



Training Manual

Section 1 ReVision Overview

Schedule: 9am - 4pm

Opening and Introductions

Overview of ReVision with overheads

A Look at the Readiness Section

How we get started using the Starter Kit

How to read and use the Context Report

A Look at the Reflection Section

LUNCH

Continue with the Reflection Section

Do short versions of two or three Reflection Sessions in small groups

1. Chart in Reflection One
2. Three learnings in Context Status 1-3
3. List Symbols; rate them in Reflection Six

A Look at the ReVision Section — the Retreat and the Plan

Look at implementation and the three year cycle

Questions

Adjourn



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Section 1 ReVision Overview

Slide Order for ReVision Overview

Introduction

Slide Order: 1 - 7

Overview

Slide Order: 8 - 19

Readiness

Slide Order: 20

Getting Started

Slide Order: 21 - 23

How to Read and Use the Context Report

Slide Order: 24 - 26, Sections 1-3 of Context Status

Biblical Reflection Series of Eight

Slide Order: 27 - 44

ReVision Planning Model

Slide Order: 45 - 49

After lunch we do a set of small group exercises. I divide the group into groups of three persons so each person gets to lead an exercise.

Reflection is then introduced using the slides above. I talk about training and share the new training outline for Reflection Leaders on overhead and the roles of Pastor and Facilitator and Task Force Moderator.

The Overheads listed above for ReVision Planning Model are used to begin and do the ReVision Section.



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Section 1 ReVision Overview

Slide Order for ReVision Overview

Introduction

Slide Order

1 - 7

Slides for "Introduction"



Why is ReVision Necessary?

The Situation: The church faces tremendous environmental turbulence.

Two Arenas of Turbulence (examples)

- Change
- Diversity

The Challenge: How will it respond?

reVision 2

How do we meet the challenge?

reVision 3

Introducing ReVision

- Why is ReVision necessary?
- What does ReVision do?
- How does ReVision do it?
- Where do we begin?
- When can we begin?

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Critical Questions

- What is our vision for our congregation at the edge of the 21st century?
- How should that vision influence our sense of mission as a church?
- Given the changes, what services are needed and should we offer through our congregation?

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Critical Questions

- If we need to make changes, how would we go about it?
- If we redirected our efforts, would we be structured in a manner that would facilitate effective mission?

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We need a program that will assist local churches in the essential task of re-visioning themselves for the 21st century!

ReVision is the Program...

reVision 7

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Section 1 ReVision Overview

Slide Order for ReVision Overview

Overview
Slide Order
8 - 19

Slides for "Overview"

What does ReVision Do?

Intangibles

- A better understanding of vision and its role in the mission of a church from a Biblical perspective.
- A better understanding of how vision relates to specific ministries and programs.
- A better understanding of the mission environment of a local congregation.
- A greater commitment to the vision and mission of a local congregation.

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What does ReVision Do? (Cont.)

Tangibles: The ReVision Plan

- A Vision Statement
 - Our Beliefs
 - Our Mission Context
 - Our Vision
 - Our Mission

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What does ReVision Do? (Cont.)

Tangibles: The ReVision Plan

- A Three Year Plan
 - Three Year Initiatives
 - Finance Strategies (next year priorities)
 - Justifications

reTMvision 10

reTMvision 11

reTMvision a 3-phase program

Phase 1: Readiness

Phase 2: Reflection

Phase 3: Revision

reTMvision 12

ReVision Timeline

reTMvision 13

Phase 1: Readiness

reTMvision 14

Phase 2: Reflection

reTMvision 15



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Section 1 ReVision Overview

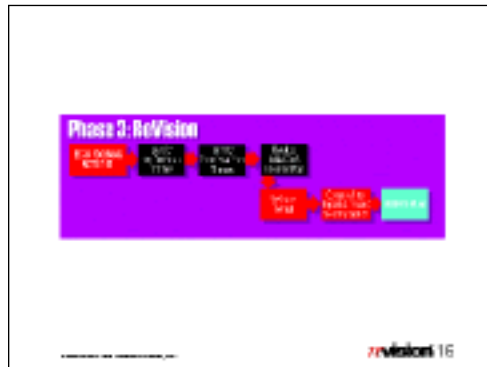
Slide Order for ReVision Overview

Overview

Slide Order

8 - 19

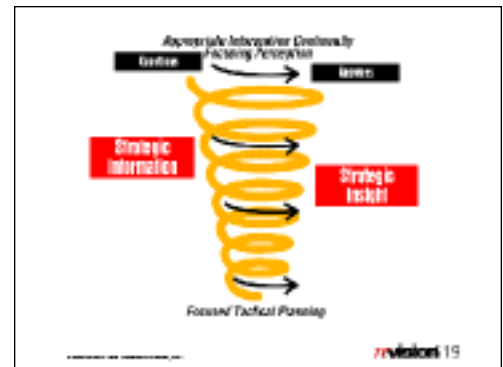
Slides for "Overview" (cont'd)



- ### ReVision Conceptual Strands
- 1) Biblical Reflection
 - 2) Systematic Listening
 - 3) The ReVision Planning Model

Percept Information Principle

Information must answer the right planning question at the appropriate time for meaningful perceptions to be formed.



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Section 1 ReVision Overview

Slide Order for ReVision Overview

Introduction

Slide Order
20

Getting Started

Slide Order
21 - 23

Slides for "Readiness"



Slides for "Getting Started"



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Section 1 ReVision Overview

Slide Order for ReVision Overview

How to Read and Use the Context Report

Slide Order

24 - 26

Plus Sections 1 - 3 of
the Context Report

Slides for "How to Read and Use..."

ReVision Conceptual Strands

- 1| Biblical Reflection
- 2| Systematic Listening
- 3| The ReVision Planning Model

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Systematic Listening

Listening to...

- the congregation
- the community

Listening for...

- their needs,
- concerns and
- program desires

Then comparing this to the minister and program of the local congregation

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Section 1 ReVision Overview

Slide Order for ReVision Overview

Biblical Reflection Series

Slide Order

27 - 44

Slides for "Biblical Reflection Series"

Biblical Reflection

- Formative Principles
 - Based upon historic biblical tradition
 - Focus on the central message of redemption
 - Understand the Voice-Reality Gap in a congregation's particular mission context
 - Address needed balance between church and community
 - Clarify the central ministry task
- Explore through the Reflection Series

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Purpose of the Reflection Series

To provide a church-wide forum through small groups in which the congregation participates in the reshaping of the church's Vision and Mission

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8 Reflection Sessions

A Bold Vision
 Discovering Our Context
 Defining Our Gap
 A Call to Mission
 Visualizing Our Mission
 Bringing Down the Barriers
 Keeping The Main Thing The Main Thing
 A Question

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**Reflection Session 1
A Bold Vision**

What does VISION mean to the life of a church?
 So often they explore the biblical role of vision and believe participating one that without a clear vision, there is no clear direction.

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Two Conditions of Vision

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**Reflection Session 2
Discovering Our Context**

Continuing the focus on VISION, Session Two will help participants see their community as a place of mission through reflection upon information in their ReVision Context report.

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**Reflection Session 3
Defining Our Gap**

The gap between "what is" and "what ought to be" in a local community provides the call to mission for a church within that setting. Session Three helps participants define this "gap" in their own particular or local context.

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**When Vision is Unclear
Mission is Unclear, and Ministries Go Everywhere!**

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Section 1 ReVision Overview

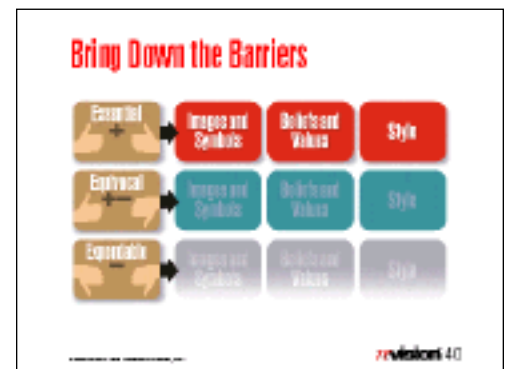
Slide Order in ReVision Overview

Biblical Reflection Series

Slide Order

27 - 44

Slides for "Biblical Reflection Series"





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Section 1 ReVision Overview

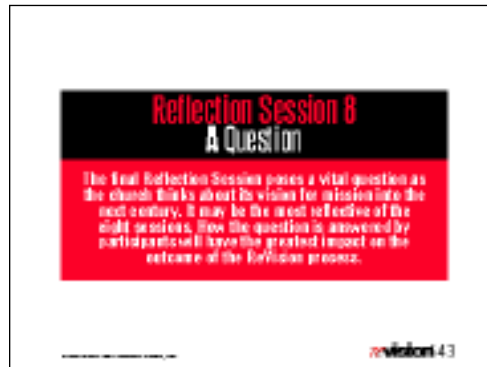
Slide Order in ReVision Overview

Biblical Reflection Series

Slide Order

27 - 44

Slides for "Biblical Reflection Series"



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Section 1 ReVision Overview

Slide Order in ReVision Overview

ReVision Planning Model

Slide Order

45 - 49

Slides for "ReVision Planning Model"

ReVision Conceptual Strands

- 1) Biblical Reflection
- 2) Systematic Listening
- 3) The ReVision Planning Model

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Understanding ReVision

ReVision Program is Based Upon the ReVision Planning Model

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**The ReVision Planning Model
The Planning Process**

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After Reflection - ReVision

Focus

- Themes
- Writing

Reheal
Compile

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**ReVision Is A Process That Will Keep
Your Church Focused In Mission**

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Section 1 ReVision Overview

What makes a
successful
ReVision
process in a
congregation?

This is what makes a successful ReVision process in a congregation

1. Scripture reflection and prayer
2. Marketing with the congregation
3. Careful planning and training
4. Complete execution of the ReVision process
5. Implementation of the ReVision Plan
6. Monitor, revise and update the Plan
7. Annual PlanDos and alterations as necessary
8. Follow up with the next steps, ie., new three year initiatives



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Section 1 ReVision Overview

Trainer's Notes

TRAINER'S NOTES

1. During the small group work, move around, listen, and assist briefly as asked. Do not join a small group. Get a sense of what is happening for your later possible reflection or comment.
2. Move ahead if your schedule needs adjustment do it, but do not go ahead without completing an activity.
3. During the Overview or Training suggest ways in which Revision can be used in a congregation.
4. When you deal with the Reflection Sessions emphasis needs to be placed on training.
5. The use and order of the overheads is suggestive.
6. Make sure that participants know where you are in the Guidebook .
7. Inform people that the overheads are on a CD-ROM that was given to all who participated at the 1999 client conference.
8. When using overheads remember that participants have difficulty concentrating on a screen and a book. Use them separately, don't jump back and forth.
9. Always be finished and adjourn on time, or before time NEVER be late. You are the trainer and it is your responsibility to complete the training and do it WITHIN THE STATED TIME.

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Section 2 Application of the Process

1. As a normal part of intentional ministry, from time to time do and continue the strategic planning process.
2. When construction is anticipated or being planned, process reveals things that will indicate the ministry needs and even the architectural type of construction desired.
3. When expanding staff services, the process will help a congregation decide the nature of the staff that needs to be added to meet the ministry needs of the congregation and/or community.
4. During an interim period or when a new pastor is being called, the use can take various forms:
 - A. the whole process as a mission study.
 - B. do the congregational survey and get the context report, use it as a basis to search for a new leader, then complete the process together.
 - C. use the process to the place where a vision/mission statement is completed, use it in the search process and then do the strategic plan when the new pastor arrives.
5. Use the process in stagnated churches to help them get a new source of vision, energy, and spirit.
6. Use an interim network to be advocates for the process and its use. Ordinarily, the interim should not lead or facilitate the process in the congregation they are serving.
7. Tell success story of its use at evangelism conferences, church development conferences, and at conference, diocesan, district and/or presbytery meetings to create awareness and interest. It takes a while for people to catch on, keep telling the story.
8. Use the process every six years, with an update every third year and yearly plan-dos.
9. In an older congregation, precede the process with a history piece of the congregation's life so as to provide a continuity for people from the past to the future.
10. Use it to merge and/or dissolve congregations and then to seek appropriate leadership.
11. Use it to develop community ministries that meet real needs.
12. Use the process to keep from making big and costly mistakes.
13. Any transition time is a time to do part of the process for an update.
14. Two possible schedules - regular year increments and transition times.
15. Have Search Committee be ReVision Committee as well, do ReVision, then search and when the new pastor arrives, do the strategic plan together.
16. ...add others as you learn them.

Words of Caution

1. Information and enthusiasm can get stale and cold if too much time elapses.

2. Some how a congregation needs a vision to know what pastor to call.



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Section 3 Training Tips Facilitators

Tips for Facilitators

1. Use of facilitators is desirable for an outside view and for processing parts of ReVision.
2. A facilitator can be most helpful to process the planning retreat. Other places to use the facilitator are to get organized, and in training the reflection group leaders.
3. Persons who are doing the ReVision in other congregations and have good process skills make good facilitators. Trade between congregations.
4. The regional governing body could have a pool of facilitators and provide a regular support and sharing group for them as well as refresher training.
5. Facilitators can be either laypersons or clergy, process skills are the important qualification.
6. Usually a good facilitator for a group is a person who is perceived by the group to not represent authority or pose a threat to them. Regional staff, though possessing good process skills, may not be the best choice for a facilitator.



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Section 3 Training Tips

Reflection Leaders

Tips for Reflection Leaders

1. A good training team and process is essential to the success of the reflection series.
2. The pastor, the moderator of the ReVision Task Force, and the facilitator, or a combination of any of these, makes a good team to train the reflection group leaders.
3. Training for the eight reflection groups should be in small sections of never more than two sessions at a time. Ideally, the reflection group leaders would have weekly training and feedback sessions. At the training it is well to simulate the reflection series being done in an abbreviated form. The better trained the reflection group leaders are will determine the quality of the reflection groups and their results.
4. Form new groups for the reflection series. Do not use existing groups that may have an agenda or be politicized.
5. If after doing the survey and getting the context report, a serious conflict in the congregation is revealed that needs external intervention, do not proceed to do the reflection groups until the conflict has been managed. Reflection groups cannot be a place for people to vent about a conflict. Their intention is a very different agenda.
6. Remember the reflection groups are the heart of the ReVision process. This is when maximum participation and ownership are obtained by the congregation.
7. Reflection groups could begin by the pastor or interim pastor (if so skilled) leading the series from the pulpit, set it up and introduce it so the groups can proceed in the following week on that reflection. Do this for each of the eight reflections.



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Section 3 Training Tips

ReVision Planning Retreat

Tips for the ReVision Planning Retreat

1. The process of the retreat is more important than location and other matters.
2. The retreat needs to be in two parts on two consecutive days. For example:
 - Friday afternoon and evening and Saturday.
 - Saturday and Sunday afternoon and evening.
3. Two good places to end the first part of the retreat are when you have done the initial processing of the two statements and need time for a rewrite, or after you have completed work on the vision/mission statement.
4. The retreat does not have to be held where people stay overnight together.
5. The less elaborate the plans for meals, etc., the better.
6. Distance will not increase attendance by getting away - in this age you can never go far enough.
7. Have people attend as much of the retreat as possible. Accept as a fact that all the people will not be there all the time.
8. Plan this retreat at the beginning of the process so a place is secured and so people can plan to hold the dates.
9. A good place for the retreat is in a neighboring church building. Let them use yours for their retreat - exchange.
10. The presenters and facilitator need to plan carefully so that the retreat has a good flow and moves to accomplish the assigned task in the allotted time.



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Section 3 Training Tips Pastors

Tips for Pastors in the ReVision Planning Process

1. The pastor should not chair the task force or facilitate its work.
2. The pastor should be an advocate, a supporter, a cheerleader.
3. The pastor may assist in the training of reflection leaders, but should not be a participant in a particular reflection group.
4. The pastor should be part of the ReVision Task Force and participate in the Planning Retreat.
5. If there is more than one pastor, only one should be on the ReVision Task Force, but all should participate in the ReVision Planning Retreat.
6. The pastor needs to publicly support the ReVision and may want to preach on the reflection themes the week after the small groups meet on a given theme, not before the small groups deal with a theme. (See #7 of "Reflection Leaders" for another way for the pastor to be involved as a teacher in the process.)



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Section 4 Training Materials to Duplicate

The following materials are included in this section for duplication

Outline for ReVision Overview

Training Outline for Facilitator/Consultants

Position Description for Consultant/Facilitator

Position Description for the Moderator/Chair of the ReVision Task Force

Position Description for the Pastor in ReVision

Training Outline for Reflection Leaders

Scripture Passages Studied in the Reflection Series

Materials Needed for Reflection Series

Charts Output in the Reflection Series

Reflection Session Outlines with Time Pacing for Eight Sessions

Sample Output from Five Reflection Groups

Sample ReVision Plan



Outline
ReVision
Overview

Opening and Introductions

Overview of ReVision with overheads

A Look at the Readiness Section

How we get started using the Starter Kit

How to read and use the Context Report

A Look at the Reflection Section

LUNCH

Continue with the Reflection Section

Do short versions of two or three Reflection Sessions in small groups

1. Chart in Reflection One
2. Three learnings in Context Status 1-3
3. List Symbols; rate them in Reflection Six

A Look at the ReVision Section — the Retreat and the Plan

Look at implementation and the three year cycle

Questions

Adjourn



Outline
Training for
Facilitators &
Consultants

Introduction to the training process

Introductions

What will happen in these sessions

Getting Started with REVISION

Divide into small groups and make assignments

I. READINESS

Small Groups

Organize and Orient the Revision Task Force

II. REFLECTION

Overview

Small groups

Initial training for Reflection Leaders

III. REVISION

Focus- Reflection Groups Output

Look at the roles of others in the process

Review all tasks and the Position Description of the Consultant/Facilitator

What makes a successful Revision?

Questions?????

Other Matters

Conclude and Adjourn



Position Description

Facilitator/ Consultant

This person needs to be from outside the immediate congregation and skilled in leading meetings and in group process. These persons are not necessarily paid professionals, but can be persons trained by the regional governing body for this purpose. The consultant/facilitator needs to be available to the Revision Task Force Chair/Moderator throughout the process .

The consultant/facilitator needs to be physically present with the task force at the following times:

1. The meetings of Readiness, for the purpose of getting organized and oriented.
2. To train the Reflection Group Leaders at the initial training meeting and be part of the other training sessions as negotiated with the Revision Task Force Chair/Moderator.
3. To process the output of the Reflection Groups in preparation for Revision.
4. To be the process leader of the Revision retreat. Coach the presentors for the Revision Retreat.
5. To assist in the preparation and presentation of the final report: The Revision Plan

These persons would have any other duties as agreed upon, or as assigned by the regional governing body.



Position Description

Moderator/Chair of the ReVision Task Force

1. Moderate all the meetings of the Revision Task Force
2. Consult with the consultant/facilitator in planning and use their gifts and skills, when appropriate, throughout the process
3. Be the on scene manager to be sure everyone does their assigned/designated tasks
4. Report regularly on the progress of the work to Congregation and the Administrative Board
5. Assist in training the Reflection Group Leaders
6. Coordinate the preparation and presentation of the Revision Plan
7. Initiate the planning for the implementation, monitoring, and updating system
8. Pick up anything that falls between the cracks



Position Description

The Pastor in ReVision

1. To be an advocate, supporter and cheerleader
2. Serve as a member of the Revision Task Force/Committee
3. Assist in the training of the Reflection Group Leaders
4. Keep the whole process before the congregation in worship
5. Preach on the reflection themes, either before or after the reflection group meets
6. Assist in preparing the Revision Plan and presenting it to the congregation
7. Help to setup and monitor an implementation plan
8. Refrain from participation in any particular reflection group, along with members of the pastor's family
9. Help plan a celebration in worship, when the process is completed and the plan adopted



Training for Reflection Leaders

INTRODUCE AND OUTLINE THE EIGHT SESSIONS:

- 1. Review all the scripture passages in the series.**
- 2. Examine the list of charts to be produced and see how they build on each other.**
- 3. Introduce and explain the Context Report so people have a working understanding.**

NOW YOU ARE READY TO LOOK AT REFLECTION ONE

- 1. Look at the components of the whole session, see how they flow.**
- 2. Look at the example lesson plan for this session.**
3. Modify the lesson plan to suit your particular needs.[make sure you provide two hours working time in each session]
- 4. THE TRAINER WILL NOW DO THE REFLECTION ONE SESSION FOR PRACTICE IN FULL:
NO SHORT CUTS**
5. Debrief your experience and modify your lesson plan as necessary.
6. Agree on a common terminology, record keeping and reporting process.
7. You are now ready to lead Reflection one.

Do similar training for each of the eight sessions. Begin subsequent sessions with a debriefing of their experience in the session they have just completed. Use these two questions:

1. What happened in your session?
2. What help do you need?



**Scripture
Passages
Studied
in the
Reflection
Series**

SESSION 1

Isaiah 61: 1-3
Romans 8: 18-25

SESSION 2

None

SESSION 3

None

SESSION 4

Luke 4: 16-21
Luke 5: 17-26
Luke 5: 27-32

SESSION 5

None

SESSION 6

Acts 15

SESSION 7:

Colossians 1: 25-29

SESSION 8:

None



Materials Needed for the Reflection Series

ALL SESSIONS

Guidebook
Context Report/Status
Participants Book
Bible
Newsprint
Markers
Masking Tape

SESSION 1

3 charts on newsprint to fill in by the group [charts in Guidebook are not answers, but examples]

SESSION 2

Copies of Context Report/Status for all participants

SESSION 3

3 charts on newsprint to fill in by the group

SESSION 4

1 chart on newsprint to fill in by the group

SESSION 5

2 charts on newsprint with Now and Then filled in from previous chart

SESSION 6

1 chart to list Images, Beliefs, and Styles in columns
3 charts to list Essentials, Equivicals, and Expendables from the above chart lists in two columns for Naming the Barriers

SESSION 7

Create a two column chart

SESSION 8

Create 5 charts, then consolidate them into 5 brief lists of no more than 3 each

NOTE: Consult the Guidebook for the particular content of each chart

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Charts Output in Reflection Sessions

- 1 **Isaiah** (Positive/Negative)
Paul (Now/Then)
Our World and American Culture (Positive/Negative)
- 2 **NONE**
- 3 **W O T S up**

External	Internal
(threats)	(weaknesses)
(opportunities)	(strengths)

Clear Manifestations of the Gap — (Now/Then)
Potential Manifestations of the Gap — (Now/Then)
- 4 **Closing the Gap** — “add this”
use Now and Then
- 5 **Clear Mission Opportunities**
(use tables from Reflection 3 to fill in Now/Then)
do other columns
“strengths” — look at W O T S up
Potential Mission Opportunities
do same as above
- 6 Images/Symbols Beliefs/Values
Essentials Equivocals

 Styles
 Expendables

Naming Barriers potential/type
(look at essential column and parts 3 and 5 of the context report)
- 7 **List Primary Ministry and Program Activities, and Why?**
(refer to Context as where to put efforts)
- 8 **Review Reflection 5 (Vision and Mission)**
A Church for Us or Others?
Record responses
Review Reflection 6 (Naming the Barriers)
A Church for Us or Others?
Record responses
Commendable Activity (extremely)
Brainstorm — list 5 to 7 only
Vision (use previous tables)
Review What Is/What Ought To Be — list 3 - 5 items only
Mission (use previous tables)
Review — To Close the Gap — list 3 - 5 items only
Strategies - Three Year Initiatives
List 3 - 5 items only
PlanDo One Year Activities
List 3 - 5 items only

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Reflection Session One Lesson Plan

TIME IN MINUTES

- 10** **Introduce the whole series with a brief overview**
Introduction: Why we need Revision (p1)?
Revision Planning Model (p2).
- 30** **What is Vision? (p3)**
Discuss the 14 question
- 15** **Bible Study – Isaiah’s Vision (p5) Read and Discuss**
STAY FOCUSED ON ISAIAH –NOT YOUR CHURCH
- Create a table with catagories—Negative and Positive
 Summarize the above in single words
- 15** **Bible Study – The Hope of Paul(p7) Read and Discuss**
Discuss Now and Then-now is nothing compared to
completeness in God
STAY FOCUSED ON PAUL – NOT YOUR CHURCH
- Create a table with catagories—
 Now(current) and Then(future) (p8)
 Discuss “the end of death”(p9)
 The hope of the Gospel—found through faith in Jesus
 Christ-Is that one day we will be whole and fully alive
- 15** **Between Now and Then — A Great Gap(p9)**
What is?—current reality
What ought to be?—our hope...the conditions of Vision
- 20** **Create a table (pp10-11)with these catagories:**
Our World and the American Culture — NOW (What is) —
THEN (What ought to be)
KEEP THE DISCUSSION GENERAL
- 10** **Summary (p11)**
What has been learned about Vision, so far?
What has been learned about any future vision
we embrace?
- 5** **Assignment:**
Read Discovering our Context
Do questions in the participant’s book



**Reflection
Session
Three**
**Defining
Our Gap**

**TIME IN
MINUTES**

10 Introduction (p19) The Gap is our Mission Context
Theologically how we experience the gap
Discuss the key principle on p.20
The Gospel and Good News

15 Study the scripture passage- Matthew 5:13-17
You are the salt. . . .light of the world

40 Discuss the four questions on p. 21

Do the W O T S up Chart

EXTERNAL

Threats & Opportunities

INTERNAL

Weaknesses & Strengths

50 Shaping our Vision pp.21-22

Prepare to create two tables[a 25 minutes each]

Both begin with NOW and then look at THEN

1. CLEAR MANIFESTATIONS OF THE GAP p.23

Discuss questions A&B on p.23,see Status Context pp.25-26

2. POTENTIAL MANIFESTATIONS OF THE GAP P.23

Discuss questions C&D on p.23

3. NOTICE:

Table 1-THEN is what ought to be—how people would look whole and fully alive

Table 2-THEN is options of what ought to be which we yet need to address and determine

5 Summary:

Mission Context is: recognizing death/brokenness and seeing the life of God/hope breaking forth



**Reflection
Session
Four**

**Call To
Mission**

**TIME IN
MINUTES**

- 20 Introduction pp.25-28**
 Everything in this particular discussion is to help the group get a definition of Mission
 Use the questions and visuals to this end
- 40 From Vision to Mission p. 29**
 Discuss Luke 4:16-21 & 3 questions
 Build the Chart on p. 30.follow the order of the leaders notes
STAY ON THE PASSAGE-NOT YOUR CONGREGATION
 NOW-(What is?)
 THEN-(What ought yo be?)
 CLOSING THE GAP- What actions need to be taken?
 Complete the chart
- 20 Second passage of scripture Luke5:17-26**
 Discuss questions 1-3 p.31
- 20 Third passage of scripture Luke5:27-32**
 Discuss questions 1-3 p.32
- 20 Summary of Key Principles pp.32-33**
 What have we learned in this session?
 Next session will build on this in our own mission context.



**Reflection
Session
Five**
**Visualizing
Our Mission**

**TIME IN
MINUTES**

20 Introduction and Review pp.35-36
 Review Vision and Mission
 Today's Task- begin to visualize our mission in our context
 Ask and rephrase four questions on p.36

45 CLEAR MISSION OPPORTUNITIES p.37
 Use the table from Session Three p.23 at top
 Fill in the NOW & THEN from that table
 Create a new table with four new columns
 Do we have a strength in this area?
 What could we do?
 For whom would we do it?
 How would we accomplish it?

45 POTENTIAL MISSION OPPORTUNITIES P.38
 [Do the same as you did in the above table]

10 SUMMARY p.39
 What did we do this session?
 We deal with fundamental issues for future
 Clarifying our vision
 Define how to close the Gap
 Clarify issues we must address
 Look to how some traditions can be a barrier and how the early church
 addressed these issues.

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Reflection Session Six

Bringing Down the Barriers

TIME IN MINUTES

- 15** **Introduction** p.41
- A. Barriers
1. prohibit us from doing the ministry we seek to provide
 2. quote p.41 "Many unchurched. . .through p.42
discuss two questions on top p. 42
- B. Post five questions on newsprint [DO NOT DISCUSS]
- C. Introduce four point agenda [bottom p.42 & p. 43]
-
- 35** **Bible Study** pp. 43-46
- Part 1** Acts 15:1-12
1. use Context p.15 #10 "resistance to change"
 2. discuss six questions p.45
- Part 2** Acts 15:13-20
1. use Context pp.13-15 & pp.19-21
 2. discuss four questions p.4
- Part 3** Acts 15:27-29
1. discuss three questions top p.47
- ESSENTIALS FOR OUR SITUATION p.47
-
- 10** **Step 1 Introduce "different faces"**
- Discuss categories p.48
- Images & Symbols
 - Beliefs & Values
 - Style
- Give an example of each category
- BRAINSTORM three lists, one for each category
-
- 7** **Step 2 Evaluate each item in all categories** (As individuals)
- Essential
 - Equivocal
 - Expendable
-
- 45** **Step 3 Build a group list of the rated three categories** pp. 49-50
[seek consensus, otherwise rate equivocal]
-
- 38** **NAMING THE BARRIERS** p.50-51
1. Use Context Status part 3 & part 5
 2. Identify potential barriers



**Reflection
Session
Eight
A Question**

**TIME IN
MINUTES**

- 10** **Introduction with a story of a congregations experience** pp.63-64

Have a discussion of – a church for us/a church for others

Reflection on implications

- 20** **Reflect on previous charts**

 - 1. Chart from session 5, pp37-38
 - Go through each issue and record responses
 - 2. Chart from session 6, p.51
 - Go through each issue and record responses

- 10** **CELEBRATE THE COMMENDABLE** p.65

What are the evidences of spiritual vitality and faithfulness?

Brainstorm a few minutes

Finalize a list of 3 to 5 items[ssee examples]

OFFER A PRAYER OF THANKS FOR ITEMS ON LIST

RECOMMENDTIONS p.66- in four categories

Build four Charts with this process:

 - Brainstorm
 - Name several
 - Consolidate to no more than 5, preferably 3

- 15** **1. Characteristics of our Vision**
- 15** **2. Characteristics of our Mission**
- 20** **3. Three Year Initiatives**
- 20** **4. First Year Strategies –using the Three Year Initiatives**

- 10** **SUMMARY** p.69

Review next steps

Celebrate the groups life and efforts

Bring closure.



**Output
from Five
Reflection
Groups**
ReVision

Group 1

Our community needs rebuilding.
There is a need for spiritual renewal.
Pray for the day when our church will be full at worship.

Group 2

We need to do programs for kids and youth.
We shall appreciate our differences.
Celebrate the diversity of our community.

Group 3

We and the community need to discuss faith matters.
We have old programs that need to go to make way for the future.
We need to be concerned about the overall health of our church and
Community.

Group 4

We pray for God's rule to come in our lives.
The future needs to be hopeful.
We will reach out to those in our environment who are different than us.
We need contemporary worship forms.

Group 5

Our children are our future.
There is a lack of communication.
Our community is declining fast.
We need not fear change and diversity, it is our hope.



Summary of a Sample ReVision Plan

Vision Statement

Our congregation is called by God to reach out to our community so that, together we can express our cultural differences in a way that will bring wholeness and healing to all God's children, both in the congregation and in the community.

Mission Statement

Our mission is to begin to meet together so that together we can discern how God is leading us to discover and meet the ministry needs that exist among us.

A Three Year Plan

Initiatives

1. Hold three meetings at different locations in the community as a way to begin to know each other.
2. Hold a cultural fair where we can share our various heritages.
3. Begin to plan various types of worship experiences that will let all of us have a chance to experience other manners of coming before God.

One Year To-Dos

1. Hold a planning meeting with six representatives from the community and six representatives from the church to plan an initial meeting to take place within six months to share our joys and concerns.
2. Conduct the meeting and compile the results and give the results to the Planning Team to formulate a suggested plan to respond to what was discovered.
3. Hold the cultural fair in the next nine months.
4. Sit down together and decide the proposed next steps and what resources are needed to go forward. Make those plans.