

Welcome to the next conversation about our future



"Changing the culture of organizations, groups, and institutions—and even societies—is about changing the conversation..."

"For congregations that seek [authentic spiritual and institutional renewal], there are perhaps ten important conversations that they need to initiate, deepen, and sustain in their ongoing life."

--Anthony B. Robinson

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Review, continued



The Ten Conversations

1. "It's Not About You" (May 25)
2. "And Yet, It *Is* About You" (July 25)
3. "A New Heart" (Sunday, September 19)
4. "Why Are We Here" *and*
5. "Write the Vision" (Friday-Saturday, October 15-16)
6. "Who Shall Lead Them?" *and*
7. "Let's Get (Less) Organized" (Sunday, Nov. 14)
8. "The Church and the Public Square" (Sunday, Feb. 6)
9. "Death and Resurrection" (Sunday, March 27)
10. "Where Do We Go From Here?" (May)

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Our session today



- Introduction – journey of faith sculpture (20 minutes)
- Review (5 minutes)
- Introduction to tonight's conversation: "Write the Vision" (15 minutes)
- Break into small groups to fill out purpose post-its (20 minutes)
- Regroup and share purpose post-its (20 minutes)
- Break into small groups to fill out vision post-its (20 minutes)
- Regroup and share vision post-its (20 minutes)
- Conclusions (10 minutes)

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Conversation Six: Write the Vision (and Purpose)



In Robinson's book he draws a distinction between purpose and vision.

- Purpose is why we are here
- Vision is where we are going

Robinson points out that in order to know where you're going (vision) you must first know where you are (purpose). Today we will work on both.

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Conversation Six: Write the Vision (and Purpose)



Different congregations will state their purpose in different ways. Examples of elements of purpose statements include:

- To grow in faith
- To be and to make disciples of Jesus Christ
- To grow people of faith who participate in God's work in the world
- To be a community where Spirit and service meet
- To know and love God, to know and love ourselves, to know and love others
- To welcome all people with grace, as God has welcomed us

There is no perfect statement of purpose, but it must resonate for OCC and be true to our core affirmations

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Conversation Six: Write the Vision (and Purpose)



A vision statement should answer:

- What is God calling us to do in the next one, three, five, or ten years so that we may more fully realize our purpose?
- The vision is not about giving the existing congregation more choices. It is about the purpose of the church.
- The vision will require adaptive change, not only technical change

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Technical Problems & Adaptive Challenges



Robinson argues that difficulties facing congregations fall into two main categories:

- Technical Problems
- Adaptive Challenges

And that problems result when these difficulties are confused with one another

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Technical Problems



Technical problems are knowable, clearly described and named

For instance:

- The roof is leaking
- There isn't enough room for the nursery

Similarly, the solutions are clear and known

For instance:

- Hire a contractor to repair or replace the roof
- Expand the nursery by adding an adjacent room

With technical problems we also know who does the work – experts and authorities

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Adaptive Challenges



Adaptive challenges are different.

For instance:

- Sometimes we don't even know what to call the challenge
- We don't understand the nature of the challenge
- We don't understand how to solve it
- It's not clear who will solve the challenge, or how we'll know it is fixed

Facing adaptive challenges entails learning and change to name, understand, and solve the challenge, and everyone is involved in the process. Engaging in adaptive challenges is "inherently spiritual work".

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Conversation Six: Write the Vision (and Purpose) – Current Vision/Mission



Open to all.

We are a welcoming family of faith,
appreciating individual gifts and differences.

We believe in God's love
and inspired by the Holy Spirit,
we seek to follow Jesus Christ.

Open to all.

We nourish our spirits through lifelong learning,
music and worship, sacrament and prayer.

We cherish our relationships with God,
with God's creation,
and with each other.

Open to all.

We are called to live in God's grace and goodness
with our families, communities, and the world.

You are joyfully invited to join us in this covenant of life,
creating together a congregation
of faith, action, and love.

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Conversation Six: Write the Vision (and Purpose) Example



Purpose: To grow people of faith who participate in God's work in the world

Vision: In the next five years we have three priorities to more fully realize our purpose:

1. We believe that God is calling us to do serious leadership development work among lay members of our church in order for us to have a strong core of spiritually formed persons with leadership gifts, potential, and experience.
2. We believe that God is calling us to make a shift from the mentality of paying dues/taking a collection to learning the deeper meaning of offering and stewardship as the spiritual practice of growing in generosity.
3. We believe that God has called us to deepen our practice of adult Christian faith formation in order to help both those who are new to this church and those who have been involved for some time to grow in their faith.

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Conversation Six: Write the Vision (our Purpose)



The Post-It Process

- Break up into groups
- Hand out post-its & pens
- Put our elements of purpose on post-its
- Return to the main group and put our post-its on the wall
- Group the post-its that are similar
- Repeat the process for the vision
- Review what we have

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Keeping the conversation going



Keep in touch and stay informed

- Dedicated email address for the committee: rec@orindachurch.org
- Presentations and notes can be found on the church web site
- Anthony Robinson's book, *Changing the Conversation*, is available at Orinda Books
- Mark your calendars for our next session: Sunday, November 14

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