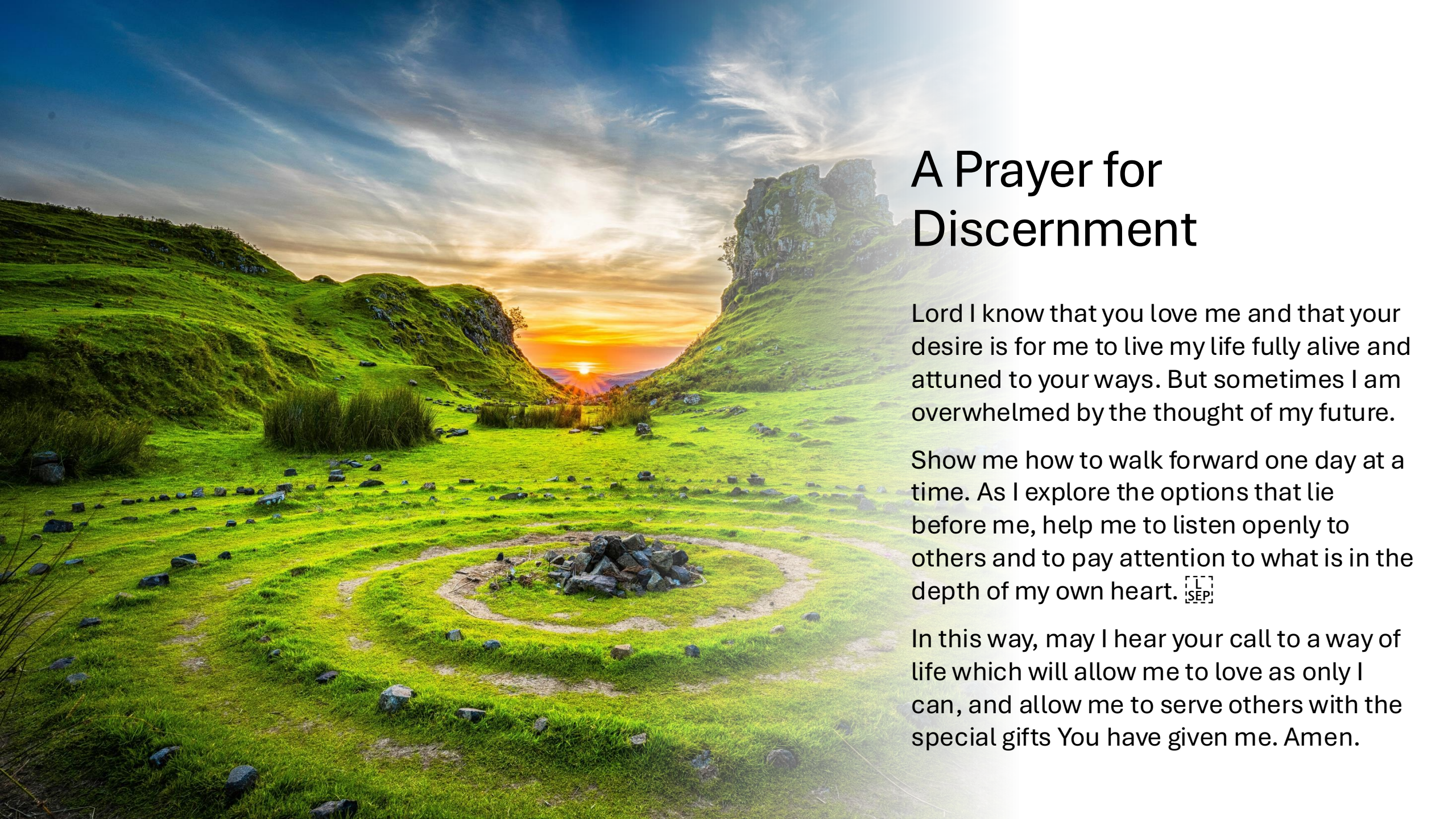


A photograph of a dirt path in a dense forest. The path starts from the bottom center and splits into two paths that lead into the woods. The trees are tall and green, with some yellowing leaves visible on the left. The ground is covered in grass and small plants. The text "Discernment Team Orientation Training" is overlaid in white, centered in the upper half of the image.

Discernment Team Orientation Training



A Prayer for Discernment

Lord I know that you love me and that your desire is for me to live my life fully alive and attuned to your ways. But sometimes I am overwhelmed by the thought of my future.

Show me how to walk forward one day at a time. As I explore the options that lie before me, help me to listen openly to others and to pay attention to what is in the depth of my own heart. [L] [SEP]

In this way, may I hear your call to a way of life which will allow me to love as only I can, and allow me to serve others with the special gifts You have given me. Amen.

Introductions Using Mutual Invitation



Why Are We Here?

“Don’t ask what the world needs.
Ask what makes you come alive,
and go do it.
Because what the world needs
is people who have come alive.”

~ Howard Thurman

What Is Discernment?

- A definition
- What are people discerning?
- Models of discernment
- Parker Palmer video
 - https://www.youtube.com/watch?v=t_J6RE5_5R4





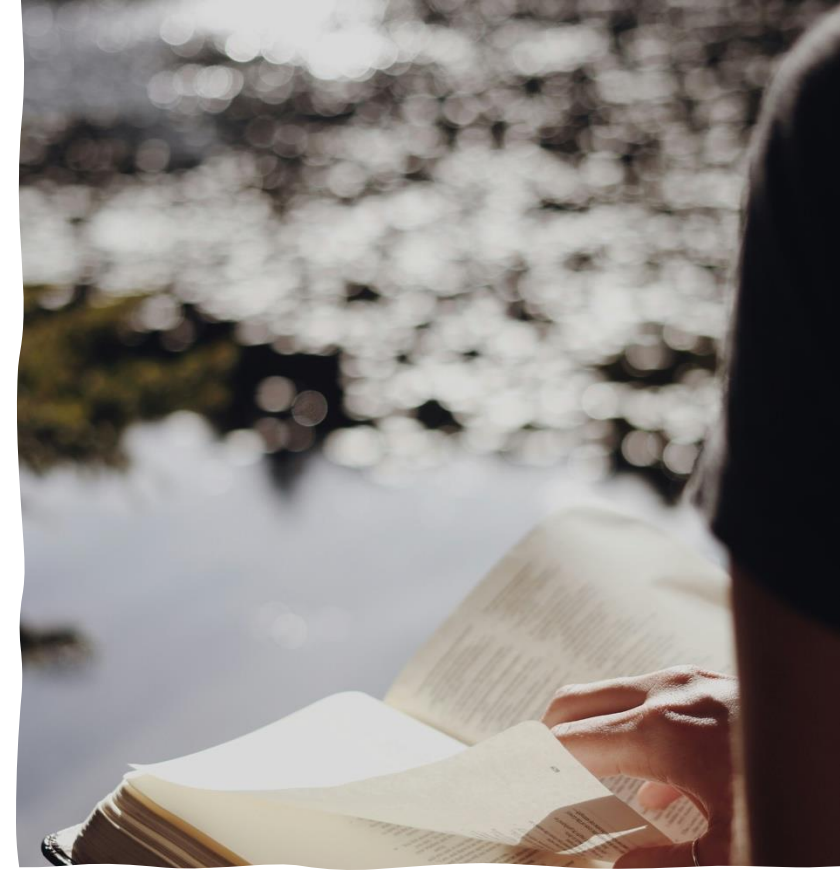
Ordained Leaders

What are qualities of ordained leaders?

- Deacons
- Priests

Lay Leaders

- Types of ministry
 - Licensed
 - Congregational ministries
- Qualities of lay leaders
- Web page:
<https://episcopalcolorado.org/lay-ordained-ministry/licensed-lay-ministry/>





Vowed Religious Life

- Religious orders
- Religious communities
- Explore:
<https://episcopalcolorado.org/lay-ordained-ministry/vowed-religious-life/>

What Else Are People Discerning?



What Is Discernment in Community?



OPEN

- A sacred container for listening to the Holy Spirit
- A gift and a mutual blessing
- A compassionate listening and gentle exploring process, loving and attentive to the seeker
- Completely confidential: no commenting outside the team; however, congregation may be invited to pray for the seeker and the discernment team (if the seeker is ready for this)
- Spirit-led
- Shared leadership
- Open-ended
- Comfortable with silence, allowing the team and seeker to notice the movement of the Holy Spirit
- Comfortable with whatever unfolds during the discernment process
- Able to speak the truth in love

“We can never achieve wholeness simply by ourselves but only together with others. Consequently as we involve the community in discerning call, God enlivens and strengthens both us and the community.”

~ Susan Farnham

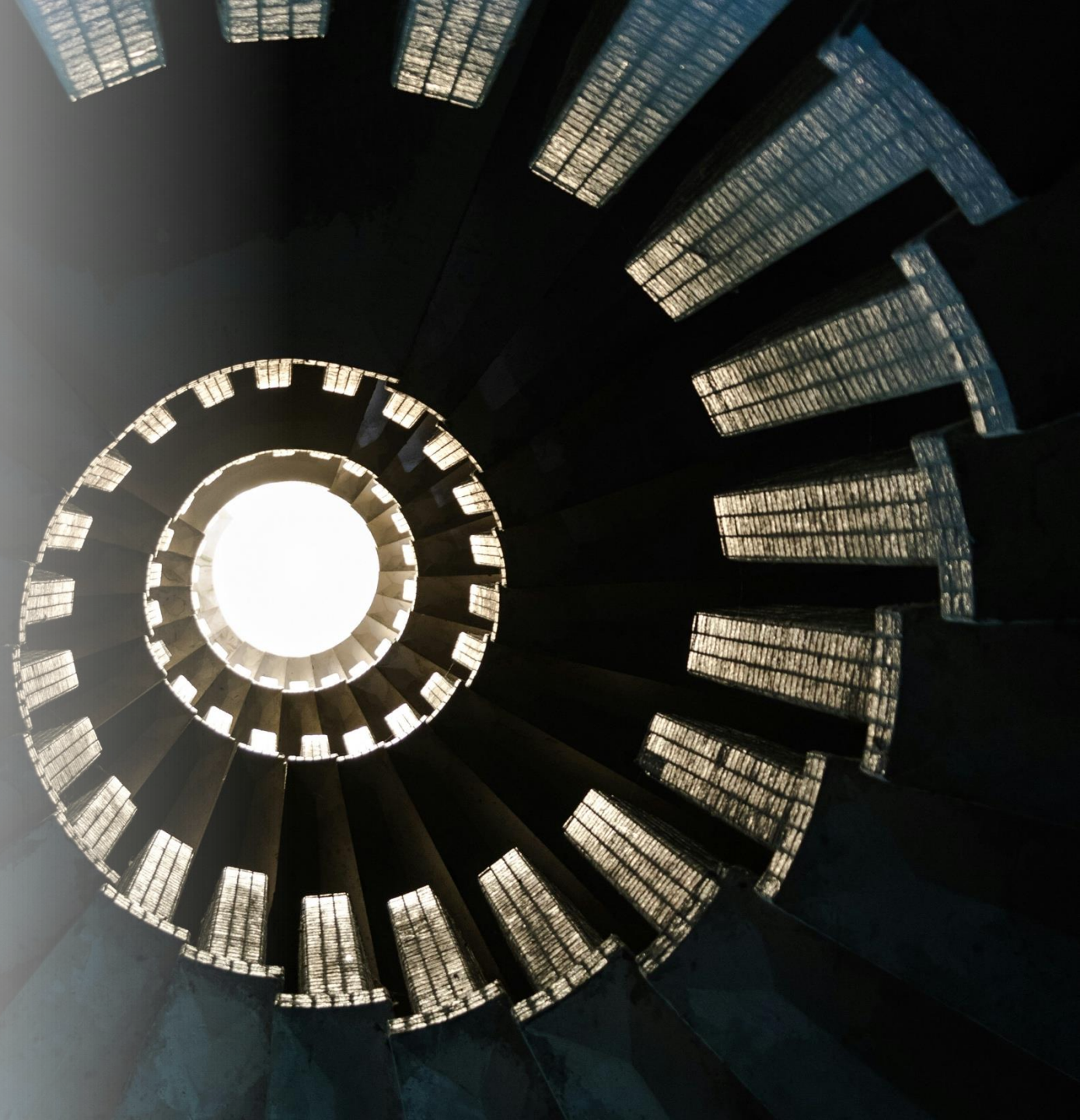
What Discernment in Community Is Not

- Having preconceived notions of outcomes
- Guided by rules and regulations
- Informational
- An interrogation
- A support group (You are not a cheerleader for the seeker)
- Driven by deadlines
- A mutual sharing group
 - 90:10 guideline



What Is the Team Discerning?

- Does the seeker know what they are getting into and why they are doing this?
- Is the seeker able to articulate who and what they are?
- Is there a level of transparency apparent in their personhood?
- Does the seeker understand they are discerning for the Episcopal Church, not a specific congregation, diocese, or another Christian tradition?



When Does Discernment End?

- It is okay to stop the process at any time if it becomes clear to the seeker that this is not what they want to do with their life—at least at this time.
- If this happens, the seeker should continue meeting with their priest and spiritual director.



A group of people are sitting on a rocky outcrop, looking out over a lake and mountains at sunset. The sun is low on the horizon, casting a warm glow over the scene. The sky is filled with clouds, and the water reflects the golden light. The people are silhouetted against the bright light, and their shadows are cast on the rocks.

What Happens at the First Meeting?

- Begin with a prayer experience offered by one of the discernment team members (15-20 minutes).
 - Intentionally invite the Holy Spirit.
- Confirm that everyone on team has read the book Listening Hearts by Suzanne Farnham.
 - Priest should provide discernment team members with a copy of the book.
 - It is recommended the seeker read Let Your Life Speak by Parker Palmer.
- Share spiritual autobiographies.
 - 10 minutes each (have timekeeper).
 - Each person shares their spiritual journey (no more than 10 minutes).
 - Option to use template provided by formation team.
- Seeker gives an expanded version of their spiritual journey (up to 20 minutes).
- Close with prayer.

Future Sessions

- Begin each meeting with a 15-20 minute prayer experience offered by a discernment team member (all members take turns).
- Following each meeting, the discernment team members, not including the seeker, should briefly discuss what they would like to explore next with the seeker. This should be based on observations, reflections, and discussions from previous meetings.

Logistical Considerations

- Discernment teams meet with the seeker a minimum of seven months.
- Meetings should last no more than 90 minutes.
- Meetings occur every 4-6 weeks.
- Meetings can take place via Zoom or in person.
- Leadership is shared: in addition to different team members leading opening and closing prayers, they take turns facilitating individual sessions.
- The team should select a scheduler who can communicate with the team, schedule meetings, and create the prayer schedule.



Support for Discernment Teams

If Discernment Team has questions or needs direction reach out to your orientation trainer or rector if needed.

What Happens When Discernment Is Complete?

- Discernment team summary
 - Choose team member to write summary.
 - Should include:
 - Team's level of comfort with the seeker as someone who continues to feel called to lay or ordained ministry.
 - Team's support for moving the seeker forward in the process with enthusiasm
 - Any indications the seeker is appropriate for a specific path: ordained ministry (deacon/priest), vowed religious life, lay ministry
- Summary should be reviewed and signed by all discernment team members.
- The discernment team summary is sent to the rector or sponsoring priest.



Scenarios

1. You've progressed through the minimum seven months. Some people on the team think you're finished. Others think you're not. How do you decide if you should continue with the discernment process?
2. In session two, the seeker says they are discerning for the priesthood. How do you respond?
3. Your team is talking about the movement of the Holy Spirit, and one team member says they don't know what it means to listen for the Holy Spirit. What might you say?

Scenarios

4. The person who is supposed to lead the opening prayer experience forgot to prepare. What do you do?
5. After session five, the seeker feels they are being called to the diaconate. What suggestions might you offer them for exploring this path more deeply?
6. The team is sensing a lack of transparency from the seeker. It feels like they may be telling the discernment team what they want to hear. What do you do?

Scenarios

7. A discernment team member expresses discomfort with allowing space for silence. How do you handle this?
8. The seeker shares that they are in recovery. How does the team receive this?

