



RENOVATIONS

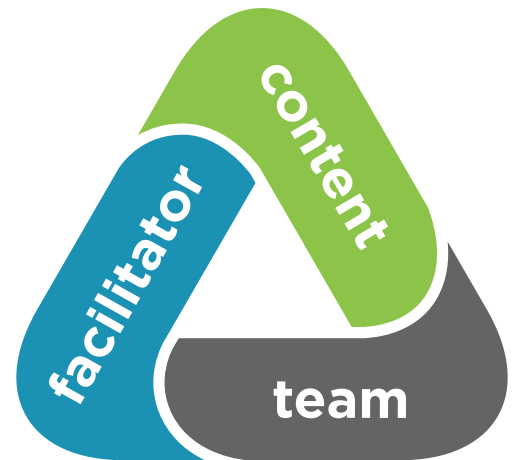
STRENGTHENING CHURCHES AND LEADERS NOW AND INTO THE FUTURE

Welcome to being a facilitator for Renovations! Facilitators play a crucial role in the transformational process of Renovations, and you will be key to the ongoing learning your team will experience.

In Renovations, there are three components which work together for transformation. The first is the content. The content will be provided by videos and include experts with information, stories, and points of practical application. The content is meant to be clear and relevant to your team's goals.

The second component is the team. The team should be people who are willing to try on new ideas and innovate. It should be people who are highly engaged in your ministry and will come ready to learn and dig into the ideas.

The third component is you, the facilitator. You do not need to provide innovative ideas. You do not need to provide expertise and content. Your job is to create a welcoming and hospitable environment for the team to process and reflect on the content. That environment will be the fertile ground of innovative ideas and ministry opportunities!




Take a deep breath. You don't need to do everything, and everything you do is important. Drawing on the work of Edward P. Wimberly (*Recalling Our Own Stories: Spiritual Renewal for Religious Caregivers*. San Francisco: Jossey-Bass, 1997.), there are four basic components of an effective facilitator:

- Humility
- Hospitality
- Reciprocity
- Thoughtful availability

Humility

Humility is exactly how it sounds—not thinking more highly of yourself than you ought (Romans 12:3). In the case of the facilitator, humility starts with your own internal landscape. Before you are a leader and a facilitator, you are a human being with glory and brokenness. You have needs like any other human being—needs to be loved, to belong, and to be known. The problem is that, especially when stressed, it can be tempting to meet those needs through your team. In other words, it can be tempting to do things like tell unnecessary jokes to get your team to acknowledge you with laughter or share your own information to appear as an expert to gain admiration. Do your own work, and it will make you a better leader.

Humility also means welcoming silence. Pride feels the need to share and fill any silence, while humility recognizes that silence is sometimes needed to let people



think. Extraverts tend to process their thoughts and feelings out loud. Introverts tend to process within themselves. Silence lets both groups have an opportunity to get their best thoughts out there.

Hospitality

Hospitality is making the most of the space you have, ensuring that all participants have an opportunity to learn and participate in the work of the team.

One thing to consider is timing. In your planning, please consider that people need to move around a little at least every 45 minutes. Space out the time accordingly.

Reciprocity

Reciprocity is the notion that there is give and take in the facilitator's role. The vulnerability you exhibit as a facilitator will set the bar for the team. If you are closed off from the group, the group will pick up on that and will also be closed off. If you are open and honest with the group with appropriate vulnerability, that will also influence your team.

There is a tightrope to walk with reciprocity, however. On the one hand, your authenticity sets the tone for the conversation. On the other hand, your oversharing could dominate the group and make the conversation about you.

Before sharing your insights, ask yourself this question: *Am I sharing this story to advise the group on what they should do, or am I trying to open conversation for the team's learning?*


Thoughtful availability

Thoughtful availability is recognizing the dynamics in the room and being an empowering presence to your team. Good facilitation rises and falls on your availability to the dynamics in the room.

Your first job is to maintain psychological and spiritual safety in the conversation. It is your job to ensure, set, and maintain the expectation of mutual respect and love between conversation partners. If someone steps out of line and insults, belittles, interrupts, or in any way shows disrespect to another participant, it is YOUR responsibility to step in and reinforce the boundaries. What you allow is what you empower. If the conversation feels unsafe to participants, you can anticipate that the group will be less imaginative and less likely to see lasting transformation.

Maintaining safety starts with paying attention. Here are some things to pay attention to:

1. Who is talking and who is not talking?
 - a. If there are people who are not talking, they may either feel unsafe, or they may require internal processing time.
 - b. NEVER call on people to share. You are working with adults who can jump in when they want. Calling on people diminishes safety.

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- c. It is always a good idea when a conversation is flowing without much silence to ask everyone to take a break and write some ideas down. A fast-moving conversation often feels good, but introverts are left out when that's not punctuated with times of silence. You may miss great ideas because you aren't taking the time for discernment.
2. Is there a topic which is being avoided?
 - a. Notice when the group changes subjects away from a particular topic.
 - b. Gently bring this to the group, and ask about it curiously.
 - c. The team may not yet be ready to deal with it, but the seed has been planted.
 3. Does the group need you to ask open or closed questions?
 - a. Open questions are needed when the team is focused on only one plan too early in the brainstorming process.
 - i. Open questions include:
 1. What are some other options you could be looking at?
 2. How else can we address this problem?
 3. How would _____ (fill in another group or church or organization) address this problem?
 4. What else?
 - b. Closed questions are when the team has so many choices that they are stuck in analysis paralysis.
 - i. Closed questions focus the group and include:
 1. What are the pros and cons of each choice?
 2. Are there any options here which violate Scripture or our core values?
 3. Which options can you see our ministry engaging with the people and resources we already have?

Thoughtful availability helps the group do the work of discernment, when head and heart come together under the guidance of Scripture and the Spirit to help chart a new way forward.

Thank you again for your work as a facilitator for Renovations. If you set the table, there will be a rich feast of learning and transformation for your ministry. Enjoy the journey!