



Creating Processes for Staff Meetings

Sacred Space: This would typically be a process that is at the beginning of a meeting. The intention of these processes is to draw our attention toward God and usher in an awareness of His presence. It entails us looking up and out of ourselves toward God.

Group Building Process: This is a process designed to: 1) create greater awareness within the persons present, and 2) bring the group together and unite it on some level so that the group members become connected with one another. This would involve the group experiencing something together in the process. The experience could be with the group as a whole or within smaller groups.

An Effective Sacred Space or Group Building Process:

- Is experiential
- Is simple
- The leader is NOT the focal point of the process (through teaching/speaking)...LESS is MORE.
- Engages the individuals and group the entire time. (Their thoughts, emotions, spirit)
- Takes the participants out of their status quo, engages them in a risk of some kind
- Is not passive. (If you have a person just standing there and saying things over him/her, this is passive.)
- Does not just stay in the mind.
- Is interactive physically, relationally, and verbally.
- Creative (Come up with ideas for processes in teams. The more minds the better to be creative and fresh/new.)
- Is time sensitive. 10-15 minutes total depending on the situation.

Ideas for Sacred Space:

Use the rituals from the weekend for Sacred Space

- Elder station
- Incense
- Eye-to-Eye Contact
- Threshold
- Broken and Beloved

Ideas for Group Building Exercises:

Create them as a group. Groups come up with more clear ideas and processes.

Use themes from the weekend or Core Values or other ideas that would:

- 1) Encourage awareness
- 2) Personal growth
- 3) The group becoming connected with one another
- 4) The fear exercise
- 5) The group building exercise
- 6) Create an exercise on using your voice
- 7) Create an exercise on false selves trying to relate to one another
- 8) Create a process around a mature attribute of one of the quadrants. Example: A mature quality of the Sage is "flexibility." Create a process around being flexible.
- 9) False self, true self, broken, beloved
- 10) Awareness
- 11) Ownership
- 12) How others are a mirror to us
- 13) Dealing with perfectionism and people pleasing
- 14) Dealing with acceptance
- 15) Facing conflict, fears, the strengths and weaknesses of others

Look at the ministry's Core Values for more themes and ideas

A note in relationship to the use of a prayer time in a process...Be attentive to the other parts of the meeting. There may already be a prayer time scheduled. Also, if prayer is a part of the process, it should be focused and intentional. We recommended you stay away from the traditional "prayer time" during Group Building Processes.

Weekend Leaders/Leadership Team: Once someone (or a team) is assigned to create a process, have them go over the process with you BEFORE the meeting time. Go through the above list: "An Effective Sacred Space or Group Process" and ask yourself and the person(s) **does this process meet these criteria?** If not, give ideas and make the necessary changes.