

Vision

***Clear picture of the future that is inspired by God
and that empowers people***

Characteristics of Vision

Focuses on the future

Evokes images and pictures

Connotes a standard of excellence

Catches a glimpse of reality from God's perspective

Seeks God's specific and unique purpose for us

Outlasts the leader by empowering God's people

5 Tests of A Godly Vision

A Godly Vision is right for the times, right for the Church, and right for the people

Promotes faith rather than fear; challenges people to try the impossible

Motivates people to action

Requires risk-taking

Glorifies God, not people

The Power of Vision

Joel Barker

"A positive, detailed and compelling vision of your future provides purpose and direction to the present. Great accomplishments are always preceded by great vision."

Joel Barker

The power of a positive vision of the future can give meaning to an individual's life and to the life of an organization. The *vision community* is what empowers us.

Key Ingredients of a Successful Vision

- Developed by leaders, listening to people
- Shared with and supported by the *vision community*
- Comprehensive and detailed
- Positive and inspiring

"Vision without action is merely a dream. Action without vision just passes the time. Vision with action can change the world." *Joel Barker*

Transitional Sized Church Retreat at Cathedral Ridge, Woodland Park, CO.
January 7-9, 2011

There were four Churches invited to this retreat – Holy Comforter, Broomfield; St. Gabriel's, Cherry Hills Village; St. Timothy's, Centennial; and St. Aidan's, Boulder. The facilitators were: The Rev. Lou Blanchard, The Rev. Harry Brunett, and The Rev. John Wengrovius

Clean up Our Internal Issues – learn to confront conflict and deal with it.
Too Scattered – need Adult formation – Lou Blanchard willing to come and work with us.
Look at our Vision statement – too broad – immeasurable, our Mission statement more like a vision statement
Internal Culture – giving, living with a 1950's mentality
Plan on Growth – build it and they will come
Better equipped/decorated classrooms for children
Intentional Planning – more follow through with newcomers
Job descriptions for all volunteers and staff

The Rectors in attendance had all met the 5 year mark in their current congregations. After 7 years we see each others faults more clearly

80% of Episcopal Churches are Single Cell Churches – either Family or Pastoral
Pastoral Churches are disappearing rapidly. Usually their budgets are too small, and they cannot support a Priest, salary and benefits, and operation expenses. Pledges have not gone up relative to cost. Within 10 years half of our Churches will be closed.

The number of 150 in a Pastoral Church arrived at by an intuitive sense. In this size group we can get to know each individual personally.

Beyond 150 we have to augment with intentional planning. Nurture groups and leaders. This is the first time there are six generations alive at the same time. This is the only time in history and all with different needs.

Annual Meeting Planning. What is God calling us to this Year? How can individuals participate – not necessary to discuss the budget in detail. That should be at another time. After prayer and discussion with Vestry and leaders present the plan for the coming year. This plan is based on the Vision Statement, that "This is the way that God is leading us this year." This is not my vision, or the Rectors vision – but God's vision for us.
What does it mean to be a disciple?
How do we meet different needs – different culture
Some formation work can be done -- adult formation
Raise expectations of your congregation
Start with Newcomers – Have membership requirements – new standards
9% turnover annually – so have to add 10% to maintain membership

Honor those already there, care for them and love them
For newcomers – have little groups – 3 sessions after Church on Baptismal Covenants

Newcomers One very important point. The first visit by a newcomer – they need to be introduced to SEVEN parishioners

What are newcomers looking for – Relationships – new friends, values, to be a worthwhile member of a worthwhile organization.

In the first six months they ask – Is this a place where I can make friends? Where I can offer what I have to bring?

Second Six months – Do these friends have integrity?

Is what I am doing making a difference?

It is a year long incorporation process – How can one get involved – How can we meet people – How can one live out the vision, - connect with age groups

Calvary Golden takes a loaf of homemade bread the week after a new family has visited
Second visit to the Church it is important to follow up and offer programs

Predictable problems – chronic anxiety

Positive Anxiety is good – monitor anxiety level and pace the change – Rector's are under stress and need our support.

Adaptive Change – deal with basic issues on going, relational aspect. Rectors need to be behind the Transitional period. Define reality. What is not working?

Plan the timing of major purchasers. Fundraising to meet the needs

There is a need for pastoral care of a particular section of the congregation. Remind groups in the congregation that they are still valued and cared for. Like the Silver Stars luncheons that we have had.

Different theological perspectives on staff

Additional hire of staff needs to be strategic, for specific needs.

One of our common areas for concern is the thought that we have to please everyone – Where did that come from? We don't want to hurt people's feelings.

Suggested Reading:

“The Myth of the 200 Barrier” by Kevin Martin

“Raising the Roof” by Alice Mann

“Healthy Congregations” or “How Your Church Family Works” by Pete Steinke