

What training and support will there be for Oversight Ministers?

Oversight Ministers will be supported by:

- A two-year initial formation programme
- Training in supervision skills
- An ongoing learning community
- Pastoral supervision and spiritual direction
- Area Deans who can offer one-to-one support
- Administrative support
- Collaborative deanery working to support mission and discipleship

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

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



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Diocese of
Hereford

Proclaiming Christ + Growing Disciples



Oversight Ministry in the Diocese of Hereford

www.hereford.anglican.org



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What is Oversight Ministry?

Oversight Ministry goes hand in hand with Focal Ministry and 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 will an Oversight Minister do?

Oversight ministers are incumbent clergy (parish priests) who choose to 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.

What difference will Oversight Ministry make to parishes?

- ⇒ Parishes should expect to see more lay leadership based on people's gifts, with good support and clear accountability.
- ⇒ There will be a team of ministers available to support congregations.
- ⇒ There will be some shared administrative support across the deanery area to make things easier.
- ⇒ Area Deans will enable collaborative working on mission and discipleship in the deanery area, reducing the pressure on individual benefices.

What will parishes need to do differently?

- Oversight Ministers is shared ministry. Parishes will be partners in it rather than recipients of it.
- Parishioners and PCC members will work with their Oversight Minister to discern and support a Focal Minister for each congregation.
- Parishes will work together across the deanery, so that mission and ministry can be shared between benefices.
- PCCs may want to simplify how they meet and organise, so that more energy goes into mission and less into administration.



How will Oversight Ministers be recruited?

Oversight Ministers may be recruited as new incumbents or it may be that an existing incumbent chooses to work in this way and this is formally recognised and supported.

The recruitment process will be clear that this is a distinctive role with certain expectations built in, and all potential candidates will need to be willing to work in this way.



How will Oversight Ministers be licensed?

Oversight Ministers will be licensed as incumbents in a group of parishes, but their licensing service will reflect the fact that they are part of a team and will be working with Focal Ministers.

In due course, their team of Focal Ministers will be commissioned with them, and alongside other lay and ordained ministers in the benefice.