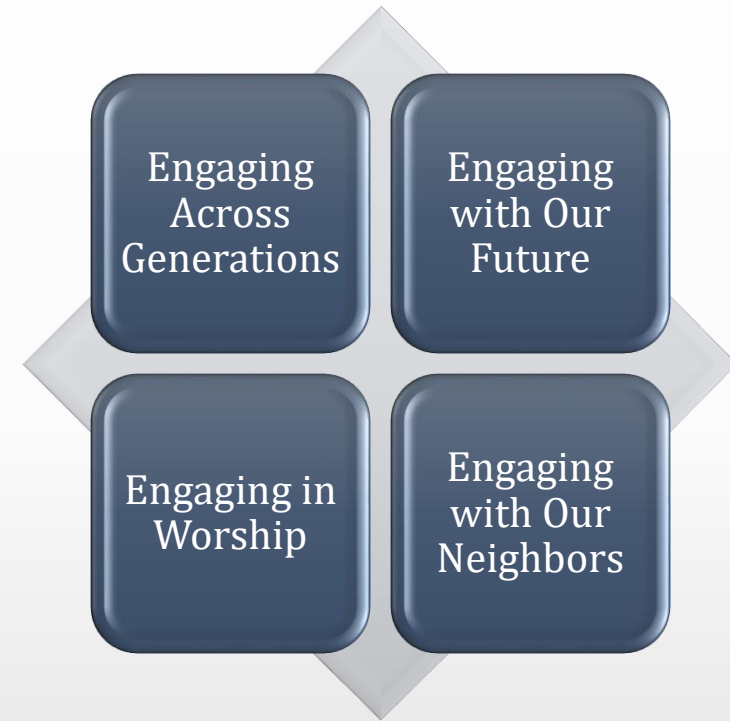


# Small Parish Forum 2017

## Engaging Our Parish's Future



# The Parish Planning Workshop!





Mission

Vision

Values

# What is a MISSION STATEMENT

- “If you don’t know where you’re going, any road will take you there.” —George Harrison
- mission statement is your opportunity to define your parish goals, ethics, culture, and norms for decision-making.
- its reason for existing; a written declaration of a parishes core purpose and focus that normally remains unchanged over time.
- Answers question what do we do? What make us different?

# Mission Statement QUESTIONS

- Ask:
- Why do we exist?
- How do we understand ourselves?
- What does God want us to do?
- Who do we serve?

# How to use your mission statement

Share it with members of parish.

Post it around the Church.

Display it at meetings.

Distribute it to members.

Print it on your letterhead, weekly/monthly bulletins.

# Develop a mission statement

- You are a parish located in a suburb of a large city. Currently membership is 70 with an average attendance of 55. The parish has been in existence for 20 years and has seen a loss of members who have moved, and or died. You have a community college approximately 4 miles away from your parish.
- There have been a number of new housing developments that have been built in the past 7 years.
- The women's guild has traditionally held a flea market/bake sale once a year but has not done so for the past two years.
- Your current priest has been assigned to the parish 4 years ago.

# What is a VISION?

- Address future.
- Inspirational and Motivational.
- How do you effect change?
- What do we aim to be?

Vision a sensible and appealing picture of the future

- Imaginable
- Desirable
- Feasible
- Focused
- Flexible
- Communicable (< 5 Min)

# Vision Questions?

- What does the Lord want us to be?
- Where does he want us to go?
- Where are we now in reference to the call of Christ?
- Where are we going?
- Who do we want to serve?

# Develop a Vision Statement

- Use your mission statement and develop a vision statement that will take you to the next level.

# VALUES

- **ARE CHERISHED PRINCIPLES THAT DIRECT EFFORTS TO REALIZE THE VISION AND PROTECT FROM STRAYING FROM THE RIGHT PATH**
- "consistent, passionate, scriptural, distinctive convictions that determine our priorities, influence our decisions, drive our ministry and are demonstrated by our behavior."

# VALUES

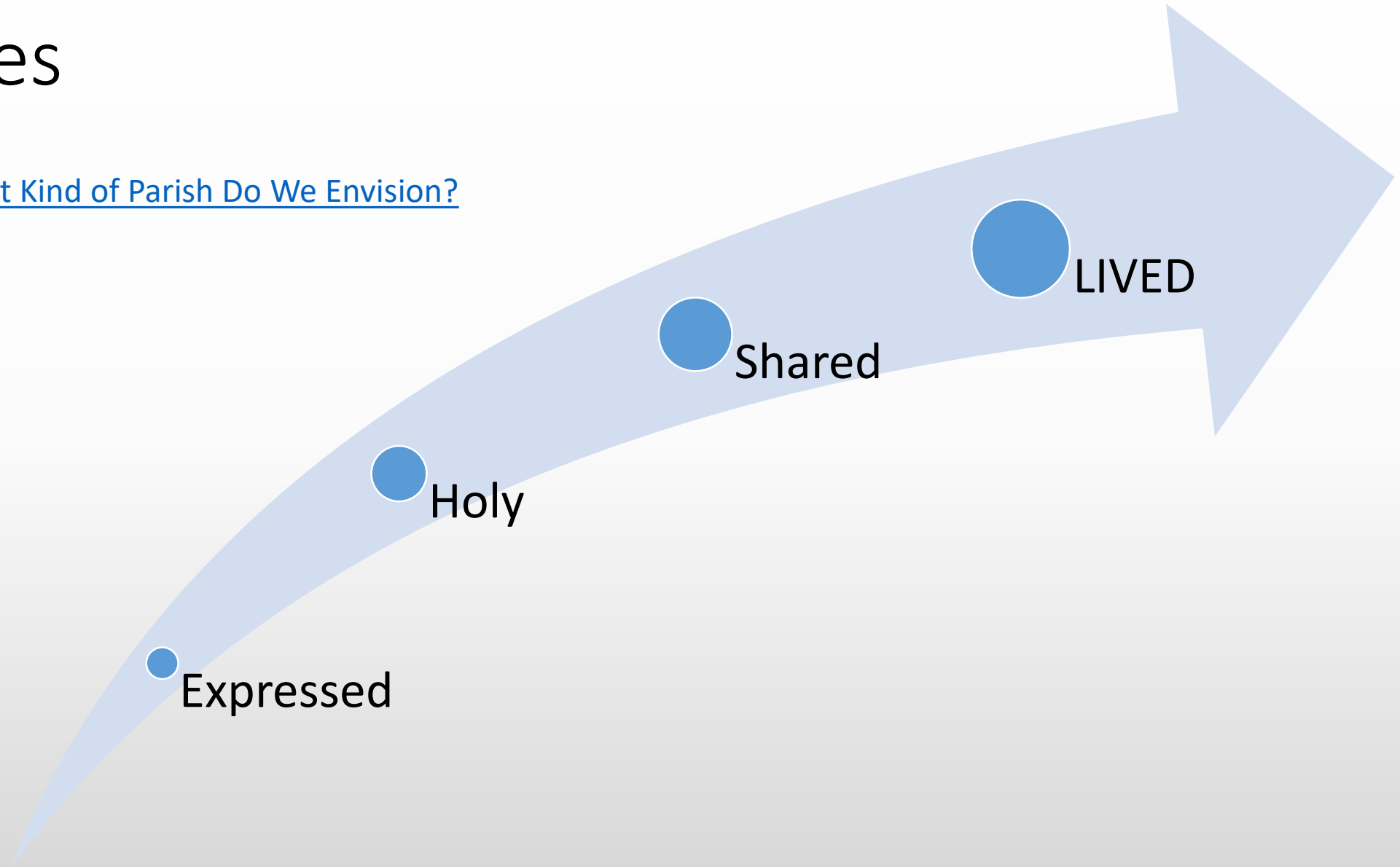
- What are the values that you hold as a community?
- Are they rooted in the Gospel? Church Teachings?
- Do they build up the community?
- Can visitors see them in action?
- Where and when do you talk about them?
- Are they shared with all or just the Parish Council?
- How are they reflected in activities of the parish? (Worship, Education, Outreach)

# SELF-EVALUATION

- The process of developing a mission statement, vision and to understand your values takes deep self reflection.
- You need to do this in an open, honest and risk aversion environment.
- It requires trust
- Truth in love
- Requires full parish participation
- Prayer and fasting

# Values

See article [What Kind of Parish Do We Envision?](#)



# Questions for Discovering Parish Values

- To what are we committed? As persons/individuals? As a parish?
- What is God calling me/us to do here? In this place at this time?
- Is Mastering the Gospel, knowing God, and bringing others to him a priority of our parish?
- What are things like when they are at their best here?
  - How do we evaluate that? What criteria do we use?
- How do we spend our time in this parish? (review your past parish calendars –add up time by category)
- What behaviors, methods, procedures, policies would be exhibited by an Orthodox Church that has stated \_\_\_\_ as a core value?
- What are we "against"? What behaviors would you/we simply not tolerate in this parish?
- What ideas have we rejected in the past? Why...
- Consider two decisions that your parish has made recently.
  - What was the basis of those decisions? What does that action reveal about our values
- What is the purpose/ mission of our parish? (Who are we? What do we do? Why do we do it? Who do we do it for?)
  - Given that purpose what should such a parish community value?
- What values are expressed by today's (any day's) epistle and gospel?

# Vision Toolbox

- Force Field
  - Create a list of driving forces – what is driving us, as a parish, to a new life in Christ?
- Newspaper Article
  - Your local newspaper (remember those?) is offering a series of profiles of local churches. Write a hypothetical newspaper article about how you would like your parish to be in x (3, 5,10) years.
- Sabbatical Scenario
  - You are going to move away for 3 years then return on an extended ‘sabbatical’. Describe how you would like your parish to look/feel/be like in 3 years.
- Stop/Start/Continue
  - Make a list of practices or behaviors you would like your parish to stop doing, start doing and continue doing.
  - [See article here](#)

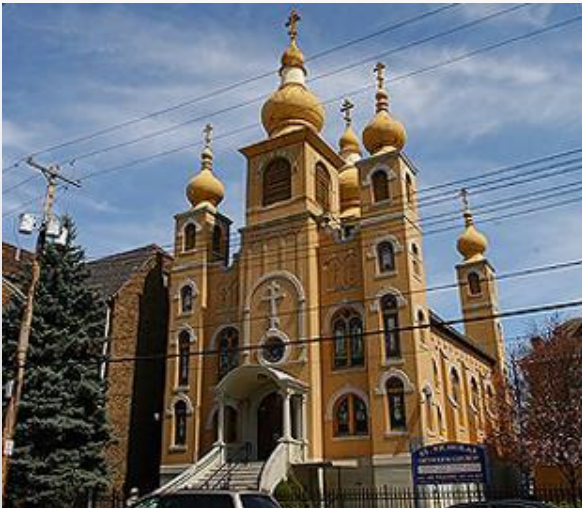
# Additional Materials

# Mission – St Nicholas Church McKee's Rocks PA

18

- Our Mission

- Serve God by worshipping Him & serving others
- Deepen our knowledge of Jesus Christ, to renew His Image in us,
- and to grow into His Likeness by the Grace of the Holy Spirit.



- Our Vision

St. Nicholas Church will strive to glorify God through Orthodox Christian worship, sincere love and care for one another, and service to those in need around us.

- Who We Are

St. Nicholas Church is a vibrant community of Orthodox Christians...  
...from a diversity of backgrounds  
...who embrace the historic, pre-denominational Orthodox Christian faith.

Our parish is recognized as a center of education and evangelism in the greater Pittsburgh area.

# Good Questions for Vision Discussions

- What is the purpose of this parish?
- Who “owns” this parish? Who do we need to satisfy?
- What are the top 1-2 Key challenges facing our parish?
- What is the best quality/attribute of our parish? Are we building on it?
- What is the limiting factor your parish faces?
  - Possibilities: Money? People committed to parish life? Sense of duty/responsibility? Passivity? People committed to Jesus Christ? Travel distance/geography? Demographics - Population in our town/area? Economy? Organization? A sense of purpose? understanding the unchurched and how to reach them? Parking? Facilities? Creativity/Imagination?
- How long do we want our parish to live?
  - Facing facts – how long do we appear to have without important change?
- Do we want our parish to grow? *Why?*
- What do we value in this parish? *Individually? Collectively? Do our behaviors reflect these values?*
- Do we need to change? *In what ways? Can we change? Can we conceive of our parish in new ways?*
- What changes in practices has our parish made recently? *Why? How? Effective? Ineffective? Why?*
- What changes in *your personal behavior* toward the parish are you unwilling to make?
- Are we *truly* open and welcoming to *anyone* in our parish? *In what ways “yes”? In what ways “no”.*
- What would our parish do with an additional \$20K/year?
  - Do we have a big enough vision to attract large donations?
- Do we have a big enough vision to attract large donations?
- How does our personal financial status compare with those people who built or founded our parish? *Who is/was more affluent? What sacrifices did they make? What sacrifices do we make?*

# Two Alternate Sets of Parish Visions

## *But in the Same Parish!*

The following is an attempt to summarize competing viewpoints in one parish based on survey opinions and numerical scores. Most respondents do not fall neatly into one column. They may not hold *all* the views from that column. It is possible that no single person aligns perfectly with one column or the other. However, it seems that most people are more comfortable in one column or the other.

Vision A	Vision B
"Holy place"	"Social club"
Orthodox first	Emphasize ethnic qualities/culture/events
Ministry	Fundraising
Try new things; broaden charitable effort	Keep doing what we've been doing
Inward & Outward -- Serve others; reach out to others; help people find us	Inward -- Primarily serve ourselves; If they want us they'll find us
Offer talent in new areas; support church via financial donations	Offer time; hard work
Priest is our pastor, leader	Priest is an employee; the problem
<b>WE</b> need to look in mirror	<b>WE</b> are basically fine

# Leadership

- Providing purpose, direction and motivation to accomplish the mission and improve the organization.

# With What Are Leaders Entrusted?

- Parish's Life -- Today
  - Entrusted from preceding generation
  - To live out and proclaim the Kingdom of God
- The Gospel
  - Conveys purposes, mission, values, and principles, which
  - Guides us to walk-the-talk of proclamation
- Spiritual Gifts of Parishioners
  - Given for the fulfillment of ministry and mission in the world
- Aspiration of a legacy: healthy, vital, and stronger parish
  - And one day entrusted in turn to next generation

# Holy Trinity Church Willimantic CT

## Annual Parish Survey:

### Mission.Mercy.Ministry

Mission: To embrace the church's history and tradition while actively engaged in spreading the gospel of Jesus Christ.

Mercy: To support our mission by extending our church's hands and hearts to those in-need, both in the local community and beyond.

Ministry: To further our mission by establishing and maintaining educational programs and activities designed to build our spiritual lives; as well as the preservation and beautification of our temple.

❖ **Mission.Mercy.Ministry.** - Established Vision 2012 (then Vision 2013, 2014, now Vision 2015). NO REASON TO CHANGE.

❖ Everything done at HTOC fits into one of these three pillars. Allows for measureable results.

❖ Simple 10 question survey allows each parishioner to have input into community building. Results shared at Annual Parish Mtg. The survey provides the priest with an idea of how and what the community is thinking and asking for.



# Miscellaneous Leadership Items

- Stages
  - Denial, resistance, exploration, commitment
  - Unfreezing changing refreezing (integrating new point of view)
  - Unfreeze, stir, reformulate, focus refreeze (around specific area) stir repeat
- Gap: as is; could be/needs to be
- Where does trust breakdown in our parish?
- Schein -- anxiety –don't know what to do
  - Paradoxically anxiety prevents learning (change) but anxiety is necessary to start learning as well
  - For change to happen people have to feel psychologically safe; need to see a manageable path forward; that change will not jeopardize their current sense of identity or wholeness
- Kotter – sources of complacency
  - Happy talk
  - Absence of major visible crisis
  - Low standards
  - Human nature – capacity for denial
- People need to believe status quo is unacceptable

# Insights on Leading Change

- Build urgency –face facts
  - Discovering “Gaps” can create discomfort which motivates parish to close the gap.
  - Perceived vs Reality vs Ideal
- Process
  - Unfreezing > Changing > refreezing
- Motivation limiters
  - Weak Capability Belief -- “As a parish we are incapable of attaining this goal.”
  - Weak Context Belief -- “Our neighborhood, community, identity or the broader culture will keep us from attaining this goal.”

# A Vision of the Future and Goals, Push & Pull

- Vision and goals are crucial – they are “pull” motivators
- Both concerns (push) and goals (pull) are a more complete picture
- However, people tend to be more motivated by concerns than vision!  
Push is more influential than pull.
- Push – concerns, present, imperative, can be negative
- Pull – vision and goals, future, possible, can be positive
- Therefore, create goals that balance and complement your concerns

# Renewal Experience

## *Orthodox Church in America*

Kormos' opinion

<b>Not Growing</b>	<b>Growing</b>
Parishes founded Pre- 1940 (in general)	Parishes founded Post 1970 (in general)
Social Club	Holy place; Gospel Centric; Orthodox before culture
Dominant Ethnic group	Diverse
Few converts	> 50% converts
Sunday Only	Vespers; Feasts; Fasting; Sacraments
“Heritage”; For us & <u>our</u> needs	Mission to N. America
Events: Festivals; dances	Ministry
Look Back: Preserve/Survive	Look Ahead: Thirsty; Discovery; Learning; Growth
Worship: Dead; Austere; Foreign	Energy, Participative, Joyous, English
“Dues”, equal, fund raising	Proportional, generosity, meaningful