



Session 3: TAKING THE FIELD: HOW TO PRACTICE HOLY CONFERENCING FACILITATOR'S GUIDE

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Facilitator's Note: Each person should have a study guide before the video is shared with the group. Give a brief introduction and purpose for your using this series with your church, committee, ministry team, governing body, etc. Summarize in your own words or share the following script. Thus far we've been introduced to the idea of "Finding the Sweet Spot" and talked about what holy conferencing as a means of grace. We have also reviewed the nine principles of holy conferencing, or basics of good sportsmanship. This session will address our taking to the field of adversity in practical ways.

Video Teaching Notes:

Step 1: Describe what each person wants.

1. Feedback: Listen carefully to one another
2. Discover common ground.
3. Use "I" Statements and remain neutral

Step 2: Exchange reasons for each position.

1. Win-Win: Share a cooperative intention and emphasize the commitment to reach a mutually desired solution.
2. Use open-ended questions.
3. Healthy conferencing requires the whole group be aware of three things.

Step 3: When God's solution is revealed.

Facilitator's Note: When reviewing the video, summarize in your own words or share the following script:

"The general idea of step three is bridging the gap by creating new options that satisfies both parties' interests but may be different from each one's original goal." See additional notes in the adjacent box.

Example: Consider the story of Jackie Robinson and Branch Rickie.



Additional Suggestions for Step Three:

All participants in the conversation must seek to understand the perspective of others involved in the conversation, and be empathetic with others' feelings and wishes.

All participants should check and recheck their perceptions by:

1. Describing the other person's feelings;
2. asking each other to verify perspectives; and,
3. avoiding judgmental expressions.

To work toward a win-win solution avoid these pitfalls:

1. Jumping to conclusions;
2. Searching for a single answer;
3. Assuming fixed possibilities;
4. Focusing only on personal needs and wants;
5. Insisting on maintaining status quo or a narrow view of solution possibilities.

Different types of approaches that might maximize a win-win resolution.

1. Expanding the Pie - Increase the available resources; What may be seen as shortages are not necessarily permanent.
2. Package Deals - Incorporate several related issues into one agreement.
3. Trade-Offs - Exchange two different objects or goals of comparable value.
4. Tie-Ins - One opponent accepts another's offer if other goals are added to "sweeten the deal."
5. Carve-Outs - Carve an issue out of a larger situation, leaving the related issues unsettled.
6. Logrolling - Both parties give up their low-priority issues that are high priority to the other person.
7. Cost Cutting - One person attains his/her aim while keeping the cost to the other at a bare minimum.

Facilitator's Note: When reviewing the video, summarize in your own words or share the following script: "Have any of you seen the movie "42"? It is the story of Jackie Robinson and Branch Rickie." (You might suggest that participants watch the movie sometime before you meet the next time, or maybe schedule a time, outside of your normal gathering, to watch the movie together.)

Step 4: Reach a wise agreement.

The 7th Inning Stretch: A wise agreement meets everyone's legitimate needs and is considered fair by all parties.



Step 5: See it through to the end.

The Rest of the Game, seeing it through together.

Group Discussion:

Facilitator's Note: Summarize in your own words or share the following script.

Life Lessons:

- *“Think about when you were a young child, did you ever play a pickup game of baseball, kickball, or some other activity?”*
- *What did you use as bases?*
- *What happened if you didn't have enough players?*
- *Where did you choose to play? How did you settle a disagreement (fight, yell, or “paper, rock, scissors”)?*
- *What life lessons did these informal, unmediated games teach you about interacting with other people?*

Review the notes:

Facilitator's Note: Review the notes taken from the handout with the group (using the facilitator's notes as they are inserted in your guide.) Draw attention to the additional suggestions and strategies for step three.

Ask: “How do you see some of these strategies working in the context of our group? Our church? In other situations outside the church (home, work, school, organizations, etc..?)”

Read the following verses together as a large group.

The Beatitudes (Matthew 5.3-12):

“Blessed are the poor in spirit, for theirs is the kingdom of heaven.

”Blessed are those who mourn, for they will be comforted.

“Blessed are the meek, for they will inherit the earth.

“Blessed are those who hunger and thirst for righteousness, for they will be filled.

“Blessed are the merciful, for they will receive mercy.

“Blessed are the pure in heart, for they will see God.

“Blessed are the peacemakers, for they will be called children of God.

“Blessed are those who are persecuted for righteousness' sake, for theirs is the kingdom of heaven.



“Blessed are you when people revile you and persecute you and utter all kinds of evil against you falsely on my account. Rejoice and be glad, for your reward is great in heaven, for in the same way they persecuted the prophets who were before you.”

How do these verses relate to the practice of holy conferencing and being a sweet spot Christian?

Which one do you find the most encouraging and why?

Which one is the most challenging and why?

Closing Prayer:

Facilitator's Note: Summarize in your own words or share the following script: “Rev. Klein began this study with a passage from Ephesians 1:17-19. I’m going to use it as our closing prayer.”

**I pray that the God of our Lord Jesus Christ,
the Father of glory,
will give you a spirit of wisdom and revelation
that makes God known to you.**

**I pray that the eyes of your heart will have enough light
to see what the hope of God’s call is,
what is the richness of God’s glorious inheritance among believers,
and what is the overwhelming greatness of God’s power
that is working among us believers.**

This power is conferred by the energy of God’s powerful strength. Amen.

Based on Ephesians 1:17-19