

Lay Readers' Study Day

Change

Baptismal Ministry

Deepening our Competencies

A Prayer of Discernment

God we have no idea where we are going.

We do not see the road ahead of us.

We cannot know for certain where it will end.

Nor do we really know ourselves, and the fact that we think we are following your will does not mean that we are actually doing so.

But we believe that our desire to please you does
in fact please you.

And we hope that we have that desire in all that
we are doing.

We hope that we will never do anything apart
from that desire.

And we know that if we do this, you will lead us
by the right road though we may know nothing
about it.

Therefore we will trust you always
though we may seem to be lost
and in the shadow of death.

We will not fear, for you are ever with us.

You will never leave us to face our perils alone.”

Thomas Merton

Thanks and Acknowledgments

- Brian McLaren
- Fredrica Harris Thompsett and Sheryl Kujawa-Holbrook- “Born of Water, Born of Spirit: Supporting the Ministry of the Baptized in Small Congregations” The Alban Institute, 2010
- Episcopal Diocese of Vermont
- Theological Education for the Anglican Communion (TEAC)

See the Big Picture



1998 Hurricane Mitch (1900 mm+ rain)



© Vincent J. Musi



150 bridges destroyed



© Vincent J. Musi



What happens when the river moves? ...cultural... philosophical...social... spiritual



© Vincent J. Musi









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Small Group Reflection

- Find a group of three people
- Reflect on these three questions:
 1. How has “a river” moved in my life or in the life of my congregation?
 2. In what areas of my life am I a devoted “Vinyl LP person”?
 3. In what areas of our shared ministry do we confuse “the method of delivery” (vinyl, mp3s) with our core mission/purpose (music)?

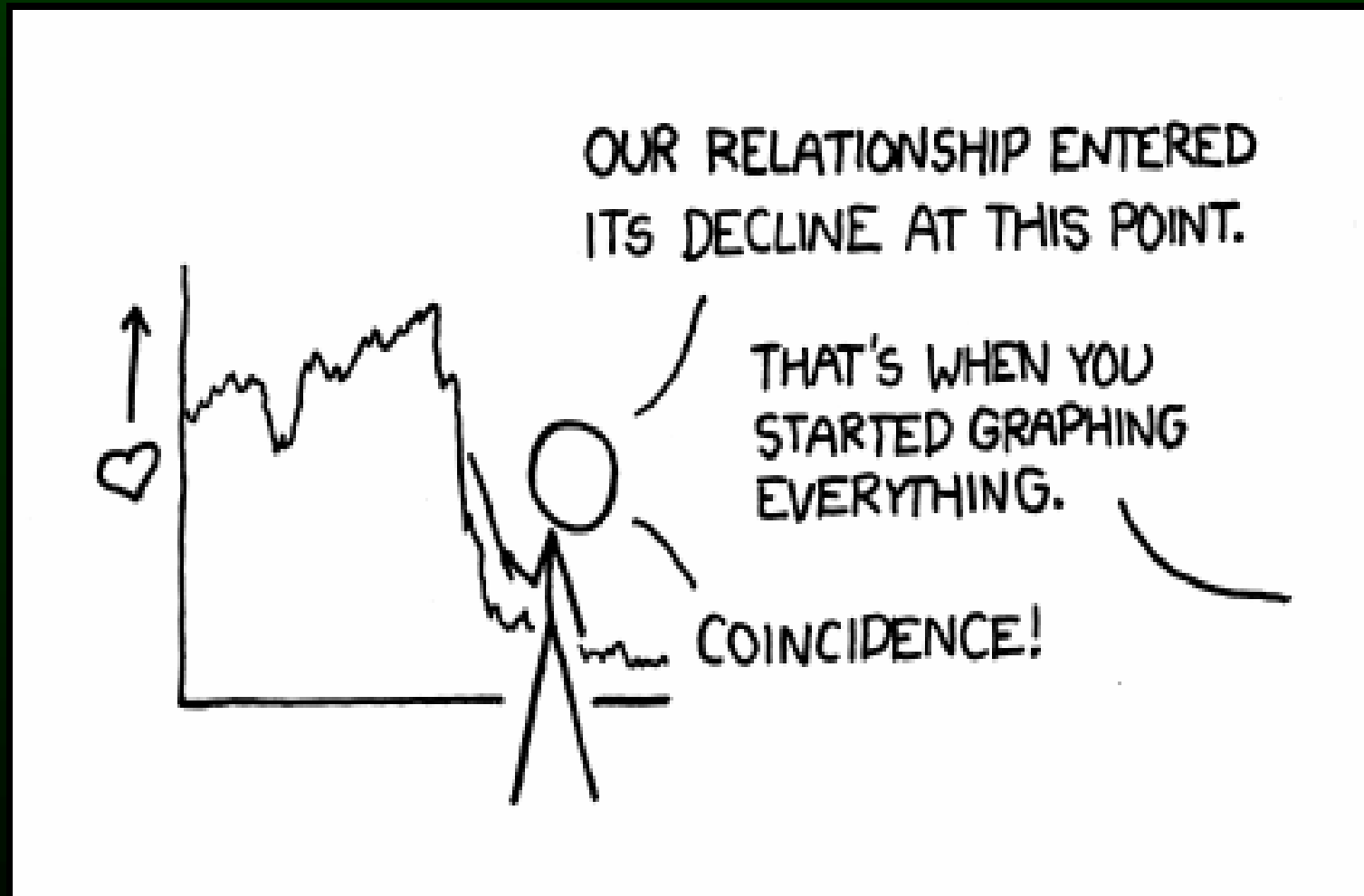
See the Big Picture



Disconnection



Decline and Crisis...



Responses to a Crisis



Fleeing the scene...



DESPAIR.COM

INSIGHT

WHEN THE GOING GETS TOUGH, THE TOUGH GET GOING.
THE SMART LEFT A LONG TIME AGO.

“Due to present circumstances the light at the end of the tunnel has been put out.”



HOPE

MAY NOT BE WARRANTED AT THIS POINT.

www.despair.com

Denial...



“Mission Drift”



Creative Awareness and Response

A moment for Spirit to begin another “new work”

A time of deep reflection and self-awareness

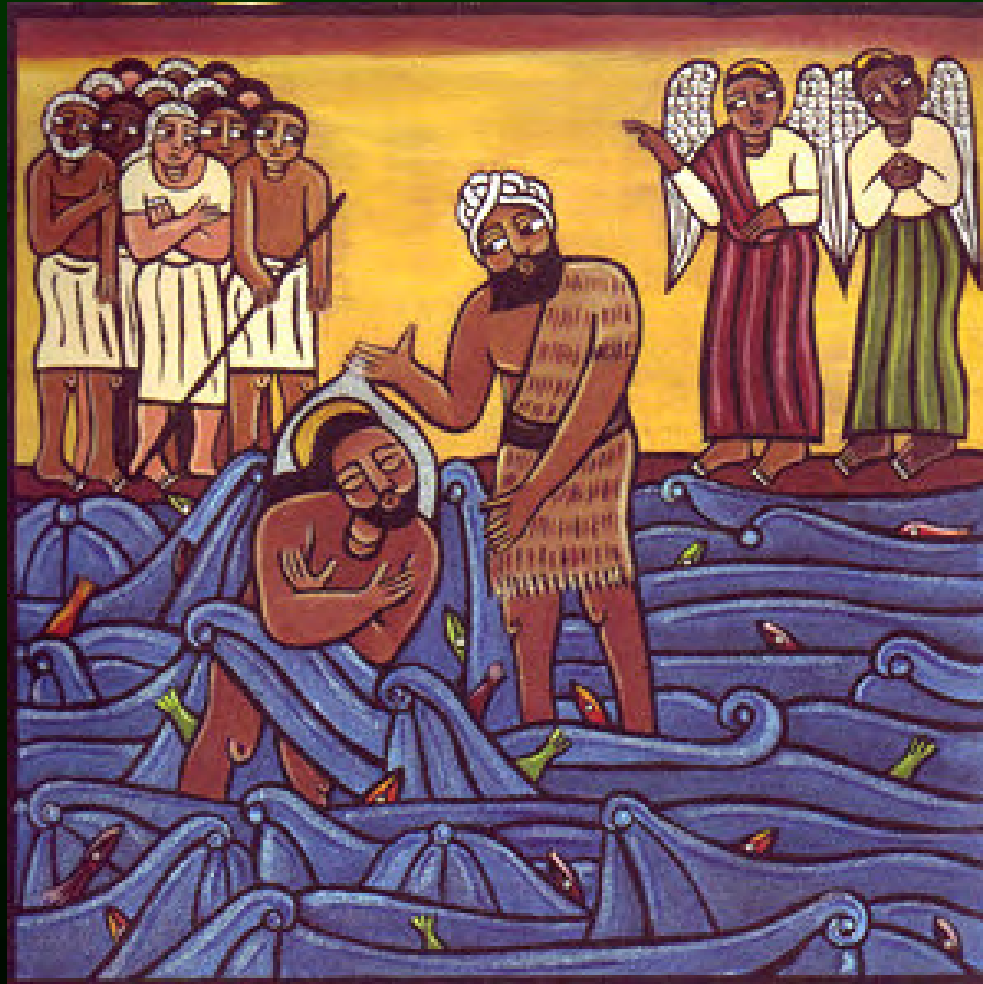
A growing awareness of two paradigms:

1. Conventional and Inherited Church
2. Earlier and Emerging Church

“Necessity is the Mother of Invention”

A playful and creative time to experiment!

Baptismal Ministry



Baptismal Ministry

- Not a quick fix! Baptismal ministry offers an alternative vision and revitalization of ministry.
- Baptismal ministry is discipleship where all baptized share in Christ's identity and mission as the priesthood of all believers.
- Through baptism each person receives gifts for ministry through the Holy Spirit- gifts to be embraced and lived out in the church and in the world.

Baptismal Ministry

- Baptismal ministry maintains that the calling of each person is of equal worth and essential for the fullness of mission- that is, to restore all people to unity with God.
- The local community is the primary context for formation, ministry and mission.
- Beyond the congregation, baptismal ministry encompasses the whole work of the whole people of God in all times and all places.

Baptismal Ministry

- Every Person
- Every Gift
- Every Ministry
- For Mission

Theological Foundations for Baptismal Ministry

- The body of Christ exists to carry out God's mission
- Ministry happens in all of life's endeavors
- Learning in ministry begins with preparation for baptism and continues until death.
- Formation is primarily experiential.
- The Gospel must be engaged afresh in every context, in every time and in every place

Theological Foundations for Baptismal Ministry

- Every person has a unique configuration of gifts.
- No one is omni competent.
- No person is indispensable; every person is irreplaceable.
- The Spirit equips every congregation with what it needs to do what God is calling it to do.
- The local congregation calls people to specific ministries.

Theological Foundations for Baptismal Ministry

- Congregations are not problems to be solved; like individuals, each has a unique pattern of gifts and opportunities which shape its ministry
- Ministries are not slots to be filled.
- Ministry, through baptism, is done *in community* by *all members*.

Baptismal Covenant



The Promises of Baptism

One: Will you continue in the apostles' teaching and fellowship, in the breaking of bread, and in the prayers?

All: I will, with God's help.

The Promises of Baptism

One: Will you persevere in resisting evil and, whenever you fall into sin, repent and return to the Lord?

All: I will, with God's help.

The Promises of Baptism

One: Will you proclaim by word and example
the good news of God in Christ?

All: I will, with God's help.

The Promises of Baptism

One: Will you seek and serve Christ in all persons, loving your neighbour as yourself?

All: I will, with God's help.

The Promises of Baptism

One: Will you strive for justice and peace among all people, and respect the dignity of every human being and of all creation?

All: I will, with God's help.

Small Group Reflection

- Find a group of three people
- Reflect on these three questions:

Small Group Reflection

1. Remember your baptism. Whether you recall the actual events or have memories based on others' accounts, what about your baptism is significant to you?
2. What images of baptism are prevalent for you?
3. Reflect on your preparation for ministry, both within and outside formal church structures. What are some ways the church formed you and supported you for ministry?

Baptismal Ministry Experience: Anglican Parishes of the Central Interior

- Residential Schools
- Closing of the Diocese of Cariboo: “bankruptcy”
- Emergence of APCI (app-see!!)
- ‘Confederation’ of Anglican parishes
- Properties held together in a collective trust
- What keeps us connected without being a diocese?

Baptismal Ministry Experience: Anglican Parishes of the Central Interior

- Lay Ministers of Word and Sacrament
- Ministry formation and theological education for everyone: EFM, LifeCycles, ???
- Gift discovery experiences
- Ministry Developer role
- Local Covenant Groups and Ministry Teams
- A shared and owned local mission
- “If we closed shop, who would miss us?”

Living Stones Partnership

- A cooperative of more than twenty North American Anglican and Episcopal dioceses and faith communities engaged in developing baptismal ministry.
- The partnership gathers annually to share case studies of learning, joy and challenges, along with the sharing of resources.

www.livingstonespartnership.org

<http://ministrydevelopment.ning.com>

Next

Exploring competencies for Lay Readers
Using the TEAC grid!

Exploring the Grid!

Discernment questions for deepening
competencies

Tools!
You gotta use 'em!!



What in the world is a “ministry grid” and who cares??

- List of competencies essential for ministry
- “Outcomes Based” model of education

Rather than answering:

“What does a person know?”

The question is:

“What competencies does the learner need to gain in order to be able to fulfill his/her vocation in ministry”

What in the world is a “ministry grid” and who cares??

- Competencies can be gained in a variety of ways
- Value the different dimensions of training:

Intellectual

Practical

Emotional

Spiritual

What in the world is a “ministry grid” and who cares??

The grid assumes that learning is:

Holistic

Life-long

Overt form of education in the first three years of a ministry

Some competencies should be evident before greater responsibility is granted

What in the world is a “ministry grid” and who cares??

- How do you read it?

What in the world is a “ministry grid” and who cares??

Aspects of Ministry (rows)

- Vocation and discernment
- Clarity about the nature of ministry
- Spirituality and faith
- Personality and character
- Relationships
- Leadership and collaboration

What in the world is a “ministry grid” and who cares??

Aspects of Ministry (rows)

- Awareness of context
- Biblical and theological competence
- Practical competence
- Mission and evangelism
- The Anglican Way
- Spouse (if applicable)

What in the world is a “ministry grid” and who cares??

Reading across (by columns)

Amount of experience

Key “marker moments”

1. At selection (discerning vocation)
2. At licensing (beginning vocation)
3. At 3 years (experienced vocation)
4. Before involvement in training others

Where does it come from??

TEAC

Theological Education
for the Anglican Communion
a working task group
of the Anglican Primates

Using the tool!!

1. Review the competency
2. Create questions
3. Use the questions in a discernment process

Steps for Creating Questions

1. Read the description of the competency in your chosen “box”.
2. Have someone read out for the group the description of the competency in the “box”.
3. Share words that jumped out to you.
4. Share questions the words invoke or raise in you about your ministry.

Hints for Creating Good Questions

- Definitions of words
- Imagine yourself in a discernment group
- Places of tension and balance
- Ask for stories of experience
- Think about the three phases of time: past, present and future

A Sample of “Creating Questions for a Discernment Team”

Sample: “box A.2”

Row: “Vocation and Discernment”

Column: “At selection...”

Vocation and Discernment

“Box A.2”

- Candidates have an understanding of their gifts, abilities, strengths and weaknesses and have been encouraged by their minister and congregation to assist with lay ministers’ tasks.
- Candidates have a longing for deeper involvement in the life and ministry of the Church.
- Candidates have a heart for those who are not Christians.

Vocation and Discernment

“Box A.2”

- Candidates have an **understanding** of their **gifts**, **abilities**, strengths and weaknesses and have been encouraged by their minister and congregation to assist with lay ministers’ tasks.
- Candidates have a longing for deeper involvement in the life and ministry of the Church.
- Candidates have a heart for those who are not Christians.

Discernment Questions

- Define the meaning of “gift” in your own understanding of ministry.
- What are your gifts and/or abilities? Name 2 or more
- How did you come to know that you have these gifts?
- Who has helped you to know what gifts you have?
- What gifts do you use inside of the congregation (worship, parish life, pastoral care) and what gifts do you use in your community and world?
- Tell a story about when you discovered that you had a gift or tell a story when a gift you have was affirmed by someone

Vocation and Discernment

“Box A.2”

- Candidates have an understanding of their gifts, abilities, **strengths** and **weaknesses** and have been encouraged by their minister and congregation to assist with lay ministers' tasks.
- Candidates have a longing for deeper involvement in the life and ministry of the Church.
- Candidates have a heart for those who are not Christians.

Discernment Questions

- What are your strengths for your ministry?
- How will build on your strengths?
- What are your areas of weakness?
- How will you find ways to overcome some of these weaknesses?
- What weaknesses do you possess that are also gifts in your ministry?

Vocation and Discernment

“Box A.2”

- Candidates have an understanding of their gifts, abilities, strengths and weaknesses and have been **encouraged by** their **minister** and **congregation** to assist with lay ministers’ tasks.
- Candidates have a longing for deeper involvement in the life and ministry of the Church.
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Discernment Questions

- How have you been encouraged by clergy in your vocation?
- How have you been encouraged by the congregation?
- How have you been discouraged by others?

Vocation and Discernment

“Box A.2”

- Candidates have an understanding of their gifts, abilities, strengths and weaknesses and have been encouraged by their minister and congregation to **assist** with **lay ministers’ tasks**.
- Candidates have a longing for deeper involvement in the life and ministry of the Church.
- Candidates have a heart for those who are not Christians.

Discernment Questions

- What does it mean to “assist”?
- What ministry tasks are you currently doing?
What would be included in this list?
- How do you determine what ministry tasks you take on and which tasks you do not?
- What new tasks or challenges are you thinking you might want to try?

Vocation and Discernment

“Box A.2”

- Candidates have an understanding of their gifts, abilities, strengths and weaknesses and have been encouraged by their minister and congregation to assist with lay ministers’ tasks.
- Candidates have a **longing** for deeper involvement in the life and ministry of the Church.
- Candidates have a heart for those who are not Christians.

Discernment Questions

- Where did your longing for deeper involvement in ministry come from?
- Describe that longing for deeper involvement

Vocation and Discernment

“Box A.2”

- Candidates have an understanding of their gifts, abilities, strengths and weaknesses and have been encouraged by their minister and congregation to assist with lay ministers’ tasks.
- Candidates have a longing for deeper involvement in the life and ministry of the Church.
- Candidates have a **heart** for those who are not Christians.

Discernment Questions

- What does it mean “to have a **heart** for those who are not Christians”?
- What is the current condition of your heart?
- How do you find and foster a more passionate heart?

Peer Coaching in Discernment

1. Find a group of three people.
2. Look over the list of 23 discernment questions on the area of “Vocation and Discernment”.
3. Each person will choose one question each from the list for a total of 3 questions to be used by the group.
4. Pose the first question to each other and give each person 5 minutes to respond to the question without comment or interruption (you will be notified).
5. Continue until each person has answered the question and then move on to the next question.

An Ongoing Project

The creation of a list of discernment questions for each quadrant: each area of ministry life and each corresponding stage of ministry development.

A guide for how to make use of the questions.

An open “wiki”-project!

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