

WORKING TOWARDS MANAGING GIFTS

A Vision for Shared Ministry



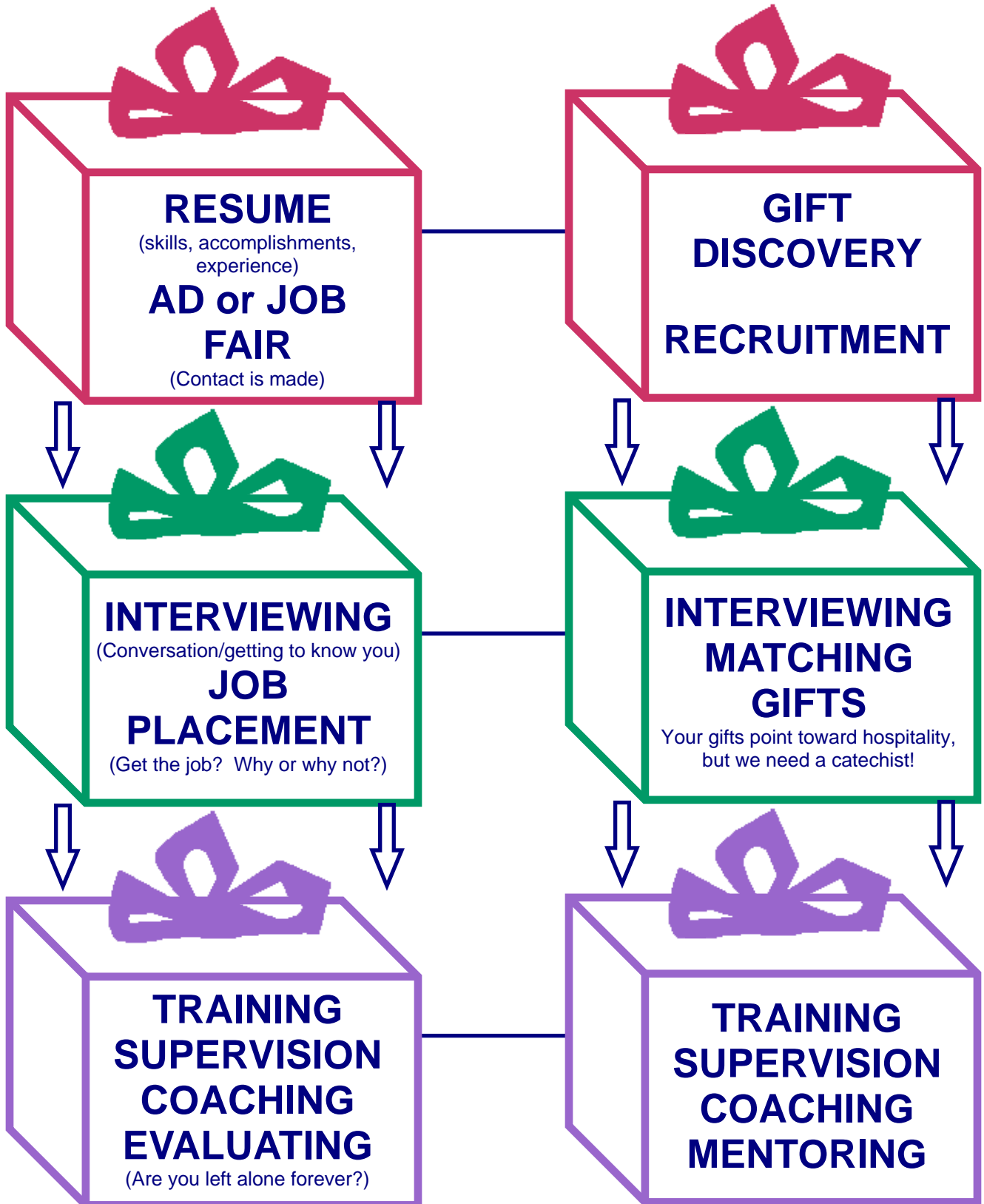
- ◆ A Gift Discovery Process (individual discernment within – or without – a group experience)
For example: new parishioners, those who expressed interest in a particular ministry, and regularly scheduled gifts discovery.
- ◆ Invitations, Nominations
For example: a personal written invitation by the Pastor, Gifts Celebrations and Time and Talent Renewal; or a nomination by someone else in the ministry.
- ◆ Recruiters
For example: someone who is enthusiastic, has the gift of being able to become familiar with the goals of each ministry, and recognizes the skills, needs, and experiences of the potential minister; recruitment team.

- ◆ Interviewing those expressing an interest in a particular ministry
For example: a personable, approachable individual who makes people feel comfortable; personal interviews using the gift assessment results as a springboard for conversation; intuitive individual with the gift of being able to help others articulate their gifts.
- ◆ Matching gifts for ministry
For example: someone who will help match the gifts of an individual with the gifts required for a particular ministry; could be the same individual(s) who is responsible for recruitment and interviewing, providing there is adequate training and understanding of “the vision.”
-helpful tools include Ministry Description Forms and a Ministry Directory.
*Special gifts & skills are **critical** for effective interviewing & matching gifts.*

- ◆ Training and Orientation for a particular ministry
For example: ministry leader, “senior” member of the ministry, or other individual(s).
Think outside the box: Must we be limited to a “school year?”
- ◆ Supervision and Coaching
For example: skilled ministry leader having a sense of shared ministry, rather than power and hierarchy; understands the goals of the ministry, can assess how particular ministers are (or aren’t) achieving those goals, and provides coaching when necessary.
- ◆ Mentoring
For example: a new member of the ministry “pairs-up” with a “senior” member; helpful hints, ideas, and suggestions are shared.

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“I Need a New Job”



*Does this process make sense?

*Do you apply for a position as a music teacher and get hired as a school nurse?

*Do you apply for a position as a receptionist in a hospital and get hired as chief of staff or brain surgeon?

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