



# Light for Organizations

*Guidance for the Spiritual Life of Organizations*

The **Light for Organizations** ministry is offering *spiritual accompaniment* for businesses and nonprofit organizations.

**Mission:** To provide support for leaders who are cultivating their organization's spiritual life

**Description:** **Organizational spiritual accompaniment** helps leaders listen to the voice of the Divine as they work to achieve their goals. This service is designed for leaders who are committed to aligning their organization with God's purposes, presence and power. Rhonda primarily acts as a spiritual listener but can also act as coach and consultant. While engaged in this work, she orients around a proprietary framework of avenues and elements.

## The Light for Organizations Framework

Encourage Faithfulness	Build Capacity for Spirit
<ul style="list-style-type: none"><li>• Discern organizational vocation</li><li>• Align core purposes &amp; strategy with vocation</li><li>• Orient culture &amp; leadership around vocation</li></ul>	<ul style="list-style-type: none"><li>• Encourage engagement</li><li>• Enliven compassion</li><li>• Foster collaboration &amp; inclusion</li></ul>
Amplify Spirit	Reduce Obstacles to Spirit
<ul style="list-style-type: none"><li>• Affirm spiritual awareness practices</li><li>• Adopt spiritual discernment practices</li><li>• Embrace spiritual decision making</li></ul>	<ul style="list-style-type: none"><li>• Facilitate constructive conflict</li><li>• Encourage fairness, forgiveness &amp; reconciliation</li><li>• Mark times of change, grief &amp; celebration</li></ul>

**Benefits:** Spiritual accompaniment opens an organization to the guidance and blessings of the Holy Spirit while improving organizational effectiveness. Research demonstrates that workplace spirituality has a positive affect on individual, group, and organizational outcomes.



**Rhonda Pfaltzgraff-Carlson, PhD** is the founder of the *Light for Organizations* ministry.

*Light for Organizations* serves leaders of faith-based and secular organizations in the Greater Cincinnati area. Its purpose is to support leaders and leadership teams who desire to more fully align their organizations with God's purposes, presence and power.

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For more information, visit <https://lightfororganizations.org>.