

A serene sunset over a body of water. The sky is a mix of deep blue, purple, and pink. In the foreground, a small wooden boat with two oars is on the water. The water is calm and reflects the colors of the sky. In the distance, there are some structures and other boats on the horizon.

*All gifts are
given by God!*

TOTAL MINISTRY INTRODUCTION

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Each community has been equipped with everything necessary to fulfil God's call and to engage in mission.

WHAT IS TOTAL MINISTRY?

Total Ministry is a shared ministry, which sees the whole Church as a body of ministers: baptized, sealed, ordained, commissioned – faithfully and perceptibly striving to honor their commitments to the Baptismal Covenant. Total Ministry therefore embodies mutuality and accountability; and reflects the optimism, enthusiasm, and focus on mission characteristic of the early Christian Church.

Since we believe that all the baptized are gifted by the Holy Spirit with spiritual gifts for the work of ministry, each church needs to strive to equip, encourage, and support its members in using those gifts in every area of their lives, both within and outside the "organized church." This radical, all-inclusive nature of the concept is the hardest aspect of understanding Total Ministry.

Total Ministry is collaborative in nature. Instead of seeing the church's pastor as the congregation's sole "minister," all the members of a congregation are "partners in God's mission." Where in the past one person attempted to do the church's ministry on behalf of the entire community of believers, now a team of gifted people, ordained and lay, leads the community in developing, equipping, and sending ministry teams to carry out God's work.

IDEAL VISION OF TOTAL MINISTRY

Ideally Total Ministry can be seen as communities of diverse, divinely-gifted children of God, with open hearts and open minds, moved by the Spirit of God and empowered to answer the call to be the inclusive love of Jesus in this broken world!

Individual and communal growth starts with recognizing the ministries of all the members. These ministries of sharing God's love can be identified within the congregation as well as in the neighborhood – by individuals, small groups, and the congregation as a whole – each hearing and acting on God's call, endowed by the Holy Spirit with the needed gifts.

These efforts are recognized and called forth by the whole congregation and continually supported by a group of identified and trained spiritual leaders from within the congregation itself. This group of internal leaders is referred to as the **Ministry Support Team** and is composed of several ordained and commissioned persons who work as a team alongside the traditional vestry or bishop's committee.

In essence, all share in the power that God bestows on the group, all have an essential ministry, and all are servant leaders of God to the wider community. The ongoing task is to continually discern what needs the neighboring community has and to identify, nurture and train those so gifted both in the congregation and the community to meet those needs.



DISCERN. FORM. SEND.

Listening for God's voice has been a part of the human experience from the beginning of time. As part of the Total Ministry preparation communities of faith spend intentional time in discernment. Using a "village" approach to discernment, the community will spend time looking for gifts needed for the Ministry Support team.

The community discern the members of the Ministry Support Team in the following areas:

- **CATECHIST** –shares the Faith, both by word and example and leads the Formation of the whole congregation.
- **EVANGELIST** –seek, name and celebrate Jesus' loving presence in the stories of all people – then invite everyone to MORE. Directs the congregation's ministry of hospitality and community engagement.
- **PASTORAL CARE** –responsible for the ministry of caring, which is at the heart of the church's life. It may include hospital visitation, counseling, and ministries of shared presence, listening, and support.
- **ADMINISTRATOR** -is responsible and accountable for day-to-day coordination, communication, and implementation of administrative and business-related functions of the congregation.
- **DEACON** –called, formed, and ordained to lead God's people in ministries of justice and compassion in the world. A deacon is charged to interpret to the Church the needs, concerns and hopes of the world and then help animate the peoples' response.
- **PRIEST** –called to represent Christ and his Church, particularly as pastor to the people; to proclaim the gospel; to administer the sacraments; and to bless and declare pardon in the name of God"

After a period of discernment, the Ministry Support team enrolls in Bishop Kemper School for Ministry to be formed as a cohort over a 2-3-year period. At the conclusion of the period of formation the members of the Ministry Support teams are commissioned or ordained and begin their ministry with the congregation.

