

What training and support will there be for Focal Ministers?

Focal Ministers will have an extended programme of formation over 12 to 18 months, with ongoing support from the Oversight Minister. They will be required to complete Safeguarding training to Leadership level as well as Raising Awareness of Domestic Abuse. There will be a dedicated learning community for Focal Ministers to provide both initial training and ongoing support. Oversight and Focal Ministers will also meet together for some learning and development.

Annual Review and Re-commissioning of Focal Ministers

Focal Ministers will have an annual review and be re-commissioned three-yearly; when their incumbent leaves; and six months after a new incumbent arrives. They will be commissioned to the Area Dean in any vacancy and for the first six months of a new incumbency. The Focal Minister may withdraw, and the incumbent may review the Focal Minister's role at any time, which may result in the Focal Minister not being re-commissioned. Support will be available in the event of any issues arising, including learning and development support.

For an informal discussion, please contact:
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For more information, please see:

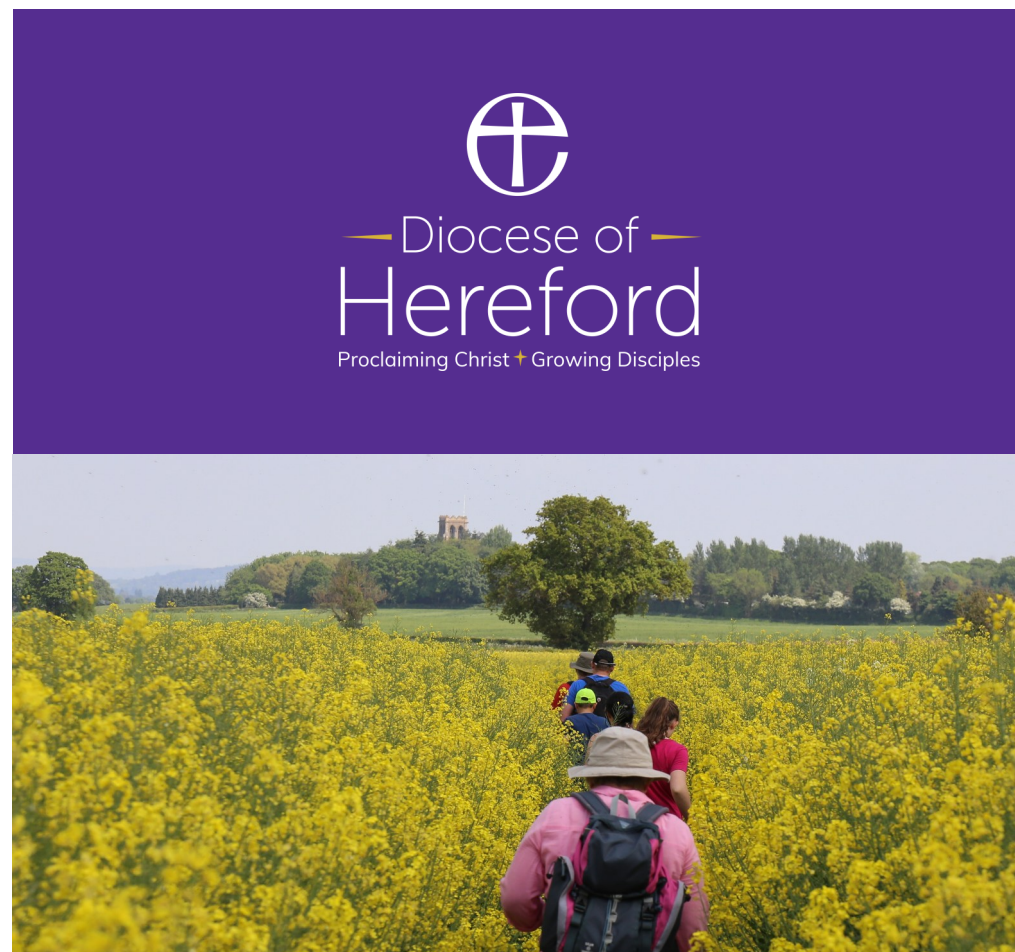
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Focal Ministry in the Diocese of Hereford

www.hereford.anglican.org



Proclaiming Christ + Growing Disciples

What is Oversight and Focal Ministry?

Oversight and Focal Ministry is about teams of lay and ordained people working together to serve God and their local congregations and communities. Each congregation would have a local leader or team to provide Focal Ministry, overseen by the an incumbent Oversight Minister (usually the parish priest).

What is Focal Ministry?

Focal Ministry is a new way of recognising local church leaders of individual church communities in a benefice.

A Focal Minister will have responsibility for aspects of leadership in a single church congregation, working closely with the Incumbent of the whole group of churches, who will be acting as the Oversight Minister.

There may be one Focal Minister in the church or a small team of Focal Ministers working together. Focal Ministers will work collaboratively with all other ministers in a benefice under the overall direction of the Oversight Minister.



Why are Oversight and Focal Ministry needed now?

Nationally and locally, there are **fewer clergy** available for full-time parish roles, so clergy and volunteer leaders need to work together in a new way to support parishes. Sustainability requires **team-based leadership** rather than reliance on a single incumbent. Oversight Ministers will work **collaboratively** across deaneries as well as within benefices. Oversight and Focal Ministry together balance local rootedness with wider support.



What is the main purpose of a Focal Minister?

To serve, lead and enable a specific church community, working closely with the Oversight Minister and the local congregation and other key leaders and ministers.

What will a Focal Minister do?

Focal Ministers will :

- Attend church services and activities on a regular, usually weekly basis, and encourage and enable the local church community to gather for worship, grow in faith, care for one another and reach out to the wider community in mission.
- Be present in the wider community as an available point of contact for anyone connecting with the local church community.
- Work closely with the Oversight Minister and other key leaders and ministers in the local church.

What this looks like in practice will vary from church to church, and the detail will be agreed locally and recorded in the Focal Minister's Role Agreement.



Who can be a Focal Minister?

Focal ministers will usually already be well known in the local church and have a role. They may be lay or ordained. They could be a Churchwarden, Reader or Local Minister, or they could be an Assistant or Retired Clergy person. If they are not already in a role, but they are the right person to be a Focal Minister in this place, this can be discussed. They will have a good relationship with the incumbent and the support of the local church and PCC.

How will Focal Ministers be discerned and commissioned?

Focal Ministers will be discerned through all of the following:

By the local Incumbent who is the Oversight Minister

By the local church through the PCC

By the diocese according to the Qualities for lay and ordained ministry

Following this discernment, which will include a Safer Recruitment process, Focal Ministers will be formally commissioned alongside their Oversight Minister by the Bishop or an Archdeacon.