



TENDING THE VINEYARD

Stewardship of Religious Property

Educational Sessions for Strategic Property Planning

SESSION 1

Two Models of Leadership Involvement in a Strategic Property Planning Process

	LEADERSHIP LEADS	LEADERSHIP PARTICIPATES
Basics	<ul style="list-style-type: none"> ✓ Members of leadership compose all or a majority of a planning team or committee. ✓ The major superior usually chairs the planning team or committee. ✓ As chair of the planning team or committee, the major superior participates actively in planning and scheduling meetings of the planning team or committee. 	<ul style="list-style-type: none"> ✓ Members not in leadership compose a majority of the planning team or committee. ✓ The chair of the planning team or committee is generally not a member of leadership. ✓ At least one representative of leadership generally serves on the planning team or committee.
Major Pros	<ul style="list-style-type: none"> ✓ Leadership remains very close to and actively participates in the strategic property planning process. ✓ Matters that impact planning about which only leadership may know can be factored into the planning process as needed. ✓ The need to keep leadership abreast of progress and developments is minimized. 	<ul style="list-style-type: none"> ✓ The perspectives of the planning team or committee are perceived to be more representative of membership. ✓ Members other than those in leadership have a substantive opportunity to exercise leadership. ✓ The time leadership devotes to planning is less, leaving more time for attention to other leadership matters.
Major Cons	<ul style="list-style-type: none"> ✓ Membership may think planning team or committee member perspectives are too narrow or not representative of membership if leadership participation is extensive. ✓ Members of leadership not serving on a planning team or committee can feel left out or marginalized. ✓ Members of the planning team or committee can be reticent to speak freely or can defer too easily to opinions and preferences leadership expresses. 	<ul style="list-style-type: none"> ✓ Extraordinary efforts are required to keep leadership informed, aware and supportive. ✓ Planning progress can be slowed if leadership education or approval is required before proceeding. ✓ The potential for a disconnect increases when the direction of planning is not consistent with the direction leadership desires.

