

Vision Process Update to the Vestry
November 17, 2015

Dear St. John's vestry,

Thank you for entrusting us with the sacred responsibility of guiding the next phase of the vision process. The following is an update on where we are in our planning, and we hope you will bless our direction for the next steps in the process.

Ever since the vestry commissioned us to spearhead the next phase of the vision process early this past summer, we have met regularly (with the exception of the month of October due to a number of factors including travel) to discuss, evaluate, and map-out what we believe will be the most faithful process for this second phase of our visioning together.

The first phase of the visioning process taught us the importance of allowing ample time for prepping and planning in advance of engaging the congregation. We feel strongly that this process cannot be rushed or it will fail. In addition, the first phase also taught us the importance of getting deep lay leadership involvement, keeping the process transparent, and working hard with the congregation so that the community can share together in the joy and enthusiasm of the final product.

Our two objectives for this second phase of the vision process:

Objective 1: To translate the Vision Statement into tangible and measurable activities that can be performed by St. John's for the good of the broader community and in witness to the love of God.

Objective 2: To engage St. John's congregation in a such a way so as to inspire ownership of and commitment to the Vision Statement and its implementation.

We propose a four-phased approach:

Phase 1: Team Selection and Groundwork

During this phase, the vestry will formalize a five-person Vision Implementation Committee (VIC), which will include Sari Ateek, John Ross, and Becky Neal (appointed vestry liaison and member of phase 1 of the vision process). This VIC is responsible for overseeing the entire process, reporting to the vestry, and making sure that the goals and outputs are met. A secretary will join every meeting to take minutes, as well as prepare regular communication to the congregation about the evolving second stage of the Vision process. (Winter)

In conjunction with the vestry and Community Coordinator, the VIC will create 3 committees - one for each pillar of the Vision Statement: 1. encouraging healthier relationships; 2. promoting better intergenerational communication; and 3. fostering more interaction across the societal strata.

Each Vision Pillar Committee (VPC) will be tasked with organizing a month-long period in Fall 2016 when the parish will consider, learn, and reflect on that Vision pillar. The VPC will identify and book speakers to appear at forums, organize field trips, determine reading material, set up a seminar, and target events, which could include films and discussion, participation in volunteer work, etc.

Time: Winter 2015 through Summer 2016

Output: Creation of VIC Committee; creation of three Vision Pillar committees; completion of an activity plan for Fall 2016 all-parish programs

Phase 2: Congregational Learning Together

We will devote a month--September, October, and November 2016—to thoughtful consideration of each pillar through a variety of events planned by the appropriate committee. The rector will provide the scriptural context with two to three sermons devoted to the topic. Each committee will record feedback, questions, and interests of the parish relating to their respective pillar. Each VPC will also identify parishioners whose interests, passion, and vocations are particularly valuable in each pillar field.

At the end of each month of study, the VPC associated with that month will narrow down all suggestions and feedback to 6 concrete possible activities that St. John's might engage in related to the pillar being explored (18 ideas total across the three pillars).

Time: Fall through Winter 2016

Output: the parish will become fluent in issues surrounding each pillar; six different activities relating to each pillar will be identified

Phase 3: Narrowing the Field and Feasibility Studies

The VIC will appoint a Feasibility Committee, containing parishioners who have experience with examining activities for their financial, space, and other requirements. The Feasibility Committee will report to the VIC and vestry on their findings.

A process will then be determined by the VIC in conjunction with the Vestry on the best method of narrowing down the field of feasible activities to 2 or 3 activities per pillar. The assumption is that the congregation will be involved in this narrowing process.

Time: Spring 2017

Output: Approximately nine feasibility studies.

Phase 4: Final Selection

VIC will appoint a Business Plan Team who will turn the final selection of activities into a business plan for the parish.

The VIC will turn over the business plan to the vestry. The vestry will then initiate the third part of the Vision process, in which the business plan will be actualized.

Time: Spring through Summer 2017

Output: Business plan completed