



Please start this part 15 minutes before worship starts. Have people gather quietly and reflect on these Nouwen quotes. Have music playing softly, live if someone is able to play the guitar. Each slide will run 1.5 minutes. When you see this slide again please use clicker to control.

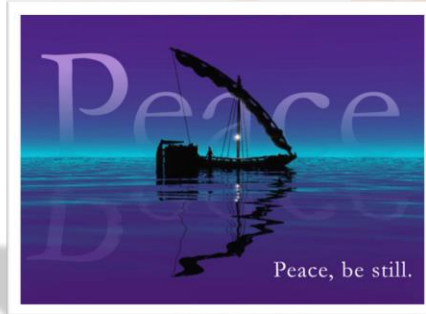
Please Meditate on these Quotes

God loves us not because of what we do or accomplish, but because God has created and redeemed us in love and has chosen us to proclaim that love...



Please Meditate on these Quotes

In the midst... of the loud boisterous noises of the world the Christian leader is called to help people hear the soft, gentle, and loving voice of God.



Please Meditate on these Quotes

The question is not:

How much are
you going to
accomplish?



Please Meditate on these Quotes

The central question is:



Do you have an ardent desire to dwell in God's presence, listen to God's voice, look at God's beauty, touch God's incarnate Word, and taste fully God's infinite goodness?

Please Meditate on these Quotes

I have found how hard it is to be faithful to Jesus when I am alone.

I need my brothers and sisters to pray with me, to speak with me about the spiritual task at hand, and to challenge me to stay pure in mind, heart, and body.



Please Meditate on these Quotes

Powerlessness and humility in the spiritual life do not refer to people who have no spine...rather to people who are ready to follow Jesus wherever he guides them, always trusting they will find life and find it abundantly.





Please Meditate on these Quotes

Knowing the heart of Jesus and loving him are the same thing. When we live with that knowledge, we cannot do other than bring healing, reconciliation, and hope. The desire to be relevant and successful will gradually disappear. Our only desire will be to say with our whole being, "You are loved."





Leading Congregations in Mission

Mission Prayer

God, where will your Spirit lead today?
Help me be awake and ready to respond.
Grant me courage to risk something new and
become a blessing of your love and peace.
Amen.



Our Invocation

Come then, Holy Spirit, walk with us
—fill us with life anew!
Grace us with new depths of honesty,
integrity, and sensitivity.
Grant us new eyes to see the hidden
gifts of friend, family, and stranger.
Open unfettered highways of trust and
transforming friendship. Amen.

Adapted from Danny Belrose, *Let the Spirit Breathe*,
© 2004 Herald Publishing House, p 22



Leading Congregations in Mission

Journey in Trust

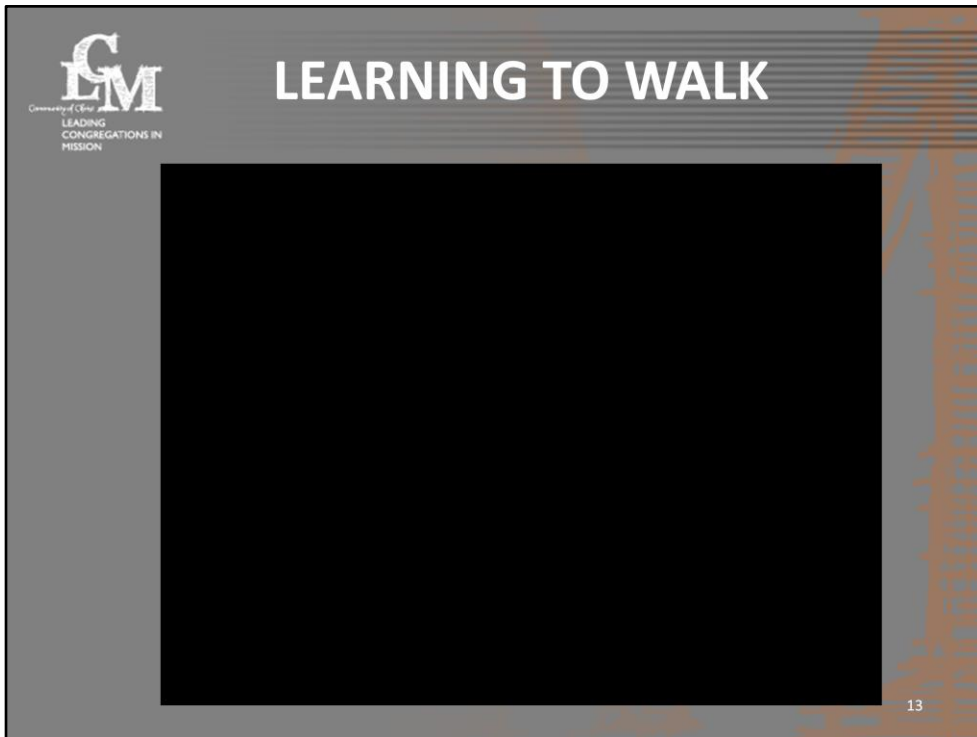


Invitation and Welcome

Leading Congregations in Mission Retreat (1 of 7)

12

Please welcome and then take the time for the group to welcome each other.



Play video Learning to Walk



Please have LCM staff member share at this time their story about going deeper with God.

VIDEO – The Radical Shift



15

Play Radical Shift video



Please talk about the practice of journaling and then have local leadership hand-out LCM journals to each person and thank them for being there.



Now in this Moment ***Hymns of the Saints #58***

Now in this moment, now in this day,
God is creating and leading the way;
Life is behind us, life is before;
We write the story not heard before.

17

If someone can play this song on guitar please have them do it, if not sing without music

This is our story, this is our song,
Praising our Savior all the day long.
This is our story, this is our song,
Praising our Savior all the day long.

Past, present, future, joy sorrow, hope,
We write the story, and life is its scope.
God's love assures us through the unknown,
God's grace sustain us, we're not alone.



This is our story, this is our song,
Praising our Savior all the day long.
This is our story, this is our song,
Praising our Savior all the day long.

Text: Stanzas by Richard P. Howard, 1929, and Barbara Howard, 1930; copyright 1980 Reorganized Church of Jesus Christ of Latter Day Saints, Refrain by Fanny J. Crosby, 1820-1915, tune: Phoebe P. Knapp, 1839-1908.



Prayer For Our Weekend Together

Mission Prayer

God, where will your Spirit lead today? Help
me be fully awake and ready to respond.
Grant me courage to risk something new and
become a blessing of your love and peace.
Amen.

21

Please line-up someone to read this Mission Prayer and than invite people to fellowship together. (snacks)



Leading Congregations in Mission

The Journey Begins



Fellowship Time



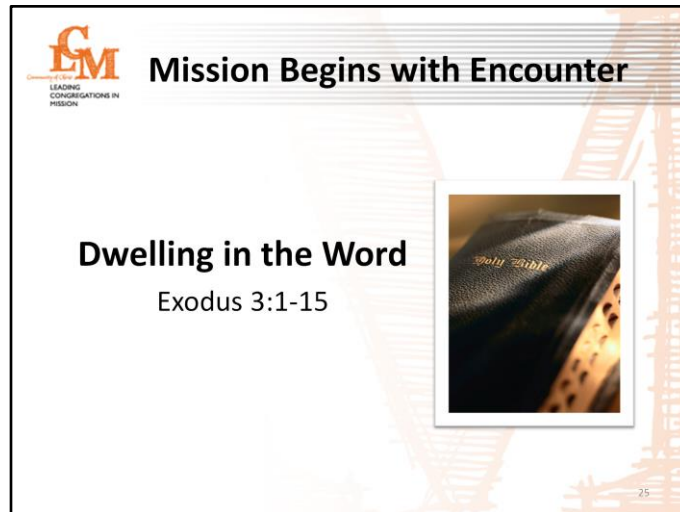
*Breakfast @
7:30am*



Objective #1 (8:30 – 8:35) — **Welcome, PLTs Sit with their CSM, and Introduce Topic** (3-5 minutes)

Facilitator: After welcoming everyone share a 3-5 minute introduction based on the following 4 points:

- 1) It is important that we begin the day together as a PLT with your CSM. At other times we will “mix you up with others” and meet in different configurations. (Take a few moments to ensure each congregation PLT and CSM are sitting together.)
- 2) We literally begin our first session of the day with the most fundamental principle and all important understanding that “Mission Begins with Encounter.”
- 3) Important to Leading Congregations in Mission is all of us making a “shared commitment” to incorporate a Incarnational practice called “Dwelling in the Word” into all the times when we meet as a team.
- 4) Ask that everyone find “Mission Begins with Encounter — Dwelling in the Word —Exodus 3:1-18.” (“Handouts” tab section in the field guide binder.)

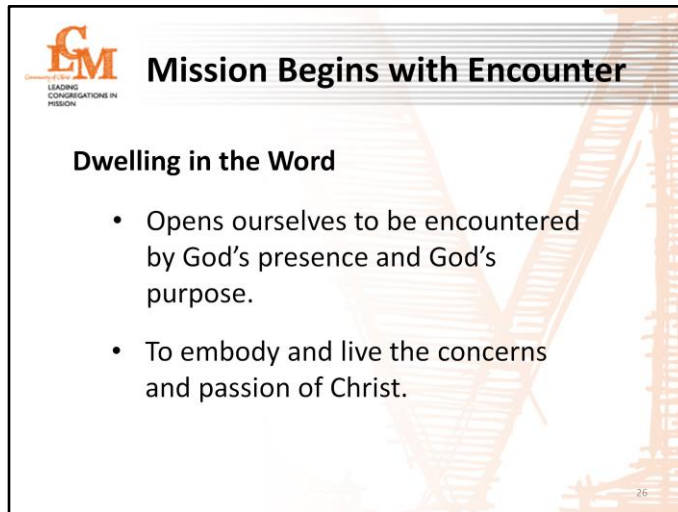


Objective #2 (8:35 – 8:55) — **Do Dwelling in the Word as a Way to Experience “Encounter”** (20 minutes)

Facilitator: Provide 20 minutes to experience Dwelling in the Word by use of the handout “Mission Begins with Encounter — Dwelling in the Word —Exodus 3:1-18.” Begin by affirming the following 2 points:

- 1) Dwelling in the Word is a way to open ourselves to be encountered by God’s presence with us and God’s purposes for us as we take time to allow scripture to transform us.
- 2) Dwelling in the Word, like all Incarnational practices is about imagining how God is calling and sending us to embody and live the concerns and passion of Christ in our communities and the world.

(Notes to facilitator: Copy of handout with steps for processing and scripture text attached to the facilitator guide. Although there was an expectation for every PLT to experience Dwelling in the Word with their CSM it is important to positively introduce and model care and deliberateness in leading this Incarnational practice.)




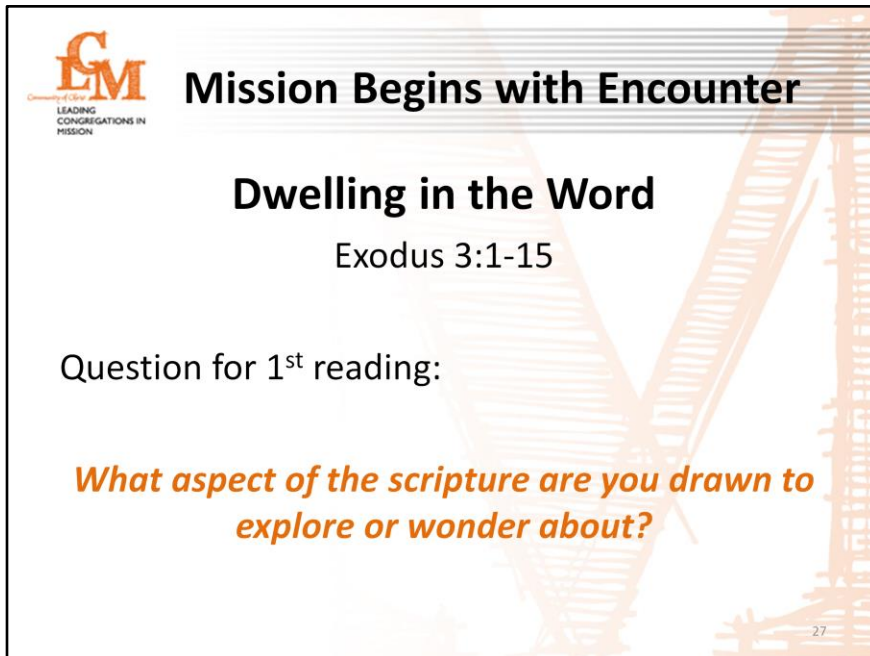
CONTINUE Objective #2 (8:35 – 8:55) — Do Dwelling in the Word as a Way to Experience “Encounter” (20 minutes)

Facilitator: State Dwelling in the Word is one way we can experience the principle that “mission begins with encounter” and affirm the following 2 points:

1) Dwelling in the Word is a way to open ourselves to be encountered by God’s presence with us and God’s purposes for us as we take time to allow scripture to transform us.

2) Dwelling in the Word, like all Incarnational practices is about imagining how God is calling and sending us to embody and live the concerns and passion of Christ in our communities and the world.

(Notes to facilitator: Copy of handout with steps for processing and scripture text attached to the facilitator guide. Although there was an expectation for every PLT to experience Dwelling in the Word with their CSM it is important to positively introduce and model care and deliberateness in leading this Incarnational practice.)



Mission Begins with Encounter

Dwelling in the Word

Exodus 3:1-15

Question for 1st reading:

What aspect of the scripture are you drawn to explore or wonder about?

27

Continue Objective #2

Lead Dwelling in the Word (Copy attached to facilitator's script) Note: Before reading the scripture 1st time:

- Encourage participants to listen for or sense a particular word, phrase or image in the scripture passage that they feel led to explore or wonder about.
- Remember, after reading the scripture passage pause to provide moments of silence for reflection.
- After 1st reading ask participants to share **personal** reflections on what aspect of the scripture they were drawn to explore or wonder about.



Mission Begins with Encounter

Dwelling in the Word

Exodus 3:1-15

Question for 2nd reading:

What feelings or thoughts could you imagine having if you were encountered by God in a way similar to what Moses experienced?

28

Continue Objective #2

Before reading the scripture a 2nd time:

- Tell participants that after the 2nd reading they will be asked to respond on this question to reflect or explore what it may mean that mission begins with encounter:

What feelings or thoughts could you imagine having if you were encountered by God in a way similar to what Moses experienced?

- Read the passage a second time; pause for silence; and ask people to share their responses to the question.
- Offer prayer to conclude the time in this Incarnational practice and transition to next objective.



Mission Begins with Encounter

Purpose of the Pastor Leadership Team (PLT):

Develop a mission shaped culture in the congregation that is adaptive and sustainable.

Note: LCM will give you the tools.

29

Objective #3 (8:55 – 9:05) — **Introduce the Purpose of the PLT and Connect to “Mission Begins with Encounter”** (10 minutes)

Facilitator: Transition from Dwelling in the Word and the “Burning Bush” encounter with a brief overview of the purpose of the PLT based on the following points:

- 1) The purpose of the PLT is to develop a Incarnational culture in the congregation that is adaptive and sustainable.
- 2) Leading Congregations in Mission (LCM) will provide the PLT with tools to develop a Incarnational culture in the congregation that is adaptive and sustainable.
- 3) Following are the qualities or aspects of a congregation culture required to pursue Christ’s mission: (See next slide)



Mission Begins with Encounter

Congregation culture required to pursue Christ's mission:

- **Shaped by ongoing encounter with the living Christ in community**
- **Grounded in the witness of scripture**

CONTINUE Objective #3 (8:55 – 9:05) — Introduce the Purpose of the PLT and Connect to “Mission Begins with Encounter” (10 minutes)

Facilitator:

Following are the qualities or aspects of a congregation culture required to pursue Christ's mission:

- **shaped by** an ongoing encounter with **the living Christ** in community,
- **grounded in** the witness of **scripture**,

NEXT SLIDE

- **radically relational and invitational,**
- **led by a team** who share the joys and challenges of leading,
- **has safe space and relationships to explore and experiment,**
- **discerns and connects individual gifts** and sense of call with opportunities **to live** Christ's mission in all its forms.
- **embodies and lives the concerns and passion of Christ.**



Mission Begins with Encounter

Congregation culture required to pursue Christ's mission (continued):

- **Radically relational and invitational**
- **Led by a team**
- **Safe space and relationships to explore and experiment**

CONTINUE Objective #3 (8:55 – 9:05) — Introduce the Purpose of the PLT and Connect to “Mission Begins with Encounter” (10 minutes)

Following are the qualities or aspects of a congregation culture required to pursue Christ's mission (CONTINUED):

- **radically relational and invitational,**
- **led by a team** who share the joys and challenges of leading,

NEXT SLIDE

- **has safe space and relationships to explore and experiment,**
- **discerns and connects individual gifts** and sense of call with opportunities **to live** Christ's mission in all its forms.
- **embodies and lives the concerns and passion of Christ.**



Mission Begins with Encounter

Congregation culture required to pursue Christ's mission (continued):

- **Discerns and connects individual gifts and sense of call with opportunities to live Christ's mission in all its forms**
- **Embodies and lives the concerns and passion of Christ**

32

CONTINUE Objective #3 (8:55 – 9:05) — Introduce the Purpose of the PLT and Connect to “Mission Begins with Encounter” (10 minutes)

Following are the qualities or aspects of a congregation culture required to pursue Christ's mission (CONTINUED):

- **discerns and connects individual gifts and sense of call with opportunities to live Christ's mission in all its forms.**
- **embodies and lives the concerns and passion of Christ.**



Mission Begins with Encounter

We are asking the PLT to:

**Focus your energies on
creating an adaptive congregational culture
that is continually shaped and sent
by Christ's mission.**

Unique to your congregation's gifts and
context. (Not a cookie cutter approach)

33

CONTINUED Objective #3 (8:55 – 9:05) — Introduce the Purpose of the PLT and Connect to “Mission Begins with Encounter” (10 minutes)

Facilitator:

- 1) In LCM we are asking the pastor leadership team to focus its energies on creating an adaptive congregational culture that is continually shaped and sent by Christ's mission as it unfolds in multiple contexts and in multiple ways. Simply put, the pastor leadership team helps the congregation become *tent people* – people who are always discovering, experimenting, and living into new and expanding understandings of Christ's mission.
- 1) There is not a cookie-cutter approach to mission. Congregations will live and embody the concerns and passion of Christ by various expressions oriented around the unique giftedness of congregations and where they discern God's invitation to pursue Christ's mission.



Objective #4 (9:05 – 9:25) — Reflections on “Mission Begins with Encounter” — Two Scripture Stories (20 minutes)

Facilitator: Share the following points:

- 1) Mission is about movement. God moves towards us and all people.
- 2) As we reflect on two scripture stories keep in mind this question: *How can I see with new eyes where God is sending me towards people as an expression of God's love and mission?*
- 3) State: “Opportunity to share responses to this question in your PLT will follow a brief set of comments on the two scripture stories.”

NEXT SLIDE

Comments related to or drawn from Moses' Encounter at the “Burning Bush:”

- Mission begins with God's initiative. God is already “compassionately” active and responsive to “human suffering.”
- Mission is joining God in what God is doing. God moves towards us **and** invites and calls us to join God to fulfill **God's purposes**.
- Mission is being fully present and open with God without agenda. (Moses was tending Jethro's sheep. This was Moses' daily routine for the last 25 years. Moses had a totally unexpected encounter with God.)
- Why is it important for the PLT to intentionally create opportunities to open the congregation to being “encountered” by God? Two, of many reasons: 1) we want to follow the example of Jesus who was constantly in prayer to God to ensure he was doing God's will, not his own! Jesus would go into the wilderness or be found in prayer seeking God's guidance. 2) We need to be constantly grounded in the reality of God's movement in our lives, our families, our congregations, our neighborhoods, and our world. This fosters hope – because it is not up to us – it is us partnering with what God is up to.

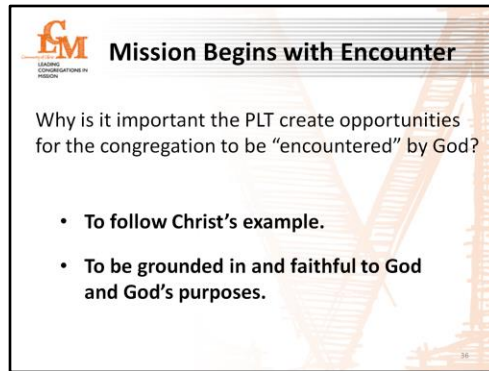


CONTINUE Objective #4 (9:05 – 9:25) — Reflections on “Mission Begins with Encounter” — Two Scripture Stories (20 minutes)

Facilitator: Share the following points:

Comments drawn from Moses’ Encounter at the “Burning Bush:”

- Mission begins with God’s initiative. God is already “compassionately” active and responsive to “human suffering.”
- Mission is joining God in what God is doing. God moves towards us **and** invites and calls us to join God to fulfill **God’s purposes**.
- Mission is being fully present and open with God without agenda. (Moses was tending Jethro’s sheep. This was Moses’ daily routine for the last 25 years. Moses had a totally unexpected encounter with God.)
- Why is it important for the PLT to intentionally create opportunities to open the congregation to being “encountered” by God? Two, of many reasons: 1) we want to follow the example of Jesus who was constantly in prayer to God to ensure he was doing God’s will, not his own! Jesus would go into the wilderness or be found in prayer seeking God’s guidance. 2) We need to be constantly grounded in the reality of God’s movement in our lives, our families, our congregations, our neighborhoods, and our world. This fosters hope – because it is not up to us – it is us partnering with what God is up to.

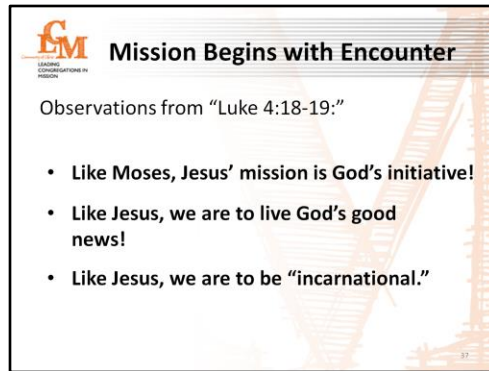


CONTINUED Objective #4 (9:05 – 9:25) — Reflections on “Mission Begins with Encounter” — Two Scripture Stories (20 minutes)

Facilitator: Ask:

Why is it important for the PLT to intentionally create opportunities to open the congregation to being “encountered” by God? Two, of many reasons:

- 1) We want to follow the example of Jesus who was constantly in prayer to God to ensure he was doing God’s will, not his own! Jesus would go into the wilderness or be found in prayer seeking God’s guidance.
- 2) We need to be constantly grounded in the reality of God’s movement in our lives, our families, our congregations, our neighborhoods, and our world. This fosters hope – because it is not up to us – it is us partnering with what God is up to.



CONTINUE Objective #4 (9:05 – 9:25) — Reflections on “Mission Begins with Encounter” — Two Scripture Stories (20 minutes)

Facilitator: Share the following points:

Comments drawn from Luke 4:18-19 and Christ’s mission:

- Like Moses’ experience, Jesus sense of mission emerged from his encounter with God and the place and the people where he lived. Immediately emerging from the wilderness experience where Jesus “encountered” God and understood more clearly God’s purposes, he declared his mission in his time and place. His message and mission was difficult for many to grasp because it represented a radical departure from their understanding of God and the world. Jesus identified with the poor and oppressed who needed healing and freedom. In short, Jesus interpreted God’s purposes and lived God’s Good News where he lived among people.
- Like Jesus we are called to live and convey the good news (i.e. the gospel) in ways that connect with our surrounding culture. First, we admit it is challenging to grasp fully Jesus’ message and mission. None of us lived in first century Palestine and we only have glimpses of it from reading historical depictions of the time period. Even with thousands of books and articles written on every aspect of Jesus’ life and ministry, it is challenging to interpret fully the essential meaning of Jesus for our time and place. We must begin by recognizing our need to spend time in our spiritual *wilderness* where we encounter Christ, the One we follow.
- Christ’s mission is incarnational and personal. By incarnational we mean Jesus expressed and embodied God and God’s personal love and blessing for all people. How do we as PLTs interpret and live God’s love and blessings where we live?



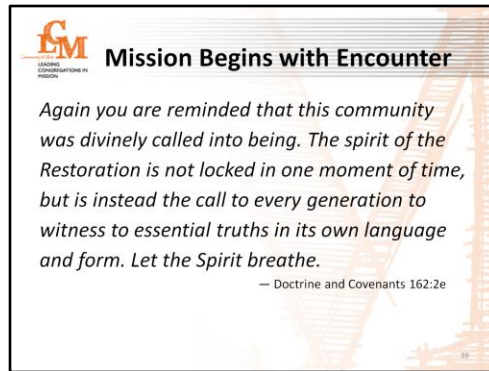
CONTINUE Objective #4 (9:05 – 9:25) — Reflections on “Mission Begins with Encounter” — Two Scripture Stories (20 minutes)

Facilitator: Refer to handout titled “Mission Begins with Encounter – Question for Leaders” in LCM Field Guide “handouts” tab (also attached to facilitator’s script) and make the following point:

It is important that leaders start doing “where and what” they ask and lead others to do!

Provide 5 minutes for table discussion on this question:

How can I see with new eyes where God is sending me towards people as an expression of God’s love and mission?



Objective #5 (9:25 – 9:35) — Introduce *Missio Dei* (video #2) (10 minutes)

Facilitator: Read the following quote before making the following three points prior to showing the video titled *Missio Dei*:

Again you are reminded that this community was divinely called into being. The spirit of the Restoration is not locked in one moment of time, but is instead the call to every generation to witness to essential truths in its own language and form. Let the Spirit breathe. — Doctrine and Covenants 162:2e

- 1) Mission begins with Encounter - *Missio Dei* – The Word must become Flesh (God’s mission in Christ through the Holy Spirit) in every new context. In other words who is God and more specifically who is Jesus to us today? Then how do we interpret the message and live out the mission in ways that speak to world that has radically changed around us?
- 2) Sometimes, perhaps more often than not, our attitude or belief about ourselves as congregations is “our glass is half full!” I want to assure ourselves from God’s point of view that we have what it takes. God is active and present! God is moving and not only calling us to join in God’s movement, God has graced the church with all the gifts needed for the church to do what God wants done! Do you believe it?
- 3) Our task when we design a church activity or ministry is to be aware how it connects with what God is up to in our world and what God longs for? Are we on the same page with God? Or are we calling the shots and hoping God will bless our efforts?

Show *Missio Dei* (Video #2)



Facilitator: After showing video, lead discussion:

Refer the group to the “LCM Retreat 1 Videos: Director’s Commentary” in the Tools Tab pages 50-51, lead discussion on video, and pose questions:

What was your impression? Why the signer? What was the message?



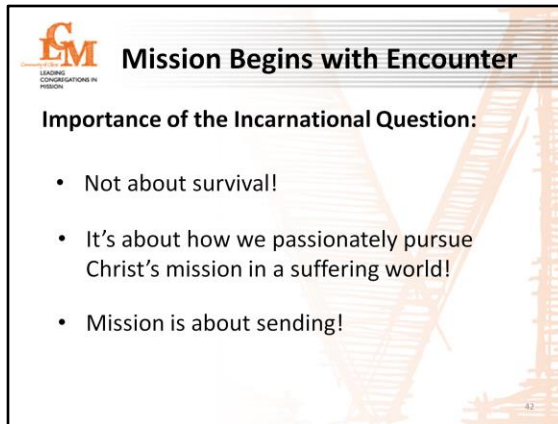
Objective #6 (9:35 – 10:00) — **The Incarnational Question for Pastor Leadership Teams** (25 minutes)

Facilitator: Refer to handout “Mission Begins With Encounter — Incarnational Question for PLT” **and** after providing **20 minutes** for each PLT at their table to have conversation in response to the following quote and question on the handout, make 3 points on NEXT SLIDE:

As a movement that believes... the purpose of the church is to form disciples who faithfully share the gospel of peace in Christ through the power of the Holy Spirit (We Share: Exploring identity, Mission and Beliefs 3rd Edition) we have to seriously consider the role of the Holy Spirit in planning, organizing, mission, and ministry. Undeniably the Holy Spirit brings new life, imagination, and a willingness to risk new things with God. If we want to live into God’s future we must allow God’s Spirit to lead. **As leaders we must ask this difficult question – to what extent have we allowed our best thinking, logic, and plans obscure or totally hide what the Spirit is seeking to reveal right in front of us?** – LCM Field Guide Overview

What are some new ways we can encounter what God is doing in our world and discern where God is sending us, as disciples and congregations ,to join God?

(Note to facilitator: This question is “adapted” from the LCM Field Guide Overview one page summary sheet entitled “Encounter – Divine Stirring and Going Deeper—Stepping Stone Summary Sheet.” A copy is attached to the facilitator guide for easy access.)



CONTINUED Objective #6 (9:35 – 10:00) — The Incarnational Question for Pastor Leadership Teams (25 minutes)

Facilitator: After 20 minutes table discussion share the following three points:

- 1) The most important question for a Incarnational church is not about long-term survival. It is about how we passionately pursue Christ's mission in a suffering world that groans for the liberating truths of the gospel (Doctrine and Covenants 155: 7).
- 2) The question before the church is *how* we passionately *pursue Christ's mission in a suffering world* as ones who have been transformed by "something not fully explainable but utterly transforming." (2005 World Conference sermon, Stephen M. Veazey) We pursue Christ's mission because God first pursued us in Christ. This has changed everything. We no longer view ourselves and others from the same perspective (see Doctrine and Covenants 164:5). We can't help but respond out of the overflow of God's incredible love and grace in our lives!
- 3) *Mission is about sending.* God *sent* Jesus to be the embodiment of God's love. God, Jesus Christ, and the Holy Spirit (in sacred community) *send* us, the church, to pursue Christ's mission. Jesus put it in simple terms to his disciples, "As the Father has sent me, so I send you." (John: 20:21)



Take a BREAK



*Be back @
10:30am*

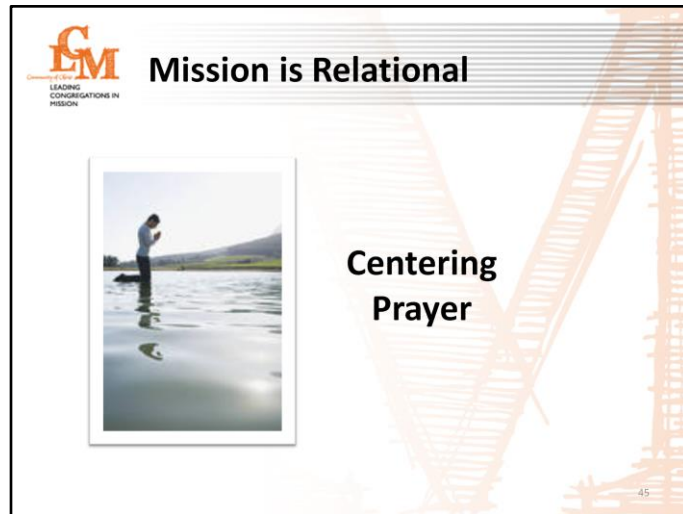


Pastor Leadership Team Retreat #1

Mission is Relational



44



Objective #1 (10:30 – 10:45) — Start with “Centering Prayer” a Incarnational Practice page 7 practice tab . And Introduce “Mission is Relational” (video #3) (15 minutes)

Facilitator: After welcoming everyone, encourage participants to sit at different tables (persons do not need to sit with their PLT or CSM) and then lead “Centering Prayer” a Incarnational practice (copy attached and is available in LCM Field Guide in the “Practices” tab page 7).



Objective #2 (10:45 – 11:00) — Introduce video titled “Mission is Relational” and Handout Bookmark (15 minutes)

Facilitator: Before video is seen handout bookmark **and** share comments based on three points:

1) A key concept in LCM is: Mission is Relational. “Let me say it as simply as possible: **Mission is about relationships period.** God is about relationships period. Jesus is about relationships period.” When asked which commandment is the greatest Jesus said, “You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” ³⁸This is the greatest and first commandment. ³⁹And a second is like it: “You shall love your neighbor as yourself.” ⁴⁰On these two commandments hang all the law and the prophets.’ (Matthew 26:37-40 NRSV) Incarnational is relational!

2) “Love God and love one another – this is most important! The highest expression of the gospel is lived out in relationships. You can’t short-cut this! We are supposed to look different than the world around us – do our relationships reflect the love of God? It must be important! Our very name and identity reflects the utmost importance of relationships.

3) Relationships with God, others and the earth is so important we have placed a scripture quote on a bookmark as something to keep in mind as you lead congregations in Christ’s mission (**Reminder: you should have distributed book mark at start of this session**):

The restoring of persons to healthy or righteous relationships with God, others, themselves, and the earth is at the heart of the purpose of your journey as a people of faith.

- Doctrine and Covenants 163:2b

Show “Mission is Relational” video.

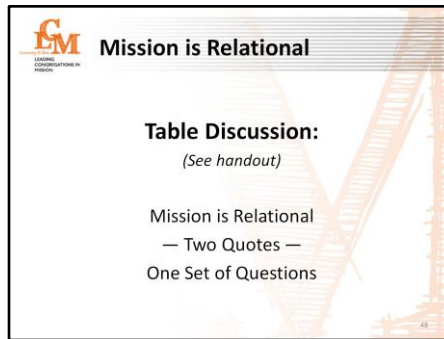


CONTINUED Objective #2 (10:45 – 11:00)

Facilitator: After showing video, lead discussion:

Refer the group to the LCM Retreat 1 Videos: Director's Commentary in the Tools Tab pages 50-51, lead discussion on video, and pose questions:

What was your impression? What does the empty box represent?



Objective #3 (11:00 – 11:20) — Table discussion on “Mission is Relational” (20 minutes)

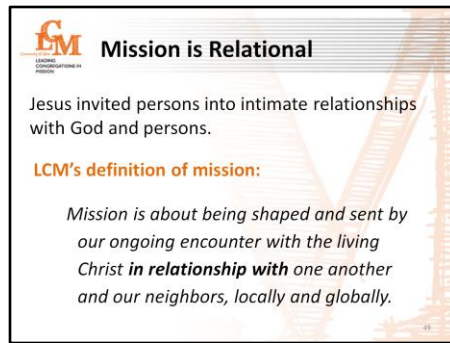
Facilitator: Ask participants to reflect on the video by use of a “handout” in the LCM Field Guide in the “Handouts” tab titled “Mission is Relational — Two Quotes — One Set of Questions” also attached to the facilitators guide:

The restoring of persons to healthy or righteous relationships with God, others, themselves, and the earth is at the heart of the purpose of your journey as a people of faith.

- Doctrine and Covenants 163:2b

God, the Creator of all ... is concerned about behaviors and relationships that uphold the worth and giftedness of all people and that protect the most vulnerable. Such relationships are to be rooted in the principles of Christ-like love, mutual respect, responsibility, justice, covenant, and faithfulness, against which there is no law. — Doctrine and Covenants 164:6a

1. If the highest expression of the gospel is lived out in relationships, what does this say about how we invest our time and how relate to one another? What should we be doing together as PLTs and as congregations? What do we need to explore or change as leaders on the PLT to lead and discern mission based on “love God, love one another, and love our neighbors?

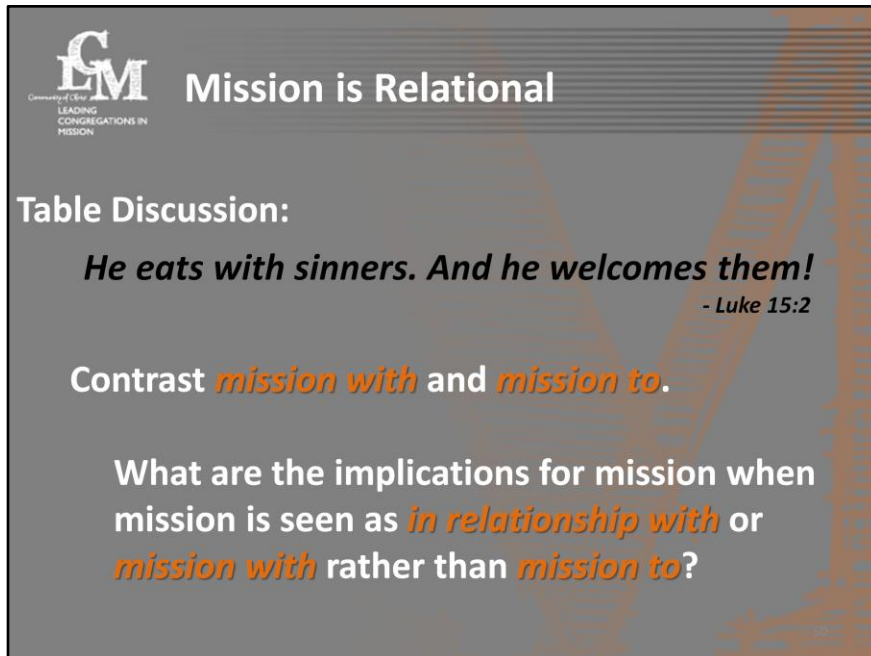


Objective #4 (11:20 – 11:35) — **Connect Jesus to the priority he placed on relationships** (15 minutes)

Facilitator: Present the following 4 comments:

1. There are many things we can learn from Jesus. I believe we must dearly and clearly remember that Jesus invited persons into an *intimate* relationship with God and with one another. The Gospels give witness to the *intimacy of Jesus with God* (called Father or Abba) and *his intimacy with all persons* (especially his disciples or companions and the marginalized – the sick, the poor, orphans, women. – (Adapted - Virgilio Elizondo, *Galilean Journey*, p. 5)
2. Why are we giving so much attention developing deeper relationships with God and one another? Share quote:

*Mission is about being shaped and sent by our ongoing encounter with the living Christ **in relationship with** one another and our neighbors, locally and globally.*
3. Have you ever wondered about what was it about Jesus' personality or the way he behaved that people could so easily, with little hesitation, and with no fear approach him? Examples:
 - The woman who comes into the banquet, uninvited and washes his feet with her tears;
 - The young ruler who stops Jesus for a conversation when Jesus is on his journey to Jerusalem,
 - The woman who crawled through the pressing crowd to just touch the hem of his cloak.
4. Jesus internalized within himself the absolute worth of persons. He gave high importance to be in relationship with God and all persons. He somehow communicated high priority for intimacy as he deliberately moved towards people and enjoyed being with them. One of my favorite scriptures is Luke 15:2 when the Pharisees and the scribes saw that Jesus was eating with sinners they said to his disciples, "Look, he eats with sinners. And he welcomes them!"



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Mission is Relational

Table Discussion:

He eats with sinners. And he welcomes them!
- Luke 15:2

Contrast ***mission with*** and ***mission to***.

What are the implications for mission when mission is seen as ***in relationship with*** or ***mission with*** rather than ***mission to***?

CONTINUED Objective #4 (11:20 – 11:35) — Connect Jesus to the priority he placed on relationships (15 minutes)

Facilitator: Read the following two scriptures and provide 10 minutes for each table to **reflect** on these scriptures **and share thoughts** on the concept of mission as “**in relationship with**” and contrast the difference between “**mission with**” and “**mission to**.”

He eats with sinners. And he welcomes them! — Luke 15:2

God... weeps for the poor, displaced, mistreated, and diseased of the world because of their unnecessary suffering... Do not turn away from them. For in their welfare resides your welfare. — Doctrine and Covenants 163:4a

What are the implications for mission when mission is seen as in relationship with or mission with rather than mission to?

"He eats with sinners. And he welcomes them!"

Pose this question:

What are the implications for mission when mission is seen as in relationship with or mission with rather than mission to?



Objective #5 (11:35 – 11:55) — Introduce “Incarnational Practices” and Field Questions (20 minutes)

Facilitator: Transition from “mission is encounter” and “mission is relational” to a brief introduction of the Incarnational practices based on the following 5 points **and** field any questions as time permits (Note: In the afternoon session more time is given and a video will be presented on “Incarnational practices.” The purpose of the brief introduction here is to connect Incarnational practices to “encounter’ and “relationship building.”):

- 1) We have been talking about encounter and relational mission. Where these two important concepts to mission “meet the road” is in Incarnational practices. **Incarnational practices open us to be encountered by God and place us in deeper relationships with God and other persons to do Christ’s mission.**



Mission is Relational

What are Incarnational Practices?

Any repetitive action that leads us to embody and live Christ's mission is a Incarnational practice!

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CONTINUED Objective #5 (11:35– 11:55) — Introduce “Incarnational Practices” and Field Questions (20 minutes)

2) What are Incarnational Practices?

Any repetitive action that leads us to embody and live Christ's mission is a Incarnational practice!



Mission is Relational

Incarnational Practices

- Encountering God and God's purposes.
- Opening ourselves to God's invitation.
- Deepening relationships that honor God and the worth of persons.

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CONTINUED Objective #5 (11:35 – 11:55) — Introduce “Incarnational Practices” and Field Questions (20 minutes)

2) continued: Three aspects:

- Encountering God and God's Purposes.
- Inviting us or opening ourselves to join God.
- Encouraging deep relationships that honor God and the worth of persons.



Mission is Relational

Incarnational Practices

When doing a **Incarnational** practice ask two questions:

1. What is God doing where we are?
2. What is God calling us to do?

CONTINUED Objective #5 (11:35 – 11:55) — Introduce “Incarnational Practices” and Field Questions (20 minutes)

3) When doing a **Incarnational** practice ask yourself two questions:

- What is God doing where we are?
- What is God calling us to do?



Mission is Relational

Incarnational practices expressed through three primary relationships:

1. Loving God – Practices of Encounter
2. Loving One Another – Practices of Relationship Building in Community
3. Loving Our Neighbors – Practices of Hospitality and Healing

CONTINUED Objective #5 (11:35 – 11:55) — Introduce “Incarnational Practices” and Field Questions (20 minutes)

Facilitator: ask, “Why have we expressed the Incarnational practices through three primary relationships?” Answer: The great commandment not only sums up what we are to do, it lifts up and gives priority to the importance to relationships with God and neighbor!

4) Incarnational Practices Listed Under Three Primary Relationships (Refer to LCM Field Guide “Practices’ tab for list of practices):

- Loving God – Practices of Encounter
- Loving One Another – Practices of Relationship Building in Community
- Loving Our Neighbors – Practices of Hospitality and Healing



Mission is Relational

Three initial shared Incarnational practices for all congregations in LCM:

1. Dwelling in the Word
2. Mission Prayer
3. Sharing in the Round

56

Continued Objective #5 (11:35 – 11:55) — Introduce “Incarnational Practices” and Field Questions (20 minutes)

Facilitator: Please emphasize two things regarding the Three Initial Shared Incarnational Practices for All Congregation:

- **These three build a foundation of “encounter” and “relationships” important for the journey ahead!**
- **These are the three we want to start with now, others may be added, etc.**

5) Three Initial Shared Incarnational Practices (Refer to LCM Field Guide “Practices” tab for reference to these practices)

- Dwelling in the Word
- Mission Prayer
- Sharing in the Round

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Mission is Relational



It's QUESTION TIME !!

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Time permitting! Up to Noon.

Lunch Time



*Prayer for Peace
@ 1:00pm*

Pastor Leadership Team Retreat #1

Mission is Risking Something New





Risking Something New

Slowing Down... the First Step

As children of our culture... we are shaped by our culture:

- ***Hurry*** is the natural pace
- ***Success*** equals getting a lot done
- ***Busy*** living vs. ***Meaningful*** living

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Objective #1 (1:10 – 1:20) Welcome, PLT sit with CSM, and Introduce Slowing Down. (10 Minutes)

Facilitator:

Welcome (PLT sit with their CSM), share a 10 minute presentation on the importance of “slowing down”, a most challenging and basic aspect of LCM, based on the following 6 points.

1) We are children of our culture and are shaped by it. Some aspects of culture are so pervasive and commonplace that we absorb them unconsciously.

2) Example: western culture frames life to be very busy.

- a) “Hurry” becomes the natural pace of life
- b) “Getting things done” becomes the hallmark of success
- c) A “meaningful” life can take a back seat to a “busy” life (share example)

Risking Something New

Slowing Down

Religious version of a *hurried life*:

- Meetings filled with planning and problem-solving.
- Pressure to sustain and start activities and programs.
- Little time for spiritual practices and mutual care-giving.
- Various demands/expectations crowd out discernment.

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Continued Objective #1 (1:10 – 1:20 p.m.) – Introduce Slowing Down (10 minutes)

Facilitator:

3) As congregational leaders, we may end up living a “religious” version of the hurried life we experience elsewhere. For instance:

a) In leadership meetings, we often find our time absorbed with immediate needs like planning and problem-solving, with relatively little time left for caring for relationships, spiritual practices, or unhurried conversation about what God is doing in our communities.

b) We feel pressure to keep programs/activities going

c) Various agendas and expectations give us little time for discerning God’s direction.



Risking Something New

Slowing Down

Jesus is our guide. He always took time out for prayer and personal time with disciples.

Though hard to do... Slowing down is our 1st task!

62

Continued Objective #1 (1:10 – 1:20 p.m.) – **Introduce Slowing Down** (10 minutes)

Facilitator:

4) Jesus though, was always taking time out for prayer or for personal time with the disciples. His ministry's roots were grounded in a deep relationship with God, cultivated through prayer, silence, and time alone with God and with his disciples.

a) This can be hard for contemporary westerners—we don't know how to "slow down" very well. In fact, we often want to hurry up and "get something done"



Risking Something New

Slowing Down... the First Step

With Jesus as our guide let's slow down to:

- Ground ourselves in Incarnational practices.
- Invest time to build sacred community.
- Be aware of God leading us.

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Continued Objective #1 (1:10 – 1:20 p.m.) – **Introduce Slowing Down** (10 minutes)

Facilitator:

5) Since Jesus is our guide, *the first task of the Pastor Leadership Team is to “slow down”.*

- To ground ourselves in spiritual practice
- To make time for building sacred community with each other
- To make ourselves more aware of how God might be leading us.



Risking Something New

So... How Do We Slow Down?

We can't *talk* our way... we must *live into* a new way of being!

We *live into* it by giving priority time in PLT meetings to "Incarnational practices."

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Continued Objective #1 (1:10 – 1:20 p.m.) – **Introduce Slowing Down** (10 minutes)

Facilitator:

6) So how do we do that?

a) We can't just "talk" our way into this. We must "live" our way into this new way of being.

b) We live our way into it by giving priority time in PLT meetings to "Incarnational practices"

c) What are Incarnational practices? -- Let's watch the following DVD

Show DVD "Incarnational Practices"

Following the DVD, show next slide



Why Leading Congregations in Mission

Video



Risking Something New

Incarnational Practices, What are they?



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Objective #2 (1:20 – 2:00) - Introduce and Lead Discussion on “Incarnational Practices, What are they?”

Facilitator: Introduce video: *What are Incarnational Practices?*

Following the question (last item in previous segment: “How do we do that?” I.e. “Slow down to build sacred community and be more aware of how God might be leading us.”) **(about 10 minutes).**

After discussion go to next slide.



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Incarnational Practices are Essential

It is **absolutely essential**
for the PLT to spend at least
as much time in Incarnational practices
during PLT meetings as it spends in planning,
problem solving and other business matters.

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**Continue Objective #2 (1:20 – 2:00) - Introduce and Lead Discussion on
“Incarnational Practices”**

Facilitator: Emphasize High Priority of Incarnational Practices

Following the discussion, emphasize that giving high priority to Incarnational practices is foundational to the LCM approach. In fact, *it is absolutely essential for the PLT to spend at least as much time in Incarnational practices during PLT meetings as it spends in planning, problem solving and other business matters.*

See next slide to lead discussion.



**Continue Objective #2 (1:20 – 2:00) - Introduce and Lead Discussion DVD
“Incarnational Practices”**

Facilitator: Lead Large Group Discussion by asking:

“What are your comments in regard to the video and what struck you as significant...or problematic?” (take 20 minutes for discussion)



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***Incarnational Practices* summary points:**

Living into new behaviors may be awkward at first. Be patient!


Remember, we do Incarnational practices for renewal and spiritual health to discern and be equipped to do Christ's mission!

Continue Objective #2 (1:20 – 2:00) - Introduce and Lead Discussion DVD “Incarnational Practices”

Facilitator: Make Affirmations

Facilitator: After discussion (called for in previous slide), share a statement that affirms the following:

- We're talking about new behaviors, and it will take some time to “live into” this way of being.
- If meetings now are mostly concerned with tactical/operational matters, it may be awkward at first to spend so much time in Incarnational practices. Be patient. Perhaps some things can be delegated to capable people in the congregation....or just not done if not essential or fruit-producing.
- Keep asking “why” we're doing this. Be reminded that this is for renewal and spiritual health, as well as for making ourselves more available for discerning Christ's mission.
- Emphasize how the CSM can play a role in helping us pay attention to our pace and need for balance.



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Risking Something New

The *Nature of Leadership* in LCM

We all need to rethink our *ideas* of leadership and *slow down*.

The need to shift our understanding away from conventional culture and towards Christ.

(*In the Name of Jesus* by Henri Nouwen)

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Objective #3 (2:00 – 2:05) - Nature of leadership in LCM

Facilitator: Introduction to the need for a *shift* in our understanding of the *Nature of Leadership*

Please stress: **in LCM we are asking ourselves as leaders to really slow down. We need to re-think our ideas of “leadership.”**

Share a brief, **3-4 minute** presentation based on the following 4 points.

1. To really slow down, we may need to re-think our ideas of “leadership” and this is why we have asked all of us to read and reflect on *In the Name of Jesus* by Henri Nouwen.



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Risking Something New

Conventional ideas about 'strong' leaders:

- Experts who have the answers
- Rarely show vulnerability
- Independent: rely on one's personal resources
- Drivers: pushing people to accomplish more

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Continue Objective #3 (2:00 – 2:05) - Nature of leadership in LCM

Facilitator: Continue introducing *shift* in our understanding of the *Nature of Leadership*

1. In many places, we've inherited a particular "view" of what strong leaders are like:
 - a. They are experts, typically having the answers
 - b. They are strong, rarely showing vulnerability
 - c. They are independent, able to accomplish much by their own resourcefulness
 - d. They are "drivers"—pushing people to accomplish more



Risking Something New

The Nature of Leadership in LCM

- A radical shift!
- Investing time and energy on our focus:
The example of Jesus and Christ's mission!
(not conventional patterns.)

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Continue Objective #3 (2:00 – 2:05) - Nature of leadership in LCM

Facilitator:

2. Continue introducing *shift* in our understanding of the *Nature of Leadership* by emphasis of following the example of Jesus.



Risking Something New

The *Nature of Leadership* in LCM reflecting on *In the Name of Jesus* says the future Christian leader should be:

- Grounded in prayer
- Embraced in mutuality and vulnerability
- Seeks first to be “led” rather than to “lead”

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Continue Objective #3 (2:00 – 2:05) - Nature of leadership in LCM

Facilitator:

3. Leading Congregations in Mission requires a different understanding of leadership
4. In the book *In the Name of Jesus* (Crossroad Publishing), Henri Nouwen shares reflections on what the future Christian leader should be like. He says (paraphrasing him here) that leaders should:

- a. Be grounded in prayer
- b. Embrace mutuality and vulnerability
- c. Seek first to be “led” rather than “lead”



Risking Something New

Reflection and Discussion with a Partner on The *Nature of Leadership* in LCM:

- Grounded in prayer
- Embraced in mutuality and vulnerability
- Seeks first to be “led” rather than to “lead”

What is the biggest challenge you, personally, will face in embracing these characteristics of leadership?

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Objective #4 (2:05 – 2:15) - Reflection and Discussion on Nature of Leadership in LCM

Facilitator: Lead participants in reflection and conversation on the shift towards the Nature of Shared Leadership listed from Henri Nouwen.

Follow these three steps:

1) Refer participants to the following Nouwen characteristics of leadership (available on PowerPoint slide) and invite everyone into a time of silent reflection (about 1 minute) on these characteristics of leadership:

- Be grounded in prayer
- Embrace mutuality and vulnerability
- Seek first to be “led” rather than “lead”

2) After the moment of silent reflection on the above mentioned characteristics of leadership, ask everyone to consider in silence (about 1 minute) this question:

What is the biggest challenge you, personally, will face in embracing these characteristics of leadership?

3) After the time for personal quiet reflection, ask everyone to choose a partner and discuss their reflections on the question. (5 minutes)



Objective #5 (2:15 – 2:20) - Introduction to *Shared Leadership*

Facilitator:

Share a brief, 5-minute presentation based on the following 3 points:

Note: The principle of “Shared Leadership” cannot be overstated.

1. There is another characteristic of leadership in the LCM approach that is absolutely vital for us to understand.

In fact, it undergirds everything that we’ve shared so far. That is, **leadership is SHARED leadership.**

Risking Something New

Shared Leadership

- *Shared leadership* is not “delegation”
- *Shared leadership* is not a pastor with a team of “advisors”

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Continue Objective #5 (2:15 – 2:20) - Introduction to *Shared Leadership*

Facilitator:

2. Shared leadership does NOT simply mean “delegation” in which everyone takes responsibility for a separate “part” of congregational life.
3. Shared Leadership does Not refer to a pastor with a team of “advisors.”



Risking Something New

Shared Leadership is Mutually...

- Doing Incarnational Practices **together**
- Building community in the PLT and the congregation **together**
- Discerning and leading mission **together**

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Continue Objective #5 (2:15 – 2:20) - Introduction to *Shared Leadership*

4. Shared leadership means that a group of companions are mutually “owning” the stewardship of discerning God’s guidance to lead the congregation into the future.

With shared leadership, the entire PLT (and ultimately the congregation):

- a. Engages in Incarnational practices together
- b. Cares for one another as they build sacred community

together

c. People may have specific roles in the congregation, but they work together to discern God’s activity in the community and how they may be called to join God there.



Risking Something New

The Pastor Leadership Team

- Members serve according to their gifts
- PLT not a pool of generic ministers
- Serves as a team!

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Continue Objective #5 (2:15 – 2:20) - Introduction to *Shared Leadership*

5. The PLT is not a pool of “generic” ministers, but a group with unique gifts and desires. In shared leadership we serve and lead—as a PLT—according to our gifts. Several LCM resources will help you with this, but let’s look at one example – “Exploring Call and Giftedness — a Incarnational Practice.” (See next segment of this session.)



Objective #6 (2:20 – 3:00) - “Exploring Call and Giftedness” (40 minutes)

Facilitators: Facilitate Incarnational practice “Exploring Call and Giftedness” (attached to the facilitator’s script for easy access).

Follow 3 steps:

- 1) Refer participants to and ensure everyone has found “Exploring Call and Giftedness—A Incarnational Practice” found in the LCM Field Guide in the “Practices” tab.
- 2) Facilitate “Exploring Call and Giftedness — a Incarnational Practice” for the entire group and please note:
 - i. **Supplies needed: Use the back of Handout section**
 - ii. The Incarnational practice as attached to the facilitator’s script has **changes in bold print** to provide the facilitator additional information regarding process and slides.
 - iii. Give 10 minutes for item number 7 listed under “Process” in the “Exploring Call and Giftedness—A Incarnational Practice.”
 - iv. Regarding item number 8 under “Process,” ask PLT’s to discuss:
 - “What are you learning about your gifts *as a team*?”
 - “How do these blend together?”
 - v. After the prayer, item number 9 under “Process,” call everyone’s attention together, and stress the following points:
 - The best way to rob a congregation of its vitality is to match willing workers with responsibilities they are either not gifted for or do not feel called to.
 - The best way to increase vitality, is to match people only with tasks they feel called to and are gifted to do.
- 3) Ask if there are any comments or questions regarding this exercise and the principles behind it (**15 minutes**).After sharing the foregoing, facilitate the practice “Exploring Call and Giftedness” (30 minutes)



Risking Something New

Exploring Call and Giftedness

- Draw a triangle
- In and around the triangle, write **everything** you do in life of the church
i.e. visiting, meetings, cleaning, etc.

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Continue Objective #6 (2:20 – 3:00) - “Exploring Call and Giftedness” (40 minutes)

1. On a blank piece of paper, draw a triangle in the middle of the page--about 2” (5 cm) in diameter.
2. In and around this triangle, write down everything that you do in the life of the church—attending worship, serving on committees, visiting, planning, cleaning, etc. (State that it’s OK if individuals have a little or a lot to write.) Allow about 3-5 minutes for this.
3. Put your pens down and pause for a moment.



Risking Something New

Exploring Call and Giftedness

- **Now... imagine a circle.**
Don't draw it...just hold it in your mind
- **The circle represents your deepest sense of calling... the stuff at the heart of who you really are!**

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Continue Objective #6 (2:20 – 3:00) - “Exploring Call and Giftedness” (40 minutes)

4. Next, hold in your imagination the image of a circle. Do not draw it, only imagine it. Imagine that the circle represents your personal gifts and deepest sense of call. (This is the stuff that’s at the heart of who you are as a person.) Just sit quietly for about a minute and think about this.



Risking Something New

Exploring Call and Giftedness

- Now... take your circle out of your mind
- Draw your circle in proper relationship to your triangle – see next slide

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Continue Objective #6 (2:20 – 3:00) - “Exploring Call and Giftedness” (40 minutes)



5. In a moment, take the circle out of your minds and draw it with notes about would you sense in the deepest part of your heart you feel called to do and then place your circle on the paper in proper relationship with the triangle.



Continue Objective #6 (2:20 – 3:00) - “Exploring Call and Giftedness” (40 minutes)

Demonstrate the Following and Explain:

- If what you are doing currently in the life of the church is in almost perfect alignment with your gifts and sense of calling, then your circle will be drawn directly on top of your triangle.
- If, on the other hand, what you are currently doing in the life of the church is only partially aligned with your gifts and calling, then your circle will just partially overlap your triangle.
- If your sense of giftedness and calling are generally not aligned at all with what you are currently doing, then there will be various degrees of space between your circle and triangle.
- Now....take the circle out of your minds, and draw it on the paper in relationship to the triangle. (allow 1 minute)
- Please note that it does NOT imply anything negative about a person if their circle and triangle are not aligned. This exercise is designed to depict how things currently are, with no value judgments attached.



Risking Something New

Exploring Call and Giftedness

- Now... draw a circle and write your sense of calling according to your gifts
- With your PLT discuss your circles and triangles

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Continue Objective #6 (2:20 – 3:00) - “Exploring Call and Giftedness” (40 minutes)

6. Now, turn the page over and draw a large circle. In this circle, write down a brief description of your sense of calling, and giftedness as you understand it.

7. Now sit together with your PLT. Share your circles and triangles with each other. Talk about what they represent. (10 minutes)

8. In your PLT discuss (additional 5 minutes):

- a. “What are you learning about your gifts as a team?”
- b. “How do these blend together?”

9. Have someone prepared to offer a prayer, offering to God our desire to serve according to our gifts. Then, stress the point on the next slide



Risking Something New

Exploring Call and Giftedness

- What are you learning about your gifts *as a team*?
- How do these blend together?

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Continue Objective #6 (2:20 – 3:00) - “Exploring Call and Giftedness” (40 minutes)

PLT discuss in their team two questions.



Risking Something New

The best way to rob a congregation of its vitality is to match willing workers with responsibilities they are either not gifted for or do not feel called to.

The best way to increase vitality, is to match people with tasks they feel called to and are gifted to do.

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Continue Objective #6 (2:20 – 3:00) - “Exploring Call and Giftedness” (40 minutes)

The best way to rob a congregation of its vitality is to match willing workers with responsibilities they are either not gifted for or do not feel called to. The best way to increase vitality, is to match people only with tasks they feel called to and are gifted to do.

Ask if there are any comments or questions regarding this exercise and the principles behind it (15 minutes)

BREAK (from 2:50—3:20)



Risking Something New

Questions or comments regarding:

Exploring Call and Giftedness

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Continue Objective #6 (2:20 – 3:00) - “Exploring Call and Giftedness” (40 minutes)

Session ends with time for questions and comments.



Break Time



*Be back
@ 3:30pm*



Objective #7 (3:30 – 3:50) - Getting Started with the PLT (20 minutes)

Facilitator: Introduce Getting Started With the PLT and Table Discussion.

After referring participants to and ensuring each one has found the document titled “Getting Started with the Pastor Leadership Team” in the LCM Field Guide in the “Next Steps” tab (this is a 17 page document and **is not** attached to the Facilitator’s Script) make the following 4 points (**5 minutes**) and provide time (**15 minutes**) for table discussion:

Facilitator: Share a 10-minute presentation based on the following 3 points. It will be helpful to refer people to where this information is found in the document “Getting Started with the PLT”.



Risking Something New

How do we—as the PLT—get started?

- In LCM Field Guide see:

Getting Started with the Pastor Leadership Team

Continue Objective #7 (3:30 – 3:50) - Getting Started with the PLT (20 minutes)

1) So, how do we really get started as a Pastor Leadership Team? What, exactly, is the PLT supposed to do?

a) The document “Getting Started with the Pastor Leadership Team” is an important resource for every PLT member to be familiar with.

b) The specifics of what a PLT does will vary a bit from place to place, depending on the size, complexity and make-up of each group.



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Three things at the heart of *EVERY* PLT meeting:

1. Share Incarnational practices
2. Discuss key questions
3. Determine next steps

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Continue Objective #7 (3:30 – 3:50) - Getting Started with the PLT (20 minutes)

Facilitator:

2) Three things at the heart of EVERY PLT meeting

- a. Sharing together in Incarnational Practices.
- b. Discussing key questions
 - i. Long term questions to explore over time (What is God doing in our community? What are our congregational gifts? Etc.)
 - ii. Immediate questions. (Are we ready for the soup supper? Have we ordered Christian Education material? , Etc.)
- c. Determining next steps in regard to these questions.
 - i. Take our time to explore the long term ones in order to avail ourselves to wisdom and the Spirit's stirring.
 - ii. Handle immediate questions by asking others to help.



Risking Something New

Three things at the heart of *EVERY* PLT meeting:

The keys are simplicity and consistency!

Simplicity: 3 things are all you *need* to do

Consistency: Invest as much time in Incarnational practices as all agenda items combined. Make it a habit!

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Continue Objective #7 (3:30 – 3:50) - Getting Started with the PLT (20 minutes)

Facilitator:

3) The key is simplicity and consistency

a) Simplicity: the above 3 things are all you really need to do

b) Consistency: making it a habit—including investing as much time in Incarnational practices as you do the other agenda items combined.

Next slide - Discussion (the above 3 points are very important. Take 15 minutes for discussion/questions and answers)



 **Risking Something New**

Radical Shift for Leading Mission

The *simplicity* and *consistency* of just doing:

Three “parts” at the heart of every PLT meeting

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Continue Objective #7 (3:30 – 3:50) - Getting Started with the PLT (20 minutes)

Facilitator:

4) The ***simplicity*** and ***consistency*** of just doing these ***three things at the heart of every PLT meeting*** will be a **radical shift** for leading. (Facilitators: Please encourage honest discussion about what this means in terms of opportunities and challenges it may pose for a PLT.)



Risking Something New

Table Discussion:

Three “Parts” at the Heart of Every PLT Meeting

What do you see as opportunities and challenges to implementing the three parts at the heart of every PLT meeting for when you meet each time as a team?

Continue Objective #7 (3:30 – 3:50) - Getting Started with the PLT (20 minutes)

Facilitator: Refer to handout *Three Things At The Heart Of Every PLT Meeting* in LCM Field Guide in the “Handout” tab.

Provide 10 minutes for table discussion by use of handout.



Objective #8 (3:50 – 4:40) - Connecting, Centering and Dwelling in the Word (50 minutes)

Facilitator: Introduce and Lead “Connecting, Centering and Dwelling in the Word — a Incarnational Practice.”

Share with everyone that we’re now going to experience a Incarnational practice together. In fact, it’s one of the foundational ones that you should use over and over again. It’s called “Connecting, Centering and Dwelling in the Word”.

Steps to follow:

- 1) Organize groups of 6 and explain that persons do not need to sit with their PLT.
- 2) Announce that you are going to lead. **DO NOT HAVE PARTICIPANTS USE HANDOUT** (Note: without asking participants to refer to or follow along with the print copy of this Incarnational practice found in the LCM Field Guide) a Incarnational practice called: “Connecting, Centering and Dwelling in the Word.”
- 3) Inform participants that in LCM we want PLTs, every time they meet, to begin with these three aspects of this Incarnational practice:
 - i. Connect with and take time for one another.
 - ii. Center on God.
 - iii. Dwell in the Word so that God’s purposes can dwell in them.
- 4) Lead “Connecting, Centering, and Dwelling in the Word”.
- 5) Follow the steps outlined in “Connecting, Centering and Dwelling in the Word — a Incarnational Practice.” An amended copy with times suggested in bold type is located on the next page of the Facilitator’s Script for easy access.



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Risking Something New

Connecting, Centering and Dwelling in the Word

- Essential and foundational Incarnational practice in LCM Field Guide.

We're building sacred community... not moving through a business agenda.

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Continue Objective #8 (3:50 – 4:40) - Connecting, Centering and Dwelling in the Word (50 minutes)

Facilitator: At the completion of the Incarnational practice

Stress these 3 points:

- This Incarnational practice is in the LCM Field Guide in the “Practices’ tab.
- Importance of Incarnational practices: We can wear ourselves just “running programs.” We need to learn to build sacred community and discern God’s guidance. This is where sustainable mission arises from.
- Remember, there’s no rush. We’re building sacred community...not moving through a business agenda.

See next slide: If a Pastor Leadership Team needs to spend months doing nothing more than *Connecting, Centering, and Dwelling in the Word*, pondering what the long term questions are, and dealing with the immediate ones....so be it (see “Getting Stared with the PLT”).



RISKING SOMETHING NEW

Connecting, Centering and Dwelling in the Word

If a PLT spends months doing nothing more than “Connecting, Centering, and Dwelling in the Word,” pondering long term questions, and dealing with immediate ones, so be it!

Questions and Comments?

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Continue Objective #8 (3:50 – 4:40) - Connecting, Centering and Dwelling in the Word (50 minutes)

Facilitator: At the completion of the Incarnational practice

Continue to Stress this 3rd point:

- i. Remember, there's no rush. We're building sacred community...not moving through a business agenda. **If a Pastor Leadership Team needs to spend months doing nothing more than *Connecting, Centering, and Dwelling in the Word*, pondering what the long term questions are, and dealing with the immediate ones....so be it (see “Getting Stared with the PLT”).**

Provide opportunity for comments and questions (up to 10 minutes)



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Risking Something New

Radical Shift

- Sharing leadership vs. a single authority.
- Joining what God is doing vs. asking God to bless our doings.
- Deepening personal relationships vs. transactional ones.
- Meetings that encounter God and God's purposes vs. handling agenda items.

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Objective #9 (4:40-5:00) Wrap up (20 minutes)


Facilitators: Facilitator: Wrap-up for all sessions thus far.

How you use this wrap up session will be shaped by the “tone and spirit of the room”, and whatever issues need further attention. However, please note that it will be important to include these points:

1) Give priority to receiving questions.

2) Radical Shift Comments: Remind people of how the Friday night video spoke of a “radical shift”. Point out that the LCM approach to leadership is indeed such a shift.

- “Shared” leadership vs. a single authority/expert.
- Seeking to discern what God is doing, rather than asking God to bless our agendas.
- Deepening personal, pastoral relationships vs. transaction-oriented relationships.
- Leadership team meetings that are at least as occupied with Incarnational practices as with other agenda items.
- **Next Slide:** Be patient with yourselves as a PLT. This will take time. Remember, mission is a long journey in the same direction!


 **Risking Something New**

Radical Shift: one last comment!

Be patient with yourselves as a PLT.

This will take time.

Remember... *mission is a long journey in the same direction!*



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Continue Objective #9 (4:40-5:00) Wrap up (20 minutes)

Facilitators: Facilitator: Wrap-up for all sessions thus far.

Continue to make one last point: 2) **Radical Shift Comments:** Remind people of how the Friday night video spoke of a “radical shift”. Point out that the LCM approach to leadership is indeed such a shift.

Be patient with yourselves as a PLT. This will take time. Remember, mission is a long journey in the same direction!

Have a Great Dinner!



Be back @ 7:00pm



Making Decisions as a Team (7:00 – 8:00)

Materials Needed: Green, yellow, and red index cards—enough for every participants to have one of each color.



“Making Decisions as a Team” Exercise (7:00 - 8:00 p.m.)

Facilitator: Introduce “Making Decisions as a Team” Exercise and have everyone sit with their PLT.

Materials Needed: Green, yellow, and red index cards—enough so every participant can have one of each color.

Refer participants to the handout “Making Decisions as a Team” (P. 52-54 in the “Tools and Resources” tab)

Introduction: Have you ever been part of a group decision-making process where a decision was made but the process could have been better? Often after meetings like this you overhear hallway conversations discussing alternatives to the decision or frustration with the process.

Some decisions are easy like whether to replace a leaking roof while others are more challenging. How do we make sure *we truly hear one another* so the decisions we make reflect the best thinking and creativity of the group? One approach is to use a consent building process with red, yellow, and green cards.

Go to next slide.



Making Decisions As a Team



Using Colored Cards:

- **Green**
“I support this.”
- **Yellow**
“I need more information or time to think.”
- **Red**
“I disagree with this”

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Continue “Making Decisions as a Team” Exercise (7:00 - 8:00 p.m.)

Facilitator: Explain “Color Cards” and Do Step 1 in the process.

With this process group members use colored cards to indicate their level of support for a particular question or issue. The colors correspond to the following levels of support:

- i. **Green means:** “I support this”
- ii. **Yellow means:** “I need more information or time to think.”
- iii. **Red means:** “I disagree with this”

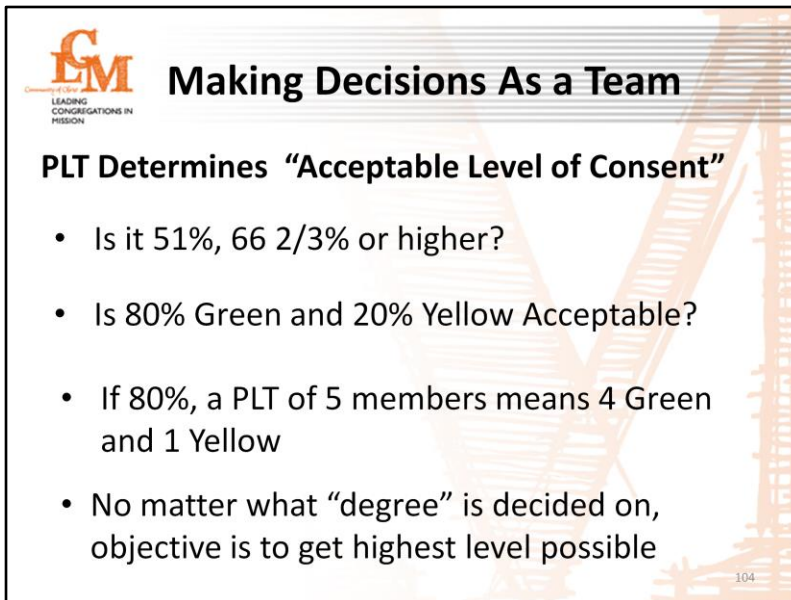
The benefit of each member of the group using a card to represent their level of support for a question or idea is that we hear from each member of the group. This gives an opportunity for the group to respond to concerns and shape the best possible outcome together.

Outlined below are steps to facilitate conversation and decisions.

Process Steps:

Step 1.

Make sure everyone has a red, green, and yellow card and understands what they represent.



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Making Decisions As a Team

PLT Determines “Acceptable Level of Consent”

- Is it 51%, 66 2/3% or higher?
- Is 80% Green and 20% Yellow Acceptable?
- If 80%, a PLT of 5 members means 4 Green and 1 Yellow
- No matter what “degree” is decided on, objective is to get highest level possible

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Continue “Making Decisions as a Team” Exercise (7:00 - 8:00 p.m.)

Facilitator: Do step 2 in the process:

Take 2 minutes to introduce Step 2 and provide 3 minutes for the team to decide its acceptable level of consensus.

Step 2.

The group needs to determine an acceptable level of consent for the group to know when they have reached a decision. Is it 51%, 66 2/3%, or a higher percentage of green cards? Some groups may decide they want 80% green cards but are willing to accept 20% yellow or red cards. In general, for a small group like a PLT it is helpful to work toward mostly green cards with the possibility of a yellow or red card. For a PLT with five persons, 4 green cards represent 80%. This means one person will either be a yellow or red card. If this person has an opportunity to share their view and wants to hold that view but is willing to support the group moving forward, then this is in harmony with the process. (See discussion of faithful disagreement below.) Setting the expectation for what constitutes a decision up front creates transparency and helps everyone recognize when the group will move forward and when more time is needed for conversation.

Note: In groups of five the typical threshold is 80% or four out of five individuals holding up green cards. Many of these groups have added the provision that the person holding the yellow or red card cannot be totally opposed or the group will not move forward. It is acceptable however for the person to express disagreement but a willingness to move forward and support the group’s decision. This is known as faithful disagreement (see discussion below).



Making Decisions As a Team

The “Acceptable Level of Consent” Determined

- Now ready to decide important questions.
- Appoint a facilitator

Reflective Listening: A person must briefly restate the position stated by the previous speaker.

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Continue “Making Decisions as a Team” Exercise (7:00 - 8:00 p.m.)

Facilitator: Do steps 3 and 4 in the process:

Step 3.

Once an acceptable level of consent is determined, the group uses the process to decide important questions or issues.

It is helpful to identify someone as facilitator who will ask the question and ensure everyone has an opportunity to share perspectives.

Step 4.

Before discussion on the question to be decided explain: *Before anyone can speak, a person must briefly (in a few sentences) restate the position or concern of the person who just spoke before them to their level of satisfaction that they were both heard and understood.* It is important not to short-cut this process and to ensure that reflections back actually represent what the person meant to say. This process will slow down the conversation and ensure that group members are carefully listening to one another rather than just formulating responses.



Continue “Making Decisions as a Team” Exercise (7:00 - 8:00 p.m.)

Facilitator: Do Steps 5, 6, and 7.

Step 5.

The facilitator poses the question to the group and invites discussion ensuring everyone has an opportunity to speak.

Step 6.

After approximately 10-15 minutes or when adequate conversation has occurred, the facilitator asks the group to hold up the color card that represents their level of support for the question. Once the threshold for making a decision is reached the process ends. If the threshold is not reached ask each person holding a yellow or red card to explain his or her level of support for the question.

Note: After hearing the concerns of those holding yellow and red cards green card holders may no longer hold the same level of support and the question or decision may need modification from the original question.

Step 7.

During the step 6 it may become apparent that a modification to the question/proposal would result in a higher level of support. If so, test the modification with the group by using the colored cards to show the level of support. *Note: After hearing the concerns of those holding yellow and red cards green card holders may no longer hold the same level of support for the original question.*



Making Decisions As a Team

Two Important Outcomes:

1. The team reaches the acceptable level of consent to move forward. OR,
2. More time needed to reach consent.

Remember the process is as important as the outcome. We are building trust and making decisions as a team.

Continue “Making Decisions as a Team” Exercise (7:00 - 8:00 p.m.)

Facilitator: Do Step 8

Step 8.

The process continues until one of two outcomes occurs: 1) the group reaches the level of consent required to move forward, or 2) the group does not reach the level of consent required and decides more time is needed before a decision is made. Both outcomes are acceptable and represent the will of the group.

Remember the process is as important as the outcome. We are building trust and making decisions as a team. *It is critical for persons holding yellow or red cards to feel valued and not pressured to switch to a green card just so the group can move on to other agenda items.* The process takes longer but the results will provide a greater level of ownership in decisions and a higher level of trust in one another. Over time the PLT will develop ease with the process and can apply it to other congregational decision making venues.



Making Decisions As a Team

Faithful Disagreement

- Those who disagree but continue to support the direction of the congregation.
- Those who verbalize disagreement for sake of a better decision.

***Be open to dissent...
for better decisions and support!***

Continue “Making Decisions as a Team” Exercise (7:00 - 8:00 p.m.)

Facilitator: Introduce Importance of “Faithful Disagreement”

There may be people who remain opposed to a decision, who nevertheless abide by it and continue to support the overall direction of the PLT or congregation. This is perfectly acceptable. Attempts to force someone into consent will harm both the person and the decision making process. There may be those who speak in disagreement, just so the discussion benefits from an alternative perspective. Both are examples of “faithful disagreement” when heard and respected result in better decisions and greater support.

Making Decisions As a Team

Questions and Discussion



Continue “Making Decisions as a Team” Exercise (7:00 - 8:00 p.m.)

Facilitator: Time for Questions and Discussions

Snacks and Fellowship



Breakfast
@ 7:30am




Pastor Leadership Team Retreat #1

“Journey in Trust”



Sunday Morning

- 8:30 a.m. Incarnational Practice
- 9:00 a.m. LCM Overview
- 9:30 a.m. Break
- 9:50 a.m. Next Steps
- 10:30 a.m. Worship
- 11:15 a.m. Travel Safe



Connecting, Centering, Dwelling in the Word

- Build a Foundation of Trust
- Slow Down, Be Fully Present and Open
- Become Sacred Community
- Silence
- It Takes Practice
- Sense God's direction
- Be Patient



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Objective #1 (8:30 – 9:00 a.m.) - Welcome and “Connecting, Centering, and Dwelling in the Word” (30 minutes)

Facilitator: Strategic importance of “Connecting, Centering, and Dwelling in the Word” and participants sit with their PLT and CSM.

Pre-identified persons at each table to lead this Incarnational practice make the following points:

- 1) Since this practice is included in “Getting Started with the PLT” we want PLT to have a chance to get familiar with the practice prior to their return home.
- 2) In LCM we are asking the PLT and the various teams or groups in their congregations to begin each of their meetings with “Connecting, Centering, and Dwelling in the Word” to invest time:
 - Deepening personal relationships and supporting one another in prayer.
 - Being aware of God’s presence and focusing on Christ’s mission.
 - Integrating ways for slowing down and centering prayer on God.
 - Learning to be comfortable with silence.
 - Sensing God’s direction in scripture.

Steps:

1. By Saturday, recruit leader for each table. I.e. CSMs who attended CSM retreats.
2. Groups should be no larger than 7 persons.
3. Set the tone for this practice by sharing:
 - Importance of relationships to laying a foundation of trust for our journey together.
 - Importance of slowing down to be fully present to one another and the Spirit.
 - This practice calls us into sacred community and leads us into new understandings about God and one another.
 - Like any practice it takes time some time to learn how to be open to one another and the Spirit – be patient.



Objective #2 (9:00 – 9:30 a.m.) – LCM Overview Video (30 minutes)

Facilitator: Introduce LCM Overview Video

Before showing the video make these 5 points:

1) This video provides participants with an overview of the key elements of Leading Congregations in Mission.

- The purpose of this video is to reinforce what participants experienced during the weekend.
- It provides a comprehensive introduction to LCM and can be utilized by participants in their congregations.

2) This video introduces the “backpack” a key tool kit we all take with us in LCM. Please be sure to say the following points:

- When we go on a hike we place in our backpack all the things we will need for the journey.
- As we travel we only take out what we need at different points along the way – the same is true for LCM.
- We will focus on different aspects of LCM at each retreat.

3) Don’t be overwhelmed by the information – it is merely provided as an overview.

- We will journey together, one step at a time.

4) Feel free to share the video with your congregation.

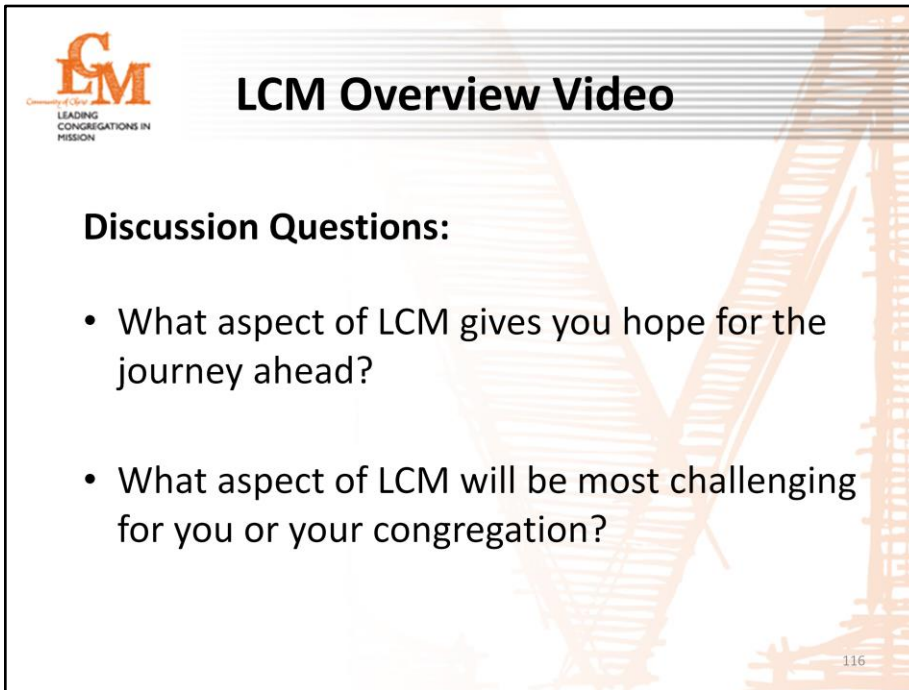
5) As you watch the video, make some notes about what you think is most important.



Continue Objective #2 (9:00 – 9:30 a.m.) – LCM Overview Video (30 minutes)

Facilitator: Show LCM Overview Video

Show video and after showing video facilitate discussion (see next slide).



Continue Objective #2 (9:00 – 9:30 a.m.) – LCM Overview Video (30 minutes)

Facilitator: Present Discussion Questions - LCM Overview Video

Show LCM Overview video (20:00 minutes) Note: Stop video at 6:24 and ask if they have any questions or comments. Stop again at 11:39 to ask for any questions or comments.

Lead discussion following these steps:

After showing video facilitate discussion following these steps:

1) Ask each person to find another person and respond to the following questions:

- What aspect of LCM gives you hope for the journey ahead?
- What aspect of LCM do you anticipate providing the most challenge?

2) Bring everyone back together and allow some time for large group reflection on each of the questions.

3) Assign one of your retreat facilitators to take notes on responses to the questions and send them into rborkowski@cofchrist.org

20 Minute Break





Next Steps

1st Implement *“Getting Started with the PLT”*
(next several months)

When ready, implement
“Getting Started with the Congregation.”



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Objective #3 (9:50 – 10:20 a.m.) – Next Steps (30 minutes)

Facilitator: Present a brief overview of the next steps we are suggesting for the Pastor Leadership Teams.

Facilitators, before and as you present the next steps, keep in mind the following 2 points:

- 1) During this session it is most important that you help the Pastor Leadership Teams to focus on the resource *“Getting Started with the PLT”*. The focus of this resource and your facilitation is helping the PLT to develop a good foundation for when they meet together in their congregation.
- 2) Make sure the PLTs and CSMs all understand the next steps. Utilizing the resource *“Getting Started with the Congregation”* (attached for your easy convenience) which is found under the *“Next Steps”* Tab in the LCM Field Guide binder.



Continue Objective #3 (9:50 – 10:30 a.m.) – Next Steps (30 minutes)

Facilitator: Present a brief overview of the next steps for the Pastor Leadership Teams.

Step 1. Ensure each participant has found the Handout entitled, “Getting Started with the Congregation”. As you provide an overview and review the steps in this document, please share the following points:

- ***Slow down.*** LCM is not a race. Engaging in Christ’s mission is a long journey in the same direction. Slow down and be present and intentional in your gatherings as a Pastor Leadership Team. Spend time in your next PLT meeting with the resource **“Getting Started with the Pastor Leadership Team.”** The careful review and implementation of this resource over the next several months should be your focus.

(Note: If and when the PLT is well established as a team and they are progressing well refer to additional steps they can begin to consider when ready. These steps are provided as a guide – they could develop some steps of their own. Also refer to the “Field Guide Overview” for additional ideas under the “Encounter” and “Discover” Stepping Stones beginning on page 17.)

- ***Begin with the Pastor Leadership Team.*** It is essential for leaders to lead by modeling a commitment to meaningful relationships and Incarnational practices. Our words will carry conviction and depth if we are fully engaged as a team in the Incarnational journey.
- ***Remember LCM is Scalable*** – There is no one right set of steps. The PLT can begin to introduce Incarnational practices and activities as they feel led based on congregational readiness. Remember, as much as possible, infuse existing times of gathering and ministry with Incarnational practices and activities that lead the congregation into mission



Continue Objective #3 (9:50 – 10:30 a.m.) – Next Steps (30 minutes)

Facilitator: Continue to Present a brief overview of the next steps for the Pastor Leadership Teams.

Continue Step 1. Ensure each participant has found the Handout entitled, “Getting Started with the Congregation”. As you provide an overview and review the steps in this document, please share the following points:

- ***Invite the Congregation into the Initial Three Shared Incarnational Practices.*** (Dwelling in the Word, Sharing in the Round, and Mission Prayer.) **This is a key objective!**
- ***Fully utilize your CSM.*** They can provide helpful support and perspective. Please plan your PLT monthly meetings when they can attend. They are also available to help you introduce various elements of LCM to the congregation if that is desired.



Continue Objective #3 (9:50 – 10:30 a.m.) – Next Steps (30 minutes)

Facilitator: Present a brief overview of the next steps for the Pastor Leadership Teams.

Continue Step 1. Ensure each participant has found the Handout entitled, “Getting Started with the Congregation”. As you provide an overview and review the steps in this document, please share the following points:

- Remember the three simple steps for every PLT meetings from yesterday afternoon:***
 - 1. Sharing together in Incarnational Practices.*
 - 2. Discussing key questions*
 - 3. Determining next steps in regard to these questions.*



Next Steps

Final Notes:

- Ensure you integrate planning for LCM with planning for congregational ministries and activities.
- Have fun together!



Continue Objective #3 (9:50 – 10:20 a.m.) – Next Steps (20 minutes)

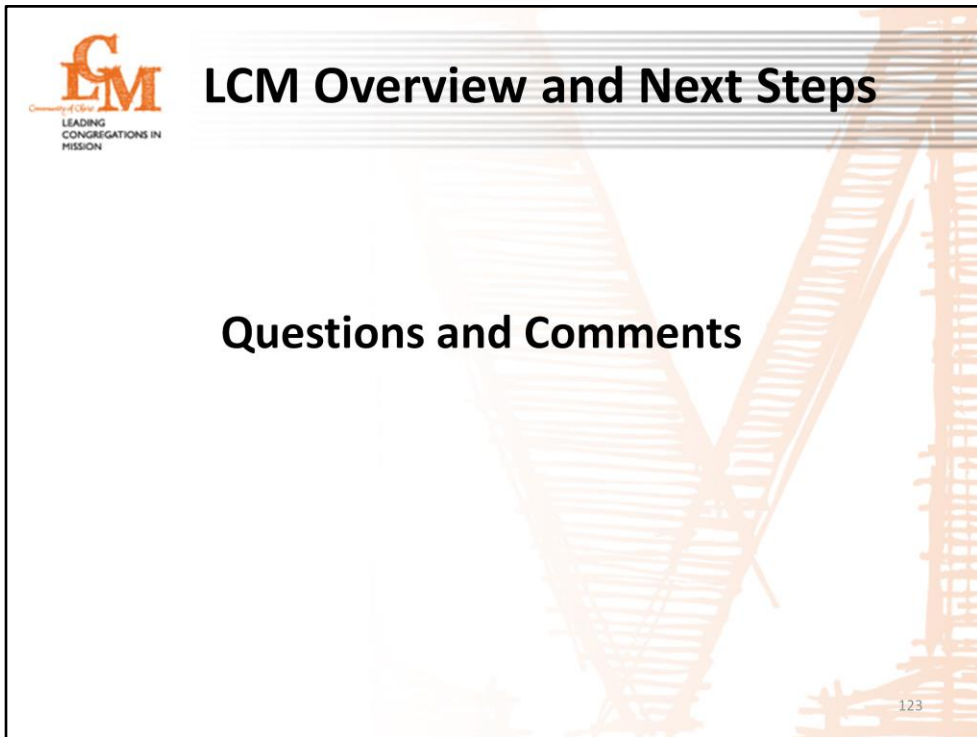
Facilitator: Present a brief overview of the next steps for the Pastor Leadership Teams.

Continue Step 1. Ensure each participant has found the Handout entitled, “Getting Started with the Congregation”. As you provide an overview and review the steps in this document, please share the following points:

- **Final Notes:**

We expect that your PLT is the team that also oversees the activities, ministries, and operations of the congregation. In other words, the PLT is not a separate team from the team that plans ongoing activities and ministries of the congregation. *If you normally have additional positions on your planning team (i.e. Christian Ed, Pastoral Care, etc.), you may need to add a few people to your PLT meetings so your Incarnational planning and ongoing planning of congregational activities/ministries are fully integrated. If you have questions please ask your mission center president or CSM*

Have Fun!



Continue Objective #3 (9:50 – 10:20 a.m.) – Next Steps (20 minutes)

Facilitator: Field questions from overview of the next steps for the Pastor Leadership Teams.

Step 2. Questions and Comments

See next slide for inspirational scripture to close.



Our Challenge

*If you would truly be
Community of Christ
then embody and live
the concerns and
passion of Christ.*

Doctrine and Covenants 164:9d

