

What this is about

Almost all of life is experienced in a relational context. In families, we are formed by relationship; at work, we get things done in relationship with others; from governments down to ministry groups, things happen in relational systems. Sometimes those systems are vehicles of creativity and wholeness and show us glimpses of God's dream for the world. More often they are sources of frustration, pain and brokenness.



Each one of us, whether identified leaders or not, can make conscious choices about how we act in those systems in order to increase the potential for that social system to manifest God's dream of healing and reconciliation.

Your authentic, spirit-led presence is your best tool to make a difference where you worship, serve, work and play. If you want to increase your capacity to influence those social systems for good, you might be called to embark on this journey of personal growth and leadership development.

Facilitator:

Larry Pennings will be the primary facilitator for this leadership formation program.

Larry spent 20 years in congregational leadership as a pastor and currently has a private consulting practice where he "helps groups get where they need to go, *together*." He is a practicing spiritual director; he has a Masters in Management, and focused his Doctoral work on developing a model to apply principles and practices of spiritual direction to helping organizations become more free to fulfill their purpose. He facilitated the Trinity/Pointe of Grace Re-Visioning process. He served as adjunct faculty at Antioch University, Seattle, teaching a course on Transformational Leadership at its Center for Creative Change. He offers management/leadership coaching and spiritual direction and facilitates groups when they need to deal efficiently and respectfully with complex Issues. He does mediation with the Snohomish Dispute Resolution Center and his current projects include running deliberative events that give citizens a voice in public policy issues.



Cost:

There is no charge for participation in Community of Practice. However, considering the expense involved in staffing them, we would ask that you consider making a donation to the congregation that reflects the value you believe you have received.

There is no set registration fee but donations (suggested \$50-\$100 per person) are invited to cover costs.

Registration or Questions:

If you have questions or want to register for the Leadership Community of Practice or the Community Building Workshop, contact Larry Pennings at 425-485-0136 or larry@towardintegrity.com

TRINITY LUTHERAN CHURCH



Trinity-Lynnwood/Pointe of Grace

We manifest God's dream as a community that makes space for people to recognize what God is doing to meet the deep needs of the world and to discover and assume their unique roles in partnership with God.

2014-2015

Leadership Formation *Equipping Individuals to Influence their Communities for Good*

Bishop Desmond Tutu defined God's dream as "a world shaped by God's grace, touched by Christ's love, and continually renewed by the Holy Spirit." We can make this dream more of a *current* reality by intentionally choosing our actions in the social contexts of our lives.

Whether in our families, at work, church committees or ministry groups, each of us always has the opportunity to take action that will increase wholeness and make more room for God's renewing Spirit to move.

We are offering an opportunity for individuals to enhance their skills in being a transforming influence wherever life calls them.

- ◆ **Monthly Leadership Community of Practice**
- ◆ **Weekend Community Building Workshop**

Equipping Individuals to Influence their Communities for Good

Leadership Community of Practice

This consists of monthly evening meetings (3rd Tuesdays), beginning in September and continuing through May. We form a community of practice where we learn and experiment with skills that will help us act as influential change agents. This group becomes a “learning laboratory” where leadership skills will be presented. People reflect on their actual experience in other groups, and practice skills with one another.

Curriculum includes such skills as creating space for difficult conversations, communication, facilitation, change management, and action-planning. These are taught in the context of discerning the “collective spirit” so that actions can be planned with a view toward helping the whole become freer to achieve its highest purpose.

Past Experience

Participants in the 2013-2014 Leadership Community of Practice reflected on how this experience equipped them to make a positive difference where they live, work and worship.

- One person reported being able to examine complex roles in a family situation to take positive, constructive action for the well-being of a family member in need while not getting distracted by trying to fix things that were beyond control.
- Others recalled working through a volatile ministry situation by noticing but not acting out of initial negative responses and listening in a caring way, with the result that someone was helped to recognize their call more clearly.
- Someone else took initiative in a conflictive situation with condo neighbors to help them listen to each other's concerns and find resolution, bringing peace to the whole community.

A new cohort is forming for 2014-2015. Register by September 14.

Who is eligible?

- Anyone who is actively engaged in some group where they hope to exercise influence for good (church, work, community).
- Participation requires:
 - Commitment to making attendance a priority.
 - Engagement in reflection activities outside of the sessions.
 - Willingness to be open and authentic with peers in a safe learning space and give and receive feedback that encourages personal growth.

What are you likely to gain?

- Practical skills that will increase your leadership competence at home, church and work.
- Increased confidence in managing complex group interactions.
- A more integrated life—linking spiritual awareness to everyday activities.

Enrollment will be limited to 24 persons.

2014 Kick-Off Workshop Building Authentic Community

We understand Leadership as “*the intentional application of my authentic personal presence to influence a group in becoming more free to fulfill its highest purpose.*”

Everyday life rarely provides opportunity to practice simply being authentically present to others in a respectful and accepting environment.

Prompted by discussion in the 2013-2014 Leadership Community of Practice, we are offering a 2 and a half day **Community Building Workshop** this fall. In this event, people experience and practice communication skills that create the possibility for authentic human connection. There is very limited content. The workshop is based on a set of guidelines and principles rather than an agenda or particular procedure.



Facilitators gently guide participants through a process that helps them look beyond cultural, political and religious differences that can prevent us from embracing our common humanity.

The workshop will be held Friday evening, October 10, from 6:30-9:00 pm and Saturday and Sunday, October 11 and 12 from 9:00 am-5:00 pm. An optional “de-brief session” will be held Monday, from 7:00-9:00 pm.

This workshop is a *supplement* to the Leadership Community of Practice but not a requirement and participation in the workshop is open to all, regardless of participation in the Community of Practice.

There is no set registration fee but donations (suggested \$50-\$100 per person) are invited to cover costs.

For further information, see the separate workshop brochure or contact Larry Pennings at larry@towardintegrity.com.