



Joining God in Shaping Our Future

Role of Guiding Teams, Companions, and Clergy

Below is a brief description of the role of a Guiding Team, the role of Congregational Companions, and the role of Clergy as we journey together.

The Guiding Team guides the overall process in their congregation.

- Each Guiding Team will work with a Companion who assists them along every step of the journey.
- The Team is comprised of lay people, but not clergy. (When clergy are members, invariably the team defaults to their expertise or advice and the process ceases to be genuinely lay-based.)
- The Team consists primarily of lay leaders not currently serving on the Vestry. (Vestries have their own important work to do.)
- The Team reports to the Vestry and congregation so that they know what's happening and what they are learning.
- The Team remains in close contact with their Companion providing updates and any changes to the team (for instance: change of members, experiments, leaders). We strongly suggest monthly check-ins in person or by videoconference or phone with team members or team leader.

Companions are volunteers who work with congregations (and primarily a small group called the Guiding Team from within a congregation) seeking to answer this question: How do we go on a journey together to discern what God is up to in our neighborhoods, and join God there? Companions help to orient our attention to questions of what the Spirit is doing among people in local congregations. Companions help us learn to hear the Spirit's moving in our neighborhoods - where we live, work, play and worship.

Companions support Guiding Teams:

- As Guiding Teams move through the process.
- By acting as an accountability partner throughout the journey.
- To encourage teams to engage in new practices.

Companions meet together monthly for support and to learn from one another and for training.

Clergy are working with peers in what is called a cohort. They have their own work centered in this question: "What leadership challenges do I face for which I do not have an answer but must address if I am to lead this congregation through missional transformation?"

In addition to this work around leadership, clergy assist in cultivating an environment to support:

- Communication
- Permission
- Safe spaces
- Managing anxiety/ambiguity
- Continuing regular life/programs