

Continuing Education Units for Fresh Start

by Sandy Kolb – skolb@episcopalfreshstart.org

National Training: Fresh Start, through its lead agency, CREDO Institute Inc., will now grant two Continuing Education Units (CEUs) for completion of the national Fresh Start facilitator training course. Because CEUs are based on the number of contact hours, credits can only be awarded for participants who attend the full training. If you would like to receive CEUs for your past completion of the course, please contact the Memphis office. Participants in future courses will be given a certificate following facilitation training.

Diocesan Programs: Some dioceses award CEUs to their Fresh Start participants as a way of indicating the seriousness with which they view participation in the program. To do this in your diocese, follow these steps:

1. Add the number of hours participants spend in session during their program and subtract the time spent in breaks, lunch, and free time (these do not count as “contact hours”). Divide the result by 10 to determine the number of CEUs.
2. Develop an attendance policy, setting the maximum number of sessions that can be missed without forfeiting CEUs.

3. Determine who should award the CEUs and get approval (e.g., ask the Commission on Ministry or an appropriate organization or person to recognize the program as being worthy of continuing education credit).
4. Design an appropriate certificate of completion noting the CEUs granted. Often the Bishop will sign these certificates.

Any questions? Please contact Sandy Kolb.



Members of Curriculum Team and National Faculty
February 2009 Meeting

Curriculum Corner

by Sandy Kolb – skolb@episcopalfreshstart.org

Two brand new modules – *Organizational Systems Theory: Using Organizational Analysis in Congregations* and *Polarities: Differences to be Managed* – are now available online! *Organizational Systems* offers a model of congregations as open systems, which take in resources (time, talent, and treasure) and transform them into ministry. Using the lens of organizational theory, participants look at how effectively the congregation is structured for ministry. *Polarities* introduces two processes to deal with opposing viewpoints, both of which need to be lived with in community. The idea for this module grew out of Billie Alban’s presentation at Camp Allen.

With these additions, the curriculum is now organized into two binders! To access the new modules, go to the Fresh Start website, click on the “Facilitators” tab, then select “FS 3.0 Curriculum” from the right hand menu and enter your email address and password. Once the list of modules appears, you

can then download the PowerPoint (PPT) and Adobe Acrobat (PDF) files for each module.

While you are on the Curriculum page of the website, check out the module *Church Size and Its Implications*. There is new material, based on the work of Alban Senior Fellow Susan Beaumont, that looks at operating budget as well as ASA to analyze church dynamics in larger congregations.



Reminder: To make sure you have the most up-to-date version of each module, download the “History of Changes and Curriculum Document Dates” file. This document lists brief descriptions of module updates and revision dates for all changes made since the 3.0 curriculum was first published. Note that the following documents and sections have also been revised to bring them up-to-date: *Cross Walk from 2.0 to 3.0*; *Walk Through of 3.0*; *Introduction*; *Bibliography*; and *Facilitator Resources*.



Seedlings

by Sandy Kolb — skolb@episcopalfreshstart.org

There is a new section in the Facilitator area of the **Fresh Start** website called **Seedlings**. This is where we will post your contributions — the things you have tried with your program from which we can all learn.

Fresh Start has a long tradition of home-grown modules: modules on new topics that individual dioceses have developed and then shared with the wider **Fresh Start** community. Some of these have, in fact, been incorporated formally into the curriculum. But there are many innovative practices in **Fresh**

Start throughout the country — and sharing them enriches all of our programs.

Setting the stage for sharing was Billie Alban, a member of the **Fresh Start** Curriculum Development Team. In response to a request from participants at the 2007 Camp Allen Gathering, she offered a design for dialogue around high conflict issues which we share in this new section.

The first official **Seedling** comes from the Diocese of Chicago where **Fresh Start** participants Emily Mellott and

Bradley Pace designed a nine-month reflection on the Gospel of Mark for their **Fresh Start** group. It became a regular part of **Fresh Start** sessions in that diocese. Check out their design and see how you might adapt it to work for your program.



How about you? Do you have something you would like to share with the wider **Fresh Start** community? If so, please contact Sandy Kolb.



New Brochure

by Mike Ehmer — mehmer@episcopalfreshstart.org

A new national-level **Fresh Start** brochure is now available for download (in PDF format) on the home page of the **Fresh Start** website. This brochure highlights the overall program, touching on **Fresh Start's** purpose, benefits, underlying principles, program structure and standards, target audience, delivery methods, modules and FAQs. Feel free to copy, print and distribute it in your diocese or elsewhere.

You may also wish to use the national brochure as a template for your own diocesan brochure. You can change some or all of

the pictures and text to fit your specific diocesan needs.

If you would like the file in Microsoft Publisher format, please contact Amy Smith (alsmith@episcopalfreshstart.org) in the national **Fresh Start** office in Memphis.

“Fresh Start is one of the most hopeful things going on in the American Church today!”

- Diocesan Facilitator

Around the Dioceses

National Faculty member, **Paul Hunt**, is the new rector of the Church of the Holy Trinity, West Chester, PA. **Susan Keller**, another member of the National Faculty, began her new call as Dean and Priest-in-Charge of Trinity and St. Philip's Cathedral in Newark, NJ.

Fresh Start facilitator and brave accompanist for the “Fresh Tarts” at our Camp Allen gathering, **Susan Latimer**,

is now the rector of St. John's in Charleston, WV. Canon to the Ordinary and **Fresh Start** coordinator for the Diocese of Newark, **Carter Echols**, has returned to Washington, DC, where she will be on the staff of Bread for the World. **Sandy Wilson** is now serving as Newark's **Fresh Start** coordinator.

Tori Duncan who had been the **Fresh Start** coordinator in the Diocese of

Western New York, became the new Program Director for the Office of Transitions Ministry (OTM) at the Episcopal Church Center, NYC as of July 1. OTM is one of **Fresh Start's** sponsoring organizations.

Do you have news to share? As you move to a new diocese or change positions within **Fresh Start**, please let us know!



Training in the Diocese of San Joaquin

by Mike Ehmer – mehmer@episcopalfreshstart.org

At the request of Bishop Jerry Lamb, the Provincial Bishop of the reorganizing Diocese of San Joaquin, **Fresh Start** conducted a special training session for their diocese in February. Sandy Kolb, Lynn Schmissrauter, and Mike Ehmer traveled to Stockton, CA and conducted a two-day training for 15 people – lay, clergy, and bishop. Their main focus was on **Fresh Start** in their congregations. As you can imagine, all of their congregations are in some form of transition.

By working with numerous members of a single diocese, we were able to hone

in on their specific needs and issues. We learned a great deal from this unique training arrangement and we think the members of the Diocese of San Joaquin did as well.

Since February, the Church Pension Group (CPG) has approved a grant to CREDO Institute, Inc. to work with the Ven. Richard I. Cluett, Deputy to the Presiding Bishop for Pastoral Assistance to Reorganizing Dioceses, on several wellness projects for the four reorganizing dioceses (San Joaquin, Pittsburgh, Fort Worth and Quincy).

Fresh Start will have a significant role in the wellness project titled *Strength for the Journey*.



Participants and Faculty at the February 2009 San Joaquin Training Event

Giving Fresh Start a Second Chance

by The Rev. Canon Michael P. Durning – Canon to the Ordinary, Episcopal Diocese of Southwest Florida



The Diocese of Southwest Florida is enjoying a “second breath” for its **Fresh Start** program. We began about five years ago, starting with clergy only groups as our base. The program

fizzled out. Knowing that other dioceses experience great success with this approach, a new **Fresh Start** team began to appreciate how our particular diocese might better adapt.

We discovered that ours is a Diocese...

- with lots of retired people, lay and ordained
- of program-sized congregations (ASA per congregation: 210)
- 300 miles north to south

We made some adjustments including:

- Scheduling 4 large clergy/lay Saturday gatherings annually

- Aligning the program with the search process
- Recruiting lay small group facilitators
- Invitations to any and all

Our Saturday gatherings regularly attract 75-100 lay people. We “sprinkle” the Eucharist throughout the day, gathering in the morning for the Liturgy of the Word. Our Module is our response to the Word of God. We gather at noon for the Prayers of the People and the Great Thanksgiving finishes the day. We are sending out 170 invitations for our September event. People learn from one another about what works in the transition period. Folks represent large and small congregations, progressive and traditional theologies and any other polarity you can imagine. What they receive at the program outweighs those issues.

Lay people are demanding that we continue this work! There is energy among our lay leaders and we follow that en-

ergy as much as possible. One possible reason for the success of this renewed effort: lots of lay people who have recently retired. They are looking for meaningful ways to lead and they see the program as a good way to do this. We also have excellent staff administration and we make sure the food is as good as it can be.

I'm glad we gave **Fresh Start** a second chance.


“Just excellent! The very best training experience in which I have participated.


Reaffirmed my decision to return to parish work.”


- April 2009 National Training Participant



Upcoming Training Events

 **October 13-16, 2009**
Franciscan Renewal Center, Scottsdale, AZ.
Registration forms are available on the **Fresh Start** website. *The deadline is quickly approaching.*

 **March 9-12, 2010**
Franciscan Renewal Center, Scottsdale, AZ

 **October 12-15, 2010**
Duncan Conference Center, Delray Beach, FL



Participants at Duncan Center in April 2009

2010 National Gathering

Mark your calendars now to attend the next **Fresh Start National Gathering** of facilitators.

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

The Gathering is designed for all diocesan **Fresh Start** facilitators throughout the country to gather together and learn from one another and the national **Fresh Start** staff. It is a great opportunity to catch up on the latest **Fresh Start** news and curriculum and to network with fellow diocesan facilitators.

Look for registration information in January 2010.


Welcome!

Welcome to the following dioceses which sent their first representatives to be trained as **Fresh Start** facilitators! We look forward to hearing about their new programs.

- Convocation of Episcopal Churches in Europe
- El Camino Real
- Louisiana
- Olympia
- Tennessee
- Upper South Carolina
- West Texas


Facilitator Tips and Resources


by *Sandy Kolb* — skolb@episcopalfreshstart.org

 Looking for some quick information on group development or adult learning principles? Maybe some new team-building exercises to use with your **Fresh Start** group? Check out the following two websites, both of which will allow you to reproduce most of the articles (with attribution) to use as handouts:

www.managementhelp.org — This “Free Management Library” has some short articles on various aspects of leadership and organizational theory as well as recommended books on these topics.

www.businessballs.com — Another site with brief articles that summarize various leadership and organizational theories, as well as posting team-building exercises which are free to use.

 Want to personalize your **Fresh Start** PowerPoint presentations? Try substituting photos from around your diocese for some of the clip art. Just be sure that the content of the photos is relevant to the topic being presented!

 Tip for doing the card sort exercise in *Role Clarity* module — Format the Word file as 2” x 3.5” business cards and then print on precut card stock (e.g., Avery 8871). The cards are easily separated and hold up better than plain paper. A link to a Word file with the cards in the business card format is now available on the **Fresh Start** website in the *Role Clarity* paragraph on the Curriculum page.

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