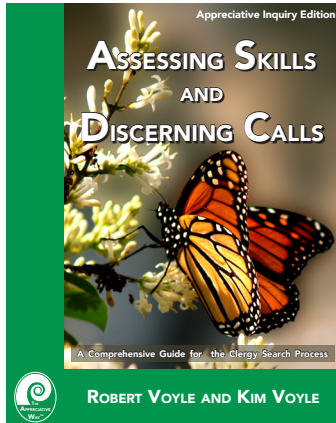




# Clergy Leadership Institute

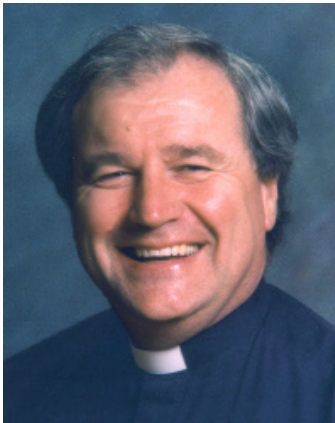
ENABLING INNOVATION AT THE **SPEED OF LIFE**

## CLERGY SEARCH



*Rob and Kim's comprehensive guide for the search process.*

## THE AUTHORS



*Dr. Rob Voyle is a leader in the use of Appreciative Inquiry in coaching and church settings.*



*Dr. Kim Voyle has over 25 years of experience in the personnel and career development field.*

## WHY WE DON'T USE SURVEYS ANYMORE

**Because We Have Found a Better Way To:**

- ◆ Engage all Parishioners in Storytelling not Data Gathering
- ◆ Energize Parishioners in the Pursuit of Purpose and Vision
- ◆ Use the Transition Time for Development and not just Searching
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- ◆ Have a Lot of Fun Doing God's Work!

***Christianity did not flourish because 11 people took an anonymous vote and 10 voted for the resurrection.***

***Christianity flourished because people shared their stories about meeting the risen Christ and how he had transformed their lives.***

Over the years we have discovered many shortcomings of using surveys in churches:

- ◆ Surveys create data, that leaders may find interesting but data won't motivate or transform parishioners and their ministries.
- ◆ Surveys create the illusion of involvement and hearing from people. But nothing is engaged after completing an anonymous survey.
- ◆ Surveys don't change lives, either individually or corporately.
- ◆ People and their opinions can never be reduced to marks on a check box.
- ◆ Surveys "average" people that obscures individual interests and values.
- ◆ And our biggest complaint about surveys:

***Surveys violate one of the core values of being a Christian:***

***We are known by Name.***

The path to our future must be consistent with our preferred future. Just as we can't fight for peace, we can't create Christian community by encouraging anonymity.

One of things that clergy and church leaders find radically unhelpful are anonymous letters, that are often full of vitriol but offer no way to understand the nature of the complaint or how to fix the situation. These kinds of letters are destructive to the fabric of community and do not facilitate life and congregational vitality. At their core such anonymous comments violate the core values of Christian community.

Creating anonymous surveys reinforces these behaviors that violate these core values. In search processes, strategic development, or performance appraisals we need to reinforce behaviors such as community dialogue, where every voice is known and valued, if we are to create wise and loving outcomes.

## APPRECIATIVE INQUIRY: THE PROCESS WE USE INSTEAD OF SURVEYS

- ◆ We create individualized and task specific interview questions to explore the life-giving realities in your congregation.
- ◆ All the stakeholders of the congregation or organization use the questions to engage in shared storytelling.
- ◆ The shared stories are used to dream and vision their preferred future
- ◆ Because all the stakeholders are engaged, the focus of attention is on the congregation's entire ministry and not just on the leadership of one individual.

**SEE: [WWW.CLERGYLEADERSHIP.COM/APPRECIATIVE-INQUIRY-RESOURCES/](http://WWW.CLERGYLEADERSHIP.COM/APPRECIATIVE-INQUIRY-RESOURCES/) FOR PROCESS RESOURCES**

# TEACHING PEOPLE TO LIVE THE APPRECIATIVE WAY