



Each module is designed to last for three months, with some flexibility built in. Monthly enrichment activities will be delivered from *Quaker Connect* to each participating congregation, to be followed with homework over the month in the local context.

- I. **First Module, Context: Where are we?** (A kind of appreciative inquiry, will depend on what they have already done)
  - A. First sprint: (snapshot) Map the neighborhood in several variables
  - B. Second sprint: (trends) What has changed and is changing around us?
  - C. Third sprint: How do people in our community communicate (terms defined multiple ways)?
  - D. Evaluation: What did we learn? What should we stop? What should we keep doing?
- II. **Second Module, Mission: Who are we? Who do we want to be?**
  - A. Fourth sprint: Gifts and strengths inventory
  - B. Fifth sprint: Who is missing (given our context)
  - C. Sixth sprint: Are we ready for change (emotional and cultural)?
  - D. Evaluation: What did we learn? What should we stop? What should we keep doing?
- III. **Third Module, Practices: What are we here for?**
  - A. Choose a sign of renewal to work on (at monthly business meeting, with the whole congregation, in our normal course of work)
  - B. Choose a Quaker/Christian/FWCC practice to try to address our chosen sign of renewal
  - C. Do the experiment over the three-month period
  - D. Evaluation: What worked? What didn't? What should we stop? Or keep doing?

This will be followed by a sabbath month and an apprentices' retreat for reflection (past), refining (future), and recommitting (to each other, to AQR, to Quakerism)
- IV. **Fourth Module: Second practical experiment**
  - A. Same method as third module, choosing a second sign of renewal to work on
- V. **Fifth Module: Second focus on who we are/who do we want to be**
  - A. Seventh sprint: What does it mean to us to be Quaker? What does our Yearly Meeting Book of Faith & Practice say about who we are and who we should be?
  - B. Eighth sprint: Organizational Debt: What do we not even notice anymore that is holding us back?
  - C. Ninth sprint: What is important to us to be known for? Practice articulating our mission and values
  - D. Evaluation: What did we learn? What should we stop? What should we keep doing?
- VI. **Sixth Module: Going forward**
  - A. Tenth sprint: How can we integrate "change" into "normal"?
  - B. Eleventh sprint: How will we take on new apprentices?
  - C. Twelfth sprint: How will we be a blessing to others?
  - D. Evaluation: What did we learn? What should we stop? What should we keep doing?