



HTLC 2024 Visioning Process Approved: February 2024

Objective: New Mission Vision and Values (MVV) adopted by HTLC in Fall of 2024

- The MVV would guide HTLC for the next 5-10 years as a foundation and framework...not a strategic plan. Stewarding the mission looks like ongoing discernment, not linear movement.
- Each year the Council would define 1-3 goals that support the MVV. Committees create experiments (provocative proposals) to support the goal. At the end of year, we reflect together.
- Staffing, programming, and budgetary decisions would also be shaped by the MVV
- HTLC would proclaim a renewed identity in our community.

Who does the work?---Everyone!

- Council and Staff- responsible for stewarding the MVV.
- Visioning Team- appointed by Council, composed of 5-7 stakeholders in charge of discernment and stewarding process of visioning this year.
- Congregation- Participation in vision process and votes to affirm new MVV

Process

Phase 1 (March-June), Initiate and Inquire

Visioning Team- Develops and implements a congregational wide process for renewed MVV.

- Invitational in nature, grounded in scripture
- Gives a pathway for all members to be involved, collaborative in nature.
- Gathers Data
 - Ministry Site Profile, reviewed
 - Cottage meetings/Forums (Uses Appreciative Inquiry Approach)
 - Surveys and Interviews (if necessary)
- Synthesizes and reports information for Council/congregation naming patterns and trends

Phase 2 (Q2) (July/August), Imagine and Vision

Vision Team and Council-- discuss Vision Team findings and together develop new MVV statements.

- Hold a retreat, based on Spring findings. Also uses Mike Ward's Abundance to help to determine MVV.

Phase 3 (September), Embrace and Innovate

Council and Vision Team

- Report to Congregation MVV
- Adopt MVV at Special Congregational Meeting
- Make Suggestions for 2025 goal(s) based on MVV
- Council Committees-- come up with "provocative proposals" aka experiments that support the annual defined goal(s).