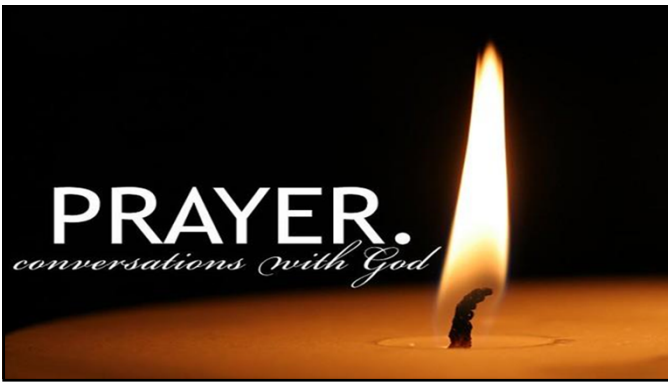




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REVITALIZATION



- ...Committing to learning, growing, changing, and leading change!
- Revitalizing a SVdP Conference or Council is designed to challenge, connect, inspire, equip leaders, and members

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DEVISE A PLAN

What does a struggling Conference look like?

- Create an evaluation process
- What changes may be needed, and how?
- Discern members' weaknesses and strengths
- What are community needs?
- Establish a realistic timeline
- Who can mentor the Conference?



Devising the Plan



4

WHAT TO LOOK FOR

Few members, or only long-term older members

- Lack of formation / training
- They don't follow the Rule ("what Rule?")
- Members don't understand roles or responsibilities
- Conflict among members and/or with the Council
- Poor communication or lack of friendship amongst members, Pastor, community
- Spirituality and friendship are lacking; Home Visits aren't a priority



Devising the Plan



5

ASSESSMENT TOOLS

- Minimum Requirements for Existing Traditional Conferences
- Standards of Excellence Questionnaire
- Conference Audit Manual & Worksheets
- <https://www.svdpsa.org/members/Documents/Governance-in-A-Box>
- Annual Reports

Target at least one Conference per District per year. Prioritize.


Devising the Plan




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APPROACHING A STRUGGLING CONFERENCE

- Initial meeting:
 - All Conference members & mentors, invite pastor
 - Primarily a listening session
 - Develop actions and initial timeline
- Encourage them to tell Conference history
 - Ask** what they think? want? issues?
- Listen** as Vincentian friends
- Focus on **strengths** – both individuals and as a Conference
 - What is working in their conference and community



Devising the Plan

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LISTING NEXT STEPS

- Recruiting
- Formation & training
- Changes to service practices, meeting times and practices...
- xxx
- At each gathering, pray, ask questions and listen!




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SOME CHALLENGING ATTITUDES

- “We never heard about a Rule telling us how we should do things”
- “We’ve always done things this way and it works so why should we do things differently now?”
- “We’re a parish group so why should we listen to you people outside the parish?”
- “We never knew we were part of a larger organization”
- “What is “formation” and why do we need it? We’re fine”

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CHANGE IS GOOD!...BUT...
YOU GO FIRST...!

Change is difficult!!!



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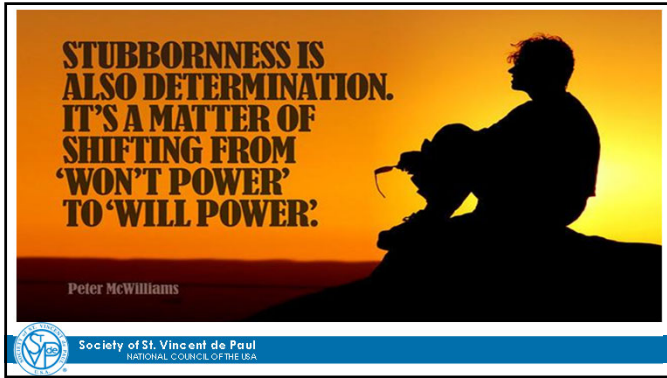
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DETERMINE PLAN SPECIFICS

- Be clear: Growth in holiness is our primary purpose
 - Spiritual Formation for all members
- Rule/Vision/Mission are foundational
 - Underscore Key Elements
 - Ozanam Orientation
 - Member Handbook
- Be creative
- **Ask** and **listen** during the process



Detailing the Plan

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FORMATION FUNDAMENTALS

- Vincentian vision & mission
- The Rule
- Spirituality / Friendship / Service balance
- Primary purpose: growth in holiness
- Service to the poor flows from spirituality



**Detailing
the Plan**

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PRIORITIES

- Vincentians are unique in two ways:
 - Spirituality is primary
 - We provide face-to-face service through Home Visits
- Being Vincentian is a vocation; we are not simply volunteers
- No work of charity is foreign to the Society




**Detailing
the Plan**

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OUR FOUNDERS WERE WISE ENOUGH TO RECOGNIZE THAT **SPIRITUALITY NEEDED TO BE THE FIRST **ESSENTIAL ELEMENT** OF THE SOCIETY**




Jesus said: *"For without me, you are able to do nothing."*

Opening Prayer:
"Come Holy Spirit, live within our lives"

"Send forth your spirit and new life will be created"

**Importance
of Spirituality**

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HOLY SPIRIT FILLED MEMBERS ACTS 1:4-8 / EPH. 5:18 / GAL. 5:25

- Many Conferences have meetings, but the Holy Spirit is not in charge!
- Healthy Conferences are Holy Spirit filled and that makes all the difference in the meeting
- We've seen lifeless, cold, and dead Conferences that were not Holy Spirit filled
- These Conferences grieved or quenched the Holy Spirit so much that they don't even realize that His power is gone



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- A Conference that wants revitalization will teach the members to be Holy Spirit filled
- A Holy Spirit filled Conference will glorify God and be a **blessing to others around them**
- A Holy Spirit filled Conference has a **healthy, powerful, witnessing, bold, loving, caring, and faithful Conference membership**
- Are you and the members of your Conference Holy Spirit filled???
- May today we not only **live in the Spirit**, but **be filled and walk in the Spirit**
- May God bless your Conference



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RENEWAL – MEMBERSHIP

- "Invitation to Serve" (ITS) followed by an informational meeting
- Seek diversity (ideally, match FINs you serve)
- Personal invitations
- Make a plan (ITS, info evening dates, speakers)



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RENEWAL – MEMBERSHIP



- If the efforts yield enough new members, "first" meeting date/time
- Attend meeting with the mentoring Vincentians
- Model running a meeting: prayer and reflection, agenda, consensus decisions
- Define roles/responsibilities, especially officers & Spiritual Advisor; also spread workload by delegating
- Schedule follow-up meetings as needed



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RENEWAL – MEMBERSHIP



Once the Conference is re-established with new members and officers, begin next steps:

- Handbooks to new officers & Spiritual Advisor
- Answer questions and begin decisions on Conference guidelines, meetings day/time
- Schedule Commissioning Mass



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RENEWAL – ATTITUDES / RELATIONSHIPS

- Can be more challenging
- Interview members individually before debrief with group
- Pastor and Spiritual Advisor can be critical – retreat with guided reflection and discernment
- Consensus-based decisions on new directions



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RENEWAL – GOVERNANCE

Conflicts between Conference & Council, separate Board, special work, paid staff — unclear roles & responsibilities, inappropriate Vincentian control...

- Approach similarly to Relationship conflict – e.g. separate interviews between parties
- Engage National Governance Committee for advice
- Review Bylaws' roles & responsibilities
- Consensus-based decisions on new direction



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FOLLOW-UP ...MENTOR SUPPORT AS LONG AS NEEDED FOR

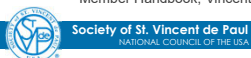
- Home Visits
 - Conference guidelines
- Finding resources on National website
- Brainstorming fundraising ideas
- Determining local community needs & resources
- Attend Council, region, & national meetings and other Vincentian gatherings



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TRAINING & FORMATION

- Importance of Formation (why) and Training (how)
 - Schedule Ozanam Orientation
 - Plan added training / formation
 - Home Visit training
 - Poverty education (Bridges, Beegle)
 - Leadership or governance training
- Introduce resources & how to get them
 - Materials Catalog www.svdpusa.org/materials
 - Weekly reflections
 - Serving in Hope series
 - Rule, Manual, Spirituality of Home Visit Journal, Member Handbook, Vincentian Pathway...



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UTILIZATION OF RESOURCES ON NATIONAL WEBSITE

- Governance-in-a-Box
www.svdpsusa.org/members/Documents/Governance-in-A-Box
 - Standards of Excellence
 - Audit Manual & Worksheets
 - Conference President Handbook
 - Rule, Manual ...and much more
- Spiritual Advisor:
 - Vincentian Reflections, Celebrations
- Growth & Revitalization resources:
www.svdpsusa.org/growth-revitalization
 - Lots of information available: Word docs, PowerPoint slides, videos



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EVERY CONFERENCE/COUNCIL IS UNIQUE IN ITS

- Service / Special Works
- Personalities
- Commitment
- Involvement with community, parish, etc.
- Allow the **Holy Spirit** to guide the revitalization and renewal process
- Pray for discernment & divine providence



Final
Comments



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- Change is difficult
- Prayer first and always
- Listen
- The process & timeline will vary
- Sometimes we need to let go...new growth may come from apparently fallow ground — **trust** in Providence



Final
Comments



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REVITALIZATION HELPS COUNCILS OR CONFERENCES TO...

- Learn
- Grow
- Lead
- Change
- Connect
- Inspire
- Equip and challenge leaders and members




**Final
Comments**



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Lord, we thank you for our discussions and insights, our challenges and opportunities, our inspirations and our growth! For all this and more – we pray: Glory to the Father and the Son and the Holy Spirit, as it was in the beginning, is now and ever shall be, forever and ever **Amen**



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QUESTIONS?




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QUESTIONS?

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