

Resources for Developing a Vision in Congregations

Thomas G. Bandy

Vision Discernment: The Congregational Workbook,

Published by Easum, Bandy & Associates and available through their website, www.easumbandy.com in the Resources Section under Workbooks. This 72-page workbook provides detailed processes for use in a congregation for defining its core values and bedrock beliefs and leading to motivating vision. Reproducible handouts are included in the workbook. The workbook can be ordered in hard copy for \$20.00 or through e-mail attachments (in Adobe Acrobat format) for your own printing for \$12.00.

Moving Off The Map: A Field Guide to Changing the Congregation,

Published by Abingdon Press in 1998 and available through Cokesbury, Amazon, or the website, www.easumbandy.com in the Resources Section under books. Part III, pp. 115-236, details much of the same material as in the workbook above, with more background material.

Jim Herrington, Mike Bonem, James H. Furr

Leading Congregational Change: A Practical Guide for the Transformational Journey

Published by Jossey-Bass Publishers in 2000 and available through Amazon, Barnes and Noble, and other good bookstores (on-line or bricks and mortar). This book and the accompanying workbook by the same name have been developed by this trio of progressive Southern Baptist church consultants, who have developed a good application of John Kotter's organization change leadership process from Leading Change and the framework of Peter Senge's The Fifth Discipline to the dynamics of change in the church. Their process assumes a strong, independently initiating role for the pastor, more in keeping with their Baptist traditions than is the case in Presbyterian polity. Making adjustments for that reality, their chapter on "Discerning and Communicating the Vision" (Chapter 4) provides some helpful material, and their workbook has some good worksheets for use in various congregational processes.

Peter M. Senge

The Fifth Discipline

Published Doubleday in 1990 and available through good bookstores. This book has provided some of the basic systems thinking for dealing with organizational change. Chapter 11, "Shared Vision," is especially helpful for this purpose related to visioning. Two subsequent books from the "Senge team" – The Fifth Discipline Fieldbook, published by Doubleday in 1994, and The Dance of Change, published by Doubleday in 1999 – provide a treasure chest of examples and elaboration of the "Fifth Discipline" principles. These books come from the arena of business, but have found profound application in church systems.

Nancy Ammerman, Jackson Carroll, Carl Dudley, and William McKinney
Studying Congregations: A New Handbook

Published by Abingdon Press in 1998 and available from Amazon, Cokesbury, and other good bookstores. This handbook has some good material on developing a vision for ministry on pp. 179-187. The authors are long-time students of the dynamics of congregations and have compiled many proven strategies and methods in this handbook.

Percept

Revision: Strategic Planning Program

Published by The Percept Group in 1997 and available from Percept, 151 Kalmus Dr., Ste A104, Costa Mesa, CA 92626-5900, phone 1-800-442-6277. In Revision, Percept provides a comprehensive process for planning for congregational ministry and mission. This includes provision of high-quality community and congregational demographic material and a congregational survey instrument, as well as a well-defined process for visioning and planning. The product comes as a package for between about \$500 and \$700, plus some cost for compiling the congregational survey, for a congregation, depending upon whether or not the congregation's presbytery or synod is under contract with Percept. The package can be ordered directly from Percept or through the presbytery or synod.