

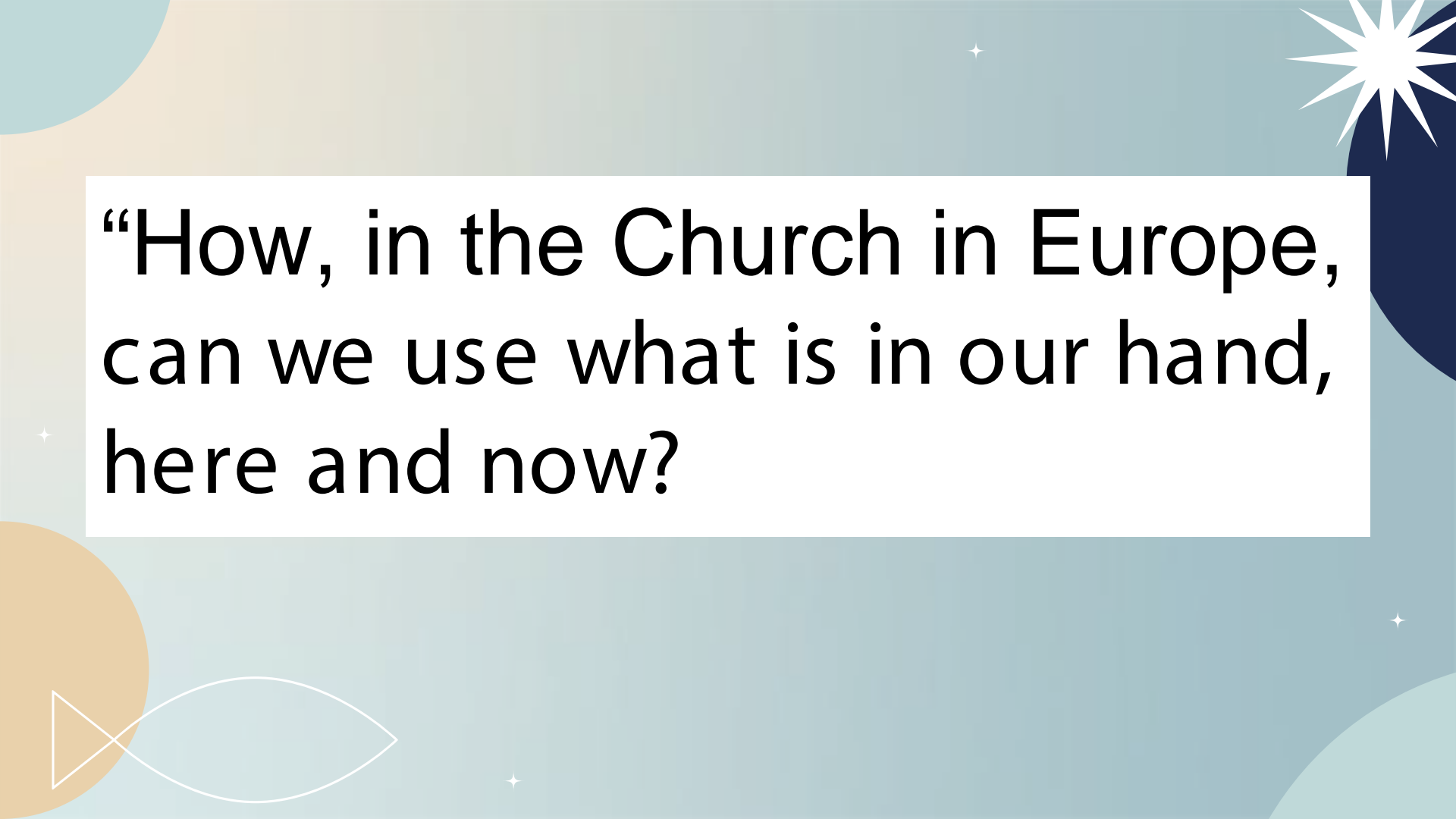


# THE ART OF USING YOUR TALENTS

Vola feno Anna MANGEL

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“How, in the Church in Europe,  
can we use what is in our hand,  
here and now?”

# Table of contents

**01**

UYT,  
successful  
experiences

**02**

UYT, a  
learning  
community

**03**

A learning  
community  
in the  
Church

**04**

UYT , more  
than project  
management

**05**

UYT in  
Europe

01

# UYT, successful experiences



“How can you use what is in your hand, here and now?”

# Social transformations



→ Spiritual transformations

→ Church transformations

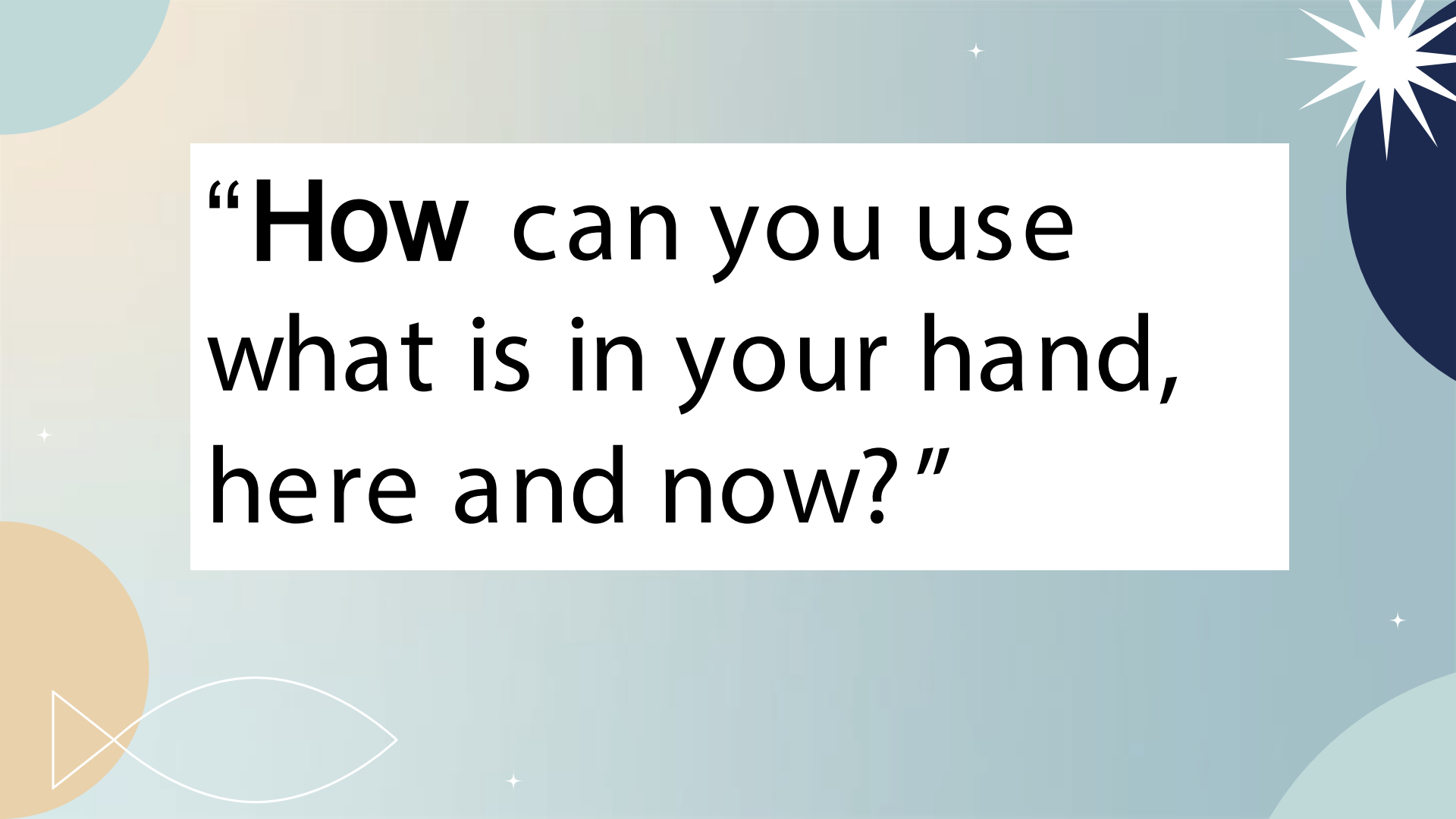
Nicolas have now access to a lathe machine made by himself as a result of his effort to increase his talent.

# Social transformations

→ Spiritual transformations

→ Church transformations





**“How can you use  
what is in your hand,  
here and now?”**

02

# UYT, a learning community





**"Learning communities** are groups of learners who share formally or informally, in-person or remotely, the intention to learn together

- Learning objects (2.1)
- Organization (2.2)
- Philosophy and theologies (3)

## 2.1 Learning objects

Production of knowledge

Hard skills in the Church

Community development  
by assets or resources  
(ABCD)

*“How can you use what is in  
your hand, here and now?”*

Social productions

Soft skills in the Church

Empowerment  
Transformation of the  
individual through  
exchanges,  
sense of belonging

Capability



## 2.1 Learning objects

Community development by assets or resources

**“How can you use what is in your hand, here and now?”**

## 2.1 Learning objects

community development by assets or resources



## 2.1 Learning objects

# Community development by assets or resources



## 2.1 Learning objects

community development by assets or resources



## 2.1 Learning objects

### Social productions

Make me to know your ways, O LORD;  
teach me your paths. Lead me in your truth  
and teach me, for you are the God of my  
salvation; for you I wait all the day long.

Ps. 25, 4-5

## 2.1 Learning objects

### Social productions

Therefore encourage one another and build one another up, just as you are doing.

1Th. 5, 11





## 2.1 Learning objects

### Social productions

Take my yoke upon you, and learn from me,  
for I am gentle and lowly in heart, and you will  
find rest for your souls.

For my yoke is easy, and my burden is light.

Mt. 1, 29-30



## 2.1 Learning objects in the Church

### Production of knowledge

Hard skills in the Church

About God, about Jesus,  
about spirit, about Human

About community  
development by assets

### Social productions

Soft skills in the Church

Living as loved by God,  
Recognize and develop  
your capability



Living together in and for  
the Kingdom of God



## 2.2 Organisation



To be motivated to use my talents in the Church:

1. I need to feel capable (assets map)
  2. I need to feel authorised (ecclesial governance)
  3. I need to have reasons to do so (motivations)
- 
- 



## 2.2 Organisation

To use our talents for real transformation in the Church:  
→ We need to build a learning community

## 2.2 Organisation



Step 1 : Observation of values, missions and objectives

Step 2 : Raise awareness of the process

What is a learning community in the Church? Experiences of UYT? Spiritual significance of UYT?

Step 3 : Immediate value

**Objectives** : Create a sense of belonging

**Activities** : Interactions and listening to the innovations and the experiences of others. Set up collaborative meetings. **Trade and capitalize (in a book? in a website? written records)**

Step 4 : Potential value

**Objectives** : - Acquire potentially usable knowledge

- Expand talents and the field of possibilities in relation to the existing

**Activities** : Create workshops, experimenting in places other than your own church.

**Trade and capitalize.**

### Step 5 : Map talent

- Objectives:** - Know the assets existing in the Church and around the Church.
- Make the Church known as a assets for the personal development.
  - Create a feeling of belonging by getting to know each other better
- Activities :** Create assets map

### Step 6 : Realised value

- Objectifs :** - Carry out the community object
- Activités :** - Form project group and carry out activities

### Step 7 : Evaluate project performance

- Evaluate project performance **including the acquired talents . Trade and capitalize**

### Step 8 : Redefine values values, missions and objectives

- Objectifs :** - Redefine values, missions and objectives
- Activités :** - Crystalize knowledge, hard skills and soft skills (individual and community), **Trade and capitalize.**
- Answer the following question: How does what we have learned change the way we see or live the Gospel/Church?

# Community Assets Map in the Church

## The Top 10 Soft Skills



Communication



Self-motivation



Leadership



Responsibility



Teamwork



Problem solving



Decisiveness



Ability to Work Under Pressure and Time Management



Flexibility



Negotiation and Conflict Resolution

# Community Assets Map in the Church



**HARD  
SKILLS  
ICONS**





# How do our talents complement each other?





# Assets Map for the Church; the partners

## Collaboration



John P. KRETZMANN, John MCKNIGHT, *Building communities from the inside out, A path toward finding and mobilizing a community's assets*, 1993, p. 158

03

The spiritual  
significance of UYT

A learning  
community in  
the Church



# A learning community in the Church

## The spiritual significance of UYT

God's  
grace  
isn't just  
theory

Spirit:  
Creative  
power,  
force to act

My church  
isn't  
perfect,  
we're  
learning  
together

Universal  
priesthood

Missionnal  
**Church**  
nearby

The  
Church=  
social  
capital and  
value  
creator in  
society

# A learning community in the Church

## The spiritual significance of UYT

God's  
grace is  
not just  
theory

Spirit:  
Creative  
power,  
force to act

Evangeliza  
tion holistic,  
contextualiz  
ed,  
community

The human  
being is free  
and  
responsible

Missionnal  
**Church**  
nearby

The  
Gospel  
for all

04

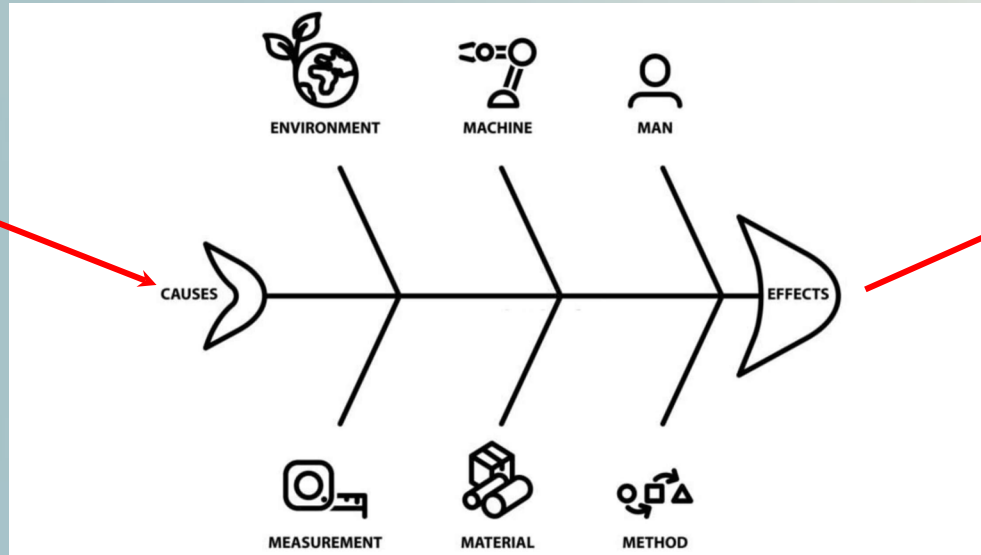
UYT, more than  
project management

# Project management

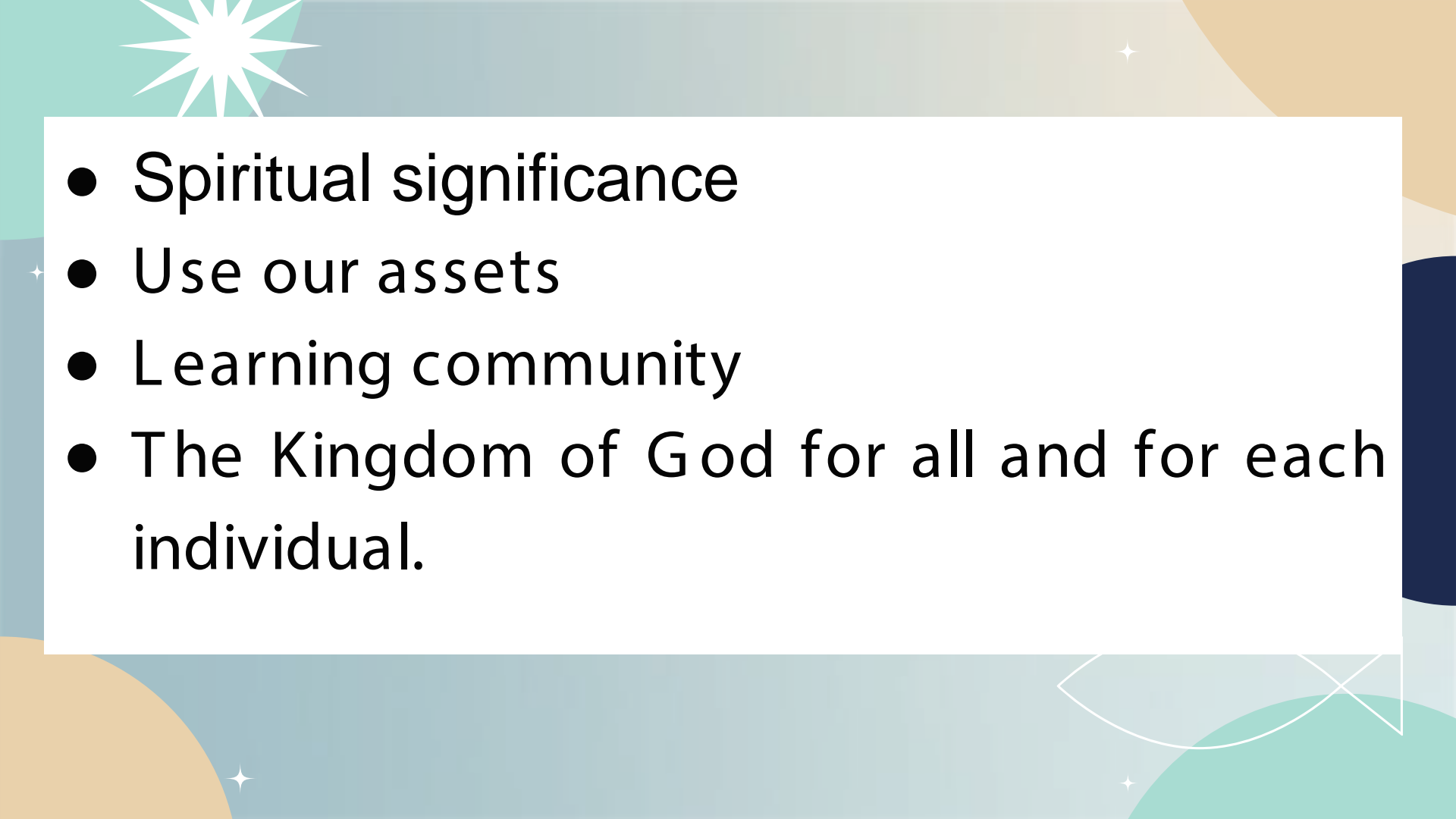
- Opportunity study
- Feasibility assessment

└─→ Ishikawa diagram or Fishbone diagram

assets



targets

- 
- Spiritual significance
  - Use our assets
  - Learning community
  - The Kingdom of God for all and for each individual.



05

One possibility among others for developing the Church of Jesus-Christ

UYT in Europe



# The assets

- Institutions and social welfare?
- The money?

# The challenges for churches in Europe

- Loss of social significance
- The concept of “laïcité”
- Fewer volunteer commitments
- Decline in parishioners

People touched by the  
gospel ✦

The  
Gospel  
for all

Evangeliza ti  
on holistic,  
contextua liz  
ed,  
comm unity

Spirit:  
Creative  
power,  
force to act

My church  
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Com mitments

Missionnal  
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Church=  
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Laïcité

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