

## SO, WHAT'S NEXT?

### Discernment after receiving Vitality Assessment results

*From your Vitality Assessment Results, page 2:*

*Consider this the beginning of discernment, not the end of it. **Remember, this report is not a judgment of your congregation or its ministries. Rather, it is an assessment of its current state based on the perceptions of your worshipers and leaders.***

#### **START THE CONVERSATION** with your leaders

- Meet with leadership/staff/clergy and talk about your strengths, what stands out, what it means for your congregation.
- Look for areas where leadership and worshipers have a difference in overall score of more than 10%.
- Make decisions about HOW to talk to the congregation and what possible first steps might be.

#### **CONTINUE THE CONVERSATION**, broadening your circle

- Talk to the congregation about the results and ask for their thoughts, talk about what it means, where you go. Some suggestions about how to do this:
  - Celebrate your strength(s) in a worship service, during announcements, or at coffee hour, faith formation, etc.
  - Send out communications that include the front page of your report and invite the congregation to a meeting to discuss the questions more in-depth.
  - Have an insert or page of your bulletin celebrating your greatest strength.
  - Invite leaders and ministry volunteers up to talk about what your greatest strength means to them in their spiritual life and ministry work.
  - Ask ministry leaders to have formal or informal conversations about the results in their ministry meetings or communications.
  - Meet with those who facilitate youth and children's ministries, to see how these results might be communicated to those who did not participate (under 15).

#### **DISCERNMENT & STEPPING FORWARD**

- Meet with leadership again to discern next steps: What do we do next? Where does our energy go? Do we further our greatest strength, or concentrate on those areas where we have the opportunity for improvement?
- After determining your next steps, call on the resources of the Office of the Bishop and other congregations in your Region. You do not have to go it alone.

#### **RESOURCES & ADDITIONAL INFORMATION**

Go to [episcopalcolorado.org/vitality](https://episcopalcolorado.org/vitality) to get additional resources for help in communicating and discerning throughout this process.