



Firebird Spirit Announces Three Offerings for 2019-2020

One-Day Introductory Option Mapping Workshop

Firebird Presbytery Contract

Firebird Church Contract

Costs do NOT include travel expenses for the Firebird Spirit team. Within a 150-mile radius of Rochester, NY, staff will provide their own transportation and seek only mileage reimbursement unless an overnight stay is required (i.e. more than 6 hours of on-site work). Beyond that radius, every effort will be made to keep costs on the low side for airline, train, and/or lodging. Accommodations will be made in consultation with the client.

+++++

One-Day Introductory Option Mapping Workshop **\$1,500**

This introductory workshop is required of all groups that will be working with Firebird Spirit. The morning session – *The C21 Church* – realistically looks at what’s happening in our culture and how that is affecting Ministry in the 21st century. In the course of discussions and presentations, participants will emerge with a common vocabulary for having the all-important conversations that are at the heart of church transformation. The afternoon session – *What Are Our Options?* – looks at several models for ministry today, possible scenarios for churches that need to change, and how Firebird Spirit can assist with various situations. We suggest running the day in two three-hour sessions with breaks during each and a time for lunch in the middle.

NOTE: Presbyteries and churches that have previously participated in this workshop are not required to complete it again as part of any subsequent contract – although they may choose to do so.

PREPARING FOR INITIAL CONTACT...

Write down your questions and concerns about these Firebird Spirit offerings prior to contacting us. We use this feedback to improve our printed materials.

FirebirdsSpirit.Org



FIREBIRD PRESBYTERY CONTRACT

\$10,000 Retainer

Through this, you are contracting with Firebird Spirit for 40 hours of collaboration, resourcing and support. Rather than having to hire new staff to work with your churches in transition, Firebird Spirit provides the expertise and experience that will augment what you are already doing, and allow you to do more. Presbytery staff and volunteers may not have the time, energy, or experience to work successfully with churches in transition. The time and attention that each church needs can quickly grow beyond the ability of the Presbytery staff to meet.

Because each Presbytery is different, it will be up to each, in conversation with the Firebird Team, to determine how best to use your 40 hours with us. You may opt for all of your time to be devoted to Presbytery-level work (i.e. committees, support, workshops, etc.). Or, you might want to have our Firebird Team interact with individual congregations who are (or should be) on their own transitional journey.

Some of the ways you might use your time include...

Strategic Planning

The Strategic Planning process is foundational to your work as you proceed with transitional churches. Creating Action Steps (short- and long-term) is part of the Strategic Planning process.

This contract covers a Strategic Planning process with:

- ◆ Presbytery leaders (you define who that is) to determine the best way(s) for the Presbytery to support churches in transition, **OR**
- ◆ A group of churches (up to 3 churches at a time) that the Presbytery designates as a Cohort of transitional churches who will support each other through their changes. (This would be especially useful if churches were thinking of merging, blending, or clustering. All churches need to have attended the One-Day Introductory Option Mapping Workshop) **OR**
- ◆ One church that the Presbytery believes has great potential to transition into a new model of ministry and they wish to support that church's efforts by helping them launch their Strategic Plan.

Depending on the size of the group and the complexity of the task before you, we suggest either a half-day or whole-day time for this. Accordingly, we estimate that pre-planning with stakeholders will range from 2 -4 hrs. For an additional 3-5 hrs., you can request a summary report from the Firebird Team that fleshes out the Action Steps emerging from the group experience, including Firebird's analysis of potential pitfalls and possible solutions to them.)

Consulting, Support & Resourcing

It is the ongoing work of the Presbytery where we have experienced the greatest need for support and resourcing. The challenge is that every Presbytery committee is staffed by volunteers or pastors ministering to their own churches' needs while trying valiantly to serve the needs of the larger group. We can't expect our Presbytery committees to have the professional experience with transitional churches that Firebird Spirit offers. Firebird Consulting hours can be applied to:

- ◆ The on-going work of Presbytery-wide groups (COM, Trustees, etc.) who are supporting the work of churches in transition, **OR**
- ◆ Church-based peer cohorts, such as church pastors engaging transformation, sessions and deacons of churches who are shepherding their members through the changes of transition, **OR**
- ◆ An individual church that you wish to support in their work. In this case the consulting could be with the Pastor, the Session, the Deacons, or a combination of the above.

In each case, the form that the consulting takes is negotiated between the client and Firebird Spirit. It may be attending a meeting or one-on-one conversation. We count time in fifteen-minute increments and at the completion of each consulting appointment (whether in person, by phone, or virtual meeting through Zoom, Skype, or FaceTime) the parties agree on the amount of time that was used.

Individualized Workshops

Whether for various Presbytery-level groups or combinations of church groups (for example, Clerks of Session from churches in transition, working with Deacons from transitional churches so they are equipped to deal with the needs of church members), workshops are often the most effective way for conveying standardized information to a group of people.

Each Half-day is 3 hours of Workshop and 1 hour of discussion. Advance prep time for each presentation varies, depending on the complexity of the topic and size of the group. Preparation can take from 4-6 hours per half-day workshop. The amount of time would be negotiated as part of the event planning with the Presbytery.

Cost: \$10,000 retainer. The \$250/hour Firebird Spirit rate includes staff time, administrative overhead, photocopying, and handouts. It does NOT include professional expenses for travel and lodging. If additional time is needed beyond the 40 hours, contracts may be extended in \$5,000 (20 hour) increments. Firebird Spirit will notify the client when the 35 hour mark has been reached.

By virtue of the contract, you will be charged only six hours for the required **One-Day Introductory Option Mapping Workshop**.

Some Synods have expressed interest in helping Presbyteries and member churches offset the cost for partnering with Firebird Spirit. Please check with yours if you desire this assistance.



FIREBIRD CHURCH CONTRACT

\$10,000 Retainer

For church transformation – whatever form it takes – to be successful, work must include both practical and prophetic elements. There must be a balance of head and heart. We are dealing, not only with the fiscal viability or sustainability of a physical structure, we are dealing with the health and well-being of the spiritual faith community that is part of the Body of Christ.

It is at the local church level that transformation occurs. Through the Firebird Church Contract, individual churches receive 40 hours of hands-on shepherding by the Firebird Spirit Team. This shepherding resources and assists them in their understanding of what's happening, works with them to do the work of discernment so that they can embrace where it is that God is calling them.

Individual Church Assessment ↘

The starting point for transforming work at the individual congregational level is knowing where you are to begin with and engaging in group discernment. How do you know where we are going if we don't know where we are starting from? How do we know where God is calling us to be unless we are asking and listening for Holy Direction?

Firebird Spirit's work with an individual church begins when two Firebird Team members visit the partner church for a day-long series of meetings with: the Pastor(s) Session & Deacons, Finance Team & Treasurer, and General Membership. The information received from these conversations will be blended with what we know of the church's current situation, demographics, and more, and within 30 days following our visit, a member of the Assessment Team will return to meet with the Session (and, if the church so chooses, their liaison to their Committee on Ministry) in order to share the "snapshot from the outside." We have found this Assessment to be valuable in providing an objective look ahead for congregations who otherwise may be caught in their historic identity or might be minimizing the pro's and con's of their current status.

This process puts everyone at the same starting point with a common understanding of the church's situation and opportunities for the future. It invites deeper conversation and prayerful reflection. This process has proven to be the anchor for many churches as they turn their sights to their future in the Kingdom of God. (Estimated 20 hours of your contract.)

Strategic Planning ↘

After the Initial Assessment has been completed, the Firebird Team will lead the Session (and any other leadership teams in the congregation) through a Strategic Planning Session to map out a path for getting where they are going. The goal is to leave the planning session with an Action Plan for the next year, and beyond.

Depending on the size of the group, age of participants, and complexity of the issues to be addresses (per the Assessment Report), we suggest either a half-day or whole-day time for this. Accordingly, we estimate that pre-planning with stakeholders will range from 2 -4 hours plus the actual meeting time. For an additional 3-5 hrs., you can request a summary report from the Firebird Team that fleshes out the Action Steps emerging from the group experience, including Firebird's analysis of potential pitfalls and possible solutions to them.

Support & Resourcing

Firebird Consulting & Resourcing is offered both to individuals and to groups within the church

Individually, Pastors and other congregational leaders are invited to use Firebird Spirit staff for personal support and resourcing through phone or video calls as needed. Known at Firebird as “Shadow Shepherding,” these conversations are times for walking alongside pastors and other leaders through the maze of emotions and spiritual needs facing each congregation during times of transition and first- or second-order change. It’s one thing to go through the changes yourself. It’s another to be in the position of leading others through them at the same time. We use the book *The Church Has Left the Building* – where the second half of each chapter is the Pastor’s Thoughts and Theological Reflections during her seven-year journey – as our guide to spiritual resources, beginning conversations and addressing the complex emotional and spiritual needs of members on this journey.

Collectively, group contact is offered as needed and desired for Session, Deacons, and other leadership groups. These would be negotiated around the needs of the congregation and take the form of phone calls, video chats, or occasional visits.

For both individual and group contact, time is kept by participants (to the nearest quarter hour) and the amount of time is agreed upon at the completion of every session.

Congregational Workshops & Retreats

During times of transition, intentional time together is paramount to maintaining a collective identity. Firebird Spirit staff members are well-experienced in developing workshops and spiritual retreats for church members and/or leadership teams, as needed. If, during the course of your journey, you believe it would be helpful to spend a day (or part of one) together, either to address a specific concern, or to prayerfully center on God’s Word, our Team can work with your leadership to create meaningful programming grounded in the Reformed Tradition but tailored to your individual church needs.

Advance prep time for each presentation varies, depending on the complexity of the topic and size of the group. Preparation can take from 4-6 hours per half-day workshop. The amount of time would be negotiated as part of the event planning with the Presbytery.

Cost: \$10,000 retainer. The \$250/hour Firebird Spirit rate includes staff time, administrative overhead, photocopying, and handouts. It does NOT include travel expenses for travel and lodging. If additional time is needed beyond the 40 hours, contracts may be extended in \$5,000 (20 hour) increments. Firebird Spirit will notify the client when the 35 hour mark has been reached.

Some Synods have expressed interest in helping Presbyteries and member churches offset the cost for partnering with Firebird Spirit. Please check with yours if you desire this assistance.