

## POLICY

for

### *Spiritual Support at World Renew*

#### **Introduction:**

As a faith-based organization called to *engage God's people in redeeming resources and developing gifts in collaborative activities of love, mercy, justice, and compassion*, World Renew is eager to support and encourage each staff member in their spiritual journey, and committed to nurturing a culture that is both Christian and professional.

#### **Guidelines:**

Following is a check list of items we would like to see in each team plan to ensure a minimal level of support:

1. A plan for an annual spiritual retreat or intentional retreat time with the team meetings.
2. A plan for encouraging personal spiritual growth in each staff's annual plan.

At a corporate office level there will be:

1. A listing on Corporate of materials for spiritual growth that can be readily accessed (See attached list).
2. Annual plan for spiritual retreats for all teams.
3. A policy that allows a staff person an overnight and one day personal retreat at an approved center or with an approved mentor (supervisor's approval).
4. Encourage monthly brown bag lunches focused on Christian leadership.
5. Discourage weekend e-mails so that Sabbath is encouraged.

#### **Accountability:**

1. Co-Director review with team leaders on performance reviews and team plans
2. MTSAS survey to include annual review of spiritual practices and growth, with results followed up by CPAC and team leaders to address any continuing gaps.

## Readings in Spiritual Direction

### General & Reference Works

1. Sacred Companions, David Benner
2. Candlelight: illuminating the Art of Spiritual Direction, Susan Phillips
3. Holy Listening: The Art of Spiritual Direction, Margaret Guenther
4. Fierce Conversations, Susan Scott
5. Spiritual direction: A Practical Introduction, Sue Pickering
6. The Enneagram Made Easy, Baron & Wagele
7. Seeking God Together: an Invitation to Group Spiritual Direction, Alice Fryling
8. Inner Compass, Margaret Silf
9. The Critical Journey: Stages in the Life of Faith, 2<sup>nd</sup>. Ed., Janet Hagberg & Robert Guelich
10. The Practice of Spiritual Direction, William a. Barry & William J. Connolly
11. The Art of Spiritual Direction: Giving and Receiving Guidance, W. Paul Jones
12. Exploring Spiritual Direction, Alan Jones Holy Invitations, Jeannette A. Bakke
13. Guided by the Spirit: A Jesuit Perspective on Spiritual Direction, Francis Joseph Houdek
14. Seeking Spiritual Direction: How to Grow the Divine Life Within, Thomas Dubay
15. Spiritual Direction & the Care of Souls: A Guide to Christian Approaches & Practices, Moon & Benner
16. Spiritual Direction: Wisdom for the Long Walk of Faith, Henri Nouwen
17. Spiritual Disciplines Handbook, Adele Ahlberg Calhoun
18. Spiritual Mentoring: A Guide for Giving and Seeking Direction, Anderson, Reese & Houston
19. The Way of Spiritual Direction, Nemeck & Coombs

### Miscellaneous

1. Anatomy of the Soul, Curt Thompson□
2. Awaken Your Senses: Exercises for Exploring the Wonders of God, Brent Bill & Beth Booram□
3. Awakening the Creative Spirit: Bringing the Arts to Spiritual Direction, Christine Paintner & Betsey Beckman
4. Coming Home to Your True Self, Albert Haase & M. Robert Mulholland Jr.□
5. The Contemplative Pastor: Returning to the Art of Spiritual Direction, Eugene H. Peterson□
6. The Definitive Book of Body Language, Barbara and Allan Pease□
7. Delighting in the Trinity, Miichael Reeves□
8. Emotionally Healthy Spirituality, Peter Scazzero□
9. A Failure of Nerve: Leadership in the Age of the Quick Fix, Edwin Friedman□
10. Falling Upward: A Spirituality for the Two Halves of Life, Richard Rohr□
11. The Gift of Being Yourself, David Benner□
12. Hospitality: The Heart of Spiritual Direction, Leslie A. Hay□
13. Interior Freedom, Jacques Philippe□
14. Jesus, Our Spiritual Director: A Pilgrimage Through the Gospels, Wendy Miller□
15. Mansions of the Heart: Exploring the Seven Stages of Spiritual Growth, Thomas Ashbrook□
16. Picturing the Face of Jesus: Encountering Christ through Art, Beth Booram□
17. Reflected Love: Companionship in the Way of Jesus, Christopher Brown□

18. Sacred Rhythms, Ruth Haley Barton□
19. Spiritual Direction & Meditation, Thomas Merton□
20. Streams of Living Water, Richard Foster□
21. When the Heart Waits, Sue Monk Kidd

### **Classics**

1. The Complete Fenelon, (Letters of François Fenelon), Edited by Robert Edmonson
2. Experiencing the Depths of Jesus Christ, (Madame) Jeanne Guyon□
3. An Introduction to the Devout Life, St. Francis de Sales□
4. The Imitation of Christ, Thomas à Kempis
5. The Practice of the Presence of God, Brother Lawrence

### **Discernment**

1. Authenticity: A Biblical Theology of Discernment, Thomas Dubay□
2. Desiring God's Will: Aligning Our Hearts with the Heart of God, David Benner
3. Discernment: The Art of Choosing Well, Pierre Wolff□
4. Discernment: Reading the Signs of Daily Life, Henri Nouwen□
5. Hearing God: Developing a Conversational Relationship with God, Dallas Willard□  
Hidden Wholeness: The Journey Toward an Undivided Life, Parker Palmer□
6. Listening Prayer: Learning to Hear God's Voice and Keep a Prayer Journal, Leanne Payne
7. Let Your Life Speak: Listening for the Voice of Vocation, Parker Palmer

### **Lectio Divina**

1. Eat this Book, Eugene Peterson□
2. Opening to God, David Benner□
3. Sacred Reading: The Ancient Art of Lectio Divina, Michael Casey
4. Centering Prayer
5. Basking in His Presence: A Call to the Prayer of Silence, Bill Volkman□
6. Centering Prayer and Inner Awakening, Cynthia Bourgeault□
7. Open Mind, Open Heart, Thomas Keating□
8. Centering Prayer: Renewing an Ancient Christian Prayer Form, M. Basil Pennington

### **Ignatian Spirituality**

1. The Ignatian Adventure: Experiencing the Spiritual Exercises of Saint Ignatius in Daily Life, Kevin O' Brien
2. A Simple Life Changing Prayer: Discovering the Power of St Ignatius Loyola's Examen, Jim Manney,
3. What is Ignatian Spirituality?, David Fleming

## Key teachings from *Sensible Shoes*

By Sharon Garlough Brown

Excerpts selected by Mary Crickmore

### *Praying a labyrinth*

Trip inward, center, and trip outward.

Going inward : notice what distracts and hinders you, what competes for your attention. Release burdens, identify fears, confess sins.

Center : resting place, enjoy being with God, receive insight, peace, revelation, or simply God's presence.

Outward : allow Spirit to strengthen and empower you.

*p. 80 "The things that annoy, irritate, and disappoint us have just as much power to reveal the truth about ourselves as anything else. Learn to linger with what provokes you. You may just find the Spirit of God moving there."*

### Lectio divina

Reading the Word of God is meant to be a supernatural act of cooperating with the Holy Spirit. We read the Bible slowly and reverently, listening for the Word made flesh in our own lives. Picture lectio divina as feasting on God's Word. First we take a bite, then we chew, savoring the taste of it, and finally we swallow and digest it, and it becomes part of us. Listen for a word or phrase that chooses you—something that catches your attention and invites you to linger with it. Don't analyze it. Just listen to it. Then as you listen to the text again, ponder that word. What is God personally saying to you? How does that word connect with your life? Then begin a conversation with God...Finally simply rest in the Lord's presence.

*p. 147 « Sometimes it's hard to pay attention to our own desires...We start believing that God only wants us to do the things we *don't* want to do. But God also speaks through the deep desires and longings of our hearts. »*

*p. 148 « Don't worry about trying to rid yourself of your fears. Instead. Let your fears do the hard work of revealing deep truths about yourself. Our fears can be windows into the raw truth of our lives. We don't cling to them and feed them, but we do listen prayerfully to what they teach us. We ask God what the fear is revealing about who we are and what we lack. We bring our fears into the light of God's healing love, offering them up to God as an expression of our weakness and our need for him. Even our*

fears become opportunities for encountering Jesus. Getting rid of the fears is never the goal. If we fix our eyes on that, then we won't be looking at Jesus. Drawing close to the Lord is what we're seeking.»

### *Praying the examen*

p. 178 « A way of sitting with Jesus and talking through the details of your day. In the examen we slow down and pay attention to the data of our lives. We notice our thoughts, actions, emotions and motivations. By taking time to review our day in prayer, we have the opportunity to see details we might otherwise overlook. The examen helps us to perceive the movement of the Spirit and to discover God's presence in all of life. ..ask the Holy Spirit to guide and direct your thoughts as you prayerfully review your day. Pay attention both to the things that gave you life and to the things that drained you. Notice where the Spirit invites you to linger and ponder. Having reviewed the details of your day, confess what needs to be confessed. Allow God's Spirit to bring you wholeness, grace, and forgiveness. Finally, consider how you will live attentively in God's love tomorrow. »

### *Wilderness prayer*

Genesis 16—at a crossroads in Hagar's life, the angel of the Lord asked her « Where have you come from? Where are you going? » As we pursue deep transformation in Christ, we need to name and contemplate what has shaped us in the past. We also need to consider how we are moving forward in our life with God. The answers to these questions are not easy. They must be discerned and explored in cooperation with the Holy Spirit. Spend some time asking the Spirit to bring to mind the people and events that have significantly shaped you. Ask God to give you courage to name not only the times when you have experienced his intimate presence, but also the times when you have felt God's absence. What are the formative moments that have shaped your life with God? Because God loves you more than you can possibly comprehend, he will gently reveal areas of discomfort, pain, and agitation—not to cause you harm, but so you can identify where it hurts and turn to him for comfort and healing. Healing can hurt. But if you're uncovering pain and suffering in your life, the path to healing is not avoidance. You've got to go through it and confront it with God's presence and in the Spirit's power. And if you find you're facing something overwhelming, you aren't meant to travel the path to healing by yourself. God gives us the gift of his presence through the comfort and companionship of fellow believers. »

*Where are you going?* Consider the invitations God is currently giving you. How is God leading and guiding you into a deeper awareness of his love and care for you?

### *Praying with imagination*

(Done with a Gospel text) Quiet yourself in God's presence and invite the Holy Spirit to guide your imagination. Read the text. Begin to imagine the scene. Then picture yourself inside the story. Do not be worried about historical accuracy. Which character are you? What do you say? Engage in conversation with the characters in the text. What does Jesus say to you? What do you want? Then prayerfully reflect on what you experienced in the text.

### *Self-examination and confession*

Read Genesis 3 :1-9 and journal responses to these questions :

In what ways have your eyes been opened to your sin?

With what tone of voice do you hear God say « Where are you? »

What fig leaves have you fashioned for yourself? What keeps you from coming out from hiding?

If you could be convinced of unconditional love and acceptance, what burdens of sin, temptation, regret and shame would you confess to someone else?

Psalm 139 :23 Do you trust God to search you and know you, revealing your sin? Why or why not?

### *Rule of Life*

A rule, or rhythm of life is an intentional structure designed to free us to respond to the movement of the Spirit. It can be intensely practical, not checking email after 9 pm, finding three nights a week to share a meal with family or friends, exercising regularly, etc. It includes both the practices that are life-giving to us and the ones that help us stretch beyond what is comfortable. It can include daily, weekly, monthly, and seasonal practices suited to both our temperaments and stages of life. A rule is not focused on efforts to fix and control our lives. Rather, a rule of life is first discerned and developed after listening prayerfully to the Spirit. It focuses on deepening intimacy with God, not the improvement of self. It must not become another burden or yoke.