



*The*  
**EPISCOPAL DIOCESE** *of*  
**CENTRAL PENNSYLVANIA**



**SHAPED BY** **FAITH**

**SHAPED BY FAITH – MEETING #2**  
**HARRISBURG CONVOCATION**  
**NOVEMBER 15, 2020**

# HOUSEKEEPING

## **I. Muting**

*Please remain muted during the meeting.*

*Even when you are not speaking, background noise and feedback is distracting.*

## **2. Renaming**

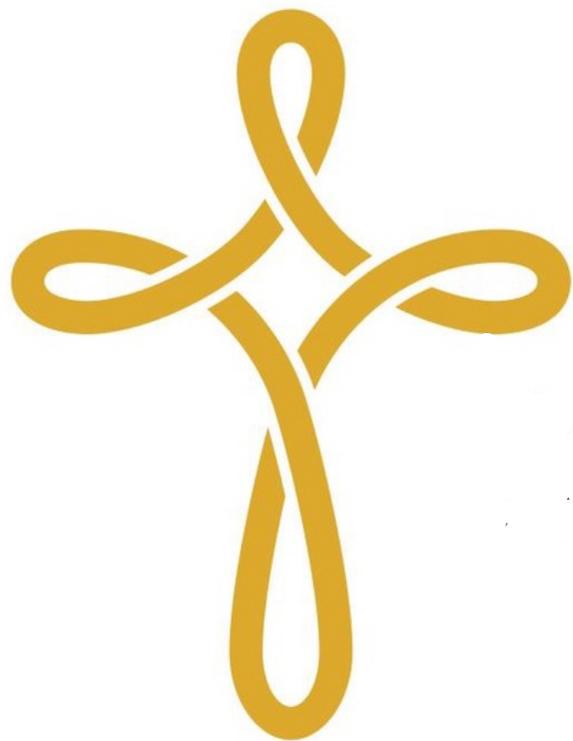
*Please make sure your name and parish are indicated so we know who you are!*

*Renaming Troubles? Reach out in the chat and we'll help!*

## **3. Chatting**

*Please sign-in and ask questions using the chat function.*

*Note: Even if we do not have time to address your question,  
all chats are saved for easier follow-up.*



# **A Collect for** **Shaped by Faith**

**God of wisdom and love, in whom we find our joy:  
Help us to listen for your Word  
and to discern your way forward for our Church.**

**Give us the insight to hold on to what is true,  
the courage to explore new ideas,  
and the boldness to create with you.**

**Let us be Shaped by Faith for your mission;  
through Jesus Christ our Lord,  
who lives and reigns with you and the Holy Spirit,  
One God, for ever and ever. Amen.**



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# INTRODUCTIONS

# 4 GUIDING WORDS

**Discovery**

**Experimentation**

**Creativity**

**Collaboration**

# SHAPED BY FAITH COMMITMENT

- Team of 3 leaders (clergy, senior warden, trusted lay leader).
- Attend and actively engage in 8 Shaped by Faith meetings.
- Keep Vestry and Parish informed.
- Prepare a plan to present to Vestry and Parish.
- Pray for each other, and other Shaped by Faith teams.



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# THE BIG IDEA

# THE BIG IDEA: MEETING #2

*Your parish's identity is faithfully expressed through areas of vitality and shared, core values.*



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# MEETING GOALS

# MEETING #2 GOALS

- Reflect on the nature of identity – individual & communal
- Engage in small group discussion using lens of Holy Scripture.
- Explore 3 resources for further mining of identity markers.
- Discuss how this data will shape/inform further work in SbF.



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# REFLECTION

# THE RT. REV. AUDREY SCANLAN



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**SHAPED BY FAITH**  
**-IDENTITY-**

# SHAPED BY FAITH PROJECT COMPONENTS

**1. Identity study**

**2. Church Model learning**

**3. Design**

**(Pitch, Decide, Implement)**



**SHAPED BY FAITH**

**IDENTITY**



# Personal Identity Example



# Variable



This Photo by Unknown Author is licensed under [CC BY](#)

**Language**  
**Style**  
**Body size**  
**Economic/ Social class**  
**Religion**  
**Culture choice**

# Unvariable (mostly)

**Chronological age**  
**Race**  
**Gender**  
**Body frame**  
**Family**  
**Family History**

# FORMING IDENTITY

## Developmental Stages

**Birth- Three :** awareness of physical self  
self in relation to family

**Three and up:** I am what I can do  
I am who others say I am  
I am what I have done  
(“remembered self”)

# FORMING IDENTITY

## Developmental Stages

**Adolescent Developmental Tasks :  
(Havighurst U Chicago) eleven markers**

**Emotional independence**

**Acquire skills for an occupation**

**Gender-based social role settled**

**Mature relationships with peers**

# FORMING IDENTITY

## Developmental Stages

**Developmental Tasks also for**

**Early Adulthood** (life partner, family, career)

**Middle Age** (civic and social responsibilities, maintain relationship, adjust to changing body)

**Later Maturity** (retirement adjustment, social and civic responsibilities, family dynamics- ie: grandparenting, shifting health...)

# FORMING IDENTITY

**Identity**

**is**

**Shaped by Experience**

**Earliest Years:**

**ideal outcome-feeling significant,  
belonging, loveable**

**Later:**

**marked by achievements,  
education, travel, work,  
relationships, etc.**

# IDENTITY

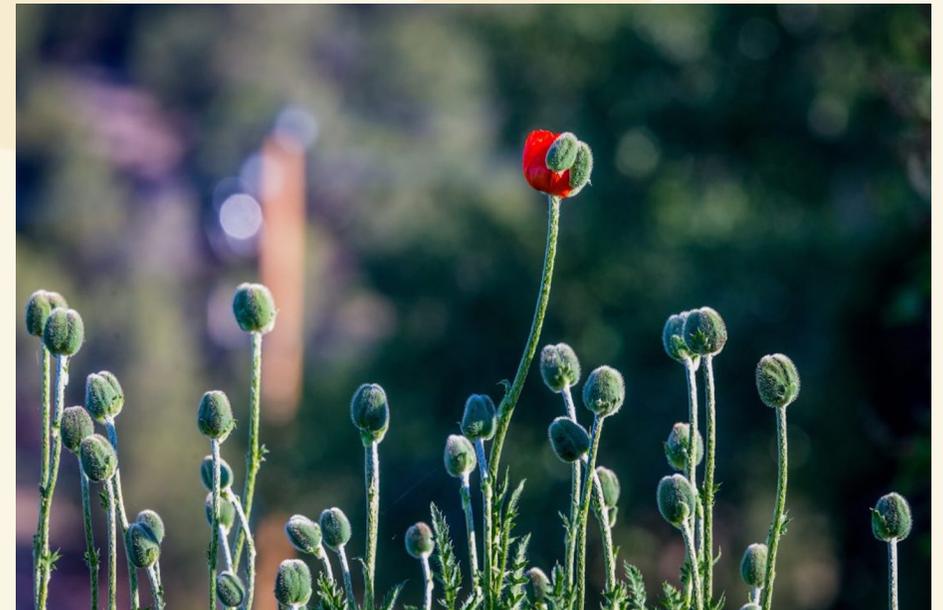
**Markers-  
variable and unvariable**

**Experience**

**IDENTITY SHIFTS, CHANGES,  
GROWS**

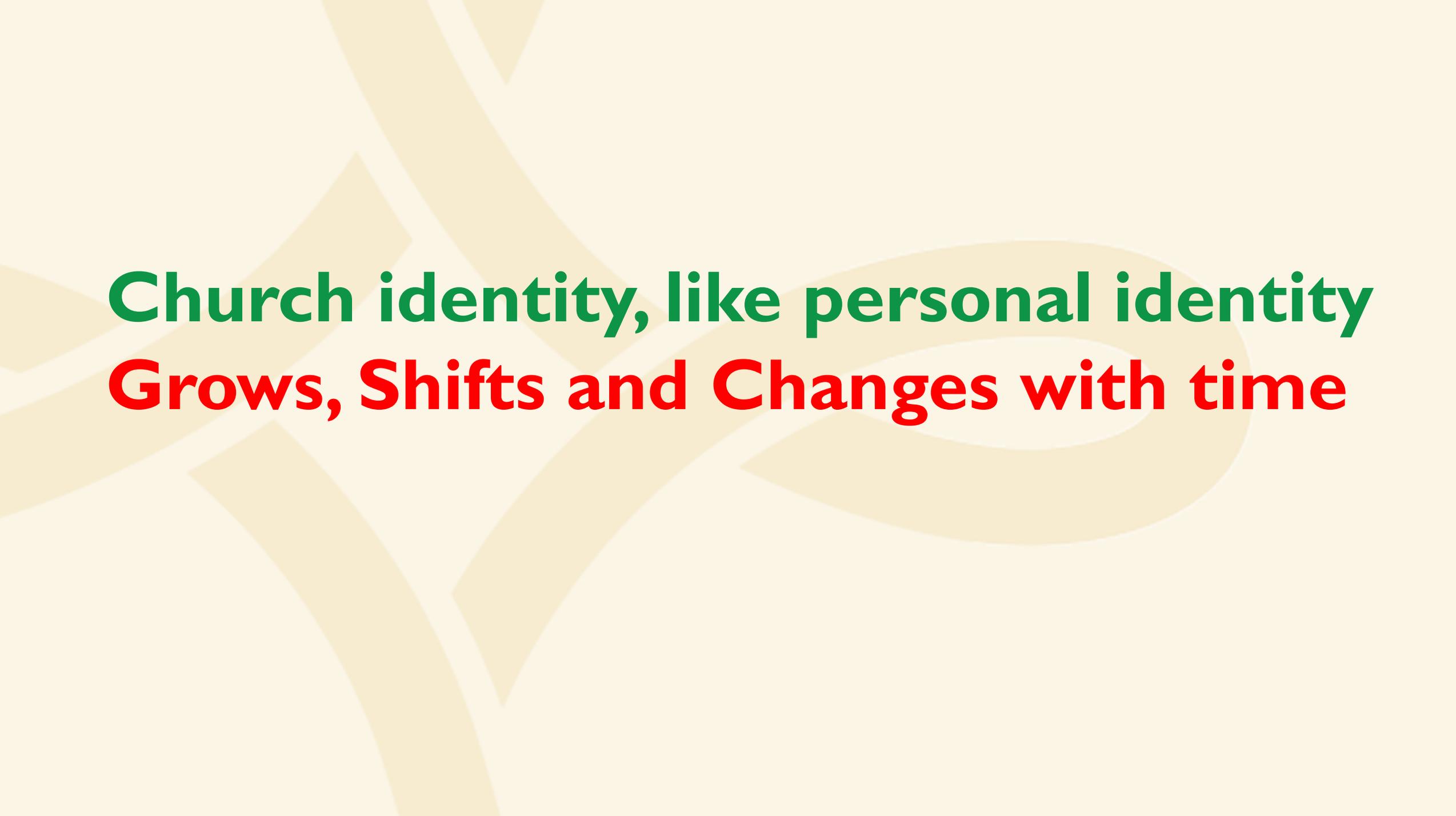
# IDENTITY

## IDENTITY SHIFTS, CHANGES, GROWS



# Church?



The background features a large, abstract graphic composed of several overlapping, curved, yellow and light green shapes that resemble stylized rays or petals. The text is centered over this graphic.

**Church identity, like personal identity**  
**Grows, Shifts and Changes with time**

**Learning who we are NOW**

**Helps us to collaborate and plan with  
partners for the FUTURE**

*Gifts, Assets, Values, Charisms,  
Needs, Missional Opportunities*

# Breakout Group Bible Study

Abram and Sarai

Abraham and Sarah



# Breakout Group Bible Study

## Genesis 17: 1-8, 15-16

When Abram was ninety-nine years old, the Lord appeared to Abram, and said to him, “I am God Almighty; walk before me and be blameless. <sup>2</sup> And I will make my covenant between me and you and will make you exceedingly numerous.” <sup>3</sup> Then Abram fell on his face; and God said to him, <sup>4</sup> “As for me, this is my covenant with you: You shall be the ancestor of a multitude of nations. <sup>5</sup> No longer shall your name be Abram, but your name shall be Abraham; for I have made you the ancestor of a multitude of nations. <sup>6</sup> I will make you exceedingly fruitful; and I will make nations of you, and kings shall come from you. <sup>7</sup> I will establish my covenant between me and you, and your offspring after you throughout their generations, for an everlasting covenant, to be God to you and to your offspring <sup>[d]</sup> after you. <sup>8</sup> And I will give to you, and to your offspring after you, the land where you are now an alien, all the land of Canaan, for a perpetual holding; and I will be their God.”

<sup>15</sup> God said to Abraham, “As for Sarai your wife, you shall not call her Sarai, but Sarah shall be her name. <sup>16</sup> I will bless her, and moreover I will give you a son by her. I will bless her, and she shall give rise to nations; kings of peoples shall come from her.”

# Breakout Group Bible Study

## Questions for Breakout Groups:

What are the foundational aspects of your parish's identity that are solid and unchanging?

What identity markers have you seen shift in the past, or imagine may shift in the future?

# GENESIS 17:1-8, 15-16

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# DISCUSSION IN BREAKOUT GROUPS (15 MINUTES)

- 1. What are the foundational aspects of your parish's identity that are solid and unchanging?**
- 2. What identity markers have you seen shift in the past, or imagine may shift in the future?**



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# VALUES MATRIX EXERCISE



## PARISH VALUES MATRIX

trust	inclusion	prayerfulness	order	forgiveness	strategic thinking	traditional worship
honesty	confidentiality	leadership	preserving our heritage	timeliness	the Arts	formation
humor	pastoral care	large umbrella	historic building	intellectualism	reconciliation	evangelism
devoutness	leadership	contemplation	collaboration	creativity	prophecy	stewardship
integrity	family ministry	openness	proclamation	children and youth	grandeur	preaching
dedication	education	beautiful sacred space	community connection	spontaneity	righteousness	autonomy
hospitality	friendship	dependability	experimentation	enthusiasm	piety	justice
achievement	adventure	belonging	challenge	communication	fiscal health	efficiency
innovation	harmony	loyalty	prestige	spirituality	structure	teamwork
variety	wisdom	wealth	large membership	diversity	stability	service
humility	Episcopal identity	love	compassion	equality	music	clergy

## VALUES MATRIX EXERCISE

### Directions:

1. Cross off the items that are not important to you.
2. Go through the list again, circling as many of the items that are very important to you.  
(The remainder of the list items will essentially be the things that are important but not very important.)
3. Review the very important items. Consider whether there is a value missing that matters a lot to you and has not been listed—add that one in.
4. From this group, select the seven things that are most important to you.
5. Rank these seven most important values, with number one being your most important value.

- |          |            |
|----------|------------|
| 1. _____ | Rank: ____ |
| 2. _____ | Rank: ____ |
| 3. _____ | Rank: ____ |
| 4. _____ | Rank: ____ |
| 5. _____ | Rank: ____ |
| 6. _____ | Rank: ____ |
| 7. _____ | Rank: ____ |



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# ANGLICAN IDENTITY ASSESSMENT

JOHN H. WESTERHOFF with SHARON ELY PEARSON

# A PEOPLE CALLED EPISCOPALIANS

*A Brief Introduction to Our Way of Life*

REVISED EDITION



# Anglican Identity: Spirituality & Temperament



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**Aesthetic**: Exploring beauty and the senses as a doorway to God

**Ambiguous**: Comfortable with Complexity

**Biblical**: Encountering & feeding on the Bible in worship, study and prayer

**Communal**: Community Focused (prayer, action, study, fellowship, decision making)

**Comprehensive**: Living richly and prayerfully in the tensions between apparent opposites

**Historical**: Learning from and drawing on the Church's history & heritage

**Incarnational**: Embracing an earthly, enfleshed practice

**Intuitive**: Relishing poetry, art, metaphor and symbol

**Liturgical**: Valuing ordered, ritualized expressions of worship

**Moderate**: Living a healthy, balanced life with God, self & others

**Mystical**: Embracing spiritual life as a journey with God while giving ourselves over to joy and wonder

**Naturalistic**: Experiencing and Protecting God's Creation

**Open-Minded**: Loving questions/helping others love questions about God, spiritual life and life itself

**Pastoral**: Finding relationships to God through relationship with people

**Political**: Enacting God's compassion, peace and justice in the world

**Sacramental**: God grace is experienced in tangible ways

\* 4. What Anglican Identity Values **are most important** to your parish?

Choose up to three (3) values

**For more information about Anglican Identity, please view our Shaped by Faith Webinar [by clicking here.](#)**

- Aesthetic:** Exploring beauty and the senses as a doorway to God
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# CHURCH BEHAVIOR & VITALITY SURVEY

<b>Marks of Healthy Church Behavior Assessment Tool - Group Report Sheet This Church...</b>	<b>Disagree → Agree Circle Number</b>	<b>Your Comments and Information About Respective Behaviors of Your Church (write on the back of this sheet if you need more room)</b>
<p><b>Worship:</b> This Church encourages sacred worship of God in a variety of ways, the liturgy that is well planned and executed. Vibrant, reverent, impactful. The sermons are thoughtful, relevant and well delivered. Music is engaging. Flow is managed well.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Strengths of worship opportunities?</p> <p>Areas needing improvement?</p>
<p><b>Knows Itself:</b> This Church articulates and lives intentionally into its sense of values, mission (purpose), vision. This Mission is widely known and can be repeated by most members of the congregation. Decisions that are made are done in light of this published, well-known and intentional mission.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>What is the awareness of your leaders and congregation to these things?</p> <p>Is this mission reflected in your parish budget?</p>
<p><b>Invites, Greets, Orients, Incorporates:</b> This Church invites, displays hospitality and works toward inclusion of persons into congregational life, developing and nurturing relationships. There is a system in place for inviting, welcoming, orienting and incorporating new members into the life of the church.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Intentional greeters' program where greeters are trained? Yes No</p> <p>Evangelism endeavors?</p> <p>What intentional and specific ways are newcomers oriented to the life of the parish and incorporated into leadership, ministry or common mission?</p>
<p><b>Disciples:</b> This Church takes seriously the formation of disciples, grounded in the Baptismal Covenant with emphasis on spiritual formation, biblical education and prayer. There are classes for intentional discipleship, bible-study, prayer groups or small group ministry for all ages and these classes/opportunities are utilized by a significant percentage of the congregation for spiritual growth.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Describe Christian Education, Bible Study/other formation/organized prayer opportunities for</p> <p>Children?</p> <p>Adults?</p>
<p><b>Lives as Stewards:</b> This Church promotes good stewardship of parishioner's time, spiritual gifts and money. Issues about money and Christian service are discussed freely and openly. Balances maintenance and care of its physical property with its sense of mission/purpose.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Do you have an annual stewardship campaign? Yes/No.</p> <p>if Yes, Does this campaign address more than money/monetary needs of the parish? Yes/No</p> <p>Do you utilize new techniques/methods to improve stewardship campaign results? Yes/No</p>

<b>Marks of Healthy Church Behavior Assessment Tool Group Report Sheet This Church...</b>	<b>Disagree → Agree Circle Number</b>	<b>Your Comments and Information About Respective Behaviors of Your Church (write on the back of this sheet if you need more room)</b>
<p><b>Empowers:</b> This Church fosters a culture of empowering ministry utilizing gifts, passions and talents for service coupled with accountability for those exercising leadership. Work and ministry responsibilities are shared among a significant percentage of congregational leaders. Ideas are generated and decisions are made collaboratively.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Describe leadership style of rector/vicar?</p> <p>Describe recruitment/empowerment of ministry leaders?</p>
<p><b>Cares:</b> This Church responds with pastoral sensitivity when individuals experience illness, personal crisis, death and when other challenging life circumstances arise. Appropriate long-term follow-up visits are provided for long term issues.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>How is pastoral care done? Ways people are intentionally trained to respond?</p> <p>Are there any groups/individuals that are not cared for? Explain</p>
<p><b>Reaches Out:</b> This Church focuses significant ministry outward to the community and beyond. Ministry activity outside of the church is connected to and responsive to the community's needs. The church budget reflects this value.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Congregational outreach or social justice with the most excitement?</p> <p>Intentional ways of listening to the community?</p>
<p><b>Fosters Learning Culture for Church Leaders:</b> This Church has a supportive culture for lay and clergy leaders to take risks, encourage change when needed, and learn from experience. Leaders are trained and mentor others. Lay leaders foster healthy relationships with rector/clergy.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Ways that relationship between the leaders and the clergy are fostered?</p>
<p><b>Communicates:</b> This Church generates effective communications inside the church and outside to the community.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Primary communication vehicles?</p> <p>Biggest weakness in communication system?</p> <p>Social media presence                      YES or NO Current and updated website              YES or NO</p>

<b>Marks of Healthy Church Behavior</b> <b>Assessment Tool Group Report Sheet</b> <b>This Church...</b>	<b>Disagree → Agree</b> <b>Circle Number</b>	<b>Your Comments and Information About Respective Behaviors of Your Church</b> (write on the back of this sheet if you need more room)
<p><b>Manages Conflict:</b> This Church manages conflicting situations with practices/processes that foster reconciliation. Works through conflict relationally and not around conflict or reactive to conflict. Conflict situations are managed with practices/processes that foster and reflect a theology of reconciliation and mutual respect.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Last major conflict that affected this congregation; what was it?  When did it occur?  Was it resolved? Yes or No If Yes, How?</p> <p>If the conflict was Not effectively resolved, why not?</p>
<p><b>Understands ‘One Church’ concept:</b> This Church demonstrates connectedness to the diocese and to the wider church. Is committed to common mission beyond the parish walls. Parish leadership keeps congregants aware of what is happening at the diocesan level and the opportunities for fellowship, education, etc. offered by the diocese.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Degree to which this congregation participates in diocesan trainings, events, meetings, etc? Often, Sometimes, Never</p> <p>General feeling of congregation about wider-church issues?</p>
<p><b>Is Adaptable:</b> In this Church change is well-thought out, planned and generally well accepted. There is an appetite for new ideas, practices and ministries.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>Most significant change initiated by the vestry/bishop’s committee in the past 3-5 years that impacted the congregation?</p> <p>Most significant change initiated by the rector/vicar in the past 3-5 years (other than deciding to leave) that impacted the congregation?</p>
<p><b>Focuses on Strengths:</b> This Church knows what it does well and concentrates on this. Praise for strengths is more present in the community than complaint about weaknesses.</p>	<p>1 2 3 4 5 6 7 8 9 10</p>	<p>What are the strengths of the church?</p> <p>How do we talk about these strengths amongst ourselves and to our friends, neighbors, etc.?</p>

**Your Personal Observations:**

List what you consider to be 6 of this church's greatest strengths:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_

List what you consider to be 6 of this church's greatest challenges:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_

What do I want to say about this church that perhaps no one else might be observing?

**Other Comments:**

# TAKE-HOME WORK: HARRISBURG

1. **Complete Values Matrix Exercise  
(SbF team members only)**
2. **Aid your parish in completing the  
Anglican Identity Assessment**

**WHY??**

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## **Next Meeting**

**Sunday, January 17<sup>th</sup> from 2-3 pm**

***SbF Schedule through June 2021 on website***



# SHAPED BY FAITH

Convocation	2020	2020	2021	2021	2021	2021	2021	2021
	November	December	January	February	March	April	May	June
							<i>Shaped by Faith Event - tentative</i>	
West Branch	Sunday, Nov. 22 4-5 pm (7)		Sunday, Jan. 31 4-5 pm (8)		Sunday, March 21 4-5 pm (9)			Check-In #1
Northern Tier	Sat. Nov. 21 10-11 am (6)		Sat. Jan. 30 10-11 am (7)		Sat. March 20 10-11 am (8)		Sat. May 22 10-11 am (9)	
Susquehanna	Sunday, Nov. 22 2-3 pm (5)		Sunday, Jan. 31 2-3 pm (6)		Sunday, March 21 2-3 pm (7)		Sunday, May 23 2-3 pm (8)	Sunday, June 27 2-3 pm (9)
Harrisburg	Sunday, Nov. 15 2-3 pm (2)		Sunday, Jan. 17 2-3 pm (3)		Sunday, March 14 2-3 pm (4)		Sunday, May 16 2-3 pm (5)	Sunday, June 13 4-5 pm (6)
Altoona		Thursday, Dec. 10 6-7 pm (4)		Thursday, Feb. 11 6-7 pm (5)		Thursday, April 22 6-7 pm (6)		Thursday, June 17 6-7 pm (7)
Lancaster		Sunday, Dec. 13 2-3 pm (4)		Sunday, Feb. 21 2-3 pm (5)		Sunday, April 18 2-3 pm (6)		Sunday, June 13 2-3 pm (7)
Southern		Tuesday, Dec. 15 6-7 pm (4)		Tuesday, Feb. 9 6-7 pm (5)		Tuesday, April 20 6-7 pm (6)		Tuesday, June 15 6-7 pm (7)



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