

Facilitator Tips

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Many Fresh Start groups take the summer months off and begin again in the fall. This is a good time to invite facilitators to think about GROUP NORMS. The formation of norms can be the most important part of any kind of group work. When your Fresh Start group gets together for the first time, be sure and consider these points:

- Group norms should be developed by the whole group. Ownership of guidelines is critical.
- Norms are most useful if they are posted or printed and distributed to all group members.



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- Each time a new person joins the group, norms should be revisited.
- Norms can be changed at any time – at a group member or facilitator's request – but must be accepted by all.

- CONFIDENTIALITY is one of the most critical norms. Everyone defines this differently so a conversation about what it means to hold a confidence for a group is the best way to begin.
- Make sure that everyone in the group knows who is in charge of communicating – for norms, meeting locations and other details.

New Logo Items Available!

By popular demand, a new Fresh Start polo shirt that comes in men's and women's styles is now available through our website.

Also added to the line-up are a long-sleeved denim shirt, men's and women's windbreakers, a baseball cap in heathered colors, and a ceramic/stainless steel travel mug.

Check them out next time you log on!

For more information on facilitating Fresh Start in your diocese, check out Sections I-IV in your Facilitator Manual, visit the Fresh Start website at www.episcopalfreshstart.org, or contact Lynn Schmissrauter at lynn@episcopalfreshstart.org

Curriculum Corner

Sandy Kolb—skolb@episcopalfreshstart.org

Did you know that the life-style questionnaire in *Family & Friends* no longer has to be downloaded from the Alban Institute? Or that the suggested Scripture reading in the original *Leading Planned Change* was incorrect? And that the green shading of the text in some of the modules that made them hard to reproduce has been darkened?

Getting the most up-to-date version of the modules is a good reason to periodically check the **Facilitators** section of the Fresh Start website. Once you have logged in, you can download a "History of Curriculum Changes and Document Dates," which gives you the date of the latest version of each module and the changes that have been made. You decide whether you need the revised version (some corrections involve only minor formatting or typos) – and how much of the corrected module you need to print out for your own use.

A number of the corrections have been made because of questions raised by facilitators using the material. Many thanks to Tim Rich (New Hampshire) and Mark Frasier (Central New York) who found that the link to Alban in the *Family & Friends* bibliography didn't work and the error in the Scripture citation in *Leading Planned Change*! So please DO let us know if you find something that is missing or wrong, and we will fix it. Just send an e-mail to skolb@episcopalfreshstart.org.

And just so you know – Alban granted us permission to reproduce the life-style questionnaire for *Family & Friends*, which is now Handout 3 in that module. References to the questionnaire in both the Resources section and the PowerPoint (slide 6) have been modified to reflect this change.

The correct Scripture citation for *Leading Planned Change* is Exodus 13:17-22 (there is no Exodus 13:23!).



Up-Coming Events

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Register Now for “Fresh Start 3.0 Training at the Beach”! Registration is filling up for the next Fresh Start Facilitator Training to be held October 21-24 at Seabrook Island, South Carolina. St. Christopher’s Camp and Conference Center is located on a beautiful barrier island – with beachfront property, dolphins playing in the back bay, and alligators! Travelers will fly into the Charleston airport with a 30-40 minute shuttle trip to this private, remote center complete with walking trails, beach chairs, and its own ecological director. To register, visit our website, www.episcopalfreshstart.org, now.

2009 Diocesan Facilitator Training Events

April 21-24, 2009 - Duncan Conference Center, Delray Beach, FL

October 13-16, 2009 - Franciscan Renewal Center, Scottsdale, AZ

Fresh Start 2010 Gathering

April 26-29, 2010 - Kanuga Conference Center, Hendersonville, NC

Around the Dioceses

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We continue to get positive feedback about **Fresh Start 3.0**, and some facilitators are trying new ways of using the material:

Tori Duncan in Western New York is designing a Fresh Start program for Commended Ministry Teams, canonically licensed ministers and local ordinands serving particular congregations.

Debra Kissinger in Indianapolis is training search consultants to use Fresh Start in congregations (building on the work of her predecessor, Paula Franck), and developing a program for vocational deacons.

David Shoulders, another Fresh Start facilitator and the chaplain to retired clergy in the Diocese of Indianapolis, hopes to begin having a Fresh Start for retirees.

Tom Damrosch used one of the “Fresh Start in Your Congregation” modules at a diocesan lay leadership training day in Western Massachusetts with great success.

As Fresh Start continues to grow, we hope you will share your experience with the rest of the Fresh Start community.

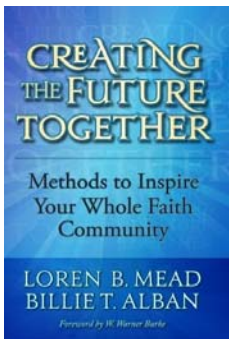
Welcome!

Welcome to the following dioceses who will be starting new Fresh Start programs this fall:

- Arizona
- Eastern Michigan
- Long Island
- North Carolina
- Northwestern Pennsylvania
- Oklahoma
- Western New York

Resources

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Billie Alban, who wowed participants at the Facilitators Gathering last December, has just had her book on large systems methods in faith-based communities published. Written with Loren Mead, *Creating the Future Together: Methods to Inspire Your Whole Faith Community*, is available from the Alban Institute (www.alban.org). The book presents models and case studies of congregations using inclusive methods (e.g., Open Space; Future Search) for change, including the handling of difficult conversations. The case study she presented in December is on pp. 79-80.

Tim Dombek, the new Fresh Start coordinator for the Diocese of Arizona, recommends *Foreign to Familiar: A Guide to Understanding Hot- and Cold-Climate Cultures* by Sarah A. Lanier. This short, accessible book provides an easy-to-apply model for understanding diversity whether it comes from regional differences in the US or the impact of new immigrants into our congregations. It is published by McDougal Publishing in Hagerstown, MD, and is available through Amazon.com.

Redeveloping the Congregation: A How To for Lasting Change by Mary K. Sellon, Daniel P. Smith, and Gail F. Grossman takes the theories John Kotter developed in his book, *Leading Change* (which is on the Fresh Start bibliography) and adds a theological framework to show how they apply to change in congregations. The book provides a background in theory, an extended case study, and questions for reflection. It is available from the Alban Institute.

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