

# Team Review



## Reviewing the Team

The Ministry Team has a formal life of three years. At the end of three years lay members of the team may step down. Clergy members of the team (other than the Parish Priest and other stipendiary clergy) may also step down. If clergy members step down they recognise that they will no longer be able to exercise their diaconal or priestly role.

It is vital that the parish regularly review its vision, planning, structure and team. Within six months of the end of the three year life of the team, the team needs to undertake a rigorous review.

The team must ask two key questions and follow those questions with a series of further questions –

### ***In which areas have we achieved what we set out to do in the three year period?***

- How have we communicated to the people of the Parish what has been achieved?
- How have we celebrated what we have achieved?
- What has been the impact on the Ministry Team and the Parish of achieving these aims?
- Is there a next step for the Parish in this area of ministry? If so, what is that step?

### ***In which areas have we not been able to achieve what we set out to do in the three year period?***

- How has this been communicated with the people of the Parish?
- What has been the impact on the Ministry Team and the Parish of not achieving these aims?
- Are the aims still important? If so, what will need to be done to achieve them in the next three year period?
- Have we been able to lament, repent or accept what has not been done?

Once the review has been undertaken, the parish should undertake a visioning process similar to the one undertaken before the Ministry Team was created. In doing the visioning, it is again important to be aware of Diocesan plans and aspirations.

This planning work will result in a revised team structure. The Parish Priest and Ministry Team should lead the discernment process for the second generation of calling. The discernment process is the same as used in the first generation.

When the new team is determined there should be a liturgy in which thanks is given to God for the retiring team members and the new team members are commissioned.