

Appendix 7D – Guide for Mutual Ministry Teams

Purpose of Mutual Ministry

Christian Ministry is service to another in the name of Jesus Christ. The congregation is the primary gathering of those called to ministry through baptism into the body of Christ. The pastor plays a central leadership role in this primary gathering. All Christians are called to equip and empower one another's ministries by using the gifts the Spirit has given to each one. This mutuality exists not "between" the pastor and people but "among" all the people, including the pastor.

The purpose of mutual ministry is to foster communication, support, and mutuality between pastors and trusted members of the congregation. The purpose is not to evaluate staff, which is the responsibility of the council or a personnel committee, nor is it a liaison between church members and the pastor. Members of the Mutual Ministry Team are asked to encourage congregation members to go directly to the pastor with any concerns that they might have. The team should be a safe place for the exchange of thoughts, scanning of the congregation, cultural translators, exploration of new ideas, and mutual support and encouragement. Confidentiality is essential.

The Mutual Ministry Team:

- Is mission-oriented.
- Builds on a broad vision of ministry and a healthy practice of mutuality.
- Makes use of a small group approach to develop mutuality.
- Carries out the ministry tasks of scanning and response in support of mission.
- Prays for each other.
- Is led by the pastor... who determines the agenda. (a topic, a book or article)
- Has a convener, who helps the group come up with a meeting time/place/devotions/food?!
- Is often a few people selected by the church council, and a few people from the call committee selected by the pastor.

