What is an MMA?

An MMA is a review of the ministry of the laity and clergy working together in the daily life of the church community for the glory of God.

When do you do an MMA?

An MMA is conducted after the first year of the Rector’s arrival at the parish and every 3-5 years after the initial MMA.

Why is the MMA important?

The MMA supports the parish leadership (rector and vestry) in being accountable to God for their actions. The Episcopal Church teaches that each of us, through our baptisms, is called to be a minister of Christ. Parish leadership is the shared ministry of the laity and clergy and the MMA supports both.

“For us in one body we have many members, and not all the members have the same function, so we, who are many, are one body in Christ, and individually we are members one of another. We have gifts that differ according to the grace given to us: prophecy, in proportion to faith; ministry, in ministering; the teacher, in teaching; the exhorter, in exhortation; the giver, in generosity; the leader in diligence; the compassionate, in cheerfulness.” Romans 12: 4-8

What is the purpose of the MMA?

• To build up and strengthen for Christ’s service, each member of leadership – specifically the Vestry and Rector.

• To provide the leadership an opportunity to: affirm and celebrate the ways they work well together; clarify expectations; establish goals for the coming year; and identify areas that may be hampering effective parish ministry.
What the MMA is NOT

- A rector evaluation
- A rector compensation review
- A time to review finances or develop a budget
- A time for judgment, blame, or criticism
- A time to raise significant conflicts and/or to resolve conflict

Components of the MMA Process

- Leadership by a third party trained facilitator
- A safe, balanced environment
- A context of worship, prayer, and spiritual reflection
- A commitment by rector and vestry to two, 2-hour meetings
- Completion and timely return of MMA between the two meetings
- Compilation of data by facilitator prior to second meeting

Role of the Facilitator in the MMA Process

- Insures assessment is conducted in a fair, constructive, balanced, and appreciative spirit.
- Observes and facilitates healthy and deliberate communication of all parties
- Compiles and analyzes data
- Outlines celebrations and areas needing attention
- Drafts a document that identifies who is responsible for areas needing attention
- Compiles a written summary of the agreed upon expectations/actions and outlines who is responsible for each.

What Happens After the MMA?

- Rector and Senior Warden create a written and signed agreement of the expectations and action plans.
- Agreement is placed in parish files.
- Rector agreements are added to their letter of agreement.

A PRAYER FOR GUIDANCE: Almighty God, through your Spirit you have given to your people varieties of gifts and services, yet all for the common good. Grant us grace that we might honor you as the faithful stewards of these gifts. Guide and bless us in this time of mutual reflection that we might speak the truth in love so that we may more fully glorify your Son and shepherd your people. In your gracious mercy, grant us all things necessary for our common life, and bring us all to be of one heart and mind within your holy Church; through Jesus Christ our Lord. Amen