

DISCERNMENT OF TEAM MINISTRIES

**Christ Renews His Parish
Church of the Ascension**

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Preparation for Evening of Discernment

Duties of the Co-Spiritual Director (CSD) and History Giving/Faith Sharing (HGFs) Facilitator

At beginning of formation:

- Working with the guidelines from the Continuation Committee and the assigned Discernment Facilitator, determine ministries to be discerned. Use the order of discernment listed below, depending upon the size of the team. Try not to change the ministries unless there is a compelling reason. Spiritual Director should approve final discernment list.

Ministries for discernment (in order, per the Christ Renews His Parish handbook). Determine in advance which ministries will be discerned and do not change. Get feedback from Continuation Committee for changes. (Don't have to go in order after witness discernment.)

- | | |
|---------------------------------|-----------------------|
| 1 Co Spiritual Director | 32 HELP Asst 2 |
| 2 Lay Director | 33 Invitations Asst 2 |
| 3 Renewal Witness | |
| 4 Spirituality Witness | |
| 5 Christian Community Witness | |
| 6 Christian Awareness Witness | |
| 7 Scripture Witness | |
| 8 Father's Loving Care Witness | |
| 9 Table Leader 1 | |
| 10 Table Leader 2 | |
| 11 Table Leader 3 | |
| 12 Table Leader 4 | |
| 13 Table Leader 5 | |
| 14 Table Leader 6 | |
| 15 Sacristan | |
| 16 Liturgist | |
| 17 Facilitator | |
| 18 Kitchen Coordinator | |
| 19 HELP Coordinator | |
| 20 Invitations Coordinator | |
| 21 Physical Arrangements Coord | |
| 22 Materials Coordinator | |
| 23 Facilitator Asst 1 | |
| 24 Kitchen Asst 1 | |
| 25 Sacristan Asst | |
| 26 Liturgist Asst | |
| 27 Physical Arrangements Asst 1 | |
| 28 HELP Asst 1 | |
| 29 Invitations Asst 1 | |
| 30 Facilitator Asst 2 | |
| 31 Kitchen Asst 2 | |

During History Giving and Faith Sharing meetings:

- Co-spiritual director and facilitator can ease concerns about Discernment as soon as questions come up. Assure the team that it's no big secret, just hard to describe, and that they'll get everything they need before discernment so don't worry.

Two weeks prior to discernment:

- As you determine when History Giving and Faith Sharing will end, set a date for Evening of Discernment. You may need to pick a date/time other than the usual meeting date/time to assure that all can be present. **EVERYONE SHOULD BE PRESENT FOR DISCERNMENT.** (See the end of this section for a discussion of discerning those who cannot be present.) Allow 4-5 hours for discernment.

One week prior to discernment:

- During the History Giving and Faith Sharing meeting immediately before Evening of Discernment, set aside time to discuss discernment. During that time, the CSD or the Discernment Facilitators should cover the following points:
 - Date and time of discernment
 - Ask team to read manual, part II, chapter III, pages 18-21
 - Ask team to PRAY; pray for openness and humility for themselves and their teammates; pray for God to make them aware of a ministry to which they are being called; pray for their teammates
 - Remind them that discernment is a three-part process:
 - what they feel God is calling them to for this retreat
 - how the community affirms that call or affirms a different call
 - their acceptance of the commission of the ministry
 - Tell them there will be a facilitator for discernment who will walk them through the whole process
 - Hand out the descriptions of ministries and the three questions. Ask the team to pray about these and come to Evening of Discernment with the three questions answered. Remind them to write down just one ministry for question three
 - Hand out discernment reminder, if desired (and/or follow up with email)
 - Feel free to describe a bit of the process and answer questions/calm concerns
 - Remind team to bring name tag, Bible and CRHP manual
- The Attachments section contains a letter that can be shared with team members to describe the discernment process.

Duties of the Discernment Facilitator

At the beginning of formation:

- Work with the Co-spiritual director to determine ministries to be discerned.
- Based on the ministries to be discerned, prepare a handout for the team that describes the specific ministries to be discerned. The other side of the handout should have the three questions handout and the Team Renewal Prayer/Prayer to the Holy Spirit.
- Begin praying for team members, process and self.

Three weeks prior to discernment:

- Check out a discernment facilitator notebook from the CRHP library. Review the discernment outline and develop talking points if desired. (See script notes within the outline in the next section.)
- Make sure appropriate rooms are reserved for discernment and prayer support. (See church reservation form in notebook.) Check out what else is scheduled in Sanctuary and let appropriate people know (choir practices, etc.) about prayer support.
- Recruit someone to set up Sanctuary for prayer support (see notebook for set up details.)
- If desired, customize discernment worksheet to keep track of process.
- Make sure a CD player is available in discernment room. (CD of instrumental music in discernment notebook.)

Two weeks prior to discernment:

- Meet with CSD and history giving facilitator. Discuss use of flipcharts or white board and determine who will prepare lists in advance of discernment. Decide if you will need the history giving facilitator to record on the flipcharts/whiteboard.
- Determine if anyone will be discerned remotely or in absentia. (See end of this section for notes to consider.) Make appropriate space and equipment arrangements if needed.
- Determine if anyone else needs to be present at discernment (facilitators in training, those who have specific jobs). Remind them that they are not to participate in the proceedings but are encouraged to pray throughout. They should not leave the room unless necessary and should return immediately. They should not be giving progress reports to others in prayer. It's a good idea to ONLY have those in the room that are absolutely necessary...it cuts down on distractions.

- Notify the Continuation Committee and others in the CRHP community as to date/time of discernment so that they can be present for prayer support. Make a list of the team and arrange for copies to be in the Sanctuary during prayer support.

One week prior to discernment:

- Make sure CSD has copies of the handout for the team that describes the specific ministries to be discerned (see disk for handout to customize). The other side of the handout should have the three questions handout and the Team Renewal Prayer/Prayer to the Holy Spirit.
- If desired, prepare the discernment reminder and give to CSD for distribution to team members or distribute electronically.

CSD Agenda for Discernment

NOTE: This schedule is made using “weeks prior” to the Team Discernment Meeting , so that the CSD and Lay Director can adapt it to their calendar schedules.

ASAP after selection as CSD:

Select Discernment Facilitator from Continuation Committee list.

5th Mtg. Prior:

- A. Contact Continuation Committee to confirm the Discernment Evening locations for each of the team meeting and the Prayer Support.
- B. Tell Team that Discernment Evening is mandatory.

4th Mtg. Prior:

- A. Only if necessary to change from previously scheduled area reservations, notify Continuation Committee of revised date, time and location request, so it can request location changes.
- B. “Lightly” introduce Discernment concept to Team; and tell them date and time.
- C. Talk to the Discernment Facilitator about how to represent absentees in Discernment.
- D. Notify/remind prior team CSD to organize Prayer Support.

3rd Mtg. Prior:

- A. Tell team it needs 100% attendance the last meeting prior to Discernment.
- B. Tell Team that Discernment Facilitator will tell them about discernment a week before the event.
- C. Work with CSD to determine specific ministries to be discerned and the number of people for each ministry.
- D. Identify potential absentees.
- E. Arrange w/ Spiritual Director for the transfer of the Host if using Chapel/room.

2nd Mtg. Prior:

- A. Determine ministries to be discerned and number for each.
- B. Meet individually, face-to-face with any potential absentee to:
 - a. Obtain their answers to the three questions in Handout #4.
 - b. Counsel them to determine:
 - i. Why they believe God is calling them to the ministry in Question #3.
 - ii. Their choices for a 2nd or 3rd ministry if the Team discerns another person for the absentee’s called ministry.
- C. Request Continuation Committee to broadcast need for Prayer Support

Last Mtg. Prior:

- A. Confirm to Discernment Facilitator which ministries and assistant ministries are needed, based on final team number.
- B. Finalize with the Spiritual Director for the transfer of the Host for adoration to the Church Chapel if the Team and the prayer support people will be using the Chapel.
- C. Pre-Discernment meeting talk: After the HG/FS has started the meeting, introduce the Discernment Facilitator. The Discernment Facilitator’s talk should be given immediately after the opening prayers so the Discernment Facilitator is not involved in God Moments and/or Faith Sharing. Discernment Facilitator will leave right after talk. Or the Discernment Facilitator can be invited to join the meeting when all HGFS is complete.
- D. Identify any additional Team members who must be absent from Discernment and meet with them.

Discerning absent team members:

In the ideal world, every team member will be present for the Evening of Discernment. We don't live in the ideal world. It's possible that a team member may be unable to attend.

Here are a couple of strategies that have worked for other discernments.

The CSD can meet with the person(s) who will be absent ahead of time and talk with them as they complete answers to the three questions on the discernment handout. It is helpful for those who will be absent to list 2-3 potential ministries, and they should be reminded that it is possible they will be discerned for something completely different.

The CSD or the facilitator can then "speak" for the absent person during the process of discernment. The CSD should contact the person as soon as possible after discernment to discuss the ministry and any concerns.

Another option is to have the person join by phone. This can be handled with a speaker phone (if available) or by asking an assistant facilitator to relay information to the person through a cell phone. This process has its drawbacks, in that it's difficult to have someone on the phone for a long period of time. Consider asking the person to join at the beginning of the second part. The CSD should meet with this person in advance to go through information from the first part of the evening and get a copy of the answers to the three questions, in case the technology fails.

The CRHP manual suggests that those who are absent can be discerned only for support ministries, not witness room ministries. At this time, we are not holding to that restriction.

Speaking Notes for Pre Discernment Talk

Introduction: This talk is about you as a team working as the Body of Christ incarnate. It's not about a human based process. It is a faith experience, faith in action in a palpable way.

Discernment Facilitators's Ministry during Discernment: Listen to and facilitate the work of the Holy Spirit amongst you. It is not my role to lead you. It is my ministry to guide you to hear, to recognize the Holy Spirit working through you.

Pre-Discernment Overview:

Over the week ahead you each have a specific piece of work to do for God. He has prepared you for this week over the weeks since your retreat. The work God is calling you to do is to discern His call for your ministry during the retreat ahead. You will hear His call by listening for His quiet voice through prayer and meditation. He may tell you to move out of your comfort zone, as like St. Peter to "step out of the boat". He may ask you to disregard previous ministries or your well-honed secular skills. Regardless of the ministry to which he calls you, He will help you to walk across the waters of that ministry. He will provide you with all you need for that walk.

Your spiritual work during the week ahead:

This Discernment is a faith exercise to identify God's request of you to take on a particular one ministry for the coming retreat. He is only focused on the retreat for which you are now preparing. Your previous ministries are quite likely not relevant to the weekend ahead. Then again they might be. The faith required of you is the belief that he will put you in the right place and he will help you through.

"The How To...": Take time in a very quiet place away from the distractions of daily life. Ask God's help to clear your mind of the day and week gone by or yet to come. Ask the same about any previous ministry. Ask Him to help you hear Him speak. Pray, read scripture and all the time listen quietly to hear God's call to you.

Remember, His schedule is not your schedule, so be prepared to spend more time than you may think will be necessary. He is waiting for you to arrive at a particular place about which only he knows. Rest assured. He will tell you when you've arrived.

Your call may come as a quietly rising feeling, a slowly developing thought, or like a light bulb turning on. It can come during or after you are reading His word, the Handbook, or even as you go about your living, even at a long traffic light. Listen for him wherever you go, whenever you stop.

IMPORTANT: Do not talk with each other or your friends about your call. Talking to a teammate may cause one of you for very good human reasons to change ministries (E.G. to avoid conflict). A friend, no matter how close, can only see you in the present and past. No one can tell what God wants you to do in the future, so you both need to listen only to God, not each other.

Affirmed Lay Director Discernment Role:

Teams subconsciously tend to follow their captain's wishes. During Discernments the Lay Director's affirmations can be perceived as their strong opinions/choices. Therefore, once affirmed by the team, the Lay Director usually remains silent but also prays for his team's openness to the Holy Spirit.

Home preparation:

For at least three times go into seclusion of at least thirty minutes to pray and meditate on His word and to listen for Him. While there on your first session, read the pages in the Handbook listed on the handout as guidance. Read it before your journey of discerning God's call to you.

Come to the Discernment meeting with carefully written answers to all three questions in the blue pamphlet - Handout #4. Keep answers to no more than three sentences. During Discernment your teammates will need you to read exactly what you have written for each question. Trust in God as you write. Remember, it is critically important to the process of the Team's spiritually based Discernment that you tell them one specific ministry to which you truly believe God has called you.

We all have work to do in the week ahead, I will pray for you to have completely open hearts and minds to hear Gods call. Please pray for me to also be completely open to the Holy Spirit, so I can fruitfully facilitate your discernment next Sunday.

NOTE: DF should distribute copies of Section 9.4.2.2 (Discernment Reminder Information). At a separate time and place ask the CSD to also write out his answers to the questions in anticipation of their confirmation as CSD at the start of the Discernment meeting.

Evening of Discernment

James 1:5(NLT) "If you need wisdom...ask HIM, and HE will gladly tell you."

Set up

- Set up enough chairs for each team member and the facilitator in a circle. Make sure everyone can see everyone else.
- Reserve a place for the Christ candle and the Bible.
- If you are using flipcharts, post them in an appropriate place
- If you are using a speaker phone, make sure it is working.
- Bring extra copies of ministry descriptions/three questions handout

First Part:

Music: For Such a Time as This (if desired)

Opening prayer: Prayer to the Holy Spirit

Distribution of Discernment Guide: If anyone forgets to bring theirs

Review and discussion of discernment process: (See sample script for First Part); draw from CRHP Handbook Part II, Chapter III

Explanation of procedure for discernment: Review again exactly which ministries will be discerned, steps in the process

Statement on the procedure for assigning, affirming and commissioning absent team members: Based on decision of CSD/facilitator

Invoke Holy Spirit by singing Come Holy Ghost: Words on handout

Time for quiet and reflective reading of the appropriate scripture passage:
Selected and read by CSD

Period of silence and prayerful listening for inner call: Play soft music (if desired)

Move to sanctuary or designated area

Second Part:

(See Attachments section for sample script)

Team Renewal Prayer: Read by team, on handout

Shared prayer: Facilitator invites prayer for team, process

Reminder to read what is written: God will take care of the conflicts!

Introductions, read answer to Question 3: Go around the room; assistant will tabulate on flip chart or white board, if using.

Confirm who is called to each ministry:

Go to prayer and Scripture: May read selected passages aloud

Discern in order of appearance in Discernment Handout:

- Start with Co-Spiritual Director
- Ask for description of call by reading answers to Questions 1 and 2
- Ask for affirmations
- Commission by having discerned person kneel in middle of circle, all pray over him/her; end with short song or prayer and applause
- Read names of those called to Lay Director ministry
- Pray quietly for those team members
- Ask each to describe call by reading answers to Questions 1 and 2
- Ask for affirmations
- When team affirmation of one person has been elicited, commission Lay Director
- Repeat process for all ministries

At end of discernment:

- Share prayer of thanksgiving and song
- Remind of confidentiality about things shared during discernment
- Allow CDS/Lay director to make announcements about next meeting

Notes:

- Ministries can be commissioned in groups rather than individually
- Be sensitive to the movement of the Holy Spirit. Periods of silent listening and prayer are a blessing
- Welcome opportunities for healing and forgiveness
- Make sure hurt feelings are addressed
- Call back to prayer if discussion reaches an impasse
- Use lots if needed

Sample Script First Part, Option A

Every person on this team will play a part in being the living presence of Jesus from this night forward. This is a special night in which each person here will receive a special calling from the Holy Spirit to service. You are called tonight to:

- A commitment to personal spiritual growth
- Active participation in the spiritual renewal process in this parish
- A commitment to other team members to form a community of love and service to each of them.

Prior to tonight, you prayed for guidance and wisdom to discern what the Spirit wants of you. Please continue praying tonight and say one for your facilitators.

There are three elements to the process you will participate in tonight:

- An inner call to the Lord's preference for your ministry and work in the coming weekend and in how you participate in your weeks of formation ahead....and you will have peace that you have heard what God wants of you. You may be nervous or concerned about what that calling is since it may be to something you are not used to doing. But don't try to outguess the Lord. He knows better than you what will help your spiritual growth and what role you can assume to renew our parish.
- The second element is the Team Discernment. Your team members are called to encourage you toward a particular ministry, particularly when you are not clear on what your call is or if you feel inadequate about the ministry you are considering. Also remember that more than one person may feel called to the same ministry. Here the team's dialogue, if based on prayerful reflection, can bring out what is needed for the whole team and for the parish from you.
- Third is the Commissioning of Particular Ministries. Here we will all call on the Holy Spirit to help us send forth each person to ministry. We will say a prayer after each member is discerned as a form of commissioning. Each person being commissioned stands or kneels in the midst of the team to receive the team's prayer and expression of faith.

The most important thing to remember is to be open to the Holy Spirit. Remember the words of God in Scripture –

“I have chosen you, you have not chosen Me.”

There is another famous saying that pertains to tonight – *“God does not always call the prepared, but always prepares those He calls.”* So I invite you to be open to whatever happens tonight.

Affirmation: As we progress through the discernment process, all of you will be asked to affirm the team member who has stated a preference for a particular ministry. You may also decide to affirm a person for another ministry -- instead of the one that team member originally professed. Perhaps that person needs help in answering the call. All are asked to carefully listen to what the speaking person is saying. Then you will be invited to comment.

Remember that if you are affirmed to a different ministry than the one you originally contemplated, God may be inviting you to step outside your comfort zone.

Ground rules:

- Observe Confidentiality – here and outside of here.
- Speak clearly and loudly.
- Be patient with each other.
- Be honest with each other, trust each other.
- We are listening to God's call, not applying for a job. God is summoning you to a ministry.
- Keep in mind that you may be called to another ministry than the one you have focused on.
- So understand that when you feel called to a particular ministry and are discerned by your team to a different ministry, it is a recognition of a spiritual gift or talent that you reflect that others see in you, even if you don't.

Review each ministry, give a brief statement as to what each ministry entails. Make sure all is clear.

When we come back from the chapel, we will start the discernment process.

First we will go around the room. I'll ask each of you to read the answers you've written down to the three questions on your handout. If your handout is not complete, please finish it when we are in the chapel. Read what you have written, don't worry if everyone is feeling called to the same ministry. The Holy Spirit will work out the details.

We will discern the ministries in the order which they appear on your handout. We will start with the Spiritual Director and Co- Spiritual Director, ministries which are already discerned. I will ask for affirmations for those called to each ministry. Affirmation should always be expressed in positive statements. If no one feels called to a ministry, I will ask the team if they think someone is called to that ministry. We will pray and affirm until one person is affirmed for each ministry.

If more than one person is equally called and affirmed for a ministry, we will use lots. This is what the Apostles did to find a person to fill Judas' ministry. We can do the same.

I will be happy to answer any questions you have about the process. Then we will go to the chapel and pray about discernment. Please pray for you team mates.

Prayer for Discernment

**Loving and caring God,
source of strength and support,
I ask You today to guide me in Your ways.
Give me the wisdom and the understanding**

To grasp Your will for me.

**Lead me in my journey to discern
How I am to serve you.**

I ask this through Christ the Lord.

Amen.

Sample Script First Part, Option B

Review and discussion of discernment process:

(Text in italics is taken directly from CRHP handbook.)

I'm (name) and I'll be facilitating this discernment process. I'll be using notes a lot so I don't forget anything important...and I'll ask for your prayers and patience as I try to help the Holy Spirit guide us through this process.

It probably feels like you've been waiting a long time for this. You've been praying....we've been praying. Your co-spiritual director and facilitator have been giving you lots of good advice and things to think about.

My best advice on how to approach this evening is with a spirit of willingness...an open heart and mind for wherever God leads you and your teammates. Be open to God's surprises!!

You may be feeling a specific call

You may feel no call at all

You may feel confused, concerned, anxious, sick to your stomach...

It's OKAY! Please try to relax...breathe in Jesus....blow out the stress!

Lay down any fears you may have....if we truly have come with open and willing hearts, we will be okay no matter what ministry "label" you wear when you walk out of here... and we free God's Spirit to reign supreme here tonight. It's not about us, it's about Him.

Purpose for Discernment:

- Nurturing
- Experiencing God's call
- Affirmation and Confirmation
- Forgiveness and Healing

You were called to the weekend, to this team, to formation and now to a specific ministry. And it is about discernment, not decision.

Before I ask you to prayerfully reflect on your call, I'd like to review some important points about the discernment process. You read about this in your CRHP manual.

- *Paul says that "each of us has been given some manifestation of the Spirit for the common good."* You each have a role to play in the Renewal Weekend. Our purpose tonight is to discern that role.
- These are not JOBS or POSITIONS....these are MINISTRIES (helps us stay focused on the HOLY!)
- Remember, these are not FOREVER ministry commitments...simply for this particular formation and renewal weekend.

- This is not an election...we are not APPOINTING or VOTING for who will do what ministry. This is not just about “Who would be good at this, but who is called...listen! *This discernment exercise is not a problem-solving technique or a decision-making process. It is designed to be a faith experience within a very specific context...this is an exercise in faith, not a political caucus.*
- No ministry is done alone...all are here to help each other...you don’t “do” your ministry by yourself...you simply coordinate your sisters working together! ☺
- It’s not about “WHAT I WANT”... but what HE’S calling us to. *It is important that we seek not our works, but his; not what we want to do, but what he wants us to do; not our will, but his; not what is good for us, but what is good for his people.*
- No ministry is more important than another...ALL ARE NEEDED!! We discern in the order listed...but it does not reflect the importance!! Think where we’d be without kitchen coordinators!! Some are more visible on the weekend than others...but ALL ARE IMPORTANT!! VISIBILITY DOES NOT DETERMINE IMPORTANCE!!! And God has special ways that HE wants you to grow in the next six months through your ministry...whether it’s something you initially feel comfortable with, or feel it’s WAY out of your comfort zone. Another growth opportunity! Another chance to TRUST!!
- Everyone here could do any one of these ministries...because it’s not in our power that this weekend will happen, but as GOD works through each one of you. HE will supply your needs and give you what you need...for wherever HE calls you! Sometimes we are called for our strength, but sometimes we are called for our weakness. *If you believe that only Christ can renew hearts - renew your parish, then never doubt that he knows how each team member can best serve his work - how best the heart of each renewal participant can be touched. He desires for us to know, too. If we listen he will tell us. But the Spirit surprises, so remain constantly open to the ever new and creative ways of the Lord. His ways are not ours.*
- Our stories are shared in many different ways on the weekend...even if you’re not called to witness from the lectern, it may happen during a meal, in the restroom, in the hallway, in the chapel...never underestimate the power of our GOD!!
- As you have prayed about the three questions on the back of the yellow sheet, I hope you have begun to hear that inner call. As you reflect on a specific ministry, you will usually feel a sense of peace...perhaps accompanied by nervousness, surprise, inadequacy...but deep down a sense of rightness. It is not unusual that someone who never leads may be called to lay director or table leader, a quiet person is called to table leader or someone who’s usually in the front is called to serve and support. Just listen for that voice that speaks in the quiet of your soul.

Explanation of procedure for discernment:

- This will probably be a long night...there are no official breaks, if you need to use the restroom please go one at a time and come back as quickly as possible. If you need to stand and stretch, please do so. And if anything isn’t clear, ask.

Some Ground Rules...

- Confidentiality; as with your history giving and faith sharing, what is voiced here should stay here
- Speak loudly so all can hear

The Process...

- Keep the bigger process in mind. We are listening for God's call, not applying for a job!
- Be honest. You've been learning about each other through History Giving and Faith Sharing. This evening happens as God uses the bonds that you've built with your sisters these last few weeks. Say what you feel "nudged" to say.
- Writing down a specific ministry doesn't mean that's what you'll end up with. It may simply be part of the bigger process.
- What you feel, what you say, what you may feel called to - God will use it all as part of the process - don't feel as though you must not be able to hear or understand the Holy Spirit if you don't end up with the ministry that you came in here feeling called to - it isn't wrong... simply part of the process. It's okay to say you feel called and then be discerned to a different ministry
- God will sort out the conflicts...and if we have people equally called and equally affirmed for a ministry, we'll choose that ministry by drawing lots

There are three parts to discernment...the call, the confirmation and the commissioning. All are critical. The process of discernment only works if you are honest. You must be honest in what you feel called to...you must also voice honestly your confirmation of others in their calls. At times, there may appear to be a contradiction in discernment, in that more than one person feels called to the same ministry. That's where the affirmations are critical...each of you must listen for that voice in your heart, and say what the spirit tells you to say...for the good of the team. So your affirmations are critical. And when each ministry is commissioned, your shared prayer will support and strengthen each team member as she embarks on her ministry.

I'd like to take a few minutes to review again which ministries will be discerned. At some point, you will want to change this, but we will stick with this list. (Review the ministries on the flipchart or white board, including the number of each.) I would also encourage you to keep your CRHP handbook turned to section 4, beginning on page 10, where you will find a description of each ministry.

Period of silence and prayerful listening for inner call:

For the next few minutes, I will ask you to prayerfully reflect on your call. Reflect on the answers to the three questions on your handout, because I'm going to ask you to read exactly what you have written. For question 3, make sure you have written down one ministry and be specific. If you are called to witness, for instance, write down which witness. The ministries are listed on the handout and I know they have been described to you. Also use the time to pray for your team members and for what they are called to do.

You'll notice members of past teams in the church. They will be praying all night in support of our discernment.

Play quiet music during reflection time:

Sample Script Second Part

Begin with the Team Renewal Prayer and shared prayer for the process.

Go around the room. Each person will introduce self and simply states to what ministry he or she is called. No discussion, no affirmations. MAKE SURE PEOPLE READ JUST WHAT IS WRITTEN. DO NOT ELABORATE. REMIND THEM THEY WILL HAVE A CHANCE TO EXPLAIN THEIR CALL LATER. Start with co-spiritual director as a model.

Read who said they are called to which ministry, ask for confirmation or clarification. If using flip chart, make sure all names are listed.

Go to prayer...pray for each other, read descriptions, read Scripture, share any Scripture aloud if called to do so.

Proverbs, Chapter 3, Versus 5-6

Isaiah Chapter 12, Verse 2

Start with Co-spiritual director

- Ask CSD to describe call by reading the answers to Questions 1 and 2 from the handout
- ask others to affirm CSD in that ministry
- “You were called and affirmed as Co-spiritual director. Will you accept the call?”

- Read who voiced a call for next ministry.
- Ask each one to describe that call.
- Ask for affirmations of those called, or others who now feel called to that ministry. If needed, go to prayer
- Go to each person...you have felt a call and been affirmed (or affirmed for something else)...how do you feel called now?
- Keep going until team affirmation is elicited for one person, ask that person to accept call.

- Repeat for each ministry.
- After going through lay director and witnesses, can skip to other ministries...don't have to go in strict order
- Can commission discerned team members in groups

Process for commissioning:

- Stand or kneel in center, team touching, shared prayer and Here I am Lord (facilitator starts shared prayer)

IF YOU GET STUCK WITH A SPECIFIC MINISTRY:

- Remind the team that you need to hear from them; who do they hear being called for this ministry. Focus on call, not qualifications
- Go to prayer and let the Holy Spirit work.

If all who are called are equally qualified, equally committed, go to lots. Mention that the apostles used this process to select from two equally qualified, equally committed candidates for Judas' ministry as an apostle. Read Acts: 20-26. Write each name on a lot. Pray over the lots. Have spiritual director or co

Attachments

Discernment preparation letter:

(All or parts of this letter can be distributed to team members just prior to discernment. It reinforces what is reviewed during the last History Giving and Faith Sharing segment and can calm fears about the unknown.)

Hi all!

I want to say a few words about our discernment process. It is scheduled to occur on the following date _____ for Team _____.

The participation in History Giving and Faith Sharing is the first step in Discernment. In order for you to discern God's will for our team, it is essential to know the spirituality, stories, personalities and qualities of your teammates. Faith sharing has accelerated the intimacy of our team. You know things about your teammates that are to be kept private and confidential and I hope you feel a real build up of trust in each other and the group. That is essential for team discernment.

Please pray, pray, and pray some more, for humility and openness, for yourself and your teammates It is truly the only way this will work. It is not a vote or a popularity contest. Try and literally take your ego out of this. Just keep praying for all of us to listen and hear and obey.

The discernment of ministries is one of the most important "tasks" of CRHP. It is a process of listening to God's call to you for the ministry He has in mind for you for the next weekend retreat and formation. It is a process of listening to Him call your team mates, also. It is not about what you want to do, but what He wants you to do. Often, people come into the process "knowing" (sure of) their call, and the team hears it differently. It would be a mistake to look at the manual and make any final decisions about what you will and will not do for our team at this point in the process. Discernment only happens with your recognizing that it isn't only your understanding of His will, but the team's understanding of His will. I say all this, because there are times when your understanding and the rest of the group's understanding for who should be in what ministry are not in sync. An example is a call to the priesthood. A man may feel he has a call, but it isn't done until the community affirms his call. It takes both.

Please take time to read the portion of the manual on discernment (part II, chp III, pgs 18-21) and the part of the manual on specific ministries. (chp 4, pg 1-36).

On the night of discernment, there will be a facilitator for the process. You have been given a 3 part questionnaire that helps unfold the Holy Spirit's will for you. The third question asks what you think the Holy Spirit is calling you to do. You must write a specific ministry for that answer. And don't discuss with other team members what you think you've been called to. Wait until the discernment night to reveal what you feel you've been called to.

On that night, we will have a period of shared and personal prayer. Then everyone will read aloud what they have written for their ministry. The facilitator will keep track. Once again, it is important to note that even though you have selected a ministry this does not necessarily mean that this is where the Holy Spirit needs you to be.

Each ministry is discerned one at a time. The names of those who felt called to the ministry being discerned will be read aloud by the facilitator.

Then, those being considered for the ministry being discerned will describe the call by reading their answers to Questions 1 and 2 on the discernment guide. After this, there is a time for affirmations. It is the team's job, through positive remarks, to guide, affirm, or re-direct those who have discerned the ministry. It is essential for each team member to be ready to help their team members by speaking the truth.

It is essential that all who are discerning listen to their teammates. If, after several affirmations, a particular name keeps surfacing over and over as the choice, then the Holy Spirit is speaking. **LISTEN!!** The other candidates, in humility and for the good of the team, should hear the consensus as a sign from the Spirit that they are to be used in another ministry and take their name out of the running. There is nothing more painful for a team than when someone does not listen to his or her teammates and in the process stalls the discernment process. Remember that Jesus uses people to be Him on earth, so that may be a way He chooses to reveal your ministry, through others. Or He'll use you to be Him for others to reveal theirs.

It should be a rare occasion that there is a deadlock, but should one occur, the team will take time to pray. With the help of the facilitator or by drawing lots, a decision will be made. Again, this should be rare. If the team has done its job in affirming the candidates with honesty, love and humility and the candidates have listened in the same way, it is easy to hear the Holy Spirit.

After team members are discerned for ministries, they are commissioned by the team praying over them. Once the Evening of Discernment is complete, there should be no second guessing the process. This is sinful and can destroy the unity of the team. At this point the team is no longer asking "who" but "how" they will each accomplish their important ministry.

"Let the renewing of your minds transform you so that you may discern for yourselves what is the will of God."
Romans 12: 1-2

Discernment reminder:

(This is an option handout. Please add specific ministries and numbers if used.)

*Christ Renews His Parish
Discernment for Team _____*

Date _____

Time _____

Place _____

*Please bring your **Bible**, **CRHP Manual** and **Nametag**, along with *(from the Manual)* these “attitudes which must accompany a fruitful discernment:*

Spirit of Openness - to be formed into a unified body of Christ

Readiness to grow in Discipleship

Faith – that God can speak to individuals and manifest his will through the community

Trust in the Lord – and the power of the Holy Spirit.

Love – for each other and those who will be invited to the next Renewal Weekend

Honesty - offered in love and received in love

Truth – spoken in love and received as a gift. When not spoken, God’s work in discernment can be hindered.

Confidentiality – about personal remarks and feelings which may come from the dialogue of discernment

Forgiveness and healing – as God’s gift to each member of the team”

Ministries to be discerned:

(List exactly those ministries to be discerned for your team)

Discernment Optional Handout #1:

(This is an optional handout to go along with discernment.)

Discernment = Healing

- *Say what you feel led to say.*
- *All that you say is part of the process - You may be called to affirm another in a particular ministry, even though it may not be the ministry that she's called to. If she does not end up with that ministry - don't feel that you've spoken out of place...*

...perhaps that person needs help in hearing a "call"

...at times just being affirmed for a ministry - even though not called to it - brings healing and blessing beyond what we can know.

...Sometimes God wants us simply to be willing to step outside our comfort zone and be WILLING to accept a call to a particular ministry...even though it may not be the ministry that we are actually called to.

...All Part of the bigger process!!

*We don't know how God will use the affirmations we feel led
to give
or the words we are called to say.
Each one is an important part of the process.*

Discernment Optional Handout #2:

(This is an optional handout to go along with discernment.)

Listen...and Pray!

In preparation for our next meeting, *The Evening of Discernment*, please pray, pray, pray and take time to read about the Discernment of Team Ministries from our C.R.H.P. Manual, Part 2, pages 18-20, as well as individual ministry instructions listed in Part 4

Please remember:

*No ministry is more important than another. All ministries provide ways for God to work through your life to be a blessing to the invitees and your team on the next weekend.

*You can “do” any of these ministries with God’s help! It’s not about who could do it well, but who **God** is calling for this particular formation and weekend. Please consider, “Am I willing to do whatever ministry He calls me to?” (Not a job, but a MINISTRY ☺)

*This is not an election process, but truly a discernment of the Spirit as He works through your team members. “An exercise of FAITH.”

*A few thoughts from our manual about the witnesses that we’ll be discerning (it is important that we address the witness **themes** as we share witness on the weekend. It’s not just sharing **our** story, but how **God** has worked in our lives in connection to that particular theme.)*

Renewal - someone who has had a profound experience of renewal/change in her life

Spirituality - one with an awareness of God’s presence in her daily life

Christian Community - one who has especially felt God at work in her life through the church/Christian community

Christian Awareness - one with an awareness of Christ’s presence and working in her daily life - “serving and loving as Jesus did” - “awareness of a new life style.”

Scripture - experience scripture as “nourishing and sustaining spiritual growth”. An awareness of God’s presence in His Word and/or experience of God speaking through His Word (may be in church or individually)

The Father’s Loving Care - “experience of a loving Heavenly Father’s daily concern” - closeness with God as “Father” (may be because of a close experience with your earthly Father, or because God is your only experience of a true Father figure)

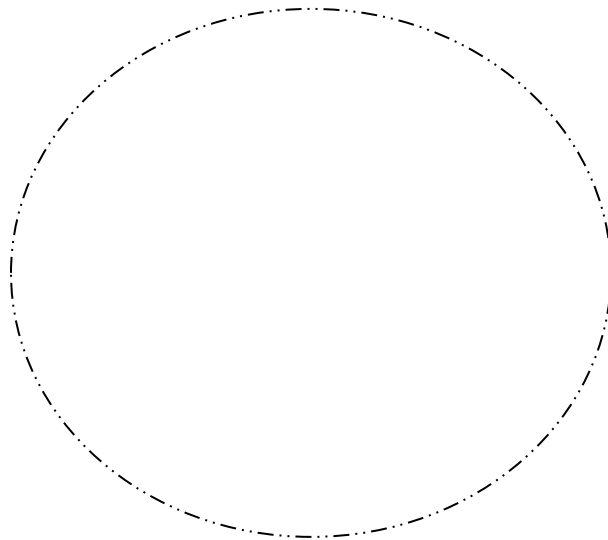
*New Life in Christ and Discipleship Witnesses are given by the Co-Spiritual Director and Lay Director, Reconciliation Witness by the Priest, and the Witness on Eucharist by a teen from the parish.

Discernment worksheet:

(If using, fill in with team names in far right, include appropriate ministries.)

MINISTRY	CALL	CALLED/AFFIRMED	FINAL	TEAM
Spiritual Director				
Co-Spiritual Director				
Lay Director				
Renewal Witness				
Spirituality Witness				
Christian Com. Witness				
Christian Awareness Witness				
Scripture Witness				
Fr. Loving Care Witness				
Table Leader				
Table Leader				
Table Leader				
Table Leader				
Table Leader				
Table Leader				
Sacristan				
Asst. Sacristan				
Liturgist				
Facilitator				
Invitations Coordinator				
HELP Coordinator				
Physical Arrangements				
Asst. Physical Arrangements				
Kitchen Coordinator				
Asst. Kitchen Coordinator				
Artist/Materials Coordinator				

Chair circle option:

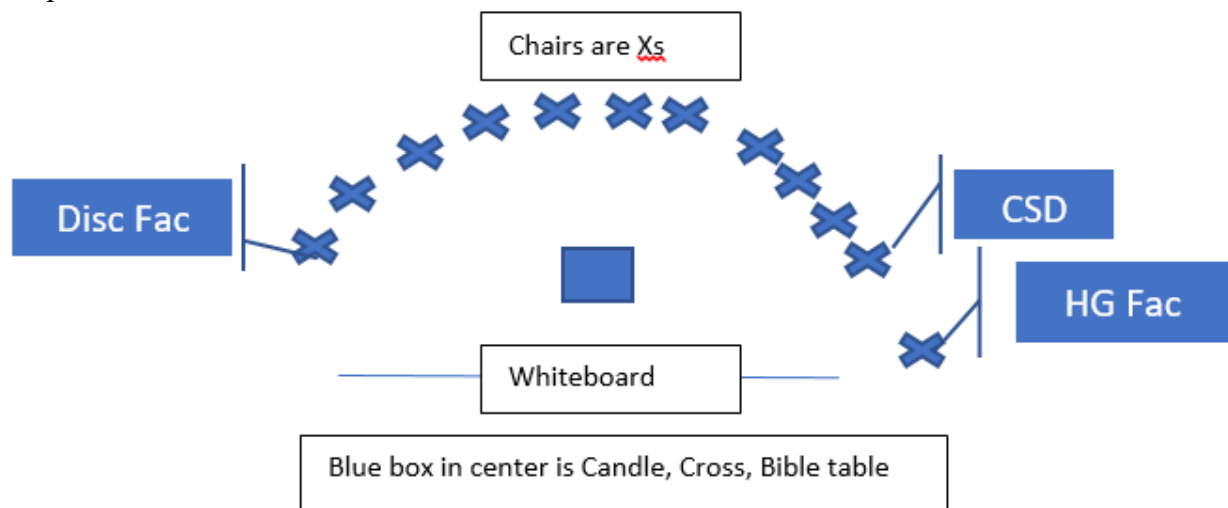


Discernment worksheet:

(If using, fill in with team names in far right, include appropriate ministries.)

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Table Leader				
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Asst. Sacristan				
Liturgist				
Facilitator				
Invitations Coordinator				
HELP Coordinator				
Physical Arrangements				
Asst. Physical Arrangements				
Kitchen Coordinator				
Asst. Kitchen Coordinator				
Artist/Materials Coordinator				

Chair arc option:



Handouts for Evening of Discernment

CHRIST RENEWS HIS PARISH SYNOPSIS OF TEAM MINISTRIES

SPIRITUAL DIRECTOR(S)** – a priest of the parish whose ministry is to be pastorally responsible for providing spiritual leadership, counseling and liturgical or para-liturgical services for the team during its formation; for being present to all during the **Renewal Weekend**; and for being of assistance to the renewal community formed as a result of the weekend. This ministry is chosen in advance. (**Deacons, vowed religious and lay persons may serve as Spiritual Director. Although Co-Spiritual Directors are, also, previously selected, occasionally they are called and discerned.)

LAY DIRECTOR (1) – the person discerned and supported by the team whose ministry is to provide spiritual inspiration and leadership for the team during its formation. Together with the Spiritual Director, the Lay Director coordinates the various activities and preparation of individual team members into a single instrument in the hands of the Holy Spirit. He/she is the prayer leader and directs the weekend itself, giving the final witness on Discipleship.

WITNESSEES (6) – those who give “witness” to their own experience of **Renewal, Spirituality, Christian Community, Eucharist, Scripture, Father’s Loving Care for Us**. They also assist Table Leaders in ministering to the participants at their assigned tables.

TABLE LEADERS (6) – those assigned to specific tables to lead and facilitate prayer and sharing, to enlist the involvement of all at their table, to participate in all activities, to be listeners and servants, and to assist in every way possible those making the weekend.

SACRISTAN AND ASSISTANT (2) - the person who prepares the chapel and other areas needed for prayer and scripture services and the celebration of Reconciliation and Eucharist during both the formation period and the weekend.

LITURGIST (1) – the person who plans the liturgies and para-liturgical services for the formation period and the weekend. Provides music and song (by recording, instrument, etc.) for the joyful celebration of scripture, Reconciliation and Eucharist.

WEEKEND FACILITATOR ASSISTANT (1) – the person responsible for working with the Spiritual and Lay directors in getting supplies, team personnel and participants to the right place at the right time both prior to and during the weekend.

HELP COORDINATOR (1) - plans and coordinates the team effort in soliciting and gathering general and personal HELP and prayer support for those making the weekend.

PHYSICAL ARRANGEMENTS COORDINATOR (1) - responsible for the set-up of the facilities before the **Renewal Weekend** and for the clean-up after the weekend.

KITCHEN COORDINATOR AND ASSISTANT (2) – arranges for a committee to plan, prepare and serve the meals on the Renewal Weekend. Acts as the liaison between the team and this committee.

MATERIALS COORDINATOR (1) – arranges for the development of artwork for the various materials used during the **Renewal Weekend** and coordinates the production of those materials (nametags, participant notebooks, etc.).

WEEKEND FACILITATOR AND INVITATIONS COORDINATOR have been discerned.

*New Life in Christ and Discipleship witnesses are given by the Co-Spiritual Director and Lay Director, Reconciliation witness by the Priest, and the witness on Christian Awareness by a teen from the parish.

FOR YOUR PRAYERFUL REFLECTION AND RESPONSE

1. How do you feel about allowing the Lord to transform you, to direct your life and to specifically speak HIS desires to your heart?

2. Of what gift or grace have you become aware, even just recently, which could be used for the good of the whole team and the participants in the next *Renewal Weekend*?

3. What one particular team ministry do you feel called by the Lord to perform and want to ask your team to commission you for. Be honest. Have courage. Trust the Lord. Be specific. Name only one ministry. If the call is to witness, which one? (See inside for synopsis of team ministries.)

**In sharing your response with your team members,
BE HONEST. Read EXACTLY what you have
written. TRUST the Lord.**

**CRHP TEAM FORMATION
Handout #4**

**THE DISCERNMENT AND
COMMISSIONING OF
PARTICULAR TEAM MINISTRIES**

This is a prayerful process which demands Faith, Trust and Honesty in the Holy Spirit, in yourself and in each other.

All Sing “Come Holy Ghost”

Privately and silently read the following Scripture. Listen to the Lord speak to you personally. He is calling you to a specific ministry of love for the next **Renewal Weekend** in your parish. Will you accept?

“...Offer yourselves as a living sacrifice to God, dedicated to His service and pleasing to him...let God transform you inwardly by a complete change of your mind. Then you will be able to know the will of God – what is good, and is pleasing to Him...And because of God’s gracious gift...I say to all of you: Do not think of yourselves more highly than you should. Instead, be modest in your thinking, and each one of you judge yourself according to the amount of faith that God has given you. We have many parts in the one body, and all these parts have different functions. In the same way, though we are many, we are one body in union with Christ and we are all joined to each other as different parts of one body. So we are to use our different gifts in accordance with the grace that God has given us. If our gift is to speak God’s message, we must do it according to the faith that we have. If it is to serve, we must serve. If it is to teach, we must teach. If it is to encourage others, we must do so. Whoever shares with others what he has, must do it generously; whoever has authority, must work hard; whoever shows kindness to others, must do it cheerfully. Love must be completely sincere...Love one another warmly as brothers and sisters in Christ...Work hard...Serve the Lord with a heart full of devotion...Pray at all times.”

TEAM RENEWAL PRAYER

We offer ourselves as a living sacrifice to You, O Lord, dedicated to Your service; to pleasing you.

Though we are many, we are one body in union with You, we are joined to each other as different parts of that one body. Help us to use our different gifts in accordance with Your grace.

If it is our call to LEAD, help us to lead with wisdom.

If it is our call to SERVE, help us to serve with joy.

If it is our call to TEACH, help us to teach Your truth.

If it is our call to GIVE WITNESS, help us to speak Your message according to the faith we have.

If it is our call to LISTEN, help us to listen with sensitivity.

If it is our call to ENCOURAGE OTHERS, help us to do so with kindness and gentleness.

Help us to share our gifts generously, to be sincere in our love, cheerful in our labor and patient in our troubles.

We thank You, Lord, for the opportunities you have given us to know Your will, to know what pleases You – to know that through this knowledge, we may grow in love for each other and through that love to grow in Your life of love.

May our lives be a prayer of praise – a song of hope, so joyful, that it leads others to be renewed in You.

Amen

PRAYER TO THE HOLY SPIRIT

COME, *Holy Spirit*.

Replace the *tension* within us with a holy *relaxation*.

Replace the *turbulence* within us with a sacred *calm*.

Replace the *anxiety* within us with a quiet *confidence*.

Replace the *fear* within us with a strong *faith*.

Replace the *bitterness* within us with the *sweetness* of grace.

Replace the *darkness* within us with a gentle *light*.

Replace the *coldness* within us with a loving *warmth*.

Replace the *night* within us with Your *day*.

Replace the *winter* within us with Your *spring*.

Straighten our crookedness.

Fill our emptiness.

Dull the edge of our pride.

Sharpen the edge of our humility.

Light the fires of our love.

Quench the flames of our lust.

Let us see ourselves as *YOU* see us,

That we may see You as You have promised us,

And be healed according to Your word.

COME, HOLY GHOST

Come, Holy Ghost, Creator blest

And in our hearts take up Thy rest.

Come with Thy grace and heav'nly aid.

To fill the hearts which thou hast made.

To fill the hearts which thou hast made.