



# Pastoral Leadership Development

PLD NEXT 2012-2013

## Facilitator Guide

Center for Pastoral Excellence  
Center for Congregational Excellence  
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### Preparation Checklist

- \_\_\_\_\_ Devotions
  - \_\_\_\_\_ *Spiritual Direction*, Nouwen (this month's book)
  - \_\_\_\_\_ *The Practice of Adaptive Leadership: Tools and Tactics for Changing Your Organization and the World*, Heifetz, Linsky and Grashow (next month's book)
  - \_\_\_\_\_ Bible
  - \_\_\_\_\_ Worship handouts (if applicable)
  - \_\_\_\_\_ Handouts of Leadership Teaching (see attachments – Lectio Divina; Key Learning; Action Planning)
  - \_\_\_\_\_ Music options (Hymns 454 and 420)
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### Typical Agenda

<b>Opening</b> <ul style="list-style-type: none"> <li>• Welcome</li> <li>• Worship / Spiritual Formation</li> </ul>	45 minutes
<b>Leadership Teaching</b>	1 hour & 30 minutes
<b>Key Learnings/Action Steps</b>	30 minutes
<b>Accountability / Prayer Partner</b>	30 minutes
<b>Wrap-up &amp; Closing</b>	5 minutes

**\* Add a break or two as needed**

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## PLD Next Lesson 1 – Spiritual Formation

### Welcome

Welcome everyone as they enter.

### Agenda

Cover the agenda for today as needed. Answer any questions, set breaks as needed.

### Ground Rules

Facilitate the development of the covenant with the group. Why do we meet? Why is this exercise important? What are our expectations of the meeting time? What are our expectations of each other? How can we ensure maximum learning and spiritual formation?

### Prayer

### Worship / Spiritual Formation

Open the session with a prayer or ask someone else in the group to do so.

Spend some time with the group doing a devotional lesson or some other type of study of scripture. Try to connect it to the lesson for the month and/or the book which everyone just read.

**Sing:** Hymn #454 “Open My Eyes, That I May See”

**“Going Deeper”** on pages 14-15 of *Spiritual Direction*  
Invite participants to read Job 1-3 and follow the guidelines of the exercise. After everyone has had time to do reflection/journal, give 5-10 minutes for persons to share with their prayer partner.

Psalm 138:1-4

**Sing:** Hymn #420 “Breathe On Me, Breath of God”

**Leadership Teaching**

“Ministry happens.”

**How do you know this to be true/false and or positive/disruptive?**

“Ministry is the overflow of your love for God and others.” (*Spiritual Direction*, p.131)

Perhaps you recall Kenda Creasy Dean’s illustration at annual conference. We are not to “dump” ourselves into our ministry. Yet, we are filled with God’s grace (God does not know when to stop) and that grace “splashes” over into the world.

**How as a pastor are you a spiritual director?**

“The spiritual director pastor is shaped by the biblical mindset of Jesus: worship-orientation a servant life, sacrifice. This shifts pastoral work from ego addictions to grace freedom. It is work at which we give up control, fail to forgive, watch God work.” (*Under the Unpredictable Plant*, Eugene Peterson, p. 176)

**Where does your mind go when it is not focused on work?****Is there margin in your life? Or are your pages so full there is no space for God to intervene?**

“Discipline means to create boundaries around our meeting with God. Our times and places can’t be so filled up that there is no way of meeting. So you have to work very hard to say, this is the time in which I am with God, whether I like it or not, whether I feel like it, whether it satisfies me. You go back to the place of solitude with God and claim who you are.” (*Spiritual Direction*, page 35)

**Leadership Teaching, cont.****Idea of Spiritual Direction**

The term “spiritual direction” is not entirely satisfactory. Like the cereal “Grape Nuts” that is neither grapes nor nuts, “spiritual direction” does not hold up well under scrutiny.

*(Under the Unpredictable Plant, p. 187)*

We know we do not have all of the answers. Sometimes we have to remember spiritual direction’s prerequisite—stand back and do nothing. Nothing but pay attention to God.

“Spiritual formation is the careful attentiveness to the work of God...” *(Spiritual Direction, page 17)*

“To offer or receive spiritual direction calls for the courage to enter into the common search, confront our brokenness, and use this capacity to grow through wisdom and understanding. ...To receive spiritual direction is to recognize that God does not solve our problems or answer all of our questions, but leads us closer to the mystery of our existence where all questions cease.” *(Spiritual Direction, pages 11, 13)*

**Are you being called to live the questions?**

Nouwen and the editors of *Spiritual Direction* call us to:

1. Take a look at ourselves
2. Look to Scripture
  - Examine Prayer
  - Ask, “Who is God for Me?”
3. Understand Who I am in Community
  - Confession/Forgiveness
  - Prayer Partners

**Scripture**

“Meditation means eating the word, digesting it, and incorporating it concretely into our lives.” *(Spiritual Direction, page xviii)*

**Leadership Teaching, *cont.***

“Let the word of Christ—the Message—  
have the run of the house.  
Give it plenty of room in your lives.  
Instruct and direct one another  
using good common sense.  
And sing, sing your hearts out to God!”  
(Colossians 3:16)

We have a desire to hear from God. Scripture is the primary way the Holy Spirit opens us up to God. God still speaks and guides through the Word if we make ourselves available to it. What if we read not to master the text, but be mastered by it?

**How has Bible Study affected your life?**

**What are you looking for when you read Scripture—**information, comfort, understanding, guidance, a word from God, communion with God?

**If the Word of God seems dry to you, what might that say about this season of your life? Do you do anything to allow it to be more alive?**

Share Scripture reading practices. (ex. Some may read at specific time, memorize, copy Scripture, etc.)

**How does Scripture guide your dialogue with God?****Prayer**

“It is by being awake to God in us that we can increasingly see God in the world around us.” (*Spiritual Direction*, page xvi)

Immanuel= God-with-us

**How do we forget that God is near?**

“Prayer helps us stand in the presence of God.” (*Spiritual Direction*, page xvi)

Rather than just do-ing, we are to be. (Be human beings) And see what is actually happening in our lives.

**Isn't God up to something right now?****How might I listen to what God has to say?**

**Leadership Teaching, cont.**

“But even stronger than our fear of the empty space is our fear of actually hearing the voice of God!”

(*Spiritual Direction*, page 19)

**Have you ever been afraid to really hear what God might have to say to you? Is there an instance in which you have been a Jonah on the way to Tarsish? Perhaps you have followed God’s voice to a place you would rather not go...?**

“A spiritual life cannot be formed without discipline, practice and accountability.” (*Spiritual Direction*, page xv)

**How is your prayer life? Do you make room for God to speak in your life?**

“Pray regularly and irregular things will happen regularly.” (Mark Batterson)

**How have you experienced “holy coincidences” in your life?**

**Share as a group how you all use the everyday in prayer life. And/or how you pray intentionally in the everyday. What prayer patterns do you use?**

Examples:

-While swimming laps at the pool, I pray for a specific individual each lap

-When an ambulance goes by, I pray aloud for the patient

**How have prayer patterns changed throughout your life?**

We have to trust in God’s healing power.

**How can fear be an obstacle to prayer?** (Discuss Pierre Wolfe book. See *Spiritual Direction*, p. 59)

*Image of God/Our Relationship/Forgiveness*

**How do you imagine God? What language do you use to describe God? How has your image of Jesus changed from your youth?** (See *Spiritual Direction*, page 48)



**Leadership Teaching, cont.**

**Consider where you are hiding from God and others. What secret are you afraid to face or share with God/others?**

Read **Psalm 51**

How is denial or rationalization of sin interrupting your life with God?

“The process of forgiveness begins with our awareness and understanding of sin, for if we are not aware of our sin, we go on living self-absorbed lives while hurting others.” (*Forgiveness*, Adam Hamilton, p. 17)

**What is forgiveness? How is it related to our spirituality?**

When we hurt others, we hurt our relationship with God.

### **Community**

*Spiritual Direction* reminded us that we require community to be fully who we are called to be.

**“What is the value of going out “two by two” to serve and share the gospel?”**

(*Spiritual Direction*, p. 143)

“*Community does not require organization or institution’ community is a way of living and relating...*” (*Spiritual Direction*, p.113) We are called to be in community. We cannot live spiritual lives alone. Community reminds us of what is really happening in the world and in our lives. Faith communities hold us accountable.

**How are you a spiritual director as a pastor-colleague/prayer partner? Do we need a covenant?**

**How can we speak more to our covenant within Orders?**

**Leadership Teaching, cont.**

And so we return to where we began. We are pastors. There are expectations of us. Things we decide to share and keep to ourselves. Somehow, life and ministry teaches us that openness can be dangerous. When self-protection becomes so huge, how do we make ourselves vulnerable/open in places like this?

“Accountability partners help us face into the truth of who we are in Christ. They help us face down the lies that shape us, and they orient us in the direction of God’s patient love. Together, accountability partners walk into the temptations and difficulties of life. They share the last 10 percent of themselves with each other. They let their secrets out. And together they focus on living holy and responsible lives....” (*Spiritual Disciplines Handbook*, Adele Ahlberg Calhoun, p.123)

**Where/how are you held accountable in your life?  
How can you be a good accountability partner?**

If time allows, visit Appendix One (*Spiritual Direction*, page 153) and Appendix Two (*Spiritual Direction*, pages 155-160)

**Key Learnings**

Go around the room and get one key learning from today from each person. Encourage everyone to write down their own key learnings on the handout (Handout 2) from today and any others that speak to them.

**Action Step Accountability****Prayer Partner**

Just like none of us are through growing as disciples...none of us is through growing our leadership gift. When you look down the path of your personal leadership development, you should see a goal you are working toward. This goal will be different for all of us.

Remembering your long-range plan and based on your personal leadership development goals...what is ONE action step you are willing to commit to taking between now and our next session?

This step may be based on the books we read, our session today, something you heard in our discussion, or something else that has been laid on your heart.

Now please share your action step with your partner. We will spend some time in each of our following sessions reviewing these action steps in order to establish an element of accountability. This will be a good way for all of us to stay on track.

### **Wrap Up & Closing**

Cover any open issues from today's session. (IE. You may have put something on the "parking lot" to answer later.)

Remind the group about the book they will need to read for next month: *The Practice of Adaptive Leadership: Tools and Tactics for Changing Your Organization and the World*, Heifetz, Linsky and Grashow

Close the session with prayer.

## Handouts

### Handout 1 - Lectio Divina

**“Let the word of Christ—the Message—  
have the run of the house.  
Give it plenty of room in your lives.  
Instruct and direct one another  
using good common sense.  
And sing, sing your hearts out to God!”  
(Colossians 3:16)**

### Scholastic Form of Lectio Divina

This way of practicing *Lectio Divina* developed in the Middle Ages at the beginning of the Scholastic Period. At this time, there began a tendency to compartmentalize the spiritual life. As this tendency grew, the emphasis was placed more upon rational analysis and less on personal experience. The scholastic form divides the process into stages or steps in a hierarchical pattern. The scholastic method is a good way to learn *Lectio Divina* whether privately or in a group.

### Guidelines for Scholastic Lectio Divina

*Silence yourself. Put yourself in the presence of God. Offer yourself to God.*

Step One: Read the passage, encouraging everyone to listen with the "ear of their heart." What phrase, sentence or even one word stands out to you?

Step Two: Read the passage again and **Reflect** on the word of God. Encourage everyone to be aware of what touches them, a thought or reflection that is meaningful. What *connects to your life right now?* Allow a minute or two of silence.

Step Three: Read the passage again and **Respond** spontaneously to the word of God. Be aware of any prayer that rises up within that expresses the experience. Respond to God's invitation for you. Allow a minute or two of silence.

Step Four: Read the passage a final time and **Rest** in the word, reflect or pray and allow God to speak in the silence. Allow three or four minutes of silence.

To Extend the Practice: After the resting, take the phrase, sentence, or word into your daily activity and listen to it, reflect on it, pray over it, and rest in it as time allows during the day. Allow it to become part of you.

[www.contemplativeoutreach.org](http://www.contemplativeoutreach.org)

### How as a pastor are you a spiritual director?

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(*Under the Unpredictable Plant*, Eugene Peterson, p. 176)

### Resources:

*Spiritual Disciplines Handbook*, Adele Ahlberg Calhoun

*Sacred Rhythms*, Ruth Haley Barton

*Shaped by the Word*, Robert Mulholland

*Under the Unpredictable Plant*, Eugene H. Peterson

## Handout 2 - Key Learning from Today

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### Action Step

As part of your overall 8 month action plan...what is **ONE** action you are willing to commit to taking between now and our next session? (A step on your leadership journey toward your goal.)

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### Action Step Accountability Partner

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