

## **New Resource offered to the Church: FRESH START in the Search Process**

by Sandy Kolb – [skolb@episcopalfreshstart.org](mailto:skolb@episcopalfreshstart.org)

**Fresh Start** now offers a new resource designed for the time between a rector announcing his/her departure through the call of new ordained leadership. Introduced at the CODE/OTM conference in early May, the resource is designed with diocesan transition ministers, search/transition consultants, and interims in mind. It consists of three parts:

- 1) An overview which provides background, a description of the material, and a suggested timeline for its use;
- 2) Session outlines in PowerPoint format, most of which are shortened versions of the most relevant **Fresh Start** modules designed to be delivered in 15-30 minute sessions; and
- 3) Supplemental Resources, material to help lay leaders through the early stages of transition.

Included in the Supplemental Resources are:

- The poem by Danaan Perry, "The Parable of the Trapeze";
- The Change-Readiness Assessment instrument from the Leadership for Our Times module;
- The handout on Church Size and Its Implications from the module of the same name;
- A series of handouts for lay leaders and departing clergy to help assure a smooth exit and shift in ordained leadership, which include:
  - ♦ Exit checklists for clergy and lay leaders;
  - ♦ A template for capturing key data about the life of the congregation;
  - ♦ Sample exit interview questions;
  - ♦ A sample liturgy for leave-taking; and
  - ♦ A history-sharing process modified for use in a congregation as part of its profile development.



**Fresh Start** Training Event, March 2011

The idea for this resource came out of a meeting of the **Fresh Start** Faculty and Curriculum Development Team in Kanuga last fall. Although based mostly on our own **Fresh Start** curriculum, parts of the supplemental material came from Diocesan Transition Ministers who willingly shared what they have designed over the years. National faculty member, Thad Bennett, was the principal author, and **Fresh Start** coordinators Debra Kissinger (Indianapolis) and Peggy Worzalla (Milwaukee) provided valuable feedback on initial drafts, as did Curriculum Development Team members Tony Moon (Oklahoma) and Susan Keller (Newark). A special thanks to all of them for helping make this resource a reality.

**Fresh Start** in the Search Process is being made freely available for use within the Episcopal Church. It can be downloaded from our website ([www.episcopalfreshstart.org/fsinthesearch](http://www.episcopalfreshstart.org/fsinthesearch)) or look under "Resources" at the top of the home page. No log-in is required.

# Strength for the Journey: Fresh Start in Pittsburgh

by Sandy Kolb – [skolb@episcopalfreshstart.org](mailto:skolb@episcopalfreshstart.org)

Last November **Fresh Start's** Managing Director, Mike Ehmer, and Curriculum Coordinator, Sandy Kolb, gave clergy and lay leaders in the reorganizing Diocese of Pittsburgh their first taste of **Fresh Start**. Invited by Provisional Bishop Ken Price to lead a couple of sessions during their clergy conference and clergy-lay leadership training days, Mike and Sandy coordinated the selection of topics with a diocesan planning committee. **Polarities: Differences to be Managed** was offered at the clergy conference, while elements from two **Fresh Start** modules, **Transitions and Leading Planned Change**, were combined into **Leading in Times of Transition** (a copy is available on the **Fresh Start** website) was presented at the lay-clergy leadership training. Mike also gave a brief overview of **Fresh Start**. Approximately 45 people attended the clergy session and over 60 were at the Saturday lay-clergy event. While there are not currently enough transitions in ordained leadership to support a clergy-only **Fresh Start** program, participants expressed



Clergy Conference in the Diocese of Pittsburgh

hope that **Fresh Start** could help individual congregations navigate the significant changes occurring in the diocese. As a follow-up, Pittsburgh sent a team of three to the March 2011 facilitator training at Kanuga: Bill Pugliese, Jessie Hipolit, and Lou Hays.



Leadership Day in the Diocese of Pittsburgh

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# Leadership to a New Rhythm

by the Rev. Susan Keller – Episcopal Diocese of New Jersey

What do you get when you mix a string quartet and **Fresh Start** participants? The Leadership module with rhythm.

The **Fresh Start** program of the Diocese of Newark explored the meaning of leadership with the help of a “Leadership Quartet” from the New Jersey Symphony Orchestra (NJSO). The inter-active workshop on leadership development is part of the symphony’s “Resources for Education and Community Harmony” (REACH), a community outreach and education program.

During the session, which was held at Trinity and St. Philips Cathedral, the quartet explored the dynamics of leadership and what leadership means when a group of skilled, inspiring, and talented musicians must perform together. By demonstrating how they collaborate to make musical decisions, determine who leads and when, and take suggestions and directions from each other, the “Leadership Quartet” shared techniques for communications and problem solving applicable to leadership in any type of situation.

In addition to hearing some fantastic music, **Fresh Start** participants were given new insights and some new metaphors (are we conductors, section leaders, or talented members of God’s symphony?). Later participants broke into small groups to discuss how these insights applied to being a leader today. After the session, one **Fresh Start** participant commented, “This is the best clergy gathering I have had since coming to the Diocese!”

Because the NJSO already had a program developed, making the arrangements was a matter of scheduling and finding the resources to pay the musicians. Other symphonies or chamber ensembles may have similar programs in place. Costs for the program in Newark were shared by the Diocese and the Cathedral. For information about NJSO’s REACH program, go to <http://njsymphony.org/reach>.

[The Very Rev. Susan S. Keller is Dean and Priest-in-Charge of Trinity & St. Philip’s Cathedral in Newark, N.J. A member of the Curriculum Development Team and **Fresh Start** facilitator, she just completed Newark’s **Fresh Start** program.]



Leadership Quartet, New Jersey Symphony Orchestra

## Around the Dioceses ... and elsewhere

Congratulations to Milwaukee’s **Fresh Start** coordinator, Peggy Worzalla, who was married to Michael Bean last November.

Congratulations, too, to our wonderful Administrative Coordinator, Amy Smith, who was married this April to Brad Supple. Unfortunately, Amy’s marriage means she will be moving to Orlando, Florida, and leaving **Fresh Start**. We will miss her!

Cindy Underwood, who works with CREDO in Memphis, will take Amy’s training event registration and travel coordination responsibilities. We welcome Cindy to our **Fresh Start** family!

Meghan Froehlich (Ohio) has left parochial ministry and is spending time writing and discerning her next call. We wish her all the best.

With facilitators Pan Adams-McCaslin and Jason Alexander, the Diocese of Arkansas began using **Fresh Start** in the spring.

## Diocese of Fort Worth invites Fresh Start to Leadership Days

by Lynn Schmissrauter — [lynn@episcopalfreshstart.org](mailto:lynn@episcopalfreshstart.org)

The Diocese of Fort Worth invited **Fresh Start** folks to lead a two-day meeting of clergy and lay leaders from around the diocese in early June. Mike Ehmer, **Fresh Start**'s Managing Director, and Lynn Schmissrauter, National Coordinator for Facilitation, met with 15 clergy on a Friday afternoon and over 25 clergy and lay teams from diocesan parishes on Saturday. The people of Fort Worth know a lot about transition: nearly every one of their parishes and their diocesan leadership has experienced significant transition in the last few years!

There is a spirit of cooperation and community in the diocese, and Provisional Bishop Wallis Ohl hopes for continued growth in mission and ministry as the diocese grows. Fort Worth now has four trained facilitators for **Fresh Start**: Demi Prentiss, Norm Snyder, Mo Lewis, and Jackie Meeks. They hope to begin a structured program in the fall.



Parish lay leaders work on their Readiness to Change Assessment: **Fresh Start** workshop in the Diocese of Fort Worth

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*“I hadn’t stepped back this much from the changes to appreciate transition from so many angles and see how to facilitate it.”*

—Churchwide Training Participant  
March 2011

*“Thank you for your spirited leadership, genuine care and clear commitment to our learning and to the health of the **WHOLE** church.”*

—Churchwide Training Participant  
March 2011

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**Fresh Start** workshop in the Diocese of Fort Worth

## Fresh Start sparks interest in United Church of Canada

by Lynn Schmissrauter — [lynn@episcopalfreshstart.org](mailto:lynn@episcopalfreshstart.org)

Interest in **Fresh Start** is spreading north—and across the border! Among the 19 people attending this spring's facilitator training at Kanuga were two representatives from the United Church of Canada. Catherine O'Brien, program, leadership, and human resources coordinator, and Joe Ramsay, manager of ministry personnel policies and programs, came to learn more about how **Fresh Start** resources might be utilized in their ministry. The United Church of Canada is the second largest Christian Church in Canada. It was founded in 1925 as a merger of four Protestant denominations: the Methodist Church of Canada, the Congregational Union of Ontario and Quebec, two-thirds of the congregations of the Presbyterian Church in Canada, and the Association of Local Union Churches.

Catherine and Joe got a taste of the latest adaptation in the facilitator training agenda—extra module practice and feedback from observing participants. **Fresh Start** is already popular in the Anglican Church of Canada in several dioceses.



Catherine O'Brien, Program, Leadership and Human Resources Coordinator, and Joe Ramsay, Manager of Ministry Personnel Policies and Programs from the United Church of Canada.

## Facilitator Resources

by Sandy Kolb – [skolb@episcopalfreshstart.org](mailto:skolb@episcopalfreshstart.org)

For those of you who have been thinking about using **Fresh Start** material for vocational deacons, we have an example of how a module might be changed to work with that audience. **Fresh Start** Coordinator Michael Durning (Southwest Florida) modified the Role Clarity module for a retreat for vocational deacons in his diocese. About 30 deacons attended and the module was well received. His PowerPoint adaptation and talking points can be found under **Seedlings** in the Facilitators tab of our website.

Also posted under **Seedlings** is a module which Mike Ehmer and Sandy Kolb designed for a clergy-lay leadership conference in the Diocese of Pittsburgh. It was subsequently presented in the Diocese of Fort Worth as well. This module combines elements of Transitions and Leading Planned Change. Handouts from both were used during the session.

And while you are in **Seedlings**, look for two suggestions on how to use Scripture in creative ways to generate reflection and conversation. These are offered by Elizabeth Fellicitti (Southern Virginia) and Mary Sulerud (Washington).

Have you tried something different or modified a module in creative ways? If so, please share your work with the rest of the **Fresh Start** community. Just e-mail your ideas to [curriculum@episcopalfreshstart.org](mailto:curriculum@episcopalfreshstart.org).

# Curriculum Corner

by Sandy Kolb – [skolb@episcopalfreshstart.org](mailto:skolb@episcopalfreshstart.org)

Alert! Polarities: Differences to be Managed has been broken into two modules based on the experience of facilitators who found the original too long and its contents too divergent for one session.

One of the new modules retains the title of the original and covers the use of a polarity matrix. This process is most useful when there are differences of opinion that fall at two poles, both of which have some merit. An example we encounter in everyday life is work and family life. One we frequently run up against in congregations is traditional and contemporary music. There are good things to be said for both, and the trick is to find ways to maximize the advantages and minimize the disadvantages of each. The new Polarities: Differences to be Managed offers an approach to use with groups when frictions over the polarities arise.

The second new module is entitled Dialogue: Searching for Common Ground, and introduces using concepts of dialogue to hold discussions on hot-button topics. Dialogue is not a process to use for decision-making – though people engaged in dialogue may decide to work together on some action – rather it is a tool for understanding someone whose beliefs are radically different than one’s own so you can continue to live in community. The principles discussed can be used on an individual level to help you engage with another or in a formal process involving a group of people.



Fresh Start Training Event, March 2011

Both new modules are now posted on the **Fresh Start** website ([www.episcopalfreshstart.org](http://www.episcopalfreshstart.org)). Log onto the Facilitators tab of the website and check under FS 3.1 Curriculum for the module listing. (A note to those who were at the March training at Kanuga – you received the divided modules in your material, but the Dialogue one has been revised since then based on a pilot in the Diocese of Washington. Be sure to download the newest version.)

Next on the agenda: a revision of the lay leaders version of “**Fresh Start** in Your Congregation” to incorporate resources for the front end of the transition process. Stay tuned...

**Don’t forget to use your facilitator password to access the Fresh Start curriculum online!**  
**Trouble remembering your password? Use the “forgot my password” feature.**

*“The [Fresh Start in the Search] exercises intended for the whole congregation will collect valuable data, help the congregation reflect on its character and history, and engender trust between the parish and diocese.”*

—The Rev. Canon James H. Pritchett, Jr.  
 Diocese of Western North Carolina

## Upcoming Facilitator Training

**October 11-14, 2011**  
 Duncan Conference Center  
 Delray Beach, Florida

Online registration and payment (as well as downloadable forms) are available on the **Fresh Start** website.

**April 24-27, 2012**  
 Franciscan Renewal Center  
 Scottsdale, Arizona

