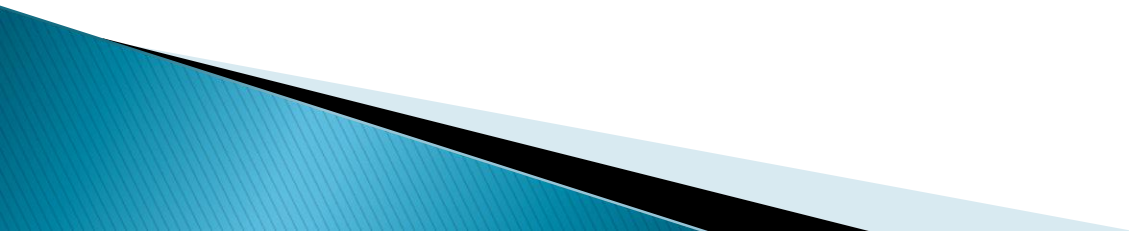


Visioning Retreat

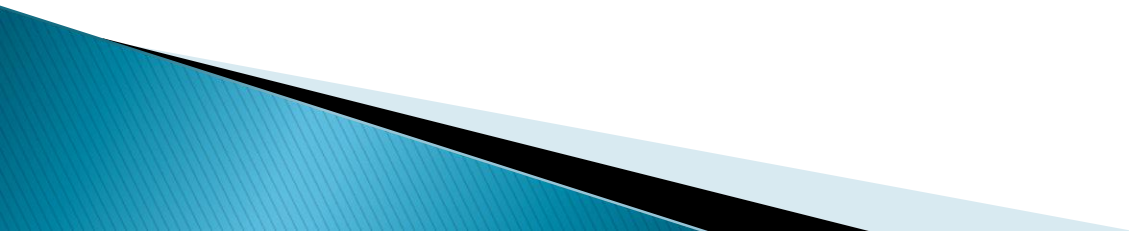
North Presbyterian Church
Williamsville, NY
March 16–17, 2012

The Thread

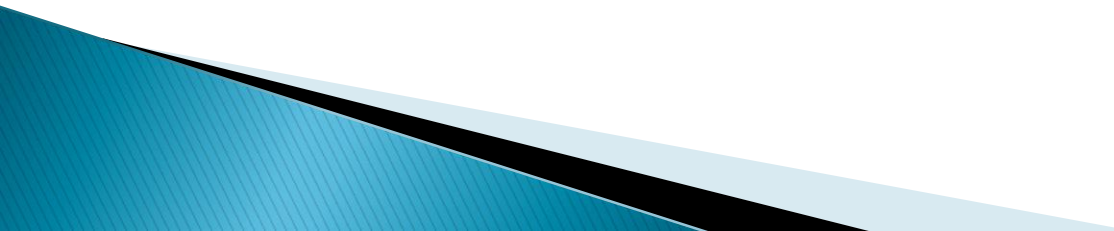


The Thread

- ▶ The threads of this weekend
- ▶ The threads of your journey to this point
- ▶ The threads ahead of you—where will you go after you pick up one or more threads?



Genesis 12:1–4a

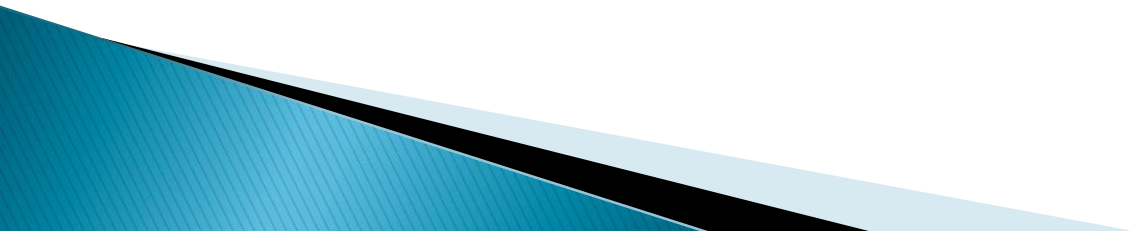
- ▶ The call to follow as a call to change
 - ▶ Going from, moving toward
 - ▶ Defining points
- 

We Want to Grow

- ▶ Will you join our church?
- ▶ *Why would I join your church?*

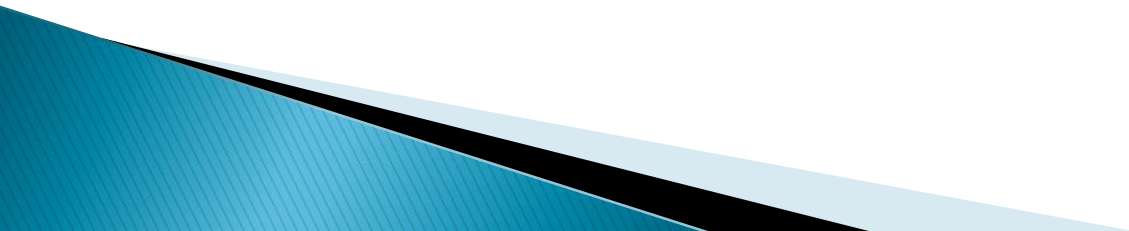
A Desire for Growth Without Change

A wet baby???

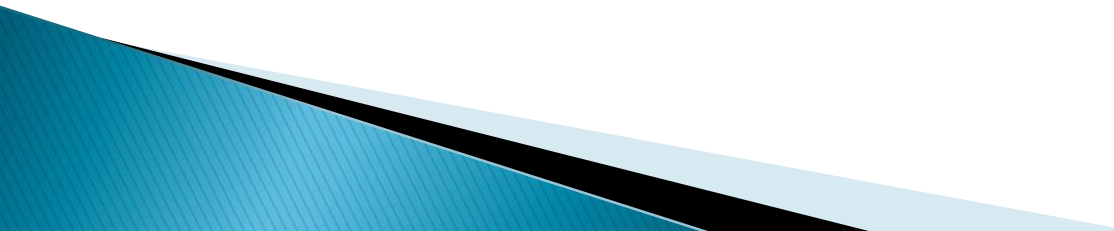


In a Crisis...

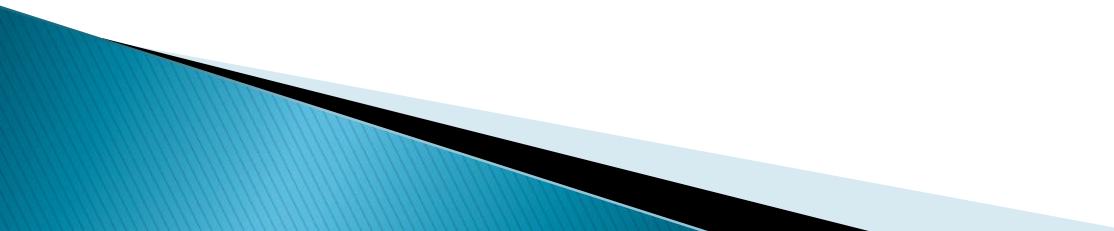
... we tend to look for the wrong kind of leadership.



The Difficulty of Unwanted Change

- ▶ In our community and culture
 - ▶ In our church
 - ▶ The pace of change
 - ▶ Vulnerabilities and urgencies
- 

Unwanted Change, Predictable Losses

- ▶ Familiar territory and people
 - ▶ Ownership
 - ▶ Structure and clarity
 - ▶ An anticipated future
 - ▶ Meaning and direction
 - ▶ Control and predictability
-
- ▶ (from *The Challenge of Change in Organizations*, Nancy Barger and Linda Kirby)
- 

Unwanted Change, Predictable Losses

- ▶ Power or influence
 - ▶ Friends and colleagues
 - ▶ Networks and resources
 - ▶ Knowledge and experience in a new situation
 - ▶ Security and confidence
-
- ▶ (from *The Challenge of Change in Organizations*, Nancy Barger and Linda Kirby)

For Reflection and Discussion

- ▶ What are the key defining points for your congregation?
- ▶ What changes are you experiencing...
... or facing?

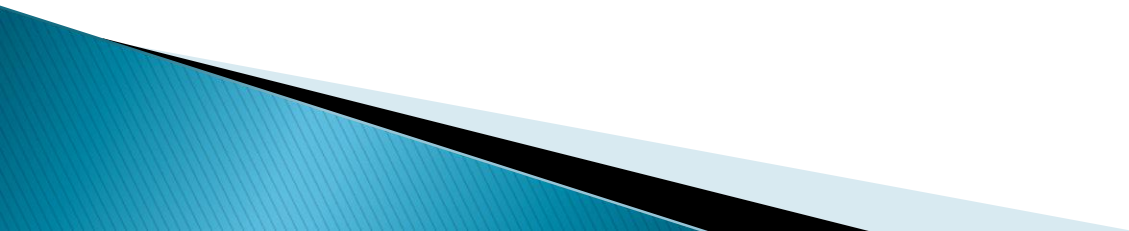
The Depths of Loss

*People do not resist change, per se.
People resist loss.*

- ▶ (from *Leadership on the Line*, Ronald Heifetz and Marty Linsky)

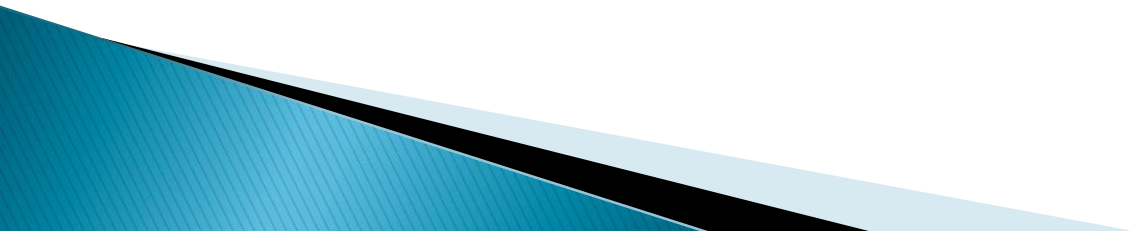
A Backdrop of Loss

Loss of members



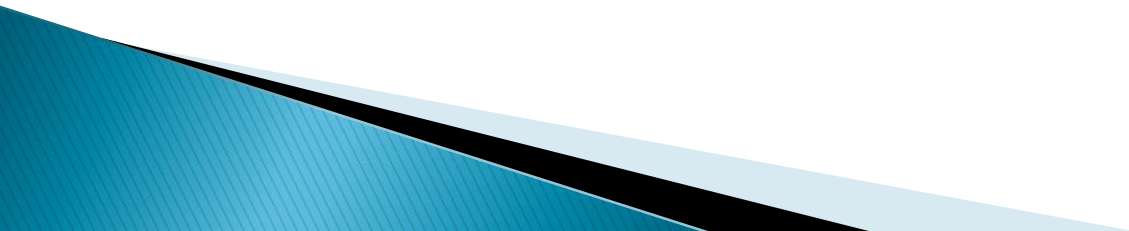
A Backdrop of Loss

Loss of the congregation's central place in
members' lives



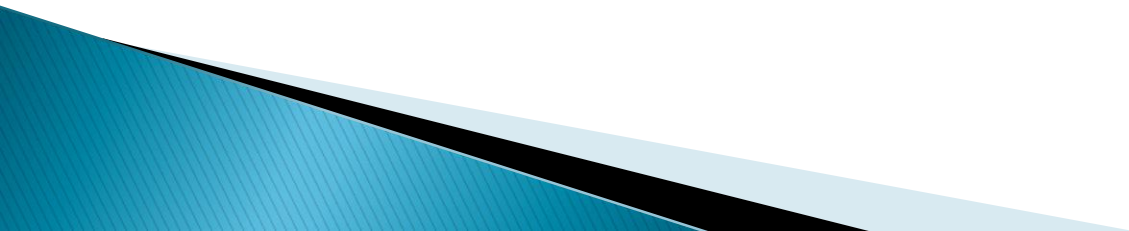
A Backdrop of Loss

Loss of pastors and staff members



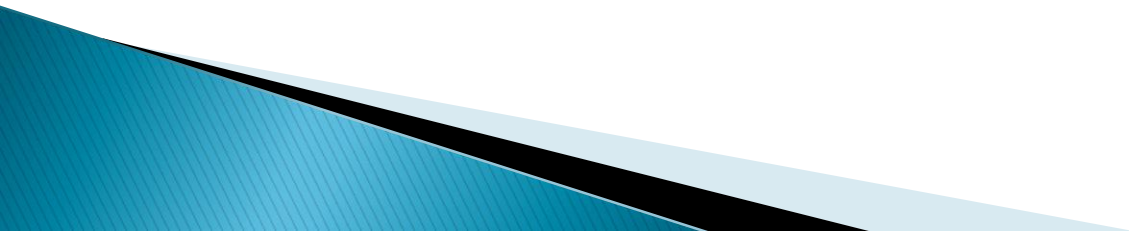
A Backdrop of Loss

Loss of some of the congregation's
most deeply held traditions



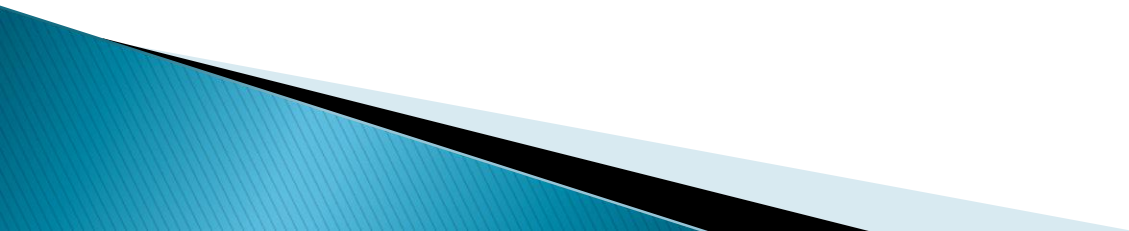
A Backdrop of Loss

Loss of structural supports for
congregational life



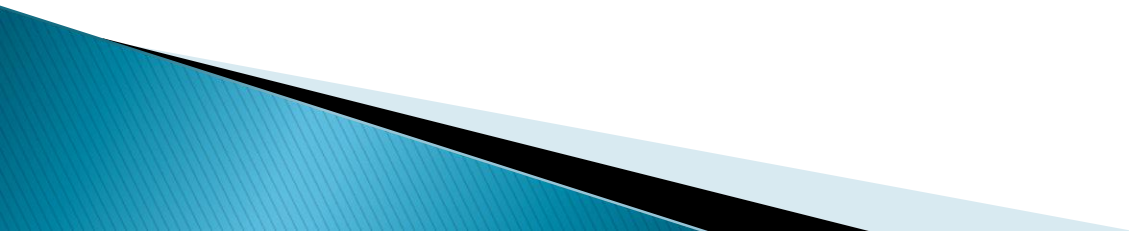
A Backdrop of Loss

Loss of status within their communities



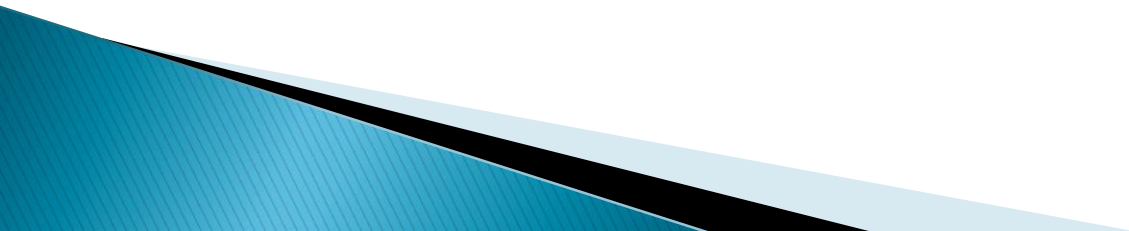
A Backdrop of Loss

Loss of stability



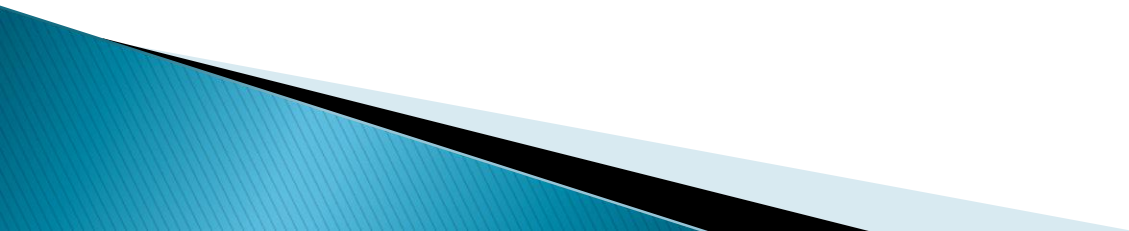
A Backdrop of Loss

Loss of confidence



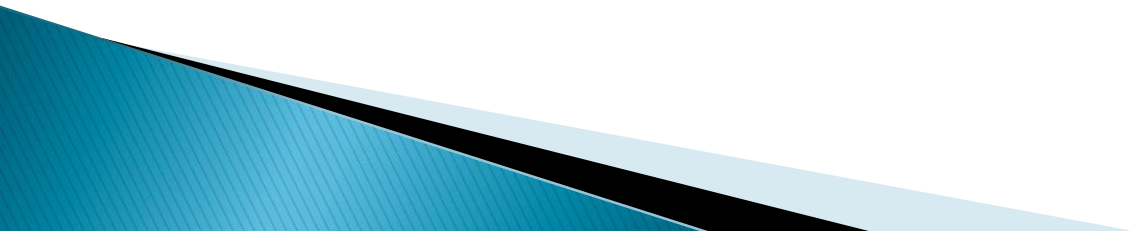
A Backdrop of Loss

Loss of energy, vitality, and
passion for ministry



A Backdrop of Loss

Loss of identity



A Pause to Reflect

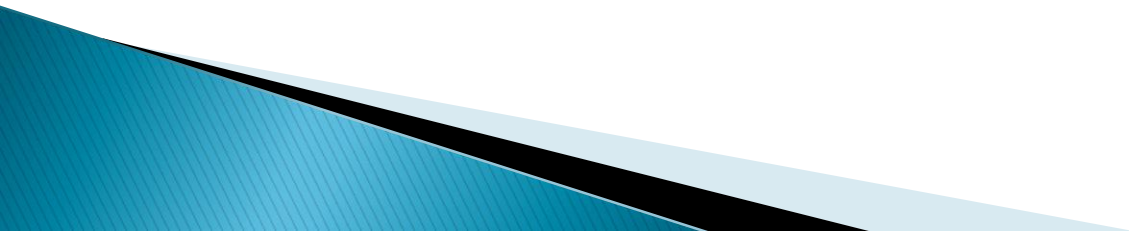
- ▶ What losses has your congregation experienced?
- ▶ Which losses are having the most significant impact upon your congregation?

The Key of Attachment

- ▶ Degrees of attachment
- ▶ The relation of degrees of attachment to...
 - How we experience loss
 - How we grieve

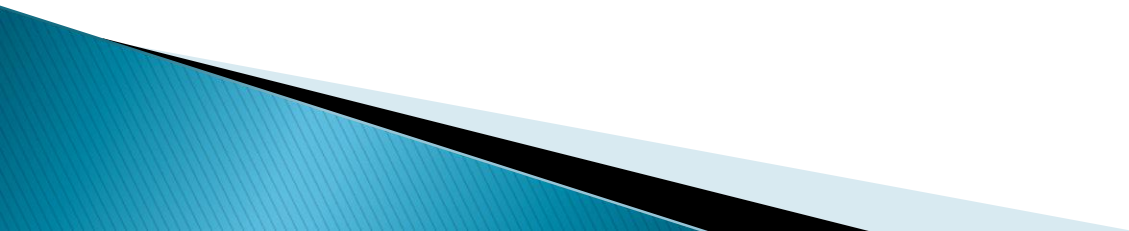
The Importance of Naming Losses

And understanding that
what some people experience as loss
does not represent loss for others



The Importance of Grieving Losses

And appreciating the reality that
people grieve these losses differently—
in different ways,
at different paces

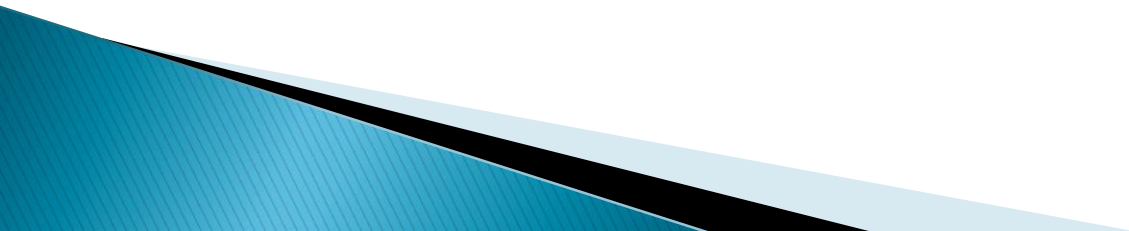


Developing the Capacity to Attach Anew

- ▶ Acceptance does not represent the final dimension of our grieving process—
- ▶ A deeper fulfillment to grieving people is attaching anew.

Developing the Capacity to Attach Anew

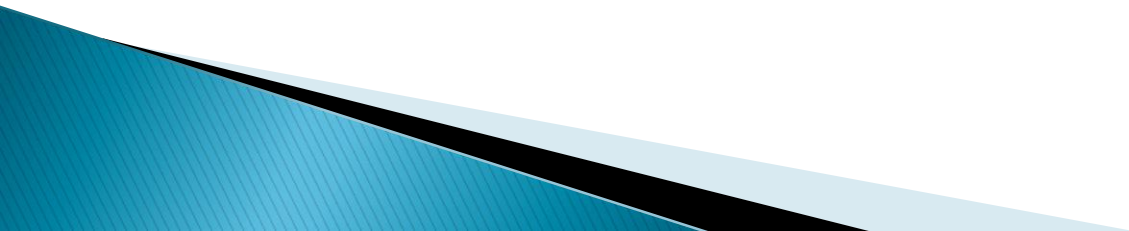
- ▶ Attaching anew is different from re-attachment.
- ▶ We cannot re-attach to what is lost and gone. It is lost—it is gone.



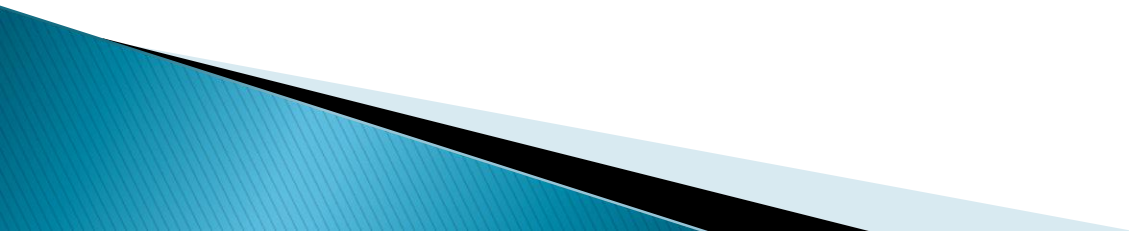
For Reflection and Discussion

Amid change and loss,

1. Degrees of attachment?
2. Expressions of grieving?
3. Capacity to attach anew?
4. A temptation to re-attach?



A Recap of Tonight...



Looking to Tomorrow...

- ▶ What is most exciting to you as you reflect upon the capacity of your congregation to *attach anew*?
 - ▶ What concerns you?
- 