

Holy Currencies

Online Introductory Course

Session One

Handouts and Homework



Kaleidoscope Institute
For Diverse and Sustainable Communities
www.kscopeinstitute.org

Holy Currencies

Six Currencies for a Missional and Sustainable Ministry

Currency of Time and Place: Paid and volunteer time that leaders, members, and non-members offer to the church/ministry. Properties from which a church/ministry operates, and other physical and cyberspace (online) properties which can be accessed by the church ministry.

Currency of Gracious Leadership: The ability to use skills, tools, models, and processes to create gracious environments that Kaleidoscope Institute calls the “Grace Margin.” In these environments, mutually respectful relationships are developed that enable the community to discern the “truth across differences. Differences can be racial/ethnic, age, gender, sexual orientation, class, political affiliation, or just church members and folks in the neighborhood.

Currency of Relationship: Identifying the leaders’/members’ internal and external networks of mutually respectful connections. Internal connections include constructive relationships among members/leaders, area churches/ministries of the same affiliation, area denominational organizations and national and international denominational structures. External connections include constructive relationships with non-members, people with resources and people in need in the community, civic community leaders, ecumenical/interfaith partners, community and civic organizations, and local businesses.

Currency of Truth: The ability to articulate individually and corporately the global/wholistic truth from the experiences of different individuals or groups within the church/ministry (internal) and the experiences of different individuals and groups in the community, neighborhood, city/town, the nation, and the earth (external).

Currency of Wellness: The state of being healthy physically, socially, economically, ecologically, and spiritually within a church/ministry, the neighborhood, the city/town, nation, and the earth, especially as the result of sustained, deliberate efforts. Sustainable wellness requires re-generative and re-circulatory flow of material, human, financial, and natural resources.

Currency of Money: Something generally accepted as a medium of exchange, a measure of value, or as a means of payment.

Session One Handouts and Homework

Orientation and Currency of Gracious Leadership



Handouts:

- Mutual Invitation
- Mutual Invitation Practice Reflection (Homework Option 1)
- Respectful Communication Guidelines
- Short Presentation/Explanation of the Respectful Communication Guidelines
- Respectful Communication Guidelines Worksheet 1 (Homework Option 2)
- Respectful Communication Guideline Worksheet 2 (Homework Option 2)
- Kaleidoscope Bible/Text Sharing

Homework Descriptions:

Option 1:

- Review the Mutual Invitation process
- Practice Mutual Invitation at least 3 times with groups that you are part of. Make sure you present a topic for people to share before starting the invitation. You should share first to model and then start the invitation.
- Complete the reflection worksheet
- Submit it to your coach for feedback, and/or
- Make an appointment with your coach to debrief the experience.

Option 2:

- Read the short article on the Respectful Communication Guidelines.
- Select one guideline that is comfortable or easy for you and answer the questions in the worksheet. Then select another guideline that might be difficult for you and answer the questions in the worksheet provided.
- Submit it to your coach for feedback, and/or
- Make an appointment with your coach to debrief.

Mutual Invitation

In order to ensure that everyone who wants to share has the opportunity to speak, we will proceed in the following way:

The leader or a designated person shares first. Afterward the sharing, this person then invites another person to share. (Who you invite does not need to be the person next to you.) After the next person has spoken, that person is given the privilege to invite another to share.

If you are not ready to share, say

“I pass for now”

and proceed to invite another to share. We will invite you to share later on.

If you don't want to say anything at all, simply say

“pass”

and proceed to invite another to share.

We will do this until everyone has been invited.

We invite you to listen and not to respond to someone's sharing immediately. There will be time to respond and to ask clarifying questions after everyone has had an opportunity to share.

(from *The Wolf Shall Dwell With the Lamb* by Eric H.F. Law)



Mutual Invitation Practice Reflection

1. List the group with which you practiced Mutual Invitation.
What was the topic for the sharing?
 - Group 1:
Topic:
 - Group 2:
Topic:
 - Group 3:
Topic:
2. What did you notice in your experience of inviting people to try Mutual Invitation?
3. What were the gifts for you and the group?
4. What were the challenges?
5. Based on this experience, how would you introduce Mutual in the future?

And with what groups?

Complete the reflection sheet and submit it to your coach for feedback and/or

Make an appointment with your coach to debrief the experience using this reflection as a guide.

Respectful Communication Guidelines

R = take RESPONSIBILITY for what you say and feel
without blaming others.

E = use EMPATHETIC listening.

S = be SENSITIVE to differences in communication styles.

P = PONDER what you hear and feel before you speak

E = EXAMINE your own assumptions and perceptions

C = keep CONFIDENTIALITY (Share CONSTRUCTIVELY to
uphold the wellbeing of the COMMUNITY)

T = TRUST ambiguity because we are NOT here to debate
who is right or wrong

I agree to uphold these guidelines for the time we have together.

Signature_____

Date_____



Short Presentation/Explanation of the Respectful Communication Guidelines

We, people from different cultural backgrounds, bring with us different assumptions of communication styles. Sometimes, these different assumptions may cause communication breakdown. Therefore, before we begin engaging each other in conversation, I invite you to consider a set of Respectful Communication Guidelines. They are written in an acronym from the word “RESPECT.”

R = take RESPONSIBILITY for what you say and feel without blaming others

Avoid judgmental language which can cause defensiveness and cut off communication. Instead, use “I” statements. Begin what you want to say with “I”, therefore claiming what is yours. For example, I feel, I know, I believe, I think, I notice, I wonder, etc.

E = use EMPATHETIC listening

Put yourself in the other person’s shoes and attempt to see and experience the issue from the speaker’s perspective. This is a commitment that we make to try as hard as we can to understand each other knowing our limits. Therefore, it is okay to ask questions for deeper understanding. It is also okay to give feedback to check if you have understood what the speaker was saying.

S = be SENSITIVE to differences in communication styles

When someone behaves differently from you, don’t just simply interpret that behavior using your own assumptions of what is good communication. Remind yourself that this person might be communicating in a very different way and there might be opportunities to learn more about how the other communicates.

P = PONDER what you hear and feel before you speak

Take a moment to consider what you are going to say before you say it. Sometimes it might be helpful to write your thoughts down. This can help you to be more articulate when you share.

E = EXAMINE your own assumptions and perceptions

As you ponder, ask yourself what caused you to feel, think or react in a certain way. Where might these ideas come from for you? If you are able to notice your own assumptions, you are more able to take responsibility for your own thinking and feeling.

C = keep CONFIDENTIALITY (Share CONSTRUCTIVELY to uphold the wellbeing of the COMMUNITY)

In order to uphold the wellbeing of each person in this group, I invite you to keep the personal information shared here in confidence. This way, we can feel safer in talking about real issues that concern our lives and our communities without the fear that they might be shared outside without the full benefit of the trust developed in this group.

T = TRUST ambiguity because we are NOT here to debate who is right or wrong.

In order to address these issues constructively, we must be willing and able to listen to each other's different experiences and points of view, even though at times the ambiguity might be uncomfortable for some of us. By listening empathetically without judgment and debate, we, as a community, may gain a fuller description of the issues we are trying address. In this way, instead of being divided, we can move forward, working together to find constructive ways to address them.

(Ask participants if there are any questions and address them.)

Do we have an agreement to uphold these guidelines for the rest of our time together? I need a sign or gesture from all of you to indicate that you agree.

Respectful Communication Guidelines Worksheet 1

Select one guideline that is comfortable or easy for you and answer the following questions in 2-3 sentences.

Guideline: _____

Why is this guideline important?

Describe the internal process involved in following this guideline:

Describe the external behavior that demonstrates the practice of this guideline:

What fears might people have with this guideline and what can you say to address these fears?

A personal story/anecdote that illustrates this guideline:

A sacred or commonly-owned text or image that supports this guideline:

Submit this worksheet and the next one to your coach for feedback and/or make an appointment with your coach to debrief.

Respectful Communication Guidelines Worksheet 2

Select one guideline that might be difficult for you and answer the following questions in 2-3 sentences.

Guideline: _____

Why is this guideline important?

Describe the internal process involved in following this guideline:

Describe the external behavior that demonstrates the practice of this guideline:

What fears might people have with this guideline and what can you say to address these fears?

A personal story/anecdote that illustrates this guideline:

A sacred or commonly-owned text or image that supports this guideline:

Submit this worksheet and the previous one to your coach for feedback and/or make an appointment with your coach to debrief.

Kaleidoscope Bible/Text Sharing

1. Reaffirm **Respectful Communication Guidelines**.
 2. Inform participants that the focusing text will be read 3 times. After each reading, participants will be invited to share their reflections using **Mutual Invitation**. (Explain Mutual Invitation when needed.)
 3. **First Reading:** (5 minutes)
 - Invite participants to capture a **word, phrase or image** that comes to mind as they listen to the text.
 - Invite a participant to read the text.
 - Silent reflection time.
 - Using Mutual Invitation, invite participants to share briefly their words, phrases, or images.
 4. **Second Reading:** (10 minutes)
 - Invite participants to consider the second question (designed by facilitator) as they listen to the text again.
 - Invite a participant to read the text.
 - Restate the question before a silent reflection time.
 - Using Mutual Invitation, invite participant to share.
 5. **Third Reading:** (10 minutes)
 - Invite participants to consider the following question as they listen to the text again.

“What does God invite you to do, change, or be through this text?”

or

“What am I invited to do, change, or be through this text? “
 - Invite a participant to read the text.
 - Restate the question before a silent reflection time.
 - Using Mutual Invitation, invite participants to share.
6. **Circle Prayer/Reflection:** (5 minutes)
 - Invite participants to join hands in a circle. Invite each person to mentally complete the sentences:

I thank God today . . .

I ask God today . . .

In a secular setting:

I am thankful today . . .

My hopes are . . .
 - A facilitator begins by sharing his/her prayer/reflection and then squeezes the hand of the person to the right. This will be the signal for the next person to share his/her prayers. If the person does not want to share, he/she can simply pass the pulse to the next person. When the pulse comes back to the facilitator who initiated the circle, the facilitator may conclude with a closing reflection. For Christian groups, the facilitator can begin the Lord's Prayer or a common song or prayer that everyone in the group knows and invite participants to join in.

