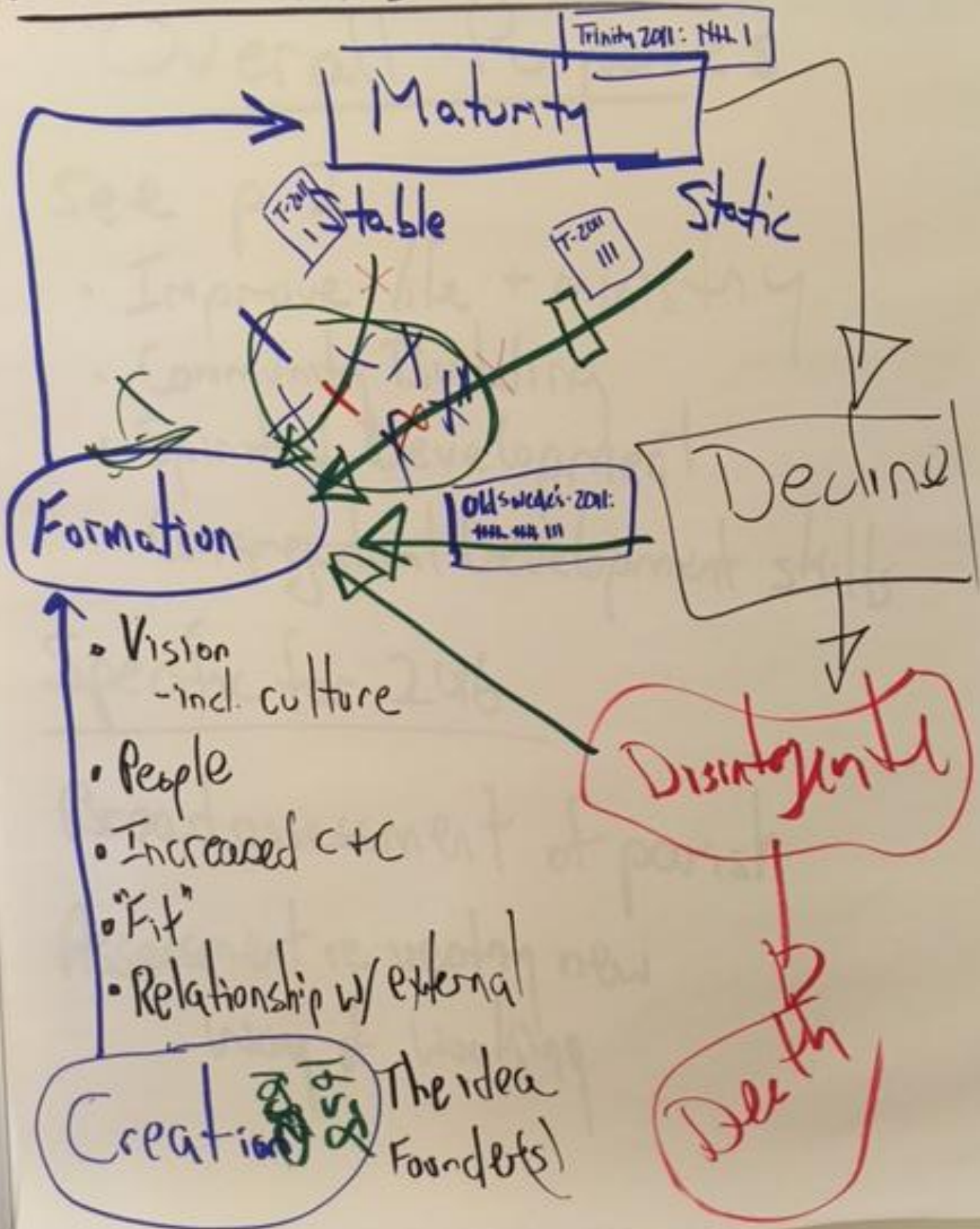


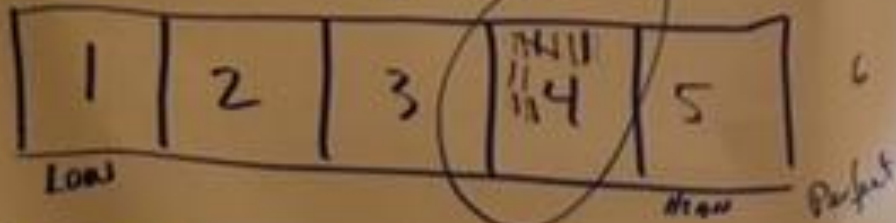
# PARISH LIFE CYCLE



# Key Factors

①

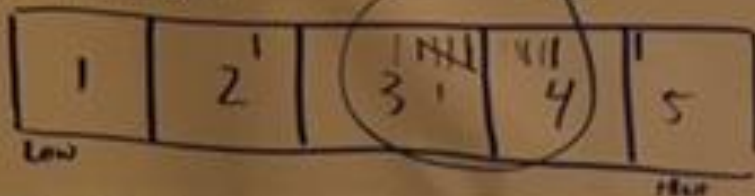
## 1. Overall satisfaction



## 2. FORMATIONS of adult members



## 3. VIBRANT



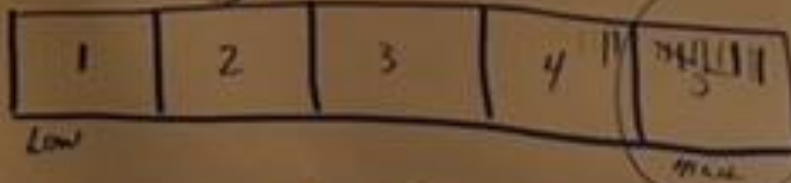
# Key Factors, cont.

②

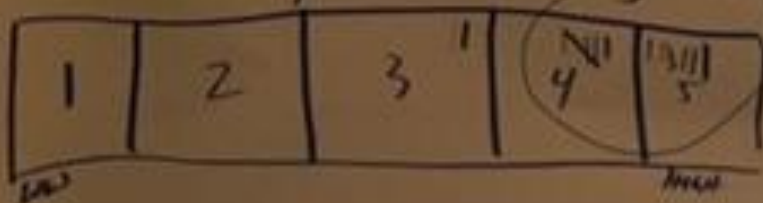
## 4. ALIGNMENT



## 5. SUNDAY



## 6. An Expression of the Divine Charity



# Key Factors - Trinity 10:30 (2011)

1. Overall | 1 2 3 4 5 |  
                  |           |||   ||||   |           |

2. Formation | 1 2 3 4 5 |  
                  |           ||   |||   ||||           |

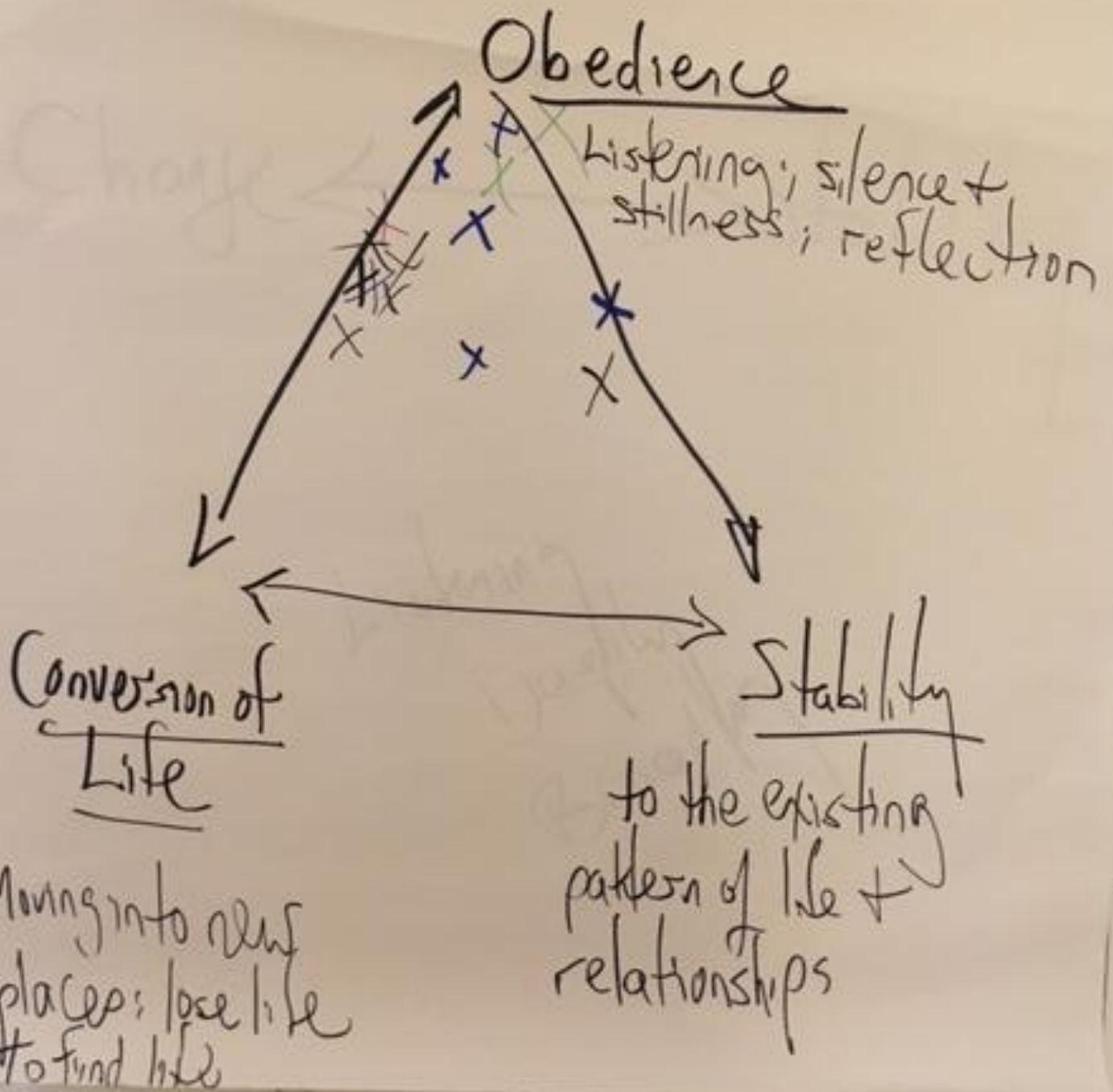
3. Vibrant | 1 2 3 4 5 |  
                  |           |   |||||   ||           |

4. Alignment | 1 2 3 4 5 |  
                  |   ||   |   |||   |||           |

5. Sunday | 1 2 3 4 5 |  
                  |           |   |||   |||||           |

6. Not used in 2011

Where do we need to give ourselves now?



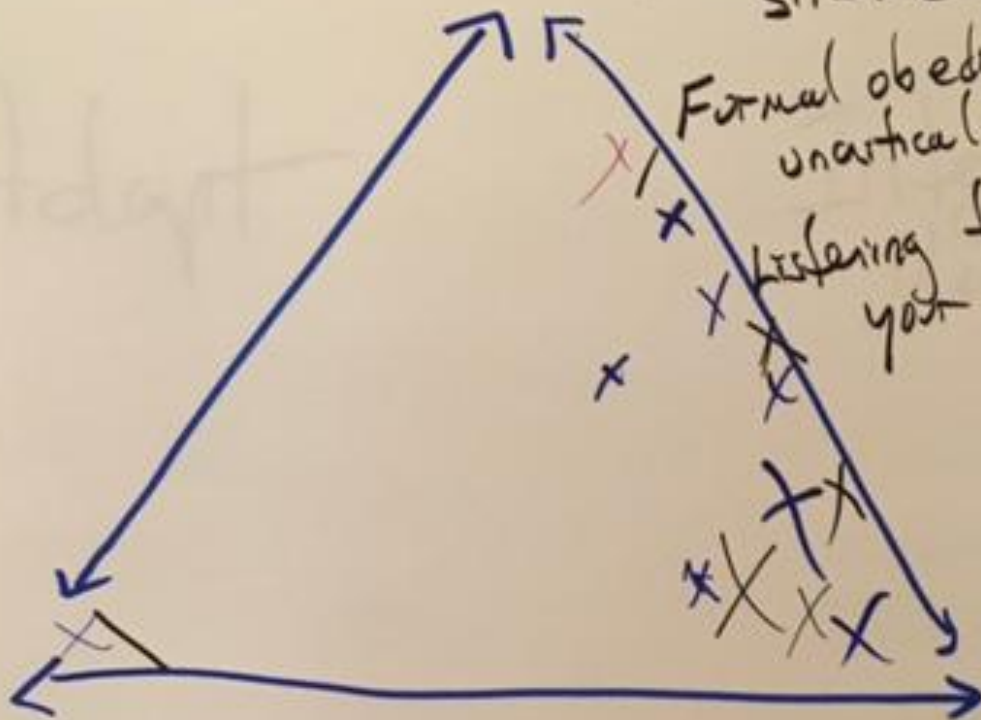
# Shadow-hidden pathology

Obedience

Resist listening  
silence, reflection

Formal obedience  
unartical loving

listening to confirm  
your bias



Conversion

Life

closed mind +  
heart

OR

change, change, change

Stability

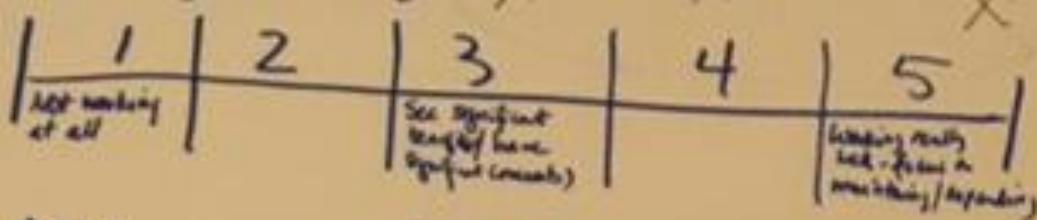
Static

Frozen

Running away from  
ourselves - issues

Avoiding self

## This way of working -



### LIKES

### CONCERNS

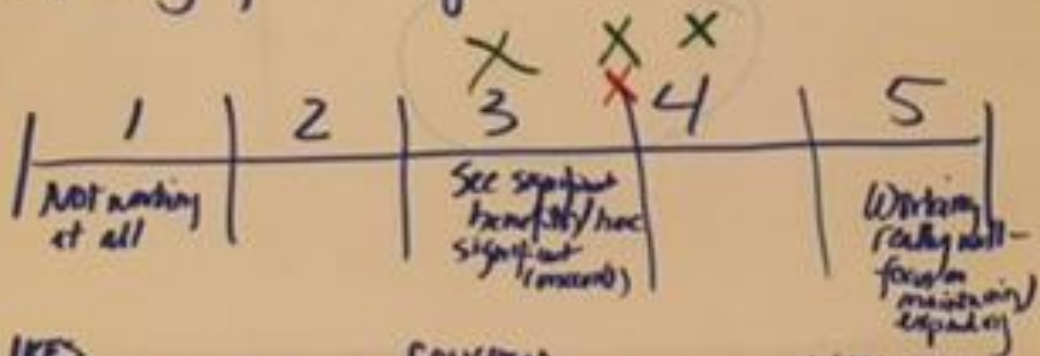
### WIKES

- spread decision making
- more efficient use of time/intention
- all doesn't fall on Patty/Ginny
- inclusion of more than just vestry

- not enough foundation to be SME for small group
- not assigned best given skills/talents
- don't start new project close to vestry transition
- avoid summer for major project work

- mini-meeting with new vestry
- choose or move committee if bad fit

## This way of working -



### LIKES

### CONCERNS

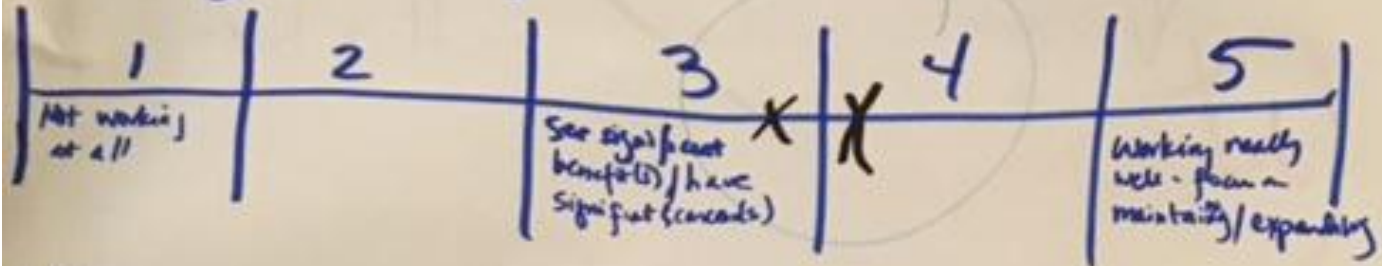
### WIKES

- Stream line Meetings ✓
- Drive wider vestry involvement
- Non-vestry involvement

- Sub group Moments meeting not consistent
- how to maintain momentum ✓
- Service representatives on committees
- Subgroup role boundaries - Scope of work

- regular Subgroup meeting Schedule ✓
- List of sub-group members
- Better definition of Sub-group Goals ✓
- Reports from Subgroup for wider dissemination
- Review Sub-group meeting to new participants

# This way of working



## LIKES

Other people taking some responsibility  
 ability to pull in other voices and expertise

Development aspect of members of the congregation (Competency)

We were willing to try something new.

Vestry is no longer a data dump

helps w/ sharing info and being more transparent

Sparked energy

## CONCERNS

• lack of clarity of job + expectation. (leaders lag)

• this may deter people from joining vestry

• energy lagged

• disconnect b/w task + program development

• hard not to step in and take over

• we will revert back

• we will get disconnected from the whole

• wasn't grounded in prayer (Peace be upon this home)

## WISHES

• ~~should~~ have more discernment of who to be in which group  
 • right group  
 • right seat

• Clarity

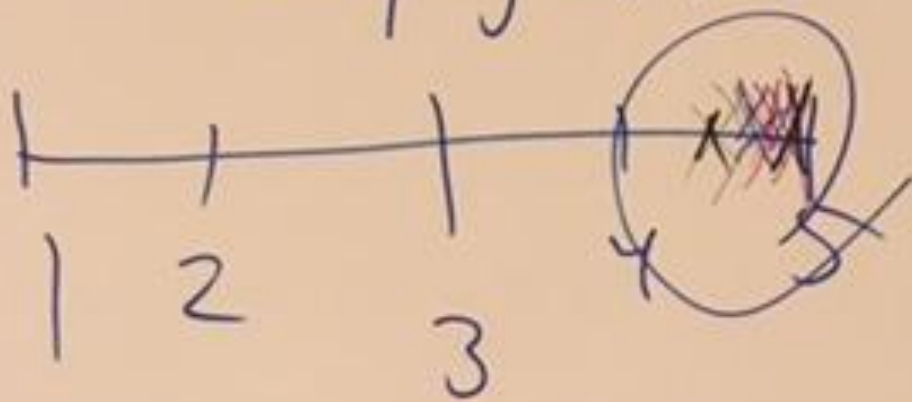
• communication w/ congregation

• celebrating work accomplished

• 2017/2018 this vestry retreat becomes a leadership retreat

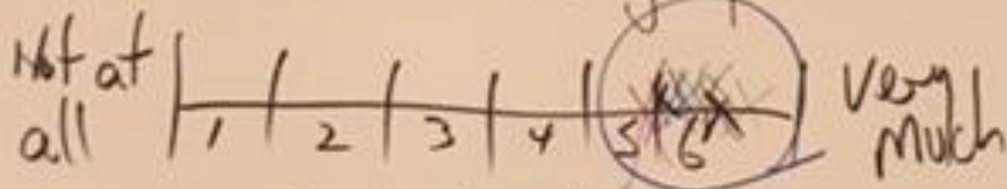


What is your investment  
in staying w/ this

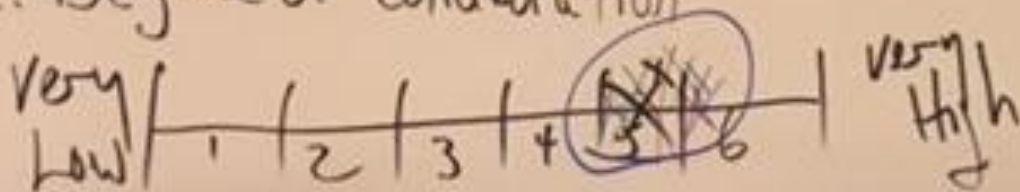


In the current vestry way of working

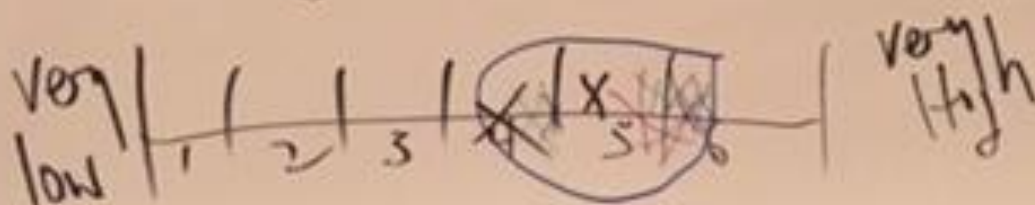
1. Members show internal commitment to the work and the group



2. Degree of collaboration



3. Self management re the work

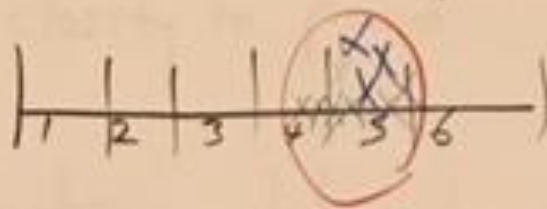




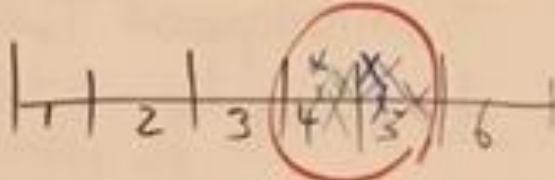
# Practices, Values, Assumptions

In the vestry's way of working

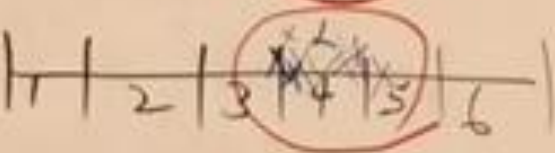
4. Internal Commitment, Collaboration, Self Mng



3. Shared Director

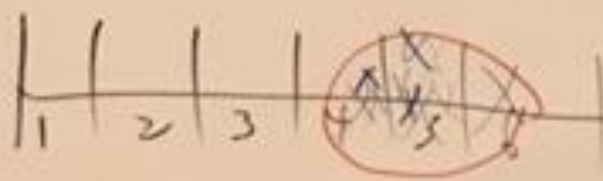


2. Open Information



1. Inclusion + Acceptance

- People
- Vestry way of working, values



Parish potential re these four basic qualities of community/team life

100%

100%

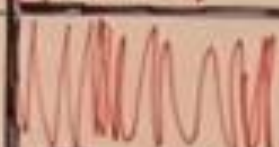
4. Internal Commitment



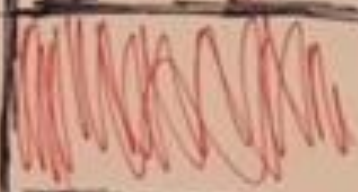
3. Shared Director



2. Open Information



1. Inclusion + Acceptance



Follow thru - possible WG List

- Build use —  
↳ communicate to parish

O.S. →

Bonus/Merit

- Newcome → "Shepherd"
- Com - Website ~~redesign~~ redesign

Budget ~

Property

## Next Steps (Trinity retreat 2016)

- Look at Newcomer's group -  
more longitudinal shepherding approach,  
more back-and-forth
- In vesting meeting - look at people  
& groups (will come out of meeting  
with groups in place & clarity of expectation)
- Plan for revisiting & addressing  
vibrancy issue broadly - small group identity  
some concrete initial steps
- Develop specific actions to improve  
communications - beyond website.  
(vesting function)