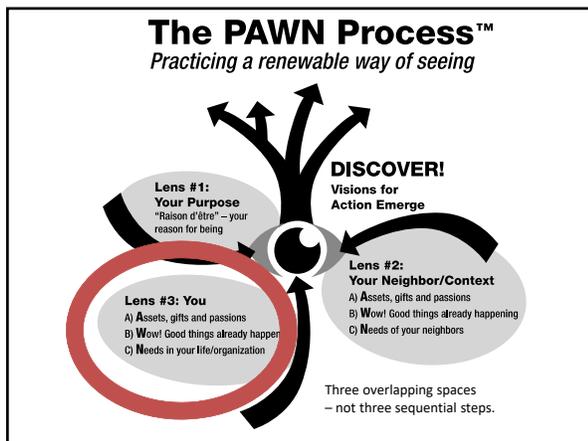
---

---

---

---

---



---

---

---

---

---

---

---

---



---

---

---

---

---

---

---

---

### Assets, Gifts and Passions: Untapped Potential

- Assets – things we have that we can use
- Gifts – Abilities we have that we can put to use
- Passions – the things we care most deeply about

**Assets**

---

---

---

---

---

---

---

---

### Wows!

#### Good things already happening

- God is clearly involved or pleased
- Tied to God's will and God's reign
- When God watches these things happen, God looks and says, "Wow!"



dreamstime.com

---

---

---

---

---

---

---

---

### Needs:

#### Places that need attention

- Individual
  - Purpose
  - Belonging
  - Growth
- Corporate/Collective
  - Systemic
  - Resources



---

---

---

---

---

---

---

---

### A word in favor of needs

- Needs create community
- Keep us from becoming autonomous
- God creates the world in Genesis 2 with needs and they are fulfilled in two ways:
  - Meaningful Work
  - Relationships



---

---

---

---

---

---

---

---

Our Focus This Event  
*Inside the Congregation*



**Lens #3: You**  
A) Assets, gifts and passions  
B) **Wow!** Good things already happening  
C) Needs in your life/organization

---

---

---

---

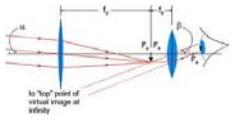
---

---

---

---

These lenses work like the lenses in a telescope



- Each lens contributes something but not enough by itself
- At certain points, an individual lens may show you an inverted image – a mirror of what is there
- When reoriented in relationship to each other various things can come into focus in new ways

---

---

---

---

---

---

---

---

Your Congregational Exercises  
Let's Practice!

---

---

---

---

---

---

---

---

### You Have Three Sets of Questions



---

---

---

---

---

---

---

---

### Let's Think About It This Sunday's Gospel Lesson

- Think about the PAWN Process and the areas of organizing your vision (Assets, Wows and Needs)
- Which of these doorways are available to you in this text?
- Which one seems most fitting for the situation and the text's message?

---

---

---

---

---

---

---

---

### Mark 1:1-8 (NRSV)

The beginning of the good news of Jesus Christ, the Son of God. As it is written in the prophet Isaiah, "See, I am sending my messenger ahead of you, who will prepare your way; the voice of one crying out in the wilderness, 'Prepare the way of the Lord, make his paths straight,'" John the baptizer appeared in the wilderness, proclaiming a baptism of repentance for the forgiveness of sins. And people from the whole Judean countryside and all the people of

---

---

---

---

---

---

---

---

Jerusalem were going out to him, and were baptized by him in the river Jordan, confessing their sins. Now John was clothed with camel's hair, with a leather belt around his waist, and he ate locusts and wild honey. He proclaimed, "The one who is more powerful than I is coming after me; I am not worthy to stoop down and untie the thong of his sandals. I have baptized you with water; but he will baptize you with the Holy Spirit."

---

---

---

---

---

---

---

---

**Let's Think About It**

- Think about the PAWN Process and the areas of organizing your vision (Assets, Wows and Needs)
- Which of these doorways are available to you in this text?
- Which one seems most fitting for the situation and the text's message?

---

---

---

---

---

---

---

---

**Let's Try It!**

- Get out the question sheet that matches the doorway this text will provide
- Have something to write with
- We will do the following:
  - A brief 5 minute or less sermon/intro
  - Directions for the exercise
  - Reflection time to think and write in silence
  - 12 minute conversations with a partner
  - Closing prayer

---

---

---

---

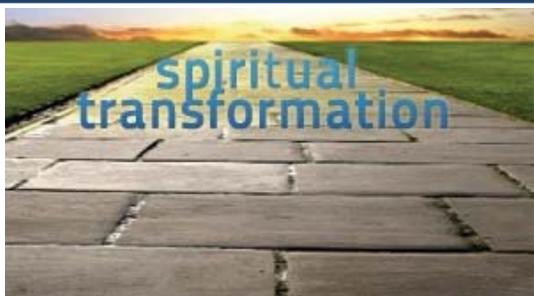
---

---

---

---

### Spiritual Leadership



---

---

---

---

---

---

---

---

### Groups of Three



---

---

---

---

---

---

---

---

### What Makes a Leader a Leader?



Discuss in groups and debrief in larger group

---

---

---

---

---

---

---

---

### What Makes a Leader?

- Leadership is the ability to help others accomplish something they would not have been able to do apart from the work of the leader(s)
- Less about personal accomplishment and more about the accomplishments of others
- Good leaders don't make followers – they make leaders



---

---

---

---

---

---

---

---

### What Makes a “Spiritual” Leader?



Discuss in groups and debrief in larger group

---

---

---

---

---

---

---

---

### What Makes a “Spiritual” Leader?

- Discernment of God’s will
- Awareness of God’s work
- Ability to cultivate spirit of willingness to submit to God’s will
- Ability to motivate to carry out God’s will



---

---

---

---

---

---

---

---

### 6 Characteristics of Spiritual Leaders (Bob Hamp)

- Lead others into their own encounters with God.
- Lead others to discover their own purpose and identity.
- Lead others into transformation—not just production.
- Impact their atmosphere.
- Help people see old things in new ways.
- Gain a following because of who they are—not because of a position they hold.

---

---

---

---

---

---

---

---

### Spiritual Leaders Help Groups Do What God Wants



---

---

---

---

---

---

---

---

### Practices for Spiritual Leadership

- Scripture study
- Shared Reading
- Prayer (speaking and listening prayer)
- Silence
- Journaling
- Spiritual & missional questions: What is God doing? What does God want to happen?
- Dialog
- Theological commitments
- Identity well framed

---

---

---

---

---

---

---

---

## Looking at the Next Assignment

Generating a Congregational Culture  
for Mission

---

---

---

---

---

---

---

---

## “Culture”

- The norms that shape decisions and behaviors for a group of people
- Our norms need to include:
  - Missional (connected to God’s activity)
  - Spiritual (includes practices to remain alert to God’s desires and directives)
  - Communal (finds ways to foster participation and transparency among the people)

---

---

---

---

---

---

---

---

## Congregational Dialog/Listening



- Teach people to be intentional about WHAT they talk about
- Help people make space to speak and listen
- Find ways to retain the information and thereby increase awareness and capacity

---

---

---

---

---

---

---

---

## Cohorts

- Relationships
- Key topics:
  - Spiritual Leadership Discussion
  - Congregational listening exercises and planning
- Cross pollination
- Support and Insights



---

---

---

---

---

---

---

---

## Our R3 Schedule

*WORKSHOP #1 – September 16, 2017 (St. Matthew, York)*  
– “Developing a Spiritually Grounded, Missional Climate”

*WORKSHOP #2 – December 9, 2017 (Zion, York)*  
– “Developing a Congregational Culture for Mission”

*WORKSHOP #3 – March 10, 2018 (St. Matthew, York)*  
– “Developing Relationships with our Neighbors”

*WORKSHOP #4 – MAY 5, 2018 (Zion, York)*  
– “Do something!”

*WORKSHOP #5 – September 22, 2018 (St. Matthew, York)*  
– “Developing a Strategy for Mission”

*WORKSHOP #6 – November 10, 2018 (St. Matthew, York)*  
– “Maintaining a Culture for Ongoing Mission and Ministry”

---

---

---

---

---

---

---

---

## Our R3 Schedule

*WORKSHOP #1 – September 16, 2017 (St. Matthew, York)*  
– “Developing a Spiritually Grounded, Missional Climate”

*WORKSHOP #2 – December 9, 2017 (Zion, York)*  
– “Developing a Congregational Culture for Mission”

*WORKSHOP #3 – March 10, 2018 (St. Matthew, York)*  
– “Developing Relationships with our Neighbors”

*WORKSHOP #4 – MAY 5, 2018 (Zion, York)*  
– “Do something!”

*WORKSHOP #5 – September 22, 2018 (St. Matthew, York)*  
– “Developing a Strategy for Mission”

*WORKSHOP #6 – November 10, 2018 (St. Matthew, York)*  
– “Maintaining a Culture for Ongoing Mission and Ministry”

---

---

---

---

---

---

---

---

### Key Issues From Event #2 Scheduling Coaching and Cohorts

- Christmas/New Year's break
- Lent begins February 14 (could be an asset or a hindrance)
- Sermon series takes multiple weeks
- Potluck or Progressive Dinner require significant planning and communication
- People may need help figuring out how to do this well!

---

---

---

---

---

---

---

---

### Between Events

- Teams Meet Right Away
- Coaching Sessions
  - Set up ahead (Did you do the entire sequence schedule in the first unit?)
  - NEVER leave a coaching session without the next date confirmed
- Cohort Meetings (*If necessary, set date for the next one before leaving tomorrow!*)
- Check that teams do their homework!

---

---

---

---

---

---

---

---

### Cohort Time

- In your cohorts, discuss the material from today. What was helpful or stood out for you? Where do you need help?
- Review the homework and the schedule for your cohort meeting time. The cohort meeting format will be sent to you in early January.
- Think about the assignment. What are your first thoughts about getting the congregation involved.

---

---

---

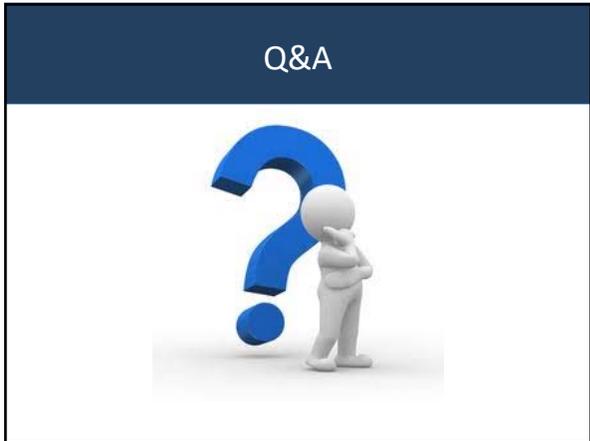
---

---

---

---

---



---

---

---

---

---

---

---

---



---

---

---

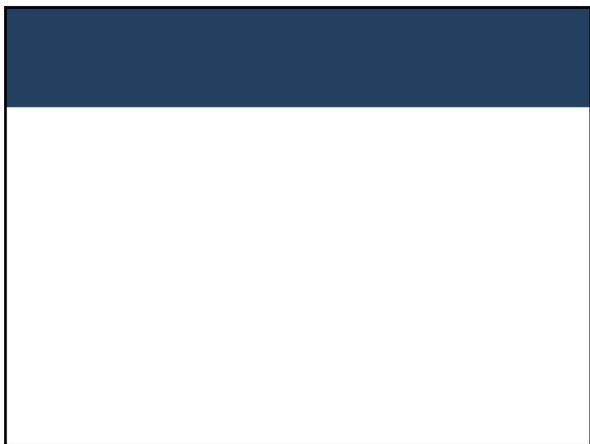
---

---

---

---

---



---

---

---

---

---

---

---

---