

Three Area Meetings “In a Box”

1. [Overview of the Campus Continuum](#)
 - 90 min- for introducing an Area Team to the Continuum for the first time.
2. [Building On-going Fluency in the Campus Continuum](#)
 - 60 min- for use as “maintenance” and sustaining understanding and usage of the Continuum.
3. [Praying for Future Growth and Direction](#)
 - 45 min- for use in engaging the spirituality of the Continuum.

1. Overview and Intro to the Campus Continuum

Total time required: 90 minutes

Objectives:

- Staff will understand the vision and rationale for the Continuum.
- Staff will begin to build confidence using the Continuum: having practiced staging, generated application points in the context of the Continuum, and debriefed in community.
- Staff will be prepared to be coached by their supervisor using the Continuum.

Time	Activity	Materials Needed
10 mins (10 total)	<p>(5 min) Entry: Dreaming Exercise</p> <ul style="list-style-type: none"> - Have the CSMs dream about unreached campuses and the unreached corners of campuses. <ul style="list-style-type: none"> o What are the places you’ve been yearning for ministry? Any places where ministry is going differently than hoped? - Have CSMs write short descriptions of the chapter and campuses, including unreached ones. (This can also be done as a “pre-course”) <p>(5 min) Introduction: Vision (The Why)</p> <ul style="list-style-type: none"> • Vision & Rationale -> Metaphors/Pictures <ul style="list-style-type: none"> o Share the picture(s) you heard at Cultivate-Lite. o Jon shared 1-2 of the metaphors from this doc at Cultivate-Lite, share 1-2 of them for the team. “Six Pictures” o OR, if you have a strong vision for a different image/metaphor, cast your own vision that fits for your team and context. • Ask for team reflection and sharing: What is compelling/helpful to you about this image and vision? 	<p>Optional:</p> <ul style="list-style-type: none"> • Post-its to facilitate dreaming exercise • Powerpoint or image to facilitate vision sharing
15 mins (25 total)	Training on Campus Continuum- Stages/Categories	Printouts of the full Continuum , projected

	<p>(5 min) Give staff time to read over the Campus Continuum page on the Ministry Library.</p> <p>(15 min) “Let’s go through part by part”</p> <ol style="list-style-type: none"> 1. First, why do we have the idea of “stages” of a chapter at all? <ul style="list-style-type: none"> • Helps take out guesswork, empowers appropriate planning and strategy, provides a helpful guide for what’s ahead • Assessing reality- we need to know where we before we can move forward helpfully • Acknowledge it’s not always “left to right.” It is normal to experience setbacks at times and move “right to left.” But again, reality is our friend: this is a tool to help get a solid sense of where a chapter is in order to gain or regain momentum. 2. Categories (rows): offers descriptors, details, recommendations for that stage. <ul style="list-style-type: none"> • Definition: Snapshot of the stage. • Core Focus: The primary objective. • Key Leadership Moves: Tactics to accomplish core focus. <ul style="list-style-type: none"> ○ To learn more about the 4E’s, you can encourage this Ministry Playbook course as a follow-up to the meeting. • Who to Develop: Identifying who to invest in. • Signs of Life: What does “success” look like as you work through that stage. • Critical Transition: The criteria for moving forward. 3. Stages (columns)- <ul style="list-style-type: none"> • Highlight the definition • Give an example of a campus/ministry you’ve seen in this stage. Why you think it’s there, and why it <i>helps for you</i> to think of it in that stage. <ul style="list-style-type: none"> ○ Prospective ○ Connected ○ Emerging ○ Establishing ○ Catalyzing 	<p>on a large screen, or everyone has an easy to view copy on their laptop.</p> <p>Link to the Campus Continuum page on the Ministry Library</p>
<p>10 min (35 total)</p>	<p>Q&A</p>	
<p>35 mins (70 total)</p>	<p>Applying it to the Area</p> <p>(5 min) Ask for a staff to volunteer to be in a “Fishbowl” exercise with you (you work with one so staff, and others observe the process).</p> <ul style="list-style-type: none"> - Ask questions to help the staff assess their reality and find the stage of their chapter - Debrief <ul style="list-style-type: none"> ○ How did it help you think about your chapter? ○ What was difficult? What surprising emotions came up? 	<p>Printouts of the full Continuum, or everyone has an easy-to-view copy on their laptop.</p> <p>Optional: Post-it notes + Large printout of the Continuum on which to place post-its</p>

	<ul style="list-style-type: none"> ○ When you look at the key leadership moves, what stands as good next steps? <p>(10 min) Give CSMs time follow the first two steps in the “Putting it Into Action” section in the Continuum page of the ministry library.</p> <ul style="list-style-type: none"> - 1. Assess their reality and find the stage of their chapter - 2. Generate potential next steps in discipleship, prioritize your quarter/semester focus. - Give space for multiple staff at one chapter to work together. - AD is available for additional questions. <p>(5 min) Q&A and troubleshooting any tough decisions, or to unpack nuances, especially to contextualize.</p> <p>(10 min) Debrief</p> <ul style="list-style-type: none"> - Share what stage your chapter is in and 1-2 key next steps for you. - How did it help you think about your chapter? - What was difficult? What surprising emotions came up? - What do you sense God inviting you into this? <p>(5 min) TWO options:</p> <ol style="list-style-type: none"> 1. Activity to focus on positive: Pick one thing you love about the stage you’re in and share. Cast vision for the power of matching and applying the proper leadership to the actual stage. 2. Showing the whole area: write the names of all the campuses/chapters on post-its and place them on a large printout/projection of the Continuum. 	
<p>15 min (85 total)</p>	<p>TWO options for prayer</p> <ol style="list-style-type: none"> 1. Prayer/spiritual formation, asking for courage and resilience in leadership, wisdom in the next steps. <ul style="list-style-type: none"> - If you choose the activity to show the whole area, spend time in prayer over all the campuses and chapters in the area. 2. If there are lots of negative emotions- here is a suggested prayer exercise to address shame <ul style="list-style-type: none"> - <i>“Has this exercise bought up any negative emotions or shame about yourself or the work you’ve done? What emotions are they and why? Once you’ve reflected, write down each emotion on a slip of paper.”</i> (3 mins of silence) - <i>“Take a moment and invite the Holy Spirit to speak truth over those emotions. Journal those in a notebook/on your phone.”</i> (5 mins of silence) - <i>“Once you’ve received God’s truth. Tear up the slips of paper with the negative emotions. Hold them in your hands.”</i> - The facilitator: <i>Lord, we praise you for the Holy Spirit which leads us into all truth. Father, you changed our identity so help us to see ourselves and what we have</i> 	

	<p><i>accomplished through your eyes. We ask now that you would help us hold on to the truth that you have spoken over us. God, help us to release the emotions and perspectives that aren't from you. Make us like you so that we may see what you see and think what you think. Amen.</i></p> <ul style="list-style-type: none"> - Have the participants throw away the ripped-up slips of paper as a sign of release. 	
2 mins (87 total)	<p>Closing:</p> <ul style="list-style-type: none"> • Encourage staff to take the 4E's course in the Ministry Playbook • Set expectations that you will use GROW coaching and the Continuum in the next supervision. • Set up supervisory appointment with each CSMs. 	

2. Building On-going Fluency in the Campus Continuum

(Recommended no sooner than 1 month after the first session, to give AD enough time to have done one coaching session with each staff)

Total time required: 60 minutes.

Objectives:

- Staff will strengthen their understanding of the vision and rationale for the Continuum.
- Staff will grow confidence using the Continuum: having done peer coaching in the context of the Continuum.
- Staff will be primed for more coaching by their supervisor using the Continuum.

Time	Activity	Materials Needed
15 mins (15 total)	<p>Personal reflection: (5 min)</p> <ul style="list-style-type: none"> - What worked? What was challenging? What wins did you experience? - What places of intercession came up? - What questions came up? - Any feedback? <p>Debriefing the Continuum</p> <ul style="list-style-type: none"> - How has the Continuum helped you prioritize or focus your leadership? - How has the Continuum impacted your discipleship? <p>Debriefing coaching</p> <ul style="list-style-type: none"> - What was helpful or unhelpful in using it in supervision? 	
5 mins (20 total)	<p>Vision</p> <p>Focus on “good match”</p> <ul style="list-style-type: none"> - IF there is one, share a story where the staging + coaching really helped momentum: CSM/AD feel like they were on the same page and tackling the “right” problem and seeing transformation <p>Vision let’s keep “just trying this on”</p> <ul style="list-style-type: none"> - Surfacing potential mismatches... staffing like it’s one place in the Continuum, when staging says it’s a another. - Has a chapter moved right or left in recent years and staff-work needs to “catch up” with the reality of the chapter? - Acknowledge and encouraged that changes in perspective and way of staffing takes time and perseverance. - Express commitment as supervisor to coach staff in stage-appropriate ways. 	
5 mins (30 total)	Q&A	
25 mins (55 total)	<p>Peer Coaching</p> <p>GROW refresher (5 min)</p>	Printouts of the Continuum + post-its

	<p>Guided peer GROW coaching in pairs (10 min x 2)</p> <ul style="list-style-type: none"> - Set-up <ul style="list-style-type: none"> o What stage are you? o For now, cover the other columns with post-its to allow devoted attention on where the chapter is right now. (analogy of a surgical drape that provides focus) - Goal <ul style="list-style-type: none"> o What's a goal within the "signs of life" section for your stage that feels most attainable? o What would it look like and feel to be there? - Reality <ul style="list-style-type: none"> o Where are you in relation to the "sign of life" you picked? o What actions are you currently doing to pursue that "sign of life"? - Options <ul style="list-style-type: none"> o What options for action steps do you have? Brainstorm ideas? (Protip: Check out the 4E's "Key Leadership Moves" section) o Discern/sort to best one to do. - Way Forward <ul style="list-style-type: none"> o What barriers might you anticipate and how can you navigate them? o Put key action items into your calendar. 	
<p>8 mins (58 total)</p>	<p>Prayer for the area</p> <p>If a large printout was used previously, this is the time to take it out again. If not, you can use one now. Other options:</p> <ul style="list-style-type: none"> - Project the Continuum on a wall/screen. - Create a shared online doc that everyone can view on their device (perhaps on Miro or even just using a spreadsheet with columns for the stages) <p>Place post-its on where each campus/chapter is on the continuum (or type into the spreadsheet)</p> <ul style="list-style-type: none"> - Celebrating wins and any moves to the right - Intercession for moves to the left 	<p>Optional: Post-its + Large printout of the Continuum or projected</p>
<p>2 mins (58 total)</p>	<p>Expectations for follow-up during supervision appointments. Set expectation for continued GROW coaching in supervision</p>	

3. Praying for Future Growth and Direction

Total time required: 45 minutes.

Objectives:

- Staff will discern God’s will for their area’s growth.
- Staff will seek the Lord on next steps for their campuses while referencing the Continuum.
- Staff will create a roadmap for growth based upon their next steps.

Time	Activity	Materials Needed
1 min	Praying for Future Growth and Direction During this time, we are going to ask the Lord for his guidance. We will start by asking the Lord to speak about his will for the area and move on to create a roadmap for the future.	
10 mins (11 total)	Praying for Future Growth Prompt: Let’s go back to the dreaming exercise from the first session. While looking at the descriptions written for your campuses ask the Lord to speak about the bigger picture of his will for your area (reached and unreached). Write down what you’re seeing, hearing, or what comes to mind. <i>(Encourage bulleted version for later engagement. Later engagement may look like doing an illustration [painting, drawing], creatively writing [poetry, psalm, etc.], or writing out what they’re hearing more extensively).</i>	Any previous work on CC: worksheets, large printed continuum, or continuum projected on a screen. Optional: art supplies
5 mins (16 total)	Debrief Share, in a large group, what was heard. What are the overall themes for the area?	
10 mins (26 total)	Praying for Direction Prompt: How do the overall themes apply to your campus? Think about where your campus is on the continuum. Ask the Lord “What are the specific next steps you want me to take? (Use the description for your campus’ Continuum classification as a reference – e.g.: Core Focus, Key Leadership Moves). Also ask him “What will I need to follow the instructions?” <i>(This may be physical resources, accountability, additional faith, etc.)</i>	
7 mins	Debrief	

(33 total)	<p>Share what you heard.</p> <p>Discuss what team resources are available to meet the needs and list what is still needed.</p>	
7 mins (40 total)	<p>A Roadmap to the Future</p> <p>Prompt: Based upon your next steps and God's will for the area's ministry, plot out your next steps for the next year*.</p> <p><i>Do this as a large group discussion. You can use sticky notes and place them on a timeline where everyone can see it.</i></p> <p><i>*The length of time is whatever you think is best for your area team. (Eg: semester, 3 months, 5 years, etc. Recommendation: 3-month minimum.)</i></p>	Post-its and markers
5 mins (45 total)	<p>Pray for the Future</p> <p>Pray for the needs, each other, and the next steps.</p>	
	<i>End</i>	