

APPRECIATIVE INTERVIEW GUIDE FOR VESTRIES

Instructions: In pairs take time to interview one another using the following questions.

Be a generous listener. Do not dialogue, rather take turns to actually conduct an interview. If you need more information or clarification ask additional follow-up questions. Use this sheet to record the results of your interview. When your interviews are completed you will present the results to the wider group.

Before you conduct the interview take a minute to read the questions and decide how you will personally answer the question and make a mental note of your response. Now proceed with the interviews, paying full attention to the interviewee rather than to your story.

1. Best Experience: Reflect on your entire experience with your congregation. Recall a time when you felt most alive, most involved, spiritually touched, or most excited about your involvement. Tell me about this memorable experience that you have had with your church. Describe the event in detail. What made it an exciting experience? Who was involved? Describe how you felt? Describe what you did as a result of the experience?

2. Best Experience of Serving on the Vestry: Reflect on your entire experience of serving on the Vestry. (If you are new to the Vestry, reflect on your experience of serving on another committee or working with a group of people to accomplish a goal.) Recall your best experience of serving on a Vestry or committee. What made it memorable and rewarding? Who was involved? What did you accomplish and how did you feel?

3. Values: What are the things you value deeply: specifically, the things you value about yourself, being a parishioner, and your church:

- (i) **Yourself:** Without being humble, what do you value most about yourself?
- (ii) **Being a member of the Vestry:** When you feel best about being a member of the Vestry what about yourself do you value?
- (iii) **Your church:** What is it about your church that you value? What is the single most important thing that your church has contributed to your life?
- (iv) **Your Denomination:** What is it about being a member of your denomination that you value? What is the single most important thing that being from your denomination has contributed to your life?

4. Core Value: What do you think is the core value of your church? What values give life to your congregation. What is it that, if it did not exist, would make your church totally different than it currently is? *Please note that the core value of the church may be different from what you specifically value about the church.*

5. Wishes: Imagine that the next year serving on the Vestry is the most creative and rewarding year you have had at your church.

- (i) What would you have accomplished?
- (ii) What would the Vestry have accomplished?
- (iii) If you had three wishes for your church, what would they be?