

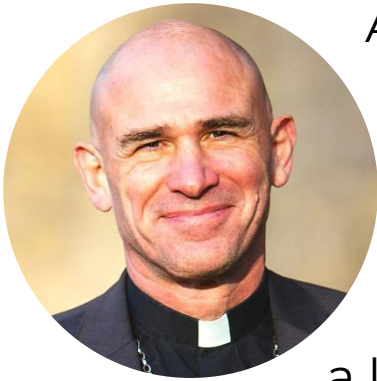


A GUIDE TO **FOCAL MINISTRY**



THE DIOCESE OF SHEFFIELD

Welcome from Bishop Pete



All Christians are called to be part of God's mission by virtue of their baptism: using their God-given gifts in his service by the power of the Holy Spirit, shining as Lights for Christ in the world to the glory of God the Father. Focal Ministry is a key part of our response to that calling and challenge in our Diocese. Focal Ministry involves serving as the public face of the local congregation, acting as a point of connection with the wider community. Focal Ministers work with their Oversight Ministers to release and equip the whole people of God for the whole mission of God.

With the challenges we face, not least in relation to the number of stipendiary incumbents we can afford, the contribution of every baptised person is essential. As you read on in this guide, we pray that you will find a greater understanding of what is involved and what your own part in this calling might be in the years ahead.

With every blessing

+ Pete Sheffield

“ The Diocese of Sheffield is called to grow a sustainable network of Christ-like, lively and diverse Christian communities in every place which are effective in making disciples and in seeking to transform our society and God’s world.” Diocesan Vision

Focal Ministry

Focal Ministers are leaders within their churches. They are authorised by the Bishop, supported by the Diocese, and rooted to provide a focus and regular presence in a particular congregation or community. They may work as part of a team with other Focal Ministers.

All Focal Ministers will be embedded leaders in their congregations and communities, who take responsibility, with the Oversight Minister and relevant others, for the development and delivery of mission and ministry in a parish. However, Focal Ministry itself is not one-size-fits-all. The shape Focal Ministry takes, and Focal Ministers themselves, will be different in each place, reflecting both the local context and needs, and their gifts, skills, and callings. Some Focal Ministers may already hold the office of Reader, Churchwarden, or be another Lay Minister. Others may be ordained; some may be the obvious “face of the community,” and others may be responding to a new call to ministry. See diagram on page 4 for some examples of what Focal Ministry could look like.

However, as expanded upon in the Core Qualities of Focal Ministers (page 5), all Focal Ministers will be:

- A believer in God as described in the creeds and teachings of the Anglican Church
- Baptised and confirmed

- Someone who, as a baptised believer and disciple, receives, walks in and reflects the Light of Christ in their daily lives
- Someone who is prepared to be a lifelong learner in areas of faith and ministry
- A recognised face of the church in their congregation and/or community

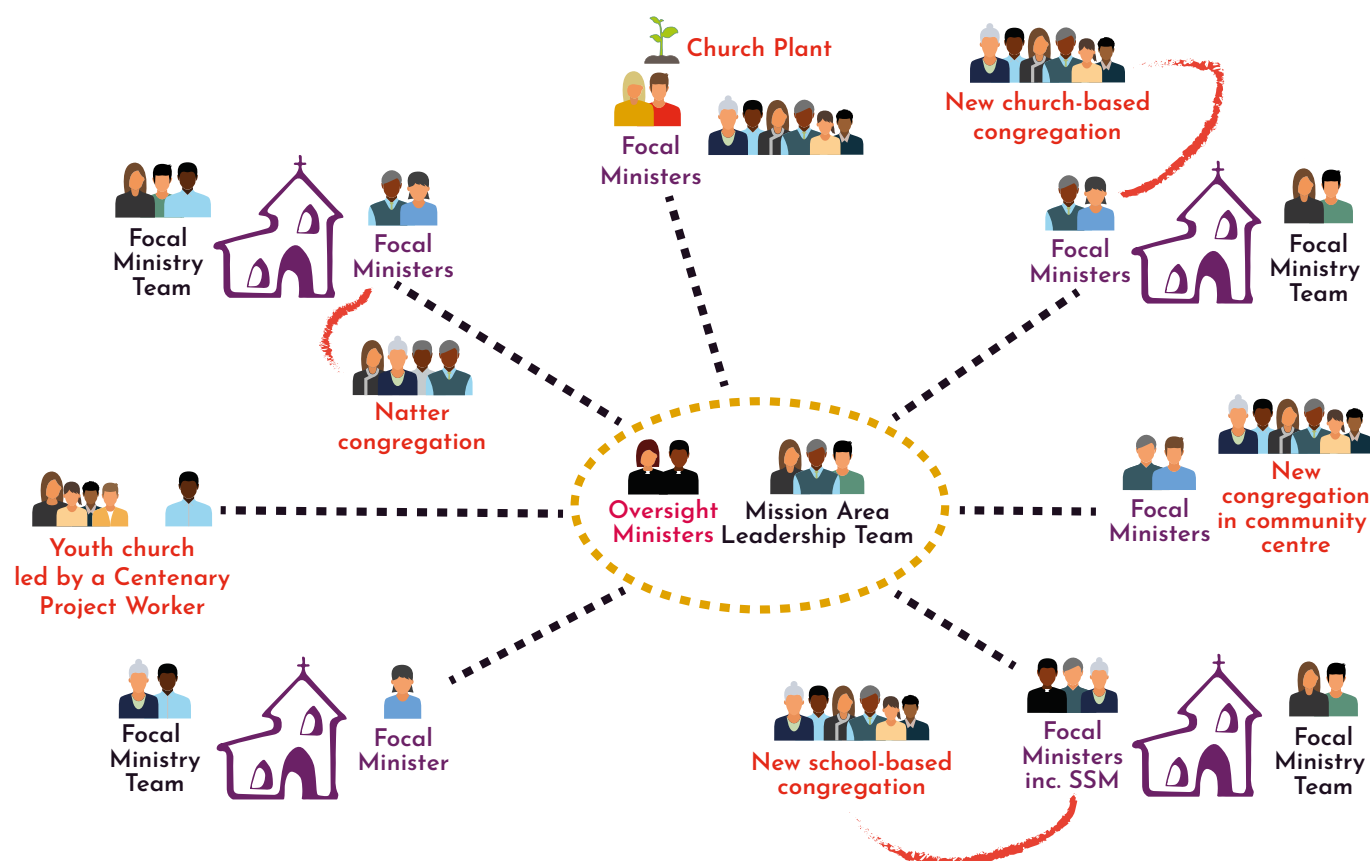
The core purpose and role shared by all Focal Ministers is:

1. To work with their Oversight Minister, PCC and Churchwardens to help lead the mission, ministry and growth of their church
2. To be a focal point of contact both for the congregation and wider community
3. To be a public face of the church, recognised as people of faith and integrity
4. To share in enabling the nurture and formation of disciples, encouraging all to receive, walk in and reflect the Light of Christ in their daily lives
5. To help grow and develop others in their vocation and ministry
6. To work with and be supported by others in their Mission Area and deanery
7. To support the wider diocesan vision and strategy

Alongside their responsibility for leadership of the church or congregation, Focal Ministers may also specialise in a particular ministry area.

It is hoped that our Focal Ministers will be wonderfully diverse, reflecting those in the congregations and communities that they serve. One of the benefits of seeing ‘someone like me’ in a public role is that it encourages others to explore their own discipleship and vocation.

It is our prayer that as Focal Ministers and Oversight Ministers are liberated into the fullness of their life in Christ, they will liberate others into the same, encouraging them and building their confidence and skills.



Core Qualities of Focal Ministers

Quality	Theme	Quality & Evidence
Relationship with God	Personal Faith	Growing and joyful relationship with God.
	Nurturing Faith	Nourished through prayer, worship, scripture, sacrament, fellowship – a balanced Rule of Life.
Self-Care	Healthy Self-Confidence	Identity in Christ – recognising strengths, limitations and capacity. Receiving feedback appropriately.
	Taking Care of Yourself	Self-awareness. Maintaining boundaries of time and relationships. Balancing competing demands.
Growth & Development	Discipline	Open to growth and being transformed by God.
	Lifelong Learning	Commitment and participation in ongoing ministerial development, Reflective Practice.

Quality	Theme	Quality & Evidence
Leadership	Focal Leadership	Recognised as stable, trustworthy, with healthy accountable relationships.
	Collaborative Leadership	Supportive of colleagues, effective team worker.
	Vision	Develops, communicates and implements vision for church.
Nurturing a Healthy Church Locally	Enabling others to live as Lights for Christ	Encouraging others in journey of faith. Develops and facilitates ministry of teams and others, giving opportunities for people to step into their vocation.
	Mission in the local context	Committed to the 5 marks of mission. Enables church to share Jesus with local context.
Being part of the Diocese	Diocese and wider CofE	Working towards the Diocesan vision and strategy, and a commitment to the broader CofE.
	Roles across Mission Area	Healthy, mutually supportive relationships within Mission Area.
	Managing the Church	Committed to safe ministry within Diocesan structures, policies and guidelines.

Focal Ministry Process

Stage	Description
1 Exploration	<p>The PCC and leadership within the parish decide if now is the time to explore Focal Ministry. Help may be sought in this from the Associate Archdeacons, the Resourcing Mission & Ministry Team and the Director of Focal Ministry.</p>
2 Nomination	<p>Potential Focal Ministers are identified and encouraged to consider the core characteristics and role of a Focal Minister. The potential Focal Minister explores their calling with family and friends and decides whether they are willing to be nominated. PCCs formally nominate their potential Focal Ministers and submit the nomination form to the Director of Focal Ministry.</p>
3 Discernment Conversation	<p>Potential Focal Ministers will meet individually with the Director of Focal Ministry for a discernment conversation. This is not an interview, but rather, a prayerful and careful discernment of the way forward. The outcome of this may be 'yes', 'not yet' or suggesting a different ministry.</p>

Stage	Description
<p>4</p> <p>Safer Recruitment</p>	<p>PCCs ensure that the potential Focal Minister has been safely recruited to the role. This includes taking up two external references, an enhanced DBS check and undertaking the necessary safeguarding training.</p>
<p>5</p> <p>Getting Ready</p>	<p>Focal Ministers and Oversight Ministers work through the induction programme, Getting Ready, to prepare together for this new way of working. This is three sessions of 90mins, delivered in parish by a trainer. The Focal Minister and Oversight Minister will complete a Ministry Agreement.</p>
<p>6</p> <p>Authorisation and Commissioning</p>	<p>On completion Focal Ministers will receive a certificate of authorisation from the Bishop and be commissioned in a service in their local church.</p>
<p>7</p> <p>Review and Reauthorisation</p>	<p>Focal Ministers are expected to reflect on their ministry and take part in ongoing learning and equipping which will be reviewed regularly with their Oversight Minister, with support from others. They have annual reviews with their Oversight Minister and will need to be reauthorised every three years.</p>

How do Focal Ministers relate to other roles within the Diocese?

Focal Ministers work alongside their **Oversight Minister** (OM) and should be part of the leadership team/ministry team if one exists. Focal Ministers will meet regularly with their OM for supervision and will contribute to the vision for and delivery of ministry and mission in the church.

Focal ministers will work alongside **Self-Supporting Ordained Ministers** (SSOMs), **Lay Readers** and others as part of leadership teams within Mission Areas and parishes. SSOMs, retired clergy, and Lay Readers could all also be Focal Ministers, if they are the embedded local leaders of that church, the face of the church, and contributing to the over-arching leadership of ministry and mission.

Commissioned Lay Ministers (CLMs) have been identified, trained and commissioned at a local level, for a particular area of service within one area of church life. For example: occasional preaching, leading a toddler group, pastoral visiting, co-ordinating baptism preparation, running an Alpha course, etc. Focal Ministers will help identify and encourage CLMs as part of releasing everyone into ministry.

Every pair of twinned deaneries has an **Associate Archdeacon Transition Enabler** (AATE) who works closely with the Archdeacons and Area Deans to support clergy as they grow into their ministry. They provide regular support and coaching to the OMs and will assist OMs in identifying potential Focal Ministers. Where a parish is in vacancy, AATEs can provide support and supervision for Focal Ministers.

The **Resourcing Mission and Ministry Team**, based at Church House, Rotherham, is able to offer advice and practical assistance for clergy and churches seeking to implement the diocesan strategy at a local level.

The **Mission Area Support Team** based at Church House, Rotherham, provides practical advice and assistance on all matters relating to finance, governance and buildings.

For more information, contact the Diocesan Focal Ministry Team:

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