



## **Appreciative Inquiry & Five-Year Vision for Parish Revitalization**

The purpose of this document is twofold: 1) to conduct an appreciative inquiry that asks discovery, dreaming, designing, and delivering questions regarding the congregation's past, present, and future, and 2) to collect data from prayerful discernment about a new five-year vision under the three categories of 1) UP (Worship) – Taste & See the Goodness of God, 2) IN (Discipleship) – Nurture & Grow in the Body of Christ, and 3) OUT (Mission) – Go & Tell the World the Good News of Jesus.

For Part One, please be as reflective and detailed as possible in your answers. Remember, the intention of the appreciative inquiry is not to negatively critique the parish's past or current state. For Part Two, please give three ideas/suggestions under each of the three categories of UP, IN, and OUT that arise from the results of both the appreciative inquiry and prayer. The data from Part Two will be catalogued under each category in order that common themes may be perceived to help fathom how the Lord is guiding the community into charting a new course for the future. When completed, please send this document to [bishopscottseely@adotw.org](mailto:bishopscottseely@adotw.org).

### **Part One: Appreciative Inquiry**

#### **Discover Questions: Define What is Best About the Congregation**

1. What do you most appreciate about your parish?
2. When reflecting on your history at the parish, what have been some of the most impactful moments or experiences for you? Why did these moments or experiences hold such deep meaning and significance?

3. When looking at the demographics of the mission field, what trends are occurring that excite you about the future ministry and mission possibilities at the parish?

### **Dream Questions: Dream About What Things Could Be at the Congregation**

1. When you imagine the parish five years into the future (*the end of the five-year vision*), what do you want to see and hear? What ministries are being carried out by the community? What will the congregation's rhythm of life feel like? Think here of the three categories of UP, IN, and OUT.
2. What opportunities do you see for the parish five years into the future that are non-existent currently?
3. What specific differences can the congregation make in the coming years in the mission field?

### **Design Questions: Design What Things Should Be Done at the Congregation**

1. What are the strengths of the parish? And how can the congregation build upon those strengths as it charts a new five-year trajectory?
2. Imagining the next five years at the parish, what changes would you like to see occur? What will your role be in helping assist the congregation in those changes?
3. What things would have to be established for your hopes and dreams for the congregation to come to fruition?

### **Deliver Questions: Decide What Things Will Be at the Congregation**

1. Considering the changes you would most like to see over the course of the next five years, how do you envision your role at the parish in helping bring the new vision to fruition?
2. How would you craft and shape the congregation over the next five years to make your hopes and dreams a reality?
3. How can the organizational structure and framework of the parish support you in implementing its mission locally and beyond?

## **PART TWO: FIVE-YEAR VISION**

To clarify what we are looking for in each of the three categories of UP, IN, and OUT, examples of criteria for each category are here listed.

**UP (Worship): Taste & See the Goodness of God**

Under the first category, some things to consider are stewardship, preaching, liturgy, music, prayer & intercession, incorporation of children and youth, developing or improving greeter, usher, hospitality, and follow-up ministries, and offering online/in-person services.

**IN (Discipleship): Nurture & Grow in the Body of Christ**

Under the second category, some things to consider are discipleship classes for all age groups, mentoring/formation process for the parish, small groups, fellowship opportunities, and parish communications.

**OUT (Mission): Go & Tell the World the Good News of Jesus**

Under the third and final category, some things to consider are offering a class like Christianity Explored, simple monthly outreach projects like collecting or distributing food or clothes, lectures or workshops regarding a need within the mission field, emphasis and engagement with the Arts, partnering with existing justice and mercy ministries in your city, missionary support and visitation to the parish, and commitment to church planting.

*Do not overestimate what can be done in a year, but do not underestimate what the Lord can do in five years.*

***UP (Worship): Taste & See the Goodness of God***

- 1.
- 2.
- 3.

***IN (Discipleship): Nurture & Grow in the Body of Christ***

- 1.
- 2.
- 3.

***OUT (Mission): Go & Tell the World***

- 1.
- 2.
- 3.