

Envision the Parish

We make a distinction between the purpose of the parish and the vision that exists as a result of the purpose. Additionally, we answer the question of “how” the parish operates through an examination of values.

PURPOSE (Why?)

VALUES (How?)

VISION (Where?)

PURPOSE: Answers the question “Why?”

Why does the parish exist?

Why is the parish important in the diocese?

Why does the parish do what it does, through the grace of God?

VALUES: Answer the question “How?”

How does the parish exemplify what it stands for?

How will the Parish Leadership Team make decisions that inspire its people?

How do the parish’s values serve the parishioners?

VISION: Answers the question “Where?”

Where is the parish headed now?

Where is the parish direction for the future?

Where does the Lord expect the parish to take its people?



PURPOSE (Why?)

VALUES (How?)

VISION (Where?)

Purpose

Remember, PURPOSE answers the question “Why?”

Answers to questions associated with the parish’s purpose may seem obvious, but they are not. In a changing environment, it is important to reconsider our reason for existence, our significance, and the critical role the parish plays in building the Kingdom of God.

Why does the parish exist?

*Why is the parish important in the diocese?
(What difference would it make if the parish no longer existed?)*

Why does the parish do what it does, through the grace of God?



PURPOSE (Why?)

VALUES (How?)

VISION (Where?)

Craft the Parish Statement

Create the Parish Purpose Statement using insights gained from your Pastoral Priority process (also in the DMI Resources) and the data you gathered from your Disciple Maker Index results. Try your hand at crafting the Parish Purpose Statement from your own point of view.

A. List common characteristics present in the parish that you feel good about. These will be nouns.

Examples: We have ...

Expertise in ...
Sense of humor
Interpersonal skills
Energy
Enthusiasm

Compassion for ...
Faith in ...
Love of ...
Sales ability
Diversity

Knowledge of ...
Understanding of ...
Caring for ...
Creativity
A calling to ...

B. Create a list of ways the parish effectively interacts with people, especially those it serves. These will be verbs.

Examples: We ...

Teach
Produce
Encourage
Stimulate
Speak

Convince
Study
Lead
Love
Help

Inspire
Care
Write
Manage
Motivate

Nurture
Plan
Act
Sell
Build
Organize



PURPOSE (Why?)

VALUES (How?)

VISION (Where?)

Craft the Parish Statement, Continued

C. Write a description of a perfect world—from your perspective. The “world” can be defined as the universe, the planet Earth, or the community your team serves.

Example:

My perfect world is a place where every parishioner can know, love, and serve God in this world and encourage others to do the same.

My perfect world is...



PURPOSE (Why?)

VALUES (How?)

VISION (Where?)

Craft the Parish Statement, Continued

D. Combine two nouns, two verbs, and your definition of the perfect world.

Example:

Our parish purpose is to use our passion for excellence and compassion for people to nurture and build our parish so that every parishioner can know, love, and serve God in this world and encourage others to do the same.

Parish Purpose Statement Template

Our parish purpose is to

use (*noun*) _____

and (*noun*) _____

to (*verb*) _____

and (*verb*) _____

to/so that/in order that(*perfect world*) _____



PURPOSE (*Why?*)

VALUES (*How?*)

VISION (*Where?*)

Values

Remember, VALUES answer the question “How?”

Value—

an enduring belief that guides your behaviors, decisions, and actions

Much as *Purpose* answers the question “why?” and *Vision* answers the question “where?” *Values* answer the question “how?” In other words, “how” will the parish behave, decide, and act?

By identifying, defining, and proclaiming your parish values, you provide clarity for overall behavior and decision making. Understanding and proclaiming values provides the ability to act with integrity and consistency.

How does the parish exemplify what it stands for?

How will the Parish Leadership Team make decisions that inspire its people?

How do the parish’s values serve the parishioners?



PURPOSE (Why?)

VALUES (How?)

VISION (Where?)

Core Values Assessment, Step 1

Core Values are defined as the over-arching, primary beliefs that govern the thinking and acting of a parish. Using the scale below, circle the number that best expresses to what extent the following values are important to your parish.

1	2	3	4
Not Important	Somewhat Important	Important	Most Important

1	Encouragement: <i>Giving hope to people who need hope</i>	1	2	3	4
2	Giving: <i>Providing a portion of one's finances to support the ministry</i>	1	2	3	4
3	Fellowship: <i>Relating to and enjoying one another</i>	1	2	3	4
4	Leadership: <i>A person's ability to influence others to pursue God's mission for their organization</i>	1	2	3	4
5	Cultural Relevance: <i>Communicating truth in a way that people who are not like us understand it</i>	1	2	3	4
6	Prayer: <i>Communicating with God</i>	1	2	3	4
7	Excellence: <i>Maintaining the highest of ministry standards that bring glory to God</i>	1	2	3	4
8	Creativity: <i>Coming up with new ideas and ways of doing ministry</i>	1	2	3	4
9	Obedience: <i>A willingness to do what the Church or the Bishop asks</i>	1	2	3	4
10	Innovation: <i>Making changes that promote the ministry as it serves Jesus Christ</i>	1	2	3	4
11	Initiative: <i>The willingness to take the first step or make the first move in a ministry situation</i>	1	2	3	4
12	Other Values:	1	2	3	4

13	Preaching and Teaching Scripture: <i>Communicating God's Word to people</i>	1	2	3	4
14	Family: <i>People immediately related to one another by birth</i>	1	2	3	4
15	Catholic Knowledge: <i>A familiarity with the truths of Scripture and Tradition</i>	1	2	3	4
16	World Missions: <i>Spreading the Gospel around the globe</i>	1	2	3	4
17	Community: <i>Caring about and addressing the needs of others</i>	1	2	3	4
18	Evangelism: <i>Telling others the good news about Jesus</i>	1	2	3	4
19	Team Ministry: <i>An interdependent group of people ministering together</i>	1	2	3	4
20	Liturgy: <i>The rites, ceremonies, prayers, and sacraments of the Church</i>	1	2	3	4
21	Status Quo: <i>A preference for the way things are now</i>	1	2	3	4
22	Lost Sheep: <i>People who are non-Catholics and may not attend any Church</i>	1	2	3	4
23	Mobilized Laity: <i>Catholics who are actively serving the ministries of the Church</i>	1	2	3	4
24	Traditions: <i>The customary way or "tried and true"</i>	1	2	3	4
25	Other Values:	1	2	3	4



PURPOSE (Why?)

VALUES (How?)

VISION (Where?)

Core Values Assessment, Step 2

Think of the people in the parish, either employees or volunteers, who embody everything you would want in your Church. What attributes or qualities do they have? List these attributes and qualities in this box.

Think of the people in the parish, either employees or volunteers, who do not represent the Body of Christ the way you would want. What attributes or qualities do they have?

Finally, circle the 3-4 values, attributes, or qualities that will best help guide future decisions and actions in your parish.



PURPOSE (Why?)

VALUES (How?)

VISION (Where?)

Proclaim Values for the Parish

Given the insights gained from Steps 1 and 2 of the Core Values Assessment, identify the heartfelt values that will guide future decisions and actions.

Identify the 3-4 most important values that you would like your parish to adopt.

1. _____
2. _____
3. _____
4. _____

Share your list of values with your Parish Leadership Team and come to agreement on 3-4 values. Be sure to discuss how you interpret the values you have listed, and be sure you understand the meaning behind the values presented by the others on the Parish Leadership Team. Finally, agree on the definition of the value and the behaviors that operationalize the value. Record agreements in writing in the spaces provided.

Identified Value: _____

Definition:

2-3 Behaviors to Operationalize the Value:

- 1.
- 2.
- 3.



PURPOSE (Why?)

VALUES (How?)

VISION (Where?)

Proclaim Values for the Parish, Continued

Identified Value: _____

Definition:

2-3 Behaviors to Operationalize the Value:

- 1.
- 2.
- 3.

Identified Value: _____

Definition:

2-3 Behaviors to Operationalize the Value:

- 1.
- 2.
- 3.

Identified Value: _____

Definition:

2-3 Behaviors to Operationalize the Value:

- 1.
- 2.
- 3.



PURPOSE (*Why?*)

VALUES (*How?*)

VISION (*Where?*)

Vision

Remember, VISION answers the question “Where?”

A vision is a picture or image of where the parish/ministry will be in 5 years. It is an image of what the purpose being fulfilled during the next five years looks like. A “vision” is what you see.

The Vision for your parish is shared by the entire Parish Leadership Team—and ultimately, the entire parish—that applies for a specified time period. We recommend a 5-year vision. This thematic goal serves to focus the parish staff, key volunteers, and parishioners and provides an objective tool for resetting direction when things get out of sync.

Where is the parish headed now?

Where is the parish direction for the future?

Where does the Lord expect the parish to take its people?




PURPOSE (Why?)

VALUES (How?)

VISION (Where?)

Diocese of Kalamazoo: Mutually Shared Vision

The sample below is an actual vision document from the Diocese of Kalamazoo. Though a vision document for a diocese is obviously on a larger scale than the one you will create for your parish, the concept is the same. As you review the sample, consider how you could utilize a similar “Mutually Shared Vision” with and for the people in your parish. Note that Purpose, Values, and Vision are all included.



VISION:
Our Vision for the next five years is that we will RENEW FAITH, BUILD COMMUNION, AND INSPIRE HOPE!

PURPOSE:
Our sacred purpose as the Diocese of Kalamazoo is joyfully to live our Catholic faith, which is rooted in Jesus Christ and the Teachings of His Church, so as to welcome all, speak the Truth in love, and lead all people in our nine counties into the promise of Eternal Life.

CORE VALUES:
Committed to Christ and His Church
Guided by the Holy Spirit we are dedicated to the love of the Father through Jesus Christ and we will faithfully serve, and follow the teaching of the Roman Catholic Church.

Collaboration and Consultation:
Led by the Bishop we will proactively seek wisdom and counsel on all major initiatives impacting the life and ministry of our diocese from appropriate consultative groups.

Good Ordering:
We will model professionalism, generosity of spirit and pastoral care so the spiritual and temporal gifts entrusted into our responsibility are used to build God's kingdom.

Hope:
Our actions and ministries will be rooted in prayer and joyfully carried out with competence, care and confidence in God's promise of salvation.



PURPOSE (Why?)

VALUES (How?)

VISION (Where?)

Scriptures That Reveal the Vision of Jesus

Good News to the Poor

When he came to Nazareth, where he had been brought up, he went to the synagogue on the Sabbath day, as was his custom. He stood up to read, and the scroll of the prophet Isaiah was given to him. He unrolled the scroll and found the place where it was written: "The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free, to proclaim the year of the Lord's favor." And he rolled up the scroll, gave it back to the attendant, and sat down. The eyes of all in the synagogue were fixed on him. Then he began to say to them, "Today this scripture has been fulfilled in your hearing." (Luke 4:16-21)

Jesus' vision is to be an agent of God's Kingdom. In Luke's perspective, this fulfills the vision of Isaiah, which promises a kingdom of freedom and favor, especially to the poor and marginalized.

Commitment

And Jesus came and said to them, "All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age." (Matthew 28:18-20)

The risen Christ does not intend to leave his disciples alone. As the Church continues her work of announcing the gospel, Jesus' vision is to remain present. His commitment to his followers is the assurance of love and of final victory.

Love

"Father, I desire that those also, whom you have given me, may be with me where I am, to see my glory, which you have given me because you loved me before the foundation of the world. Righteous Father, the world does not know you, but I know you; and these know that you have sent me. I made your name known to them, and I will make it known, so that the love with which you have loved me may be in them, and I in them." (John 17:24-26)

Jesus' vision is to call his disciples into the very life of God. Through his ministry, he intends to lead his followers into the divine love which unites him to his Father.



PURPOSE (Why?)

VALUES (How?)

VISION (Where?)

Scriptures That Reveal the Vision of the Early Church

An Example of Goodness

“You are the light of the world. A city built on a hill cannot be hid. No one after lighting a lamp puts it under the bushel basket, but on the lamp stand, and it gives light to all in the house. In the same way, let your light shine before others, so that they may see your good works and give glory to your Father in heaven.” (Matthew 5:14-16)

The early church envisioned itself as a light to the world. Through its actions of justice and service, it would reveal the presence of the God who had acted powerfully through Jesus.

Constant Forgiveness

“Be on your guard! If another disciple sins, you must rebuke the offender, and if there is repentance, you must forgive. And if the same person sins against you seven times a day, and turns back to you seven times and says, ‘I repent,’ you must forgive.” (Luke 17:3-4)

The early church envisioned itself as called to constant forgiveness. It was to be the agent of reconciliation by extending forgiveness without limit. Because through Jesus the community had been reconciled to God, the church could not refrain from forgiving others.

Service to Each Other

After he had washed their feet, had put on his robe, and had returned to the table, he said to them, “Do you know what I have done to you? You call me Teacher and Lord—and you are right, for that is what I am. So if I, your Lord and Teacher, have washed your feet, you also ought to wash one another’s feet. For I have set you an example, that you also should do as I have done to you.” (John 13:12-15)

The early church envisioned itself as called to serve because Jesus had served them. Since the Master was a servant, even to the point of laying down his life, the church must place service in its essential mission.



PURPOSE (Why?)

VALUES (How?)

VISION (Where?)

Prayerfully Consider Your Vision

At prayer, envision for your parish. During this time of solitude, review the following points. Feel free to take notes during your prayer time.

- Invite the Holy Spirit to be with you.
- Seek counsel and direction for your Parish.
- Ask for strength to assist you in leadership.
- Ask for guidance in creating this vision of a healthy and holy parish.
- Consider the scripture that reveals the vision of Jesus and the early church.
- Envision where you'd like your parish to be in five years.



PURPOSE (Why?)

VALUES (How?)

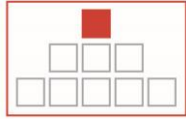
VISION (Where?)

Prayerfully Consider Your Vision, Continued

Given your prayerful reflection and the passages shown above, please reflect upon the following and record your thoughts below.

1. What from among these Scriptures, or from your own appreciation for the life and ministry of Jesus, informs your evolving sense of “vision” for your parish?

2. From among our Scriptures and Tradition, what rises to the top in terms of your hopes for your parish’s discipleship and direction?



Your Mutually Shared Vision

VISION (Where?)

Where are we going, as a parish?

Refer to previous pages. Write a draft of your Parish Vision here:

The vision for the parish for the next five years is that...

PURPOSE (Why?)

Why does the parish do what it does, through the grace of God?

Transfer your Parish Purpose Statement here: *Our parish purpose is to...*

VALUES (How?)

How will we communicate, act, and decide as a parish?

Using your parish's core values, write statements of the parish values here:
