



## Light for Organizations

*Guidance for the Spiritual Life of Organizations*

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

**Mission:** To help organizations find a way forward that is consistent with God's purposes

**Description:** **Organizational spiritual discernment** helps leaders, leadership teams, and groups gain insight and direction from God. It is a process that depends on individuals' openness to spiritual transformation and familiarity with personal spiritual discernment. For groups and teams, it also entails the development of spiritual community and the ability to witness Spirit's guidance through others. Once the individual and communal elements are in place, the group learns spiritual decision making processes and practices employing them.

Ideally, leaders start the process of incorporating spiritual discernment into organizational life before a significant conflict, change, or crisis occurs. Leaders can introduce it slowly by working practices into regular times of decision making. Leaders can also introduce it by offering a yearlong book discussion group that guides a group or team into it together.

**Benefits:** Spiritual discernment helps leaders find spirit-led solutions to organizational issues during times of transition, conflict, or crisis. It also helps organizations develop more fruitful ways of being, making decisions, and taking action on an ongoing basis.

Spiritual discernment reduces the strain and stress that comes with leadership, because it demonstrates that God, rather than human ability alone, can be relied upon for decision making. In addition, the process develops community and improves collaboration. Above all, it allows for a sense of rest amidst the complexity of seemingly intractable challenges.



**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>.