



**Visio Day**



**Welcome**

# Agenda

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



Visio Day

# What Is Vision



## Why Is Vision Important

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

### OUR VALUES: HOW DO WE BEHAVE?

- 1. He moves. We move. (Not the other way around)** We begin everything in prayer. We rely on discernment before metrics. We practice a healthy detachment of “our programs” so that we are free to follow the Holy Spirit. We do this by cultivating a Eucharistic spirituality and spending inordinate amounts of time in Lectio.
- 2. We are Broken. We are Healed.** We are all victims of the culture of death, yet we each have been healed through Christ. We witness to our joy-filled new life with vulnerability and trust. Since the stakes are so high we are committed to speaking the truth in love in every circumstance.
- 3. We have skin in the game.** This is not just a job for us. There is no “clocking in and clocking out.” We are committed to this cause because we love the people we serve. Our boots are on the ground so that we can be present to those we serve and that they can come to rely on us

### OUR STRATEGY: HOW WILL WE SUCCEED?

STRATEGY	EVANGELIZATION VISION POINTS
We Stubbornly Follow the Process of Evangelization & Discipleship	<b>Missionary Discipleship:</b> Implement a simple and clear evangelization process for all ages that ultimately equips and commissions missionary disciples for personal apostolate and vocation.
We bring them to the Upper Room	<b>Grounded in Discernment:</b> The pastor, staff, and lay leaders prioritize prayer, formation, and discernment in order to allow the Holy Spirit to inspire their evangelization efforts.
Adults are “Ground Zero”	<b>Prioritize Adult Formation:</b> The principal form for evangelization and d is given priority.

### OUR ORGANIZATION: WHO MUST DO WHAT?

Team	Purpose
Parish Support	We form, equip, and coach parish evangelists for ministry in their parishes.
Young Adult Evangelization	Develop ministries and means for young adults to discover and live their unique and unrepeatable personal vocation in and through the Catholic Church.
Marriage and Family Evangelization	We support parishes in their mission to draw families into communion with Christ within the marriage catechumenate.
Hispanic Evangelization	Welcome, accompany and equip Hispanic Catholics to become fully invested and integrated into the life of the local church.

primary place of evangelization of young rish.  
uals to discern and embrace their tively discern as single through the marriage catechumenate.



# What Is Vision

---

**How has vision been helpful to you in the past?**

**Where has a lack of vision not been helpful?**



**LUNCH**



## **Application and Deep Dive**

# Deep Dive

## Mission or Vision?

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

## Deep Dive

### Vision Exercise

- Create a **picture** on your flipchart that answers the following question:  
**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 for reference
- 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

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

## 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.

