



# FACILITATION TRAINING WORKBOOK

Use in conjunction with material  
presented on [greenhousehub.org](https://greenhousehub.org)



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## **Please note!**

To ensure you don't lose any notes that you might type into this document, remember to Save the document into your files before you close it.


# 1 Training overview

**Welcome to the Greenhouse Facilitation Training and to the start of your Greenhouse journey.**

To take the first steps, you'll have assembled a committed team to facilitate all the different components of Greenhouse in order to make it happen.

If the Facilitation Team is yet to be appointed, the [introductory sections](#) of the website provide an overview of Greenhouse, which may help you describe and inspire potential facilitators to join you.

## Welcome video

 Mike Harrison, Bishop of Dunwich and Greenhouse Project Lead, Cathy Myers, offer a [warm welcome](#).

## Space to reflect

### Scripture and other readings

After watching the videos above, Enablers and the Facilitation Team might now like to spend some time (up to 20mins) reflecting and focusing this journey on God.

Scripture readings Matthew 28:16–20 or Luke 10:1–22 may be helpful.

If you have the Godsend book, you may also like to turn to p.48 and use the 'Bite, Savour, Digest' questions.


### Notes




## Discussion

1. What has drawn you to be part of Greenhouse?
2. What are you excited about?
3. Is there anything you are apprehensive or unsure about?
4. What would you like from this training?

## Training overview video

 **Video 2** provides an overview of the training sessions, how long the training takes and what to expect.

## Their story

In  **Video 3** several facilitators from around the country share why they were inspired to do Greenhouse and what their journey has been like.

## Optional discussion

- What has inspired you from this section?
- What do you particularly want to remember as you prepare for your Greenhouse?
- Do you have any thoughts or feelings as you apply this to your own setting which you'd like to share with your team?

## Notes

# 2 Introducing Greenhouse

In this section, the basics of Greenhouse are introduced – what it is, the components that make it work, and some benefits of the Greenhouse process for both dioceses and small local Teams wanting to grow fresh expressions / new Christian communities.

 **Video 4** covers the following key points about what Greenhouse is:

- Greenhouse is a Church of England concept which aims to help inspire, design, establish, grow and cultivate fresh expressions of church.
- It brings like-minded Christians together into a learning community framework to support and learn from one another.
- The components that make it work are:
  - o Teamwork, so that no one works alone.
  - o Gatherings to bring the Teams together for great conversations.
  - o A resource called Godsend which keeps the momentum going in between Gatherings.
  - o Support from Facilitators to encourage Teams on the journey.
- The 'Greenhouse' metaphor describes the space where Teams conceive ideas and grow them into an action plan – it has an ethos of warmth, nurture, interconnectedness, experimentation and fruitfulness.


## Notes

- ☞ It's a great solution for people wanting to start, or revitalise, mission projects.
- ☞ Greenhouse saves time for those on the ground.
- ☞ It releases the ministry of lay people from all walks of life.

 **Video 5** explains:

- ☞ The origins and current definition of a fresh expression of Church: 'A new form of Church that emerges within contemporary culture and engages primarily with those who don't go to Church.'
- ☞ An explanation of the Missional Journey – a key focus for Greenhouse teamwork – which follows the journey depicted in the graphic.

## Their story

 **Video 6** features David Cundhill sharing details about how the growth of Greenhouse in the Diocese of Southwark has been full of surprises.

## Discussion

Take up to 10 minutes to chat together about:

- ☞ What has inspired you from this section.
- ☞ What you particularly want to remember as you prepare for your Greenhouse.
- ☞ Any thoughts or feelings as you apply this to your own setting which you'd like to share with your team.

## Notes

# 3 Greenhouse components

In this section there are several videos which outline the essential Greenhouse components that make it work. The components are all important to the Greenhouse process and the videos explain why.


## 3.1 A COMMUNITY OF TEAMS

 Video 7 covers:

Why Teams help with the Greenhouse process:

- ✎ Journeys are richer when travelled together.
- ✎ The importance of the 'safe space' of the learning community for testing ideas, sharing struggles and encouraging one another.
- ✎ Team diversity – everyone has a valuable contribution to make. In other words, 'the wisdom is in the room'.
- ✎ Being open to including 'fringe' people in Teams and those not necessarily in the Church community, but who are passionate about the wider community.

### Their story

A Wigan Greenhouse Team member, Heather Doolooa, and Southwark's Enabler, David Cunhill, share their experience of teamwork and the difference it makes, in  Video 8.

Notes

## 3.2 REGULAR GATHERINGS

 **Video 9** covers:

### Purpose and frequency of Gatherings

- Purpose – to enable Teams to dream and plan for their fresh expressions in a safe and supportive environment. It's a place to share ideas, challenges, what has worked and what hasn't, all whilst nurturing the Teams involved.
- Frequency – one Gathering per term works well over an initial commitment of two years.

### Structure

Gatherings have a learning community structure which offers three questions for discussion:

- **What is?** Each Team identifies where they are with their project/fresh expression – what are they doing, what is working, what isn't/challenges and then also, where they think they are along the Missional Journey.
- **What could be?** A time for dreaming and blue sky thinking.
- **What will be?** A time for practical steps and planning.

### Time and location

- Templates are available to help Facilitators plan Gatherings 2.5 hours.
- Face to face meeting is recommended to encourage bonding and great conversations.
- Food/refreshments help with building and strengthening relationships in the Gatherings.
- But do what's right for your context.

### Programmes

- There are editable templates to help you plan for the first four Gatherings. For subsequent Gatherings, there is also a blank programme template with ideas for activities.
- Download them from [greenhousehub.org](https://greenhousehub.org).


### Notes



## Housekeeping and monitoring

- Follow the usual Safeguarding and Data Protection guidelines offered by your diocese or parish.
- Please complete the Greenhouse Survey after each Gathering.
- Consider using the Fruitfulness Framework to see how your fresh expression is transforming lives.
- How to contact the national Greenhouse team.

## Their story

 **Video 10** – Revd Chris Lane, from Walsall Greenhouse, describes how they approach Gatherings and why the recommended structure has worked well for them.

## Discussion

- What dates could work for your first four Gatherings?
- What venues will be accessible to your Teams and provide the right kind of space?  
Or if you are meeting online what platform will you use?
- Brainstorm a few options.

## 3.4 GODSEND


 **Video 11** describes the Godsend resource:

- It is available as both a book and a website. These formats complement one another but can be used independently too.


## Notes

- The material supports Teams working through the Missional Journey in between their Gatherings. Chapters/videos are arranged around each stage of the Journey, so Teams can dip into the stage they are at only when they get there, ('just in time' learning).
- Videos can also be used at each Gathering, providing Facilitators with ready-made, helpful content.
- The Gathering Programmes designed by the national Greenhouse team suggest Godsend videos for the first four Gatherings.
- There is another list of videos pre-selected by Godsend author, Mike Moynagh, who identified them as some of the most useful for Gatherings.
- It's not a blueprint or a manual, it's a 'prayer resource to plunder'.

## Their story

In  **Video 12**, Revd Chris lane, David Cundhill and Heather Doolooa tell us about how they use the Godsend resource in between Gatherings.

## 3.5 LOCAL SUPPORT

 **Video 13** explains that supporting Teams in between Gatherings is a really important aspect of the facilitators' role because Teams will need continued encouragement to keep working towards their 'what will be' goals.


Using four Greenhouse values, there are some quick and easy things you can do:

- **Nurture** – check each Team's plans at the end of a Gathering and signpost them to the Godsend material that will help.
- **Warmth** – each month, send a message to Teams offering prayer, or other support.
- **Connection** – look out for good news stories of things happening across your Greenhouse and share them with all Teams.

## Notes

- **Fruitfulness** – prayerfully identify which Teams are likely to benefit from additional mentoring/coaching.
- The aim of mentoring or coaching is to help Teams, or individuals in Teams, in how to travel round the Missional Journey, matching them with someone who has travelled a similar path before.
- The national Greenhouse Team can provide details of the coaching available.

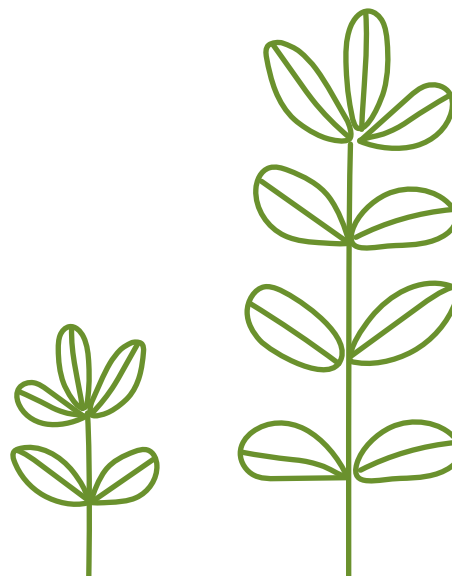
## Their story

 **Video 14** – Patrick Douglas, from the Diocese of Derby Greenhouse, describes how their Facilitators support Teams in between Gatherings.

## Discussion

How might Facilitators support Teams in between Gatherings? (NB Whatever you decide, you'll need to check it works for your Teams by asking them at your first Gathering).

## Notes



# 4 Facilitating your Greenhouse

 **Video 15** describes the Greenhouse ethos, and how this underpins all its practice.

People's 'idea seeds' are fragile. They require the right kind of conditions to germinate, grow, flourish and bear fruit. In Greenhouse those conditions are:

- ☞ **Warmth** – having enthusiasm and kindness towards different ways of being church.
- ☞ **Nurture** – caring for and protecting ideas while they are growing.
- ☞ **Interconnectedness** – recognising that together we are stronger and that there is inspiration all around us.
- ☞ Freedom and **courage to experiment** – being open to trying new things, knowing that some methods and ideas will succeed while others won't.
- ☞ An expectation of **Fruitfulness** – celebrating and giving thanks for lives changed by encounters with the living God.

 **Video 16** seeks to translate the ethos into a hosting 'posture' for your Greenhouse.

For people to be able to do their best work, they need to feel safe enough to really show up. Facilitators can create this safe space by:

- ☞ Taking on the role of host – different from traditional ways of leading, further reading resources are suggested to help Facilitators understand hosting better.
- ☞ Creating the conditions where transformation can happen and modelling the ethos – this may involve simple agreements about how to treat each other and how to be together.
- ☞ Time keeping and keeping the end in mind – a dance between sticking to the plan and having the flexibility to adapt when needed.


## Notes

- ☞ Trusting the process and trusting God in the process – you arrive with your plan on paper, but it will be the breath of God’s Spirit and the breath of those present who will fill the space.

## Notes

## Discussion

What do you need to feel safe and brave enough to risk acting on new ideas?

 **Video 17** translates the ethos into the practical suggestions to help you plan and run things well.

## Before the day

- ☞ Email Teams with the date, timings, venue, and other overview details.
- ☞ Check you will have enough people on the Facilitation Team to do all the jobs that would be needed on the day.
- ☞ Think through how the room will be laid out/how you will facilitate on Zoom.
- ☞ What things will each team need for the tasks you’ve set?
- ☞ Hospitality – what, where and when will it be served? Check dietary requirements ahead of time.
- ☞ For online meetings, decide on the system (Zoom/Microsoft Teams..).

## On the day

- ☞ Offer a resources table with useful books (including Godsend) and other learning materials.
- ☞ Welcome people with nice refreshments appropriate to the time of day.

- ☞ Keep to time where possible – adjusting timings during the event is often easier and more respectful than ending the event late.
- ☞ Check everyone is happy with your suggestions for keeping in touch between Gatherings.
- ☞ For online meetings, allow a buffer time for greetings and introductions, and be ready and organised with all the presentations/AV and other tech you intend to use.

## Their story

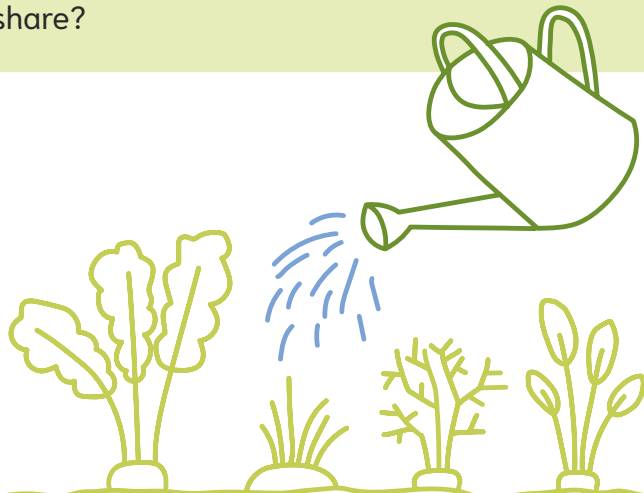
Watch  **Video 18** to hear Enabler Frances Shoemith sharing details about how they apply the Greenhouse ethos to Gatherings in Wigan Greenhouse.

## Notes

## Discussion

Take up to 10mins discussing the following:

- ☞ What has inspired you from this section?
- ☞ What do you particularly want to remember as you prepare for your Greenhouse?
- ☞ Any thoughts or feelings as you apply this to your own setting which you'd like to share?





# 5 Launching your Greenhouse

 **Video 19** summarises ten steps to get going with Greenhouse:

1. Promote Greenhouse to help recruit teams (Video 20 goes into more detail on this).
2. Work with diocesan colleagues.
3. Work out a timeline.
4. Plan in the dates for your Gatherings.
5. Share the dates with Teams.
6. Book venues.
7. Plan Gatherings.
8. Plan the support you'll offer between Gatherings.
9. Fill in the Greenhouse Survey.
10. GDPR, safeguarding and measuring impact.


 **Video 20** shows you how to recruit Teams, with resources to help. It covers:

-  The type of people you will be targeting, including ordained and lay ministers, and Christians who have lots of great missional ideas. Be open to bringing in participants who are passionate about serving their community but who aren't necessarily Church attenders.
-  You will need to network in the area to uncover that 'spiritual energy'.

## Notes

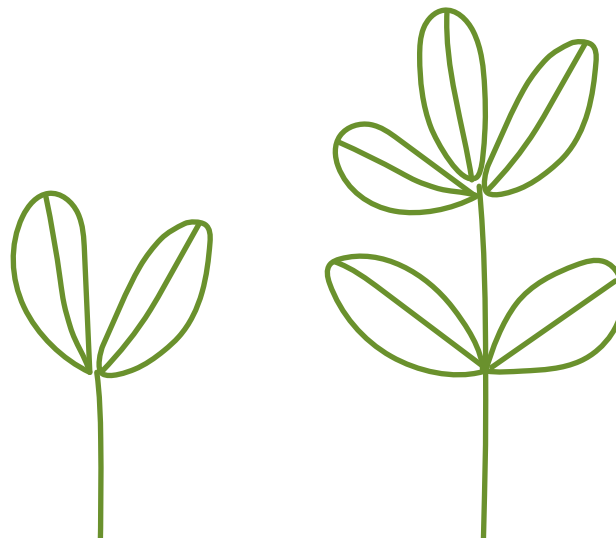
- Some Teams may already exist and are working on projects which need a boost, or are in need of revitalisation. Some Teams may need to be convened from scratch to bring a brand new idea to life.
- As people start to be gathered into the Greenhouse, start connecting them into online chat groups until the first Gathering.

## Their story

Examples of effective recruitment of Teams are shared by Revd Chris Lane and Patrick Douglas in  [Video 21](#).

Explore the 'Relevant resources' in this section of [greenhousehub.org](https://greenhousehub.org) to find the Facilitators' Planning Pathway and more to help you get started with launching a Greenhouse.

### Notes





# 6 Go for it!

In this final section, those who have been involved in developing, growing and participating in Greenhouse offer some words of encouragement.

See  [Video 22](#)

The national Greenhouse team wish you every blessings and fun for your Greenhouse journey!

*God of love, you have called us to sow your good news afresh to each generation,  
to all people and all cultures.*

*We are your people; your Church, and we hear your call.*

*Help us to begin this journey with humility,  
knowing that it is you alone who guides our way and lights our path.*

*May our journey be one bursting with joy  
and full of the creativity and playfulness of your spirit.*

*Open our ears to hear your will, our eyes to see what is happening in our communities  
and our hearts to the lives of our neighbours.*

*May we be so deeply rooted in your love that we are able love others as you love us  
and serve with real joy and grace*

*Remind us to drink deep from your word,  
and in the difficult seasons turn our faces to you and be content to rest in prayer.*

## Notes

*Teach us to be humble enough to accept the support and the wisdom of others  
and open to others who wish to join the journey.*

*Grow us together as one people, at all times practicing peace and justice  
and nourishing one another.*

*May all that we are and do bear fruit, where we get things wrong may we learn and  
find new strength,  
and where things go well, help us to give the glory to you.*

*Inspire us and teach us to live your love with hope and joy, imagination and courage,  
for the sake of your world and in the name of Jesus,*

*Amen*





THE CHURCH  
OF ENGLAND