



Ministry Development Team: God's People

This document contains information for Ministry Development required by the priest and AMD Advisor (or, occasionally, another facilitator).

Date, location and participants

It is anticipated that Ministry Development will take place about two weeks after the Clergy College. It lasts about 90 minutes and should be held in a comfortable environment.

The Ministry Development Team involves a core group, normally of between 6 and 12 people, from the parish, for example, clergy, Readers, Local Worship Leaders and Pastoral Workers, plus Church Wardens. The priest identifies and invites participants.

When the priest and AMD Advisor have agreed a convenient date, the priest should confirm the time and venue with invitees.

Aims of the Ministry Development Team

Recall that the aims of the Ministry Development Team are:

- to form a bridge between the learning that takes place during the Clergy College and Ministry Development; and
- to form a group around the clergyperson that is aware of the theme to be addressed in Ministry Development and is therefore able to support the priest in its delivery.

In addition, the very fact of meeting together will help foster collegiate relationships within the parish—in fact, at the first Ministry Development Team we expect people to be interested in getting to know each other and understand something of the process of Accompanied Ministry Development ('what was the Clergy College like?') as well as the content described here: that's fine.

Content of Ministry Development

The structure of the Ministry Development Team will usually be as follows:

- A. Welcome & Prayer – 5 minutes (led by priest, facilitator or others)
- B. Outline of Ministry Development and discussion led by facilitator – 25 minutes
- C. Input by priest on a topic from the Clergy College and discussion – 25 minutes
- D. Appreciative Inquiry of the church with respect to the relevant theme (e.g. God's People) led by facilitator – 25 minutes
- E. Summary of Issues & Concluding Prayers – 5 minutes

The following pages contain further resources for each of these sections.

A. Welcome & Prayer

- Depending upon the time of day it may be good to provide suitable refreshments.
- Arrange the room so that everyone can participate in the conversations.
- If the priest wishes to present using powerpoint, or other visual aids, please ensure everyone can see properly.
- Welcome:
 - ❖ explain that this is the first of several Ministry Development Teams
 - ❖ check that everyone knows each other (especially important if churches have recently started working together and/or new people are involved)
 - ❖ outline the aims of the Ministry Development Team (as above, namely):
 - to form a bridge between the learning that takes place during the Clergy College and the Parish Programme; and
 - to form a group around the clergy person that is aware of the theme to be addressed in the Parish Programme and is therefore able to support the priest in its delivery.
 - ❖ outline what will happen during the session (as above, namely):
 - Outline of the Parish Programme (discussion led by facilitator – 25 minutes)
 - Input by priest on a topic from the Clergy College (plus discussion – 25 minutes)
 - Appreciative Inquiry of the church with respect to the relevant theme (led by facilitator – 25 minutes)
 - Concluding Prayer (priest or others – 5 minutes)
- Prayer:
 - ❖ please use an appropriate form of prayer
 - ❖ you may like to use the following prayer:

Lord, help us to see what you see,
as we strive to demonstrate your love in our lives.
Reconcile us to diminish all that divides or separates,
or clouds vision and prevents relationships of mutual understanding.
Instil within us the words which proclaim,
and the deeds to demonstrate that we live our lives for you,
longing to worship as joyful witnesses of your glory.
Allow us to flourish as the People of God
who are growing the kingdom
and making you known in all our communities.
Through Jesus Christ our Lord. **Amen**

B. Outline of the Parish Programme

- State the theme: 'God's People.'
 - ❖ ASK: 'What sort of things does the phrase "God's People" bring to mind?'
 - Listen to everyone's answers.
 - The point is that there are several different ways of thinking about this, e.g.: is there only one people?; are a people in some sense united?; if so, how?; what does God have to do with a people?; does it mean that God is *not* with others?; does it mean that there should be something distinctive about the People of God?; if so, what is it?; etc.

- Note that there are two main foci of Parish Programme 1:
 - ❖ God's Mission & God's People
 - ❖ Our Church's Story
- Say that the Parish Programme will look at both, as well as providing a number of other resources to help the parish think about how it fits into God's big plan for his world. It's about seeing ourselves as part of a much bigger picture – looking up to see the panoramic view and then looking at the detail of our own church's story to see where God has been at work.
- At or very soon after the Clergy College the priest will be given a folder containing Parish Programme resources. By the time of the Ministry Development Team, he or she will have decided which resources they wish to use over the next few weeks – ask them to talk briefly about the overall shape of this input.
- Allow questions – this is often the best way of keeping the conversation relevant.
- Don't think that every detail needs to be tied up neatly at this stage – try and get across the idea that we want to think about how we have been called to play a part in God's mission to reach his world.
- This should lead nicely to the priest's input.

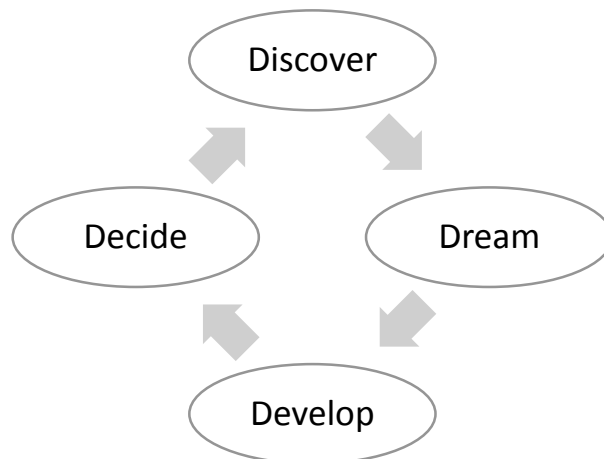
C. Input by priest

- The priest should have selected a topic that really interested him/her at the recent Clergy College.
 - ❖ It can be anything from the Clergy College, not necessarily something relevant to the theme of God's People.
 - ❖ Please provide any learning resources you require; feel free to copy anything provided at the Clergy College if that's helpful to the group
- Present the topic for a maximum of 10 minutes
- Discuss the topic and its relevance for the church
 - ❖ You may like to suggest questions for the group to discuss or ask them to participate in a creative activity—remember that different people have different learning styles, so even if you decide to focus upon discussion this time, think about another way to present your topic at the next Ministry Development Team.
- Conclude the discussion, etc. after 15 minutes.
 - ❖ Try and conclude on a positive note, which will lead well into 'Appreciative Enquiry'.

D. Appreciative Inquiry

- Appreciative Inquiry is a way of asking questions that helps people focus upon what has been good about the past and the positive aspects of our present. It thus leads a group to think about building upon what has worked well rather than becoming preoccupied about what's going wrong.
 - ❖ If you are interested in finding out more about Appreciative Inquiry the Accompanied Ministry Development team can suggest some resources, although the following website: www.clergyleadership.com contains a useful summary
- There are various elements to Appreciative Inquiry. Typically they are:
 - ❖ Discover – Appreciate what is present when things go well
 - ❖ Dream – Imagine the features of a flourishing future
 - ❖ Develop or Design – Identify what you will do
 - ❖ Decide – Create this future

- The cycle looks like this:



- As part of the Ministry Development Team churches will concentrate upon the ‘Discover’ element of Appreciative Inquiry; the other elements could be very suitable topics for PCC meetings, for example.
- The structure of this part of the Ministry Development Team is as follows:
 - ❖ If there are more than 6 people present, divide into groups of about 4 so that everyone has an opportunity to speak (if you think that not everyone will want to speak—although don’t be surprised if your assumption turns out to be incorrect!—you may wish to stay in a larger group).
 - ❖ Ask people to reflect for 2 minutes on their life as a Christian, especially in this church, thinking about when they felt closest to God and/or most spiritually alive [provide pieces of paper to make notes, if that’s helpful; 2 minutes]
 - ❖ Ask each person to tell the story of how they felt close to God/spiritually alive [10-15 minutes; in small groups]
 - ❖ Come together as a whole group.
 - ❖ In the light of what has been said, ask everyone to give two hopes for the future of your church [5 minutes]

E. Summary and Concluding Prayer

- Thank people for coming
- Conclude with prayer for the church and each other (and any other pressing issue in the community / world)