

Vision Meeting

Implementing the Appreciative Inquiry Model

How are you?



No really, how are you?

With covid life seems to be an even more severe rollercoaster so before we begin ...

- What color were you last week?
- What color are you this week?
- What might you be next week?

↑	ENRAGED	PANICKED	STRESSED	JITTERY	SHOCKED	SURPRISED	UPBEAT	FESTIVE	EXHILARATED	ECSTATIC
	LIVID	FURIOUS	FRUSTRATED	TENSE	STUNNED	HYPER	CHEERFUL	MOTIVATED	INSPIRED	ELATED
	FUMING	FRIGHTENED	ANGRY	NERVOUS	RESTLESS	ENERGIZED	LIVELY	ENTHUSIASTIC	OPTIMISTIC	EXCITED
	ANXIOUS	APPREHENSIVE	WORRIED	IRRITATED	ANNOYED	PLEASED	HAPPY	FOCUSED	PROUD	THRILLED
ENERGY	REPULSED	TROUBLED	CONCERNED	UNEASY	PEEVED	PLEASANT	JOYFUL	HOPEFUL	PLAYFUL	BLISSFUL
	DISGUSTED	GLUM	DISAPPOINTED	DOWN	APATHETIC	AT EASE	EASYGOING	CONTENT	LOVING	FULFILLED
	PESSIMISTIC	MOROSE	DISCOURAGED	SAD	BORED	CALM	SECURE	SATISFIED	GRATEFUL	TOUCHED
	ALIENATED	MISERABLE	LONELY	DISHEARTENED	TIRED	RELAXED	CHILL	RESTFUL	BLESSED	BALANCED
	DESPONDENT	DEPRESSED	SULLEN	EXHAUSTED	FATIGUED	MELLOW	THOUGHTFUL	PEACEFUL	COMFY	CAREFREE
↓	DESPAIR	HOPELESS	DESOLATE	SPENT	DRAINED	SLEEPY	COMPLACENT	TRANQUIL	COZY	SERENE
	← PLEASANTNESS →									

Appreciative Inquiry

What is it and why do we need it?



“

...let your minds be filled with everything that is true, everything that is honorable, everything that is upright and pure, everything that we love and admire with whatever is good and praiseworthy.

Philippians 4:8 NJB

5 BASIC PROCESSES

- Choose the positive as the focus of inquiry
- Inquire into stories of life-giving forces.
- Locate themes that appear in the stories and select topics for further inquiry.
- Create shared images for a preferred future.
- Find innovative ways to create that future

Additional Resources: [A Brief Handout](#) with sample interview questions, [Roadmap](#) great overview, and , [Church of Scotland](#) a how to guide.

What does it look like?

- Interview - share stories about ourselves and Sanctuary based on a set of questions
- Reflect - what you heard back to person or larger group
- Find Themes - between interviews and what that means for the larger community

Rinse and Repeat!

This is not formal wear we put on once every three to five years. This a thread that will be woven into everything we create and do.





1.

Initial Thoughts

What do you notice and or wonder after this brief introduction with appreciative way?

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- Like Focus on positive, what's working
- Energy of flourishing
- Not on conflicts
- Love it! This is my experience of what works in life; what I focus on grows whether positive or negative
- So much amazing stuff going on at sanctuary too much to hold: diversity, arts, energy of community,
- Courageous and ditto on other thoughts

What do you notice and or wonder after this brief introduction with appreciative way? - Continued...

- When there is conflict (it will happen) how to you approach in Appreciative Way orientation; see it, acknowledge it and reorient to positive
- Looking for themes - allows us to attend to the group over individual
- Appreciate Art and Film and both are expressing the model - we grow thru the sharing of how we see the art of film
- The pluses at Sanctuary are enough to be a container to see all issues as a whole



2.

Next Steps

How best do we implement?

Discernment Team Option 1

Quick but Thorough

- Hire a Consultant
- Steering Committee
- Large commitment
- Goal of outcomes by June

Proposed Work plan	Cost
Step One: Preparation with the Steering Committee (as outlined on page 2) Two 1/2 days with Steering Committee and planning time	\$1500
Step Two: Discovery Phase (as outlined on page 2-3) Two 1/2 days with Committee;	\$1500
Step Three: Articulating the Positive Core & Preparation for and Design of the Appreciative Inquiry Online Summit. (as outlined on page 3) 1/2 day off-site	\$750
Step Four: Appreciative Inquiry Summit (as outline on page 4) One and 1/2 days	\$2250
Step Five: Integrating Plans from the Innovation Teams (Optional, as outlined on page 5) 1/2 day	[\$750]
Total cost of the Consultation	\$600-\$6750

Discernment Team Option 2

Slow and Steady

- We do it ourselves
- Longer timeline
- Less short-term commitment
- Small Groups (prayer circle model)
- Summit every other month to share

Feb - March	Small groups learning how to interview, reflect and identify themes.	Once a week to once every other week
March	Submit to Share	two hours
April - May	Small groups interviewing community members, reflecting and identifying themes.	Once a week to once every other week
May	Submit to Share	two hours
June	Check back in a decide where we want to go next	two hours

Hire Consultant

Do we have a mandate to finish this by June?

Do it Ourselves*

Does slow and steady win the race?

Something Else

Is there something we haven't thought of?

***Leaders could be trained by video or by consultant**

Next Steps: Let's Talk

- If everyone is exhausted, we should hire a consultant to help, support and also get outside viewpoint
- With either option we are still of doing a lot of work together
- Option 2 presumes we would slow down; and not try to get done by June; and acknowledges the context of the pandemic and the exhaustion level of our leaders and team
- The consultant allows us to implement quickly, but this is not rocket science and we are already operating in a AI mode, don't need to make recommendation in four months for the rest of our existence.
- Want to expand on positives

Next Steps: Let's Talk - Continued...

- Questions about Process of option 2: who is leading it...how are we making decisions? How will we keep it structured and focused and progressing?
 - Seek small group leaders who will be trained in AI (ie: how to reframe to AI Way)
 - Commission small groups - and then have summits in between to find themes
- Consultant
- Amazing dedication and energy of the discernment team
- Hiring does not ease workload, maybe intensified and cost
- Combine option one and option

Next Steps: Let's Talk

- Have the response and themes from prayer circles been edited and digested?
No - Needs to be done... but the spreadsheet is incomplete; some folk did it weekly and others did not do it at all...
 - May suggest Seeking some survey and circling back
- Combine one and two - start ourselves and be open to getting help from consultant?
- Maybe have Larry come in and help with training right away?
- To do it ourselves - provides an opportunity to grow and connect as community to do it on our own
- The prayer circles really connected us in community; this would only improve our relationships and
- Consultant might help us to “see” things anew - one we have shared stories and seen themes.
- Loved my prayer circle, really helpful to hear others and their views - AI takes that another step forward - it is exciting; could use consultant at any point along the way

Next Steps: Let's Talk - Continued...

- Experience of prayer circles was not only good for building community small group by small group; we also sensed things emerging when we looked at the Word and the HS movement - there were gifts identified in those circles; valued in many ways
- Finding out which way to go...
- If we get to a place where we are stuck (ie: going in circles) we might call in consultant to help us get unstuck
- It is still a structured process - but slow and steady and unfolding, versus short term and goal oriented
- The model will make the community Intelligible to itself!
- Confirming that we do not need to have the future of Sanctuary discerned by June for a business meeting.
- Moderator will bring the wisdom and input of this 2021.02.07 Visioning Meeting to the LC for "vote" in regards to the continued process.

Thank you!

After this meeting:

- Discernment Team will make a recommendation to the LC
- LC will vote on recommendation
- We will inform the congregation and give details

