

**Department of Missions
Episcopal Diocese of El Camino Real**

ANNUAL VISIONING TOOL FOR MISSION CONGREGATIONS

TO THE MISSION CONGREGATION OF _____

In order to provide the most appropriate assistance to further the mission of this congregation, the Department of Missions requests that the clergy **AND** lay leadership of the congregation respond to the following questions. Please consider each question prayerfully and consider not just the immediate needs and concerns of the congregation, but also your hopes and dreams for the future. Please provide this information **no later than** _____.

GENERAL INFORMATION

1. Explain the demographics of your congregation:
 - a. Age groups, for example, how many young families, singles, older adults
 - b. How do these age groups match the surrounding population where you are located?
 - c. How are the different needs of first and second generation members met?
 - d. Occupations: for example, what is the primary occupation or industry of most of your congregation? What other occupations are represented?
2. Any other relevant information or important background?
3. Is your congregations growing or declining? (please, explain)

STRENGTHS

4. Do you have a mission statement? (If yes, write it down.)
5. What is your vision for the future of your congregation?
6. How does your mission help people recognize their specific spiritual gifts?
7. How are you helping people find the ministries that are good matches to their gifts?
8. Is the vicar building servant leaders or trying to do all the work him/herself?
9. Who are you? Tell us about your congregation. What do you see as your purpose as a congregation?
10. Describe how evangelism happens in your community. List all the programs/services that you offer, both to your congregation and to the community.
11. Of all that you do, list the three “things” that you are doing best. Why?
12. Resources: What are the various resources that the members of the congregation can provide? (labor, specific talents, money)
13. How many volunteer hours are people presently giving?
14. What functions and activities are volunteers performing and leading?
15. Are volunteers committing to ongoing responsibilities as well as single occasion opportunities?
16. Anything else you consider strengths?

WEAKNESSES

17. What is your church not doing well? Why?
18. Is your meeting place appropriate to your needs? (Explain)
19. Is your church properly advertised or signed?
20. Based on who attends your church, does your congregation reflect your community?
21. What is your congregants' average commuting time?
22. Can you speak of any unmet community needs? Why?
23. Anything else you feel is a weakness? (Explain)

OPPORTUNITIES

24. What is the potential/current growth in your area?
25. What do you do to identify opportunities?
26. What is your process for encouraging people from "newcomer" to "member"?
27. How would you describe a fully committed member of the church?
28. How do you support members in their spiritual formation?
29. What does it mean to you to be an "Episcopalian," and how do you convey that within the congregation?
30. Based upon the information in your parochial reports, how do your future projections fit your congregation right now? What needs to happen to reach your goals?
31. Do you have any special partnerships with non-profits or any other group?

THREATS

32. What are the unique needs of your community? (Both of the congregation and of your mission field)
33. Are there any cultural, ethnic, social, or political shifts in your area?
34. Do you suffer from negative publicity?
35. Looking at other religious alternatives as competition, describe your competition and the strategies they use to reach out to the same audience you are attempting to attract?
36. Do people know of you? Who you are and what you do?
37. What is the perception of the Episcopal Church?
38. Is there anything else that you see as a threat to your ministry?

FINANCES

39. Is self-sufficiency important to your congregation? What would it look like in your mission's circumstances?
40. What is your congregation's understanding of offering (ofrenda)?
41. What issues complicate your ability to introduce or discuss the idea of the tithe (diesmo)?
42. What terminology do you use that is culturally sensitive?
43. What is your greatest offering? How does your congregation share the gifts that God has given you?
44. Provide your budget for the next year. What are your budget goals for the future? Who (in addition to the vicar) helps develop the budget?