

- ⇒ Have a conversation with someone you trust—what gifts and skills do they have that you might not have noticed? Is there anything you would change in the light of this conversation?
- ⇒ Come together and look at your individual gifts audits and revisit the roles you identified in stage 2.
- ⇒ Review Stages 1 and 2 in the light of Stage 3 to clarify the following questions:
 - Who are we and what are we hoping to be?
 - What roles do we need?
 - How do we share these roles among us?

Stage 4—what support and training do we need?

- ⇒ How will you continue to support one another and what is the structure of accountability and support in your church?
- ⇒ What support do you need from the Minister Community?
- ⇒ Is there any training you need to help you grow in your gifts and roles?
- ⇒ What expertise can you offer to others in the Minister Community?

Minster Communities Phase 3

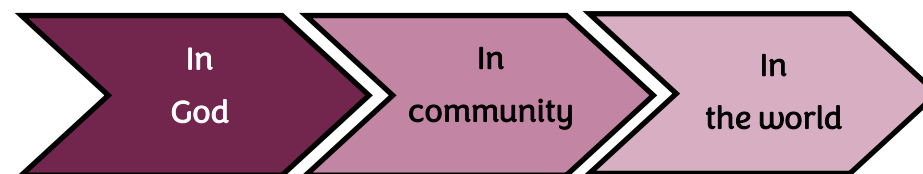
Aims

- ◇ To help local churches understand their shared calling
- ◇ To clarify the roles that are required to fulfil this calling
- ◇ To enable all members to grow in their gifts
- ◇ To identify the learning and support required.

The process outlined below is designed to be used multiple times in an ongoing review of vocation and ministry in the local church.

These resources build on the work that has already been done in phases 1 and 2 of the Minister Community process that enable churches to discern and live out their shared calling.

As Christian churches we share a common calling, to be:



But each church has an individual calling which draws on their story, their location, their resources and the gifts, skills and hopes of its members and is inspired by the Holy Spirit.

As we move into Phase 3 you are encouraged to consider the calling of your local church.

Stage 1—who are we and what are we hoping to be?

- ⇒ Revisit some of the conversations you have had earlier in the Minister Community process about your church and community.
- ⇒ Have a look at the Church Descriptor flash cards. Which ones resonate for you?
- ⇒ Select the ones you think describe your church now.
- ⇒ Have a conversation and refine your choices to be as realistic as possible.
- ⇒ Are there any descriptors which would describe the church you hope to be? To help you think about this more, you might want to ponder the question below:
 - What gives us energy?
 - What do we care about?
 - What might God be saying to us?
 - What opportunities are emerging for us?
 - What are we hoping for?
- ⇒ Have a conversation and refine your choices to be as realistic as possible.
- ⇒ Agree among yourselves a description of the church you are and the church you hope to be.
- ⇒ It may be helpful to have someone from outside your church to be part of this conversation who could ask you some good questions, could offer some fresh insights and encourage you.

Stage 2– Roles and responsibilities

- ⇒ Revisit the information you submitted to the Ministry Working Group about the roles you already have in your church.
- ⇒ What roles do you need in order to be the church you have described in stage 1?
- ⇒ Look at the Role Descriptor flashcards to help you—you may adapt some of these or come up with your own, they are in no way exhaustive.
- ⇒ Make a list of the roles you have come up with—don't think at this stage about the who but focus on the what.
- ⇒ Note that not all of these will individual roles but some may be shared among all of you or reflect a characteristic of your church, such as welcome.

Stage 3—what gifts and skills do we have among us?

- ⇒ As individuals make a list of any roles you do to serve your church or community.
- ⇒ Each use the Gifts and Calling exercise which helps to explore:
 - What are my gifts and passions?
 - What opportunities do I have?
 - What is my capacity and constraints?
 - What is draining me?
 - What might I need to stop doing?