

# Pastoral Refocusing

**Purpose:** A three or four day, peer-facilitated time to reflect on one's call and prepare for future chapters of ministry service. This refocusing is conducted in the refreshing environment of Shalom House, a pastoral retreat center.

**Synopsis:** This Refocusing divides into three parts – pre-visit time, at the retreat center and post-visit follow through.

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**Pre-Visit Work:** The pastoral couple completes the following survey tools:

- *StrengthsFinder* – a web-based inventory that identifies an individual's top five (signature) strengths (taken by both the husband and wife).
- *MinistryStyles Assessment* – an inventory designed to give insight into the following key areas (required for pastor, optional for spouse):
  - Basic Personality, both normal and under stress
  - Motivation Outcomes – both “why” and “how” they exist
  - Conflict Management Outcomes – a macro view of conflict styles
  - Fundamental Needs – Understanding the balance of Security, Control and Significance in one's life.
  - Deductive Style and Processing Blueprint – Understanding how one processes information and arrives at decisions.
- *Conflict Style Assessment* – Helps to identify one of four negative conflict styles to which a person might default (taken by both husband and wife).
- *A summation* of call, ministry history and credentials.

**Retreat Center Work:**

- The visit involves a balance of rest, recreation and reflection, with the reflection guided by a pastoral facilitator. These facilitators have extensive pastoral experience and further training in the tools used.
- During the first full day at Shalom, the following happens:
  - During the rest time the couple is left to enjoy the facility, or find recreation in the immediate area.
  - One morning is spent in “telling the story” – reviewing their ministry history, and reflecting on the issues that may have led to the refocusing time.
  - That same day, the various surveys are reviewed, and insight drawn on the person's (and couple's) ministry style – how they lead, how they face conflict, how they deal with teams, how they understand and cast church vision. During this time, the pastoral wife is given opportunity to spend one-on-one time with another pastoral wife, to process her unique needs.
  - While there is no therapeutic counseling involved in this process, the facilitators are sensitive to listen for areas where additional counseling might be necessary, and Pinnacle will help network this, if possible.
- During the second full day, the couple is asked to reflect on the previous day's learning, and plan together some next step actions, as well as take time to rest.
- During the morning of the third day, these next steps (generally in written form) are debriefed with a view to their realistic nature, ultimate next steps are agreed upon, and follow-through coaching is planned.

**Post-Visit Follow Through:**

- A series of up to four post-visit coaching sessions are planned, to ensure follow through on the agreed upon next steps. These visits are conducted via phone or, if possible, computer video link.
- If circumstances warrant, a referral for further ministry involvement at the church level is made to the training arm of Pinnacle, or another relevant ministry agency (such steps might include conflict training, team leadership development, Natural Church Development survey and coaching, etc.)

