* Now begin to draw in the ways in which all of these elements connect with each other using lines in different colours. As you think of more and more connections add further lines.
* You can add all sorts of elements by putting in labels and more lines. Here are some suggestions of how you can develop the web:
* Draw in how relationships between people are growing, improving, being put under strain or ending.
* Make biblical connections: what stories from scripture resonate with elements on your web?
* Show how the world and the church are encountered and reacting to each other.
* Show how power is flowing: who has it and who doesn’t; is it being abused? Is there a lack of leadership?
* Show how your ministry is being enhanced or stifled by events and perceptions
* Identify what is happening to you spiritually, emotionally and physically.

Reflect on your web with your Appraisal Partner. Remember to reflect on the relationship between your web and any CLRs that have taken place in your pastorate.

*Adapted from Westminster College Living Ministry Programme with thanks.*

**F. YOUR OWN STORE HOUSE:**

You may well have tools that you use in your ministry to help you reflect. These might include writing a journal, drawing or creating other art form, taking photographs, writing words or music, listening to music looking at pictures or other art forms, singing hymns etc. Bring and share with your Appraisal Partner anything from your own store house that helps you to reflect on your ministry. Remember to reflect on any CLRs that have taken place in your pastorate recently.

**SUGGESTED WAYS OF REFLECTING IN YOUR MINISTRY TO HELP YOU WORK WITH YOUR APPRSAISAL PARTNER**

**A. QUESTIONS ABOUT YOU & YOUR WORK:**

* What do you see as the joys and opportunities in your ministry? What are the skills and experiences that you bring to your ministry? What do you feel you have achieved? Have you dreams of what you would like to do?
* Your pastorate should have had CLRs recently: what reflections do you have on your ministry in the light of that work?
* Outline the pattern of your ministry for leading Sunday services and other forms of worship that you lead or take part in.
* How is pastoral care organised in your pastorate, what is your role and when was it last reviewed?
* Describe briefly how you time is spread between the local church and wider church or community activities.
* Are you the main instigator or one of a group involved in planning church projects?
* Are you involved in managing building maintenance or development? If so, how do you feel about this?
* Have you had to carry out the duties of a church officer in their absence or sort out church tasks that have been done inadequately or forgotten?
* Are you able to use the training opportunities available to you? Are there any books or articles that have particularly inspired you or articles you have written?
* What do you see as the difficulties in your ministry?
* Who or what gives you support? Are you aware of the structure of support through the Synod and General Assembly?
* What do you see as the future challenges and goal of your ministry?

Share your answers to these questions and any other matters with you Appraisal Partner.

**B. JOYS AND CHALLENGES TO CONSIDER:**

* Appreciate the joys and opportunities of your ministry.
* Explore what excites you in your call to ministry.
* Consider the things that prevent or hamper the mission of Christ.
* Reflect on the challenges and attitudes that hold the church back.
* What goals would you hope the Church would make in the coming years?
* What areas of Vision for Life and Vision 2020 or other wider church programme are you encouraged to get involved in?
* What encourages you most in recent CLRs carried out in your pastorate?

**C. EXPLORING THE TASKS OF MINISTRY:**

The tasks of ministry are very varied. At certain times a particular task may take a great deal of time and effort and at other times take very little. Perhaps the following list of ministry task, which is by no means complete, might guide your thinking on what are the main priorities of ministry at this present time. Consider what areas are taking time and effort at the moment and reflect on how this feels with your Appraisal Partner.

* What tasks do you see taking time and effort in the future?
* What tasks would you like to take time and effort?
* How might your pastorate CLRs affect your priorities?

|  |  |
| --- | --- |
| Mission | Worship |
| Christian education | Nurturing disciples |
| Youth and Children’s ministry | Liaising with Church users |
| Justice and peace issues | Administration |
| Ecumenism | Building matters |
| Interfaith relations | Evangelism |
| Vision building | Developing leadership |
| Pastoral care | Team building |
| Global issues | Chairing meetings |

**D. A PERSONAL ASSESSMENT:**

This is such a hard area to cover because we are all so different, but these questions might help start the discussion:

* What do you most like doing in your ministry?
* What feeds you and helps you develop your own spiritual life?
* Are there areas of your personal life in which you would like more help?
* In the light of your personal experience and skills acquired so far, are there any areas that you feel called to develop further?
* Does your work as a minister affect your family on a good way or does it cause stress?
* Have you found a reasonable way of taking time out for yourself, your friends or family?
* What are your special treats in life? What excites you? What do you celebrate (and how)?
* What are your feelings about the URC today and your work as a minister within the URC?
* What are your feelings about any CLRs that have taken place in your pastorate?

**E. MINISTRY WEB:**

Sometimes you might want to get away from a linear progression of ideas of the types you get in a list or in answer to specific questions. This tool allows you to see the exploration of your ministry develop visually with plenty of room to spot connections, notice tensions and uncover gaps in what you know. It may appeal to you if you like to visualise information.

***What to do:***

* Get a piece of flipchart paper so you have plenty of room to let the web grow
* Explore your ministry by drawing, well-spaced across the paper, the key player, events, emotions, places, etc. involved. You may find it easier to draw circles around each one.