

Does this sound familiar?

You have a vision for your church, but you're not sure how to get there;

You're pulled in many directions by the demands of pastoral ministry, and you want to know where to focus your attention;

You'd like to learn how and when to say "no";

You want to be more effective in your ministry and your life.

All human organizations -- including the church -- operate as systems of interpersonal relationships. At their best, these systems draw out excellence in their members. At their worst, these systems become "stuck," undermining and sabotaging even the most well-designed plans for change.

Understanding of these interpersonal dynamics helps **leaders regain perspective, re-establish vision, and find new avenues for growth.** They learn to create an environment in which both individuals and congregations can "grow up" in maturity and faith.

***Tending the Fire* offers the perspective and tools to be a more focused, effective leader.**

Leadership isn't easy...

These are difficult times to lead. Our shifting society and postmodern culture demand new approaches from churches and pastors. Church leaders struggle to move into the future while staying true to their essential traditions and beliefs. Yet they are often ill-equipped to understand and affect the anxiety and emotional process of their congregations.

Tending the Fire can help.

...but there is an easier way to lead.

Retreat Leader / Facilitator

Rev. Barbara Lemmel is an ordained pastor in the New England Conference of the UMC. She has served congregations in Vermont and upstate New York, facilitated conference restructuring, and offered programming and spiritual guidance to churches and pastors. Barbara has studied Family Systems Theory with the Lombard Mennonite Peace Center in Chicago, and the Center for Pastoral Effectiveness in New Orleans. She has led *Tending the Fire* retreats for clergy, laity and judicatory leadership since 2003. For more information, visit www.tending-the-fire.com.

Barbara is absolutely convinced that church can be transformational and fun.

"I can see what I need to do and be more clearly, and I feel better equipped to live in the messy life of a church."

Katrina Wuensch
South Acton Congregational Church, MA

**"What's *really* going on in this church?
And what can I do about it?"**



Tending the Fire

Teaching clergy how to manage themselves and their congregations in effective, faithful, and life-giving ways.

Opening Intensive
January 17-19, 2012

Deepening Retreat
March 20-22, 2012

Sending Retreat
May 22-24, 2012

Essex Center United Methodist Church, Essex Center, Vermont

What is Family Systems Theory?

Tending the Fire is based in family systems theory developed by Dr. Murray Bowen and refined for congregational life by Dr. Edwin Friedman in his book *Generation to Generation*.

Tending the Fire helps clergy to understand and apply the concepts of family systems theory to their congregations and to their personal lives. They learn to:

- ❖ Be a self-differentiated, non-anxious leader
- ❖ Recognize and manage emotional triangles
- ❖ Understand anxiety and its effects on organizations and leaders
- ❖ Avoid overfunctioning and underfunctioning
- ❖ Understand and survive sabotage

Tending the Fire does not offer an instant solution to problems of congregational viability or clergy effectiveness. Rather, it improves functioning on a personal and professional level, resulting in deep, sustained growth for pastors and their churches.

Clergy who attend *Tending the Fire* offer improved leadership and exhibit less anxiety in the midst of stress and change.

“Tending the Fire has been a positively stretching and enriching experience that has already impacted my practice of ministry.”

Rev. Ed Farrell-Starbuck
Shepherd of the Valley UMC, Hope RI.

***Tending the Fire* helps clergy and church leaders grow in knowledge of themselves as leaders and as pastors, deepen their spiritual life, and gain practical skills for ministry.**

Tending the Fire is particularly useful for clergy and leaders who have recently moved through significant professional and/or personal milestones. It offers new tools for those who wish to understand themselves and their ministry with a new perspective. It is also helpful for those just beginning in ministry.

“The concepts, perspective and self-knowledge gained from Tending the Fire are as valuable as any I’ve come across in my 25 years of active pastoral ministry. I wish I had experienced Tending the Fire years earlier.”

Rev. Henry Frueh, District Superintendent,
Troy Conference of the UMC

“Tending the Fire gave me tools for understanding the dynamics in my congregation and insight into how my own history plays out in my ministry. It is one of the most important trainings I have participated in since seminary.”

Rev. Robert Johansen
Memorial Cong. Church, Baldwinville MA

“Have you ever found yourself wondering ‘What happened? What went wrong? What’s really going on?’ then Tending the Fire will give you new tools for understanding yourself and your church.”

Rev. Keith Beasley-Topliffe
Liverpool UMC, PA

Opening Intensive

January 17-19, 2012

An introduction to and exploration of systems theory as it applies to congregations and families, with a focus on genograms and one’s personal rhythm of ministry.

Deepening Retreat

March 20-22, 2012

A deeper look at the effects of chronic anxiety on institutions, how to maintain one’s self in an anxious system, and implications for healthy leadership. Exploration of specific case studies of participants’ congregational settings.

Sending Retreat

May 22-24, 2012

Continued reflection on systems and anxiety, with emphasis on call and vision for ministry, managing sabotage, and collegial support; further exploration of case studies.

Retreats run 1:00 - 8:30 on Tuesday, 9:00 - 8:30 on Wednesday, and 9:00 - 4:00 on Thursday.

Participation at all retreats is required.

Cost: \$800

To register, contact Barbara Lemmel:

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Registration deadline: January 3, 2012