

Arrow offers unique forming opportunities, allowing the gospel to confront and shape you in a highly relational way. We aim to develop a spiritual community of people who are led more by Jesus, lead more like Jesus, and lead more to Jesus. To do this requires building trustworthy and hospitable spaces for one another. These guidelines form the posture and expectation for each participant within the Arrow community.

**Give and receive welcome.**

People learn best in hospitable spaces. At Arrow we support each other's learning by giving and receiving hospitality.

**Be present as fully as possible.**

Be here with your doubts, fears, and failings as well as your convictions, joys, and successes, your listening as well as your speaking. We encourage you to try, as best you can, not to arrive at residential exhausted, and while there, to be engaged and free from distractions (phone, digital, work, home).

**What is offered in the group is by invitation, not demand.**

This is not a "share or die" event! Do whatever your soul calls for and know that you do it with our support. Your soul knows your needs better than we do.

**Speak your truth in ways that respect other people's truth.**

Our views may differ, avoid interpreting, correcting, or debating what others say. Speak from your centre, using "I" statements, trusting people to do their own sifting and winnowing.

**No fixing, saving, advising, or correcting each other.**

This is one of the hardest guidelines for those of us who like to "help." But it is vital to welcoming the soul and cultivating a trustworthy space. Learn to respond to others with honest, open questions. Do not respond with counsel or corrections. Using honest, open questions help us "hear each other into deeper speech."

**When the going gets rough, turn to wonder.**

Turn from reaction and judgment to wonder and compassionate inquiry. Ask yourself, "I wonder why they feel/think this way?" or "I wonder what my reaction teaches me about myself?" Set aside judgment to listen to others—and to yourself— more deeply.

**Trust and learn from the silence.**

Silence is a gift in our noisy world. Treat silence as a member of the group. After someone has spoken, take time to reflect without immediately filling the space with words.

**Observe deep confidentiality.**

Safety is built when we can trust that our words and stories will remain with the people with whom we choose to share, and are not repeated to others without our permission.

**Know that it's possible...** to leave an Arrow experience with whatever it was that you needed when you arrived and that the seeds planted here can keep growing in the days ahead.

(Adapted for **Arrow Leadership NZ** from the **Center for Courage and Renewal** '*Touchstones – creating trustworthy spaces for group work.*') )