



TEAM RETREATS

Unity • Clarity • Purpose • Hope

Anchor Ministries International





Anchor Ministries
International

Helping Pastors Find Hope · Clarity · Renewal

Our Mission

We partner with God and the Church in the work of pastoral renewal and restoration — cultivating new hope for healthy ministry lives.

Our Core Values

The Gospel

Only God renews and restores tired, wounded hearts.

Hope

"God is not done with you yet" — hope is at the heart of all we do.

Renewal

Mending what's wounded, rebuilding what's broken, for the health of God's shepherds.

The Redemptive Quality of Pain

In God's hands, pain becomes a means of deeper growth and greater ministry.

Relationship

We're in the encouragement business — committed to each other's health as a team.

Safety

Sacred spaces for honest conversation, healing, and being heard.

Local Church

Healthy pastors lead healthy churches engaged in God's mission.

Biblical Community

Serving pastors and families of every race, ethnicity, and gender — equally made in God's image.

We are especially focused on the needs of leaders of small, ordinary churches and their congregations.



Anchor Ministries
International

TEAM RETREATS

Unity. Clarity. Purpose. Hope.

A weekend away for your elder board, leadership team, and staff — rest and be renewed to become the united, hope-filled team God is calling you to be.

Anchor Ministries International

Helping Church Leaders Find Hope • Clarity • Renewal

What Is a Team Retreat?

Every church leadership team carries weight — decisions, disagreements, disappointments, and the day-to-day demands of shepherding a congregation. Rarely does a board or staff team get an unhurried, unpressured space simply to be together — to rest, to laugh, to grieve what's been hard, and to remember why they said yes to this calling in the first place.

A Team Retreat is a weekend away, off-site, for your elder board, church council, or ministry staff — a time of both challenge and renewal, designed to help your team develop greater unity, clarity, purpose, and hope together.

Every retreat weaves together:

- **Instruction** — biblical, practical teaching suited to where your team is right now
- **Team building** — shared experiences that build trust and understanding
- **Celebration** — remembering God's faithfulness in your church's story
- **Rest** — unhurried space to breathe, sleep, and be cared for
- **Play** — time to enjoy one another outside of meetings and agendas
- **Grief work** — room to name losses and disappointments and process them together, honestly and with hope
- **Community & solitude** — a rhythm of gathered time together and unhurried time alone or as couples

Teams leave these weekends not with another to-do list, but with a renewed sense of who they are together — and why it matters.

What a Weekend Together Looks Like

Team Retreats run from Friday evening through Sunday lunch. We recommend an off-site location chosen for its beauty and quiet, with good food and a quality private room for every individual or couple — your church arranges these details, and we're glad to offer guidance along the way.

Friday Evening

Arrival, Dinner, and Welcome Session

Your team arrives, settles in, and shares a relaxed first meal together as the weekend begins. We will set the tone for the weekend with the first teaching.

Saturday Morning

Instruction & Team Building

Guided teaching and shared experiences built around your chosen focus — custom or topical.

Saturday Afternoon

Free Time

Open time for play, rest, and personal reflection — your church is welcome to plan any fun activities you'd like to include, or simply leave it unstructured.

Saturday Evening

More Instruction & Team Building

Continued teaching and shared experiences to take the team deeper.

Sunday Morning

Closing Celebration & Lunch

A final gathered time together, closing in worship and commissioning, followed by lunch before you depart.

Setting & Group Size

Retreats are best held off-site — away from the office, the church building, and the everyday demands of ministry — in a location beautiful and quiet enough to feel like a genuine break, with a quality room for every individual or couple. Your church is responsible for arranging the venue, food, lodging, and any additional activities you'd like to include; we're glad to help you think through the options. A retreat can be built for a single church's leadership team, or for up to three churches' leadership teams together, sharing one venue. (A list of possible retreat locations will be provided separately to help you get started.)

Two Ways to Build Your Retreat

No two leadership teams are the same — so no two retreats should be either. Every Team Retreat is built around your team, in one of two ways.

1. A Custom-Built Retreat

Your team completes Anchor Ministries Board Health Assessment before the retreat planning. We use what we discover and work with you to design a retreat weekend that meets your team exactly where it is.

2. A Retreat Built Around a Topic

If you already know what your team needs — or would simply like to choose from proven themes — you can select from the topics on the following pages. Each can stand alone as the focus of your weekend, or some can be woven together with others to fit your team.

A Menu of Retreat Topics

Choose one topic as the heart of your weekend, or ask us to help you combine a few. Every topic below can be adapted in depth and pacing to fit your team and your time together.

TEAM HEALTH, TRUST & CONFLICT

Team Alignment. Each team member takes the PRO-D Assessment before the retreat. During the weekend, we explore how your different motivations, strengths, and personalities contribute to your team's success — and where you're likely to experience conflict.

Trust Building. Your team will learn what builds trust, what causes it to fracture, and how to repair trust that has been broken.

Conflict, Both Good and Bad. We help you embrace healthy conflict and learn to navigate disagreement so it doesn't become division — with tools for de-escalating conflict and moving toward unity and understanding.

Absolutes, Convictions, and Opinions. When these three get confused, church conflict is inevitable. We help your team learn to distinguish between them, and to live together in unity despite genuine differences.

Enneagram for Teams. If your team already uses the Enneagram, we help you learn how this tool can deepen understanding and improve how you work together.

Creating an Anti-Burnout Culture. This retreat helps you see how your leadership culture is contributing to burnout — or working to prevent it — and practice new skills to build a more resilient team.

STORY, GRIEF & GRATITUDE

The Story God Is Writing in Us. Built around hearing one another's stories and learning how God brought your team together — developing greater unity, trust, and understanding of what each person values, and why.

Grief and Lament. Your team will explore the biblical practice of lament together, and learn how God meets us in our grief in a way that brings joy.

Annual Examen. A time of worship as your team remembers the past year — celebrating the ways you've seen God together, lamenting losses and frustrations, and looking to the year ahead with hope and prayer.

Gratitude and Celebration. We guide your team through remembering God's goodness, faithfulness, and love — worshiping Him together through your church's story, and learning to lead your congregation into deeper gratitude.

VISION & DISCERNMENT

Group Discernment. We train your leadership team in discerning God's will together, walking you through a process and helping you practice it — learning to set aside personal opinions in favor of seeking God's will.

Visioning Process. We guide your team through questions that clarify your vision for the future.

Kingdom Values. An exploration of the values of the Kingdom of God, how they work in your church, and how to turn those values into action.

Cultivating a Culture of Ministry Health. A series of guided exercises designed to help your team begin the necessary conversations that lead to greater ministry health.

SPIRITUAL FORMATION & RENEWAL

Spiritual Practices. An opportunity to share in several spiritual practices that have stood the test of time — practices that help you abide in Christ and walk closer with God.

Rhythms of Work and Rest. Learning from the rhythms of Jesus for healthy, sustainable ministry.

Rule of Life. Helping your team develop a rule of life, both personally and together as a leadership team.

Prayer Retreat. Praying the daily office together, with time for solitude and silence.

Gospel Encouragement. Developing the practice of helping one another find the courage to take the risks healthy ministry requires, by applying the truths of the Gospel.

Let's Plan Your Team's Retreat

We've walked with many pastors through seasons of ministry burnout, and seen what happens when a leadership team is given the time and space to be renewed together — unity deepens, clarity returns, and hope grows. That's what we want for your team.

Whether your team needs a custom retreat built around what your board health assessment reveals, or a weekend built around one of the topics in this guide, we would love to help you plan it.

Availability

Because our facilitation team lead every retreat personally, we can only take on a limited number of Team Retreats each year. We'd encourage you to reach out early, especially if you're hoping for a particular season or date.

Investment

Every church's situation is different, so we don't work from a fixed price sheet. Your cost covers our team's travel expenses plus a reasonable honorarium, and is discussed and set individually with each church. Your church (or churches, if you're retreating together) is responsible for arranging and covering the venue, food, lodging, and any activities you'd like to include. We want cost to be a conversation, not a barrier.

How to Book Your Retreat

- **Reach out.** Contact Anchor Ministries to start the conversation — by phone or email, below.
- **Take the Board Health Assessment.** Have each member of your leadership team (both board and staff) take the assessment to discover how healthy your team really is.
- **Talk it through with us.** We'll talk about your team, your season, and what you're hoping this retreat will do for you.
- **Choose your path.** Decide together whether a custom-built retreat or a topical retreat (or a blend) fits your team best.
- **Set the details.** We'll confirm a date and settle the investment together, while your church arranges the venue, food, and lodging.



Anchor Ministries International

info@anchorministries.org · (844) 585-1234 · anchorministries.org

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Helping Pastors Find Hope · Clarity · Renewal

You're Invited to Partner With Us

Join a community standing with pastors in their hardest seasons

Every week, a pastor somewhere reaches the end of what they can carry alone.

Anchor Ministries International walks beside pastors and church leaders through burnout, conflict, and crisis — offering coaching, renewal, and restoration so they can keep leading with hope. None of this happens without people like you.

When you become a Sustaining Partner, you join a generous, faithful circle who make this care possible every month — and share in every renewed calling and every pastor who chooses to stay.

"Partner with God and the Church in the work of pastoral renewal and restoration."

It Would Be an Honor to Have You on the Team

Whatever you're able to give, your monthly partnership becomes rocket fuel for pastors in crisis — no pressure, just an open invitation to join the work.



Scan to give

anchorministries.org/donate

Set up your monthly partnership online in under two minutes.

BY MAIL

Anchor Ministries
3144 Michael Ave SW
Wyoming, MI 49509.

DONOR-ADVISED FUND

Contact us at info@anchorministries.org and we'll provide everything your fund administrator needs.



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Every Shepherd Needs a Shepherd

Coaching, renewal, and restoration for pastors and church leaders
who give everything.

HOW WE CAN HELP



Coaching

One-on-one ministry support



Renewal & Restoration

Plans for rest and recovery



Spiritual Direction

Ongoing spiritual guidance



Sabbatical Planning

Sabbaticals that restore



PRO-D Assessment

Find your leadership shape



Church Consulting

Support through transitions



Retreats

Getaways for rest & renewal



Soul Care Intensives

Focused, immersive soul care



Workshops

Hands-on training for leaders



Team Retreats

Training for your whole team

Know a pastor who needs support?

We're here for the ones who care for everyone else.

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