

Weekends and Assignments

For Diocesan Programs

This is our standard diocesan program. Revisions can be made to fit the needs of a particular diocese. For example weekends 1 and 4 might be reversed to take advantage of when a long holiday weekend occurs. For the same reason weekends 1 and 2 could be shifted.

Every weekend:

- Has an exam. You are given the questions in advance in the participant manual. Many of the answers are in the readings; others are applications to your own situation. [More information](#)
- Has a Take-Away Assignment: A relatively simple assignment to use a skill or method introduced that weekend. To be done as soon after the weekend as possible, no later than two weeks after.
- Includes working in a team and receiving feedback on the impact of your leadership and participation.

Developmental Initiatives

Participants will design, implement and reflect on six developmental initiatives over a period of 18 to 20 months. Trainers and facilitators will provide substantial support and guidance in helping participants carry out parish initiatives to foster health and spiritual and emotional maturity. A schedule for reports and implementation will be provided. As part of designing and assessing all the Developmental Initiatives read and use “What we seek in making an initiative,” “Outcome Considerations,” and “Process Considerations” from *Interventions: Methods and Processes for Building Healthier Parishes, Vol 1, Michelle Heyne & Robert Gallagher, Ascension Press, 2011*

[Schedules for reports and implementation](#)

Weekend #1 Emotional & Social Intelligence

This is usually a human interaction workshop done over a long weekend. The schedule is usually:

- Friday 2:30 - 8:30 p.m.
- Saturday 9:00 a.m. - 8:30 p.m.
- Sunday 2:30 - 8:30 p.m.
- Monday 8:30 - 11:00 a.m.

Emphasis: The weekend is a T-Group (please read [“About T-Groups”](#)) with an emphasis on core skills for emotional and social intelligence. On occasion this weekend and weekend #2 may be done in reverse order.

Advance Assignment for Weekend #1: Completing instruments: MBTI, FIRO B (Bring results with you to the program; you’ll be asked to share them as we develop a team profile. You may also be asked to send the result to your training staff), Read reports related to instrument results, Read 1) *Introduction to Type and Emotional Intelligence*, Roger R. Pearman, CPP (Please bring with you) and 2) *Primal Leadership: Learning to Lead with Emotional Intelligence*, Goleman, Boyatzis, McKee, HBS Press, 2002.

Weekend #2 Spiritual Practices

The schedule will usually be:

- Friday 10:00 a.m. - 8:30 p.m.
- Saturday 9:00 a.m. - 2:30 p.m.

Emphasis: Spiritual maps, creating a spiritual practice /discipline, designing parish ed/training for spiritual practice, personality type and spirituality

Advance Assignment for Weekend #2: Read *In Your Holy Spirit: Traditional Spiritual Practices in Today’s Christian Life*, Michelle Heyne, Ascension Press, 2011. *Pastoral Theology: A Reorientation*, Martin Thornton, SPCK, 1961 (Out of print). [Was also issued by Cowley as *The Heart of the Parish: Theology of the Remnant*, 1989.] Chapters 2 through 8 and 18 through 22.

Weekend #3 Change Theory & Methods

The schedule will usually be:

- Friday 10:00 a.m. - 8:30 p.m.
- Saturday 9:00 a.m. - 2:30 p.m.

Emphasis: Seeing, understanding and influencing the spiritual dynamics in the parish church

Advance Assignment for Weekend #3: Read 1) *Fill All Things: The Dynamics of Spirituality in the Parish Church*, Robert A. Gallagher, Accession Press, 2008, (read the whole book, focus on understanding the four core frameworks and material on Pages 15 – 16, 50 – 51, 107 – 121, 142 – 156, 205 – 206); 2) *In Your Holy Spirit: Shaping the Parish Through Spiritual Practices*, Robert A. Gallagher 2011, Accession Press, 2011, 3) Survey Feedback paper (see [Free Documents](#))

Weekend #4 Emotional & Social Intelligence

The schedule will usually be:

- Friday 10:00 a.m. - 8:30 p.m.
- Saturday 9:00 a.m. - 2:30 p.m.

Emphasis: Self-differentiation as a member and a leader, working effectively with groups & teams

Advance Assignment for Weekend #4: Read 1) *Congregational Leadership in Anxious Times*, Alban, 2006, Peter L. Steike; 2) *Participating in Teams (use of FIRO B)*, Consulting Psychologist Press, CPP (*Please bring with you*), Review *Primal Leadership* pages 171 - 190; Shared Leadership (see [Free Documents](#))

Weekend #5 Spiritual Practices

The schedule will usually be:

- Friday 10:00 a.m. - 8:30 p.m.
- Saturday 9:00 a.m. - 2:30 p.m.

Emphasis: The dynamics of Benedictine Spirituality in self and parish, shaping the parish climate and culture

Advance Assignment for Weekend #5: Read *Seeking God: The Way of St. Benedict*, Esther de Wall, Liturgical Press (Read chapters 2-5). *The Corporate Culture: Survival Guide*, Edgar Schein, Jossey – Bass, San Francisco, 1999. Preface, Chapters 1 – 4 and 9.

Weekend #6 Change Theory & Methods

The schedule for this last weekend will usually be:

- Friday 10: a.m. - 8:30 p.m.
- Saturday 9:00 a.m. - 8:00 p.m.
- Sunday 2:00 - 6:30 p.m.

Emphasis: Conflict management, intervention strategy and methods, negotiation skills

Advance Assignment for Weekend #6: Read 1) *In the Grip: Understanding Type, Stress and the Inferior Function*, Naomi L. Quenk, CPP, (*Please bring with you*); 2) *Type and Conflict* (*Please bring with you*); 3) *Getting to Yes: Negotiating Agreement Without Giving In* (2nd ed), Fisher, Ury, Patton

The Sixth Developmental Initiative

Participants need to submit their Action Planning segment of the report for Initiative 6 shortly after the sixth weekend.

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