

## WATC SMALL GROUP LEADER MANUAL

Review this job description as you prepare for the Weekend. Go over it on the Weekend as well in order to be present to your goals as a Small Group Leader.

The primary goal of each Small Group Leader is to facilitate times in small groups while creating an atmosphere of safety where Attendees feel free to risk being known.

### Preparation for Leading your small group:

- Training videos for each small group process have been created for you to use in your preparation for leading a small group.
- Please watch these videos before the weekend in order to ensure that you are following the processes as designed, with the appropriate energy, presence and insight.
- They are located at: <https://crossministrygroup.org/small-group-process-videos/>
- The password for the videos is “Beloved”

### Small Group Leader Goals

- Facilitate group in such a way that the women feel safe being known by others
- Focus on getting the women to interact with one another
- Move through each process or debrief efficiently without sacrificing depth (Keeping to our schedule is important and the Attendee’s experience is important.)
- Lead from the heart. Minimize any teaching, and use this time as a time of connection.
- Know the processes. You may make note cards to help you remember how to do processes, but please prepare well so that you don’t have to rely on them.

### Guidelines for Small Groups – “Holding Space for one another”

For how to witness/connect and what not to do: Focus on the face/body of the person sharing – pay attention to eyes/tears...; Listen without thinking – there is nothing to do; allow your own experience of this person – empathy – arise within you; do not shift away from them by saying I identify with you and then tell your story – this is not the time; express empathy – examples....; Compassionate curiosity (??)

### The Goal:

- To listen and simply be present
- You know you are listening well when you are not “thinking” while the other person is speaking
- Look at the person speaking. Notice their eyes, any emotion be present to whatever comes up
- There is nothing to do.
- Allow compassion and care to arise within you.

### What not to do:

- No advice giving
- Do not attempt to fix or make the person feel better, or to “rescue” them
- When there is an opportunity to speak after someone has shared do not begin by saying, “I identify with you.... (and continue on with your story about YOU).” This is a subtle and unintentional (usually) way of making what was shared about you. This does not communicate presence to the other person.

### What to share (on this weekend and we recommend in your everyday conversations):

- Gratitude for them sharing their heart and story
- Share your emotions **for them**. “What came up for me when you were sharing was sadness and pain.” (This is about them, not what you feel about yourself.)
- If you see something in them that you would like to share: “I really see your strength in how you dealt with that.” Again, this is about them – what you see in them.

### Effective Facilitation

- Set expectations and give clear instructions.
- Engage reluctant participants (“Mary, what’s coming up for you?” or “Someone who hasn’t spoken yet.”)
- Manage time well (“I wish we had more time, but since we have a full schedule, let’s limit our responses to a sentence or two.”)
- Manage dominating personalities - don’t be afraid to interrupt gently (“Thank you for sharing. In order to hear from everyone, we need to be conscious of the time. What are some of the rest of you aware of?”)
- Be honoring and accepting when someone is not tracking with the process.
- Encourage women to go deeper if they give a short, ambiguous answer (“Say more about that.”)
- Ensure understanding when necessary
- Honor the importance of the debrief questions. Debriefing builds safety by reinforcing that we are all the same and creates an opportunity for the women to experience community.
- Go deeper in the debrief if you finish early.
- Ask women to use “I statements” in order to own their own thoughts, feelings, and experiences.
- Encourage hand raising to identify with what a woman has spoken to communicate that she is not alone.
- Ask women to refrain from caretaking if it becomes a problem.
- Minimize any tendencies on your part to be “the teacher”
- Do not dominate the conversation, but draw all the group members into the conversation. If you are talking more than the women, you are talking too much.
- Communicate how many are left to go in the process when Team Lead 3 makes eye contact with you by holding up fingers to indicate how many are left after the woman currently going.

## **Protocol for Reports of Self Harm or Harming Another Adult or Child**

A person may share something personal that relates to hurting oneself or others. Specifically, a woman could share about her abusing a child, sexually or physically. (This has only happened one time and the person shared that he was tempted to do something, although he hadn't.) Small Group Leaders are not functioning in a professional position on the weekend. You are a volunteer whether you are trained or not by any agency to deal with these types of situations. Non-professionally trained persons are not obligated by law to report any abuse. However, if a person does share in confidence about past or present harm of another adult or a child, or if they express a plan for self harm, especially if it is ongoing, we need to take some action. See the Protocol below.

1. Before the end of the weekend the Small Group Leader tells the Director of WATC, Team Lead 3 AND the Weekend Leader what was shared. Do this confidentially in a discreet place/time.
2. AFTER notifying the above people, the Small Group Leader is to take the Attendee aside discreetly at an appropriate time and indicate to her that we (the ministry) would like to support her in dealing with what was shared. If you do not feel comfortable doing this, then bring the director of WATC with you and have her address the attendee. Ideally, the person is open and willing. Share with the person that you would like to introduce her to the Director of WATC, or if not available, the Weekend Leader (or whoever is decided) to talk about what support looks like. Discuss this with the Weekend Leader and any TCMG official representative (ideally the Director of WATC)
3. The Director of WATC or an official TCMG representative will follow the plan below:
  - a. Make contact with the Attendee post weekend.
  - b. Meet with her in person.
  - c. Listen to the person's story.
  - d. Gauge where she is relative to openness to dealing with the issue and taking responsibility to take appropriate action.
  - e. Encourage the person to be entirely open and honest with all people involved. (Spouse, for example).
  - f. Encourage them to get professional help.
  - g. If there is imminent danger of self-harm or harm of another adult or abuse of a child, contact The Cross Ministry Group Leadership and work out a plan together to take action steps.
  - h. If there is any ongoing abuse, then we must speak compassionately and firmly that it cannot go on and action must be taken to stop and get help. The action must involve the person revealing what is going on to key people. If the person is not willing to cooperate, speak to the head of TCMG and determine the next step. Contacting the authorities may be the next step.

NOTE: The Small Group Leader should take NO action without first communicating with

the Weekend Leader, Green team leader, and Director of WATC who should be on the weekend.

## FRIDAY SMALL GROUP PROCESSES

### DINNER TABLE PROCESS

**Expectation:** Process is committed to memory; all Staff participate in leading a Dinner Table process; Senior Staff backs-up Junior Staff and provides guidance during processes.

**Purpose:** To bring to awareness that the past can still impact the present and that there are messages, positive and negative, that we take into our adult lives from the past. The negative ones can be the foundation upon which we create false selves. This task also begins the process of building a group container. It serves to help the Staff identify where the women are in their journey.

**Energy:** intentional, interested and compassionate

**Inside Set-Up:** Small Group Leader and Small Group members pull enough chairs from the outer circle to the area where the group will be doing the process. They sit in a circle and go through the following process. Other staff members stand near their assigned Dinner Table group but not too close, ready to begin when it is time.

1. The Small Group Leader introduces herself to the group, and tells them that they are going to start with introducing themselves and telling where they are from. She goes first and the Attendees follow.
2. Remain sitting in the circle. Say, *"I invite you to close your eyes. Take a few deep breaths. Imagine your dinner table and who was around it when you were between the ages of eight and 12 years old. (pause) Imagine what the physical table looked like. (pause) Imagine the mood of the people sitting at the table. (pause) Imagine what you were like and how you felt as you sat at that table. (Pause for an extended time to allow them time to access these memories.)"*

*When you are present to this time in your life between the ages of eight and 12, go ahead and open your eyes."*

3. Instruct them that they are now going to go through the exercise that was just modeled. (You only need five chairs - one for Mom, Dad, Sibling 1, Sibling 2, and Attendee.) You may mention to your group that other staff members will be joining your group for support.

NOTE: You may touch the Attendees if it feels appropriate. Always ask permission first.

4. Other Staff join the group. Attendees and Staff stand in a small circle. Make sure that the chairs are moved out of the area that will represent the dinner table and pull them back in one by one as the woman adds family members to her dinner table. Pay attention that the area is not too cluttered with chairs and that the Attendees have space to be present to the process.

The senior most staff woman starts the first process and is responsible for backing up the other women leading. This is not a time to over-process a women, and one of the senior staff members should help prompt leaders to move onto next step or physically step in to help move a process along if a leader is struggling or if the Attendee is getting stuck in story-telling.

First time staffers may not lead a process and other non-senior staff have the option to lead a process.

- Ask for a volunteer. All others remain standing. Speak loudly enough for all group members to hear. Repeat EVERYTHING the Attendee says using her words.
- Staff members other than the Small Group Leader begin by saying, "My name is \_\_\_\_\_, and I am going to be leading you in through this process." Say, "Name, we've given you a chance to become present to your dinner table between the ages of eight and 12. Would you please describe the physical table." (Round, square, dark wood, etc.) Eyes are open.

## 2. Father

- Ask, "*Was your father at the dinner table?*"
- Say, "Please choose an Attendee to be your father."
- Ask, "Where would your father have sat at the table?" Move the chair to that position, and have the role player sit there. (Oftentimes, dad was absent. Ask the woman to place her father wherever she wants in the room to symbolize how dad was absent. For example, she could place dad at a distance from the table with her back to the table or off to the side. DO NOT place the role player so far away from the group that they can't hear.)
- Stand behind the father and motion for the Attendee to come stand beside you so that she is also behind the role player.
- Ask, "What was your father's mood during this time of your life? How did he show up to the dinner table? (His mood is his temperament, attitude, a description of his personality. Be careful to lead the woman away from talking about what her father is like currently.)
- Ask the role player to remember what she says. Repeat back EVERYTHING she says so that everyone can hear and to help the role player remember.
- Ask, "If your dad were a color, what color would he be?" REPEAT back.
- *Things to avoid: Do not say things like "good" or "that's great" when a woman describes her father, mother, siblings, etc. Stay away from making comments about what she says. Just keep moving.*

## 2. Mom

- Ask, "*Was your mother at the dinner table?*"
- Repeat the above process for mom (Many times mom was busy serving and didn't sit at the table. The Attendee can choose to have her standing at the table or slightly away from the table to indicate this. Again, DO NOT place the role player so far away from the group that they can't hear.)

## 3. Siblings

- Ask, *“Do you have any siblings?”*
- If they have more than two siblings, say, *“Please choose the two siblings who impacted your life or your experience most during this time of your life.”*
- Repeat the above process for each sibling.

#### 4. The Attendee

- Ask, *“Where did you sit at the table?”*
- Have her sit and stand behind her as you repeat the above process, having her describe herself and choosing a color for herself.
- Have another staff member help you remember what she says if necessary.

#### 5. Summarize

- Say, *“Take a look at the people sitting around your table.”* (Give her time to look at each person.)
- Say, *“Now I’d like you to close your eyes.”* (Her eyes will **REMAIN CLOSED** for the rest of the process.)
- Say, *“Think back to that time when you were between the ages of eight and 12. Imagine the people around your dinner table and become present to that time in your life.”* (Give her time to become present to this.)
- As the Attendee keeps her eyes closed, recap each family member’s mood and color in order (Dad, Mom, Sibling 1, Sibling 2, Attendee) by saying, “Dad showed up to the table and he was (have role player repeat back what she said) and his color was (insert whatever she said). The last one will be the Attendee. “You showed up to the table and you were (have staff member help you repeat back what she said) and your color was (insert whatever color she said).

#### 6. Messages

- **Keeping her eyes closed**, ask *“Based on this time in your life what messages did you receive, either spoken or unspoken, from the people in your life? What were the things you came to believe about yourself?”* (Say these two sentences together. They are not two separate questions. They are the same question asked differently.) The goal is to get two to three clear messages/beliefs about herself. They should refer to something about her BEING – IDENTITY – WORTH/VALUE, etc. For example, if the woman says, “My dad was a jerk to me.” Ask her, “So what does that say about you?” Don’t sell the woman short by settling for something shallow or something about the other person. Probe a bit more if necessary to get to the message she internalized.
- Repeat what the woman says, but change it to a “you” statement. For example, “I am worthless.” Say back to her, “You are worthless.”
- When you have two or three messages, thank her and say “Good work.” A couple other staff members should also thank her and let her know she did good work. (NEW CHANGE - NO APPLAUSE) Ask for the next woman to volunteer.
- Continue until all Attendees have gone through the exercise.
- DO NOT REMIND THEM TO TAKE THEIR ROCKS WITH THEM ONCE THE EXERCISE IS OVER.

- Once all the women have been processed, all Staff except the Small Group Leader leave the group and the Small Group Leader then debriefs the experience with her Group.
  - What was that like for you?
  - What was that like to watch other women go through?
  - Anything else that came up for you?

### Things to Remember

- Keep the energy up and moving forward.
- You may touch the Attendees if it feels appropriate. Always ask permission first.
- Be aware of time. Guard against storytelling.
- Do not make comments or elaborate or come up with your own words about what an Attendee is saying.
- Repeat back what the Attendee says.
- The Attendee keeps her **eyes closed** during the summary of the family members and herself and all the way through until the end of the process. Keeping her eyes closed when she is hearing the summary and formulating what she came to believe about herself will allow her to stay present to that time in her life and the feelings surrounding it.
- Senior Staff: If a first time staff or junior staff woman is having trouble moving the woman along in her Dinner Table exercise, whisper in her ear what she needs to say. If it is still taking too long or she is struggling, STEP IN and take over. Do NOT worry about stepping on the toes of the staff woman. Likewise, if a Senior Staff member steps in, do not take it personally. All of the groups need to finish at about the same time.
- It is OK for things to be left unsaid during this exercise. This is not a time to “process” them.

### FALSE SELF ARTWORK ON TOTE BAGS

**Purpose:** to share their ways of showing up falsely and to discover that they are not alone

**Energy:** intentional, inquisitive

**Materials:** colored Sharpies, one piece of drawing paper

This takes place after the False Self Talk leader dismisses Attendees into Small Groups to draw/write their False Selves on their tote bags.

- Attendees draw or write their False Selves on their tote bags.
- Small Group Leader does the same on a piece of drawing paper
- When told to begin sharing, tell the women that they will each have 2 minutes to share their artwork and explain their False Selves with the group.
- Small Group Leader goes first, and then asks for a volunteer to go next.
- Avoid teaching or dominating the conversation. This is a time for the women to get to know each other.



## FEAR EXERCISE

**Purpose:** to discover that they are not alone

**Energy:** reflective, serious, sobering

**Materials:** completed Fear Exercise document

After the Fear Speaker gives the instructions, women will circle up into Small Groups.

- Small Group Leader will volunteer to **go first.**
  - *“I will volunteer to go first.”*
  - Repeat the Instructions for how to do this process:
  - *“We will go around the circle clockwise 3 times without stopping. The person on my left will begin by asking me: “Tell me your greatest fear.” I will respond: “My greatest fear is...” She will respond with: “Thank you.”*
- We will go around the circle clockwise 3 times without stopping. So, each woman will ask me the question 3 times.
- Turn to the woman on your left and prompt her to say “Tell me your greatest fear.”
- [If the attendees don’t get the language right, correct the first woman or two, then carry on even if they don’t ask or respond correctly. HOWEVER, once the 1st attendee volunteers DO CORRECT the language in the beginning so that the rest of the group will do it as we intend.]
- Follow this model:
  - Woman to Left of Small Group Leader:** “Tell me your greatest fear.”
  - Small Group Leader:** “My greatest fear is...”
  - Woman to Left of Small Group Leader:** “Thank you.”
  - Woman to the Left of Small Group Leader:** “Tell me your greatest fear.”
  - Small Group Leader:** “My greatest fear is...”
  - Woman to the Left of Small Group Leader** “Thank you.”
  - Woman to the Left of Second Woman:** “Tell me your greatest fear.”And so on...
- Gently remind a woman who deviates from the words “Tell me your greatest fear. My greatest fear is... Thank you” to keep with those words. It is your job to coach the women with these instructions. Do it from the beginning and everyone will follow suit.
- If a woman says that she doesn’t have any more and she hasn’t gone around three times, thank her, then move on to the next woman. Come back to her at the end and see if she would like to continue.
- If a woman gets bogged down emotionally, or otherwise, give her a little time, then move on to the next person, coming back to her after everyone else is finished.
- Debrief after each woman has shared

- What was that like for you?
- What came up for you?
- What did you notice about what was shared?

Give final instructions and lead them back to their cabins/rooms.

- Tell them that tomorrow is a big day and they should not stay up talking and try to get as much rest as possible.
- Pray a brief prayer for them and for the rest of the Weekend.
- Put chairs back into the circle.
- Small Group Leaders lead their group back to the cabins/rooms. They should have flashlights and remember that SAFETY is our primary concern. You will be the cabin guide and lead your group back to their cabins. Use flashlights and ensure their safety.

## SATURDAY PROCESSES

### SHAME PART I - SHARING SHAME

**Purpose:** to continue to build a container of acceptance and freedom; to risk being known and loved

**Energy:** serious, sober, accepting, honoring

After the Shame Talk Leader dismisses women to Small Groups

- Share ONLY items “a-c”. Leave item “d” for Part II.
- Questions on the Shame Handout:
  - The Three Most Shameful Things Done to Me
  - The Three Most Shameful Things I Have Done
  - The Three Most Shameful Things About Me
  - The Way I Cover My Shame (These are my False Selves)
- Have everyone in the group put down their notebooks in order to focus on the woman who volunteered.
- Tell them this is not a time for giving details about your shame or sharing stories.
- Leader shares first. Go deep and model for the women the risk we are asking them to take. Share ONLY items “a-c”. Leave item “d” for Part II.
- Ask for a volunteer to go next, same as above.
- Debrief while waiting for other groups to finish.
- Tell them they will bring these sheets back after dinner for a final process.

## ROCK WORK

Rock Work Leaders will guide the day.

- Rock Work Journaling Questions:
  - **1. What are you identifying this weekend as the key one or two False Selves which are impacting your life the most currently?** (Reflect on your relationships – with God and others - and how you are showing up in life.)
  - **2. How might this False Self be hindering you in your relationship with God and/or others?**
    - The False Self (the old self) arises out of our Broken Self, which is our fallen human condition and all of the subsequent life experiences in a fallen world. Our life story, with all its hurts, wounds, losses, our very human personality, sins (ours and those of others against us), work toward our creating these false ways of living. As Christians, God is renewing us, but this is a lifelong process. The False Self is attempting to navigate our life story but without the assistance of God.
  - **3. As you look back at your life, can you identify when you began to use this False Self to provide for yourself all the things we mentioned God gave Adam and Eve in the Garden? (Love, affection, security, safety, control, power)**
    - Pay close attention to core relationships (parents, sibling or others) and any particularly impactful experiences such as a death, loss of relationship, or events which might have drawn you away from freedom to be yourself in Christ, secure in who you are.
    - Through these life experiences we take in messages, spoken or unspoken, about ourselves. These messages may even drown out God’s truth about us.
    - **Take a moment and journal about when and how your False Selves may have developed. Make note of any key events which contributed to your “broken self.”**
  - **4. What messages, spoken or unspoken, did you come to believe about yourself because of your life story? (Examples: I’m not good enough. I’m stupid. I’m not worth anything.)**
  - **5. How is your False Self with its messages impacting you and others in your life currently?**
  - **6. As you let go of your False Selves and the lies what kind of person will you be? This is who you are in your Truest Self.** (Examples: confident, free, loving, at peace...)
- Debrief if Time after Rock Work (Carpet Leader will let you know if there is time.)
  - “What was it like to do your process?”
  - “What was it like to watch everyone else’s process?”
  - “What are you aware of in yourself and in the other women?”
  - “What was coming up for you as you observed and participated in the work of your sisters?”
  - “What might be different about you as you go back into your world?”
  - “Who can support you to carry on your growth?”

## SHAME PART II - PUTTING ON AND WASHING OFF THE ASHES

**Purpose:** Owning how we show up false in our lives at times. At this time the Attendees will be sharing the last item on their list - “How I cover my shame is...” (These are their false selves.)

**Energy:** sober, reflective. Respect the ritual. This is not a time for laughter or humor. Small Group Leader models the appropriate energy here.

**Materials:** The following materials should be delivered to the Small Group Leader on a tray:

- Facial wipe for each person
- Hair ties
- One small mirror

***Small Groups will each stand in a circle for this ritual.***

### **Putting Ashes on their Faces**

The Small Group Leader goes first. Keep the energy sober, connected to the gravity of living falsely.

1. Have the person on your left hold the container of ashes for you.
2. Take the ashes and rub on your forehead and say, “The way I cover my shame is.... (example...by pretending I’m too busy to meet with friends). Take your time with this. Don’t rush it. Don’t just put a little bit of ashes on your face. Get a good bit on your hands each time.
3. Get more ashes on your hands and rub on one cheek and say, “The way I cover my shame is... (example...by doing everything by myself to make people think I’m capable.)
4. Get more ashes on your hands and rub on the other cheek and say “The way I cover my shame is...(example...by using humor to stay away from intimacy).
5. Have the woman holding the ashes pass the container to the woman on her left. Repeat until all woman have gone.
6. Small Group Leader says with sober energy, *“Sisters, look around at each other. This is how we live our lives - covered, masked, hidden from ourselves and from those we love most.”*
7. Without saying anything the Small Group Leader picks up the mirror. Gaze at your face for about five seconds. Then, without saying anything, pass the mirror around so that each Attendee can see their face.

### **Washing off the Ashes:**

1. Group leader takes a “wipe” (use more than one if necessary) out of the box of “wipes” and turns to the woman to her left and begins to wipe off the ashes off her face and hands. As you are doing this model this statement: “In the name of Christ, I, your sister, wash and cleanse you of your shame.”
2. Pray over the woman while you are washing her face and hands. Speak words of encouragement to the woman. Go with the flow here and say whatever else comes to mind and heart as you wash off the ashes.

3. Then, have the person whose face you just washed wash the face of the person on their left. Encourage each attendee to repeat the line” “In the name of Christ, I, your sister, wash and cleanse you of your shame.” And also, encourage her to speak any words of encouragement or a prayer over the woman.
4. If a someone forgets to say anything over the person they are washing, then remind them to do so and coach them if necessary. If a person still feels uncomfortable praying or speaking over the one who is being washed ask the Attendee who is washing: “May I say a few words too?” Then, speak and pray while they are being washed.
5. Continue around the circle. The Small Group Leader will be the last person to have their face washed.
6. Once this is done take a moment and pray for one another. Sometimes Attendees like to tighten the circle and lock arms over shoulders during this moment.
7. When finished praying instruct the Attendees to get their journals and to sit down back at their seat in the large circle and to journal about their experience. Have them maintain silence during this time.

## SUNDAY PROCESSES

### FOOTWASHING

**Purpose:** to connect the women to God’s love and to one another’s love. Gives women an opportunity to risk believing that they are indeed loved and a vessel of the love of Christ

**Energy:** Reflective, inspiring, Lover energy

Participate with an Attendee if there is an odd number of women in your group. You do not lead this process.

### BROKEN

**Purpose:** to speak the truth that we are human - simultaneously broken in our fallenness and beloved by God

**Energy:** sovereign, lover, reverent, blessing

**Materials:**

- Container of ashes

For this ritual you will add your chair from the outer circle to the inner circle. You will sit in the middle most chair so you have your Small Group members on either side of you. Be seated in your chair before the women arrive from break.

- The Small Group Leader says, *“We are going to take these ashes and make the sign of the cross on our forehead as a symbol of embracing the truth about us – that God’s image is broken within us. We are human and in need of Him. Once you put the ashes on your forehead you will say, “I am Broken.” The women in the group will reply, “Yes, you are.”*
- Take the ashes and make the sign of the cross on your forehead and say, “I am Broken.” Have them reply, “Yes, you are.”
- Turn to the woman on your left, hold the bowl, and have her take the ashes from the bowl and mark her forehead with ashes and say, “I am Broken.” All reply, “Yes, you are.”
- Continue around the group until everyone has gone. Small Group Leader holds the bowl for each woman.
- Once all women in the group have ashes on their forehead ask the women, “What have you become aware of around your brokenness this weekend?”
- Allow for everyone to share a sentence or two. Keep the sharing going until the Broken Speaker draws you back to the circle. Keep them focused. **Do not let them disintegrate into talking or joking.**
- If group members begin to get distracted gently say, “Let’s stay focused and allow this truth to sink in.”
- Rejoin the large circle when called back but remain standing.

## BELOVED

**Purpose:** to speak the truth that we are human - simultaneously broken in our fallenness and beloved by God

**Energy:** sovereign, lover, reverent, blessing

### Materials:

- Beloved pendant for each Attendee; your Staff pendant - keep out of sight until it’s time to begin
- Small mirror

Stand in a small circle for this part of the process.

- Say, “Sisters, this is a time where we affirm our belovedness before God and one another. I am going to give you a symbol of your belovedness in God.”
- Say, “I am going place this pendant on each of you. When I say, You are Beloved, you will reply, “I am Beloved.”

- Turn to the woman on your left and place a pendant over her head and say, “ \_\_\_\_\_ (her name), “You are Beloved.” She responds, “I am Beloved.”
- Say, “ \_\_\_\_\_, (her name) You are a Beloved daughter of God. Stand in this truth. Walk in this truth.”
- Go to the next woman to the left and repeat all of the above. NOTE: GROUP LEADER PLACES THE PENDANT ON EACH WOMAN.
- When everyone has received the pendant, ask if any of the group would like to place your pendant on you. (Hand the woman the pendant when she volunteers.)
- Then bring out the mirror and say, “In silence, we each in turn will take a moment to look at ourselves and soak in this reality - that we walk in this world simultaneously broken and beloved.”
- Examine yourself in the mirror (for several seconds) and then pass the mirror to the woman on your left. (and so on.)
- When all have viewed themselves and the mirror has returned to you, ask the women, “What have you become aware of around your belovedness this weekend?”
- Invite anyone to pray brief prayer (two or three sentences) to wrap up process together

## **BLESSING/IMAGE OF CHRIST**

**Purpose:** A time for blessing, both giving and receiving, and using our voices to encourage our sisters

**Energy:** Encouraging, reflective, blessing

### **Materials:**

- 3x5 cards with each woman’s name at the top and each of the other women’s names
- Communion items on a plate - Bread, gluten free crackers, goblet of grape juice

### **Sample 3x5 card:**

Mary (The woman who is receiving)

Jane - (Write key words Jane shares about Mary here)

Ellen - (Write key words Ellen shares about Mary here)

Karen - (Write key words Karen shares about Mary here)

Alice - (Write key words Alice shares about Mary here)

The group will be sitting in a circle for this ritual.

- Say, “We are going to spend time blessing one another and also sharing Communion with one another. One woman will volunteer to go first. We will then serve her communion and then tell her how we see the image of Christ in her.”
- Ask for a volunteer then explain Communion for them saying, “Pass the Bread to the woman on the left of the volunteer and pass the Cup to the woman on the right of the volunteer.”

- Tell the women holding the bread to say, “This is Christ’s Body, broken for you” and have the Attendee break off a piece of bread.
- Tell the woman with the cup to say, “This is Christ’s blood shed for you” and have the Attendee dip the bread in the grape juice and take the Communion.
- Once the woman has taken communion, “Now sit back and relax and risk receiving the blessings of your sisters while they speak the image of Christ that they each see in you.” You might encourage her to have her hands open in a receptive mode. Make sure her eyes are open as she receives the blessing.
- Instruct the group by saying, “Ladies, now we want to bless \_\_\_\_\_ by telling her how we see Christ’s image within her. We will do this by saying, “The image of Christ I see in you is.....” Please use short phrases or even one word. We will not do this in any order. Whenever you have something to say just speak it out. You can say more than one thing.”
- Small Group Leader goes first to model for the group. Come back a few minutes later with a second blessing so as to model that the other women in the group can share more if they have more.
- Once each woman has spoken their image of Christ over the Attendee, pray a short prayer over the woman who just received. (No more than three sentences.)
- Ask for a new volunteer and repeat.
- Ask the woman who was previously blessed by the group if she would be willing to pray a short prayer over the woman who just received a blessing. (If she is comfortable praying out loud. If not, then you can pray.)
- Continue until the entire group is done. The group will want to bless you as well. You should go last.

## I AM CEREMONY

**Purpose:** to celebrate each individual woman’s work. The focus is on her not anyone else.

**Energy:** strong, celebratory (Not funny or cute. Not odd or inappropriate.)

**Materials:** 3x5 cards from Rock Work with their I AM statements written on them. Rewrite them if they are not neat and legible.

Green team lead invites all Group Leaders to come forward and line up at the front of the room.

- Each Small Group Leader calls up her group. Have a group picture taken.
- Turn each women to face the attendees one by one. Stand BEHIND her and read the statements changing them from “I am” to “You are...” Loudly, with enthusiasm say, “(Her Name), YOU ARE



----, YOU ARE ----, YOU ARE ---." (For example, "Jane, you are strong, you are loving, and you are capable!" Do not be "over the top" or draw attention to yourself when you exclaim this.)

- Everyone responds loudly with, "Yes, You Are!" and cheers wildly.
- Give her the 3x5 card, a votive candle and a hug if it feels right.
- The woman returns to her seat.
- Wait until the applause dies down, THEN call out the next name and continue as above.
- When you have done this for each of your group members, join the larger staff in the outside circle.