

# Focal Ministry in the Diocese of Leicester

## Introduction

Focal Ministers offer spiritual leadership to a local church or benefice. This indigenous, incarnational ministry offers profound hope for the future flourishing of local churches. Focal ministry is offered by those already embedded in their churches and communities. We need to ensure that such ministers are noticed, encouraged and resourced and that suitable processes are in place for their discernment, support, growth, accountability and well-being.

## Themes of focal ministry

These roles are emergent and highly contextual, so the specifics will vary considerably but the commonalities can be summarised as:

**Rooted** – they are rooted in God, in their church and in their community

**Visible** – they are the public face of the church in its parish

**Fruitful** – they enable others to deepen their faith and live out that faith in the whole of life

Key values of the role include:

- Growing and sharing leadership with others
- Enabling the ministry and mission of all in the church
- Attending to their own spiritual growth and well-being

The specifics of the role will vary depending on the Focal Minister's individual gifts, the gifts of others, personal capacity and the context and these will be described in their Ministry plan.

## Who might be a focal minister?

Focal ministry could be fulfilled by an existing licensed minister (lay or ordained) but may be anyone in the church who is recognised as inhabiting the qualities outlines above. As this role is primarily about spiritual leadership of a community it would be essential that they have a level of spiritual maturity and are committed to deepening their own discipleship.

## Discernment

Focal Ministers are identified and nominated by the PCC, then authorised by the Minister Community Ministry Oversight Group. The discernment process is the responsibility of the PCC with the support of the Minister Community Ministry Oversight Group.

Good local discernment is essential for safe and effective focal ministry. To ensure that PCCs are equipped to do this well, members of the PCC will need to undertake the on-line training for Safer Recruitment available on the safeguarding page of the Diocesan website. The minimum requirements for discernment are:

- 2 references – at least one from someone outside the church
- Discernment conversation with at least 2 representatives of the PCC – to explore:
  - the sense of calling
  - the shape of the proposed ministry
  - how the Focal Minister and PCC can work in fruitful partnership.
- Agreement of the Ministry Plan
- Documented agreement of PCC for the Focal Minister to be authorised

- Proposal forwarded to the Minister Community Ministry Oversight Group

The prospective Focal Minister will need to undertake the following training prior to authorisation:

- Leadership Safeguarding
- Foundations
- Basic awareness
- Awareness of Domestic Abuse
- Enhanced DBS check

A Ministry Plan is agreed in consultation the individual, PCC and a supervisor nominated by the Minister Community Ministry Oversight Group. The Ministry Plan will identify:

- a description of the specifics of the role
- the pattern of ministry in terms of hours offered and how time off is protected
- training needs
- role supervision and support structures
- how expenses are reimbursed
- personal resourcing and support

Discernment documentation should be forwarded to Liz Rawlings ([liz.rawlings@leicestercofe.org](mailto:liz.rawlings@leicestercofe.org)) prior authorisation who will meet with the focal minister to arrange appropriate pastoral supervision provision, issue a certificate from the Bishop's office and invite them to join a reflective practice group.

### **Training**

There is no requirement for formal training prior to authorisation but Focal Ministers are expected to join a reflective practice group and pay attention to their own development needs.

### **Authorisation**

Focal Ministers will be authorised locally using the approved liturgy available of the diocesan website. The term of authorisation is for 3 years and renewed after a process of ministry review and appropriate safeguarding requirements.

### **On-going support and development**

- pastoral supervision
- Annual MDR
- Learning or training identified in the MDR
- Networking opportunities with Focal Ministers in the diocese and nationally

## PCC Discernment for Focal Ministry

<b>Parish Discernment</b>	
Name of parish/benefice	
Minster Community	
<b>Nominee's details</b>	
Name	
Address	
Telephone number	
Email address	
Summary of why you believe this person is called to be the Focal Minister for your parish	
Outline how this ministry will be supported by the PCC.	
Nominated by PCC for the role of Focal Minister for a period of three years from the date of their authorisation.	
Date	
Signed on behalf of the PCC	
References received	
Safeguarding training completed	
DBS check completed	
Discernment conversation	
Ministry Plan completed	
Discernment forms sent to MC Ministry Oversight Group	
Authorisation date	
Focal Minister details <a href="mailto:liz.rawlings@leicestercofe.org">liz.rawlings@leicestercofe.org</a>	

## Personal Discernment for Focal Ministry

Name:	
Contact details:	
Focal Ministry setting:	
Date of baptism	
Date of confirmation	
<b>Personal faith</b>	
How do you continue to grow your own faith?	
<b>Gifts and calling</b>	
How are you involved in the life of your church and community?	
What gifts, experience and sense of calling do you bring to the role of Focal Minister	
<b>References</b>	
Please provide the details of 2 people who can provide a reference.	