



EcoFaith Recovery

Internship Practicum

ACCESS Spiritual Power

DEVELOP Relationships

DISCOVER Our Stories

MENTOR One Another

ACT Together

REFLECT On Our Actions

RESTORE Balance





ABOUT

The EcoFaith Recovery Practicum provides contextual leadership development for seminary interns who want to offer a courageous, faithful, and public response to the climate crisis and to systems that devastate marginalized human communities and ecosystems. The EcoFaith Practicum is incorporated into the seminary internship experience. Practicum interns are accompanied for the duration of their internship by an EcoFaith Practicum Coordinator, a personal mentor, and a four to five-member cohort of interns serving diverse contexts across the country. With this support, interns develop the spiritual consciousness that enables them to align their practice of ministry with a holistic vision of a just, life-giving, and sustainable world. By engaging a set of seven spiritually-grounded, relational organizing practices interns learn to pursue greater balance, cultivate deeper relationships, and take action which facilitates transformation within the personal, interpersonal, faith community, and public dimensions of their lives. This reduces burn-out and nurtures healthier leaders capable of fostering leadership development in congregations while accompanying those congregations in taking faithful action for justice.

The EcoFaith Recovery Practicum equips faith leaders to claim the power of their faith traditions as a formidable force of life and love organizing against destructive systems. In the process, they help create a new world in the cracks of the old, learning to embody spiritual practices that create the world of right-relationship for which our hearts long.

EcoFaith Recovery's intention is not to divert internship hours away from the primary focus of the internship, but rather build in expectations of how an intern does their work: grounding their work in spiritual practices, cultivating the art of intentional relationship building, committing to a culture of mentorship in ministry, engaging in public action in ways that align with their congregation's deep interest, developing a congregational learning culture of mutual leadership development, and nurturing communities of regular reflection and restoration.

CHARACTERISTICS AND EXPECTATIONS



An EcoFaith Practicum is a core part of the overall seminary internship experience and lasts for the duration of the internship. It will require an average of 2.5 to 3 hours per week as follows:

Each week from September 2019 to August 2020, Practicum interns will:

- Reflect upon or pray about how they want to incorporate The Practices for Awakening Leadership and other spiritual and relational practices into their leadership, life or ministry
- Complete at least one relational conversation (one-to-one) with a different member of their internship community

Each month from September 2019 to August 2020, Practicum interns will:

- Meet online with EcoFaith's Practicum Coordinator and the rest of their Practicum Cohort for mutual leadership development
- Meet with a Practicum mentor.
- Submit a short written reflection to EcoFaith Recovery regarding how the Practicum intern is applying The Practices for Awakening Leadership to the internship experience and what is happening as a result of that application

Every other month from September 2019 to August 2020, Practicum interns will:

- Facilitate the EcoFaith Practices in a meeting within their faith community and/or the larger community connected with their internship project
- Submit at least one leadership resource that highlights one of the seven Practices for Awakening Leadership which the intern has used or intends to use in leadership within their internship congregation OR one blog post

Once every quarter from September 2019 to August 2020, Practicum interns will:

- Participate in EcoFaith's National All Leader Gathering by Zoom at least 4 times during the course of the Practicum and hold some leadership role therein

Once before, during or near the conclusion of the internship, Practicum interns will:

- Meet online with key EcoFaith Recovery leaders and staff for orientation to the EcoFaith Practicum and in order to meet fellow Practicum interns
- Participate in a EcoFaith Leadership Institute which will provide an immersion into The Practices for Awakening Leadership and build community amongst the Practicum Cohort
- Complete a final written Reflection on the Practicum Experience using guidelines provided
- Engage in a conversation with key EcoFaith leaders about the written Reflection on the Practicum Experience

**Friday April 26 – All times are in Pacific Time**

6:00PM	Welcome Introductions – Name, Pronouns, Place you are, Place you will be Agenda Map Community Agreements
6:20PM	Creating Community Altar
7:00PM	Framing Restoration

Saturday April 27

9:00 am	Practice 1: Access Spiritual Power
9:05 am	Practices 6 & 2: Reflection and Check-in
9:45 am	Storysharing about Practices for Awakening Leadership
11:55 am	Practice 7: Restore Balance Check-in
12:00 pm	Lunch
1:00 pm	Practices 2 & 4: Developing Relationship and Mentor One Another One-to-one deep dive with Robyn
2:30 pm	Scheduling Cohort One-to-ones
3:00 pm	The Why and How of the Practices Nuts and Bolts with Jennilee
3:50 pm	Looking Forward: May Meeting Schedule and Agenda
4:00 pm	Practice 6: Reflection
4:40 pm	Practice 7: Restore Balance



COMMUNITY AGREEMENTS

- Make Space, Take Space (Move up, move up)
- Stories Stay, Learnings Go
- Speak from your own experience
- Go deeply into your own tradition and story, encourage others to do the same
- Ask For Clarification, Be Curious

CREATING OUR COMMUNITY ALTAR

Prepare a space in the area where you will be Zooming-in to the Institute to create a small altar. This might be a corner of your desk or a spot on the table or floor – anywhere will do as long as it is in your sight as we meet together. You may put down a cloth or light a candle there or anything else that you wish. Have **a blank piece of paper** at the ready and make sure there is space for it on your altar.

Come prepared with two items that represent to you 1) where you experience great sadness within climate crisis and 2) where you find hope. Be prepared to speak for **2-3 minutes** about each item with the cohort. Ground what you share within your own personal story. This is meant for us to start building relationship with one another as well as access spiritual power together as a group.

When you are done sharing about your items, place them on your altar. As other folks share, bring out **your blank piece of paper** and in some way, whether in word or drawing, create a representation of each other person and what they have brought. We will pause for a moment after each person shares and adds their items so that each of us can connect to Holy Mystery in the ways in which we are each comfortable. We invite this connection knowing that we listen differently if we are consciously accessing spiritual power simultaneously.

At the end of this process, if you feel comfortable, we would love it if you could share a picture of your completed altar space so that we could collage them together and have a visual representation of our community altar, embodied in California, Texas, Washington, Oregon, and Minnesota.

FRAMING PRACTICE #7: RESTORATION





The Practices for Awakening Leadership Overview

1. ACCESS Spiritual Power	Consciously connect with the indwelling God to rediscover our belovedness, our God-given power, and our place within God's evolving universe.
2. DEVELOP Relationships	Consciously awaken the power-among that arises when we engage in authentic conversation and relationship.
3. DISCOVER Our Stories	Consciously recognize the power of God's presence at work within our lived experience, the lives of others, and the stories of the places we live.
4. MENTOR One Another	Consciously draw out the gifts, wisdom and life-giving power of others, and share our own, by mentoring and being mentored.
5. ACT Together	Consciously engage the power of collective action, in the service of God's healing and justice-seeking work for human communities and the whole creation.
6. REFLECT On Our Actions	Consciously reflect upon and evaluate our actions and the ways we use power, in order to learn and grow into mature and courageous leaders.
7. RESTORE Balance	Consciously re-align our lives with the sacred and natural rhythms of Life expressed through the whole of God's creation.





Public Sphere: We acknowledge our collective failures in acting for justice, and instead access the power of the indwelling God of love, who works through public efforts to advance human and environmental justice.

This image shows a single sheet of white paper with horizontal green lines, resembling notebook paper. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.



Public Sphere: We develop relationships of accountability between diverse human communities and public leaders, for the sake of restoring public commitment to the common good and the community of creation.

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Public Sphere: We discover our collective power by sharing our stories in the public arena to develop as community leaders and advance human and environmental justice.

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Public Sphere: We seek out experienced leaders of public actions to mentor, challenge and teach us as we learn to express our power in the public arena.

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Public Sphere: We join or develop community organizing efforts, through which we identify mutual interests, research issues, conduct power analyses and act together to promote greater justice for human communities and the community of creation.

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Public Sphere: We collectively reflect on and evaluate the power dynamics of all public actions, including their impact on relationship development, leadership capacity, public systems, marginalized communities and the natural world.

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Public Sphere: We intentionally practice healthy cycles of public engagement, participating in organized actions while also taking time to celebrate, grieve, and restore our energy, in keeping with the Sabbath rhythms of the God of creation.

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One-to-One



Relational Meetings





ONE-TO-ONES

Prepared by Rev. Susan Engh, Program Director for Congregation-based Organizing ELCA Congregational and Synodical Mission Program Unit Congregational Centers for Mission Team

The field of community organizing offers us a great tool for building or deepening our collegial relationships in this time of transition into a new Churchwide structure, and beyond. The one-to-one relational meeting is a natural but uncommon conversation with someone you want to know better. It's natural because it flows from your own curiosity and your conversation partner's responses, rather than using a set of pre-determined questions or following anyone's pre-set agenda. It's uncommon because it requires intense listening and courageous inquiry as you focus primarily on going deep into your conversation partner's story and resist turning it too much toward yourself. You will find that you and the person with whom you're visiting have things in common; and you should acknowledge that with brief accounts of your own experience, building trust and connection. But always return your focus to your partner with a question that can lead them deeper into their story.

Your objectives for having this conversation are simple and sincere. These objectives are listed in descending order of importance. In other words, #1 matters above all:

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- You want to establish or deepen a relationship with this person;
 - You want to learn some significant things about them, what makes them “tick”, what they value, who they really are, and what has brought them to this point in life;
 - You might find that you and your conversation partner have commonly held interests, goals or values that can lead you into new opportunities for collaboration and community building;
 - Through your inquiry and attentiveness this person might learn some things about him or herself that they didn't realize were true, leading to new clarity and self-appreciation.

Your conversation should last about 45 minutes; it's up to you to honor this time frame. If your conversation partner wants to learn more about you, they can schedule another time when the main focus will be on you. Or, if you both decide in advance to share equally, schedule an hour and a half, with one of you taking the lead for the first half and reversing the roles for the second half; this requires you to be disciplined about time and intent. Focusing on one person at a time allows each to feel deeply heard and valued. It also makes this kind of conversation uncommon and remarkable.

As noted earlier, you shouldn't go into the conversation with a bunch of pre-determined questions. However, it is wise to have one or two ice-breaker type questions in mind to begin with. You might start with something like: "What drew you to the position you have here?" Or, "what constitutes 'family' for you these days?" From there you should follow your curiosity, as well as the other person's response and direction, to get you deeper into their story, their values, vision, life and motivations. This move to go deeper takes courage on your part, a willingness to really listen and to ask what will feel like some risky questions, as well as to reveal some things about yourself. If you don't take risks and make the move to go deeper early on, you'll get into a pattern of asking surface type questions, and your conversation partner will be reluctant to share with you on a deeper level.

One way to determine what follow up questions to ask is to listen for the "breadcrumbs" or "pearls" people naturally drop that can lead you to a real treasure about who they are. These clues often come in the form of what seem like throw-away comments dropped when answering a question; comments like, "let's see, it was shortly after my divorce," or "my mother had just died and I was living in Atlanta..." Rather than gloss over the reference, dare to ask something about the thing they just mentioned in passing. It indicates to them that you're really listening, that you have courage, and that you truly care about the experiences, thoughts or feelings that mark significant moments in their life.

Also, be attentive to your gut-level resistance to probing deeper. Rather than hold back, take the risk of asking courageous questions. Instead of being an invasion of privacy, which is what you fear, courageous questioning actually builds trust and gives the person permission to share something deeply significant. To avoid turning this into therapy, offer no advice or analysis. Ask what they make of this aspect of their story, or share something about yourself that relates to their experience.

Sometimes, a ways into the one-to-one, you might need to introduce a new line of questioning, if the conversation gets dry or when you want to move in a different direction. Just don't get bogged down with the idea that you have to cover a lot of territory. Going deep into a few areas of their life, by following a natural course of conversation, is the real key. The following types of questions will encourage your conversation partner to go deeper into their story. (It also helps to insert follow-up questions like "why is that?" or, "can you give me an example?" or, "what was that like for you?")

Introduce one or two of these topics as needed. Never try to cover all this ground in one conversation!

- What brings you the most joy in your work?
- What are the greatest hurdles or challenges?
- What kind of impact do you want to have?
- How's it going — that work of making an impact?
- What is the biggest challenge you have faced in your life?
- How did you handle that challenge?
- How is that challenge still affecting you?
- What role has faith [or community, family, friends, or mentors] played in your life and work?
- What accomplishment or project are you most proud of?
- What assets did you bring to that enterprise?
- What did you learn (especially about yourself) in the process?
- What has created real disappointment for you in terms of wanting to make something happen?
- What were your (especially internal) barriers to success?

Your intent is to get them talking about more than facts, figures, names and events; to explore:

- What their ambitions and dreams are;
- What makes them angry, sad, or joyful;
- Why they are attracted to certain people, organizations, or communities;
- What has grabbed them most along their familial, educational, professional or faith journey;
- Why they spend their professional and personal time the way they do;
- What values and relationships they are willing to take risks and make sacrifices around.

After – and only after - your visit, jot some notes in order to retain the essence of the conversation. (Taking notes during alters the nature of the encounter.) You won't know the answers to all of these, but you'll know some things in a deep way about a few of them:

- o What does this person care most about and why?
- o What motivates them?
- o What do they get excited talking about?
- o How do they spend their time and why?
- o What assets does this person have and where do they get to exercise them?
- o What relationships does this person have and value and why?
- o What specific concerns or ideas does this person have?
- o Why is this person a member of this organization or community?
- o What would make this person feel very honored if they were invited into it?

One-to-One Reflections

Date: _____

Use this form to jot down notes following your one-to-one conversation. Refer to it again when considering inviting this person to collaborate with you on some project or before you expect to encounter them again in a work or social setting. Having clarity about their values, vision, life and motivations means you're more likely to relate to them according to who they really are rather than who you need them to be for your own purposes. It's about genuine relationship, trust and respect.

Person visited _____

Role or title _____

Phone or extension _____

E-mail _____

What are this person's main areas of interest?

What talents, assets, background or gifts does this person have to offer?

What memorable stories did this person tell that illustrate something important about them?

What clarity about him or herself did the person seem to find in the course of our conversation?

What was the riskiest question I asked, and where did it lead?

What might be the basis of a follow up conversation, a deeper relationship, or a collaboration?

What else do I want to remember about this person or conversation?
