

Pathways *to Vitality*

The Episcopal Diocese of Indianapolis

www.pathwaystovitality.org

What is the Pathways Program?

Pathways to Vitality, a financial literacy initiative of the Episcopal Diocese of Indianapolis, is a three-year program funded by Lilly Endowment designed for clergy and lay leaders to facilitate well-informed and honest conversations about money.

The initiative has three goals:

- To create a culture of transparency regarding clergy and parish finances in our congregations through financial literacy education.
- To enhance ministerial innovation, vitality and sustainability in our congregations.
- To implement a Ministerial Excellence Fund to provide financial support to clergy, seminarians and their families to enhance their financial well-being.

Ultimately, we hope to raise the “veil of silence” cloaking clergy and parish finances so we can authentically share in the generosity of God.

Pilot Parishes?

Good Samaritan
Suburban Church Plant

All Saints
Urban Anglo-Catholic Parish

St. Timothy's
Southside Parish

Our goal is to learn as much as possible from these parishes so the lessons learned may be adapted for other congregations in our diocese.

Experienced and knowledgeable trainers/facilitators will conduct a series of six workshops and one retreat to provide the Pilot Parishes with concepts and skills for creating vitality and innovation in their congregations. Sufficient time will be built into the workshop schedule to ensure lessons learned may be incorporated into “real” congregational life.

Vitality Teams?

Kevin Samples
Mary Kerstein
Lara Dreyer
Jason Addis
Rev. Gray Lesesne
Rev. Erin Hougland

Learning experiences are based upon building and empowering a Vitality Team of lay leaders from each congregation. Vitality Teams will consist of the rector/vicar plus two to five lay leaders. Collectively, the Vitality Teams will form a cohort to support and challenge each other.

Supporting the Vitality Teams will be the Rev. Erin Hougland who will have an eight-month residency with the three, central Indiana congregation.

Additionally, a Resource Team of volunteers with a variety of skills including human resources, fundraising and parish administration, among others, will be available to the Pilot Parishes as needed. A chaplain will tend to the spiritual health and needs of the Vitality Teams.

Vitality?

How is vitality defined? What does it look like in a congregation?

Bishop Jennifer Baskerville-Burrows explains it in this way.

- **Vital congregations have conversations about things that matter.**
- **They are clear about who they are.**
- **They have heart and are all in.**

Stewardship?

What is stewardship?

1. *What does the word “stewardship” mean to you or bring up for you?*
2. *How have you seen stewardship practiced in other places (businesses, churches, etc)? How has it been done well and not so well?*
3. *What does our culture of stewardship look like at Good Samaritan? Or What should it look like?*