



# MUTUAL MINISTRY VALUATION

13-14 February 2009

Paris

# BACKGROUND

- On 13-14 February 2009, the Bishop and the Council of Advice conducted a Mutual Ministry Valuation, led by Bishop Ed Leidel.
- Bishop Leidel is currently Congregational Coach in the Diocese of Huron in the Anglican Church of Canada. In 1996 he was elected as the first bishop of the newly created Diocese of Eastern Michigan, the 100<sup>th</sup> domestic diocese of the Episcopal Church.
- Bishop Pierre asked +Ed to come and work with us, confident that his experience as the first bishop of a new small diocese, as well as his skill at such reviews, made him an ideal candidate to lead us in this work.
- Our Council President, Bill+ Franklin, first knew +Ed when he was Rector of St. Christopher's Episcopal Church in the Diocese of Minnesota. In the 1990's Bill+ was a member of the Standing Committee of the Diocese of Minnesota (their version of the Council of Advice), and they used to hold their meetings in the church parlor of St. Christopher's, and that is where he got to know +Ed Leidel. There is something of a full circle in +Ed having lead this MMV.

# APPRECIATIVE INQUIRY

The MMV was conducted using Appreciate Inquiry. Appreciative Inquiry is a particular way of asking questions and envisioning the future so that positive relationships are fostered. It builds on the basic goodness in persons, situations or organizations. Instead of focusing on fixing what is wrong, A.I. focuses on how to create more of what's already working. The process focuses on:

- **DEFINE:** commit to the positive
- **DISCOVER:** identifying organizational processes that work well. Value the best of what is.
- **DREAM :** visioning the Ideal.
- **DESIGN:** developing plans to make the vision a reality
- **DELIVER:** implementation (execution) of the proposed design.

# PRIORITIES FOR THE NEXT TWO YEARS FOR THE BISHOP

- to prioritize roles and tasks
- to develop, clarify and teach best practices for congregational health
- to become more present as a teacher and fellow pilgrim to all congregations

# PRIORITIES FOR THE NEXT TWO YEARS

## FOR COUNCIL OF ADVICE

- to implement
  - orientation and community building with each new Council of Advice, and
  - “checking-in” at each meeting
- to ensure greater transparency of what Council of Advice does through image transformation and communication.

