



Clarifying Your Call Retreat

Facilitator and Participant Retreat Instructions: The Clarifying Your Call retreat is broken into three separate reflection exercises. Each exercise will take about one hour to work through. The goal of the retreat is for you to have an opportunity to take a fresh look at God's unique call on your life. The three lenses in this retreat (Milestones, Your Leadership Grip, and Calling Questions) will enable you to make a sober estimate on how God has been shaping you for ministry.

***Special instructions for the facilitator:**

Most of the retreat is meant to be done individually. However, you may want to build in interaction blocks of time throughout the retreat. This will allow individuals to reflect aloud with others which is another helpful dynamic. Ideally, the retreat should be scheduled for a 4-6 hour time frame.



60
minutes

Learning Activity: Milestone Inventory

Calling is something that God has been shaping in you over your lifetime. With this in mind, it is important to take time to reflect on how God has worked in your past. The seeds of what God has for you in the future can be traced to how God has been working over your lifetime. One of the best ways to capture a lifetime perspective is to generate a list of “Milestones” and then glean insights regarding God’s fingerprints in those.

A milestone is:

A time in which your life changed, for better or worse. These times can be either positive or painful experiences in your past. A milestone could be a person, event, or circumstance which has significantly influenced who you are today.

Where to look for Milestones?

There is no right or wrong turning point because this is **your** life, no one else’s.

Examples of Milestones:

- Conversion
- Family events
- Loss
- New ministry assignment
- Conflict
- New opportunity
- Significant change
- Mentors
- Friends
- Challenges
- Major Decisions



Milestone Inventory Instructions: Use the following space to reflect on your past. Start with your childhood and move forward through the various chapters of your life. Use the examples provided to get you thinking about the significant stepping stones in your life. Try to list twenty Milestones below.

1.

2.

3.

4.

5.

6.

7.

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16.

17.

18.

19.

20.



Milestone

Life lesson, Ministry lesson, or Personal Insight

Milestone	Life lesson, Ministry lesson, or Personal Insight



Instructions: Use the grid below to reflect on the following unique aspects of your “make-up” which has been revealed in your Milestones: (1) Spiritual Gifts (*supernatural giftings*) , (2) Natural abilities (*abilities that come very easily for you*) , and (3) Acquired talents (*skills and talents that you have developed or picked up over time*). Consider the two questions below as it relates to each personal aspect of how God has shaped you.

For example, when you think of your Spiritual gifts, when are you most powerful for God? How has He used you to be a blessing to others with your gifts? Secondly, what needs are you drawn to meet with your spiritual gifts? Then answer the two questions focusing on your Natural abilities and Acquired Talents.

Unique Wiring	When am I powerful for God?	What needs am I drawn to meet?
Spiritual Gifts		
Natural Abilities		
Acquired Talents		



Milestones Summary

Instructions: Use the space below to pull a net around the major insights and reflections that the Milestones Inventory has generated for you. These are the most important ideas that you need to pay attention to in regards to your own personal development and stewardship of the life God calls you to lead.

Reflection Questions	Personal Insights
What are the most important insights I gained from reflecting on my milestones?	
From all of the reflection that I have done, what is missing in my life and ministry that I need to add?	
From all of the reflection that I have done, what is confused in my life and ministry that I need to clarify?	
How can I use my gifts, abilities, and skills more effectively in the future?	
What do I need in a ministry environment to flourish?	
When I think about the "ideal" ministry environment that fits who God has made me to be I think of the following things...	



60
minutes

Learning Activity: Your Leadership Grip

Paul Ford suggests that ministry leaders need to consider two very important questions: (1) Where has God made you powerful? (2) Where has God made you weak? Ford's resource, *Your Leadership Grip* is designed to help individuals carefully consider these two crucial questions. The tool is built around three major components of discovery which shed light on how God has uniquely wired you to lead.

Assessment #1: Spiritual gifts: Where is God powerful in and through you?

Assessment #2: Team Style: What are your strengths and liabilities that you bring to any team or group in which you lead.

Assessment #3: Functions of Leadership: Where do you function most powerfully and what areas do you need other gifted Christians to function powerfully?

Instructions: Slowly work through the steps below. Use the available space in the workbook and the additional area below to capture your learnings.

1. Read through the introduction of *Your Leadership Grip* on pages 3-4
2. Work through *Your Leadership Grip* assessment #1 (pages 5-13, 16)
3. Work through *Your Leadership Grip* assessment #2 (pages 23-27)
4. Work through *Your Leadership Grip* assessment #3 (pages 29-31)
5. Transfer your major findings to the summary sheet on page 32



Your Leadership Grip

Summary Sheet

1. Page 34 (question #1)

What particular strengths do you bring to a team because of your team styles? What probable weaknesses are most glaring because of those same styles?

2. Page 34 (question #4)

What are new insights you gain about how you serve by comparing and contrasting the three categories? Are any potential weaknesses confirmed by this process of looking at all three categories together?

3. From page 35...

(a) In light of your present role(s) in ministry, how effectively are you using your Spiritual Gifts? Your primary and secondary Team Styles? Your Primary Functions of Leadership?



(b) What areas of present service do you need to ask for help?

(c) Are there any areas of service that you need to consider releasing to another person in light of what you have learned in this process?

(d) Which of the three assessments was most helpful to you in providing deeper understanding of your present and future ministry expression?
Why?



60
minutes

Learning Activity: My Calling

Instructions: Answer the following questions (*Part One and Part Two*) concerning your calling.

Part One

Passions

1. What do I love to do?
2. What can I not imagine living without?
3. What makes a day or an experience more complete to me?

Needs

1. What do I need to have to feel as if I am fully functioning?
2. What types of rewards do I need?
3. What makes something worthwhile or valuable to me?

Drives

1. What motivates me to do my best?
2. What gets my “*engine of motivation*” truly going for me?
3. To what do my thoughts and desires inevitably seem to turn again and again?



Characteristics

1. What quality in me do strangers and acquaintances seem to notice first? What are their initial conclusions about me?

2. What trait do I look for above all others in a friend or associate?

3. If one of my close friends were asked to describe my character in one word, what is the word my friend would choose?

4. What adjective describes me best?

Longings

1. What do I most wish I had in my life that I do not presently have?

2. If I could add just one accomplishment to my life, what would it be?

3. What do I hope to do in my life?



Part Two

1. During what situations do I feel most alive?
2. What emotionally turns me on in life? What turns me off emotionally?
3. What makes life worth living?
4. What makes me cry? Why?
5. If I could accomplish only one task in life, what would it be?
6. What kind of legacy do I want to leave behind?
7. What activities do I become completely absorbed in?
8. What characteristics am I committed to perfect my life?
9. What is my toughest duty or responsibility as a pastor?



Part Two (continued)

10(a) What ministry activities make me depressed or leave me drained?

(b) Which ones make me ambivalent? Which ones turn me off?

11. What makes ministry worthwhile to me?

12. What ministry experiences have provided me with the most fulfillment?

13. What ministry experiences produced the greatest disappointment?



Learning Activity: Final Summary

1. What are the most important insights you gained from the Milestones reflection exercises?

2. What are the most important insights you gained from the Your Leadership Grip reflection exercises?

3. What are the most important insights you gained from the My Calling questions?

4. What are three of the most significant changes you need to make in the next 60 days as a result of the Clarifying Your Call retreat experience?