

enabler supported ministry in the Missionary Diocese of Tasmania Anglican Church of Australia an exploratory guide for parishes

Each Christian community shares with the Bishop the responsibility for worship, ministry and mission.

**The Holy Spirit calls every Christian into a Christian community.
The Holy Spirit gives gifts for service to every Christian.
Every Christian community has sufficient gifts to carry out its worship, ministry and mission.**

enabler supported ministry

is a way of structuring ministry so that the local Church is responsible for establishing priorities for mission and ministry

helps us recognize

- Every congregation is a ministering community, rather than a community gathered around a minister
- Every member is a minister
- helps us recognise that all Christians have gifts in ministry [1 Corinthians 12:11; Ephesians 4:7-12]

“It is not a program or a system but a way of being, a culture”
(Bishop Stewart Zabriskie, Nevada Diocese)

how is it different?

1. Enabler Supported Ministry needs commitment to sharing the ministry of the parish.
2. A stipended Priest is no longer the primary minister in charge.
3. The main arena for ministry is in daily life.
4. The Local Ministry Support Team is made up of people from the community of faith.
5. They are called by the community and licensed by the Bishop.
6. Some Team members will be lay, some ordained.

the role of the parish council in enabler supported ministry in partnership with the local ministry support team

1. participates in shaping the mission and ministry of the Parish
2. keeps in mind the needs of:
 - the local community
 - the community of faith

3. participates in shaping policy and is accountable to the Bishop and Diocese for property, finances
4. accepts responsibility for Diocesan policies, practices and standards
5. funds ministry costs

what differences might we notice?

- The Bishop has a key on-going relationship and role with the ministering community in this model
- The clergy will not be in charge
- The Local Ministry Support Team may include more than one ordained local minister
- Licensed local clergy do not have a seat and vote at Synod
- Parish life is not dominated by money raising activity
- Key areas of ministry will be supported by a Local Ministry Support Team skilled for this work
- The Parish Council has an enhanced role in participating with the whole Parish in decision making about ministry and mission priorities
- a much closer relationship with the Diocese
- Sacramental Ministry is more readily available on a regular basis
- Practical support from a ministry Enabler
- Growth in commitment, faith, membership and mission effectiveness
- A strong bond with other Enabler Supported Ministry Parishes

the six steps for a Parish to embrace ESM:

stage one: enquiry

1. **The Director of Ministry is asked to explore with a Parish such things as:**

Exploration of options for the future
Financial Concerns
The theology and practice of Enabler Supported Ministry
2. **Information about Enabler Supported Ministry is provided to the Parish.**
3. **Written request from the Parish Council to the Bishop for approval to explore further the model.**
4. **The Parish proceeds to explore with permission of the Bishop.**

stage two: exploration

A Diocesan Officer guides the parish through the following:

1. Assessment of parish strengths / weaknesses
2. Identification of mission and ministry priorities
3. Identification of gifts of ministry for each member
4. Analysis of financial situation
5. Leadership potential

Decision to proceed

1. Parish Meeting and 'ballot' of members
2. Enabler appointed by the Bishop with Job description and finances agreed
3. Draft Covenant between Parish & Diocese
4. Time Frame agreed to commissioning

stage three: calling of the local ministry support team

1. Preparing the congregation for calling out process
2. Calling of people to form the Local Ministry Support Team
3. Potential team members approached confidentially
4. Names affirmed by Parish Council
5. Ministry Support Team invited to enter into a formation stage by the Bishop
6. Ministry Support Team presented to the Parish
7. Commitment to Training Covenant finalised to include:
 - Personal
 - Group
 - General
8. Draft Covenant with Diocese finalised
9. Interim Local Ministry Support Team formed

stage four: training

During this stage the Parish Enabler works to establish the **Local Ministry Support Team**, the **Parish Council** and the **Parishioners** in the functions of an enabled parish. Understanding the role of an Enabler is crucial during this stage.

Local Ministry Support Team

Individual needs in training

Ministry strengths and passions

Identify spiritual gifts for ministry service, including calling to particular ministries

- Functioning in roles
- Define roles and responsibilities

Parishioners

Grow in understanding of ministry gifts

stage five: assessment, licensing & ordinations

1. Review of Progress
 - a. Consideration of appropriateness of any Working Agreement
 - b. Consideration given to readiness of whole Parish
 - c. Readiness of individuals to take responsibilities
2. Members of Bishop's Vocational Advisory Team visit the Parish and make their recommendations to the Bishop assessing readiness for Enabler Supported Ministry including ordination
3. The Bishop considers establishment of the parish as an ESM Parish
4. A Service of Commissioning to inaugurate Enabler Supported Ministry, Commissioning of the Parish, licensing of the Team and Ordinations

stage six: ongoing training

Theological training continues under the Enabler.
Consideration of the Ministry Support Team development and well being.
Review/adjustment of ministry licenses
Consideration of working agreements
Plan development of mission

- Pastoral Care
- Development of team*
- Preaching
- Development of team*
- Worship
- Development of team*
- Outreach & evangelism
- Administration

Any other Ministry areas

second generation call

Local Ministry Support Team reviews mission and ministry of the Parish

- Calling out process activate
- Integration of new team members (if required)

review

It is beneficial if a full review of the effectiveness of the model will be conducted in the second year as a commissioned parish with a fully operational team. The review might suggest the need for the Parish to possibly exit.

Callings will be a part of the ongoing life of the Parish as the mission and ministry of the Parish evolves.

Supporting Legislation:

Parish Administration Ordinance 1995

28. Enabler Supported Ministry

(Amended 2002)

Numbers 1-3 will apply where the Bishop has given formal approval for a Parish to consider Enabler Supported Ministry.

Numbers 4-12 will apply where the Bishop has mandated Enabler Supported Ministry if there is conflict with other sections of the Ordinance.

In all other matters the relevant section of the Ordinance will apply.

1. A Parish may decide following the process requirements that follow, to adopt a pattern of ministry organisation known as Enabler Supported Ministry.

2. The following procedure shall be followed where parishes wish to consider and/or adopt Enabler Supported Ministry.

a. Parish representatives shall meet with Diocesan personnel and use resources provided to discover what Enabler Supported Ministry could mean for them.

b. The Bishop, assisted by the Diocesan Ministry Council, Diocesan Mission Enabler and/or a Diocesan Mission Support Officer, together with the Parish, will assess whether Enabler Supported Ministry is appropriate.

c. The Parish will hold a properly convened meeting of parishioners at which a vote must determine whether or not the parish will proceed with the Enabler Supported Ministry option.

d. Final approval shall be given by the Bishop and Diocesan Ministry Council before the process continues.

3. The continuing process for the development of Enabler Supported Ministry in the Parish will include:

a. The appointment of an Enabler who will be licensed by the Bishop to nurture ministry and Enabler Supported Ministry development.

b. The worshipping congregation(s) along with the Parish Council will covenant with the Bishop and the Enabler to enter the development of the Enabler Supported Ministry process according to current guidelines.

c. At an appropriate time, a Local Ministry Support Team (hereafter called "The 'Team'") will be called in order to enhance and support the mission and ministry of the whole Parish. In the calling process individuals shall be identified to serve as Ordained Local Ministers.

d. Following a period of formation, which will include prayer and study, the Parish and Team shall be commissioned for Enabler Supported Ministry. The service shall include ordination of those called to serve as Ordained Local Ministers. Team members will be licensed for ministry in the Parish.

e. A written Covenant shall be drawn up between the Parish and the Bishop outlining the terms and conditions under which Enabler Supported Ministry will be developed in the Parish and signed by the Churchwardens, members of the Team and the Bishop.

4. In Enabler Supported Ministry Parishes there shall be a Local Ministry Support Team (referred to as 'the Team')

a. Membership of the Team shall consist of a Coordinator of Administration and other licensed ministers, priests and deacons as agreed and called by the Parish and the Diocese. Other licensed lay ministers may be called, but need not be members of the Team.

b. The Executive of the Parish Council shall consist of:-

The Lay Chairperson

The Wardens

The Coordinator of Administration

An Ordained Local Minister elected at the Annual Meeting.

The Executive of the Parish Council shall administer the day to day affairs of the parish in between meetings of the Council. The Executive shall report to the Council, at each meeting, its activities and decisions during the period between the last meeting of the Council.

5. The Local Ministry Support Team shall:-

a. promote and participate in the mission of the Church and ensure that it is advanced through the parish, by generally seeking the coming of the Kingdom of God.

b. be responsible for the ordering and conduct of services of worship in the parish.

c. support and encourage ministry of all baptised members.

d. support and encourage each other as members of the Team.

e. meet with the Enabler regularly as a Team and individually as required.

- f. report to the Parish Council on mission and ministry matters and make recommendations concerning the same
 - g. report to the Parish Annual Meeting
6. The role of the Ordained members of the Team shall include:
- a. partnership in ministry with the Team and Parish community.
 - b. serving within the community which called them for ordination, as licensed by the Bishop, and shall only function in another parish with the support of the Team and Enabler.
 - c. serving in a voluntary capacity
 - d. not being eligible to be a Churchwarden
 - e. the License ceasing upon movement to another parish or diocese.
7. Unless elected or appointed under any special provisions of Ordinances of the Diocese, those ordained for such local ministry shall not by virtue of ordination be entitled to a seat on Synod. However, the Parish shall elect one of those ordained for such local ministry to be its licensed clergy representative of Synod with both a seat and vote in the House of Clergy.
8. Members of the Team are eligible to receive from the Parish reimbursement for expenses including travel at rates approved by the Diocese from time to time, as agreed by the Parish Council.
9. No more than two members of the Local Ministry Support Team shall be elected to serve as members of the Parish Council. The Coordinator of Administration shall be an ex-officio member of the Parish Council with full voting rights.
10. The primary responsibilities of the Enabler shall include assisting the Team and Parish in:
- a. the development of a mission strategy and encouragement of outreach.
 - b. the development of appropriate styles of local ministry.
 - c. the ongoing identification of ministry skills.
 - d. the facilitation of training programs.
 - e. the supervision and mentoring of individuals in the development of their particular ministries.
 - f. Sunday worship as appropriate.
- 11.a The Annual Meeting shall determine the number who shall be members of the Parish Council.
- b. There shall be no more than three Church Wardens, one of whom shall be appointed by the Team and the Enabler.
 - c. The number of other members of the Parish Council shall be at least equal to the number of Wardens.
 - d. For the purpose of any Canon, Ordinance, resolution or rule of Synod the Churchwardens shall be understood to be the Churchwardens of any church building in a parish and of the parish as a whole.
 - e. The Parish Council shall elect from any member of the Council a person to be the Chairperson and a person to be the Vice Chairperson
 - f. The Chairperson shall have a deliberate vote only, except in the case of equal voting at an election when the Chairperson shall have a second or casting vote.
 - g. In case of sickness, accident or death of the Enabler, the Churchwardens shall liaise with the Diocesan Mission Support Officer and/or the Diocesan Mission Enabler.
 - h. The appointment of an Enabler shall be made by the Bishop in partnership with the Ministry Council, Diocesan Mission Enabler and/or the Mission Support Officer in discussion with the Parish(es) that the Enabler will serve.
12. Enabler Supported Ministry Parishes shall follow all Guidelines published by the Diocesan Ministry Council that pertain to the development of Enabler Supported Ministry. All such Guidelines shall first be ratified by the Bishop and Diocesan Council before coming into force.

For further information see:

Frequently Asked Questions

<http://www.anglicantas.org.au/resources/totalministryfaq.html>

2006 Review of ESM

http://www.anglicantas.org.au/pdfs/enabler_supported_ministry_report.pdf