



Team Discernment

The Rev. Rosa Lindahl
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What is the Episcopal Church Foundation (ECF)?

ECF is an independent, lay-led organization that responds to the needs of Episcopal faith communities by empowering them to engage in visioning and planning, develop effective lay-clergy leadership teams, and raise financial and other resources for ministry.

Vision & Planning

- Strategic Solutions

Resources for Ministry

- Capital Campaigns
- Planned Giving
- Endowment Management Solutions
- Annual Giving & Development

Developing Leadership

- Fellowship Partners Program
- Vital Teams
- Educational Events

Tools & Ideas

- Vital Practices (www.ecfp.org)
- ECF Publications



Technical notes

- All participants are currently muted to cut out background noise and audio interference
- To start your web cameras, press “Start by Web Cam” button and “Start Sharing”
- If you have questions, please type them into the chat box on the right-hand side of the screen
- PDF’s of the slides and resource list are downloadable
- This webinar is being recorded and will be made public



Vital Teams

Lay+Clergy Leadership Teams

Where clergy & laity have shared responsibility, authority and accountability and are guided by best practices and policies that work together to accomplish a shared purpose.



A Vital Team



Team-based discernment and holy imagination

- Introduction to ECF and Vital Teams
- The challenges and rationale for team-based discernment
- Discernment habits
- Discussion and application
- Next steps and wrap-up
- Resources and contact information



Why?

- Increasing complexity
- More serious challenges
- Extraordinary mission and ministry opportunities



The challenge

- To move beyond transactional and utilitarian business meetings
- To have generative conversations that deepen meaning and create broader horizons
- To engage mission possibilities with curiosity, faith and courage



Habits of the heart

- Holy Spirit and avenues of grace
- Theology of best practice or habit
- Process over personality



Habit 1: Searching for cues and clues

- How to “do this”
- Engaged, active, exploratory
- Contextual
- Internal *and* external



Habit 2: Framing



- How to “do this”
- Questions what we see
- Manages tension between understanding and responding
- Recognizes complexity



Habit 3: Retrospective thinking

- How to “do this”
- NOT nostalgia
- Deepens and clarifies identity
- Can be liberating



St. Mary Mariposa: searching for cues and clues



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Discussion Question 1

What might be some next steps the vestry could take with this pictorial narrative?

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St. Mary's from the curb



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Discussion Question 2

How might the vestry use Framing to consider the implications of the current 'curb view' of St. Mary?

- Structural: Policies, procedures, resources
- People: Needs, feelings, prejudices, developmental opportunities
- Political: Agendas, power, competing interests, conflict
- Meaning, faith narrative, witness

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"Retrospective thinking" at St. Mary's, Los Angeles



The past has a tendency to loom over a congregation...

'Thinking retrospectively' is about intentionally exploring the past to see the future through new eyes.



Discerning a new future in past history...



A community growing in “Faith, Hope, Love”



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Example of “Retrospective Thinking” at Grace Church, Biddeford



- Discovering vestry minutes from late 1950s
- Seeing how Grace had struggled to survive and committed itself to serving laid off workers
- A new path forward

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Wrap-up

- How might you use these ‘habits’ in your own context?
- Is there one in particular that you can test?



Resources

- Framing worksheet
- Holy imagination-VP link

