

Mutual Ministry Cycle

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Canon to the Ordinary

Diocese of New Jersey

Mutual Ministry Cycle

Getting to the “Reviewing” in the Ongoing Ministry Cycle of:

Planning, Doing, Reviewing, planning,
doing, reviewing, planning, doing, reviewing,
planning, doing, reviewing, planning, doing, reviewing, planning,

planning, doing, reviewing, planning, doing, reviewing, planning, doing, reviewing, planning,
doing, reviewing, planning, doing, reviewing, planning, doing, reviewing, planning, doing, reviewing

Theological understanding:

Observing and bearing witness to the activity of God, and giving account of our actions to God, are fundamental aspects of the Christian life. Ministry belongs to the people of God and not just one person.

It is the shared responsibility of all Christians to discern what God is seeking to accomplish and actively align their will, purpose and actions with God's will.

We will invite you to reflect upon:

- The mutual nature of ministry
- Metaphors for ministry and scriptural metaphors for mutual ministry
- The Mutual Ministry Cycle
- Why ***reviewing*** our ministry is so important, even scriptural
- Benefits of such reviews

Let's look at the word ministry

What does “Ministry” mean?



Human participation in
God's reconciling mission
in daily life, including
the church

Adapted from the South Dakota Church News article:
Ministry Development: Introduction to Mutual Ministry

What does “Mutual” mean?

The **sharing of ministry** where everyone is given the chance to find and do the ministry to which God is calling them

Sharing Leadership

Sharing Fellowship



Some Principles of Mutual Ministry

- 1) Each congregation is empowered to:
 - gather around the Gospel
 - take the Baptismal Covenant seriously
 - discern what God is calling them to be and do
 - identify who the ministers will be in that place and how those ministers – lay and ordained – will work together



The Baptismal Covenant

We enter the Christian community through baptism. Both the one being baptized and the community that supports the new member make promises to one another.

We state what we believe:

- *Believe in God the Father*
- *Believe in Jesus Christ, the Son of God*
- *Believe in God the Holy Spirit*

We also make promises:

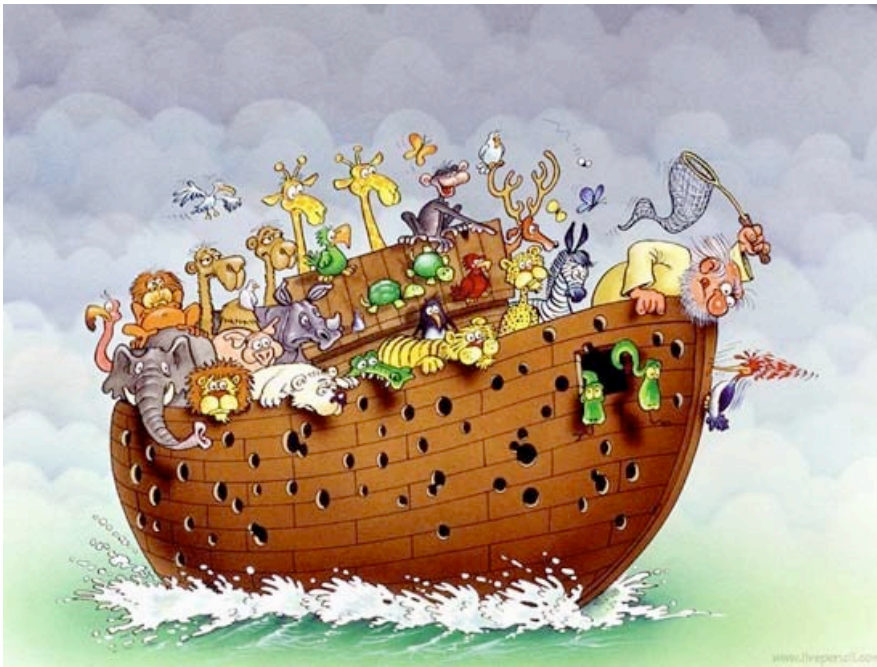
- Will continue in the apostles' teaching and fellowship, in the breaking of bread and the prayers
- Will persevere in resisting evil, and whenever we fall into sin, repent and return to the Lord
- Will proclaim by word and example the Good News of God in Christ

Baptismal promises (continued)

- Will seek and serve Christ in all persons, loving our neighbors as ourselves.
- Will strive for justice and peace among all people, and respect the dignity of every human being.

The Mutual Ministry cycle is an opportunity to join one another in fulfilling these promises.

Some Principles



- 2) Each congregation has the potential for ministry, exercised fully in the local community.

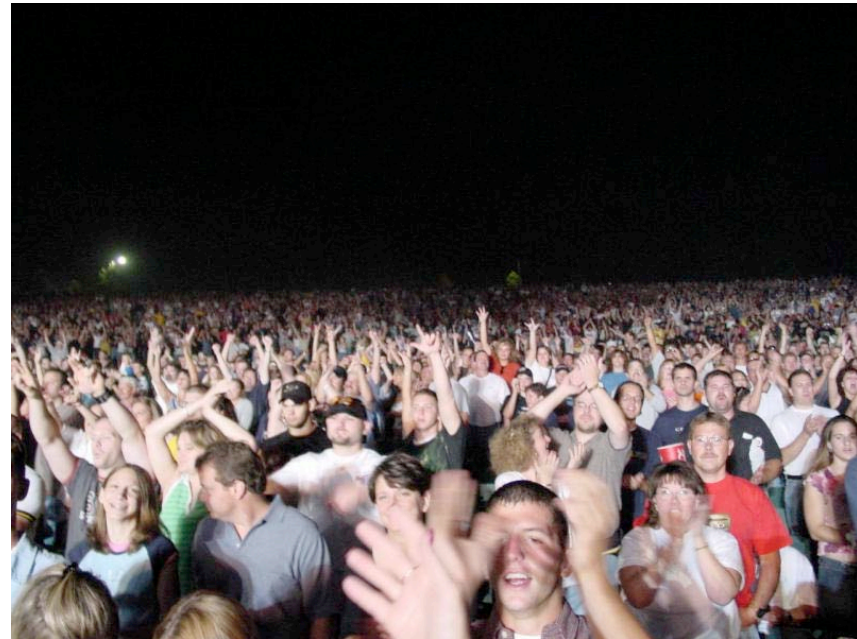
Some Principles

- 3) Each congregation, in relationship with the diocese, shares responsibility for its own life, ministry, and mission to include discernment, formation, and training of its leaders and pastors – ordained and lay.



Some Principles

- 4) Each congregation will be a **ministering** community rather than a community gathered around a single minister.



Aren't we already doing this?

Mutual Ministry affirms and names what many congregations are already doing.



Metaphors for Ministry

If a congregation is like a ship...

- Who is the captain?
- Who are the officers?
- Who keeps the ship on course?
- Who keeps the engines running?

Or like ... Other metaphors???



Metaphors for Ministry



The Body of Christ

I Corinthians 12

Ephesians 4:15-16

The Vineyard

Isaiah 5:1-2, 7a

Mutual Ministry Cycle

- Just as planting vines, nurturing them to maturity and harvesting grapes are crucial events in a vineyard.....
- Three phases of the mutual ministry cycle are necessary to do the work of the church:
 - Mutual Ministry Planning
 - Doing the Work
 - Mutual Ministry Review

Begin with review before planning -

- What has been happening?: “What has gone well?” or “What happened?”
- Understand what happened: “What did we say we would do, and what actually happened?” “How do you feel about what happened?” Explain the difference.
- Acknowledge contributions: thank people. Deal with ending grief. Celebrate harvest.

Mutual Ministry Cycle

Mutual Ministry Planning

- Pray.
- Communicate that everyone is involved in baptismal ministry.
- Establish common vision and commitment.
- Identify incremental work needed to be done.
- Establish time frames.
- Clarify roles of each group and participant.

Mutual Ministry Planning

Three questions for developing a vision of your mission:

- Vision: What's your vision of the kingdom of God?
- Reality: What's taking place in your community right now?
- Mission: How do you get from here to there?

Mutual Ministry Planning

Prepare for the future you want to create:

- What do you want to become as a community?
- To what do you aspire as witnesses to the ongoing revelation of Christ and in fulfillment of your baptismal promises?

Mutual Ministry Cycle

DOING THE WORK

- Pray.
- Take steps necessary to complete plan.
- Encounter real world and unexpected events.
- Support each other.
- Make small adjustments.
- Rest.
- Persevere.

Do the Work

Implementing your plans means to –

- Act! Do it! Persist! Help each other!
- Adapt to changing circumstances without abandoning the work.
- Rest and be nourished along the way.
- And there are times to let the work mature.

Mutual Ministry Cycle

Mutual Ministry Review (MMR)

Mutual Ministry Review

Practical Reasons

Provides a review of the entire ministry of the congregation:

- A chance to celebrate the ministry of ALL God's people: congregation and clergy.
- Look at our effectiveness.
- Identify areas for growth and development.

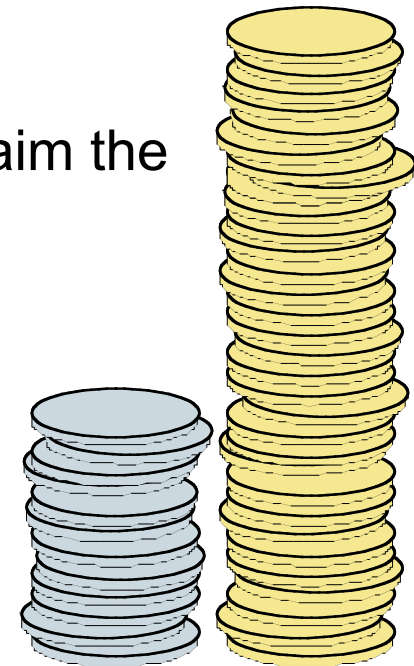


Mutual Ministry Review

Theological Reasons

Observing and bearing witness to the activity of God and giving account of our actions:

- Luke 10: The seventy sent to heal and proclaim the Kingdom of God and return
- Matthew 25: Parable of the talents
- Shared responsibility



Mutual Ministry Review

Key Recommendations

- If there is significant conflict between clergy person, vestry or parishioners, the time is NOT right for the Mutual Ministry Review.
- Use a third party facilitator. Contact Canon Elizabeth R. Geitz (609-394-5281, ext 35) for names of trained facilitators.

What a Mutual Ministry Review is... and is not!

MMR is:

- a chance to openly and honestly review what is happening.
- a process to acknowledge success and failure, understanding what caused things to happen or not to happen.
- a call for all ministers to be accountable for their ministry.
- a way to identify opportunities to enhance ministry.
- an opportunity to educate the entire community about various ministries of the church.
- an opportunity to discern God's will.

What a Mutual Ministry Review is... and is not!

MMR is **NOT**:

- a formalized process to complain, blame and judge.
- a method to resolve conflict.
- a process to “get” the priest.
- a performance appraisal or part of compensation negotiation.

What You Need Before You Can Do An MMR!

- Pre-establish criteria which define mission:
 - mission statement, goals and expectations
 - vestry understanding with clergy person and facilitator
 - process, safeguards and timetable.

Using The Results Of A Mutual Ministry Review

With the Vestry and Congregation:

The Cycle brings us back to PLANNING.

Identify the work to be done; allocate resources; equip God's people for the work, establishing a timeframe and clarifying who is doing what.

Using The Results Of The Mutual Ministry Review

With Clergy:

- helps to focus professional development
- identifies areas of gifts and skills
- identifies areas for improvement
- allocates resources collaboratively



MMR Can Help Change The Culture Of The Church!

- professional approach
- collaborative and not “lone ranger”
- mutually respectful of good work and need for improvement.
- cooperative



Supporting Resources:

LIVING INTO OUR MINISTRIES: The Mutual Ministry Cycle – A Resource Guide by Samuel P. Magill, 2003

Ministry Development: Introduction to Mutual Ministry,
South Dakota Church News

Living Into Our Ministries

As a result of using this resources, congregations should know:

- What is going well.
- What needs attention.
- How they will give reliable feedback, spoken in truth and love.
- What lay and clerical leadership development needs exist

Congregations should know (continued)

- What reasonable expectations they have of each other.
- What goals and priorities to adopt for the next period of time.

To order “Living Into Our Ministries” go to the Episcopal Church Foundation website at <http://www.episcopalfoundation.org>