



Transformative Tools

ECF's Spanish Language Resources

ECFVP Team

The [Episcopal Church Foundation's](#) (ECF) vision is a vital, inclusive, and sustainable Episcopal Church that creates steadfast followers of Jesus. And one way we live into this vision is by actively working with Latino/Hispanic leaders in our Church to create Spanish and English programs, services and resources for building up the leadership and financial capabilities of congregations engaged in Latino/Hispanic ministry. We seek to serve majority Latino/Hispanic congregations as well as congregations who are seeking to connect with the growing Latino/Hispanic population in their midst. We do not just translate materials from English, but work with native Spanish speakers to create authentic materials that reflect the life, beliefs and culture of the population appropriately.

Some of our most popular Spanish language resources are:

- *Guía de recursos para finanza*, the [Finance Resource Guide](#) (SFRG), is designed for lay and clergy leaders with a wide variety of financial backgrounds and expertise – for newly ordained priests, as well as veteran parish treasurers, for those faithful parishioners who have ongoing fiduciary responsibilities, as well as newcomers who are helping to manage the financial resources of their local faith community for the very first time. It will serve as a companion piece to the [Vestry Resource Guide](#), which is also available in Spanish. [Please pre-order copies from Forward Movement.](#)
- [Vestry Resource Guide](#): Whether you're a new vestry member or a seasoned veteran, the newly revised [Vestry Resource Guide](#) is essential reading. With a deliberate focus on the importance of lay and clergy leadership teams, you'll find comprehensive information and advice about the ministry of the vestry, leading faith communities, promoting stewardship and navigating clergy transitions. To purchase a copy, call Forward Movement at 800-543-1813 or [visit their website](#).
- A quarterly Spanish-language email highlighting the most recent Spanish-language resources available on [ECF Vital Practices](#).
- An easy-to-search [directory of Spanish language materials](#) available on ECF Vital Practices
- Quarterly webinars that bring Spanish-speaking Episcopalians from around the country and the world together on leadership and financial topics such as vestry leadership, annual stewardship, and strategic visioning and planning. [Explore here.](#)

In addition, ECF is actively building capacity in this important area. Through our partnership with a Spanish-language resource consultant, we are adapting programs and services and developing practical resources (especially cost-effective, multimedia resources) on issues pertinent to the leadership and financial challenges facing Latino/Hispanic Episcopal congregations. To learn more about these resources, or to join the quarterly email list, please contact Sandra Montes at smontes@ecf.org.

Resources:

- [Guía de recursos para juntas parroquiales](#), un webinar de ECF Vital Practices, presentado por Dra. Sandra Montes, 13 Agosto 2015
- [Descripciones del Trabajo de la Junta Parroquial](#), an ECF Vital Practices tool
- [Un cafecito con Sandra y Sandy Milien](#), un webinar de ECF Vital Practices, presentado por Dra. Sandra Montes con Sandy Milien, 25 marzo 2020
- [One Missional Way to Grow Your Small Church](#) by Dr. Sandra Montes, Vestry Papers, July 2017

Hybrid Church - A Way Forward for Church Leaders

ECFVP Team

In [Hybrid Church - A Way Forward for Church Leaders](#), the Rev. Tim Schenck explores the changes that the church has adopted during the pandemic and the effects of these changes. These technological innovations are viewed by some as temporary stopgaps (to be given up when all of this is over), by others as welcome improvements that should be kept.

Whether or not it wanted to be there, the Church stands at a turning point where it must choose how to do church going forward. In [Hybrid Church](#), Tim poses the interesting question of whether a post-pandemic church should be aiming for “resuscitation” or “resurrection.” Resuscitation would mean returning to pre-pandemic structure and programming without the digital technology that helped keep the Church alive during lockdowns. Resurrection would be allowing some old ways to die in order to bring forth a new way of being church. Schenck favors embracing a model of “hybrid church,” which would combine traditional ways of doing things with online/interactive methods. As he says, “I’m increasingly convinced that we must be a church that metaphorically welcomes people in suits and ties in person, and people wearing bathrobes and drinking coffee online.”

This tool is a thoughtful discussion piece to help you present a plan to your parish for what post-pandemic operations could look like. But be prepared. As Tim notes, “Presenting a plan to the parish about what a post-pandemic church will look like that involves some radical rethinking, will inevitably lead to pushback. Some of this will be rooted in grief at what we are giving up as both a society and a church.” We have given up a lot during this pandemic and are probably not done yet. “But,” he continues, “it’s important to stress that we’re doing this to not just survive as a church, but to thrive as a parish spiritually, programmatically, numerically and financially.”

[Hybrid Church](#) is something for your leadership to sit with and digest as they consider how to move forward. Tim thoroughly explains his points and ends each section of the document with helpful questions to reflect on as you create your own path. He concludes, “I do believe that the past year has helped us tap into what really matters in this life – relationships, love, faith, selflessness, art, music, meaning. Perhaps the church will be able to speak into these aspects of our humanity – and share them – in more profound ways than ever before.”

Resources:

- [Pandemic Learnings](#) by Audra Abt, Vestry Papers, May 2021

- [Digital Ministry Is Here to Stay](#) by Callie Swanlund and Jeremy Tackett, Vestry Papers, March 2021
- [The Church Goes to Virtual Burning Man](#) by Brian Baker, Vestry Papers, March 2021
- [Virtual Morning Prayer Builds EDS at Union's Community](#) by Mary Barber, Carl Adair, Joseph O'Rear, Nicole Hanley and Maryann Philbrook, an ECF Vital Practices blog, June 13, 2020

Congregational Vitality Assessment Tool

ECFVP Team

The [Congregational Vitality Assessment](#) (CVA, currently version 2.0) is a ground-breaking, [research-based](#) online diagnostic tool designed to provide a congregation with an assessment of its Vitality (how healthy it is) and its Sustainability (whether it has the people, financial and contextual resources necessary to survive). The vitality section carries the bulk of the assessment, measuring ten areas of congregational functioning, such as Vision and Mission, Leadership, Lay Empowerment, Worship, Formation, Stewardship and more.

The CVA is available in two versions:

1. [CVA Single Congregation Version \(free\)](#), which can be completed by a single congregational leader or a selected congregational leadership group. The [CVA Single Congregation Version](#) is made available free of charge to congregations of all denominations and religions by a partnership between [The FaithX Project](#) and the [Episcopal Church Foundation](#).

2. [CVA Judicatory Platform \(subscription\)](#), a customized dashboard through which a judicatory can directly administer the CVA to each of its congregations, receive anonymized results (including supplemental, non-scored questions), and monitor their results over time. Available by subscription for \$2,495/year (covers all updates and upgrades), with a first year setup fee of \$2,500 (covers customization and training costs). For more information email judicatory@cvatool.org.

The subscription-based Judicatory Version was created in response to requests and design input from several judicatories (dioceses, synods, districts) across the U.S. that wanted to incorporate into the systemwide congregational development processes. It provides them with a judicatory-specific dashboard that will allow them to:

- Directly coordinate the administration of the CVA to their congregations.
- Receive anonymized diagnostic summary assessments of their congregations' vitality and sustainability.
- Monitor congregational vitality and sustainability on a year-to-year basis.
- Add locally-relevant questions about congregations' ministries, programs, and other important information.
- Supplement the backward-looking parochial reporting data with real-time, forward-looking diagnostic data and recommendations that their congregations can use to improve their own vitality and sustainability.

Since the Congregational Vitality Assessment is based on self-reporting, its diagnosis will only be as accurate as the answers you provide, so you can help your congregation get the most helpful results by answering as honestly and objectively as possible.

Since its digital launch, more than 200 congregations from a multitude of denominations have used the CVA to assess their vitality and sustainability. Version 2.0 is the same data-grounded tool, but with a completely redesigned user interface making it more approachable and easier to use by congregational leadership, and upcoming versions will bring us a fully translated Spanish Evaluación de la Vitalidad Congregacional.

Want to sample the CVA?

Click [this link](#) to see what your survey-takers will experience when you initialize and send the survey link to them. If you answer each question and click through each section, you will see all of the survey questions. At the end, you will see a sample of the scoring and recommendations for each section. To launch a survey for your congregation, fill out [this form](#). You will be sent an email message with a link to launch your congregation's survey, along with a password you will need to enter in order to initialize your survey.

Curious to learn how another congregation used the CVA? Click [here](#).

Have other questions before you begin to explore the tool? Check out the list of FAQs [here](#).

Resources:

- [Data-Grounded Discernment for Leadership Transition Planning](#) by Ken Howard, an ECF Vital Practices blog, August 24, 2021
- [Congregational Vitality Assessment: How To Use This Powerful \(Free\) New Tool](#), an ECF Vital Practices webinar presented by Ken Howard and Haley Bankey, January 27, 2021
- [Strategies and Tools for COVID-Related Outreach](#) by Ken Howard, an ECF Vital Practices blog, March 21, 2020

An Asset-based Approach to Engaging Church and Community

ECFVP Team

[Called to Transformation](#) (CTT), an asset-based approach to ministry sponsored by the Episcopal Church and Episcopal Relief and Development, is centered around the belief that individuals, groups and communities have the gifts they need to address the needs they see around them. The program offers a complete resource to engage churches and communities in a process to identify those gifts and begin the work they are called to do.

CTT helps churches and the communities in which they serve to:

- Discern their gifts from God and to consider the ways in which those gifts can be used to the benefit of all
- Engage and partner with one another as they work together

- Move from thinking that they do not have enough to make a difference to believing that they have what they need for the work they are called to do

The CTT Process

[CTT](#) helps equip congregations and their communities to map and mobilize assets in their neighborhoods and help build a more equitable, resilient society. Steps in the CTT process include:

- Define the CTT Team – your entire faith community or a group within it or a partnership within your broader community
- Build a Steering Team
- Craft a theologically-based purpose statement for the work you plan to do
- Develop a plan and process for the work
- Discern your gifts, beginning with individual team members and then moving outward to discover the gifts or assets of all kinds in the community
- Create a map of the assets found in your people, congregation and community
- Begin the work described in your purpose statement
- Celebrate and evaluate that work at intervals along the way

CTT Training

The [CTT curriculum](#) has been adapted by Learning, Faith, & Media to a hybrid model that can be convened locally. CTT Trainings are free and include a Facilitator Training, designed to prepare a facilitator to convene your project and Participant Training, where participants learn asset-based community development concepts online and gather in-person or on video chat for skills practice, project planning and a local site visit.

For more information contact info@calledtotransformation.org

Resources:

- [Putting Our Buildings to Work](#) by David Robinson, Vestry Papers, September 2019
- [How We Gather 'Round the Table](#) by Brian Prior, Vestry Papers, January 2019
- [Connecting Churches to Diocesan and National Resources](#) by Annette Buchanan, an ECF Vital Practices blog, April 30, 2018
- [Building a Legacy](#) by Demi Prentiss, Vestry Papers, September 2016

Recursos en español de la Fundación de la Iglesia Episcopal

ECFVP Team

La visión de la [Episcopal Church Foundation](#) (Fundación de la Iglesia Episcopal, ECF) es una Iglesia Episcopal vital, incluyente y sostenible que crea seguidores inquebrantables de Jesús. Una manera de vivir en esta visión es trabajando activamente con líderes latino/hispanos en nuestra Iglesia para generar programas, servicios y recursos en español y en inglés para reforzar el liderazgo y las capacidades financieras de feligresías participantes en el ministerio latino/hispano. Buscamos servir a la mayoría de las feligresías latino/hispanas, así como a las feligresías que busquen conectarse con la creciente

población latino/hispana en sus medios. No nos limitamos a simplemente traducir materiales del inglés, sino que trabajamos con hispanohablantes nativos para crear materiales auténticos que reflejan apropiadamente la vida, las creencias y la cultura de la población.

Algunos de nuestros recursos más populares en español son:

- *Guía de recursos para finanzas, la Finance Resource Guide* (SFRG) está diseñada para líderes laicos y del sacerdocio con una amplia variedad de conocimientos y pericias financieras, ya sean sacerdotes ordenados recientemente, tesoreros parroquiales veteranos, feligreses fieles con responsabilidades fiduciarias permanentes o recién llegados que ayudan a administrar los recursos financieros de sus comunidades de fe locales por primera vez. Es una publicación que acompaña la *Vestry Resource Guide* (*Guía de recursos para la Junta Parroquial*), que también está disponible en español. [Pida copias por adelantado a Forward Movement](#).
- *Vestry Resource Guide*: Independientemente de que usted sea un nuevo miembro de la junta parroquial o un veterano, la versión revisada de *Vestry Resource Guide* es una lectura esencial. Con concentración deliberada en la importancia de los equipos compuestos por laicos y miembros del sacerdocio, hallará información completa y asesoramiento sobre el ministerio de la junta parroquial, liderar las comunidades de fe, promover la mayordomía y navegar las transiciones del clero. Para comprar una copia, llame a Forward Movement, al 800-543-1813, o visite su sitio web.
- Un mensaje trimestral por correo electrónico en español con los recursos en español más recientes en [ECF Vital Practices](#).
- Un [directorio de materiales en español](#) fácil de usar, disponible en ECF Vital Practices
- Webinars trimestrales que unen a episcopales de todo el país y del mundo sobre temas de liderazgo y financieros como el liderazgo de la junta parroquial, la mayordomía anual y el diseño y la planificación de visión estratégica. [Explore aquí](#).

Además, la ECF está formando capacidad activamente en este aspecto tan importante. Mediante nuestra asociación con una asesora de recursos en español, estamos adaptando programas y servicios y desarrollando recursos prácticos (especialmente recursos multimedia efectivos desde el punto de vista de los costos) sobre temas relativos al liderazgo y a los desafíos financieros que enfrentan las feligresías episcopales latino/hispanas. Para obtener más información sobre estos recursos o unirse a la lista trimestral de correo electrónico, contacte a Sandra Montes en smontes@ecf.org.

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- [Una manera misionera de crecer tu iglesia pequeña](#) por Dra. Sandra Montes, Vestry Papers, julio 2017