

AREA TEAM IN A BOX

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 |
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| 10 mins | (5 min) Entry: Dreaming Exercise <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"> ◦ 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") | Optional: <ul style="list-style-type: none"> • Post-its to facilitate dreaming exercise • PowerPoint or image to facilitate vision sharing |
| Total: 10 mins | (5 min) Introduction: Vision (The Why) <ul style="list-style-type: none"> • Vision & Rationale -> Metaphors/Pictures <ul style="list-style-type: none"> ◦ Share the picture(s) you heard at Cultivate-Lite. ◦ Jon shared 1-2 of the metaphors from this doc at Cultivate-Lite, share 1-2 of them for the team. "Six Pictures" ◦ 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? | |
| 15 mins | Training on Campus Continuum- Stages/Categories <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. | Printouts of the full Continuum , projected on a large screen, or everyone has an easy to view copy on their laptop. <p>Link to the Campus Continuum on the Ministry Library.</p> |

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| <p>Total: 25 mins</p> | <p>2. Categories (rows): offers descriptors, details, recommendations for that stage.</p> <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. <p>3. Stages (columns):</p> <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 helps for you to think of it in that stage. <ul style="list-style-type: none"> ◦ Prospective ◦ Connected ◦ Emerging ◦ Establishing ◦ Catalyzing | |
| <p>10 mins Total: 35 mins</p> | <p>Q&A</p> | |
| <p>35 mins</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? ◦ 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"> • Assess their reality and find the stage of their chapter • 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>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> |

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| <p>Total: 70 mins</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 large printout/projection of the Continuum. | |
| <p>15 mins</p> <p>Total: 85 mins</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 brought 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 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> • Have the participants throw away the ripped-up slips of paper as a sign of release. | |
| <p>2 mins</p> <p>Total: 87 mins</p> | <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. | |