

# Summary

The purpose of the present document is to offer relevant information for those interested in provide financial support to develop a Faithwalking Circle in Spain, supported by Communitas International.

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## About Faithwalking

The purpose of Faithwalking is to facilitate a process of learning in which experienced facilitators and coaches create a shame-free space that allows participants to grow in self-awareness, vulnerability, and action. This kind of growth leads to breakthroughs in people's lives and relationships.

Faithwalking empowers people to create their best selves. People who are able to embody their "best" also empower the systems and organizations they are part of. They do it by being able to manage their own anxiety and by being able to define themselves according to their core guiding principles while allowing other to do the same. Often, people get stuck in unhealthy patterns of behavior and communication, unhealthy leadership, resignation, cynicism, anxiety, power struggles, and defensiveness that make them unable to reach their goals and have a predictable negative impact in their meaningful relationships and the organizations they belong to.

By introducing continuous cycles of new information, practice, and reflection, coaches and facilitators introduce new language that fosters learning in participants. They are encouraged to explore unconscious and unhelpful mental models that shape the way they function and relate with others, with themselves, and with authority structures.

Some of the areas participants explore during the Faithwalking process are related to (a) their first formation as children where many of their mental models were shaped; (b) their emotional maturity reflected in their capacity to see and manage their own anxiety, defining themselves with well-thought guiding principles so they can lovingly relate to others who hold different mental models than theirs; and (c) their search for meaning and purpose in life.

The formats used in facilitating the Faithwalking learning process include:

- Retreats, seminars, and online seminars where content and concepts are introduced and explored
- Coaching that creates a safe space for encouragement and accountability where participants discover their own questions and answers
- Homework that is designed to help participants close their integrity gaps, foster self reflection, and grow in courage

Faithwalking participants practice and learn:

- To ask powerful questions of others and of themselves
- To have more integrity and workability in all arenas of life
- To excel at difficult conversations
- To adapt to change more easily

Faithwalking finds its roots as a faith-based spiritual formation process. However, its purpose is not to proselytize; it uses the model of Jesus Christ as the example of a transformed life that empowers transformation in the lives of others.

In the 10 years of history of Faithwalking, more than 2,500 people have been part of at least one of the Faithwalking offerings. The work of Faithwalking has expanded to more than 20 communities based in different cities across the US and in 5 countries outside the US. The Faithwalking process has been adopted by some congregations as part of the in-house discipleship programs they offer for their members. The organization operates with a staff of three full-time employees who are supported by more than 100 volunteers. The operating budget for 2018 is \$300,000. Faithwalking is a small organization seeking to produce powerful transformation in people's lives and in organizations.

Faithwalking offers four main courses or learning experiences that can be completed in 18 months and one advanced offering for the training of facilitators and coaches.

Faithwalking mastery is about (1) teaching transformational concepts, (2) creating a safe space for learning, and (3) coaching that leads to transformational action.

# About Communitas International

Communitas International supports innovative missional church planting as both, a mission sending agency, and, a trainer, recruiter, partner and supporter of local indigenous leaders and churches in their respective contexts. This work takes place in over 30 churches and 70 church plants in 25 countries, with the majority of work taking place in highly post-Christian contexts-historically and namely in Western Europe. Communitas' vision is to see churches mature into sustainable faith communities, primarily in urban areas, where they become multiplying movements - churches who plant churches who plant churches.

## Benefits of the creation of a Faithwalking Circle in Spain

The benefits for the creation of a Faithwalking Circle in Spain are:

1. Allows Communitas International through the tools of Faithwalking to play a more strategic role in training and equipping national leaders who are already engaging in incarnational ministry.
2. Helps build a learning community of support, accountability and challenge to continue to inspire bold and creative missional action in Spain.
3. Creates space for new paradigms and mental models to be inserted into families and congregational systems that are stuck in anxiety.
4. Provides another unique context of practice for the tools and processes of Faithwalking to be shaped and informed through feedback and reflection (this could be particularly important to gauge trends in an increasingly post-Christian context for other cultures moving towards much of the same).

## Project

The creation of a FW Circle in Spain entails:

1. Three phases of approximately 2 years each
2. Offering of 3 FW101 retreats
3. Offering of 3 FW201 series (online and in person)
4. Offering of 3 FW202 series (online and in person)
5. Offering of 2 FW301 series (online)
6. Training of:
  - a. 24 coaches

- b. 4 FW101 facilitators
- c. 4 FW201 facilitators
- d. 4 FW202 facilitators
- e. 2 FW301 facilitators
- f. 2 Circle head coaches

	Phase 1	
Oct 2018	Facilitation of the first FW101 retreat in Spanish in Spain. One presenter from FW Houston and one presenter from CI.	Goal: 15 participants
Jan 2019	Facilitation of the first FW201 series in Spain. Two groups, one in person (CI), another online (FW).	Goal: 6 participants in each group. Total 12
Oct 2019	Facilitation of the first FW202 series in Spain. Two groups, one in person (CI), another online (FW).	Goal: 6 participants in each group. Total 12
Apr 2020	First group of trained coaches ready in Circle	Goal: 8 coaches
	Phase 2	
Oct 2019	Facilitation of the second FW101 retreat in Spanish in Spain. One presenter from FW Houston and two presenter from CI.	Goal: 15 participants Goal: 2 new FW101 facilitators trained
Jan 2020	Facilitation of the second FW201 series in Spain. Two groups, one in person (CI), another online (FW).	Goal: 6 participants in each group. Total 12 Goal: 2 new FW201 facilitators trained
Oct 2020	Facilitation of the second FW202 series in Spain. Two groups, one in person (CI), another online (FW).	Goal: 6 participants in each group. Total 12 Goal: 2 new FW202 facilitators trained
Oct 2020	Facilitation of the first FW301 series in Spain. One online group (FW).	Goal: 6 participants Goal: 1 FW301 facilitator trained
Apr 2021	Second group of trained coaches ready in Circle	Goal: 8 new coaches
	Phase 3	
Oct 2020	Facilitation of the third FW101 retreat in Spanish in Spain. One observer from FW Houston and three presenter from CI.	Goal: 15 participants Goal: 2 new FW101 facilitators trained

Jan 2021	Facilitation of the third FW201 series in Spain. Two groups, one in person (CI), another online (CI).	Goal: 6 participants in each group. Total 12 Goal: 2 new FW201 facilitators trained
Oct 2021	Facilitation of the third FW202 series in Spain. Two groups, one in person (CI), another online (CI).	Goal: 6 participants in each group. Total 12 Goal: 2 new FW202 facilitators trained
Oct 2021	Facilitation of the second FW301 series in Spain. One online group (CI).	Goal: 6 participants Goal: 1 new FW301 facilitator trained
Oct 2021	Apprenticeship to trained Circle head coaches	Goal: 2 participants
Apr 2022	Third group of trained coaches ready in Circle	Goal: 8 new coaches
Apr 2022	First group of trained head coaches ready in Circle	Goal: 2 Circle head coaches trained

2018	2019	2020	2021	2022
Phase 1				
	Phase 2			
		Phase 3		

## Cost

Phase 1	#	Cost	Total	
Air ticket + travel	1	\$2,500.00	\$2,500.00	
First 101	15	\$175.00	\$2,625.00	
Cost retreat	1	\$700.00	\$700.00	
First 201	12	\$250.00	\$3,000.00	
First 202	12	\$175.00	\$2,100.00	
Coaches	8	\$100.00	\$800.00	
<b>Total</b>				<b>\$11,725.00</b>

<b>Phase 2</b>	<b>#</b>	<b>Cost</b>	<b>Total</b>	
Air ticket + travel	1	\$2,500.00	\$2,500.00	
Second 101	15	\$175.00	\$2,625.00	
Cost retreat	1	\$700.00	\$700.00	
Second 201	12	\$250.00	\$3,000.00	
Second 202	12	\$175.00	\$2,100.00	
First 301	6	\$175.00	\$1,050.00	
Coaches	8	\$100.00	\$800.00	
Facilitators	7	\$100.00	\$700.00	
Total				<b>\$13,475.00</b>
<b>Phase 3</b>	<b>#</b>	<b>Cost</b>	<b>Total</b>	
Air ticket + travel	1	\$2,500.00	\$2,500.00	
Third 101	15	\$175.00	\$2,625.00	
Cost retreat	1	\$700.00	\$700.00	
Third 201	12	\$250.00	\$3,000.00	
Third 202	12	\$175.00	\$2,100.00	
Second 301	6	\$175.00	\$1,050.00	
Coaches	8	\$100.00	\$800.00	
Facilitators	7	\$100.00	\$700.00	
Head coaches	2	\$100.00	\$200.00	
Total				<b>\$13,675.00</b>
<b>Total project</b>				<b>\$38,875.00</b>

## Contact

For more information about this project, please contact:

Marcos Leon - marcosleon@faithwalking.us

Jonathan Steele - jonathansteele@gmail.com