

Fresh Start 3.11

*"If we want things to stay as they are,
things will have to change."*

Giuseppe di Lampedusa

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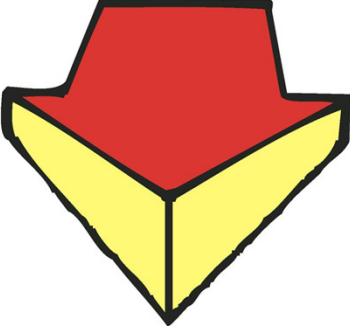
Fresh Start 3.1 1-- Background

Fresh  Start

Talking Points


Fresh Start was the Episcopal Church's response to the felt need to help clergy and their congregations navigate the critical period of transition in clergy leadership. The initial Fresh Start curriculum was written almost 10 years ago (and even it had some predecessors) and was revised in 2002 primarily to incorporate attention to congregational lay leaders as well as the clergy. Any curriculum needs constant refurbishing or it becomes irrelevant. Fresh Start 3.0, which was published in December of 2007, built on the previous versions and made the changes needed to keep Fresh Start "fresh." With Fresh Start 3.1 we up-dated all modules so they could be used with lay leaders, as well as clergy groups, and in 2011 we reformatted all PowerPoint modules to work with Microsoft Office 2010. In addition we created a web-based resource, Fresh Start in the Search Process, that takes some of the modules and simplifies them for use by a diocesan transition minister, search consultant, or interim with vestries, search committees and congregations during the first part of the transition process.

Feedback From:



- **Facilitators**
- **Participants**
- **Evaluation**

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We are constantly up-dating the curriculum based on feedback from people who use the material and our internal evaluations. In addition, dioceses develop some modules of their own which alerted us to the need for new topics.

What Hasn't Changed

- **Basic philosophy and purpose**
- **PowerPoint format for most modules**
- **Flexibility to design program that meets needs of your diocese**
- **Importance of relationships**

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Throughout these revisions, the basic philosophy and purpose of the program has remained the same: to support clergy and their congregations in transition. We've kept the familiar PowerPoint format for most of the modules. Although we have established some program standards (which we will get to in a minute), the program remains inherently flexible so you can tailor it to the needs of the clergy and congregations you serve. Finally, while there is more content in the current version of the modules the importance of using Fresh Start to build relationships remains a key aspect of the program and its design.

When is Fresh Start *Not* Fresh Start?

- Copyright
- Trademark
- Program Standards

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A handful of dioceses are offering programs for new clergy that they call Fresh Start, but do not use this material or have facilitators trained through this program. Variations in program quality have caused some clergy moving from one diocese to another to be reluctant to participate again based on their experience elsewhere. While still remaining flexible, we are mindful of the need to provide some guarantee of quality and consistency across dioceses. Thus the curriculum is copyrighted and the name and logo have been trademarked. To do so we had to articulate what made Fresh Start, Fresh Start, which led to the development of program standards.

Program Standards

- Overseen by trained facilitator
- On-going relationship between diocese & national program
- Use Fresh Start material and methods
- Offer the Transition module
- Be supported by the Bishop

Clergy Fresh Start must also:

- Include at least one session with the Bishop
- Be considered a priority for participation
- Consist of periodic sessions over 1-2 year period

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These are those standards.

To use the Fresh Start name, a diocesan program must be overseen by a facilitator trained through one of our national training programs, such as this one. The diocesan coordinator must maintain an on-going relationship with the national program, agreeing to participate in evaluations, keep the national staff informed of changes in staff or contact information, and stay current on program up-dates. The program must use Fresh Start material and methods, include the Transition module and be supported by the Bishop. Clergy Fresh Start must, in addition, include at least one session with the Bishop, who makes clergy participation a priority. The program must be scheduled over a 1 to 2 year period, with periodic sessions held throughout that time. The intent is that all newly ordained, first-time rectors and assistants are included in the program.

Core Modules

- **Entering a New System**
- **Family & Friends: Leading an Integrated Life**
- **History-Sharing and Understanding**
- **Transition**

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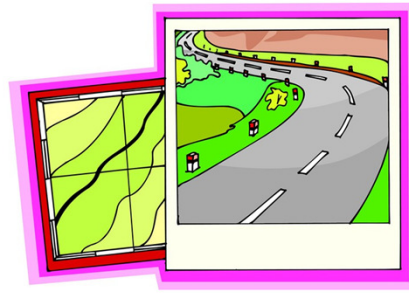
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There are four core modules – which we strongly recommend be included in any Fresh Start program. The last three cover the underlying principles of Fresh Start: the theory of transition; history-sharing as a way of getting to know one another and build relationships; and the need for self-care and finding time for family and friends. The first, *Entering a New System*, is all about what clergy and lay leaders need to be doing in their first couple of years in a new ministry.

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Mapping the Curriculum



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With that background, let's take a closer look at the curriculum itself.

The Basic Structure:



Volume I:

- **Section I: Introduction**
- **Section II: Facilitator Resources**
- **Section III: Bibliography**
- **Section IV: Fresh Start in Your Congregation - A Resource for Clergy**
- **Section V: Fresh Start in Your Congregation – A Resource for Lay Leaders**

Volume II:

- **Section VI: Modules**

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The material is divided into two volumes. The first contains the resource sections of the material. Section I, Introduction, provides an overview of the curriculum, a brief history of Fresh Start, and acknowledgements.

Section II is Facilitator Resources. Included here are the program standards; tips on how to structure Fresh Start for your diocese, suggestions for designing a Fresh Start session for clergy-only groups, congregations, and family members; some basic facilitation tips; the annotated modules menu; and a bibliography of worship resources.

Section III contains the bibliography for the entire curriculum, including web-based and video resources as well as print resources.

The fourth and fifth sections are the new resources for clergy and lay leaders, *Fresh Start in Your Congregation*.

The second volume holds the fifth and final section: all the modules, in alphabetical order to make it easier to add new modules as they are developed.

Let's take a look at a couple of the sections in Volume I.

Facilitator Resources

- A. Structuring Fresh Start for Your Diocese**
- B. Designing Sessions**
- C. Facilitation Tips**
- D. Modules Menu**
- E. Getting to Know You Exercises**
- F. Resources for Worship**
- G. Appendix**

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First, turn to Section II. This section contains numerous resources for you as facilitators with tips on how to structure the program and design sessions, as well as some getting to know you exercises and worship resources. In part D of this section you will find the complete listing of the modules with brief descriptions of their content. The Appendix contains some material used for one of the “Getting to Know You Exercises”.

Section III is a bibliography that pulls together all the references from across the modules plus those cited in the Facilitator Resources section.

Fresh Start in Your Congregation: A Resource for Clergy and Lay Leaders

- Overview of the work of the early years in a new position
- Appendix 1– Exit and Entrance
- Appendix 2 – History-Sharing & Understanding
- Appendix 3 – Habits, Norms & Expectations
- Appendix 4 – Role Clarity

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Now turn to Section IV, the clergy resource section. This is designed to be a booklet that you can duplicate and give to your clergy participants. A companion for lay leaders is in Section V.

The first nine pages are an introduction to the work of the first couple of years in a new position, getting to know a new congregation and having them get to know you. Listening to and caring for those lay leaders who held the congregation together during the interim time is an important piece of early pastoral care (see pp. 3-4). The section also contains suggestions for finding out about the exit of your predecessor (and sharing something about your own exit from your previous congregation), as well as reflecting on what may still need to be done to ease the new clergy person's entrance. History-sharing, clarifying roles and expectations, uncovering habits and norms, and planning for a vestry retreat and year-end check in or mutual review of ministry are all recommended. And there are four appendices with versions of the *Exit and Entrance*, *History-Sharing and Understanding*, *Habits and Norms*, and *Role Clarity* modules to be used in congregational settings. Use of an outside facilitator is strongly encouraged.

One of the core modules, *Entering a New System*, is designed to help you facilitate planning for taking Fresh Start back to the congregation.

Before we look at the modules themselves, do you have any questions?

Fresh Start in the Search Process

- Referenced in lay leaders version of Fresh Start in Your Congregation
- Includes
 - Overview
 - Sessions
 - Supplemental material
- Find it under Resources tab on home page – www.episcopalfreshstart.org

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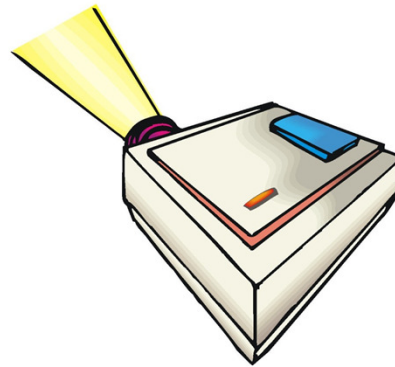
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The lay leaders' version of Fresh Start in Your Congregation parallels that for clergy for the most part. However since transition for congregations starts when the current rector or assistant announces that he/she is leaving, it also provides resources for the part of the process that begins with that announcement and runs through the arrival of the new clergy person. The lay leader version also refers to the web-based Fresh Start in the Search Process. Although this was developed primarily with diocesan transition ministers in mind, much of the material will be of help to lay leaders during the search process as well.

Basic Structure of Modules

- Resource Section
 - Overview
 - Special Instructions
 - Resources List
 - Outline of Session
 - Handouts
- PowerPoint



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With one exception, all the modules are formatted in the same way in two parts: a Resource Section and a PowerPoint presentation with complete lecture notes. The one exception is *History-Sharing and Understanding*.

Turn to the first module, *Church Size*, and you can see how they are laid out.

The Resource Section first gives a brief purpose and theological understanding, special instructions (including for what audiences the module is designed), and a list of the most related modules. A bibliography of resources related to just this module follows in case you want to do some background reading. Next comes a general outline of the session with a suggested scriptural reading and a walk-through of the PowerPoint and handouts. Finally there are the handouts for copying.

The next section is the PowerPoint presentation with its Notes Pages, which are set up as a lecturette. Directions to you as a facilitator (such as to distribute a handout) appear in bold italics.

The exception to this format is *History-Sharing and Understanding*, which is a purely process module. Please turn to that module in your manual. This one has some extensive preparation notes (pp. 2-3), but the first page, bibliography, and General Outline of the Session look much the same as in the other modules. However instead of a PowerPoint, this module contains Talking Points and Instructions to guide you step-by-step in facilitating a history-sharing session.

Now I'd like to give you some time to just browse through the material. Do you have any questions before you get started?