**Facilitation Team Exercise to dig into & embed the Greenhouse Ethos:**

The purpose and qualities of an actual greenhouse encapsulate much of our ethos - our values and the way the Greenhouse Programme works. Reproduced below are elements of that ethos, along with questions to help you and your team dig into this ethos and embed it in all you do, so you can effectively help teams to turn good ideas into missional action.

You may want to use this as a reflective exercise with your team (alone or together – in discussion or quiet) & notice what it raises in you. As you do so, be curious about where this approach challenges your usual ways of working & where it sits comfortably, & use it to explore how you will best work together as a team to model these ways of being together.

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**Nurture** – caring for and protecting ideas while they are growing

* *How will you tend relationships & facilitate gatherings to create the conditions for fragile seeds to grow, enabling the least confident & the least ‘powerful’ to feel comfortable to nurture their seeds? What will that look like in practice & how will you keep remembering to do that?*
* *How will you remember that your role isn’t to understand the seed (to be the expert), but rather to enable people to grow the seeds they sense God has given them? What will that mean in practice?*

**Warmth** – having enthusiasm/affection for, & kindness towards different ways of being church

* *How will you provide the kind of environment where very different ideas can grow & flourish side by side? What will that mean in practice?*

**Interconnectedness** – recognising that together we are stronger and that there is inspiration all around us

* *How will you keep encouraging & enabling individuals to operate together with others as teams, rather than as lone workers? How will you model healthy teamwork yourselves as a facilitation team?*
* *How might you encourage interaction and accountability between teams during & after the gatherings? How might social media be useful in aiding that? How might your facilitation team support teams between gatherings – what could you put in place to enable that to happen? Ensure you factor in what is realistic for each of you as facilitators.*

**Experimentation** – being open to trying new things, knowing that some methods and ideas will succeed while others won’t

* *How will you foster an environment of curiosity, risk-taking & humility in the way you facilitate your gatherings, where people feel safe enough to give things a go, and know it’s OK if they don’t work? How will this be modelled?*
* *How will you set the tone of adventure & maintain that over the course of your Greenhouse? Remember adventures often only feel fun & exciting afterwards – in the middle of them they can be gruelling, frightening & stressful – that’s what an adventure is!*

**Fruitfulness** – celebrating and giving thanks for lives changed by encounters with the living God. A Greenhouse can be a place of wonder and inspiration – somewhere to take a moment and give thanks for the bursting-forth, the abundant exuberance of God’s love.

* *How will you foster space for celebrating God’s abundance? What will that mean in practice?*
* *How will you keep God as the central focus rather than clever strategy, big personalities or human enterprise?*

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Having spent time exploring these questions, you may want to:

* Notice how this way of working fits with your usual ways of doing things or your natural leadership style, & note down any areas where it may be a challenge for you to work in these ways.
* Reflect on how you will ensure Greenhouse team members are kept aware of the commitments and values of the Greenhouse Ethos.
* Look back over your reflections and use them to write a practical ‘to do’ list. Is there anything you need to diarise, anyone you need to speak to, any ‘reminders to self’ you’d like to keep as a checklist as embark on Greenhouse.
* Meet together as a facilitation team to share your learnings & agree what you plan to do differently as a result.