



Visio Day



Welcome

Agenda

9:30	Welcome & Prayer
10	Vision Stories (Mercy Health)
10:45	Break
11	What is Vision
12	Lunch
12:45	Application and Deep Dive
2:30	Next Steps, Closing Prayer
3	End







Vision Stories

Vision Stories

Table Sharing

- Share with each other a great parish experience that made you feel most alive as a disciple of Jesus!



How Vision Differentiates Mercy Health

Deacon Mike Cassani, Vice President, Mission

Visio Day

Vision Stories



Vision Stories

BON SECOURS MERCY HEALTH

- Top 5 Largest Catholic Healthcare Systems in the U.S.
- 48 Hospitals
- 60,000 Associates
- 3,000 Clinical Providers
- \$11 Billion in Operating Revenue
- \$2 Million in Community Benefit Provided Daily

Visio Day

Vision Stories



Visio Day

Vision Stories



Vision Stories



To be the premier academic referral healthcare system caring for patients with the most advanced and complex health challenges.

Vision Stories



Be a national leader in clinical excellence, patient experience and affordable care.

Vision Stories



Cincinnati Children's Hospital Medical Center will be the leader in improving child health.

Vision Stories

BON SECOURS MERCY HEALTH

Inspired by God's hope for the world, we will be a ministry where associates want to work, clinicians want to practice, people seek wellness and communities thrive.

Vision Stories

BON SECOURS MERCY HEALTH

- Inspired by God's hope for the world
- we will be a ministry
- where associates want to work,
- clinicians want to practice,
- people seek wellness and
- communities thrive

Vision Stories

The Vision Informs the Mission

Mission

We extend the compassionate ministry of Jesus by improving the health and well-being of our communities and bring good help to those in need, especially people who are poor, dying and underserved.

Vision Stories



BON SECOURS MERCY HEALTH

Our Mission

To extend the compassionate ministry of Jesus by improving the health and well-being of our communities and bring good help to those in need, especially people who are poor, dying and underserved.

Our Vision

Inspired by God's hope for the world, we will be a ministry where associates want to work, clinicians want to practice, people seek wellness and communities thrive.

Our Values

Human Dignity
Integrity
Compassion
Stewardship
Service



BREAK



What Is Vision

What Is Vision

6 Critical Questions

Adapted from Patrick Lencioni, founder of the Amazing Parish

1. Where are we going? (Vision)
2. What do we do (How do we get there)? (Mission)
3. How do we behave? (Values)
4. How will we succeed? (Strategic Planning)
5. What is most important right now (Priorities)
6. Who must do what? (Organization)

Visio Day

What Is Vision



**CENTER FOR THE NEW
EVANGELIZATION**

OUR VISION: WHY DO WE EXIST?

Every Parish on Mission.

Every Person a Missionary Disciple.

Our vision is the bold future that the Lord has placed on our heart. This future does not just rely on us, it relies on every parish, school, ministry, family, and individual. We feel honored to be a small part of moving toward this future

Visio Day

What Is Vision



**CENTER FOR THE NEW
EVANGELIZATION**

OUR MISSION: WHAT DO WE DO?

Communion for Mission. Mission for Communion

Our Mission is our “what” we do. It is the unique way in which we push toward the vision.

What Is Vision

Vision and Mission drive:

- Our Values – How do we behave?
- Our Strategy – How will we succeed?
- Our Priorities – What is most important right now?
- Organization – Who must do what?

(These will be incorporated in Phase 3 and later)

Why Is Vision Important

- Encapsulate clear **aspirational stretch goal** as foundation for future direction
- Define **priorities** for parish resources, facilities, and funds
- Allows leadership to **delegate responsibility** to others who refer to vision for guidance

Vision is the primary focus of Phase 2

PRINCIPLE	PHASE 2 VISION
 EUCCHARIST	Create a vision for a Eucharist-centered parish, form a Family Worship Commission and Family Worship Dept of staff.
 CHURCH	Increase Family prayer and discernment opportunities focused on a shared future.
 LEADERSHIP	Leaders discern and create the vision for the Family.
 STEWARDSHIP	Offer opportunities for stewardship formation for parish leaders and create a Family vision statement for stewardship.
 EVANGELIZATION	Form an Evangelization Team; establish personal and team prayer and formation commitments and practice healthy teamwork.
 LOVE IN ACTION	Solidify leadership for the Love in Action Parish Family Core Team and create a local vision.

Deep Dive

Mission or Vision?

- Vision: Where we are going – a picture of the future
- Mission: What do we do to get there

Contest!

- Sheets on your table with a list of statements from actual Catholic parishes.
- Which are Vision statements, and which are Mission statements?
- A prize to the table with the correct answer!

Visio Day

Deep Dive

Vision Assessment Tool

Assessment Component	Current Situation	What Doing Well/Do More	Replicate from Others
Definition	A summary of current practice for this vision point.	Notes about how current practice meets or exceeds the vision point. Notes about practices that could be expanded or initiated to meet this vision point.	Practices that can be easily initiated by leveraging practice or personnel from other parishes in the family, deanery, or archdiocese.
Example Adoration: Adoration of the Blessed Sacrament is readily available within the Family of Parishes with proper catechesis for all	Adoration is available in 3 of 4 parishes: 24/7 in one parish and for weekly Exposition in 2.	24/7 is well received. Exposition is well attended at 1 parish, not the other.	Parish without Exposition is far away from the other 3 and would benefit from at least weekly Exposition. Parish with 24/7 adoration has excellent resources and an adoration team. Leverage that adoration team to promote adoration in all parishes.

Goal of Vision Assessment is to inform/broaden your Vision Process:

- How is the Parish Family addressing these Principles/Vision Points?
- Are there quick wins or obvious areas of need?



LUNCH DISCUSSION

**How has vision been helpful to you in the past?
Where has a lack of vision not been helpful?**



Application and Deep Dive

Deep Dive

Vision Exercise

- Create a **picture** on your flipchart that answers the following questions:

How would a visitor 5 – 10 years from now describe our Parish Family and our surrounding community?

Where does the Lord expect the parish to take its people?

- Use your Vision Assessment to pinpoint areas of focus or strength
- Use the VIP (Vision Inspiration Packet) for ideas as a part of your picture
- Select one person to **present (in 5 minutes) your Vision back to everyone here.**

Remember: goal is to learn a technique, not to finalize your Family Vision Statement today

Deep Dive

Vision Exercise Summary

How would a visitor 5 – 10 years from now describe our Parish Family and our surrounding community?

Where does the Lord expect the parish to take its people?

- Is anything missing from our Visions?
- What have we learned from this process?
- What was hard?
- What came easy?



Next Steps

Vision

Vision Process Overview



Family Visioning Process



VISIO DAY



PREPARATION



LEADERSHIP
VISIONING



PRINCIPLE VISION
REVIEW



VISION
CONVOCATION



VISION
CONFIRMATION

FAMILY VISIONING



**VISION
COMMUNICATION**

Gathers broad input, builds consensus, lays foundation for culture phase

Family Visioning Process

#	Session	Who	Effort/Duration	What	Outcome
0	Preparation	FLT, CPV Facilitator		Planning session	Schedule, Invites
1	Leadership Visioning	FLT, PPT, FPC, Most Staff, Commissions, CPV Facilitator	1 Day	“repeat” Visio Day process	Draft Vision Statement
2	Principle Vision Reviews	Same as above, split out by Principle, FLT or PPT member facilitator	2 hours each, may spread over weeks	Apply draft vision statement to Vision Points	Document impacts of Vision on each principle
3	Vision Convocation	Same as above	Up to 1 Day	Teams present back Confirm/revise Vision	Vision Statement List of Principle Impacts
4	Vision Confirmation	FLT revises if necessary FPC approval	Could be multiple sessions	FLT revises if necessary FPC approval	
5	Vision Communication	FLT/Pastor	Ongoing	Communicate and educate Parish	

Start Post Easter. CPV will work with each Family to flesh out this plan as timing would vary by Family

Family Visioning

Tools/Materials to be provided

- Today: Participant lists and outlines for each meeting

Later

- Prayers to support visioning
- Tools to help you synthesize vision
- Tools to help principle specific teams assess impacts
- Guides for planning Vision Communication



**FAMILY
VISIONING**

Phase 2 Update

- Close to final development with plan to roll out in March or April
- Key components with some variation by Principle
 - Follow up/Reinforce from Phase 1
 - Visio Day and Parish Visioning
 - **Formation of teams** associated with each principle
 - **Prayer and discernment opportunities** for parishioners

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Announcing

Management and Supervisory Training

Fundamentals of Supervision

- Transitioning from peer to manager
- Managing ethically and lawfully
- Setting expectations and learning styles
- Five steps for effective coaching
- Delegating effectively
- The importance of documentation
- “Homework” assignment – using delegating, setting expectations and coaching

April 26, St John West Chester
May 3, St John Tipp City

1 Hour Virtual Follow Up One Month Later

Option for second follow up with Pastoral Center Staff

Managing Managers & Teams

Half day In Person

- Building successful teams
- Communicating vision, values, & goals
- Delegation and setting priorities
- Coaching and developing managers
- Helping teams and individuals navigate change
- “Homework” assignment

April 27, St John West Chester
May 4, St John Tipp City

1 Hour Virtual Follow Up One Month Later

Option for second follow up with Pastoral Center Staff

Beacons Updates

Called and Gifted Workshops

- April 17 – University of Dayton
- April 18 – Good Shepherd
- Discern your charisms (spiritual gifts) and begin to discern God's call
- Catholic Spiritual Gifts Inventory will be taken before the workshop
- Register online [Dayton](#) and [Cincinnati](#)



CATHERINE OF SIENA
INSTITUTE

EQUIPPING PARISHES TO FORM LAY APOSTLES

Beacons Roundtable 2023



Tuesdays, 1:30p-3p

*Video, Slides, and
Other Resources
Emailed Afterwards*

March 21: Leading from Your Strengths & Annual Planning Report

April 25: Synodality and Planning & Pastoral Councils

May 16: Leading Change, Proposing Vision, Bringing the Family Along for Phase 2

We stand before You, Holy Spirit, as we gather together in Your name.

With You alone to guide us, make Yourself at home in our hearts;

Teach us the way we must go and how we are to pursue it.

We are weak and sinful; do not let us promote disorder.

Do not let ignorance lead us down the wrong path nor partiality influence our actions.

Let us find in You our unity

so that we may journey together to eternal life and

not stray from the way of truth and what is right.

All this we ask of You, who are at work in every place and time, in the communion of the Father and the Son, forever and ever.

Amen.



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