

## Curriculum Corner: Announcing Fresh Start 3.1

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

Announcing the release of **Fresh Start 3.1!** **Fresh Start 3.0** just got better. As we gained experience with the 3.0 curriculum (released in December '07) we realized two things: One - by not having all modules designed for use with lay leaders we were inadvertently sending a message that **Fresh Start** was really for clergy only. And two - that the program standards, while applicable for clergy-only groups, were not suitable for programs for lay leaders. Recognition of these issues led us to make the following revisions:

1. All modules were reviewed and revised, as necessary, to make them work with clergy-only, mixed clergy-lay or lay leader-only groups. Some modules required no change, some were "tweaked," and a few were substantially revised. *Profile vs. Reality* was dropped as a module since it was not amenable to use with lay leaders.
2. A new **Fresh Start in Your Congregation for Lay Leaders** was written and added to the Resource section of the curriculum. It parallels the resource already in 3.0 for clergy, but is directed at the lay leaders of a congregation. We hope deployment officers and transition consultants will find it of use with search/transition committees and vestries of congregations in transition.
3. The program standards were modified to distinguish between programs that are clergy-only and those that involve lay leaders. Visit our website ([www.episcopalfreshstart.org](http://www.episcopalfreshstart.org)) to see the new standards.

You will note that only one module, *Transition*, is now required for any **Fresh Start** program. We still identify *Family & Friends*, *Enter-*

*ing a New System*, and *History-Sharing* as core modules and recommend including them, but recognize that they may not always be appropriate (particularly for programs aimed at lay leaders).

In addition we have relaxed the standards for who is invited to attend a clergy **Fresh Start**. Several dioceses have separate programs for the newly ordained and do not bring them into **Fresh Start** at that time. We decided it was better to let the dioceses identify their **Fresh Start** audience while still making clear our intention.

**Fresh Start 3.1** contains all the corrections that had been made to 3.0, as well as the updated material cited above and a bibliography expanded to take the changes into account. It can be downloaded from the **Fresh Start** website or you can order new CD's (\$10) or Binders (\$100). If you want to see what has changed, there is a History of Changes document on the website. The Cross-Walk from **Fresh Start 2.0** and the PowerPoint presentation on **Fresh Start** have also been up-dated.

Facilitators trained at our Scottsdale session in October received the 3.1 curriculum. A CD of the 3.1 material will be included in your registration for the Facilitator Gathering at Kanuga this April.

Special thanks to Michael Durning of Southwest Florida who planned his **Fresh Start** program to include lay leaders from the beginning. He raised the issue of how to incorporate the core modules when several were not suitable for lay leaders and thus started us on our path of revision.

If you have any questions or concerns about **Fresh Start 3.1**, please do not hesitate to contact me.

## Healthy Transitions Require Healthy Beginnings

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

Getting **Fresh Start** into congregations remains a priority to our faculty, principals, writers and coordinators. One way to facilitate this is to provide diocesan search consultants with some **Fresh Start** resources for use in their initial meetings with vestries, search committees and congregations.

Our latest **3.1 Curriculum** includes resources for lay leaders in a section called **Fresh Start in Your Congregation for Lay Leaders**. This section includes information about transition as a process, exits and entrances, spiritual care for lay leaders in transition, roles, and much more.

Are you a diocesan transition minister? A search consultant? A senior warden? A search committee chair? **Fresh Start** is a resource for you. Visit our website for more information.



Outdoor Eucharist at National Training Event  
October 2009



## Fresh Start at General Convention

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

Fresh Start's Managing Director, Mike Ehmer, was at General Convention and promoted the program during a special "CREDO day" at the CPG booth. The Convention passed a special resolution commending Fresh Start (A105) and maintained a financial commitment to the program during the coming triennium.

Michael Durning (Southwest Florida) and Stephen Askew (East Tennessee) both testified at the Committee hearings in favor of the resolution. Fresh Start Coordinators, Sandy Kolb and Lynn Schmissrauter, served as Alternate Deputy and Deputy from their respective dioceses.

Lynn also co-chaired the Committee on Consecration of Bishops.

Fresh Start facilitators from all over were among the many deputies and exhibitors at the Convention. In addition to Michael and Stephen, we spotted Dan Smith (Missouri), Matt Stockard (East Carolina), Dorothee Hahn (Convocation of Episcopal Churches in Europe), Joanna Satorius (Los Angeles), Michael Barlowe (California), Molly Dale Smith (Tennessee), Percy Grant (Ohio), Lisa Gray (Michigan), Jim Pritchett (Western North Carolina), Sandye Wilson (Newark), David Johnson (Mississippi), Ernie Ben-

nett (Central Florida), Jenny Vervynck (San Diego), and a large contingent from the Diocese of San Joaquin including Mark and Susan Hall and Juanita Webber. There were undoubtedly many more of you there – a great tribute to the engagement of the Fresh Start community in the life of the church.

*"I learned a great deal about how to facilitate a group by attending to the details."*

- October 2009 National Training Participant



Joanna Satorius and Lynn Schmissrauter, October 2009

## Hello's and Goodbye's

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

Fresh Start welcomes our newest faculty member, Peggy Worzalla, Bishop's Assistant for Congregational Development in the Diocese of Milwaukee. Peggy has worked in the diocese for over ten years with the goal of forming and sustaining healthy congregations by strengthening lay and clergy leadership. She is a lead trainer for the Church Development Institute and serves in her ninth year as a Fresh Start facilitator/coordinator.

Tony Moon, a vocational deacon in the Diocese of Oklahoma, has joined the Curriculum Devel-

opment Team. Tony, who is assigned to St. Mary's Parish in Edmond, OK, is the Fresh Start coordinator for the diocese, and has a background in counseling and organizational development.

We bid a sad farewell to three faculty members who are called to ministry apart from the Fresh Start faculty: David Johnson from the Diocese of Mississippi and Joanna Satorius from the Diocese of Los Angeles are both joining the CREDO faculty and Susan Keller is the new dean of the Cathedral in Newark, NJ.

## Taking Advantage of the Resources in Fresh Start

by The Rev. Meghan F. Froehlich – Fresh Start National Faculty, Episcopal Diocese of Ohio

What is a quick way to focus your Vestry Nominating Committee? And have a common vocabulary for discussing leadership styles and gifts? One good answer... the Fresh Start Leadership for Our Times module handout/exercise on "Who am I as a Leader?"

At Our Saviour, Episcopal in Akron, Ohio we used this exercise and found great results for our Nominating Committee. "Who am I as a Leader?" offers a fun and accessible way for individuals to briefly

acknowledge their own accomplishments and focus on leadership style varieties. We found this appreciation of one's own gifts, along with an appreciation for many leadership styles made for a fruitful and deeper discussion of who would bring needed attributes to the vestry in the coming year. We easily found our conversation focusing on gifts rather than personalities and enjoyed gratitude for a spectrum of accomplishments - from obvious to subtle.

"Who am I as a Leader?" helped our Nominating Committee - how might it help your group or committee appreciate leadership variety, and have some fun, too?

*"The materials are superb, with more than enough to use in each session."*

- October 2009 National Training Participant



## Around the Dioceses

**Dave Fisher** of the Lower Susquehanna Synod of the ELCA has a new position as an Evangelical Missioner focusing on new ministry starts and congregational redevelopment. **Cliff Eschbach** has taken Dave's place as co-coordinator with **John Hoover** of the Diocese of Central Pennsylvania in their joint Episcopal/Lutheran **Fresh Start** program.

**Anne Kelsey** (facilitator in the Diocese of Missouri) is the driving force behind The Lui Children's Art Project. This fall several art workshops were held for children ages 6 to 12 in the Diocese of Missouri, and in November Anne presented the same workshops to 4 or 5 villages in their

companion Diocese of Lui in the Sudan. A special art show to display selected work by the children of both dioceses will be held in St. Louis next year. Anne and her parish, Trinity Central West End, are also recipients of a Lilly Endowment grant to participate in Lilly's Clergy Renewal Program. The parish and Anne will focus on nature and spirituality. Congratulations to them!

**Al Keeney** has been called as rector of Trinity Church, Greece, NY. **Julie Cicora**, Canon for Mission and Ministry, will take over his responsibilities as **Fresh Start** coordinator for the Diocese of Rochester.

**Lee Powers**, Canon to the Ordinary and for Deployment, is the new **Fresh Start** coordinator in the Diocese of New Jersey, replacing **Elizabeth Geitz** who retired.

Be sure to let us know what is happening in your part of the **Fresh Start** world!

*"Very professional but also very aware of individual concerns of each participant. The examples of teaching techniques were outstanding."*  
- October 2009 National Training Participant

## "More" in Milwaukee

by **Peggy Worzalla**— **Bishop's Assistant for Congregational Development, Episcopal Diocese of Milwaukee**



The Diocese of Milwaukee has had a **Fresh Start** program for eight years, and we view it as a key ingredient to our growth in vibrancy. Evidence of its importance to clergy is seen in their full participation and their asking for *more*. We have addressed the issue of *more* in a couple of ways.

For the past six years we have been offering "Wardens in Transition" using **Fresh Start** modules. The Wardens' roles change when there is a new rector, and we thought getting wardens together to discuss these issues would help create a healthy transition. We have been tweaking the format of this program to meet the time constraints of lay leaders and to not over burden them.

The newest response to *more* began this year. Several clergy graduating from **Fresh Start** said "we want to continue

with something like this because now (year three and four of their call) is when we need to apply our learning." Since we already offer both **Fresh Start** and the Church Development Institute (CDI) we needed something a bit different.

This new group is called "After the Moon" (yes, after the honeymoon is over), and we use the format of **Fresh Start** - Morning Prayer, check in time, and a learning. We meet every other month with the participants taking turns as host. This group is by invitation only (those who are going to commit), and **Fresh Start** participants are invited to join at the end of their **Fresh Start** program. We currently have a group of 12. This year we have chosen to use a book discussion format. One of the topics raised was friendships entwined with their role as priest and how that affects life. We will be reading Mitch Albom's *Have a Little Faith - a True Story* and using this book as a starting point to tackle this topic. I will keep you posted on how this evolves.


*"I've been to many training conferences. Barring none, CREDO and Fresh Start have been the most hospitable, well-briefed experiences I've had."*  
- October 2009 National Training Participant



Fresh Start participants in the Diocese of Milwaukee enjoyed a hike to end their season, May 2009




## Upcoming Training Events

 March 9-12, 2010

Franciscan Renewal Center, Scottsdale, AZ

**New**

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

 October 12-15, 2010

Duncan Conference Center, Delray Beach, FL



Participants at Franciscan Renewal Center  
October 2009

## National Gathering 2010

**Fresh Start** for a Changing Church: Learning from Each Other

Mark your calendars for the next **Fresh Start** National Gathering of facilitators:

April 27-29, 2010  
Kanuga Conference Center  
Hendersonville, NC

The event will begin on Tuesday the 27th at 9:00 am (Monday being a travel day) and will end at noon on Thursday the 29th. Items for discussion include:

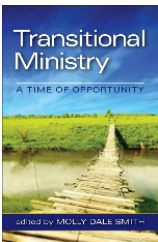
- Responding to trends in the church
- Using Fresh Start in search process
- Tapping into the wisdom of the church
- Sharing what works in the diocese

Of course, no Gathering would be complete without the **Fresh Start** Follies! Get your tap shoes, your kazoo, or polish up that show tune...

You can now register online: go to [www.episcopalfreshstart.org](http://www.episcopalfreshstart.org) and make your reservation now!

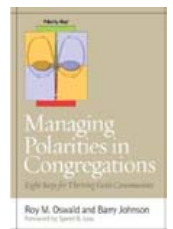
## Facilitator Tips and Resources


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



**Molly Dale Smith**, facilitator in the Diocese of Tennessee, is the editor of a new book of essays, *Transitional Ministry: A Time of Opportunity*. Available from Church Publishing, Inc., the book is a “soup to nuts” introduction to interim ministry. It contains a good bibliography and would be a great resource for search committees, vestries and others engaged in transition and call. Former **Fresh Start** coordinator in the Diocese of Michigan, **John Keydel**, authored one of the essays.

Long-time Alban consultant Roy Oswald has teamed with Barry Johnson, the author of *Polarity Management: Identifying and Managing Unsolvable Problems*, to write a book that brings Johnson’s theories into the context of congregations. *Managing Polarities in Congregations: Eight Keys for Thriving Faith Communities* has just been published by The Alban Institute and will be a good resource for the **Fresh Start** module on Polarities.



 Be sure to check out **Seedlings** on our website where two new resources have been posted. One is a “Getting to Know You” bingo exercise which was a hit in the Diocese of Washington and at the October **Fresh Start** facilitator training event. You can easily customize the “bingo” squares to fit your own situation. The other new **Seedling** is a variation on the history-sharing exercise. This version is most appropriate when the point is not so much to create a shared history as to get people talking about the events and decades that shaped their lives and stories.

Managing Director:  
The Rev. Mike Ehmer  
[mehmer@episcopalfreshstart.org](mailto:mehmer@episcopalfreshstart.org)  
901-275-3006

Coordinator for Curriculum (Liaison  
for Provinces I, II, III, V):  
Sandy Kolb  
[skolb@episcopalfreshstart.org](mailto:skolb@episcopalfreshstart.org)  
202-337-8635

Coordinator for Training (Liaison for  
Provinces IV, VI, VII, VIII):  
Lynn Schmissrauter  
[lynn@episcopalfreshstart.org](mailto:lynn@episcopalfreshstart.org)  
423-902-6773

Administrative Coordinator:  
Amy L. Smith  
[alsmith@episcopalfreshstart.org](mailto:alsmith@episcopalfreshstart.org)  
901-275-3012