



md

MINISTRY DEVELOPMENT

MINISTRY LEADER'S HANDBOOK

“EVER SINCE I FIRST HEARD OF YOUR STRONG FAITH IN THE LORD JESUS AND YOUR LOVE FOR GOD’S PEOPLE EVERYWHERE, I HAVE NOT STOPPED THANKING GOD FOR YOU. I PRAY FOR YOU CONSTANTLY, ASKING GOD, THE GLORIOUS FATHER OF OUR LORD JESUS CHRIST, TO GIVE YOU **SPIRITUAL WISDOM** AND INSIGHT SO THAT YOU MIGHT GROW...”

EPHESIANS 1: 15-17 (NLT)



Published by the Ministerial Association of the Seventh-day Adventist Church (Australian Union Conference) Limited
289 Maroondah Hwy, Ringwood VIC, 3134

First published by the Ministerial Association AUC 2019

Copyright © Ministerial Association AUC 2019

All rights reserved. No part of this guide may be reproduced or transmitted by any person or entity, including internet search engines or retailers, in any forum or by any means, electronic or mechanical, including photocopying (except under the statutory provisions of the Australian Copyright Act 1968), recording, scanning or by any information storage and retrieval system without the prior written permission of the Ministerial Association AUC.

Built on the work of so many who have gone before, this resource is brought to you by the
AUC Ministerial Association for the glory of God and the expansion of the Kingdom.

Image credit: Adobe Stock, Felicity Thomson, Lanelle Cobbin.

Scripture quotations marked (NLT) are taken from the Holy Bible, New Living Translation, copyright ©1996, 2004, 2015 by Tyndale House Foundation. Used by permission of Tyndale House Publishers, Inc., Carol Stream, Illinois 60188. All rights reserved.

Scripture quotations marked NIV are taken from the Holy Bible, New International Version * NIV * .Copyright © 1973, 1978, 1984, 2011, by Biblica, Inc. Used by permission of Zondervan. All rights reserved worldwide. www.zondervan.com The "NIV" and "New International Version" Version are trademarks registered in the United States Patent and Trademark Office by Biblica, Inc.tm

Scripture quotations marked BSB are taken from The Holy Bible, Berean Study Bible, Copyright ©2016, 2018 by Bible Hub Used by Permission. All Rights Reserved Worldwide.

WE ARE ALL ABOUT THE MINISTRY LEADER

We believe that your call to ministry is like a crop to the harvest. The two are inextricably intertwined. Your call is the driving motivation for all you do and potentially impacts every context of life. We also believe that responding to the call begins not in your ministry context, but somewhere deeper. It starts with you - the person. So Ministry Development [MD] is for *you - the Ministry Leader*. It aspires to help you shape how you respond to your call from God. At the heart of this guiding framework, brought to you by the Ministerial Association is our purpose and promise: to know you, support you, challenge and empower you to go forth in the boldness of the Spirit and fulfil this calling He has placed upon your life, for "ministry is the highest PRIVILEGE and the most fascinating adventure ever given to human kind". *Seventh-day Adventist Handbook for Australian Pastors*, p. 6.

Welcome to an honouring of your call.

THE AUSTRALIAN UNION CONFERENCE

MINISTERIAL MANIFESTO

WE BELIEVE THAT GOD IS ALIVE, INTERESTED, AVAILABLE,
LOVES HIS CHURCH PASSIONATELY AND LONGS TO
WORK IN AND THROUGH YOU

WE HAVE AN URGENT MISSION AND KNOW THAT WHAT
YOU DO REALLY MATTERS.

WE KNOW YOU AS THE CHILD-OF-GOD, BOLD WITNESS
AND MINISTRY LEADER THAT YOU ARE

WE SEEK TO KNOW YOU AS THE REAL PERSON YOU ARE

WE BELIEVE IN PASSIONATELY FOLLOWING GOD'S CALLING

WE SEE YOU AS A LIGHT-BEARER TO THE WORLD

WE APPRECIATE THE CHALLENGES YOU FACE

WE WANT YOU TO DISCOVER YOUR STRENGTHS

WE WILL RESOURCE AND EMPOWER YOU

WE WILL ENCOURAGE YOUR DEVELOPMENT INTO
GREATER EFFECTIVENESS TO BECOME THE MINISTER
YOU ARE CALLED TO BE

WE WILL SUPPORT YOU AS YOU GROW STRONG IN COMPETENCE,
STEADFAST IN CHARACTER AND LARGE-IN-HEART

YOU WILL MAKE MISTAKES, MAKE TEAMS, MAKE DISCIPLES,
MAKE AMENDS AND MAKE-A-DIFFERENCE.

WE WILL BE THERE, CHEERING YOU ON.

WE WILL INSPIRE YOU, BACK YOU, NURTURE YOU,
CARE FOR YOU AND ABOUT YOU.

WE WILL CELEBRATE AS YOU DEVELOP IN THE GRACE AND
BOLDNESS OF CHRIST.



CONTENTS

MINISTRY - A CONTEXT FOR GROWTH.	7
MINISTRY DEVELOPMENT [MD] - THE JOURNEY	10
A VISION FOR THREE-WAY SUPPORTED MINISTRY	11
MINISTRY DEVELOPMENT FRAMEWORK OUTCOMES	12
PERSONAL SUPPORT	15
ABIDING GROWTH - THE HEART OF IT ALL	15
PERSONAL THRIVING	18
AN ACCOUNTABILITY PARTNER	19
ACCOUNTABILITY PARTNER SELECTION CRITERIA	20
PEER SUPPORT	21
DEEPENING COLLEGIAL RELATIONSHIPS	21
CLUSTER CONNECTIONS	21
CONFERENCE MINISTERS' MEETINGS	22
OTHER MINISTRY TEAM EVENTS	22
PROFESSIONAL SUPPORT	24
YOUR MINISTERIAL SECRETARY	24
A CULTURE OF LEARNING	27
CORE MINISTRY FUNCTIONS	31
THE DEVELOPMENT OF MINISTRY COMPETENCIES	32
THE rexp CYCLE	40
KEY OUTCOMES OF THE rexp CYCLE	42
MINISTRY REPORTS (MR)	44
KEY OUTCOMES - SEASONAL MINISTRY REPORTS	44
MINISTRY DEVELOPMENT SUMMARY	46
APPENDICES.	50

For we are His messengers, "approved by God to be entrusted with the good news..." 1 THESSALONIANS, 2:4 (NLT)

This work is urgent. Potent. Commissioned
- worthy of particular care and attention.

A NEW VISION FOR GROWTH

SEED. A SCATTERING. PATH. ROCKS. THORNS.
UNCERTAINTY. OBSTACLES. WITHERING.

WILLING EARTH. GERMINATION. BUD. STEM. HEAD.
BOUNTY. HARVEST.
(LUKE 8:4-15)

We know it well, this agrarian parable - this crisp picture of faith expressed by the Son-of-God Himself.

One sower... one lot of seed... four vastly different contexts for growth. In this parable, the focus is on the ground. The *growing environment* is the variable. The story celebrates a miracle that only God can achieve. Germination. Growth. Harvest.

Paul captures it well. "I planted the seed, Apollos watered it, but God has been making it grow. So neither the one who plants, nor the one who waters is anything, but only God who makes things grow"...
1 Corinthians 3:6,7 (NIV)

However, the following verse goes on to say, "*the one who plants and the one who waters have **one purpose...***" 1 Corinthians 3:8. That one purpose is to *tend the growing environment*. This parable calls us to this singular aspiration - individually and as a faith-growing movement - to take care to *protect* that environment from anything that might thwart or interfere with growth, and also, to diligently *cultivate* it - through every action in every season - so that God can do the miracle He so wants to do.



“Success in any line demands a definite aim.”

ELLEN WHITE, *EDUCATION*, P. 262

MINISTRY

A CONTEXT FOR GROWTH

God has always called people to serve Him and His people and to be His agents in the vital work of spiritual cultivation and growth. The Great Commission renewed this call for Jesus' followers. Field workers and ministry leaders are among those who have responded to this call. We know it as the process of discipleship. Such growth is nurtured in many environments. Challenges within these environments have been persistent and at times, formidable, both personally and professionally. Challenges of isolation, workload, urgent deadlines and the pressure to meet expectations from 'above' and 'below' are environmental factors that have impacted the *growing patch*.

Your *roles* as a Minister-‘Farmer’ as you tend to this growth, are also diverse. From one-on-one interactions to preaching in large settings, from small-group shepherding to leadership mentoring, from giving Bible studies to leading meetings, from long-term planning to team-building, from nurturing and resourcing young families to supporting the grieving beside a deathbed – protecting and cultivating spiritual growth has always been and will continue to be fraught with challenge, for ‘an enemy’ will continue ‘to do this’ (Matt 13:28). There will be storms. There will be drought. It is a relentless process, season-in, season-out that needs much prayer, resilience and support if you and your family are to thrive throughout the ministry seasons.

We are a movement of ‘spiritual farmers’. In the past, we have sent workers out into the field with an unexpressed understanding that ‘if you don’t hear from us, all is well’. However years of countless personal stories, research studies and honest reflection attest to the fact that ministry does not thrive in isolation (Figure 1). Much strength and support can be gained when we share at all levels of ministry. While our circumstances may vary, we are united in a divine calling to the same task: to ‘be’ and ‘grow’ disciples who thrive.

What if...

What if we could support you and the ministry God has called you to in more tangible ways?

What if we could provide a range of tools designed to empower your God-given strengths in greater measure?

What if we could celebrate with you moments that have deeply shaped you as a leader?

What if we could share with you new ways of cultivating your own spiritual life - the grand essential for all disciples?

What if we could encourage you in the development of a spiritual cultivation plan through greater purpose-driven resourcing?

What if? It is a question worthy of pursuit, for “Nothing else in this world is so dear to God as His church. Nothing is guarded by Him with such jealous care.”

Ellen White, Testimonies for the Church, Vol. 6, p. 42

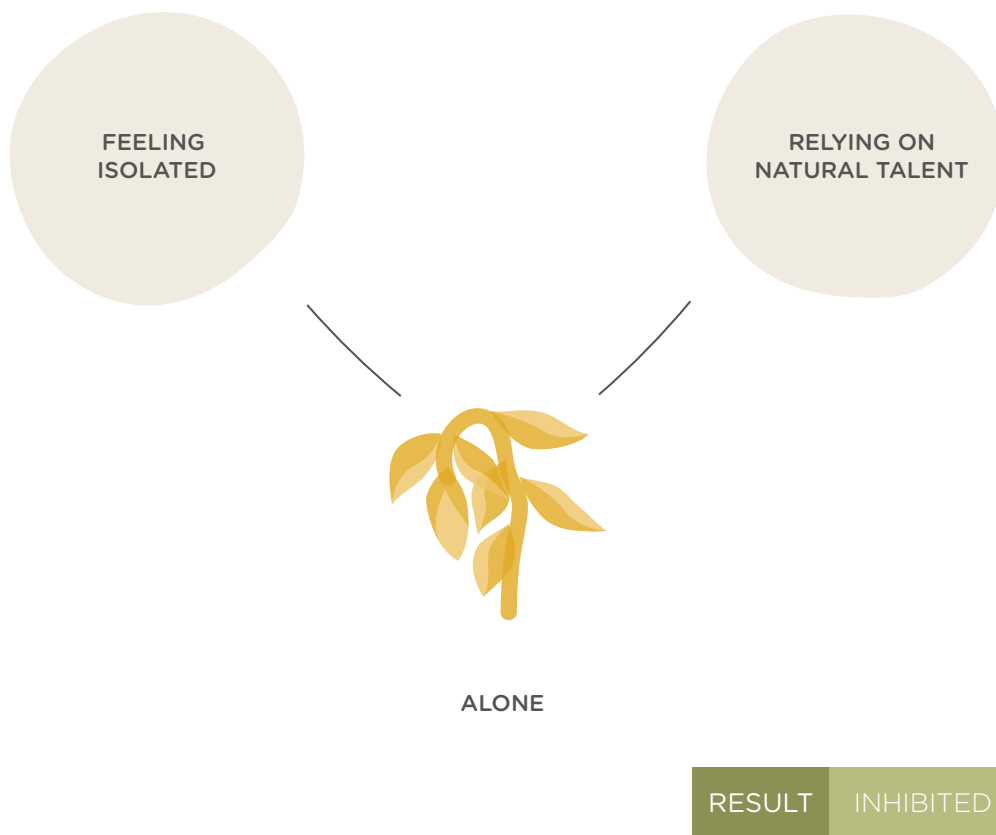


FIGURE 1

MINISTRY DEVELOPMENT [MD] - THE JOURNEY

Recognising the numerous and varied challenges faced by our ministers in the field, early in 2014, the AUC Ministerial Association explored what it would take to help our ministry leaders develop their capacity in order to fulfil their God-given calling. By the end of 2014, the Ministerial Secretaries of the Australian Union Conference, building on excellent thinking and resources already in place, committed to further work in this area. This coincided with the development in South Queensland since 2011, of a framework for affirming pastors in their personal growth and professional ministry experience. A natural alignment between the objectives of both the South Queensland Conference and the Australian Union Conference was recognised. The Ministry Development [MD] framework was born.

Since that time, the MD framework has continued to adapt and grow as a form of scaffolded support for effective ministry development in

response to the challenges we face. It represents the thinking and experience of numerous pastors and educators engaged both in the field and in administration, and has benefited from the vast wealth of experience of several notable experts in their fields. Above all, we believe the MD journey that has resulted bears the mark of God's favour and blessing - and we pray that it will always be used to that end, serving His grand purposes for His church.


Tending a unique, local growing environment requires tools and skills. The MD framework offers you support that we hope and pray can help you as you respond to God's call where you are. To this end, as we pursue a new vision for growth within a culture of authentic openness and encouragement, we are committed to three-way support for you in your ministry (shown in Figure 2).

A VISION FOR THREE-WAY SUPPORTED MINISTRY

- 1. PERSONAL SUPPORT** through:
Abiding Growth
[Tool: An Accountability Partner]
- 2. PEER SUPPORT** through:
Deepening collegial relationships
[Tools: Ministerial cluster groups, mentors]
- 3. PROFESSIONAL SUPPORT** through:
Intentional Ministry Development
[Tools: The reop cycle (Review / Evaluation Conversation / Auxano Plan / Progress Ministry Reports (MR) - reflecting on Auxano Plan progress
Provision of ongoing support and feedback from Ministerial Secretary.]



FIGURE 2



Our desire is for you, the Adventist Pastor, Chaplain or Spiritual Carer to be Spirit-filled, passionate, resourced and supported in your ministry. We seek to mirror Jesus' ministry, where growing people, not programs was the vital work. Through authentic, respectful connections, open, generous conversations,

ongoing championing and feedback, targeted resourcing and flexible support structures, we want you to thrive. We want you to feel empowered and emboldened to fulfil your calling of working with God in your own growing environment.


MINISTRY DEVELOPMENT FRAMEWORK

KEY GOALS

The Ministry Development framework brings a new level of support and capacity-building for ministers. This framework intends to:

- Value personal and spiritual accountability and health for all ministers
- Celebrate the strengths ministers bring to their ministry
- Encourage ownership of a personal and professional learning journey
- Provide relevant, ministry-specific support for ministers in their professional growth as a minister
- Provide analysis tools for ministry competencies to facilitate quality feedback on ministry proficiency

Let us explore the first arena of support for your ministry development.







*“Abide in Me, and I in you.
As the branch is not able to bear
fruit of itself unless it abides in the vine,
so neither you, unless you abide in Me.”*

JOHN 15:4 (BEREAN LITERAL BIBLE)

PERSONAL SUPPORT

ABIDING GROWTH - THE HEART OF IT ALL

“I WAS SURVIVING FROM THE ‘SPIRITUAL CRUMBS’ OF MY PROFESSIONAL MINISTRY. YET I DID NOT KNOW HOW TO FEAST AT GOD’S BANQUET TABLE! I WAS IN GOD’S WORD EVERY DAY, GIVING BIBLE STUDIES AND PREPARING SERMONS. I WAS PRAYING FOR AND WITH OTHERS EVERY DAY. BUT I NEEDED SOMETHING MORE IN MY OWN LIFE. THIS TRIGGERED **A SEARCH TO KNOW GOD** - TO KNOW HIM INTIMATELY AND TO WALK WITH HIM. MY JOURNEY IN SPIRITUALITY HAD BEGUN.”

PR BEN MAXSON, *THE MISSING CONNECTION*, P. 11

John 15 offers us a profound resting place when considering what is core to ministry. Here, in the inky darkness, Jesus speaks with His disciples - these men who will shortly be His primary workers in the field. As they trudge across the sunken belly of the Kidron Valley, His impending death lies heavy on His heart. What Jesus chooses to say here really matters. Time for conversation is running out. Of all the messages He could share, He asks them to... ABIDE.

Abide in Him, the True Vine.

He asks them to be a good branch - stay connected. The process of withering and eventual demise begins with separation, be it however small. All that a branch really has to do is stay attached to the vine - and growth will happen.

“*My true disciples produce much fruit*” vs 8. In this, there is a connection between abiding and fruitfulness. The vine’s job is not to try and bear grapes, but to abide in the right environment, and in a due season, fruit will come. Fruit can only happen through the life-giving properties of connection with the Source. The branch is but a tube - a conduit through which fruit-forming

nutrients flow. The miracle is God’s - for He is the Vine. The call to us, His disciples, is also from God Himself: “*I appointed you to go and produce fruit that will last...*”.

Abiding ministers are intentional about keeping this connection with God thriving. Integral to this attachment are purposeful heart-building practices that you as a disciple will want to sustain. Such foundational devotional practices, including: quiet time with God, the reflective reading of scripture, praise, creative expression and prayer as conversation, will all serve to nurture this connection. It is a humble, submissive growing experience.

His call to ABIDE continues today.

In the manic schedule - ABIDE

In the crammed calendar - ABIDE

In the celebration of harvests - ABIDE

In the violent storms - ABIDE

All ministry ‘doing’ emerges from this ‘being’ - being in His presence.

Thriving cannot happen without ABIDING.
Humbly. Sincerely.

A CALL TO MINISTRY IS FIRST A CALL TO SPIRITUALITY. THIS IS A GREAT PRIVILEGE RATHER THAN A HEAVY RESPONSIBILITY. SPIRITUALITY IS PERSONAL. IT MUST HAVE A PRIVATE DIMENSION BEFORE IT CAN HAVE A PUBLIC INFLUENCE. IT IS A RESPONSE TO GOD'S INITIATIVE, NOT SOMETHING WE INITIATE ON OUR OWN. IT LEADS US TO CENTRE OURSELVES IN HIM. CHRIST BECOMES THE PASSION OF OUR LIVES.

SEVENTH-DAY ADVENTIST HANDBOOK FOR AUSTRALIAN PASTORS, P. 6

In Colossians 2, Paul builds on this attachment metaphor even further through a slight shift in focus, "Let your roots grow down into him, and let your lives be built on him. Then your faith will grow strong in the truth you were taught, and you will overflow with thankfulness" (vs 7). Spiritual health actually begins beneath the surface. It is a hidden, private work. The roots anchor, feed, nourish, support and, while less visible, are absolutely crucial to the health of the plant. Life-sustaining attachment is fed through the roots of the plant. There is an indirection here. To grow the fruit, feed the roots. ...*"if the roots of the tree are holy, the branches will be, too..."* Romans 11:16 (NLT). The growth of branches will only be as healthy as its roots are strong and deep. It is a reverberating echo of the abiding message of John 15 and worthy of attentive reflection.

For each of us, there was that moment when God placed a calling on our heart. It was real. It was powerful. Protecting this calling from those things that could choke it over time, and cultivating a continued awareness of this calling is a most sacred and serious priority. We sow and tend and cultivate in the presence of an enemy. There is much to distract and threaten. Ministry flows from what is alive in our core. Proverbs affirms this truth, "Above all else, guard your heart, for everything you do flows from it" Prov 4:23 (NIV), and Luke echoes it, "Out of the overflow of the heart, the mouth speaks" Luke 6:45 (BSB). Ellen White shares that "Our security depends on the state of our heart." Ellen White, *This Day with God*, p. 27. And Jesus Himself said with cogent clarity; "apart from me you can do nothing." John 15:5 (NIV)

Our calling was a call to work with God, not just for Him. We know that quality time with His Father was for Jesus an absolute priority.

It was Jesus' habit. It is our challenge - this inner, essential work. Ellen White invites us to "Guard jealously your hours for prayer and self-examination.... He alone can give us noble aspirations and fashion our characters after the divine similitude. If we draw near to Him in earnest prayer, He will fill our hearts with high and holy purposes..." Ellen White, *Lights in the World*, Review & Herald, Nov 10, 1910

As we connect with the Father and in sincere humility, open ourselves to His ongoing work in all areas of our lives, He will cultivate the 'patch' that is our heart. Only then can we move within His will, and truly bring glory to His name. "Only to those who wait humbly upon God, who watch for His guidance and grace, is the Spirit given." Ellen White, *The Desire of Ages*, p. 672

With the inner transformation that God accomplishes in our lives as His disciples, we will come to see with increased clarity the world as God sees it - and ache as He aches for the lost, have our heart broken by the things that break His heart, and discern His will for our cities and towns.

As we connect with God with openness and raw honesty, we will grow in character and wisdom. As we seek Him through His Words, our understanding will deepen. It is His Spirit alone that makes us useful. He is working the miracle - *in us*, so He can accomplish His great plans *through us* - impacting the world and her people for eternity.





“WE MUST INDIVIDUALLY HEAR HIM SPEAKING TO THE HEART. WHEN EVERY OTHER VOICE IS HUSHED, AND IN QUIETNESS WE WAIT BEFORE HIM, THE SILENCE OF THE SOUL MAKES MORE DISTINCT THE VOICE OF GOD. HE BIDS US, “BE STILL, AND KNOW THAT I AM GOD.” PSALM 46:10. HERE ALONE CAN TRUE REST BE FOUND. AND THIS IS THE EFFECTUAL PREPARATION FOR ALL WHO LABOUR FOR GOD. AMID THE HURRYING THROG, AND THE STRAIN OF LIFE’S INTENSE ACTIVITIES, THE SOUL THAT IS THUS REFRESHED WILL BE SURROUNDED WITH AN ATMOSPHERE OF LIGHT AND PEACE. THE LIFE WILL BREATHE OUT FRAGRANCE, AND WILL REVEAL A DIVINE POWER THAT WILL REACH MEN’S HEARTS.”

ELLEN WHITE, *THE DESIRE OF AGES*, P. 363

PERSONAL THRIVING

With the driving demands and competing schedules that characterise ministry, personal physical health and wellbeing also invites special attention. 'Balance' and 'health' are concepts that are slippery and difficult to sustain. Yet prioritising these are vital to ministry. Our spouses, children and friends are a significant part of our lives. Our love for them drives us to protect these valued relationships. Learning to *love well* is integral to the life of the disciple. And recognising we need their love and support is a healthy acknowledgement.

They play a significant role in nurturing our wellbeing. With so much competing for attention, how easy it is for the important to bow to the urgent, leaving us doing ministry 'alone' rather than opening ourselves to the encouragement and support our families can provide. Losing sight of what is most important, we can easily live life attending primarily to that urgent deadline. Within the MD framework, personal health and balance is a priority. You simply can't give from a vacuum - be it spiritual or emotional.

"To be the leaders God intends us to be and to lead in ways that honour God and bear the fruit God intends, what is needed is nothing short of personal transformation - a true inner change of heart, mind and soul - that ultimately leads to a transformation of our leadership.... We need to value developing emotionally, socially, psychologically, and spiritually, believing that as we grow as people we will grow as leaders." Timothy C Geoffrion, *The Spirit-Led Leader*, p. 7



"Self care is not selfish.
You cannot serve from
an empty vessel."

ELEANOR BROWN

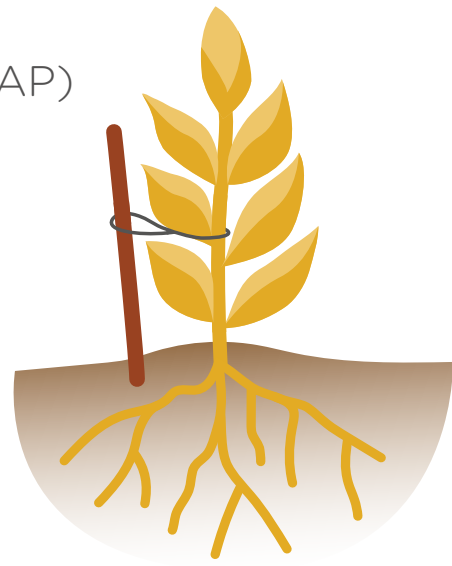
AN ACCOUNTABILITY PARTNER (AP)

With both personal spiritual abiding and personal thriving as foundational goals, MD invites you to ask an honest friend to serve as an *Accountability Partner*, who can not only be a safe place for you to talk openly about how things really are, but also someone who, in the spirit of friendship and your best interest, will challenge you along the way. Because the fracture of human insecurities or blind spots can mask or distort reality, this person can be a source of objectivity and accountability for you in your spiritual and personal journey.

To this end, your Accountability Partner (AP) can greatly assist you in:

1. Checking in about your own spiritual connection with God,
2. Helping you be honest with yourself,
3. Offering a voice of accountability to not neglect the important relationships that will ensure your own personal and relational wellbeing and enhance ministry vitality.

Within the MD framework, you will choose such a partner and meet at least four times within a year (more ideally: weekly/monthly). In the interest of authentic process, before you meet, take the time to prepare a range of questions you believe will help protect you and the integrity of your ministry. Give these to your AP. Sample questions are provided to help you with this selection process.* When you meet, you will pray, reiterate a covenant agreement (if desired), and connect and share responses to these questions.



This process will help protect your personal growing environment – ensuring it has the “good soil” that will lead to growth and harvest.

This process can become something truly transformational if it is a *mutual* accountability process. If your AP is open to this, you may like to pursue this as an option.

Confirmation that these Accountability Partner (AP) sessions are taking place will be provided by you in the *Seasonal Ministry Report* described later in this MD plan.

** Sample Accountability Questions are provided at md.adventist.org.au/documents. These questions are simply a guide. Select from them or create your own all-the-while preserving the purpose of this relationship.*

“NO ONE CAN SATISFACTORILY MAKE EITHER THE HUMAN OR THE SPIRITUAL JOURNEY ALONE. WE ALL NEED SOUL FRIENDS AND SPIRITUAL COMPANIONS.”

DAVID BENNER

ACCOUNTABILITY PARTNER SELECTION CRITERIA

In the interest of integrity of process, this *Accountability Partner [AP]* may not represent a conflict of interests, e.g. be a family member. He/she may be a colleague or a business-person within the congregation. It is also important that this person be someone of the same gender. You may choose to meet with a counsellor under a paid arrangement. The choice is yours. The goal is personal accountability in a safe, welcoming space with someone who will listen well but also be courageous enough to speak truth into your life when needed. It is important that you communicate to this partner that this is a voluntary appointment for one year, including a minimum of four face-to-face meetings.

As your AP invests their time with you, we encourage you to make an effort to express

thanks to this person for their time and personal investment at some point during the year. e.g. a dinner invitation, letter of affirmation, etc.

A sample *Accountability Session Guide* is provided in Appendix A and is available online for download and input from you. Please note that this guide is not required in any seasonal ministry report, however, it is highly valuable for your AP.

NOTE: This outline contains an AP Covenant statement included in Appendix A and found in the documents tab on the MD portal. Such an inclusion serves to allow for a commitment to integrity of process, and as stated, can be reiterated, if desired, at each session.



PEER SUPPORT

“WE ARE CALLED TO BUILD COMMUNITY: A VIBRANT, SUPPORTIVE, ENGAGED FAITH-FAMILY. IT DOESN'T MAKE SENSE TO DO IT ALONE. THE NOTION OF A COMMUNITY LEADER WORKING ALONE AND IN ISOLATION IS AN OXYMORON. LEADERS OF CHRISTIAN COMMUNITIES MUST MODEL THIS COMMUNITY THEMSELVES – AFTER ALL, IT IS THE VERY NATURE OF GOD.”

PR RUSS WILLCOCKS

DEEPENING COLLEGIAL RELATIONSHIPS

Within the MD plan, a second circle of support exists. It is offered from your ministry peers.

Collegial friendship and support are valued within the MD framework. These priorities are enabled through a range of events and connection opportunities that have team-building as a specific goal. These are largely organised by the *Conference Ministerial Secretary*. Building friendship and trust across a team comes neither swiftly or by accident, but when you come to describe your colleagues as a team you feel connected to, when you look forward to getting together, and leave feeling invigorated, inspired, refreshed and resourced, a culture of trust, support and encouragement can be cultivated. This is a worthy pursuit.

CLUSTER GROUPS

Another peer-support initiative comes in the form of ministerial cluster group connections. These serve to strengthen bonds between colleagues across differing ministry settings, cultural backgrounds, ages and levels of experience and proficiency. Well-led cluster groups are valuable environments for further strengthening a culture of belonging, mutual support and encouragement. To this end, they may be characterised by the inclusion of a communal meal. They exist to serve four primary functions:

- Authentic spiritual connection and reflection in a relaxed context
- Sharing and prayer for each other
- Conference/District updates/planning (e.g. updates on evangelism, regional days etc.)
- Shared resourcing

Training is not the purpose of these cluster group gatherings. It is intended that they be driven by process rather than *content* so collegial support can remain the preeminent goal.

CONFERENCE **MINISTERS' MEETINGS**

Ministers' meetings provide further opportunities for a strengthened sense of belonging, encouragement and inspiration for you and your colleagues. They also provide opportunity for a break from the demands of ministry. They aim to fulfil all of the purposes of the cluster

meetings at a deeper level of engagement. Ministers' Meetings also provide an opportunity to celebrate ministry high points and carry potential for leadership training, biblical growth and prayer for each other.

OTHER MINISTRY **TEAM EVENTS**

From time-to-time, Conferences may plan other opportunities for peer support for the whole team, or subsets of the team. e.g. Camp setup and demolition, special training events, meetings organised for lay members etc. Making use of

the potential that these opportunities provide for you as a team to come together, be together, eat together, and pray together, cannot be underestimated. Every connection can serve to encourage and support you in ministry.





*“Now you are the
body of Christ, and each
one of you is a part of it.”*

1 CORINTHIANS 12:27 (NIV)



PROFESSIONAL SUPPORT

THE FINAL LAYER OF ASSISTANCE OFFERED TO YOU IN THE INTEREST OF A THRIVING MINISTRY LIES IN THE AREA OF *PROFESSIONAL SUPPORT*.

YOUR MINISTERIAL SECRETARY

PASTORAL CARE

We pray that the personal interest of your *Ministerial Secretary* in your joys and sorrows becomes a source of strength to you as you minister. We hope this relationship helps you develop trust, professional confidence and a sense of belonging for you and your family, knowing you are part of an incredible, committed team. A significant part of your Ministerial Secretary's role is to maintain regular contact with you, visiting from time-to-time, actively listening to your voice and building a connection. Their communication with the ministry team in sharing joys and sad news, prayer needs and reminders (e.g. via SMS, email) is an excellent way to help you take a personal interest in your colleagues.

COMMUNICATION, ADVOCACY AND PROGRESSION


Assisting you with various personal needs as they arise (employment-related questions etc.), and serving as a supportive advocate when requested are other important roles

your Ministerial Secretary plays. Facilitation and affirmation of your progression through the markers of ministry (Induction/ Internship/ Licensed Ministry/ Ordination/ Retirement etc.) all exist to serve you, the minister with respect and transparency.

ONGOING COACHING VIA MINISTRY REPORT FEEDBACK

As your advocate rather than your employer, your Ministerial Secretary can also offer wisdom, experience and provide feedback about your ministry. They are there to affirm your strengths, offer scaffolded help as you navigate through your challenges, and provide ongoing coaching feedback.

Seasonal Ministry Reports (explored later in this framework overview) are designed to be a source of rich coaching conversations as your Ministerial Secretary observes and affirms your leadership initiatives. Their role in these conversations seeks to support and enhance your ministry.



“And you yourself must be
an example to them by doing
good works of every kind.
Let everything you do reflect
the integrity and seriousness
of your teaching.”

TITUS 2:7 (NLT)

A woman with glasses, wearing a green dress with white polka dots, is seated in the center of a row of white chairs. She is holding an open book and appears to be reading. The room is brightly lit by large, multi-paned windows in the background, which are letting in a warm, golden light. The chairs are arranged in a row, and the woman is the only one occupied.

“At every stage of development our life may be perfect, yet if God’s purpose for us is fulfilled, there will be continual advancement.”

ELLEN WHITE, *CHRIST’S OBJECT LESSONS*, P. 65

A CULTURE OF LEARNING

One of the goals of MD is to provide relevant, ministry-specific support for you in your professional growth as a minister. As a prelude to understanding the nature and structure of this support, it is helpful to pause and reflect on some key concepts about learning.

LIFE-LONG LEARNING

When does a plant stop growing? The best answer is - when it dies. Plants, irrespective of age and maturity, keep on growing. A tree may reach full height, but will add growth rings to the girth so nourishment can be extended to every part of the organism. As we consider the implications of this for us as ministry leaders, we realise that growth for us is not an option. It is integral to our existence. Your growth in ministry is not limited to your years of formal learning. Discipleship is a process of life-long learning, fuelled by a hunger to know God more. Ellen White shares,

“God’s ideal for His children is higher than the highest human thought can reach” (The Desire of Ages, p. 311). God has dreams for you that are far more vast and grand than you can imagine, and they extend over the course of your life. Elsewhere she says,

“He may be a minister of the Word, opening the Scriptures to enlighten others, but this in itself will not fit his soul for heaven. The highest eloquence is not religion. Leaders and teachers may suppose they know all that is worth knowing, but God designs that every teacher shall be a continual learner. When we cease to be learners, then we are no longer fit to be teachers. Every worker needs to come to Christ and learn of Him who is meek and lowly in heart in order to find that trust and rest and quietude in God which it is our privilege to have.”

Ellen White, *Letter 6, 1899* p. 24

We honour God when we have a humble, teachable spirit. As His ambassadors, we honour Him when we seek to extend our abilities so He

can be glorified. Life-long leaders are life-long learners. Leonardo Da Vinci, so characterised by eminent mastery, in his 87th year declared, *‘Ancora Imparo’* - ‘I am still learning’. It is a worthy mindset.

WE LIVE IN A WORLD OF CHANGE

In reflecting on the benefits of an openness to learning, it is helpful to recognise that current effectiveness does not guarantee future effectiveness, particularly in a world that spirals in change from uncertainty to even greater uncertainty. As ministry leaders, a healthy learning attitude, attuned to this changing face of society will spur us on to continually adapt our ministry methods in ways that will ensure that those in our sphere of influence can both connect with and respond to God’s message. God is eternal and magnetic, but our methods of communicating Him will change over time. Continual relevance through contextualisation is vital, so continual awareness and wisdom through learning is crucial to our growth.

“IN TIMES OF CHANGE,
LEARNERS INHERIT
THE EARTH, WHILE
THE LEARNED
FIND THEMSELVES
BEAUTIFULLY
EQUIPPED
TO DEAL WITH A
WORLD THAT NO
LONGER EXISTS.”

ERIC HOFFER

THE IMPORTANCE OF A GROWTH MINDSET

As you grapple with how to best maintain the relevance of eternal truths, a personal focus on Dweck's* "growth mindset" in preference to a "fixed mindset" will be invaluable. A "growth mindset" is that possibility-thinking, resilient, persevering attitude that empowers and enables advancement. Individuals with such a mindset are open to learning and are aware that neurogenesis is real and our brains constantly change and grow. They are aware that 'good enough' is not good enough, that effort leads to improvement and challenges and mistakes are, in fact, opportunities for growth. They realise that correction is not rejection, and that there is power in 'yet' (i.e. I haven't mastered it 'yet'). Such attitudes will significantly increase professional growth potential.

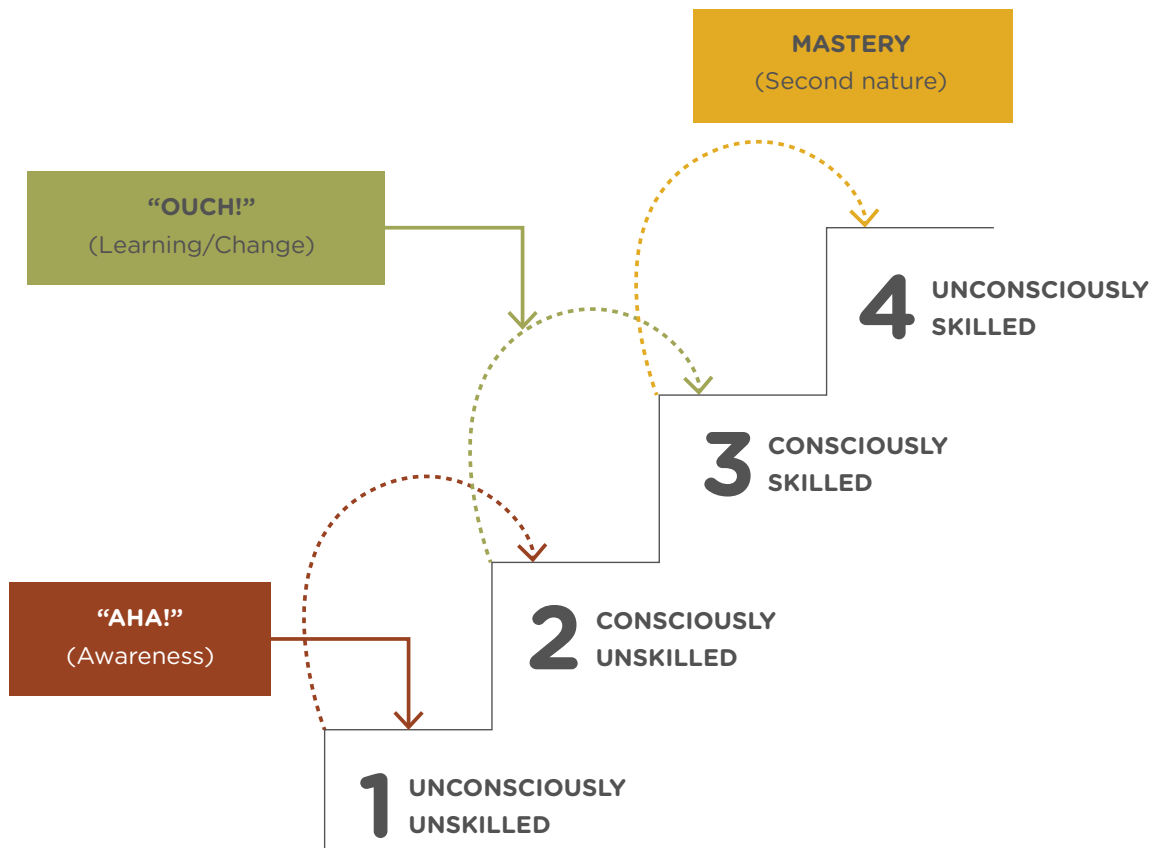
God's presence with us is the reassuring constant as we embrace any kind of challenge, "It is God who works in you to will and to act according to his good purpose." Philippians 2:13 (NLT)

He is our Strength and Enabler in all our growth.

* *Growth Mindset is the work of Carol Dweck*

UNDERSTANDING THE LEARNING PROCESS

A useful model that helps us understand the gradual cycle of mastery came into popular use by Noel Burch in the 1970s. This model, known as the *conscious-competence* learning model, identifies four stages of learning. In this model, the learning cycle begins with awareness of a need and ends with internalised mastery. The stages are noted below.



*“Ability is what you’re capable of doing.
Motivation determines what you do.*

Attitude determines how well you do it.”

LOU HOLTZ

This visual can be helpful as you consider cultivating your own leadership growth because it hints at thoughts and emotions that occur during the sometimes-frustrating learning process. In this process, both consciousness (awareness) and skill level (competence) are important.

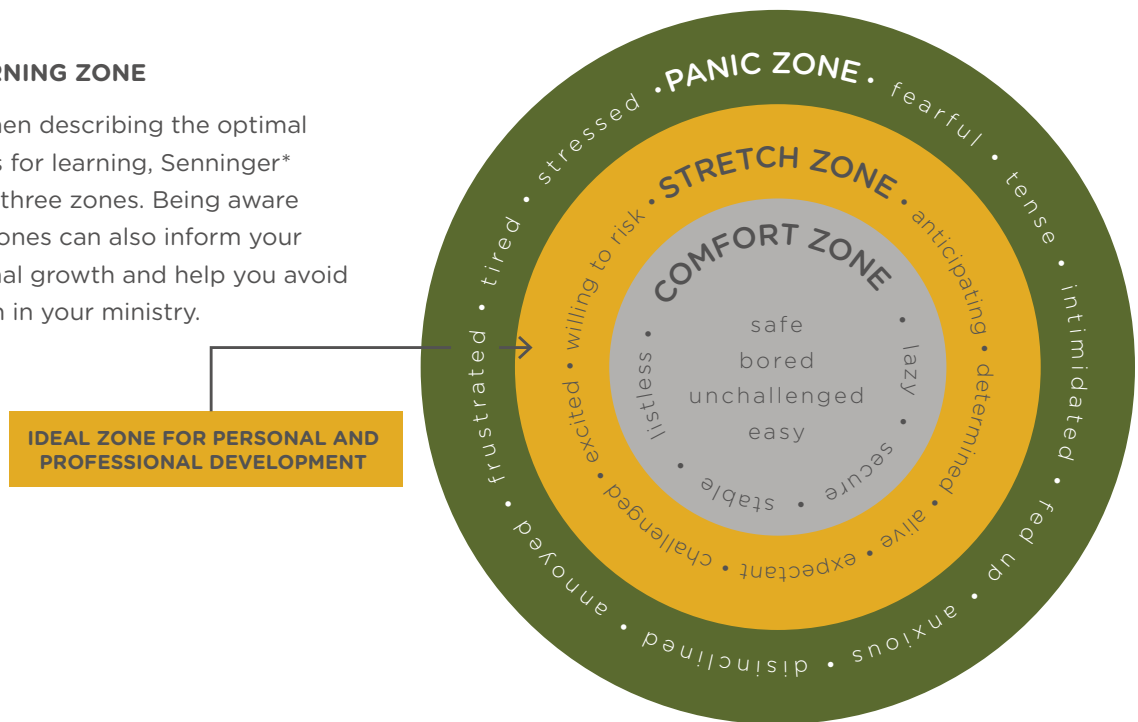
- 1. UNCONSCIOUSLY UNSKILLED** – we don’t know that we don’t know or that we need to learn it.
- 2. CONSCIOUSLY UNSKILLED** – we now know that we don’t know this or don’t have that skill
- 3. CONSCIOUSLY SKILLED** – we know that we know it or that we have that skill
- 4. UNCONSCIOUSLY SKILLED** – the skill is so deeply embedded, we don’t have to think about it anymore as we do it.

This process can also help you stay motivated in the more challenging skill-learning phase, knowing that mastery is a goal that *will* be reached. Note the connection here to the previously mentioned power of ‘yet’ that is integral to ‘growth mindset’ thinking. Finally, it can help you manage your expectations of success as you proceed through the cycle.

While learning styles will vary from individual to individual, the best kind of learning in ministry takes place when the learner is humble; teachable; motivated to embrace a challenge; has access to good resources and support (as needed); and above all, who is open to honest self-reflection and direction from the Holy Spirit.

THE LEARNING ZONE

Finally, when describing the optimal conditions for learning, Senninger* describes three zones. Being aware of these zones can also inform your professional growth and help you avoid stagnation in your ministry.



* The Learning Zone Model by Tom Senninger.

THE COMFORT ZONE, THE PANIC ZONE AND THE STRETCH ZONE

1.

The **Comfort Zone**: Have you ever been told to get out of your comfort zone? This is because not much occurs inside the comfort zone. This is where we can easily operate. Here, things are familiar and safe, free from anxiety to reflect on knowledge and experiences. No real learning takes place in this zone because we are resting with the things we can do easily. There is no challenge. There is no growth.

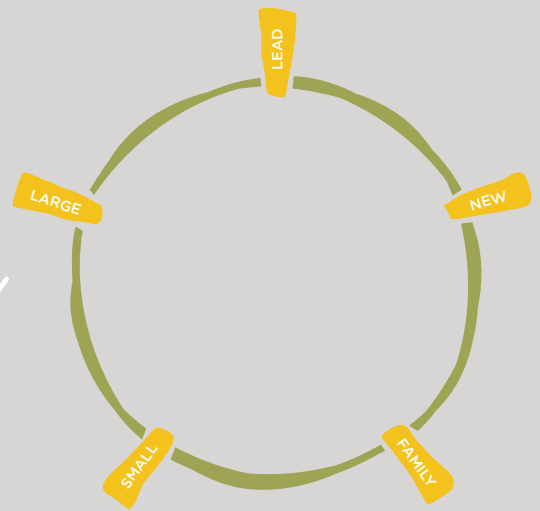
2.

In the **Panic Zone** energies are spent managing and controlling fear and anxiety, and learning is impossible. This occurs when we step too far out of our comfort zone, so things are too far beyond our reach or we are under high stress. This in turn stresses our brain and higher order thinking can be compromised. We feel like we're drowning owing to the enormity of it all.

3.

The goal, when trying or wanting to grow, is to take a smaller step from the Comfort Zone into the **Stretch Zone**. Here, there is a balance of support and challenge. A goal for the MD team is to help each minister spend time in this Stretch Zone, away from the safety of the Comfort Zone, while also avoiding the crisis of the Panic Zone. The Learning Zone is activated once the *skills* that will be needed to meet the challenge being offered have been learned. Too much challenge and not enough skills lead to stress. Too many skills with no challenge lead to apathy and relaxation. Similarly, with too much support you'll remain in your comfort zone, and with too much challenge you'll land in the panic zone.

CORE MINISTRY FUNCTIONS



"No stream or gas drives anything until it is confined. No Niagara is ever turned into light and power until it is tunneled. No life ever grows great until it is focused, dedicated and disciplined."

HARRY E FOSDICK

Within the Ministry Development framework, your professional growth will be expressed through five **Core Ministry Functions**:

1. **Connecting (NEW)**
2. **Relationship-building (FAMILY)**
3. **Discipling through small groups (SMALL)**
4. **Discipling through large groups (LARGE)**
5. **Leading (LEAD)**

These practices characterise your role; they are the 'WHAT' of ministry. As with all life practice,

Jesus' ministry modus operandi offers a perfect model for us as we serve within these functions, "Christ's method alone will give true success in reaching the people. The Saviour mingled with men as one who desired their good. He showed His sympathy for them, ministered to their needs, and won their confidence. Then He bade them, 'Follow Me.'" Ellen White, *The Ministry of Healing*, p. 139

With His way as a guide, these functions need to be *cultivated* in your growing environment.

		CHURCH PASTOR	SCHOOL CHAPLAIN	SPIRITUAL CARER
1	NEW	First contact with those far from God, meeting, mingling, evangelism		
2	FAMILY	Ministering-to-needs, service, winning-confidence-and-trust, strengthening loving relationships, visitation, building a sense of family		
3	SMALL	Life/ Bible groups, nurturing teams	Student Bible studies	Team meetings, family meetings
4	LARGE	Preaching/Teaching	Chapels, Speaking	Vespers, Devotionals
5	LEAD	Leading the big-picture, capacity-building , releasing others to serve and grow in ministry		

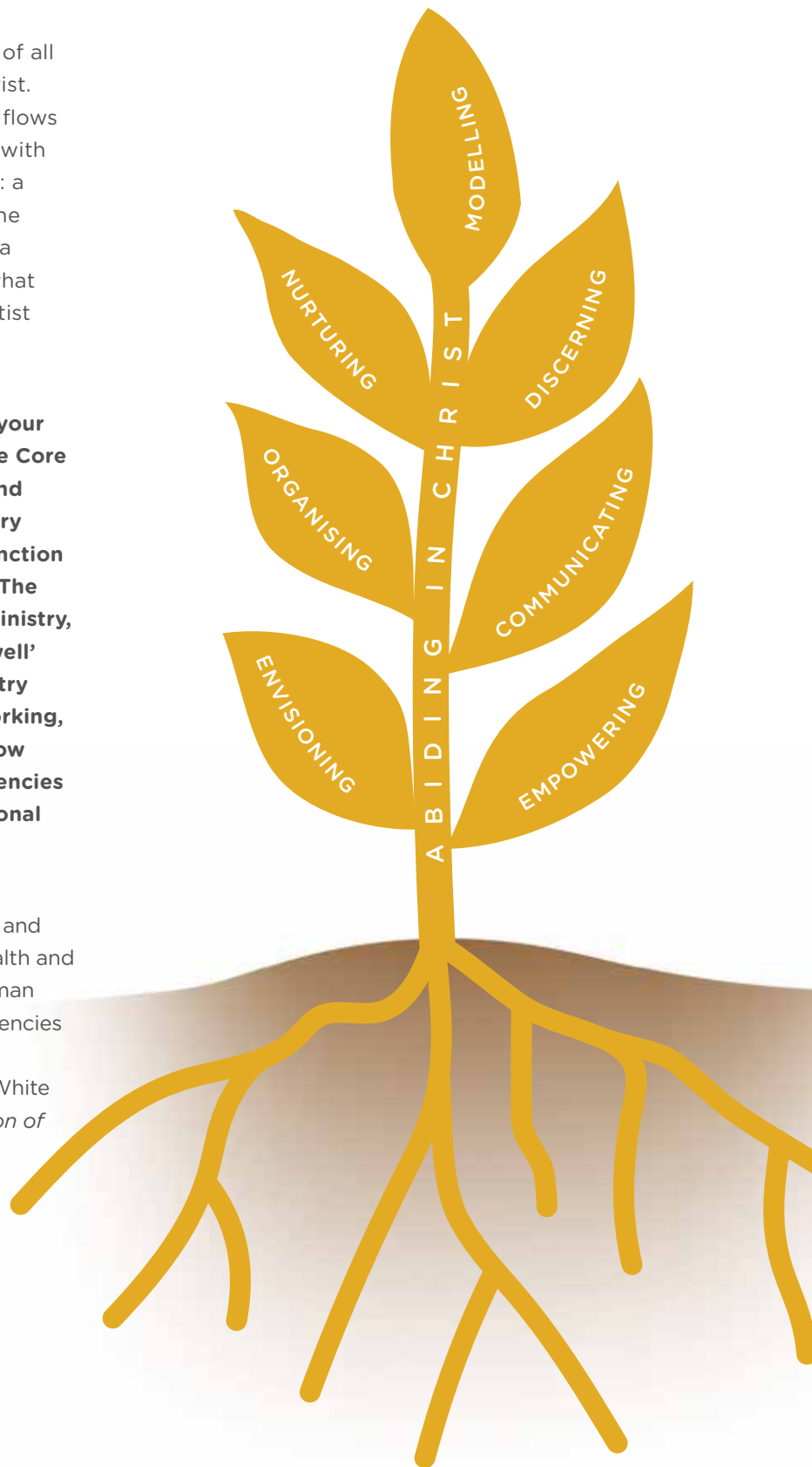
NOTE that the seasonal ministry report (which is focused on the church's discipleship process), is structured according to these same five Core Ministry Functions.

THE DEVELOPMENT OF MINISTRY COMPETENCIES

As has been identified, the foundation of all ministry competency is to abide in Christ. Spirit-filled, effective pastoral ministry flows as 'fruit' from this abiding relationship with God. This enables, among other things: a humble openness to growth through the Spirit's leading; a prayer-dependency; a healthy picture of God; clarity about what it means to be called by Him to Adventist Pastoral Ministry; and a clear vision of God's will for your church.

Beyond this, the shape and extent of your professional growth in each of the five Core Ministry Functions will be observed and affirmed with the help of seven Ministry Competencies. Each Core Ministry Function draws on a number of competencies. The Ministry Functions are the 'what' of ministry, the Ministry Competencies are 'how well' these are expressed. If the Core Ministry Functions show us how *hard* we're working, the Ministry Competencies show us how *well* we're ministering. These competencies constitute the nucleus of the professional support that is offered to you in the MD framework.

While the heart of all ministry is organic and relational - working to bring healing, health and vitality in the context of the mess of human brokenness and sin - leadership competencies can and must be developed if a healthy growing environment is to result. Ellen White shares, *"The secret of success is the union of divine power with human effort."* *Patriarchs and Prophets*, p. 509



These seven Ministry Competencies collaborate to provide a useful framework for a thriving ministry.

1.

MODELLING - Authentic Self-Leadership

The growing ministry leader is genuinely open to being shaped by God, and who then seeks to minister out of the overflow of time spent with the Father. He/she is both committed to stewarding time, well-being, finances and resources, and exercises spiritually-dependent-leadership in both his/her personal life and the life of the church.

2.

NURTURING - Attentive Presence

The growing ministry leader is socially and emotionally intelligent and skilled in nurturing inter-generational and interpersonal relations by attending and 'being-in-the-moment' with each person. He/she prioritises member visitation and honours appropriate boundaries in all interactions.

3.

DISCERNING - Biblical Insight and Application

The growing ministry leader has a thorough understanding of the Bible and enjoys continual growth and learning. This results not only in the guiding of others in a biblical worldview, but also in both the study of the Bible and a reflective reading of scripture, so that transformation can take place in the life.

4.

COMMUNICATING - Clear Expression

The growing ministry leader seeks to become proficient in communicating the Gospel in a manner that captivates the attention of hearers and leads to a growing commitment to Christ. The impact and influence that results from this is shown in a variety of contexts: personal (through visitation); in life-groups settings; and through preaching/teaching.

5.

ORGANISING - Efficient Management

The growing ministry leader is able to successfully lead the operation of a local church. He/she is motivated, trustworthy, dependable, well-organized, proactive in communication and able to manage time and available resources.

6.

EMPOWERING - Inspirational Equipping

The growing ministry leader proactively nurtures people in ministry. This includes identifying giftedness and a heart-for-ministry, and then empowering growth through training, equipping and encouragement as part of discipleship-driven learning.

7.

ENVISIONING - Spirit-dependent Planning

The growing ministry leader will diligently and prayerfully seek God's leading as the vision is sought, shaped and then cast. By strategic planning and practice, he/she will work with their leadership team/s to establish and achieve goals that bring aligned fulfilment of the vision over time.

CORE MINISTRY FUNCTIONS AND COMPETENCIES: CHURCH MINISTRY

Each Core Ministry Function will engage one or more of these seven Ministry Competencies. The relationship between them within the context of Church Ministry is offered below:



NEW

First contact ministries/ Personal evangelism that engages people far from God

This is about meeting people and making first connections. The ministry leader has a clear vision for community engagement. He/She is able to meet new people and build rapport that may lead to deeper relationships and spiritual interest. This Ministry Function draws primarily on the following competencies:

- 1 Modelling [Authentic Self-Leadership]:** Is a Spirit-led ministry leader
- 2 Nurturing [Attentive Presence]:** Builds meaningful connections with people
- 4 Communicating [Clear Expression]:** Communicates with others with warmth and sensitivity
- 7 Envisioning [Spirit-dependent planning]:** Continually strives to build relationships with people far from God and inspires others to do the same



FAMILY

Builds a sense of family and connection

This is about deepening connections and encouraging a sense of community and connection to the church community. The ministry leader leads and coordinates effective personal visitation and oversees ministries that strengthen loving relationships and a sense of family throughout the church. He/She has a clear vision for community engagement and makes new people feel at ease. This Ministry Function draws primarily on the following competencies:

- 1 Modelling [Authentic Self-Leadership]:** Is a Spirit-led ministry leader
- 2 Nurturing [Attentive Presence]:** Builds meaningful connections
- 4 Communicating [Clear Expression]:** Communicates with others with clarity and sensitivity
- 7 Envisioning [Spirit-dependent planning]:** Continually strives for missional community and works to help new people build connections with others in the church community



SMALL

Discipling through Bible Studies, Small Groups

This is about journeying and working with people within the setting of a smaller group (3-12 people). Bible Studies provide the opportunity to open the Word together to lead others to faith, service and leadership. Small Groups provide the opportunity for discipleship within the context of shared journeys. What each of these have in common is the intimacy of the setting and the group dynamic inherent in a small group context. This Ministry Function draws primarily on the following competencies:

- 1 Modelling [Authentic Self-Leadership]:** Is a Spirit-led ministry leader
- 2 Nurturing [Attentive Presence]:** Builds meaningful connections
- 3 Discerning [Biblical Insight and Application]:** Discerns and guides others in the exploration and application of Scripture
- 4 Communicating [Clear Expression]:** Communicates with others in ways they will understand and is able to adapt style as needed for different group settings
- 5 Organising [Efficient Management]:** Is prepared, punctual and organised, appropriate start and finish times etc.
- 6 Empowering [Inspirational Equipping]:** Equips and releases others to serve in their area of gifting



LARGE

Discipling through Preaching, Public Evangelism

This is about the presentation of Scripture to large groups of people, typically preaching in a church or evangelistic meeting. This Ministry Function is primarily about the faithful ministry of the Word to the hearer so that decisions for Christ and a closer walk with Him can be made. It draws primarily on the following competencies:

- 1 Modelling [Authentic Self-Leadership]:** Is a Spirit-led ministry leader who shares with authenticity
- 3 Discerning [Biblical Insight and Application]:** Discerns insights from Scripture and is able to apply them with relevance for the church
- 4 Communicating [Clear Expression]:** Communicates and teaches clearly and in ways that inspire
- 5 Organising [Efficient Management]:** Is prepared, punctual and organised, preaches appropriate-length sermons etc.



LEAD

Leading the Church and its mission

This final Ministry Function is about the overall leadership of the church and its mission. It involves discerning clearly through prayer its God-given calling and working with other leaders to formulate strategies and plans to bring it to life in the lives of the members for the transformation of the surrounding community. This ministry draws on ALL of the seven Ministry Competencies and requires the minister to engage in equipping and releasing others into their ministry gifting:

- 1 Modelling [Authentic Self-Leadership]:** Is a Spirit-led ministry leader who models authentic self leadership
- 2 Nurturing [Attentive Presence]:** Builds meaningful relationships, recognising that they are the foundation of all leadership and discipleship
- 3 Discerning [Biblical Insight and Application]:** Readily discerns and applies Scriptural insights in their leadership and teams
- 4 Communicating [Clear Expression]:** Communicates clearly and consistently, and in ways that build the team and their desire to serve
- 5 Organising [Efficient Management]:** Is prepared, punctual and organised, etc.
- 6 Empowering [Inspirational Equipping]:** Inspires, releases and empowers others in service
- 7 Envisioning [Spirit-dependent Planning]:** Discerns and clearly communicates God's vision for the church, and works together with others to identify smaller, achievable steps that together, the church and its teams will bring to life.

CORE MINISTRY FUNCTIONS AND COMPETENCIES: SCHOOL CHAPLAINCY

The relationship between Core Ministry Functions and Competencies within the context of School Chaplaincy is offered below:



NEW

First Contact Ministries

This is about building new connections with students, families and members of the school community, particularly those for whom the school may be their only connection to faith. It also involves coordinating effective personal and pastoral interactions, including school initiatives and home visits that build rapport and lead to deeper relationships and spiritual interest. This Ministry Function draws primarily on the following competencies:

- 1 Modelling [Authentic Self-Leadership]:** Is an authentic, Spirit-led ministry leader
- 2 Nurturing [Attentive Presence]:** Builds new and meaningful connections with people in a way that builds rapport and the desire to connect further
- 4 Communicating [Clear Expression]:** Adapts communication to a variety of settings



FAMILY

Building a sense of family and connection within the school community

This is about deepening the connections formed, encouraging a warm, positive culture throughout the school, and creating vibrant synergies with campus/ local church community/ies. This Ministry Function draws primarily on the following competencies:

- 1 Modelling [Authentic Self-Leadership]:** Is an authentic Spirit-led ministry leader
- 2 Nurturing [Attentive Presence]:** Builds meaningful personal and ministry connections and nurtures a sense of belonging across the school
- 4 Communicating [Clear Expression]:** Communicates with others with clarity and sensitivity
- 7 Envisioning [Spirit-dependent planning]:** Has a vision for building community at the school and seeing students and their families find church families where they can be nurtured and engaged.



SMALL

Discipling through Bible Studies, Small Groups

This is about journeying and working with students within the setting of a smaller group (3-12 people). Bible Studies provide the opportunity to open the Word together to lead others to faith, service and leadership. Small Groups provide the opportunity for discipleship within the context of shared journeys. What each of these have in common is the intimacy of the setting and the group dynamic inherent in a small group context. This Ministry Function draws primarily on the following competencies:

- 1 Modelling [Authentic Self-Leadership]:** Is a Spirit-led ministry leader
- 2 Nurturing [Attentive Presence]:** Builds meaningful connections
- 3 Discerning [Biblical Insight and Application]:** Discerns and guides others in the exploration and application of Scripture
- 4 Communicating [Clear Expression]:** Communicates with others in ways they will understand and is able to adapt style as needed for different group settings e.g. primary and secondary students/ families/ staff etc
- 5 Organising [Efficient Management]:** Is prepared, punctual and organised, appropriate start and finish times etc.
- 6 Empowering [Inspirational Equipping]:** Equips and releases others (particularly students) to serve in their area of gifting



LARGE

Discipling through Chapels, Worships/Week of Worship (WOW), special events etc.

This is about the presentation of Scripture to larger groups, typically whole school worship initiatives. This Ministry Function is primarily about sharing God's character of love and His plan for lives with students, so that decisions for Christ and a closer walk with Him can be made. It draws primarily on the following competencies:

- 1 Modelling [Authentic Self-Leadership]:** Is an authentic Spirit-led ministry leader
- 2 Nurturing [Attentive Presence]:** Builds meaningful connections with students, families and staff
- 3 Discerning [Biblical Insight and Application]:** Discerns insights from Scripture and is able to apply them with relevance to students of various ages, adults.
- 4 Communicating [Clear Expression]:** Communicates and teaches clearly and with relevance in ways that are age-appropriate and inspire decision and action
- 5 Organising [Efficient Management]:** Is prepared, punctual, organised and preaches appropriate length sermons etc.



LEAD

Leading the School and its mission

This final Ministry Function is about the overall leadership of school chaplaincy and its place within the life and mission of the school. It involves working with school administration and other leaders to clearly discern God's vision for the school. It also involves formulating strategies and plans to bring it to life in the lives of the staff, students, and their families. This ministry draws on ALL of the seven Ministry Competencies and requires the minister to engage in equipping and releasing others into their ministry gifting:

- 1 Modelling [Authentic Self-Leadership]:** Is a Spirit-led ministry leader who models authentic self leadership
- 2 Nurturing [Attentive Presence]:** Builds meaningful relationships, recognising that they are the foundation of all leadership and discipleship
- 3 Discerning [Biblical Insight and Application]:** Readily discerns and applies Scriptural insights in their leadership and teams
- 4 Communicating [Clear Expression]:** Communicates clearly and consistently, and in ways that build teams and their desire to serve
- 5 Organising [Efficient Management]:** Is prepared, punctual and organised, etc.
- 6 Empowering [Inspirational Equipping]:** Inspires, releases and empowers others in service
- 7 Envisioning [Spirit-dependent Planning]:** Discerns and clearly communicates God's vision for the school chaplaincy, and works together with others to identify smaller, achievable steps that together, the school and its teams will bring to life.

“SCHOOL CHAPLAINCY. A CALLING TO
TAKE GOD’S HAND AND A CHILD’S HAND,
AND BRING THE TWO TOGETHER:
A CALLING TO BE THE TOUCH OF
JESUS IN A SCHOOL COMMUNITY...”

PR MEL LEMKE



THE reap CYCLE

[REVIEW, EVALUATION, AUXANO PLAN AND PROGRESS]

The importance of humility and self-awareness in providing a rich environment for personal growth so that your ministry can flourish cannot be overstated. With greater self-awareness comes a deeper understanding of self – which in itself is can be powerfully affirming.

It also allows you to honestly recognise perceived strengths and challenges. An appreciative inquiry into these strengths and challenges can further affirm and empower you, the minister, to grow your ministry strengths.

"TRANSFORMATIVE LEARNING OCCURS WHEN, THROUGH CRITICAL SELF-REFLECTION, AN INDIVIDUAL REVISES OLD, OR DEVELOPS NEW ASSUMPTIONS, BELIEFS OR WAYS OF SEEING THE WORLD... GOD DESIRES OUR TRANSFORMATION FROM PEOPLE WHO LACK SELF-WORTH TO PEOPLE WHO RECOGNISE OUR WORTH AS GOD'S BELOVED."

LINDA J VOGEL, *RECKONING WITH THE SPIRITUAL LIVES OF ADULT EDUCATORS*

Within the MD framework, this process of reflection, planning and professional growth is facilitated through an annual re^op cycle. This

is a simple way to think about MD and how the Ministry Competencies are developed and expressed through the Core Ministry Functions.

"I too decided... to write an orderly
account for you, most excellent Theophilus,
so that you may know the truth
concerning the things about which
you have been taught."

LUKE 1:3,4 (NIV)



KEY OUTCOMES OF THE rexp CYCLE

The rexp cycle aims to:

- Offer an opportunity to shape your own accountability, goals, learning and growth, including peer mentoring
- Provide quality feedback, supportive dialogue, and resources
- Facilitate opportunities for meetings, affirmation and prayer with Conference officers
- Provide access to further development opportunities



“WHEN WE ARE COMMITTED TO SAFE AND HOSPITABLE SPACE WHERE TRUE DIALOGUE CAN OCCUR, IT BECOMES POSSIBLE TO ENGAGE EVEN THE MOST CONTROVERSIAL ISSUES IN WAYS THAT ARE RESPECTFUL. ADULTS CAN LEARN TO AGREE TO DISAGREE IN RESPECTFUL WAYS THAT DO NOT ATTACK THE VALUE OR INTEGRITY OF OTHERS WHOSE DEEPLY HELD VALUES MAY BE DIFFERENT.”

LINDA J VOGEL, *RECKONING WITH THE SPIRITUAL LIVES OF ADULT EDUCATORS*

*“As iron sharpens iron,
so a friend sharpens a friend.”*

PROVERBS 27:17 (NLT)

This cycle proceeds as follows:

R REVIEW

The first phase of re α p involves a Review, which allows you to gain quality feedback from those who serve alongside you. This Review is facilitated through an online form that is sent to those you have chosen to participate. Their feedback is compiled into an averaged Competency Review Report which reveals key data relating to both the seven Ministry Competencies and the Core Ministry Functions. This information is then moderated by the Ministerial Secretary to eliminate bias and repetition before the Competency Review Report is shared.

E EVALUATION

This Report is then discussed between you and a member of your Conference Administration team. This is a healthy opportunity for transparent and supportive affirmation and dialogue around growth opportunities currently relevant in your ministry. It allows your leader to affirm strength areas and identify any area/s of ministry that could be enriched. Summary points from this conversation are noted and signed by all present at the end of this conversation, and a copy of this record is given both to you, the minister, and the Ministerial Secretary. In this way there can be clarity for everyone involved. This can be used to guide you in the creation of an Auxano Plan.

α AUXANO PLAN

Auxano, represented by the Greek letter Alpha α captures the next phase in your personal ministry development. AUXANO means ‘to cause to grow’. This plan is developed with the help of the Ministry Competencies. MD Online includes the Auxano Planning Tool that can help you tailor a growth plan to assist you in enhancing both challenge areas and further develop strength areas.

Using this online planning tool, you can search and select valuable books, videos and courses to help you create a plan to guide your growth in the coming seasons. This can be edited and added to throughout the year. In addition, this online tool also allows you to search for suitable skilled, experienced peer-mentors in any given competency area, thus opening a new chapter in support, allowing you to connect with others in ministry who can assist your growth in a tailored way.

P PROGRESS

The continual growth and progress that emerges as you move through this Auxano Plan is then simply reported as part of a seasonal Ministry Report (MR). The submission of this report constitutes the final stage in the re α p cycle.

MINISTRY REPORTS [MR]

Within the MD framework your Ministry Reports* are due for submission in the week following the end of each season (Please note that Ministry

Reports for School Chaplains are due in the week following each term's end):

		START OF PERIOD	END OF PERIOD	DUE DATE*
1	 SUMMER	December 1	February 28	March 7
2	 AUTUMN	March 1	May 31	June 7
3	 WINTER	June 1	August 30	September 7
4	 SPRING	September 1	November 30	December 7

* or next working day

KEY OUTCOMES - SEASONAL MINISTRY REPORTS

Ministry Reports aim to:

- Allow the minister to lead and learn-to-lead with greater clarity - over time raising the value and capacity of ministry leadership
- Promote conversations about the leadership journey with the local church leadership team
- Simplify the process of reporting to both Conference and local church.
- Provide a record of ministry reports for the church of its journey over time.

“GOD HAS GIVEN EACH OF YOU A GIFT FROM HIS GREAT VARIETY OF SPIRITUAL GIFTS. USE THEM WELL TO SERVE ONE ANOTHER.”

1 PETER 4:10 (NLT)

Ministry Reports are designed to help both you and your leadership team reflect on the past, and look to the future in three essential areas:

**i. (Part 1) MINISTER HEALTH AND PLAN
(Completed by ALL MINISTERS)**

- A. Abiding / Philosophy of Ministry / Values / Wellbeing and Relationships
- B. Personal Auxano Plan

**ii. (Part 2) MINISTRY HEALTH AND PLAN
(Completed by the MOST SENIOR LEADER at a given location using the appropriate form - Church, School or Aged Care, and available to other ministers at same location)**

- A. Ministry Health (church/school/aged care)
- B. Ministry Auxano Plan

**iii. (Part 3) MINISTRY DISCIPLESHIP PROCESS
(Completed by ALL MINISTERS using the appropriate form - Church, School or Aged Care)**

NOTE: This report uses the Core Ministry Functions for its structure:

1. NEW
2. FAMILY
3. SMALL
4. LARGE
5. EMPOWER

By nature, reporting titles and the manner of the reporting itself will vary with each ministry assignment. Report template samples relating to the Minister and all three ministry contexts, Church, School Chaplaincy and Aged Care can be found in Appendix B.

From 2019, AUC Conferences will commence completing and submitting Ministry Reports online at md.adventist.org.au. Each report can be sent with the click of a button.

MINISTRY DEVELOPMENT SUMMARY

The MD logo expresses the primary features of the Ministry Development process.

You, the Ministry leader, are represented by the wheat, ever growing and developing yourself, and serving to grow a people toward God's harvest.

Though the root system of a wheat plant is hidden in the soil, unseen, it is the source of life that nourishes and fulfills all that the plant is called to be and do. So too, your ABIDING relationship with Christ is the unseen priority that gives life to all that you are and all that you do as a ministry leader. The stalk represents this abiding walk with Christ, sustaining your ministry competencies.

The seven Ministry Competencies are shown as grains growing out of the stalk. These are integral to who you are as you serve in your ministry context. Their cultivation shapes your growth. The most significant of these is self-leadership, shown at the top of the plant. Self-leadership both emerges from abiding and is conducive to it. As sincere followers of Jesus, we need to take responsibility to lead self before we lead anyone else. When this occurs, we are centred - because we are growing towards the Son. Shape and form are given to our lives, relationships and ministry.

The inner circle represents the **reop** Cycle, helping you to gain periodic insight into your competencies, while the outer circle highlights the five Core Ministry Functions, expressed here as radiating out from the abiding ministry leader, Spirit-led ministry teams, Spirit-led Churches, Schools and Aged Care homes.

This is a framework that serves to make tangible your development in "the greatest work, the noblest effort in which men can engage" - that of being "co-labourers with the Lord in the accomplishment of His purposes."
Ellen White, *Gospel Workers*, p. 18

"Pastors need sincerity, leadership ability, integrity, intelligence, common sense, wisdom, relational skills and teaching ability." How reassuring to know that in this, "Christ is the source of all this and more. Christ will empower by His Spirit those He calls. Whomever Christ calls, He enables. He does not call to failure. He has provided or will provide the pastor with everything he/she may need to succeed at whatever He has called him/her to do. 'Through cooperation with Christ, they are made complete in Him, and in their human weakness they are enabled to do the deeds of Omnipotence.'"
Ellen White, *Gospel Workers*, p. 113



“I AM ABOUT TO DO SOMETHING NEW.
SEE, I HAVE ALREADY BEGUN! DO YOU
NOT SEE IT...”

ISAIAH 43:19 (NLT)

GROWTH.

GRADUAL. PROGRESSIVE. SON-SEEKING...

GERMINATING INTO BREADTH.
DEPTH. HEIGHT. INCREASE. EXPANSION. MATURITY.

AND SO COMES THE BLOOM.
THE FRUIT. THE YIELD. THE LEGACY -
ALL RIPE FOR DUPLICATION.
MULTIPLICATION. PROLIFERATION.

A SEEDING IN NEW SPACES.

AND SO THE CYCLE CONTINUES...

“The harvest is plentiful but the workers are few” Luke 10:2. (NIV)

YOU are one who has responded to the call. How God’s heart swells with joy as He thinks of you labouring in His field. Ministry Development is about so much more than the reop cycle and Core Ministry Functions drawing from a cluster of competencies.

It’s about YOU... THE CALLED ministry leader. It’s about encouraging you. Inspiring you. Equipping you. Supporting you. For *you* will be the one connecting with the Father and living and serving out of the overflow. *You* will be the one practicing the presence of God every day. *You* will be the one who will work right alongside God to tend your growing environment with faithfulness, care, conviction and enthusiasm, so He can work the miracle.

So, as you proceed with this MD framework, our prayers will be for *YOU*. We will be working with you and applauding you as you seek to be fulfilled and fruitful for the kingdom and God’s glory.

What a team you are with God by your side! The CALLER and the CALLED - together.

“Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving.” Colossians 3:23, 24 (NIV)

One day very soon, His eyes will connect with yours and His resonant Voice will share those joy-filled words, “Well done, good and faithful servant!... Come and share your master’s happiness!” Matthew 25:21 (NIV). And every tough challenge that ever embedded itself in your growing environment will vanish from memory... every heart-cry from isolation’s harsh dictatorship will evaporate... every exhausting week... every disappointment... every sigh of fatigue... will pass into oblivion, for your reunion with your Master will be real, and there will be those in the kingdom because you have laboured with God Himself.

You have faithfully tended.

He has brought the miracle.


All praise to the Father.

APPENDIX A

ACCOUNTABILITY PARTNER

The following guide is available within md.adventist.org.au. A range of conversation questions for your perusal and selection is also available on this site.

PART 1 - ACCOUNTABILITY PARTNER SESSION GUIDE



ACCOUNTABILITY PARTNER (AP) SESSION GUIDE

NAME: _____

A. GOALS (SPIRITUAL AND RELATIONAL WELLBEING)

	LAST SEASON GROWTH	COMING SEASON GROWTH
CULTIVATING YOUR RELATIONSHIP WITH JESUS		
CULTIVATING YOUR RELATIONSHIP WITH YOUR SPOUSE/KEY PEOPLE IN YOUR LIFE		
(IF CHILDREN) HOW ARE YOU INVESTING IN YOUR FAMILY TIME?		
HEALTH AND WELLBEING NUTRITION REST EXERCISE etc		


B. DISCIPLESHIP CONVERSATION QUESTIONS

Identify questions you would like your AP to ask you each time you meet. Spend time talking about the journey of ministry and your relationship with God. See sample questions at www.aucministerial.org/ap

1		5	
2		6	
3		7	
4		8	

PART 2 - ACCOUNTABILITY PARTNER COVENANT

The following covenant can be used with your accountability partner at the end of your first session, and, if desired, it could be reaffirmed at every meeting with him/her.



ACCOUNTABILITY PARTNER COVENANT

The following covenant can be declared and signed at the end of the first session with your accountability partner. If desired, it could then be reaffirmed at every meeting.

ACCOUNTABILITY PARTNER COVENANT

MINISTER

I hereby commit to authentically walking with Jesus in the coming season, demonstrating humility, transparency and honesty in all my interactions with others. With God's ever-present help, I commit to putting into practice the reflections and decisions we have made today.

Signed: _____

ACCOUNTABILITY PARTNER

I hereby commit to supporting my friend through honest interaction, encouragement and prayer in his/her personal journey.

Signed: _____

APPENDIX B

MINISTRY REPORTS

The following reports are completed online by Pastors, Chaplains and Spiritual Carers.

PART 1 - THE MINISTER'S HEALTH and DEVELOPMENT PLAN

SUMMER AUTUMN WINTER SPRING

MINISTRY REPORT 1A | PERSONAL/SPIRITUAL HEALTH

SUMMER AUTUMN WINTER SPRING

MINISTRY REPORT 1B | AUXANO PLAN

MINISTRY VISION
My personal philosophy of ministry...

As an abiding minister, I value...

WELLBEING + RELATIONSHIPS

How challenging has ministry been this quarter? 1 - Hardly 2 3 4 5 - Very

As you reflect on the past season, how would you characterise your emotional state? 1 - Poor 2 3 4 5 - Thriving

Do you have an accountability partner? YES NO - I need to find an AP

Have you clarified questions for your AP to ask you? YES NO - I need to do this

How many times did you meet with your AP this quarter? 1 2 3 4 5 +

How is your trust/openness with your AP? 1 - Low 2 3 4 5 - High

YOUR CHURCH MINISTRY ASSIGNMENT/S

	MINISTRY ASSIGNMENTS (CHURCH NAME/SCHOOL/ARY NAME)	APPROX. SIZE ATTENDANCE	% OF YOUR TIME
1.			
2.			
3.			
4.			

COMPETENCY DEVELOPMENT

STRENGTH AREA:

CHALLENGE AREA:

RESOURCE TYPE	DESCRIPTION	COMPLETE DURING SEASON	PROGRESS	STAR RATING
READING Books, Journals, Articles (includes online)		<input type="checkbox"/>	<input type="checkbox"/>	
		<input type="checkbox"/>	<input type="checkbox"/>	
		<input type="checkbox"/>	<input type="checkbox"/>	
		<input type="checkbox"/>	<input type="checkbox"/>	
		<input type="checkbox"/>	<input type="checkbox"/>	
ONLINE Webinars, Videos, Courses, Podcasts etc.		<input type="checkbox"/>	<input type="checkbox"/>	
		<input type="checkbox"/>	<input type="checkbox"/>	
		<input type="checkbox"/>	<input type="checkbox"/>	
		<input type="checkbox"/>	<input type="checkbox"/>	
		<input type="checkbox"/>	<input type="checkbox"/>	
SEMINARS CONFERENCES		<input type="checkbox"/>	<input type="checkbox"/>	
		<input type="checkbox"/>	<input type="checkbox"/>	
		<input type="checkbox"/>	<input type="checkbox"/>	
		<input type="checkbox"/>	<input type="checkbox"/>	
		<input type="checkbox"/>	<input type="checkbox"/>	
MENTORS		<input type="checkbox"/>	<input type="checkbox"/>	
		<input type="checkbox"/>	<input type="checkbox"/>	
		<input type="checkbox"/>	<input type="checkbox"/>	
		<input type="checkbox"/>	<input type="checkbox"/>	
		<input type="checkbox"/>	<input type="checkbox"/>	

APPENDIX B

MINISTRY REPORTS

The following report is completed online by the most senior Minister in collaboration with his/her leadership team.
Based on the work of Will Mancini in 'God Dreams'

PART 2 - CHURCH HEALTH and LEADERSHIP PLAN

SUMMER AUTUMN WINTER SPRING

**MINISTRY REPORT
2A | CHURCH HEALTH**

COMPLETED BY THE MOST SENIOR MINISTER WITH ELDER'S NAME: _____

DEPENDENCE ON GOD / ENGAGEMENT IN PRAYER

COMMENT ON HOW YOUR CHURCH LEADERSHIP/ MEMBERSHIP/ MINISTRIES DEPEND ON GOD IN PRAYER

INITIATIVE	ACTIVITY THIS QUARTER	EFFECTIVENESS	ADJUSTMENTS PLANNED

OVERALL HEALTH

WHAT DOES YOUR LEADERSHIP TEAM AGREE IS THE MOST IMPORTANT THING TO FOCUS ON RIGHT NOW?

INITIATIVE	ACTIVITY THIS QUARTER	EFFECTIVENESS	ADJUSTMENTS PLANNED

GREATEST CHALLENGES (MINIMUM FACTOR)	SCORE (NCD)	GREATEST STRENGTHS (HIGHEST FACTORS)	SCORE (NCD)
		DIFFERENCE BETWEEN MAX + MIN (MAXIMUM MINUS MINIMUM)	

SUMMER AUTUMN WINTER SPRING

**MINISTRY REPORT
2B | CHURCH VISION + STRATEGIC PLAN**

COMPLETED BY THE MOST SENIOR MINISTER WITH LEADERSHIP TEAM/CHURCH BOARD NAME: _____
Ensure alignment with Conference Vision.

CHURCH LONG RANGE VISION (5-10 YEARS) - OUR CALLING. WHAT DO WE SEE GOD CALLING US TO BE IN THE FUTURE?

BEYOND

3 YR SMART GOAL 1 OF 4	3 YR SMART GOAL 2 OF 4	3 YR SMART GOAL 3 OF 4	3 YR SMART GOAL 4 OF 4

HORIZON

THIS YEAR'S VISION. WHAT WE PLAN TO SEE FULFILLED BY DECEMBER.

BACKGROUND

THIS SEASON SMART GOAL 1 OF 4	THIS SEASON SMART GOAL 2 OF 4	THIS SEASON SMART GOAL 3 OF 4	THIS SEASON SMART GOAL 4 OF 4

MIDGROUND

TASKS	TASK	TASKS	TASKS

FOREGROUND

PART 3 - CHURCH DISCIPLESHIP PROCESS

The following report is completed online by all Church Ministers.
NOTE: The final Core Ministry Function 'LEAD' is here expressed as 'EMPOWER'.

SUMMER AUTUMN WINTER SPRING

**MINISTRY REPORT
3A | CHURCH DISCIPLESHIP PLAN**

COMPLETED BY EACH MINISTER WITH KEY MINISTRY LEADERS NAME: _____

1 NEW (FIRST CONTACT MINISTRIES)

INITIATIVE	ACTIVITY THIS QUARTER	EFFECTIVENESS	ADJUSTMENTS PLANNED

2 FAMILY (BUILDING INTRODUCTION TO A LOVING CHURCH FAMILY)

INITIATIVE	ACTIVITY THIS QUARTER	EFFECTIVENESS	ADJUSTMENTS PLANNED

3 SMALL (DISCIPLING THROUGH SMALL GROUPS AND BIBLE STUDIES)

FIRST NAMES/GROUP NAME (no.)	WITH YOU / OTH	DISCIPLESHIP STAGE	NOTES
		1 2 3 4 5	
	○ ○	○ ○ ○ ○ ○	
	○ ○	○ ○ ○ ○ ○	
	○ ○	○ ○ ○ ○ ○	
	○ ○	○ ○ ○ ○ ○	

DISCIPLESHIP STAGE KEY | 1. Exploring 2. Preparing 3. Newly baptised 4. Established 5. Ministry team leader

SUMMER AUTUMN WINTER SPRING

**MINISTRY REPORT
3B | CHURCH DISCIPLESHIP PLAN CONT...**

4 LARGE (DISCIPLING THROUGH PREACHING AND TEACHING)

WK	MESSAGE TITLE	PRIMARY THEME	APPLICATION
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			
11.			
12.			
13.			
14.			

COMMENTS ON PREACHING THIS SEASON:

5 EMPOWER (EQUIPPING THE CHURCH FAMILY TO SERVE IN THEIR AREA/S OF GIFTEDNESS)

INITIATIVE	DETAILS	EFFECTIVENESS	ADJUSTMENTS PLANNED

APPENDIX B

MINISTRY REPORTS

The following report is completed online by the most senior School Chaplains in collaboration with the school leadership team.

PART 2 - SCHOOL HEALTH and LEADERSHIP PLAN

SUMMER AUTUMN WINTER SPRING

2A | SCHOOL SPIRITUAL HEALTH

TO BE COMPLETED BY THE MOST SENIOR CHAPLAIN NAME: _____

DEPENDENCE ON GOD / ENGAGEMENT IN PRAYER

COMMENT ON HOW YOUR TEACHERS/LEADERS/STAFF DEPEND ON GOD IN PRAYER

INITIATIVE	ACTIVITY THIS QUARTER	EFFECTIVENESS	ADJUSTMENTS PLANNED

ENGAGEMENT IN STRENGTHENING THE SPIRITUAL HEARTBEAT OF YOUR SCHOOL

INITIATIVE	ACTIVITY THIS QUARTER	EFFECTIVENESS	ADJUSTMENTS PLANNED

SCHOOL AND CHURCH: WHAT DOES YOUR LEADERSHIP TEAM CURRENTLY SEE AS THE MOST IMPORTANT THING YOUR SCHOOL CAN DO TO BUILD RELATIONSHIP/DEVELOP SYNERGY WITH YOUR SUPPORTING CHURCH/ES/STRENGTHEN SPECIAL CHARACTER FOR THE GROWTH OF THE KINGDOM?

INITIATIVE	ACTIVITY THIS QUARTER	EFFECTIVENESS	ADJUSTMENTS PLANNED

SUMMER AUTUMN WINTER SPRING

MINISTRY REPORT 2B | CHAPLAINCY VISION + GOALS

COMPLETED BY THE MOST SENIOR CHAPLAIN Ensure alignment with ASA Master Plan. NAME: _____

LONG RANGE VISION (5-10 YEARS) - OUR CALLING. WHAT DO WE SEE GOD CALLING OUR SCHOOL TO BECOME IN THE FUTURE?

BEYOND

3 YR SMART GOAL 1 OF 4	3 YR SMART GOAL 2 OF 4	3 YR SMART GOAL 3 OF 4	3 YR SMART GOAL 4 OF 4

HORIZON

THIS YEAR'S VISION: WHAT WE PLAN TO SEE FULFILLED BY DECEMBER?

BACKGROUND

THIS SEASON SMART GOAL 1 OF 4	THIS SEASON SMART GOAL 2 OF 4	THIS SEASON SMART GOAL 3 OF 4	THIS SEASON SMART GOAL 4 OF 4

MIDGROUND

TASKS	TASKS	TASKS	TASKS

FOREGROUND

PART 3 - SCHOOL DISCIPLESHIP PROCESS

The following report is completed online by all Chaplains
NOTE: The final Core Ministry Function 'LEAD' is here expressed as 'EMPOWER'.

SUMMER AUTUMN WINTER SPRING

3A | SCHOOL DISCIPLESHIP PLAN

1 NEW (CONNECTING WITH STUDENTS AND FAMILIES)

INITIATIVE	ACTIVITY THIS QUARTER	EFFECTIVENESS	ADJUSTMENTS PLANNED

2 FAMILY (BUILDING BELONGING THROUGH COMMUNITY/CHURCH FAMILY)

INITIATIVE	ACTIVITY THIS QUARTER	EFFECTIVENESS	ADJUSTMENTS PLANNED

3 SMALL (GROWING DISCIPLES THROUGH SMALL GROUPS)

FIRST NAMES/GROUP NAME (no.)	WITH YOU / OTH	DISCIPLESHIP STAGE					NOTES
		1	2	3	4	5	
	○ ○	○ ○ ○ ○ ○					
	○ ○	○ ○ ○ ○ ○					
	○ ○	○ ○ ○ ○ ○					
	○ ○	○ ○ ○ ○ ○					

DISCIPLESHIP STAGE KEY | 1. Contact exploring Christianity 2. Prep for baptism/Prof. of faith 3. New member 4. Service team member 5. Service team leader

SUMMER AUTUMN WINTER SPRING

3B | DISCIPLESHIP PLAN CONT...

4 LARGE (CHAPELS)

HIGH SCHOOL	NOTES ON THEMES/INITIATIVES THIS TERM	EFFECTIVENESS	ADJUSTMENTS PLANNED

GENERAL COMMENTS

5 EMPOWER (GROWING A CULTURE OF DISCIPLE MAKING)

PRIMARY SCHOOL - FOUNDATIONS FOR DISCIPLESHIP

GRADES	INITIATIVES	EFFECTIVENESS	ADJUSTMENTS PLANNED
PREP-GR 1			
GRADE 2-3			
GRADE 4-5			
GRADE 6			

HIGH SCHOOL - DISCIPLING/SERVING/LEADING

INITIATIVE	DETAILS	EFFECTIVENESS	ADJUSTMENTS PLANNED

APPENDIX B

MINISTRY REPORTS

The following report is completed online by the most senior Spiritual Carers in collaboration with Aged Care leadership.

PART 2 - SPIRITUAL CARE HEALTH AND LEADERSHIP PLAN

SUMMER AUTUMN WINTER SPRING

2A | STAFF SPIRITUAL HEALTH PLAN

COMPLETED BY MOST SENIOR SPIRITUAL CARER NAME: _____

DEPENDENCE ON GOD / ENGAGEMENT IN PRAYER

COMMENT ON HOW YOUR CARE TEAM DEPENDS ON GOD IN PRAYER

INITIATIVE	ACTIVITY THIS QUARTER	EFFECTIVENESS	ADJUSTMENTS PLANNED

OVERALL HEALTH

WHAT DOES YOUR LEADERSHIP TEAM AGREE IS THE MOST IMPORTANT THING TO FOCUS ON RIGHT NOW?

INITIATIVE	ACTIVITY THIS QUARTER	EFFECTIVENESS	ADJUSTMENTS PLANNED

SYNERGY WITH LOCAL CHURCH

INITIATIVE	ACTIVITY THIS QUARTER	EFFECTIVENESS	ADJUSTMENTS PLANNED

SUMMER AUTUMN WINTER SPRING

MINISTRY REPORT 2B | SPIRITUAL CARE TEAM VISION + STRATEGIC PLAN

COMPLETED BY THE MOST SENIOR SPIRITUAL CARER WITH THE SPIRITUAL CARE LEADERSHIP TEAM
Ensure alignment with Conference Vision. NAME: _____

AGED CARE HOME LONG RANGE VISION (5-10 YEARS) - OUR CALLING. WHAT DO WE SEE GOD CALLING US TO BE IN THE FUTURE?

BEYOND

3 YR SMART GOAL 1 OF 4	3 YR SMART GOAL 2 OF 4	3 YR SMART GOAL 3 OF 4	3 YR SMART GOAL 4 OF 4

HORIZON

THIS YEAR'S VISION: WHAT WE PLAN TO SEE FULFILLED BY DECEMBER.

THIS SEASON SMART GOAL 1 OF 4	THIS SEASON SMART GOAL 2 OF 4	THIS SEASON SMART GOAL 3 OF 4	THIS SEASON SMART GOAL 4 OF 4

BACKGROUND

TASKS	TASKS	TASKS	TASKS

FOREGROUND

PART 3 - SPIRITUAL CARE PROCESS

The following report is completed online by all Church Ministers.
NOTE: The final Core Ministry Function 'LEAD' is here expressed as 'EMPOWER'.

SUMMER AUTUMN WINTER SPRING

3A | SPIRITUAL CARE PLAN

1 NEW (SPIRITUAL CARER CONNECTING WITH RESIDENTS, FAMILY AND STAFF)

INITIATIVE	ACTIVITY THIS QUARTER	EFFECTIVENESS	ADJUSTMENTS PLANNED

2 FAMILY (BUILDING BELONGING)

INITIATIVE	ACTIVITY THIS QUARTER	EFFECTIVENESS	ADJUSTMENTS PLANNED

SUMMER AUTUMN WINTER SPRING

3B | SPIRITUAL CARE PLAN cont...

3 LARGE (VESPERS AND DEVOTIONALS)

INITIATIVE	DETAILS	EFFECTIVENESS	ADJUSTMENTS PLANNED

4 EMPOWER (EQUIPPING A CULTURE OF CARE)

NOTES ON THEMES/ INITIATIVES THIS TERM	EFFECTIVENESS	ADJUSTMENTS PLANNED
GENERAL COMMENTS		



“SPIRITUAL CARE. A CALLING TO BE HIS EARS,
HIS HEART. UNHURRIED. COMPANIONING
FELLOW TRAVELLERS THROUGH THE LOSSES
AND CHALLENGES OF LIFE - PAUSING IN THE
SACRED SPACES...”

PR CHRIS FOOTE

NOTES



WORLD

