

By the end of the day participants will be able to show an understanding of:

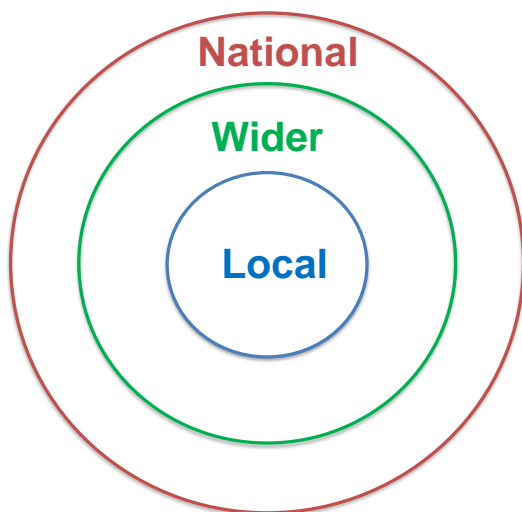
- working in a lay ministry context
- induction, policies and appraisal process
- basic elements of pastoral care and working with appropriate confidentiality
- key aspects of Methodist history and doctrine
- self-care and well-being
- sense of own vocation

Group agreement

- Respect difference
- Be a good listener
- Challenge constructively
- Hold appropriate confidentiality
- Give space so that all may contribute if they wish
- Take responsibility for own learning
- Questions are good
- Mobile phones on silent please

Your role - exercise

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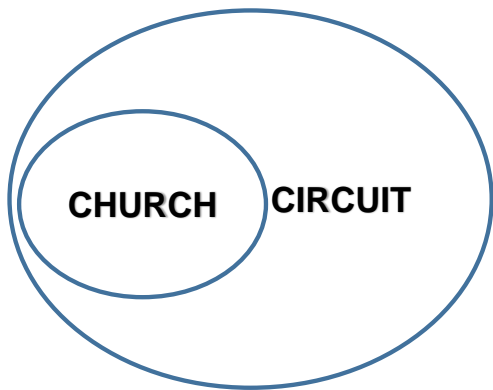
Being connexional



It starts with local church:

- People simply attend or choose to become Members.
- Provides context for us to be holy together.
- Methodists generally see church attendance as an essential component of their faith.

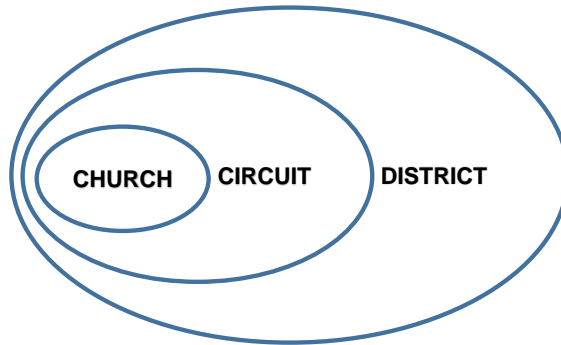
Being connexional



Every church is in a circuit:

- Circuits vary in size.
- “Primary unit in which Local Churches express and experience their interconnexion in the Body of Christ, for purposes of mission, mutual encouragement and help.” (SO 500)
- Ministers are appointed to circuits, not local churches.

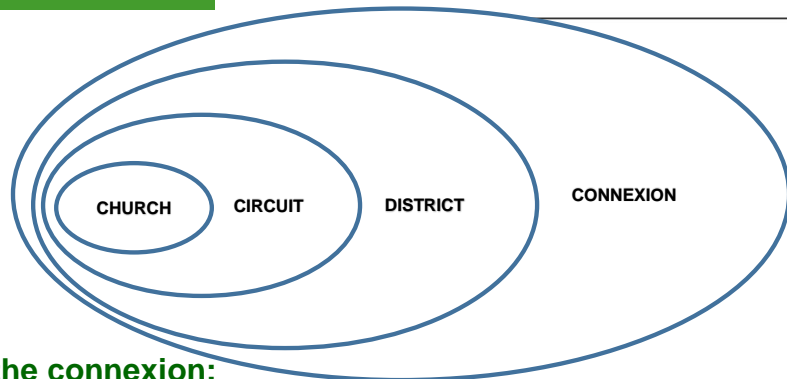
Being connexional



Every circuit is in a district:

- Geographical group of circuits, led by a District Chair.
- 30 districts in the Methodist Church.
- The district synod, for information sharing and decision making, happens twice a year.

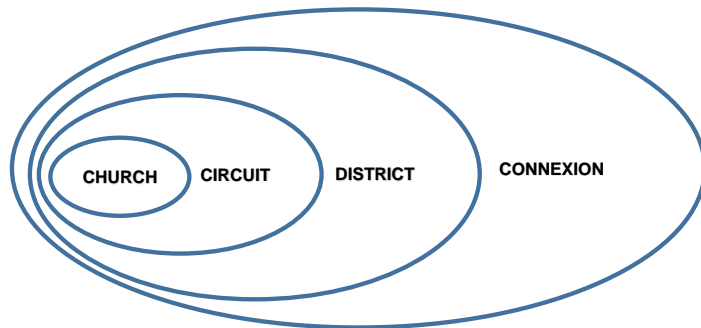
Being connexional



Then there is the connexion:

- This is the way we talk about the whole of the Methodist Church in Great Britain.
- Conference, a gathering of elected representatives from each Methodist district (and others) is the body that agrees policy for the Methodist Church. It meets once year in June or July.

Being connexional



- You cannot be part of a local church, without also being in a circuit, or a district or the connexion. If you are in one, you are in the others, by definition.
- Although the focus of your work may be at circuit level, it is always within the context of church, district and connexion.



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Where we fit in



- Church Council

- Circuit Meeting

Circuit

- Synod

District

- Conference





- *'Do not allow yourself one thought of separating from your brothers and sisters, whether their opinions agree with yours or not.'*
John Wesley

What does Connexion mean to you?

This sense of being connected makes a difference to how the Methodist Church as a whole is structured.

A working out of 'the body of Christ.'

The promise of mutual support is built into the workings of Methodism, or should be, and our structures aim to express that, from everyone having a pastoral visitor, to the systems of accountability that go right up to Conference.




Comfort Break

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Induction, policies and appraisal

- Induction notes from lay employment advisory information
 - Lay Employees Orientation Programme - policy introduced in broad outline in 2008
- 

Policies (1)

- Health and Safety
- Equality, Diversity and Inclusion
- Lone Working
- Safeguarding Handbook
- *Creating Safer Space*-safeguarding training – FM & Refresher, Advanced Module
- *With Integrity and Skill*-guidance for all pastoral workers-lay and ordained

Policies (2)

- Sickness absence
- Grievance and disciplinary procedures
- Data Protection
- Use of computers and other office equipment
- Social Media Policy - internet, emailing, texting communication guidelines

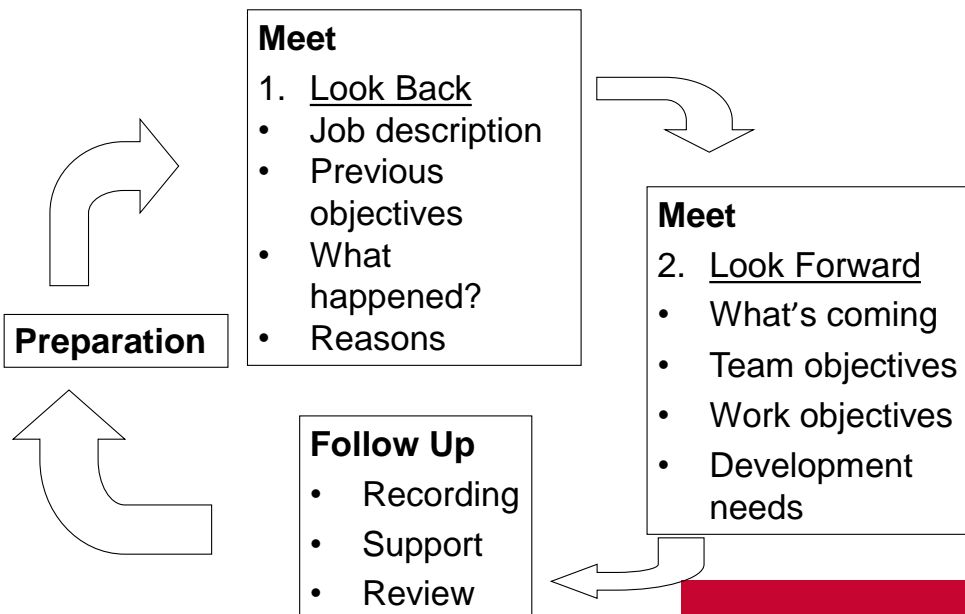
(Very useful guidelines on Methodist Website through The Well)

<http://www.methodist.org.uk/mission/children-and-youth/the-well-for-workers/downloadable-resources/social-media-guidelines>

Performance Management

Lay Employment Appraisal Process

- Not linked to pay
- An opportunity to reflect on what has been achieved and to look forward and decide on what is most important in the next employment year
- Information on Methodist website
[http://www.methodist.org.uk/ministers-and-office-holders/employees-and-volunteers/church-\(lay\)-employees](http://www.methodist.org.uk/ministers-and-office-holders/employees-and-volunteers/church-(lay)-employees)



Pastoral Care – Jesus as a pastoral carer





He left Judea and started back to Galilee. ⁴ But he had to go through Samaria. ⁵ So he came to a Samaritan city called Sychar, near the plot of ground that Jacob had given to his son Joseph. ⁶ Jacob's well was there, and Jesus, tired out by his journey, was sitting by the well. It was about noon.

⁷ A Samaritan woman came to draw water, and Jesus said to her, "Give me a drink." ⁸ (His disciples had gone to the city to buy food.)



⁹ The Samaritan woman said to him, “How is it that you, a Jew, ask a drink of me, a woman of Samaria?” (Jews do not share things in common with Samaritans.)^[b] ¹⁰ Jesus answered her, “If you knew the gift of God, and who it is that is saying to you, ‘Give me a drink,’ you would have asked him, and he would have given you living water.”



¹¹ The woman said to him, “Sir, you have no bucket, and the well is deep. Where do you get that living water? ¹² Are you greater than our ancestor Jacob, who gave us the well, and with his sons and his flocks drank from it?” ¹³ Jesus said to her, “Everyone who drinks of this water will be thirsty again, ¹⁴ but those who drink of the water that I will give them will never be thirsty. The water that I will give will become in them a spring of water gushing up to eternal life.”



¹⁵ The woman said to him, “Sir, give me this water, so that I may never be thirsty or have to keep coming here to draw water.”

¹⁶ Jesus said to her, “Go, call your husband, and come back.” ¹⁷ The woman answered him, “I have no husband.” Jesus said to her, “You are right in saying, ‘I have no husband’; ¹⁸ for you have had five husbands, and the one you have now is not your husband. What you have said is true!”



¹⁹ The woman said to him, “Sir, I see that you are a prophet. ²⁰ Our ancestors worshiped on this mountain, but you^[c] say that the place where people must worship is in Jerusalem.” ²¹ Jesus said to her, “Woman, believe me, the hour is coming when you will worship the Father neither on this mountain nor in Jerusalem. ²² You worship what you do not know; we worship what we know, for salvation is from the Jews.



²³ But the hour is coming, and is now here, when the true worshipers will worship the Father in spirit and truth, for the Father seeks such as these to worship him. ²⁴ God is spirit, and those who worship him must worship in spirit and truth." ²⁵ The woman said to him, "I know that Messiah is coming" (who is called Christ). "When he comes, he will proclaim all things to us." ²⁶ Jesus said to her, "I am he, ^[d] the one who is speaking to you."



²⁷ Just then his disciples came. They were astonished that he was speaking with a woman, but no one said, “What do you want?” or, “Why are you speaking with her?” ²⁸ Then the woman left her water jar and went back to the city. She said to the people, ²⁹ “Come and see a man who told me everything I have ever done! He cannot be the Messiah, can he?” ³⁰ They left the city and were on their way to him.



³⁹ Many Samaritans from that city believed in him because of the woman's testimony, "He told me everything I have ever done." ⁴⁰ So when the Samaritans came to him, they asked him to stay with them; and he stayed there two days. ⁴¹ And many more believed because of his word. ⁴² They said to the woman, "It is no longer because of what you said that we believe, for we have heard for ourselves, and we know that this is truly the Saviour of the world."

Care-full Living

In small groups discuss:

1. Why do we care?
2. Is there anything distinctive about Christian care?
3. How do we care
4. If you can, share a story of being cared for in a positive way.

Case Studies

A lay employee knows that one of the people he is linked to is about to begin a course of treatment. He mentions this in public prayer in Sunday morning worship, and is surprised by the angry response of the person he 'brought to prayer'. The person makes a complaint about the worker.

How should the pastoral worker have acted?

What can be done to heal relationships?

With Integrity and Skill


**Guidelines for Good Practice in
Confidentiality (section 12)**

Church is a community in which confidential information can be safely shared within boundaries so that all can 'fully grow into Christ' by both receiving and giving 'Christ-like' care.

In order to establish a relationship of trust within a pastoral relationship and within the wider church community, it is important that the things people share are treated in confidence.

Confidentiality and Pastoral Care

There are three exceptions to this:

- Permission to share is given
 - There is a safeguarding risk to themselves or another person
 - Involvement in a serious criminal offence
- 

if someone specifically gives the pastoral worker permission to pass on something they have said

if a person discloses information that leads a lay employee to think that person or another person is at risk

If a person indicates that he has been involved in or is likely to become involved in the commission of a serious criminal offence.

Lunch

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Listening activity

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In pairs one person talks about favourite topic for 3 mins the other person actively listens, after the time is up the listener reflects back what they've heard. Swap over. How was that for you?

Highly Effective Listening Skills

- Non – verbal listening skills
- Verbal listening skills
- Helpful hints for active listening
- Blocks to listening

Methodist Quiz

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KEEP
CALM
IT'S ONLY A
QUIZ



Quick quiz !!

1. The 'four alls' are a traditional summary of Methodist teaching, what word is missing from the four statements below?

All need to be _____

All may be _____

All may know themselves _____

All may be _____ to the uttermost

Quick quiz !!

A. 'Saved'

- All need to be saved
- All may be saved
- All may know themselves saved
- All may be saved to the uttermost

No one is beyond the reach of God's love.
Salvation is there for everyone who turns to
God, not just for the chosen few.


Quick quiz !!

2. What is the name of the prayer, which is used during a celebration service at the start of every new year, which begins with the following line?

“I am no longer my own but yours.”

Quick quiz !!

A. *The Covenant Prayer*

- Annual covenant service, celebrating all that God has done for us and affirming that we give our lives and choices to God.
 - Most churches hold service in new year, some hold it in September, at the beginning of the Connexional year.
 - Prayer makes it very clear that our faith should embrace the whole of our life.
- 

Quick quiz !!

3. What is the name of the authorised hymn book of the Methodist Church?

Quick quiz !!

A. Singing the Faith

- Methodists are well known enthusiastic singers.
- Singing is an important means of learning about, sharing and celebrating our faith.
- Charles Wesley wrote about 6000 hymns, many still sung today.

Quick quiz !!


4. What was the name given to early Methodist gatherings?
- a) Companies
 - b) Associations
 - c) Societies
 - d) Communities

Quick quiz !!

A. *Societies*

- Methodists believe in what John Wesley called 'social holiness' – meeting and worshipping with other Christians in order to grow in the Christian life.
- 'Classes' or 'bands' were also encouraged - small groups who met regularly, with the idea of being accountable to one another.

Quick quiz !!

5. What is the name given to the four-fold approach (using scripture, tradition, reason and experience) that Methodists traditionally use to learn about our Christian faith and apply it to contemporary issues and Christian practice?
- 

Quick quiz !!

A. *The Methodist Quadrilateral*

- We seek to discover the word of God through reading **Scripture**, exploring different understandings.
- **Tradition** is the wisdom and creativity of Christians historically and globally, including hymns, songs, prayers, art and books, as well as formally agreed teachings.
- We need to think things through in the light of **reason**, using critical thinking to make sense of God's world.
- Our own **experience** of God's grace working in our lives is also given great emphasis

Hand out Seven approaches to doing theology

6. Which of the following are not a Methodist?

- George Lucas (director of the Star Wars films)
- Rosa Parks (famous for her part in the bus boycotts in the 1950s which started the Civil Rights Movement in America)
- George W Bush (43rd President of the US)
- John Wesley

- 7. Do Methodists believe in adult baptism?**
- 8. What age can you take communion in the Methodist church?**
- 9. What is a member of the Methodist Church 'called' to do?**

Distinctively Methodist

Our Calling

The **calling** of the Methodist Church is to respond to the gospel of God's love in Christ and to live out its discipleship in worship and mission. It does this through



Worship



Learning and Caring



Service



Evangelism

- **What is the term for clergy in the Methodist Church?**
- **What is the Methodist view on alcohol?**
- **Are you allowed to gamble on Methodist church premises?**

What it means to be Methodist

- Four alls
- Assurance of God's love
- Living a holy life
- Reading the Bible
- Born in song

- A Covenant prayer
- A grassroots movement
- Small-groups
- Methodist Quadrilateral
- The Connexion
- Our Calling

What is distinctive about Methodism

<https://www.methodist.org.uk/about-us/the-methodist-church/what-is-distinctive-about-methodism/>

Managing self, time and your own wellbeing



Connexional advice for wellbeing

"That part of a person's overall wellbeing that they perceive to be determined primarily by work, which can be influenced by workplace interventions, and which has the potential to provide a positive benefit for the Methodist Church"

wellbeing@methodistchurch.org.uk

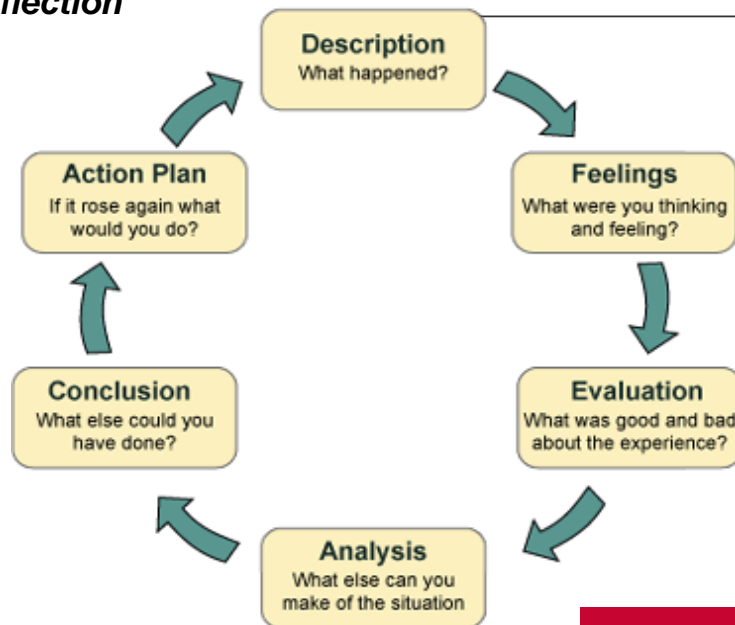
- Methodist Church website well-being toolkit

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	Urgent	Not Urgent
Important		
Not important		

A Model of learning from reflection

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What would help you be more intentional about this cycle. Break out of common cycles of behaviour

How do we learn from experiences and not just repeat.

Appraisal, spiritual accompaniment. Gibbs 1988 You don't learn from experience you learn from reflecting on experience



The importance of balance in our lives

- *‘Live a balanced life - learn some and think some and draw and paint and sing and dance and play and work every day some’*
Robert Fulghum, 1937- (author and painter)
- *‘Happiness is not a matter of intensity but of balance, order, rhythm and harmony’*
Thomas Merton, 1915-1968 (Trappist Monk)

Paired conversations about what aids their well-being, what impacts adversely on their well-being.

Five ways of wellbeing

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- Connect with others
- Be active
- Take notice and live in the present
- Keep learning
- Give and volunteer



The New Economics Foundation shared by agreement

What's missing?
Not exhaustive.

Comfort Break

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VOCATION

Definition of Vocation - The word "vocation" comes from the Latin vocare, meaning "to call"

Definition of Christian Vocation - The belief that God has created each person with gifts and talents oriented toward specific purposes and a way of life.

The Cathedral in our work

The stone chippers


Three men are chipping rock in a quarry.

The first man is asked what he is doing and replies that he is chipping rock.

The second man is asked the same question and replies that he is providing for his family.

The final man, doing identical work, says that he is building a cathedral.

If you're just chipping rock, you make yourself a common labourer and, while providing for your family gives you a personal purpose, finding the cathedral in your work can generate inspiration and motivation.



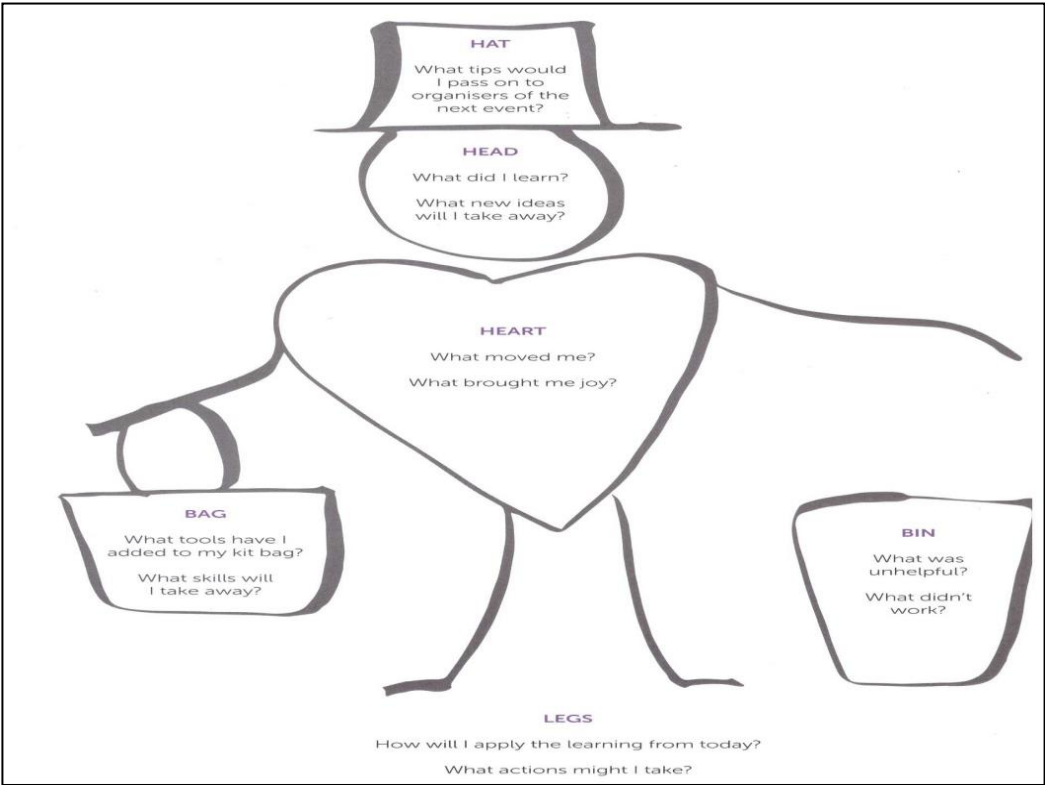
Questions for reflection

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What might be the cathedral in your work?


Can you name what is beautiful, inspirational, creative, pleasing and wonderful about the role?





Discerning vocation

Know your wounds and disabilities
Know yourself loved by God
Listen to your feelings
Be still and know
Count the cost
Seek wholeness
Know God
Hear a call
Dream dreams
Get into action
Face your fears
Know the world's needs
Get confirmation from others
Know your gifts and your leanings
(Dewar 1996)



Why is it important to know your wounds? Count the Cost?
Where are you in Dewar's process?
Who are the people you can seek confirmation from?