

What training and support will there be for Oversight and Focal Ministers?

Oversight Ministers will have a 2 year initial formation programme with support from the Area Dean.

Focal ministers will have an extended programme of formation over 12-18 months, with ongoing support from the Oversight Minister. They will also be required to do Safeguarding training to Leadership level as well as Domestic Abuse Awareness.

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 6 months after a new incumbent arrives. They will be commissioned to the Area Dean in any vacancy and for the first 6 months of a new incumbent. 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:
Elizabeth Wild, Director of Mission and Ministry:

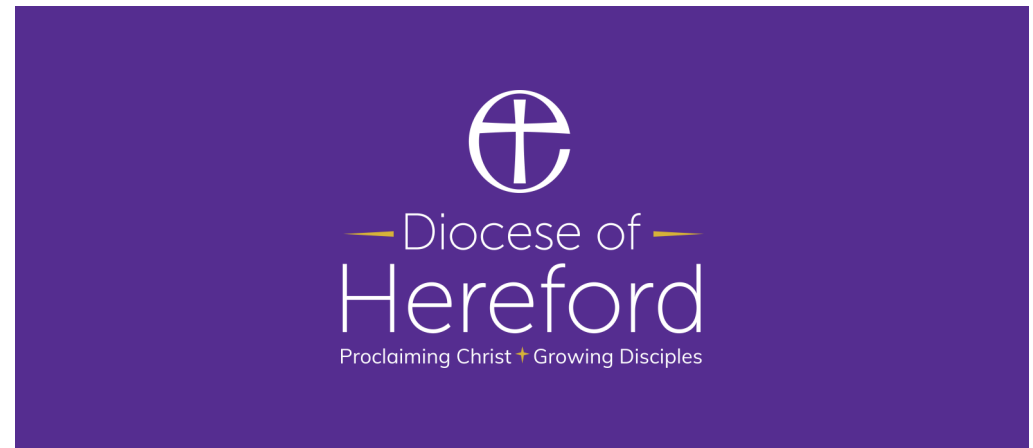
elizabeth.wild@hereford.anglican.org

For more information, please see:

www.hereford.anglican.org/shared-local-ministry



The Diocesan Office • The Palace • Hereford • HR4 9BL
t: 01432 373300 e: info@hereford.anglican.org
www.hereford.anglican.org



Oversight and 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 Oversight Ministry?

Oversight ministers are incumbent clergy (parish priests) who will work in a new way, not trying to do everything themselves, but rather will:

- have **overall responsibility** for mission and ministry across a group of churches
- **discern, encourage, train, support and enable** all those lay and ordained volunteers who are in their ministry teams, including Focal Ministers
- focus on **sacramental ministry** and an area of ministry which is **life-giving** for them



Why is Oversight 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 need to work **collaboratively** across deaneries as well as within benefices. Oversight and Focal Ministry together balance local rootedness with wider support.

How will Oversight Ministers be appointed?

Oversight Ministers may be new parish priests who are appointed as Oversight Ministers or existing clergy who choose to become Oversight Ministers. They will be licensed along with their teams in a special service which recognises that they are part of a team which will include Focal Ministers.



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.

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 in a number of ways:

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 by the Bishop or Archdeacon team.