



Witnessed, Blessed, and Sent

Commissioning & Send-Off

“Proclaim liberty throughout the land ... it shall be a jubilee for you.”

Leviticus 25:10

North star: he walks in carrying a Charter he has written. He walks out with it signed by two brothers, blessed by his pastor, and held with an open hand. Nothing more is asked of him this morning than to be witnessed, blessed, and sent.

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Monday, March 22, 2027 • 9:00–10:30 AM • New Community Church • Wise Men Still Seek, Knowing Their Why's

Now this is not the end. It is not even the beginning of the end. But it is, perhaps, the end of the beginning.

Winston Churchill, Mansion House, November 10, 1942

Session Overview

Purpose

Session 15 is the last Monday, and it is built so that the men are the content. Every man speaks twice: once in his triad, reading one paragraph of his letter or testament, and once in front of the whole room, just before his pastor blesses him. The teaching is short on purpose. On November 2 these men walked in carrying a container. This morning they walk out carrying a Charter, two brothers, and a blessing.

The morning has one emotional arc, and every move serves it: **look back, tell the truth, sign, set free, send**. The swan song looks back over the whole climb. The honest round tells the truth about what is still unsettled, before anything is blessed. The signing founds the Charter. The freedom slides lift every obligation off it. The commissioning sends each man out, with hands on his shoulders.

Session 14 ended with a handoff: one letter or a one-page testament with the Legacy sentence (§4.1), the printed Charter, and a 90-second statement. This morning receives all three; the §3.2 learning line is named in the room. There is no homework after today. First Fruits is an invitation, not a deadline.

Session outcomes

- Every triad has named its project's date, or told its story.
- Every man has said one word for what he now carries, set beside what the room said it had lost on November 2.
- Every open question and misgiving in the room has been spoken, written down, and thanked, without being fixed.
- Every man has read one paragraph of his letter or testament (or passed) and named one book or appendix for the next 90 days.
- Every Charter is signed by its author and witnessed by two triad brothers.
- Every man knows the Charter serves him, knows how to amend it, and has his First Fruits invitation in hand.
- Every man has spoken for 90 seconds, been blessed by name, and been sent with Numbers 6:24–26.

Timing spine • 90 minutes • post it beside the timer

Clock	Move	Min	Slides	Guide page
0:00	1 • The last check-in (plenary)	6	1–3	Our project
0:06	2 • The whole climb: the swan song; provisional → true	10	4–5	The whole climb
0:16	3 • The honest round (the Clearness Room's discipline)	10	6	What is still unsettled
0:26	4 • The seed and the shelf (triads)	16	7–8	The seed • The shelf
0:42	5 • Signed and witnessed	6	9	What the signatures mean
0:48	6 • Free, and not alone: amended, First Fruits, choose your keeper, Cohort 2, freedom	7	10–14	Tending • First Fruits • Keeper • Cohort 2
0:55	7 • Commissioning: he speaks, triad stands, pastor blesses	25	15	My 90 seconds
1:20	The Blessing: Numbers 6:24–26, then silence	10*	16	The Blessing

**The last ten minutes are the float. The Blessing itself takes two. The other eight exist because the commissioning will run long, and it should be allowed to.*

READ THIS BEFORE YOU PLAN ANYTHING ELSE

The slot is ninety minutes and every man speaks twice. That is the whole design, and it means the teaching must stay short. If you are behind at 0:26, take the time from Move 6 (the freedom slides can run in four minutes) and from the Unfinished Shelf (show it for 30 seconds, not 60). **Never cut a man's turn in the triads, the signing, or any man's commissioning.** A man who does not get blessed because the clock ran out is the one failure this morning cannot recover from.

If the room starts late, Move 1 absorbs it: one line per triad, no stories.

THE SINGLE POINT OF FAILURE

The commissioning runs on two things arranged before the morning: **the pastors**, confirmed and briefed, and **each man's Charter at a Glance**, in the pastors' hands several days ahead. A pastor who meets a man's Charter for the first time at 10:05 can only bless him in general terms, and general blessings are forgotten by lunch. Ask every man to email a photo of his Charter at a Glance, Legacy line included, by the Saturday before, and forward them to the pastors that weekend; the rest are handed in at arrival. The man whose photo has not come by Saturday is the one to call.

Before the Week

Cards and tools this session: C2 · Tending the Charter comes out with the light rhythm: the men pull it from the front-cover pocket. Before the send-off, take thirty seconds for a show of hands on the optional cards (E3, E4, E5, E6, E7, H2): which earned a place? Note the answers for Cohort 2. C2 comes back at First Fruits.

Six things must be settled before Saturday. Most of them are one phone call or one email.

What	By when	Why
Pastors confirmed. [DECIDE: which pastors.] Ask each to arrive by 8:45 and stay through 10:30.	Two weeks out	They are the commissioning. Give them the one-page brief in Appendix E.
Charter at a Glance from every man to the pastors: his mission line and True North (§2.1), two Core Values (§1.2), The Signature (§1.3), his faith in one sentence (§1.4), his Rule and triad (§3.2) and his Legacy sentence (§4.1), on one page.	Saturday before (emailed photo) or at arrival	The pastor's blessing is drawn from it. One page takes only a few minutes per man to read, so a week gives each pastor time to read every page with care and pray over it.
First Fruits date, time and place set; invitation cards printed with the date on them.	Before the cards go to print	The cards are handed out in Move 6. A card without a date is a maybe.
Cohort 2 start month and kickoff date decided; sign-up sheet made.	The week before	Announced in Move 6. The sheet goes around during the freedom slides.
The Session 1 flip chart found: the words the room said it had lost on November 2. Choose three or four to read aloud.	The week before	Move 2 sets it beside what the men now carry. If it is lost, see the note in Move 2.
The Unfinished Shelf checked: which appendices are finished by March. Mark the rest "coming" on slide 8.	The week before	Nothing on the shelf should promise a guide that does not exist.

What	By when	Why
Charters ready to sign. Each man's notebook, open to the Charter's signature page. For men who sent theirs ahead for binding: bound copies at their places.	Friday	The signing is physical. Ink on paper.

THE SATURDAY TEXT

"Monday is the last one. Bring your printed Charter, your letter or testament, your 90 seconds, and your appetite. No homework after this, ever. Reply yes, or 'need a hand.'"

The men who reply "need a hand" are usually stuck on the 90 seconds. Call them. Tell them to choose one of the three (an insight, an improvement, a rule of life) and to say it in four sentences.

Before the Men Arrive

Item	Why
Chairs in triads, facing a clear space at the front	The commissioning needs room for three men to stand together, with a pastor facing them. Mark the spot.
Pastors seated and welcomed	Seat them where they can see every man's face. Give them the order of commissioning (triad by triad) and a copy of each Charter at a Glance.
Charters at each man's place	Bound copies for the men who sent them ahead. Printed signature pages for the rest. Good pens, one per man.
Three flip-chart sheets	The Session 1 "loss words" sheet, taped beside the tree. A fresh sheet headed "What we carry." A third headed "Still unsettled," for Move 3.
First Fruits invitation cards	One per man, with the date printed. Two spares.
Cohort 2 sign-up sheet	On a clipboard, with a pen. Headed "Would you like to help?" rather than "Volunteers."
Timer, visible to you	Switches you call: 0:06, 0:16, 0:26 (then every five minutes in the triads), 0:42, 0:48, 0:55.

Item	Why
TV hookup tested	HDMI from the PC to the screen. Slide 15 stays up for the whole commissioning.
Quiet music queued	For the signing only. Instrumental. Off before Move 6.
Tissues, two boxes	One at the front, one on the side table. Do not hand them out. Just have them there.
Remote men (if any)	Open the meeting early and share the deck. He signs electronically; a triad brother signs as witness on a printed page and holds his phone up during the commissioning.
Your own answers, written out	Your one word (Move 2), one honest misgiving of your own (Move 3), and your 90 seconds (Move 7).

MORNING LANGUAGE

This cohort meets at nine in the morning. Say “this morning,” never “tonight.”

1

The last check-in

0:00 – 0:06 • 6 minutes • Slides 1–3 • Plenary

Show slide 1 as the men arrive and slide 2 for about thirty seconds. The men should see that the morning ends in blessing, not assignments. Then go straight to slide 3.

WHAT YOU SAY

On November 2 you walked in carrying a container. This morning you walk out carrying a Charter, two brothers, and a blessing. Nothing more is asked of you today than to be witnessed, blessed, and sent.

Leviticus 25:10 is the program's anchor text. Say it once, and name what it means: Jubilee is not winding down. It is release. We end where we began, with liberty.

One line per triad (slide 3)

One man from each triad, one line: the project's date, or its story if it has already happened. Hebrews 10:24 is on the slide: *"And let us consider how we may spur one another on toward love and good deeds."*

- **No evaluation.** A project that hasn't happened yet is not late; it has a date. A project that went sideways is a story, and stories count.
- **If a project has happened,** let the convener tell it in 60 seconds, then thank the triad publicly. It is the first time this brotherhood did something together instead of talking about it.
- **If a triad has no date,** say: "Pick one before First Fruits and bring the story there." Then move on.

Practice check-in (slide 3)

Then the slide's last line: one moment with last week's practice, "Say the blessing." Round the room, one moment per man, no commentary. Then hands up from the front (the slide's last line, about 20 seconds): letter or testament written? Charter printed and in hand? 90 seconds ready? A "not yet" is still signed and blessed this morning. Keep the triad lines short so all three fit in the six minutes.

WHAT YOU SAY

Tell us one moment with last week's practice: Say the blessing.

2

The whole climb

0:06 – 0:16 • 10 minutes • Slides 4–5 • The swan song

This is Dave’s moment to look back over the whole climb. Keep it personal and keep it short. The men have lived every part of this picture; the job is to let them see it, not to summarize the curriculum.

What you lost, what you carry (slide 4, about 7 minutes)

Tape the Session 1 flip chart up beside the tree. The five losses on the slide (Identity, Structure, Relationships, Mastery, Purpose) are the frame the room built in November.

WHAT YOU SAY

On November 2 we asked what retirement had surprised or shocked you with. You said words like these. [Read three or four from the flip chart.] This morning I want one word from you: not what you lost, but what you carry.

- Go around the room quickly: one word per man. Write each on the fresh sheet beside the old one, in large letters. Leave both sheets up for the rest of the morning.
- Do not comment on the words. A nod is enough. If a man gives a sentence, write the one word in it that carries the weight, and check it with him: “This one?”
- Then point at the tree: roots, trunk, fruit, tending, brotherhood. “You have done every part of this picture.”

[FILL IN BEFORE PRINTING]

Three or four words from the Session 1 flip chart. If the sheet was lost, say instead: “In November most of you named one of these five,” and point to the five losses on the slide.

Provisional → True (slide 5, about 2 minutes)

The last callback to the thread that has run since Session 2. Say it once, slowly, and do not explain it. They know it now.

WHAT YOU SAY

You came in with a provisional self: the one built from what culture supplied, what the job required, what providing demanded. It was scaffolding, and it was good scaffolding. But it was always meant to come down. What is left standing is not smaller. It is truer.

Then move straight to the honest round. No transition speech.

3

The honest round

0:16 – 0:26 • 10 minutes • Slide 6 • Plenary, the Clearness Room's discipline

Dave promised this at Session 12: before anything is blessed, the open questions and misgivings are honored out loud. This is the move most facilitators will be tempted to shorten, and it is the one that makes the blessing honest. A blessing given over unspoken doubts feels like a performance. A blessing given after the doubts have been said feels like grace.

WHAT YOU SAY

Before we bless anything, I want to hear what is still unsettled. A question you never got answered. A doubt about your Charter. Something in the program that did not land. You are the pilot cohort; what you say this morning shapes Cohort 2.

Three questions on the slide

1. What is still unsettled for you?
2. What question never got answered?
3. What didn't land, and what should Cohort 2 never be asked to do?

The rules

- **No fixing. No defending.** Facilitators write every misgiving on the "Still unsettled" sheet in the man's own words and say only, "Thank you."
- **The Clearness Room's discipline: protect the question;** do not answer it. If another man starts to answer, say gently, "Let's leave it standing."
- **If the room is quiet, wait.** Silence is allowed. Count to twenty in your head. Then Dave goes first with one honest misgiving of his own.
- **Critique of the program is a gift.** Receive it with visible thanks. Men watch how the leader handles the first criticism; that decides whether the second one comes.

THE PERMISSION SLIP (MARK 9:24)

"I do believe; help me overcome my unbelief!" That is Mark 9:24: a father who believed and doubted in the same breath. Jesus did not send him away. He healed the boy.

WATCH FOR

The man who raises a pastoral question (grief, a marriage, a son who has walked away). Write it down like the others, thank him, and find him at the end of the morning. Tell the pastor quietly before the commissioning, so the blessing can meet it without naming it.

The man who uses the round to argue theology. Write down the question, not the argument. “Thank you. That one stays on the sheet.”

4

The seed and the shelf

0:26 – 0:42 • 16 minutes • Slides 7–8 • Triads, about 5 minutes per man

This sharing was moved here from Session 14 so every man had a week with what he wrote. Each man opens with his Legacy sentence from §4.1, one sentence read aloud: “I hope ____ will carry ____.” About ten seconds, no response. Then he shares two things. Call the switches out loud at 0:31 and 0:36.

1 • The seed: one paragraph of his letter or testament (§4.1)

- He reads one paragraph aloud. Any paragraph. **Passing is allowed.**
- Listeners say only: “What I heard you value was ____.” No praise of the writing, no comment on the content.

2 • The shelf: his learning line (§3.2)

- One book or one appendix for the next 90 days, and why that one.
- **Listeners do not recommend books.** The man chose his; honor it. “Have you read ____?” is a recommendation in disguise.

THE UNFINISHED SHELF (SLIDE 8, WHILE TRIADS WORK OR FOR 60 SECONDS BEFORE)

The program ends this morning. The learning does not. Everything on this shelf is yours to take down when you are ready: the fourteen optional Charter Appendices, A through N, and the reading list behind the whole program. Nothing on it is assigned. One appendix in the first year is plenty. Then point once to the line under the shelf: The Presence Practice, the thirteen-week year-two path that card C2 and the Toolkit point to, and the Behavioral Checklist, which gives the triad a year of monthly agenda (two starting categories at the first meeting after today, then one a month, the whole list again at the one-year Charter review). Name both; do not teach them.

Book on the shelf	Appendices	Guide status for March
Know yourself deeper	A Life Lessons I Have Learned • B Expanded Range Excavation	A built (Life Lessons Harvest Worksheet); B [CHECK]
Strengthen the plan	C Expanded Domain Visions • D Complete Goals & Action Plans • E Expanded Subtractions Audit: The Knapsack	[CHECK]
Live the rhythm	F Weekly Rhythms & Habits • L My Rule of Life	[CHECK]
Your team & stewardship	G Personal Board of Directors • H Resources & Support Map • N Domains 9 & 10 in Full	[CHECK]
Leave a legacy	I Stories for Grandchildren • J Letters to Those I Love • K My Ethical Will: A Spiritual Testament • M Spiritual Autobiography & Discipleship Lineage	[CHECK]
The Reading List	148 books in 17 themes	Built (v2)

WATCH FOR

The man who wrote nothing this week. Say: “Read us a sentence from the letter you started last week, or tell us who you will write to first.” Letters have no deadline. First Fruits, and the years after, are long enough.

The triad that finishes early. Let them sit. Early silence in a triad of men who trust each other is not a problem to fix.

The man who weeps reading his paragraph. His brothers do not need your help. Stay across the room.

5

Signed and witnessed

0:42 – 0:48 • 6 minutes • Slide 9

Every man signs and dates the last page of his Charter. Then his two triad brothers sign as witnesses. Before he signs, he turns once to §3.1 and §3.2: copied in from his First Steps Card

(the Session 13 homework)? If not yet, he signs anyway, and his triad holds him to it before First Fruits. Put the quiet music on. Do not talk over the signing.

WHAT YOU SAY

At Session 1 I told you not to call this a workbook. A charter is the founding document of a new entity. This morning the entity is founded. Sign it.

Your brothers are not signing that your Charter is correct. They are signing that they watched you write it.

AN OPTIONAL LINE, IF THE ROOM IS READY FOR IT

In the worst year of Jerusalem's history, with the Babylonian army at the walls, Jeremiah bought a field. *"I signed and sealed the deed, had it witnessed, and weighed out the silver on the scales"* (Jeremiah 32:10). A signed, witnessed document was his act of hope in a future he would not see finished. So is yours.

Each man signs the signature page in his own notebook Charter. A remote man signs a printed page at home, and a triad brother signs a page in the room on his behalf as witness.

6

Free, and not alone

0:48 – 0:55 • 7 minutes • Slides 10–14

Five slides in seven minutes (deck r3 added Choose your keepers at slide 12). This is information, not an assignment. Music off. Keep the pace brisk through slides 10–13, then slow right down for slide 14, which is the hinge of the morning.

Amended, never erased (slide 10, about 1½ minutes)

WHAT YOU SAY

Your Charter is a constitution, not a contract. Constitutions are amended. When something changes, you don't tear out the page; you date the change in the margin and leave the old line visible. Ten years from now, the amendments will be a legacy document of their own.

When should you open it? When life changes: a loss, a move, a grandchild, a new diagnosis, or the day your Tuesday page starts to read like fiction. Not because you owe it.

The light rhythm on the slide (weekly triad text; First Fruits in April; at 90 days, keep, change, or drop, and "prune one, recommit one"; 6 months; each March 22) is offered, not required. It is

in the participant guide and on C2 • Tending the Charter: have each man pull it from his front-cover pocket now.

First Fruits (slide 11, about 1½ minutes)

Hand out the invitation cards now, with the date already printed, and the one-page First Fruits: Status and Testimony with them. Say: “Two questions to bring to the dinner: where am I in my Harvest Charter, and what has changed? Ten minutes at home. Unfinished is named, not late.” [FILL IN: the April date (after Easter, March 28), time and place.]

WHAT YOU SAY

In Leviticus, the first sheaf of the harvest was brought to the Lord before the rest came in. It honored what had grown without pretending the orchard was finished. That is what our dinner is.

Bring your wife. Bring a story, not a report. Your experiment and your Rule: keep, change, or drop. All three are harvest. And we will ask your wives one question: what have you noticed?

Keep the tone warm and anticipatory. This is a celebration they are invited to, not a deadline they must meet.

Choose your keepers (slide 12, about 1–2 minutes)

The last Practice of the Week, and the only thing asked of them after today. Read it: Choose your keepers — circle the one or two that became yours; tell your triad why. Name its skill and section: “It is section 6, Take Stock, in your Toolkit, and it uses all six skills — the card is the menu, the Toolkit is the kitchen.” Fourteen practices since Session 2, the break’s One call a week among them: each man circles the one or two that became his, not the best ones. Then one minute, in triads, right now: each man says which he is circling, and why. Out of time? Each man names the one person he will tell this week. No daily tracker: “Tried it this week ☐” and one moment line; First Fruits opens with one moment from each man. Rooted in Philippians 4:9: whatever you have learned or received or heard from me, or seen in me, put it into practice.

WHAT YOU SAY

Circle the one or two that became yours. Tell your triad why.

One minute now, in your triads. Tried it this week? Bring one moment to First Fruits.

Cohort 2 is coming (slide 13, about 1 minute)

Send the sign-up sheet around as you speak. [FILL IN: Cohort 2 start month and kickoff date.]

WHAT YOU SAY

WhyzMen will run again, beginning [month]. The men in that room will walk in where you walked in last November: uncertain, a little defended, wondering if this is for them. Nothing will persuade them like one of you standing up at their first session and telling the truth about what happened to you here.

If you'd be willing to give a three-minute testimony at their kickoff, or to welcome them in other ways, put your name on the sheet going around. No one is expected to. Everyone is welcome to.

Psalm 145:4: "One generation commends your works to another." Cohort 1 is now an elder generation.

You are free (slide 14, about 2 minutes)

The hinge of the morning. Slow down. This is what the men should feel walking out.

WHAT YOU SAY

Hear this clearly. You do not owe this program anything. You do not owe your Charter anything. The Charter serves you; you do not serve it. The projects, the mission line, the Rule: they are offered to you, not required of you.

Jubilee was never a new set of obligations. It was release. Debts forgiven, land returned, slaves set free, and a whole year of rest. That is the second half God is offering you.

And you are not alone. You have two brothers who signed your Charter, a cohort who knows your story, and a Lord whose yoke is easy.

Pause. Then move to the commissioning without announcements.

7

Stand, speak, be blessed

0:55 – 1:20 • 25 minutes • Slide 15 • Commissioning

About 2½ minutes per man for about nine men. Keep a gentle clock and never a visible one. Go triad by triad, so that the two men standing beside each man are also waiting their own turn.

Step	Who	What happens	Time
1 • He speaks	The man	He stands. He chooses one : an insight he drew from the program, an improvement in his life, or one rule of life he is now living. He may add his mission line.	90 sec
2 • His triad stands	His two witnesses	They stand beside him, a hand on each shoulder: the men who signed his Charter.	through out
3 • The pastor blesses	Pastor	A word over him and his Charter, drawn from his Charter at a Glance. Blessing, not evaluation : what the pastor sees God doing in him, and a prayer for it.	45 sec
4 • Amen	The room	Everyone says together: "Amen." He sits; the next man stands.	5 sec

THE ENDING THEY WILL REMEMBER

This morning is the ending these men will remember all the weeks by. Don't rush the blessing.

OPENING THE COMMISSIONING (30 SECONDS)

So after they had fasted and prayed, they placed their hands on them and sent them off. That is Acts 13:3. The church at Antioch did not send Paul and Barnabas with a checklist. They sent them with hands on their shoulders. That is what we are going to do.

- **Facilitators go too.** Dave goes last, if he is blessed as the first graduate of his own program.
- **If a man freezes**, his triad brother may say, quietly, "Tell them the one you told us." Then wait.
- **If a man runs long**, let him. Take the time from the float, not from the next man.
- **If a man speaks of something tender**, the pastor's blessing meets it, and the room holds it. Do not follow up from the front.

[DECIDE] WHO BLESSES, AND THE FALLBACK

Which pastors; whether each blesses every man individually, or they divide the cohort between them.

Fallback if the clock runs short (decide the trigger now: if fewer than four men remain at 1:18): the triad brothers speak the blessing over each remaining man, and the pastors pray once over the whole cohort at the end. No man goes unblessed.



The Blessing

1:20 – 1:30 • Slide 16 • The last words of the program

Everyone stands. Triads keep a hand on each other's shoulders. The pastor (or Dave) speaks Numbers 6:24–26 over the whole cohort, slowly. Then silence for a breath. This is the Monday of Holy Week, with Easter six days away: these men are sent into the week of the cross and the empty tomb, and the blessing can say so.

The LORD bless you and keep you; the LORD make his face shine on you and be gracious to you; the LORD turn his face toward you and give you peace.

Numbers 6:24–26

Then the slide's closing line, the last particularity callback of the program, and the sending:

WHAT YOU SAY

Go be present to this life, these people, this Tuesday.

Go in peace. You are sent, and you are sent together. We will see you at First Fruits.

OPTIONAL CLOSING TAG • YOUR CALL

“Go be present to this life, these people, this Tuesday ... and now and then, mark the moment.” It joins the program's two halves: notice the ordinary Tuesday, and now and then mark a moment that matters, the way this morning does. It is not on the slide. Use it only if it comes naturally.

NO ANNOUNCEMENTS AFTER THIS SLIDE

Everything practical was said before the commissioning. Let the last word be the blessing. If something must be said (a lost set of keys, the coffee pot), say it to individuals at the door.

The Facilitator's Kitchen

Frameworks below the waterline: not for the room.

Why this session ends in freedom, not assignment

Most programs end by handing out a plan. This one ends by lifting the plan off the men's shoulders, and that is deliberate. Leviticus 25 describes Jubilee as release on every front: debts forgiven, land returned to the family that lost it, slaves set free, and the fields left to rest. It was announced with a ram's horn on the Day of Atonement (Leviticus 25:9), so forgiveness came first and freedom followed. A Charter held as an obligation becomes one more social expectation to perform for. A Charter held as a gift becomes a trellis. Galatians 5:1 and Matthew 11:30 put the point beyond argument.

One fact worth having in your pocket: the Liberty Bell in Philadelphia carries Leviticus 25:10 around its crown ("Proclaim LIBERTY Throughout all the Land unto all the Inhabitants thereof"). It was cast in 1752, cracked on its first test ring, and has been cracked ever since. It still proclaims liberty. So will these men.

Why the ending matters: peak-end, and marking the moment

People remember an experience mostly by its most intense moment and by how it ends, not by its average. This is Daniel Kahneman's peak-end rule. Chip and Dan Heath build *The Power of Moments* (2017) on it: a few moments, made on purpose, carry the memory of everything around them. This morning is that ending for fifteen Mondays. That is why the note at Move 7 says don't rush the blessing, and why the float exists to protect the commissioning. The program has taught the ordinary Tuesday for fifteen weeks (Burnett and Evans: the ultimate is met in the particular). This morning is its one deliberate peak. Combine, don't contrast: notice the moment, and now and then mark it. That tension, and these names, stay below the waterline, off the screen and out of the Participant Guide.

The swan song

The phrase comes from an old Greek belief that swans, silent all their lives, sing once before they die. In Plato's *Phaedo*, Socrates, on his last day, corrects his friends: the swans are not singing from grief, he says, but from joy, because they are going to the god they serve. That is the tone of Move 2. It is not a farewell. It is a man looking back over a climb with joy because he can see where it led.

The honest round and the Clearness Room's discipline

The Quaker Clearness Committee, which Parker Palmer describes in *A Hidden Wholeness*, asks the people around a man to do one hard thing: hold his question without trying to answer it.

No fixing, saving, advising, or setting straight. The men practiced a version of this in the listening work of Session 10. In Move 3 the discipline serves a second purpose: it lets the pilot cohort critique the program without anyone defending it, which is the only way the critique will be honest. Every misgiving on that sheet is design data for Cohort 2.

Why the triad signs, not the facilitator

In Scripture, founding documents are witnessed by peers, not approved by superiors. When Boaz redeemed Ruth's land, the elders at the gate said, "We are witnesses" (Ruth 4:11). Jeremiah's deed to the field at Anathoth was signed, sealed and witnessed before the whole courtyard (Jeremiah 32:10–12). The witnesses do not certify that the document is correct. They certify that it was made, and they become part of its keeping. That is exactly what the triad brothers are doing, and it quietly makes them the Charter's first keepers after the program ends.

The shape of a blessing

Gary Smalley and John Trent's *The Blessing* (1986) found five elements in the patriarchal blessings of Genesis, most clearly Jacob's blessing of Ephraim and Manasseh in Genesis 48. The commissioning is built to contain all five:

Element	Where it happens this morning
Meaningful touch	His triad brothers' hands on his shoulders (Acts 13:3)
A spoken message	The pastor speaks out loud, to him, by name
Attaching high value	What the pastor sees God doing in him, drawn from his own Charter
Picturing a special future	A prayer for what is growing, not a verdict on what is finished
An active commitment	Two brothers who signed; a triad that meets; First Fruits in April

The oldest words in the room

In 1979, archaeologist Gabriel Barkay excavated two tiny rolled silver amulets from a burial cave at Ketef Hinnom, just outside Jerusalem's Old City. When they were finally unrolled, they held the priestly blessing of Numbers 6:24–26. They date to around 600 BC, which makes them the oldest known surviving text of any passage of Scripture. For twenty-six centuries, people have wanted these exact words close to them. The men will hear them last this morning.

Where the pastor's blessing comes from

The Charter already contains a **Pastoral Review & Blessing** page. The reviewer reads for three things only: **Ground** (is his identity resting on something other than performance?), **Rhythm** (is there a sustainable pattern of life with God?), and **Open hand** (does he hold his plans loosely?). The Charter at a Glance is one page drawn from §2.1, §1.2, §1.3, §1.4, §3.2 and §4.1: the least a pastor needs to answer those three. [DECIDE: whether the pastor signs the Pastoral Review page at the commissioning, or afterwards.]

Sourcing notes

- Scripture: NIV throughout, in the deck and in both guides.
- Smalley & Trent, *The Blessing* (1986; rev. 2004). Palmer, *A Hidden Wholeness* (2004), on clearness committees. Plato, *Phaedo* 84e–85b, on the swans.
- Ketef Hinnom: Barkay's excavation, 1979; the blessing text was deciphered and published in the 1980s and re-imaged in 2004.
- The constitution metaphor and the tending rhythm are from the Sessions 14–15 Planning Note r1, §6.

The Watch-Points

When	Who	What it means
The whole climb	The man whose one word is heavy (“tired,” “alone,” “widower”)	Honest, and welcome. Write it the same size as the others. Tell his pastor before the commissioning.
The honest round	The man who says nothing and looks unsettled	Not every doubt is said in a group. Find him at the door. Call him within 48 hours.
The honest round	The man with a sharp critique of the program	A gift. Thank him with warmth. Ask him afterwards if he will help shape Cohort 2.
The seed	The man who wrote nothing this week	Usually busyness, sometimes grief. Offer the alternate: one sentence, or who he will write to first. No follow-up this week.
Signing	The man who hesitates to sign	Often perfectionism: “It isn’t finished.” Say: “It never will be. That’s why it has margins.”
Commissioning	The man who freezes at the front	His brother says, “Tell them the one you told us.” Wait. Silence at the front is holy, not awkward.
Commissioning	The man who is absent	He is blessed anyway: his triad stands, and the pastor blesses him by name in his absence. Send him the words that afternoon.

Post-Session: Same Day and This Week

- **Before evening:** text the cohort once, from your own number. One sentence.
- **Within 48 hours:** type up the “Still unsettled” sheet word for word. It is the first page of the Cohort 2 design file.
- **Within 48 hours:** call any watch-point man, and any man who was absent.
- **This week:** thank each pastor in writing, with one specific thing you saw his blessing do.

- **This week:** send the Cohort 2 sign-up names a personal thank-you. Do not assign anything yet.
- **This week:** email the First Fruits details to every man and his wife, with the date in the subject line.
- **Photograph the two flip-chart sheets** (what we lost, what we carry). They belong at First Fruits and at Cohort 2's Session 1.

Appendix A • Scripture

Reference	How it is used
Leviticus 25:10	Anchor text of the program; slide 1. Jubilee as release, not winding down.
Hebrews 10:24	Move 1. NIV: “And let us consider how we may spur one another on toward love and good deeds.”
Mark 9:24	Move 3. The permission slip: belief and unbelief in one breath.
Jeremiah 32:10	Move 5, optional. A signed, witnessed deed as an act of hope.
Ruth 4:11	Kitchen. Peers as witnesses: “We are witnesses.”
Leviticus 23:10	Move 6. First Fruits: the first sheaf, before the rest comes in.
Psalms 145:4	Move 6. One generation commends your works to another: Cohort 2.
Galatians 5:1 • Matthew 11:30	Move 6, the hinge. Freedom; the easy yoke.
Acts 13:3	Move 7. Hands laid on, and sent.
Numbers 6:24–26	The Blessing. The last words of the program.

Appendix B • If You Are Running Late

Cut in this order. Never reverse it.

Cut	Saves	What it costs
Move 1: one line per triad, no stories	2–3 min	Little. The stories come back at First Fruits.
Move 6: slides 10–13 at a brisk pace; the Cohort 2 sheet goes around during the commissioning instead	3 min	Little. Everything is in the participant guide.
Unfinished Shelf shown for 30 seconds	30 sec	Almost nothing.
Provisional → True: say the one line, skip the explanation	1 min	Little. They know it.

Cut	Saves	What it costs
Honest round: 10 → 7 minutes	3 min	A real loss. Only if 8+ minutes behind at 0:16.

NEVER CUT

A man's turn in the triads, the signing, slide 14 (You are free), or any man's commissioning. If the clock is lost, use the fallback in Move 7: brothers bless, pastors pray over all. No man leaves unblessed.

Appendix C • Recovery Prompts

If the honest round stays silent

- Dave goes first, with one real misgiving of his own. Real means it cost him something to say.
- "What would you tell a friend who asked you whether to sign up for Cohort 2, if you had to tell him one thing to watch out for?"
- "Which week did you almost not come back? What happened that week?"

If a man cannot find his 90 seconds

- "What do you do now that you didn't do in November?" (an improvement)
- "What's one sentence from your Charter you'd want your grandson to read?" (an insight)
- "What's one practice from your Rule you actually kept last week?" (a rule of life)

If a pastor is lost for words

- Offer the shape in Appendix E: "[Name], I see God ____ in you. May the Lord _____. Go, and _____."
- Or read the man's own mission line back to him, and pray it over him.

Appendix D • What Is Signed This Morning

Men will ask, “Is my Charter finished?” The honest answer is: *the Core is complete, and the rest has margins*. Use this table to say what the signature covers.

Part	The Core at signing	Where it goes next
Part One • Foundation	§1.0 Threshold • §1.1 Story • §1.2 Compass • §1.3 Strengths & Gifts • §1.4 Faith Foundation	Appendices A, B, M for any man who wants more
Part Two • Vision	§2.0 My Next Chapter • §2.1 mission line & True North • §2.2 A Tuesday in 2031	Appendices C and N; reread the Tuesday page at 6 months
Part Three • Action	§3.1 My First Steps • §3.2 My Rule & My Triad, with the learning line	Appendices D, E, F, G, H and L; the 90-day keep, change or drop
Part Four • Legacy	§4.1 one letter or a one-page testament, with the Legacy sentence	Appendices I, J, K; no deadline
Pastoral Review & Blessing	Charter at a Glance reviewed by the pastor	Pastor writes his blessing in the box at the foot of the Charter at a Glance [DECIDE: at S15 or after]

Section numbers follow Charter v12 and deck r7.

Appendix E • A One-Page Brief for the Pastors

Hand or email this to each pastor with each man's one-page Charter at a Glance.

WHYZMEN • SESSION 15 • MONDAY, MARCH 22, 2027 • 9:00 AM

What we are asking. Arrive by 8:45 and stay through 10:30. At about 9:55 each man will stand, with his two triad brothers' hands on his shoulders, and speak for 90 seconds. Then we ask you to bless him, by name, for about 45 seconds. The room will answer "Amen."

What you have. One page from each man's Harvest Charter, his Charter at a Glance: his mission line and True North (§2.1), two Core Values (§1.2), The Signature (§1.3), his faith in one sentence (§1.4), his Rule and triad (§3.2) and his Legacy sentence (§4.1). Read for three things only: **Ground, Rhythm, Open hand.**

Blessing, not evaluation. You are not grading the Charter. You are naming what you see God doing in him, and praying for it. Specific beats general: one phrase from his own pages, said back to him, will be remembered for years.

A shape, if it helps: "[Name], I see God ____ in you [from his pages]. May the Lord ____ [a picture of what is growing]. Go, and ____ [a sending word]."

If time runs short, we will ask the triad brothers to bless the remaining men, and ask you to pray once over the whole cohort. Then, to close, Numbers 6:24–26 over everyone.

Appendix F • Materials Checklist

Item	Count	✓
Bound Charters (sent ahead) / printed signature pages	One per man	
Good pens	One per man, plus 4	
Charter at a Glance sets for each pastor	One per man, per pastor	
Pastor brief (Appendix E)	One per pastor	
Session 1 flip chart + two fresh sheets + markers	3 sheets	
First Fruits invitation cards, date printed	One per man, plus 2	
Cohort 2 sign-up sheet on a clipboard	1	
Participant Guides, printed and hole-punched	As needed	

Item	Count	✓
Cards: C2 • Tending the Charter, in the pocket; five spares	One per man	
Timer • HDMI cable • quiet music • tissues	—	

WhyzMen • Rewire Retirement • Session 15 Facilitator Guide r13 • Confidential

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