

WhyzMen: Rewire Retirement

Navigating Transition · Building Brotherhood · Igniting Jubilee

SESSION 1

Basecamp: Program Overview

What This Is, Why It Matters, Who We Are Together

FACILITATOR GUIDE

Cohort Kick-Off · 90 Minutes · 37-Slide Deck (Basecamp rev 17)

Wise Men Still Seek, Knowing Their Why's

About This Guide

This Facilitator Guide accompanies **Session 1 Basecamp rev 17 — the 37-slide deck** for WhyzMen: Rewire Retirement. It carries the background reading, slide-by-slide talking points, facilitation technique, and design rationale you need to lead the morning with confidence, whether you are the primary facilitator, a co-facilitator, or stepping in as a substitute.

WHAT CHANGED FOR DECK REV 11 (GUIDE REV 8) — READ THIS FIRST

Guide rev 8 catches up to deck rev 11. Four slides were added since rev 7; nothing was cut. Slides 28 and 29, How This Program Works and Why We Believe It Works, now sit just before the Roadmap. The Roadmap is now two slides: 30, the three seasons, and 31, the dated calendar. Slide 37, This Week's Reading, follows the homework slide.

Renumbered from 28 on. Slides 1–27 did not move. The covenant is now 32, the Why exercise 33, the Takeaways 34, Satellite Sessions 35, This Week's Work 36. Every slide reference in this guide has been updated; the rev 7 notes below keep their old numbers.

Three minutes were needed. What Other Cultures Call This Season (16) and the Health Case (18) each drop from two minutes to one, and the homework close (36) hands one of its four minutes to the reading slide (37). The protected blocks start at the same clock times as before.

The calendar under the deck changed. Fall now runs S1–S10 (the Ground Beneath Me is S9, the Fellowship Gap S10); the Wilderness Between is the winter break; spring is S11–S15. True North joins the values in the top pocket at Session 11 and the whole pack is weighed at Session 13, not Session 10. The Roadmap and Pack notes now follow the deck.

Earlier, in rev 7: the notes below are kept for history.

Three slides were added; nothing was cut. Slide 3, Curation and the Iceberg Principle, follows the bios and answers the word "curator" before it goes stale. Slides 24 and 25 — What Will You Take? and The Pack: What You Carry Up — follow The Harvest and preview the packing decision the men will make for real in Session 10. A story slide, then a framework slide.

Everything renumbered. Old 3–22 moved down by one; old 23–30 moved down by three. The Rohr pair is now 10 and 11, the progressive reveal is 12–15, the covenant is 29, the Why exercise is 30. Every slide reference in this guide has been updated.

Four minutes were needed, and they came from teaching slides, never from the starred blocks: the Promise (17), the Roadmap (28) and the Takeaways (31) each drop from two minutes to one, and the reserve drops from two to one.

Two slides gained a sentence, not a slide. The Big Picture (5) now carries a spoken foreshadow — "notice the men up there carry packs, not containers" — and the Five Losses (8) points forward to the pack. Chekhov's rule: the gun hung on the wall in Act 1 fires in Act 3, not in Act 1.

Nothing else moved. The rev 6 arc is intact: the men still name their own loss before Rohr explains it, and the four movements of slide 4 still organize the morning and this guide.

Verbatim language in this guide is a floor, not a ceiling. Your voice should ride above it.

The Four Movements | Slide 4 Is the Map

Dave put the morning's structure on Slide 4 and then told the men what it was. Hold that structure yourself — when the room drifts, the fastest recovery is to name which movement you are in.

#	Movement	What it does	Slides
1	The Big Picture	First summit, valley, second summit — the shape of the whole journey, handed over before anything hard is asked.	1–5
2	The Greater Cost	Not breaking a valuable container — and losing what is inside. The ache, the losses, the men's own experience, Rohr, and the crosswalk that turns loss into architecture.	6–16
3	Harvest, Equip — and Why Climb Again?	What we carry up the second summit, and why we go. The promise, the evidence, the roots, the Charter, the Harvest, the pack, and the Why's.	17–27
4	Next Time: Getting Ready	Preparing for the descent, and the climb that follows. How the program works, the roadmap, the covenant, the first real exercise, the benediction, and this week's reading.	28–37

Session at a Glance | 90 Minutes

Thirty-seven slides in ninety minutes, and four of those (12–15) are one picture revealing in stages — so you are really pacing thirty-four. The three **protected blocks** are marked with a star.

Start	Min	What Happens	Slides	Mvt
0:00	3	Welcome, name go-around, opening prayer	Pre-deck	1
0:03	1	Cover — brand promise, three verbs	1	1
0:04	2	Who's Leading It — all three facilitators	2	1
0:06	1	Curation & the Iceberg — how to hold what we hand you	3	1
0:07	2	This Morning's Arc — hand them the map	4	1
0:09	1	The Two Summits	5	1
0:10	2	Have you asked yourself...? Naming the ache	6	2
0:12	2	Culture paints a dream — the loss inventory	7	2
0:14	2	Our common language — the five loss categories	8	2
0:16	7	★ Discussion in threes + brief report-out	9	2
0:23	5	Building the Container — the seven elements	10	2
0:28	5	Why There Must Be a Fall — the five reasons	11	2
0:33	5	From Container to Charter — four progressive builds	12–15	2
0:38	1	What other cultures call this season	16	2
0:39	1	The Rewire Retirement promise — five outcomes	17	3
0:40	1	The health case for purpose	18	3
0:41	1	The quiet crisis — three tiles, not six	19	3
0:42	1	Curated, not invented — the wider agreement	20	3
0:43	1	The Taproot — biblical roots	21	3
0:44	2	Your Harvest Charter — the four parts	22	3
0:46	1	The Harvest — ten domains, one tree	23	3
0:47	1	What will you take? — the crash, the forty-pound limit	24	3

Start	Min	What Happens	Slides	Mvt
0:48	2	The Pack — take, convert, leave (preview)	25	3
0:50	1	Why WhyzMen? — the name and the guardrails	26	3
0:51	1	WhyzMen become Wisemen — symbols & process	27	3
0:52	1	How this program works — three phases, three Charter parts	28	4
0:53	1	Why we believe it works — one row across, then the bottom line	29	4
0:54	1	The roadmap — three seasons, then the dates	30–31	4
0:55	8	★ Our Covenant — present, invite, ratify	32	4
1:03	20	★ Pick a Why to Try — write, share, witness	33	4
1:23	1	This morning's takeaways	34	4
1:24	1	Satellite sessions	35	4
1:25	3	Homework, benediction, closing prayer	36	4
1:28	1	This week's reading — point, don't teach	37	4
1:29	1	Reserve — protects the report-out and the covenant	—	—

FACILITATOR NOTE | ON TIME

Fifty-one minutes of content, thirty-eight minutes of relational work, and a one-minute reserve. The relational work is the session; the content slides serve it.

Three blocks are protected and must not be cut: the discussion in threes (Slide 9), the Group Covenant (Slide 32), and the Why exercise (Slide 33). If the front half runs warm — and it will — take the time back from teaching slides, never from these three.

Where to buy time. Slides 19–21 compress to sixty seconds combined. Slides 23, 26 and 27 are recognition slides, not teaching slides — thirty seconds each is a legitimate pace. The two pack slides (24–25) compress to ninety seconds together: tell the crash story, name the three piles, move. Slide 2 is now one slide for all three of you; hold it to two minutes and resist the pull to re-tell the long bios.

Where NOT to buy time. Slides 10 and 11 are the theological center of the morning. Slides 12–15 are the argument that the Charter is load-bearing rather than a scrapbook. Protect those twelve minutes as if they were a fourth starred block.

The single biggest risk to the clock is the report-out after Slide 9. It is genuinely good material and it will want to run. One word per man. Hold the line.

Materials & Setup

Bring

- Laptop with Session 1 Basecamp rev 17 and an external display or projector
- **The notebook**, one per man plus 3 spares: the Session 1 Participant Guide and the Harvest Charter (last section), with the day-1 pack of eight core guide cards (P, E1, H1, T1, T3, T4, C1, C2) in the pocket inside the front cover. Name the two parts once, in thirty seconds, as you open, then point to the pocket: “Each card says on its top line the session it comes out. Nothing comes out today.” The Reference tab (the Toolkit, with its Where Do I Start? map page) is handed out at Session 2.
- Printed Retirement Readiness Assessment — one per man
- Printed brochures for any man who arrives without one
- Name tents and Sharpies (last names included)
- Group Covenant flip-chart pad and markers
- Sign-in sheet: email, phone, year of birth, retirement status
- Coffee, water, light snacks — hospitality is part of the message

Room Setup

- Tables in a horseshoe or square so every man can see every other man's face. Avoid theater rows. With fifteen men this is easy; do not squander it.
- Bible(s) on the table — visible, not required reading
- A single candle or other simple visual anchor at the center. Priya Parker calls this “creating a temporary alternative world.”

Pre-Session Mental Preparation

Twenty minutes before the men arrive, do three things: rehearse the four builds of Slides 12–15 until the clicks are muscle memory; pray for each man by name; rehearse the first sixty seconds. The way you open the room is not improvised. It is the first thing the men will remember.

Rehearse the Progressive Reveal

Slides 12–15 are the only place in the deck where the technology can embarrass you. They are four separate slides that look like one picture growing. If you advance too fast the men see a flicker instead of a build; if you lose your place you will start narrating column 2 while column 3 is already on screen. **Run the four clicks twice before the men arrive.**

Movement One | The Big Picture

Slides 1–5. Ten minutes including the welcome. The job is to make the room feel hosted, tell them who is carrying this, and hand them the shape of the journey before a single hard thing is said.

SLIDE 1

Rewire Retirement | Cover

KEY MESSAGE

The brand promise in one line: three verbs that arc through the journey — Navigating Transition, Building Brotherhood, Igniting Jubilee.

WHAT TO SAY

Welcome, men. This room — these chairs, these faces — is the beginning of something we are calling Rewire Retirement. The name is deliberate. You have already climbed one summit. The first half of your life took you up. What we will do together over the next two semesters is help you find, plant a flag on, and inhabit the second one.

FACILITATOR TECHNIQUE | Strategic Pause

Read the three verbs slowly. Let the word **Jubilee** hang in the air for two full beats. Most men do not know what Jubilee means in its biblical sense. The pause invites them to wonder before you ever define it — and you will not define it this morning. Slides 16 and 21 will.

SLIDE 2

Who's Leading It | A Curator, an Elder, and a Recent Traveler

NEW IN REV 5 — TWO MINUTES, NOT SIX

This slide replaces the three separate bio slides. **Do not re-tell the long bios.** The men either know you already or will over the next sixteen weeks.

The three long bio slides remain in the file as hidden slides for the participant version, and the fuller bios are printed in the Participant Guide. Men who want the detail have it in their hands.

KEY MESSAGE

Three men, three distinct postures, one shared claim: **we are not teaching this from above the climb — we are climbing it with you.** That line at the bottom of the slide is the point of the slide.

WHAT TO SAY | ONE SENTENCE EACH, THEN THE LINE

Dave — curator and lead facilitator. A four-year search; he built the curriculum, the Charter, and the source library. Management consultant across 80+ companies. The posture worth naming: he is the first participant in his own program, not the expert at the front of the room.

Gary — elder, facilitator and host. He bought and grew the family business fifteenfold and sold it in 2014. He has actually made the handoff, which is exactly the move half this room is either dreading or in the middle of. NCC Board of Elders.

Doug — facilitator and recent traveler. 35 years at Emerson, stepped away at the end of 2024, and turned it into service. **He is two years ahead of the men in the room, not twenty.** Say that out loud; it is the most reassuring sentence on the slide.

FACILITATOR TECHNIQUE | Read the Closing Line Verbatim

"We are not teaching this from above the climb. We are climbing it with you." Do not paraphrase it and do not soften it. It is the curator posture in fourteen words, and it is the promise Slide 34 will call back to at the end of the morning.

WATCH FOR

The pull to expand. Three men who like each other, in front of a friendly room, will turn a two-minute slide into seven without noticing. Agree beforehand who cues the move: "Good — one word about how this was built, and then where we are going this morning."

SLIDE 3**Curation and the Iceberg Principle | How This Was Built, and How to Read It****NEW IN REV 7 — ONE MINUTE, BETWEEN THE BIOS AND THE MAP**

Slide 2 just called Dave a curator. This slide answers the word before it goes stale, and it tells the men how to hold everything we hand them for the next sixteen weeks. Sixty seconds. It is a posture slide, not a teaching slide.

KEY MESSAGE

WhyzMen is curated, not invented — and everything we hand you is an iceberg. **The participant guide is the one-eighth above the waterline. The why, the other perspectives, and the research are the seven-eighths underneath, and they are there whenever a man wants them.**

WHAT TO SAY | TWO BEATS

The curator — left picture. "A curator does not paint the pictures. He walks the museums, picks what is true, and hangs it where you can stand in front of it. Rohr, Brooks, Frankl, Scripture — we have read widely and hung what holds up. Your job is the man's job in the picture: stand in front of it and ask, what does this mean to me? How does it change how I see things?"

The iceberg — right picture. "The part above the waterline is what to do — the guide, the homework, the Charter. Underneath is why it makes sense, the many perspectives, and the science, theory and research. Hemingway said an iceberg moves with dignity because seven-eighths of it is under water. You will mostly see the one-eighth. Trust that the rest is there — and ask for it whenever you want to go deeper."

The dignity of movement of an iceberg is due to only one-eighth of it being above water.

— Ernest Hemingway, *Death in the Afternoon* (1932)

FACILITATOR TECHNIQUE | Give Them Permission to Let Slides Go By

The practical payoff of this slide arrives forty minutes later, when Slides 19–21 go past at a minute each. A man who has been told "that is the tip; the rest is in the library" relaxes. A man who has not will try to copy down eight Bible references. Land it in one line: **"So when a slide goes by fast this morning, that is the tip. The rest is in your guide and in the library."**

WHAT NOT TO DO

Do not name the source list here. Slide 20 ("Curated, Not Invented") does that, and it does it better once the men have met Rohr. This slide is about *how* we read; that one is about *whom*.

BRIDGE TO SLIDE 4

"That is how it was built. Here is where we are going this morning."

SLIDE 4	This Morning's Arc Where We Are Going
NEW IN REV 5 — THE MOST USEFUL TWO MINUTES IN THE DECK A room that knows the shape of the morning will follow you into hard material. A room that does not will start privately wondering how long this is going to take.	

KEY MESSAGE

Hand them the map. Four movements, named plainly, before anything costly is asked of them.

WHAT TO SAY | WALK THE FOUR

- 1. The Big Picture** — first summit, valley, second summit. The shape of the whole journey.
- 2. The Greater Cost** — not breaking a valuable container, and losing what is inside. *This is the phrase to slow down on.* Most men assume the cost of retirement is financial. We are telling them, thirty seconds in, that the real cost is structural.
- 3. Harvest, Equip — and Why Climb Again?** — what we carry up the second summit, and why we go.
- 4. Next Time: Getting Ready** — preparing for the descent, and the climb that follows.

FACILITATOR TECHNIQUE | Come Back to It

Name the movement each time you enter one. Four callbacks across the morning, five seconds each: *"That was the big picture. Now the greater cost."* It costs you twenty seconds total and it buys the room a sense of progress that no amount of good content will buy on its own.

WHY THE FOURTH ONE MATTERS

"Next Time: Getting Ready" quietly tells the men that this morning is not the program — it is the doorway. That framing lowers the pressure on this morning and raises the value of the homework, which is exactly the trade you want.

SLIDE 5**The Two Summits****MOVED IN REV 5 — NOW EARLY, AND ONE MINUTE**

In rev 4 this picture arrived after the losses. It now arrives *before* them, which changes its job: it is no longer a consolation, it is a map. Men can see where the valley leads before they are asked to look into it.

KEY MESSAGE

The first half of life is one summit. There is a second one. The valley between is where the Harvest happens. WhyzMen is the rope and the route.

WHAT TO SAY | POINT, DO NOT NARRATE

First summit on the left — career, family, reputation, provision. The valley between. The second summit on the right, which is not a smaller version of the first: it is a different mountain climbed for different reasons. Significance instead of success. Meaning instead of metrics. Legacy instead of ladder.

FACILITATOR TECHNIQUE | Put a Finger on the Valley

"This is where most men get stuck. We are not climbing for you — we are climbing with you. But the rope is yours."

FORESHADOW | ONE SENTENCE, NO SLIDE (REV 7)

As you finish the walk-through, put a finger on the second summit. **"Notice the men up there are carrying packs and rope — not containers. Hold that thought. We come back to it before we leave this morning."** Then move on. Do not explain the pack here; Slides 24 and 25 fire this gun after The Harvest. Chekhov's rule is that the gun hung on the wall in Act 1 must go off in Act 3 — and it must not go off in Act 1.

BRIDGE INTO MOVEMENT TWO

"That is the big picture. Now let us talk about what the valley actually costs."

Movement Two | The Greater Cost

Slides 6–16. Twenty-nine minutes, and the heart of the morning. The sequence matters enormously: **the men name their own loss before anyone explains it to them.**

THE SEQUENCE IS THE TEACHING

Slide 6 names the ache. Slide 7 inventories the losses. Slide 8 gives them five words. Slide 9 asks the men what *they* have lost. Only then — Slides 10 and 11 — does Rohr arrive to explain why it had to happen at all.

Do not restore the rev 4 order. A man who has just said his own loss out loud hears Rohr as an explanation of his life. A man who hears Rohr first hears a lecture about a book.

SLIDE 6

Have You Asked Yourself...? | What happened? Is this it?

KEY MESSAGE

Name the ache. These are the questions men ask in their cars, in their garages, at 3 a.m. — but rarely out loud. Naming them in a room with other men is the first crack in the isolation.

NOTE THE EDITED LINE

Rev 5 sharpens the tagline to: **"We have been sold a destination that may not fit when we arrive, while the transition to it involves loss."** The added clause does real work — it concedes that the destination might be fine for some men and still insist the valley costs something. It is a more honest sentence and it will disarm the skeptic in the room.

WHAT TO SAY

Most of us were sold a destination. You earn the paycheck. You build the equity. You hit the date. You get the gold watch. And then... what? Culture pointed you at the mountain — and forgot to mention that retirement is not paradise. Between the two summits lies a valley. And a lot of men — good men — get lost in it.

FACILITATOR TECHNIQUE | Self-Disclosure

If the lead facilitator has retired, name one personal moment when you asked one of these questions out loud — to your wife, to God, to no one in particular. Self-disclosure is the only way to make this kind of room safe to be honest in. Men model what they see modeled.

WATCH FOR

Men who look at the floor or the ceiling when you read the two questions. That is the tell. They have been asking them. The slide just gave them permission.

SLIDE 7

Culture Paints a Dream | ...and Hides the Valley

KEY MESSAGE

Inventory the actual losses. The dream sold us beach umbrellas. The reality is closer to bereavement — and like all unnamed grief, it festers until somebody puts words to it.

WHAT TO SAY

The left column is what you lose immediately from work: Title. Status. Mastery. Tribe. Structure. The center column is what changes — physically, athletically, mentally, in your sense of runway, in your becoming, in your options. The right column is what cuts deepest: Progress. Stimulation. Purpose. Validation. **Future tense.** That last one matters most. We used to wake up running toward something. After we retire, the running tense slowly grays into the past tense, and we do not always notice when it happens.

FACILITATOR TECHNIQUE | Slow Read, Then Stop

Two minutes is not much, so choose: read the left column slowly and let your eyes carry the other two, or read three items from each. Do not machine-gun all sixteen. Resist the urge to soften with a joke. The room can carry the weight if you do — and in about four minutes you are going to ask them to name their own, so a little accumulated weight here is an asset.

SOURCE

Dan Haylett, "What You Will Lose When You Retire," *Humans vs Retirement*. It is this week's optional reading — mention it here; men who are gripped by the losses will read it.

SLIDE 8

Our Common Language | The Five Loss Categories

KEY MESSAGE

Structure. Identity. Relationships. Purpose. Mastery. Sixteen scattered losses reduce to five words the cohort will use for the next two semesters — and each one maps to a section of the Harvest Charter, which Slides 12–15 will prove.

WHAT TO SAY

"From here forward, when we say *the five losses*, this is what we mean. You will hear these five words in every session this fall. And your Harvest Charter will address each of them as they apply across ten domains of life."

Grief denied lasts forever. Grief well done is fast.

— Dan Haylett

FACILITATOR TECHNIQUE | Name to Mourn, Mourn to Bridge

Read the tagline as a sequence, not a slogan: you cannot mourn what you have not named, and you cannot bridge what you have not mourned. That is the architecture of the whole fall semester in eight words — and it is the reason the next slide exists.

THE SECOND POINTER TO THE PACK (REV 7)

The gold bar at the bottom — "Your Harvest Charter will address each of these losses" — is the second forward pointer toward the pack. The five losses named here are exactly what gets sorted into Take, Convert and Leave on Slide 25. One sentence and no more: **"We will decide what to do with each of these later this morning."**

BRIDGE TO SLIDE 9

"Those are our words for it. Now I want yours. Turn to the men next to you."

SLIDE 9**★ Discuss for 5 Minutes | In Threes****MOVED IN REV 5 — NOW BEFORE ROHR, NOT AFTER**

This is the most consequential change in the deck. The men now speak from their own experience *before* any framework is offered to explain it. Everything in Slides 10–15 then lands as an explanation of something they have already said out loud.

Seven minutes: five for the threes, two for the report-out.

KEY MESSAGE

The most important slide in the front half — not because of what is on it, but because of what happens when you stop talking. Men hear themselves out loud, and the program suddenly has flesh on it.

THE PROMPT

"What loss has surprised or shocked you in retirement?" The five items under *Consider* — Identity, Structure, Work Relationships, Mastery, Purpose — are scaffolding for men who freeze, not a checklist to work through. They are deliberately the same five words from Slide 8, so a man who cannot find his own language can borrow ours.

WHAT TO SAY

Find two other men. You have five minutes. The question is not what has gone well — culture is happy to talk about that. The question is what has **surprised or shocked** you. One man speaks; the others listen. Then switch. Do not problem-solve each other. Just listen.

FACILITATOR TECHNIQUE | Hold the Silence

If the room is awkward for the first sixty seconds, do not rescue it. Silence between strangers is the precursor to honesty between brothers. Parker Palmer's Clearness Committee model teaches the same lesson: the host's job is to protect the question, not to fill the silence.

THE REPORT-OUT | 2 MINUTES, AND IT MATTERS MORE THAN IT DID

Ask for **one word or one phrase** from any man willing to share. Not summaries. Not paragraphs. Write the words on the flip-chart and **leave the chart up for the rest of the morning** — because in about fifteen minutes you will be standing in front of Slides 12–15 saying "the Charter answers each of these," and you want to be able to point at the room's own words when you say it.

WATCH FOR

The man who says "nothing has surprised me." Sometimes true. More often it is the first defended answer of the morning. Do not challenge it. Note it — and notice whether he is still saying it after Slide 11.

SLIDE 10

Building the Container | Rohr · The First Half of Life

4 PROTECTED MINUTES

This slide and the next are the theological center of Session 1 and the only sustained hearing Rohr gets before Session 3. Do not compress them.

The men have just told you what they lost. Open by connecting to that, not by opening a book: *"Every one of those things you just named was something you built. Let us look at what you built."*

KEY MESSAGE

Establish what the first half of life **built**, before we name what retirement **takes**. Seven courses of brick — and five of them come out on Slide 13. The men should leave this slide proud of the container, not embarrassed by it. Rohr's claim is not that the first half was wrong; it is that it was preparatory.

THE FRAME | 45 SECONDS

Rohr says the first half of life has one job: build a container. Identity, boundaries, security, structure. You spent thirty or forty years laying courses of brick — and you built well. Nobody in this room is here because they failed at the first half.

WALK THE SEVEN | KEEP IT MOVING — ILLUMINATING, NOT COMPREHENSIVE

- 1. Proving & Achieving** — performance as the price of belonging. Ask: who taught you that?
- 2. Career Identity & Ego** — the title becomes the man. The handshake question: "What do you do?"
- 3. Roles, Rules & the Calendar** — provider, coach, deacon. Rohr's *loyal soldier*: the role served you faithfully and must now be discharged with honor, not shot.
- 4. The Network** — the men who knew your work without being told. Note how much of it was proximity, not friendship.
- 5. Binary Thinking** — right/wrong, win/lose. Certainty builds fast; it does not build deep.
- 6. Building Reputation** — the résumé self. What you defend at a reunion.
- 7. Competence & Fluid Intelligence** — Arthur Brooks: raw horsepower peaks at 30–50, then declines while crystallized intelligence — wisdom, teaching — keeps rising. This is design, not decline.

THE PIVOT | DO NOT RUSH

Point at the empty upper third of the wall. "Notice what is **not** in there. The container is not the contents. Rohr's argument is that we spend the first half building a vessel and are then surprised to

find it empty. What cracks it open — retirement, loss, crisis — is not punishment. It is the curriculum."

The task of the first half of life is to create a proper container for one's life...

— Richard Rohr, *Falling Upward*

BIBLICAL ANCHOR

"I laid a foundation as a wise builder... For no one can lay any foundation other than the one already laid." — 1 Corinthians 3:10–11. The verse grounds the building as good work, which is the whole point of the slide.

FACILITATOR'S KITCHEN NOTE

Rohr is a Franciscan writing from a Catholic mystical tradition. The container/contents image is universally accessible and theologically safe. If **True Self** language comes up, translate it as "who God made you to be." Use the book; ration the author.

A PROMPT YOU NO LONGER NEED THIS MORNING

"What container did you build — and what were you most proud of building?" In rev 4 this was a live prompt here. It is now redundant: the men have already spoken on Slide 9, and this same question sits in the optional homework questions. **Ask it rhetorically and move on.**

SLIDE 11

Why There Must Be a Fall | Rohr · The Necessary Fall

4 PROTECTED MINUTES

This slide answers the question every man asks silently after Slide 10: *"Why did this have to happen to me?"* Five reasons, and they stack.

KEY MESSAGE

Rohr's answer is that it did not happen **to** him as a punishment — the fall is the only mechanism by which the first half can end.

WALK THE FIVE

- 1. The ego cannot dismantle what the ego built.** Structural, and the load-bearing one. The container was built by the self, for the self. Asking that self to take the walls down voluntarily is asking the night watchman to burgle his own house. Rohr: we do not go on the further journey — we are led there.
- 2. The container's strength is the lid.** The cruelest part of the logic and the best pivot from the previous slide. Certainty, boundaries, competence, a defended reputation — these are not neutral walls. They seal. A man who is still winning has no opening. Rohr: "We grow spiritually much more by doing it wrong than by doing it right."
- 3. Grace stays theoretical until you need it.** A self-made man holds the concept of mercy but has no experience of it, because performance has always been enough. Until then, his functional gospel is his résumé.
- 4. Paradox cannot be learned inside a working binary.** Both/and does not arrive by argument. It arrives when either/or stops explaining what a man is actually living — the good man who suffers, the win that felt like nothing. Contradiction is the only tutor dualistic thinking will accept, and contradiction requires collapse.
- 5. It is the pattern of everything, not a punishment.** Ground it here, not in psychology. Death, then resurrection, is the shape of reality — John 12:24, the grain of wheat. And when they demand a sign, Jesus offers exactly one: the sign of Jonah (Matthew 12:39–40). Three days in the belly. A descent nobody volunteers for.

Unless a grain of wheat falls into the earth and dies, it remains alone; but if it dies, it bears much fruit.

— John 12:24 (ESV)

WHERE A PASTOR WILL PUSH BACK | HAVE THIS READY

"Necessary" is doing heavy lifting, and a Reformed ear may hear it as making suffering instrumental — as though God arranges catastrophe as tuition, which is close to what Job's friends argued. The fair reading, and the one to hold: **the fall is not something God schedules to sanctify a man; it is built into a finite, mortal life, and God then uses it.** Loss is universal. What varies is whether a man lets it teach him. Rohr concedes that slow maturation without a dramatic break is possible — he simply says it is rare, because comfort is a poor motivator.

WHAT NOT TO DO

Do not use this slide to make a man's grief useful too quickly. Some men in the room are inside the fall right now, not past it — and after Slide 9 you may actually know which ones. Name it out loud: **"If you are in it today, you do not have to find the meaning yet. It is enough to know it is not punishment."**

THE LINE TO LAND ON

The fall is not the price of admission to the second half. It is the door — and it only opens inward.

SLIDES 12–15**From Container to Charter | One Picture, Four Builds****NEW IN REV 5 — A PROGRESSIVE REVEAL · 4 MINUTES · REHEARSE IT**

These are four separate slides that read as one graphic growing under your narration. Advance deliberately — a pause between clicks is part of the design.

The organizing claim: the Harvest Charter is not a journal, a workbook, or a bucket list. Every section exists because a specific brick came out of a specific wall.

BUILD 1 | SLIDE 12 — "CONTAINER BUILT" · 45 SECONDS

On screen: column 1 only — the seven courses of brick from Slide 10.

Say: "This is what you built. Seven courses of brick, and you laid every one of them well. Nothing on this list is a mistake." Do not rush past this. The whole reveal works because the men spend a beat looking at a wall they are proud of.

BUILD 2 | SLIDE 13 — "RETIREMENT LOSSES" · 75 SECONDS

On screen: column 2 arrives. Purpose, Identity, Structure, Relationships, Mastery come out. Lanes 5 and 6 do not say "taken" — they say "**Yes/no becomes both / and**" and "**Reputation becomes legacy.**"

Say: "Five of the seven come out. That is not a WhyzMen invention — that is the standard inventory, and it is the five words from Slide 8." Then point at the room's flip-chart from the discussion: "*Those are the words you gave me twenty minutes ago.*"

THE HINGE OF THE WHOLE PROGRAM — SAY IT OUT LOUD

Two of the seven are not taken. They are converted. Binary thinking becomes both/and. Reputation becomes legacy. Most men assume retirement takes everything; this is the moment the morning turns from loss to design.

Point at lanes 5 and 6 with your hand and say the sentence. If you say only one sentence in this entire four-build sequence, say this one.

BUILD 3 | SLIDE 14 — "HARVEST CHARTER REBUILD" · 90 SECONDS

On screen: column 3 arrives, plus the Subtractions line at the bottom.

Say: "And here is why the Charter has the sections it has." Walk it lane by lane — this is the only place in the morning where the Charter stops being an abstraction.

#	What the first half built	What retirement does	What the Charter builds
1	Proving & Achieving	Takes — PURPOSE	§2.1 My Mission & True North
2	Career Identity & Ego	Takes — IDENTITY	§1.2 My Compass · §1.4 Faith
3	Roles, Rules & the Calendar	Takes — STRUCTURE	§3.1 First Steps · §3.2 My Rule
4	The Network	Takes — RELATIONSHIPS	§3.2 My Triad
5	Binary Thinking	Converted — yes/no becomes both/and	Weighing & the Essential Few (§3.1)
6	Building Reputation	Converted — reputation becomes legacy	§4.1 Legacy, not résumé
7	Competence & Fluid Intelligence	Takes — MASTERY	§1.3 Strengths & Gifts · Wisdom

The Subtractions line. "My Subtractions" (the first line of §3.1 My First Steps) is the Charter's formal act of setting down what is already gone, and naming the new identity, commitment and assumptions that replace it. Ground it in Leidy Klotz's research (*Nature*, 2021): under cognitive load, humans reliably add and fail to even consider removing. The Charter forces the subtraction. The Michelangelo line, if you want it: "I saw the angel in the marble and carved until I set him free."

BUILD 4 | SLIDE 15 — THE TEN DOMAINS FRAME · 30 SECONDS

On screen: the ten life domains band the graphic, top and bottom.

Say: "One more thing. The domains are not a fourth column — they are the grid the whole thing is written on. Every answer in column three gets written domain by domain. If you are ever wondering *where do I actually write this*, the answer is: in one of these ten." Then stop. Do not read the ten aloud; they are on the slide and they get a full treatment on Slide 23.

THE LINE TO LAND ON

"The Charter is not a scrapbook. It is a load-bearing structure. Every section is there because something came out of the wall."

IF THE CLICKER FAILS

Go straight to Slide 15 — the complete picture — and narrate the three columns left to right with your hand. You lose the drama, not the argument. Do not attempt to repair the animation in front of the room.

SLIDE 16**What Other Cultures Call This Season****MOVED IN REV 5 — NOW THE RELIEF AFTER THE CLIMB**

In rev 4 this sat early among the loss slides. It now closes Movement Two — which is a better home for it. After the ache, the losses, the men's own confessions, Rohr, and the crosswalk, the room has earned a minute of delight.

KEY MESSAGE

Retirement is an English outlier. Almost every other language reaches for ripening, joy, rest, or wisdom. The English word literally means to withdraw, to pull back, to remove from service. No other major language does that.

WHAT TO SAY | PICK THREE, NOT SEVEN

- **Spanish — jubilación.** Same Latin root as Jubilee. You do not retire; you enter jubilation. Lead with this one — it names the program's third verb and pays off the pause you took on Slide 1.
- **Hebrew — gimla'ut.** From *gamal*: to ripen, to deal bountifully. The same root as the weaned child in Psalm 131.
- **Japanese — kanreki (還暦).** At sixty, one full zodiac cycle is complete. You wear red — the color of new beginnings — and are treated as reborn.
- **Chinese — tuìxiū (退休).** Stepping back to rest in order to transmit wisdom to the next generation.
- **German — Ruhestand.** The state of *Ruhe* — not mere inactivity, but settledness. More shalom than nap.
- **Xhosa / Zulu — ikhehla.** The elder crosses into wisdom-bearing status. Not a stopping — an investiture.

THE QUESTION ON THE SLIDE

"Do you identify more with any of these views than with *retire*?" Take **two or three hands, thirty seconds total**. The men have already had their discussion; this is a show of hands, not a second round. If the room wants to run with it: "Save that — it has a home in your homework this week."

FACILITATOR TECHNIQUE | The Word Is the Wound

Some men will say out loud for the first time that they hate the word *retired* — that they dodge it at parties. Let that land without commentary. It is the cheapest and most reliable moment of recognition in the entire deck.

BRIDGE INTO MOVEMENT THREE

"So that is the cost. Now let me show you what we carry up the second summit — and why we go at all."

Movement Three | Harvest, Equip — and Why Climb Again?

Slides 17–27. Thirteen minutes across eleven slides. Rev 6 cut this movement from fourteen slides to nine; rev 7 adds the two pack slides at its end. It is still the fastest stretch of the morning, but it is no longer a gallop. **Do not teach these slides. Show them.**

SLIDE 17

The Rewire Retirement Promise | An Extraordinary Second Summit Awaits

KEY MESSAGE

The promise. Five outcomes. These are the structural beams of everything we will build over two semesters.

WHAT TO SAY | WALK EACH ONE BRIEFLY

Navigate your transition with clarity. Grief that is named becomes a bridge. Grief that is denied becomes a wall. The whole fall semester is about naming — and you started forty minutes ago.

Build genuine brotherhood. Not networking. Not Bible study. Triads of men who know your story and have permission to ask the question.

Discover or invent a next calling. Not a job title. A calling. What God has been preparing you to do for thirty or forty years that has not yet had the time or the freedom to come forward.

Stay on track. Rhythms, relationships, spirituality, growth, what you invest in, the direction you set.

Create your Harvest Charter. You just saw its architecture. This is the promise that you will actually finish one.

FACILITATOR TECHNIQUE | Stewardship Framing

Close with a covenant, not a hope: "These five outcomes are what we promise. You will leave this program having done these five things. That is not a hope; it is a covenant." Then note that you will make an actual covenant together in about twenty minutes.

SLIDE 18

The Health Case for Purpose

KEY MESSAGE

Purpose is not a luxury of retirement. It is a medical necessity. Your body and your brain are downstream of your Why.

He who has a why to live can bear almost any how.

— Viktor Frankl, *Man's Search for Meaning*

FACILITATOR TECHNIQUE | Do Not Read All Five

One minute means two statistics. For this cohort, **brain health** lands hardest — the APOE4 finding hits men who have watched a parent decline — and **longevity** is the one nobody argues with. Let the other three sit on the page; all five are in the Participant Guide with full citations.

THE LANDING

"Purpose is not a luxury of retirement. It is a medical necessity. Buford's halftime is not just a metaphor — it is a prescription."

SLIDE 19**The Quiet Crisis | Mental Health in Retirement****60 SECONDS**

The counterweight to Slide 18. Purpose helps; the transition still hurts. One minute, then move.

KEY MESSAGE

The data refuses to be simple, and that is the point. Retirement cuts depression risk by roughly **20%** in the short term — and the **highest incidence of depression strikes at the moment of retirement itself**. Both are true. The destination is fine. The transition is the danger zone.

WHAT TO SAY | THREE NUMBERS, NOT SIX

- **↓20%, then Day One.** Retirement is good for you overall. The transition is where men fall.
- **11% versus 50%+.** Eleven percent of pre-retirees are emotionally ready; more than half are judged financially prepared (FPA, 2025). That gap is the reason this program exists.
- **Ages 65–74** are now the group most likely to drink on four or more days a week. Say it plainly and without moralizing; several men will hear it as about someone they know, and one or two will hear it as about themselves.

The financial plan is the carriage. The emotional plan is the road.

— Dan Haylett, "The Quiet Crisis," Humans vs Retirement

WATCH FOR

This is the slide most likely to touch something raw. Do not linger, do not probe, and do not follow it with a joke. Move on in a normal voice — the steadiness is the pastoral care here.

SLIDE 20**Curated, Not Invented | Widespread Agreement on a Second Half****60 SECONDS**

Recognition slide. Read four names, note the pattern, move.

KEY MESSAGE

We did not invent the idea of a second half. Four serious, secular thinkers arrived at it independently — and every one of them lands somewhere Scripture was already standing.

WHAT TO SAY

David Brooks, *The Second Mountain* — first mountain is self, career, ego; second is commitment, community, contribution. That is our two-summits picture, written by a New York Times columnist.

Martin Seligman, *Flourish* — the aim is flourishing, not happiness. Psalm 92:14 said *they flourish* three thousand years earlier. **Arthur Brooks**, *From Strength to Strength* — fluid to crystallized intelligence, which you met in lane 7 twenty minutes ago; the title is lifted from Psalm 84:7.

Richard Rohr, *Falling Upward* — the necessary fall.

FACILITATOR TECHNIQUE | Generous Reading

Model the posture: "We are not afraid of David Brooks. We will read him alongside Proverbs." This signals to men suspicious of secular sources that WhyzMen is intellectually honest — and to less religious men that we are not afraid of their bookshelf.

SLIDE 21**The Taproot | Biblical Roots****60 SECONDS**

The load-bearing claim of the whole program, in one sentence. Say the sentence; do not read eight verses.

KEY MESSAGE

The Harvest–Jubilee frame is not a Christian veneer laid over a secular core. It is the structure itself. Slide 20 showed the secular chorus; this slide shows the taproot underneath it.

WHAT TO SAY

"The second half of life is harvest — not decline. That is not our slogan; it is Psalm 92:14: *they still bear fruit in old age; they stay fresh and green*. That is our anchor verse, and you will see it in every document we hand you. Leviticus 25 gives us Jubilee — joyful release and abundance, not winding down. Ecclesiastes 4:12 gives us the triad. Hebrews 12:1 gives us the work of subtraction you saw on the crosswalk — and you will see it once more, in a few minutes, on the pack."

THE LINE ON THE SLIDE

"**We may retire from a job — but we never retire from a calling.**" Read it as the closing beat and go straight to Slide 22.

FACILITATOR TECHNIQUE | One Verse, Not Eight

Eight references are on the slide so men can find them later in the Participant Guide. Read **Psalm 92:14 only**. If you read all eight, you will spend three minutes you do not have and the room will hear a devotional instead of a foundation.

SLIDE 22**Your Harvest Charter | A Personal Constitution for Your Jubilee Season****KEY MESSAGE**

Slides 12–15 argued **why** the Charter is load-bearing. This slide shows **what it is** — four parts, four questions.

WHAT TO SAY | WALK THE FOUR PARTS

Part 1 — Foundation: Who am I? Your story, values, strengths, faith (§1.0–§1.4). The raw material. We do not move forward until we have excavated backward.

Part 2 — Vision: Where am I going? Your second-summit calling, your mission, and A Tuesday in 2031 (§2.0–§2.2).

Part 3 — Action: How will I get there? Your first steps, your Rule, and your triad (§3.1–§3.2).

Part 4 — Legacy: What outlasts me? One letter or a one-page testament, with a Legacy sentence (§4.1).

DO NOT INTRODUCE THE TIERS

Earlier versions named a three-tier Charter (Tier 1 core, Tier 2 full, Tier 3 living document). **That language is retired from Session 1** — it lands as a workload announcement in a room that has not seen a single page.

If a man asks how long the Charter is, answer honestly and briefly: *"Fifteen to twenty pages, written a layer at a time across the whole program. You will never sit down to write it all at once."* Then move.

FACILITATOR TECHNIQUE | Name, Don't Over-Sell

Do not read the entire slide. Focus on the four pillars, mention the tether to biblical truth, and leave them curious rather than overwhelmed.

WHAT NOT TO SAY

Do not call it a workbook. Do not call it a binder. Do not call it homework. The word matters: **Charter**. A charter is the founding document of a new entity. That is what each man is doing — chartering the second half of his life.

SLIDE 23**The Harvest | Ten Domains · One Tree****60 SECONDS — AND FIVE OF THEM SILENT**

The one image the men will remember in March. Point at it; do not narrate it.

KEY MESSAGE

One picture holds the whole program: **soil is Faith, roots are what formed you, the trunk is who you are, the tending is the daily work, and the ten fruits are the ten domains of a life.** Above it, Jubilee — rest and giving back under God's hand.

WHAT TO SAY

"Each numbered apple is a domain of your life — the same ten you saw framing the crosswalk. One through eight are where you will write a flourishing vision. Nine and ten — Finances and Practical Readiness — are stewardship and planning rather than vision, and we treat them differently. And the orchard around your tree is not decoration. It is the brotherhood. Nobody harvests alone."

FACILITATOR TECHNIQUE | Let Them Look

Give the room five seconds of silence to actually look at the image before you say anything. It is the most detailed graphic in the deck and men will be reading it while you talk. Say your first line **after** they have scanned it, not over top of them.

SLIDE 24**What Will You Take? | The Plane Crash at 8,000 Feet****NEW IN REV 7 — THE STORY · ONE MINUTE**

A single picture and a single question. This is the slide that fires the gun you hung on the wall at Slide 5. Tell it as a story; do not read the labels. The framework comes on the next slide.

KEY MESSAGE

Same gear, different outcome, forty-pound limit. **The first half built you a container, and you cannot carry a container up a mountain. A pack is chosen by weight.**

CALLBACK FIRST | 10 SECONDS

"Go back to the Big Picture for a second. The men on the second summit are wearing packs and carrying rope. I asked you to hold that thought. Here it is."

WALK THE PICTURE | LEFT TO RIGHT, 40 SECONDS

The crash — left. "Same gear for every man. Forty-pound pack. He cannot carry the tent, the winter coat, the flare gun and the rope. Something stays in the snow."

The descent — right. "He took what would get him to the valley: water, compass, knife, blanket, food, first aid, rope. Thirty pounds. He left the flare gun — rescue was uncertain. He left the coat — redundant with movement. He left the tent — too bulky. Not because they were worthless. Because they were not worth their weight for this trip."

THE TURN | 10 SECONDS

"Retirement hands every man in this room the same forty-pound limit. The first half built you a container — and you cannot carry a container up a mountain. A container stores. A pack carries, and a pack is chosen by weight."

WHAT NOT TO DO

Do not run the Pack Test, the four questions, or the case studies here — all of that is Session 13, after the winter break. This morning the only job is that the men feel the weight limit and know a decision is coming. If a man starts inventorying his own pack out loud, thank him and say the whole cohort will do exactly that in Session 13.

BRIDGE TO SLIDE 25

"So what goes in? Three piles."

SLIDE 25	The Pack: What You Carry Up Take · Convert · Leave
NEW IN REV 7 — THE FRAMEWORK · TWO MINUTES · A PREVIEW, NOT THE EXERCISE Three piles and a picture. Every term on this slide is a callback the men can now hear: the harvest (Slide 23), the two converted lanes (Slide 13), the rope and the triad (Slide 21), the Charter (Slide 22). Point at the picture and name the piles. Do not work an item through.	

KEY MESSAGE

Take what the harvest grew. Convert what changes shape: the two of the seven that are not taken (both/and and legacy), and two losses that come back as the rope team and wisdom. Leave — on purpose — what does not serve the summit, and lay some of it at the cross. A pack is measured not by what it holds but by what it makes you leave.

WHAT TO SAY | THREE PILES, THEN THE ROPE

TAKE — what the first half actually grew, harvested, not hoarded. Faith, the lamp for the path. Strengths, the engine you were issued. Your story and the people in it. Values — what you stand

on when the rest is taken. "That is Part One of the Charter. Your values ride in the top pocket, where you can reach them without taking the pack off; the rest fills the main compartment."

CONVERT — what changes shape instead of being lost. Two of the seven are not taken: either/or becomes both/and, and reputation becomes legacy. And two losses come back converted: the network becomes the rope team, and fluid horsepower becomes crystallized wisdom. "You met the first two on lanes 5 and 6 of the crosswalk. All four ride in the conversions pocket at the bottom of the pack."

LEAVE — not lost. Set down on purpose. The title on the card. The need for applause. Being the one who always knew how. "And some of it you do not set down at all — you hand it to Christ to carry. That is line four of your Threshold, Charter §1.0."

The rope and the top pocket. Point at the coiled rope: "Your triad. Nobody climbs this roped to no one." Point at the top pocket: "Your values. They ride where you can reach them without taking the pack off. At Session 11 True North goes in beside them."

A pack is measured not by what it holds but by what it makes you leave. "Throw off everything that hinders."

— Hebrews 12:1, the same verse you read from the Taproot three minutes ago

FACILITATOR TECHNIQUE | Point, Don't Teach

This is a recognition slide dressed as a framework. The men have already met every piece of it this morning; your job is to let them notice that. Walk the three columns with your hand, say one sentence per column, and stop. If you catch yourself explaining subtraction or essentialism, you have drifted into Session 13.

WHERE IT GOES NEXT

The footer says it: True North joins your values in the top pocket at Session 11, and we weigh the whole pack at Session 13. Say that sentence aloud. It converts a slide that could feel like homework into a promise — the men now know there is a whole morning for this, and they do not have to solve it this morning.

WATCH FOR

Two reactions. The man who visibly relaxes at "leave" — he has been carrying something he already knew was not his to carry, and he just heard permission. And the man who bristles at "the need for applause" — that phrase lands on a nerve for the high achievers in the room. Neither needs a response this morning. Note both; the Session 13 Pack Test is built for them.

BRIDGE TO SLIDE 26

"That is what goes in the pack. One more thing before the covenant — why we are called what we are called."

SLIDE 26**Why WhyzMen? | The Name and the Guardrails****MERGED IN REV 6 — ONE SLIDE, ONE MINUTE**

This slide replaces the three separate Why slides of rev 5 — *Why WhyzMen?*, *The Soul of the Name*, and *Our Why's Reveal Us*. Everything cut is printed in the Participant Guide.

Two beats, and only two. Resist the pull to teach the Why theme here. Slide 33 is twenty minutes and is where the theme actually lands.

KEY MESSAGE

The name is not a marketing flourish, and a Why is not a preference. **WhyzMen sounds like Wisemen** — and a Why that has not been vetted against principle becomes appetite.

BEAT 1 | THE NAME · 25 SECONDS

"Say it out loud. WhyzMen. Wisemen. That is not an accident. A Why reveals character, conviction and calling — and it drives the How and the What that follow." Proverbs 25:2 and Isaiah 1:18 (ESV) are on the cards; you do not need to read them.

BEAT 2 | WHY IT IS SERIOUS · 25 SECONDS

Point at the band. "**A Why that is not vetted against principle becomes appetite.**" Then read **two** of the four drifts, not all four — *leisure that becomes emptiness* and *whatever fills the void*. Those are the two men actually fear. Land it on Hamilton: "If you don't stand for something, you might fall for anything."

THE LINE TO LAND ON · 10 SECONDS

"**Character formation is the same process at 15 and at 75.**" If you read one sentence off this slide aloud, read that one. It is the whole argument for why a man in his sixties is not too late to any of this.

WHAT MOVED OFF THIS SLIDE

The Emerson quote, the Sinek Golden Circle graphic, and the full *Our Why's Reveal Us* slide. All three are in the Participant Guide reference page ("Reference | More on the Why"). Do not reach for them from memory — the minute does not hold them.

SLIDE 27

WhyzMen Become Wisemen | Symbols & Process

KEY MESSAGE

Two columns doing two jobs. **The symbols** are the visual vocabulary that will appear on every WhyzMen document from here forward. **The process** is the architecture of wisdom — What, How, Test, When, Where, Who — orbiting the Why at the center.

WHAT TO SAY | 60 SECONDS

"On the left, the symbols you will keep seeing: the Why's, the cross, the owl, the compass, family, the shield, the tree. On the right, the process — and this is the payoff of what I said three slides ago: your What flows from your Why, your How serves it, and Wisdom is what happens when all of it integrates and gets shared. **The four parts of the Charter are this architecture written down.**"

FACILITATOR TECHNIQUE | Briefly Name, Don't Belabor

The symbols are visual seeds. They will earn their meaning over sixteen weeks. Do not over-explain — let recognition build over time.

BRIDGE INTO MOVEMENT FOUR

"That is what we carry and why we go. Last movement — getting ready."

Movement Four | Next Time: Getting Ready

Slides 28–37. Thirty-seven minutes, and two of the three protected blocks live here. Everything before this was preparation for the covenant and the exercise.

SLIDE 28

How This Program Works | Three Phases, Three Parts of the Charter

KEY MESSAGE

Three phases, and each one builds one part of the Harvest Charter. Excavation, Sessions 1–9 in the fall, produces Part 1, Foundation. Reframing, Sessions 10–12 and the winter break, produces Part 2, Vision. Integration, Sessions 13–15 in the spring, produces Parts 3 and 4, Action and Legacy. This slide gives the logic; the Roadmap that follows shows the sessions inside it.

WHAT TO SAY | 60 SECONDS

"Three phases, and each one builds one part of your Charter. Excavation, Sessions 1 through 9, digs out who you are: story, values, strengths, faith. That is Part One. Reframing, Session 10, the winter break, and Sessions 11 and 12, finds your circle, names your mission, and sets your vision. Part Two. Integration, 13 through 15, turns it into goals, rhythms and legacy. Parts Three and Four."

THE LINE TO LAND ON

"The order matters. You can't write a vision for a man you don't know yet." The long version is the How This Program Works reading. Point to it; do not teach it.

SLIDE 29

Why We Believe It Works | Research, Theology and Practice Converge

KEY MESSAGE

The proof slide. Each row says the same thing four ways: what you produce, how it fits together, what the research says, and what Scripture says. Twelve cells are on the screen; you walk three of them.

WHAT TO SAY | 60 SECONDS

"This is the proof slide. Read across any row and you see the same thing four ways: what you produce, why it comes in that order, what the research says, and what Scripture says." Read one row

across. Excavation is easiest: story, values and faith; you must know the ground before you build; McAdams and Pennebaker, telling and writing your story changes you; "Commit to the Lord whatever you do, and he will establish your plans" (Proverbs 16:3). Then: "The research and the Scripture are saying the same thing. The full case is in your reading."

THE LINE TO LAND ON

The bottom line of the slide: the Charter is not something you fill out once. It is a mirror that helps you show up as your true self in the moments that matter most. A mirror, not a form.

SLIDES 30– 31

The Roadmap | Three Seasons, Then the Dates

KEY MESSAGE

Fall runs S1–S10, from Basecamp through the Fellowship Gap. The winter break, the Wilderness Between, carries rest and gratitude, story integration, a triad check-in, threshold reflection and a Charter sprint. Spring runs S11–S15, from Mission & True North to Commissioning. Beyond that: triads, large-group gatherings, satellite sessions. Slide 31 puts dates on it: Mondays from November 2 to March 22, with no session Thanksgiving week (November 23) or on December 21 and December 28. The Wilderness Between runs January 26 – February 14, between Sessions 10 and 11. Clearness Monday, February 22, has no class: each triad meets in its own room at church, 9:00–10:30, for the Clearness Room. Commissioning is March 22, the Monday of Holy Week; First Fruits follows in April.

WHAT TO SAY

"You do not have to memorize this. Two things to notice. First — **the fall is about you, and the spring is about what you build.** Everything before the winter break excavates: identity, transition, marriage, story, values, strengths, faith foundation, friendship. Everything after constructs: mission, vision, the essential few, legacy, and a send-off. Second — **notice the last one.** Session 15 is Commissioning. Witnessed, blessed, and sent. This program does not trail off; it ends with you being sent somewhere."

WATCH FOR

The man doing calendar math. Answer the question he has not asked: yes, life will interrupt — men miss sessions, and the triad is how you catch up. Say it before he has to ask it.

SLIDE 32

★ How We Will Be Together | Our Covenant · 8 Minutes

KEY MESSAGE

The whole program will ask men to be vulnerable: to tell their stories, to name what is broken, to imagine what could be different. None of that is possible without an enforced sense of safety. The covenant is what makes the safety enforceable. Skip it — or rush it — and the story sessions are where the wheels come off.

BACKGROUND | WHY A COVENANT, NOT RULES

Rules are imposed; covenants are entered. Priya Parker's *Art of Gathering* is the closest secular cognate: gatherings fail not from lack of activity but from lack of agreed-on purpose and norms. The biblical resonance is older — covenants in Scripture bind both parties under a mutual promise.

THE SIX STARTING ELEMENTS | AS ON THE SLIDE

- 1. Confidentiality.** What is said in the room stays in the room. We will not share another man's story without his permission. We can share our own.
- 2. Presence over performance.** We bring who we are, not who we wish we were. Pretending in this room would defeat the purpose of being in it.
- 3. Listening before fixing.** When a man shares something hard, our first move is to listen — not to advise, not to problem-solve, not to one-up. Advice only when invited.
- 4. Punctuality and follow-through.** We show up. We do the work between sessions. We let the facilitators know if life prevents either.
- 5. Honesty with grace.** We tell each other the truth, kindly. We do not pretend to agree when we do not. We do not punish each other for disagreeing.
- 6. Prayer for one another.** We pray for the man on our left and the man on our right between every session — even briefly. The brotherhood is built one prayer at a time.

FACILITATOR TECHNIQUE | PRESENT, INVITE, RATIFY

Three movements, and they must be visibly distinct.

(1) Present — read each of the six aloud, one sentence of commentary per item. Roughly three minutes.

(2) Invite — "What is missing? What would you add? What would you sharpen?" Capture additions on the flip-chart. **Do not edit; capture.** Roughly three minutes.

(3) Ratify — "Can each of us live with this? If you can, give me a thumbs up. If you cannot, name what would need to change." Unanimous assent — even by silent thumbs — is the covenant. Two minutes. **Skip this movement and the covenant is decoration.**

YOU HAVE AN ADVANTAGE THIS MORNING

The men discussed real losses together seventy minutes ago. They are not strangers ratifying an abstraction — they already know something about each other. Use it: *"You have already trusted each other with something this morning. This is us agreeing to keep doing that."*

AFTER THE SESSION

Within 48 hours, email the finalized covenant to every man in the cohort. Print it. It appears at the top of every session's table for the next sixteen weeks. It is not decoration — it is the operating agreement.

WATCH FOR

The man who says nothing during the invite phase but seems uncertain on the ratify. Catch his eye. Ask gently: "Anything you'd want named before we close this?" Better to have the hard conversation now.

SLIDE 33

★ Right Now: Pick a Why to Try · 20 Minutes

KEY MESSAGE

The covenant on Slide 32 made the room safe. This is the first exercise that uses that safety, and it is the relational engine of the morning. Each man picks one open Why and works it through writing, sharing in threes, and a witnessing round.

WHY THIS COMES AFTER THE COVENANT

Placement matters. The men ratify **how** they will be together, and then immediately live it out. The covenant is abstract until a man reads a sentence about his own unanswered Why and two other men simply listen. Promise, then practice.

THESE ARE OPEN WHYS

Distinguish them from everything else in the deck. The Why the room met on Slide 26 is declarative — answers a man already holds. **These seven are open** — questions a man could spend the whole fall sitting with. They map to the Foundation territory of the Charter without forcing operational thinking the men are not ready for this morning.

1. **Purpose** — Why pursue purpose at all, when rest is available?
2. **Calling** — Why do I believe I can build something new and valuable?
3. **Identity** — Who am I when what I did is taken away?
4. **Faith** — Why am I seeking God differently than I did at 40?
5. **Brotherhood** — Why do I need other men, after years of going it alone?
6. **Legacy** — Why does it matter that something outlast me?
7. **Presence** — Why am I in this room this morning?

THE THREE MOVEMENTS | 20 MINUTES

Write — 5 min, solo. Each man picks one Why and writes two sentences: which one, and why this one. Say out loud that a man may write his own Why if none of the seven fits. That permission is part of the design, not an afterthought.

Share — 12 min, threes. Each man reads his Why and his two sentences — three to four minutes each. The other two listen without responding. After all three have spoken, one short round of curiosity questions. No advice. No fixing.

Witness — 3 min, room. Volunteers name one thing they heard **another** man say — not what they themselves said. The facilitator thanks each man and does not comment.

FACILITATOR TECHNIQUE | The Silent Host

The Witness round is the hardest part to facilitate well, because the instinct is to interpret or deepen what a man shares. Resist it completely. Your only job is to thank and move on. If you interpret, you teach the room that disclosure invites analysis — which is precisely what kills disclosure.

MIX THE THREES

Put men with different partners than they had on Slide 9. Two reasons: every man ends the morning having had a real conversation with four or five others rather than two, and the second conversation goes deeper precisely because it is with someone new — there is no accumulated small talk to fall back on.

WATCH FOR

Two tells. First, the man who picks **Presence** — "Why am I in this room this morning?" It looks like the throwaway choice and is almost always the most honest one; do not let the room treat it as a deflection. Second, in the Witness round, a man who struggles to remember anything another man said. That signals the listening did not land. Note it quietly.

A NOTE ON MOVEMENT

The Why a man picks this morning is not permanent. Tell him so. The closing line on the slide names exactly this: **"The Why you pick this morning opens a door. Walk through it. More Whys are waiting."**

SLIDE 34

This Morning's Takeaways | What We Leave With

KEY MESSAGE

Plain-language landing after a morning of metaphor and depth. Six takeaways that re-walk the arc in the order the men experienced it. After the vulnerability of Slide 33, the room needs solid ground before the benediction.

THE SIX | AS ON THE SLIDE

- There are two summits — and the second is the better one.
- The challenge of the transition valley is real — you leave things behind to pick new things up.
- This is God's design, not decline — the second climb is worth making.
- You have a Why for every domain — health, relationships, purpose, legacy. Each drives the next.
- We will keep the covenant we made — presence, listening, honesty, prayer.
- Your facilitators are climbing it with you — not ahead of you.

FACILITATOR TECHNIQUE | Read, Don't Elaborate

Read the six aloud, slowly, one beat between each. Do not expand — they are summaries, not new teaching. Land the sixth with weight: **"Your facilitators are climbing it with you — not ahead of you."** That is the same promise you made on Slide 2, ninety minutes earlier. Saying it twice, at the two ends of the morning, is the frame that holds the morning together.

THE SECOND TAKEAWAY HAS A PICTURE NOW (REV 7)

"You leave things behind to pick new things up" is the pack in one sentence. When you read it, add two words: **"— the pack."** The men saw it twenty minutes ago; the callback costs nothing and stitches the morning together.

SLIDE 35

Satellite Sessions | But Wait, There's More

KEY MESSAGE

WhyzMen is not a financial planner, an estate attorney, or a marriage counselor. But it does invite specialists into the room for the practical infrastructure of retirement — without consuming core sessions with material better handled by experts.

WHAT TO SAY | 60 SECONDS

"Around the spine of our core sessions we run satellite sessions. Charter writing workshops. Meeting your spouse and family in retirement. Finance and managing assets. The psychology of money.

Estate planning. Health and Medicare. Legal and housing decisions. These run alongside the core arc. You attend what serves you."

FACILITATOR TECHNIQUE | Tonal Lift

The "But Wait, There's More" line is intentional infomercial humor. Use it. The men will smile. Tonal lift after the weight of Slides 32–33 is part of the design — and it is also where domains 9 and 10 from the Harvest tree get their home, so it is not filler.

SLIDE 36

This Week's Work | Homework & Benediction

KEY MESSAGE

The bridge to Session 2 — the fourth movement completing itself. Name where we are going, name what is required (about 90 minutes this week) and what is optional, and send them out with a charge that is relational, not administrative.

SESSION 2 PREVIEW

Session 2 is **"Who Am I When I'm Not What I Do?" — Identity Beyond Career**. Say the title aloud. The men should leave knowing where they are headed.

WHAT IS ON THE SLIDE

- Left panel, REQUIRED (about 90 minutes): Retirement Readiness Assessment — complete it, score it, and bring it to Session 2 (45 min). Nothing is returned to us beforehand; the men read their own gauges in the room.
- Read the Rewire Retirement Overview (20 min).
- Watch **Riley Moynes, "The 4 Phases of Retirement" (11-minute video; 15 min with naming the phase)** — youtu.be/DMHMOQ_054U
- Names & Numbers — reach out to one man from the room this week (10 min); call it their first practice (Toolkit 5 · Build & Host). Session 2 opens by asking who each man reached. Total line on the slide: "About 90 minutes this week." Right panel, OPTIONAL (not counted): the six Practical Takeaways in the guide (including the two-hour prototype), the Summary of Falling Upward (next week's reading — start early if you like), Dan Haylett's "What You Will Lose When You Retire" (15 min), and — pilot cohort only — a one-page feedback sheet sent by email. Links will be emailed. The Opening Questions and the five Going Deeper questions now live in the Session 3 Participant Guide; Joy Span lives in Session 12.

THE SLIDE IS THE WHOLE REQUIRED LIST — SAY SO

The Participant Guide carries the same required list with the same minutes (Section A, about 90 minutes), then a clearly marked Optional section: the readings box (Haylett and the Falling Upward summary) and the six practical takeaways. The pilot feedback is a separate one-page sheet, emailed after the session (WhyzMen_S1_Pilot_Feedback_Sheet_r1).

Point at the guide, do not read the list. One sentence: *"The left side is the week's work — about an hour and a half. Everything on the right, and everything in your guide marked Optional, is only if it calls to you. Every question there has space to write under it."*

Name the pilot ask explicitly. These fifteen men are the first cohort, and three of them are us. Tell them plainly: *"You are the pilot. We want to know what worked, what missed, and what you would cut. We will email you a one-page sheet for that."* Men who are asked to help build something show up differently than men who are asked to attend it.

SLIDE 37**This Week's Reading | Before Session 2****KEY MESSAGE | ONE MINUTE, POINT, DON'T TEACH**

Name the required reading and say where it lives. Mention Going Deeper once, lightly: optional, never assigned.

WHAT IS ON THE SLIDE

Required: The 4 Phases of Retirement (Riley Moynes, 11-minute video) · Rewire Retirement Program Overview. Going Deeper, optional: What You Will Lose When You Retire (Dan Haylett, Humans vs Retirement, PDF, 15 min) · Summary of Falling Upward (Richard Rohr, WhyzMen summary): next week's reading — start early if you like.

WHAT TO SAY

"Required first: the Moynes video and the Overview. We will email the links. Going Deeper is Haylett's piece on what you lose and a short summary of Falling Upward, which is next week's reading, so start early if you like." Then give the close and the prayer below with this slide still up.

WHAT TO SAY | THE CLOSE

"Between this morning and Session 2: fill out the assessment, score it and bring it, do the reading, and watch the eleven-minute video. The questions in your guide are optional — if one calls to you, write a few lines; we come back to the Opening Questions at Session 3. And I mean this last part: pray for the man sitting next to you. Get his name. Drop him a text this week. **The brotherhood does not begin in Session 2. It begins this morning.**"

RECOMMENDED CLOSING PRAYER

Lord, you have brought every man here for a reason. Make us honest with each other. Make us patient with what is ending. Make us hungry for what You are bringing next. Give us courage to write down what we have spent forty years living. In Jesus' name, Amen.

The Group Covenant | Background Reading

What a Covenant Is, and What It Is Not

A covenant is not a code of conduct, not a contract, not policies, and not rules. Codes are issued; contracts are signed; rules are imposed. **A covenant is entered into** — by all parties, with shared consent, under a common purpose. The biblical resonance is older than the secular framing: covenants in Scripture bind both parties, including God, under a mutual promise. That is the posture we are after.

Why the Covenant Matters More Than the Content

Everything the program asks of these men — telling their stories, naming what is broken, imagining what could be different — depends on a safety that has to be built before it is needed. The covenant is the instrument. It is also the only eight minutes of the morning that cannot be recovered later: a covenant introduced in week four is a policy, not a covenant.

Keeping It Alive

Email it within 48 hours. Print it. Put it on the table at every session. The covenant earns its weight by being present in the room every time the men return — and by being invoked, gently and by name, the first time it is tested.

ONE PARAGRAPH TO REMEMBER

If you forget every framework and quote in this guide, remember this: **the covenant is not what protects the men from each other. It is what gives them permission with each other.** A man who has not been told the room is safe will not enter it honestly. The covenant tells him.

The Session 1 Homework | What You Are Actually Assigning

The complete assignment lives in the Participant Guide, where every question has ruled space underneath it. It is reproduced here so you know what the men are carrying — and so you can start Session 2 from it rather than from a cold open.

Optional — Pilot Cohort Only — Feedback Requested

Unique to this cohort, optional, and not counted in the week's minutes. It is now a separate one-page sheet (WhyzMen_S1_Pilot_Feedback_Sheet_r1), emailed after the session; later cohorts simply do not receive it. Its five questions:

1. If you read the Summary of Falling Upward (optional), did it help you go back through the session?
2. Read through the slides. Does it hang together? Does it push the buttons that motivate men to go further? What would you add, change, or delete?
3. Look over the questions in your guide. What would you add, change, or delete?
4. If you tried any of the practical takeaways, tell us what you found.
5. Anything else — what landed, what missed, what you would cut?

A. Required — about 90 minutes this week

- Retirement Readiness Assessment — complete it, score it, and bring it to Session 2 (45 min).
- Rewire Retirement Overview (20 min).
- Riley Moynes, "The 4 Phases of Retirement" (11-minute video; about 15 min) — identify your phase.
- Names & Numbers — reach out to one man from the room this week (10 min), your first practice (Toolkit 5 · Build & Host). Total: about 90 minutes this week. Going Deeper, optional: Dan Haylett, "What You Will Lose When You Retire" (15 min) and the Summary of Falling Upward (next week's reading — start early if you like). Named on Slide 37.

Moved to Session 3 — Opening Questions (S3 opening discussion; no longer printed in the S1 guide)

- When you hear "life has two halves," does that ring true? Which half do you feel like you are in right now?

- What was the container you built in the first half? What were you most proud of building?
- Has there been a fall in your life that taught you more than your successes?
- David Brooks says the first mountain gave you happiness; the second mountain offers joy. What is the difference in your experience?

Moved to Session 3 — Going Deeper Questions (printed in the S3 Participant Guide, rev 10, after Going Deeper)

These require reflection. Optional; now printed in the Session 3 guide.

- Rohr's "false self" and Hollis's "provisional personality": how much of your career persona was genuinely you — and how much was the role?
- Jung: "We cannot live the afternoon according to the morning's program." What morning program are you still running?
- Have you allowed yourself to grieve what retirement took away? Or did you skip straight to the vacations and hobbies?
- Hollis: "Is the life you're living the life that wants to live through you?" What comes up?
- When was the last time you were truly a beginner? What would it mean to embrace that vulnerability?

B. Optional — Practical Takeaways (including the two-hour prototype)

- Write three things about the first half you need to grieve — and three that are trying to emerge.
- Answer Rohr's three questions: (1) What container did I build? (2) What cracked it open? (3) What is trying to emerge?
- Identify one area of fluid intelligence and one of crystallized intelligence you could lean into.
- Try one small prototype (Burnett & Evans): a two-hour experiment in something that interests you.
- Spend fifteen minutes in silence asking God: "What are you trying to grow in me through this season?"
- After the Moynes video: which of the five losses — structure, identity, relationships, purpose, mastery — has been hardest?

THE CLOSING CHALLENGE — REMOVED

The source homework ended with a "Closing Challenge" heading and no text beneath it. Because the text was never written, the empty box has been removed from the Participant Guide (rev 12). Names & Numbers — reach out to one man this week — now carries the relational charge, and it is on the slide.

If you want to say a charge aloud, say this one: "Text one man from this room before Friday." It is the Names & Numbers item, not a new one.

Closing | Facilitation Posture Notes

Five postures to hold as you lead. The session is more about who you are in the room than what you say.

1. Host, not Teacher

Session 1 carries more teaching than any other session in the program. But teaching is not the dominant mode. You are hosting men into a journey. Priya Parker's distinction: "The host's job is to make people feel taken care of." Take care of them.

2. Curiosity Over Evaluation

When a man speaks, your job is not to judge what he said but to be genuinely curious about what is underneath it. If you respond to vulnerability with evaluation, vulnerability will not return.

3. Silence as a Tool

Most facilitators talk too much. When you ask a question, count to seven before refilling the room. The first three seconds are awkward; the next four are gold. The honesty lives in the seventh second.

4. The Room is Smarter Than the Slide

Thirty-seven slides is still a lot of scaffolding. If a slide is running long and the room has caught fire on its own conversation, let the room win. Slides are scaffolding, not scripture. The men's experience is the curriculum — which is precisely why the deck puts their discussion before Rohr rather than after.

5. Personal Risk First

If you want them to be honest, you go first. Self-disclosure from the facilitator is not weakness — it is the permission slip the room is waiting for. You are not the expert. You are the first participant in your own program.

Wise Men Still Seek, Knowing Their Why's

— WhyzMen

You are not leading these men. You are walking with them. The Holy Spirit leads. Your job is to be the first to take the next step — and to make the path wide enough behind you for them to follow.