



The Diocese of Leicester has a vision for the Kingdom of God, and as part of that vision we are seeking to be 'Shaped By God Together'.

This longstanding strategy requires a new shape of organizing for mission and ministry. In 2021 our Diocesan Synod agreed a framework for mission which we call 'Minster Communities'. We are now working across the diocese to form Minster Communities, over the next 2-3 years, through a facilitated, participatory process.

The Minster Community Formation Process

Through piloting in a number of areas, we have developed the process for forming Minster Communities. This process is participatory and based within Christian Discernment, and draws from an understanding of working in complexity. Through the process we seek to enable people in parishes, fresh expressions and schools to honestly grapple with our boundaries of resources and identity, and seek to focus on our diocesan Three Key Questions and priorities of Eco, Reconciliation, Intercultural, Intergenerational, and New Communities.

Phase 1 ("Preparing") of the process begins with a large group of churches across a wide geographical area. This phase focuses churches on getting to know themselves and each other. The process then enables the large group to form into a set number of smaller potential Minster Community groupings for Phase 2 ("Forming"). Phase 2 is when the detailed work is done to create a proposal for each Minster Community. Following a formal launch service, Phase 3 ("Living") is when structures and governance are formalised and deployment agreed, with churches working together

Area Facilitators

Area Facilitators are needed to enable us to support and accompany diocesan officers, parishes, fresh expressions and schools as they journey to becoming a Minster Community.

We are looking for up to 3 Area Facilitators, to work on a contracted basis, across a geographical area to deliver the Minster Community formation process. Area facilitators will lead the large-group area process (Phase 1), and also act as a Co-Facilitator to work alongside a specific Minster Community in Phase 2. This process is participatory and based within Christian Discernment, and draws from an understanding of working in complexity. They will be supported by the diocesan Parish Transition and Ministry Development department. These roles will work to a staggered timeline and therefore have different start dates.

Role description

Through process facilitation, to deliver the Minster Community Formation process for a designated area, forming a number of Minster Communities.

To also act as a Co-Facilitator for one Minster Community.

This will include:

Planning and leading the overall formation process of community discernment using our pre-designed process over an 18-month period* for a specific geographical area.

Hosting and resourcing the relevant local Co-ordinating Group through Phases 1 and 2 to ensure they make proper preparation and enable the best conversations possible within the formation process.

Sharing and capturing process and progress feedback to the Shaped by God Together Steering Group, including some use of project management software (access and training will be provided).

Responding appropriately and within agreed timescales to queries and questions of process throughout the formation process.

To act as a Co-Facilitator for 1 specific Minster Community as it forms through Phase 2.

Ensuring Phase 2 Working Groups complete their tasks on time, supporting specific groups when necessary.

In addition to facilitation, to ensure that the draft and final paperwork for diocesan approval is completed.

Ensuring a smooth transition into facilitator and diocesan support for phase 3, and working within phase 3, when appropriate.

Liaising with relevant diocesan officers and support staff.

Qualities needed include:

A person of faith & prayer and who understands the realities and challenges of Christian discernment.

To be aware of the diocesan Shaped By God Together Minster Communities framework, and willing to work outside of their own 'local' church, school or fresh expression of church.

Committed to equality of voice, and passionate about ensuring all are heard.

Ability to relate across theological traditions.

Understand change and high levels of complexity, and yet able to stick to agreed processes.

Confident in their ability to create, hold and navigate a space for conversations & discernment.

Confident and skilled to lead and facilitate large group conversations (100+).

Able to deal with high emotions and working with challenge and disagreement

Able to form and ask questions that release and unlock when people and communities are stuck.

Able to hold confidentiality.

Able to listen attentively and deeply to communities and individuals.

Able to hold their silence and not to rush to solve.

Willing to reflect on their own practice and experience.

Able to manage your own anxieties, and cope with disruption.

Have a good understanding of Church of England parish life.

Co-Facilitators

Co-facilitators are needed for the Minster Community formation process. They will work in pairs, in Phase 2 of the Minster Community formation process, with specific groups of parishes, fresh expressions and schools as they undertake detailed work to explore possibilities and create a Minster Community proposal. This process is participatory and based within Christian Discernment, and draws from an understanding of working in complexity. They will be supported by the diocesan Parish Transition and Ministry Development Team.

Some Co-Facilitators will also work alongside Area Facilitators in Phase 1 of the process. Co-Facilitators may be invited to accompany Minster Community ministry teams as they form and start working together in the months immediately following the Minster Community launch (Phase 3).

We are looking for people who are willing to work on a voluntary or pro-bono basis.

At this stage in the implementation of our framework we are looking for up to 20 Co-Facilitators, although not all will be needed to begin this work immediately.

Role description

To co-facilitate the formation process for a designated minster community.

This will include:

Planning and facilitating the formation process community discernment sessions using our pre-designed process over a 12-month period*

Hosting and resourcing the relevant local Co-ordinating Group through Phase 2 to ensure they make proper preparation and enable the best conversations possible within the formation process.

Responding appropriately and within agreed timescales to queries and questions of process throughout the formation process.

Sharing and capturing process and progress feedback to the Shaped by God Together Steering Group, including some use of project management software (access and training will be provided).

Ensuring Phase 2 Working Groups complete their tasks on time, supporting specific groups when necessary.

In addition to facilitation, to ensure that the draft and final paperwork for diocesan approval is completed.

Ensuring a smooth transition into facilitator and diocesan support for phase 3, and working within phase 3, when appropriate.

Liaising with relevant diocesan officers and support staff.

*Phase 2 is estimated to take between 9-12 months and involve up to 25 days of work. These roles will require evening and weekend working, and the work will ebb and flow as the process unfolds, with unevenly distributed events throughout. Some of the meetings can be supported or delivered by Zoom, and there may be flexibility offered around scheduling.

Qualities needed include:

A person of faith & prayer and who understands the realities and challenges of Christian discernment.

To be aware of the diocesan Shaped By God Together Minister Communities framework, and willing to work outside of their own 'local' church, school or fresh expression of church.

Committed to equality of voice, and passionate about ensuring all are heard.

Ability to relate across theological traditions.

Understand change and complexity, and yet able to stick to agreed processes.

Confident in their ability to create, hold and navigate a space for conversations & discernment.

Able to support and challenge as the situation requires.

Able to form and ask questions that release and unlock when people and communities are stuck.

Able to hold confidentiality

Able to listen attentively and deeply to communities and individuals.

Able to hold their silence and not to rush to solve.

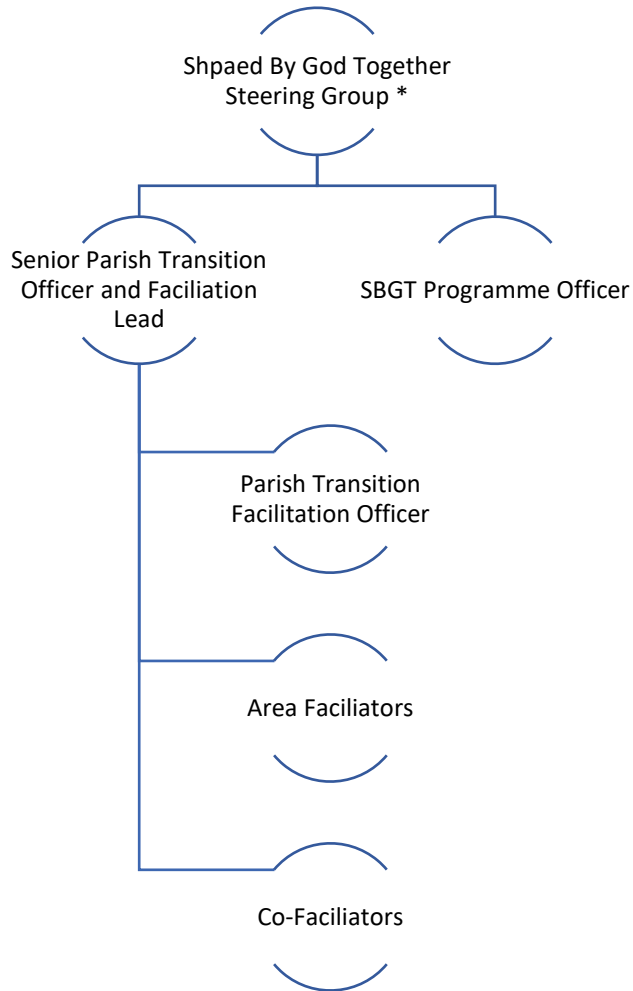
Willing to reflect on their own practice and experience.

Able to manage your own anxieties, and cope with disruption.

Have a good understanding of Church of England parish life.

Further Information

Structure

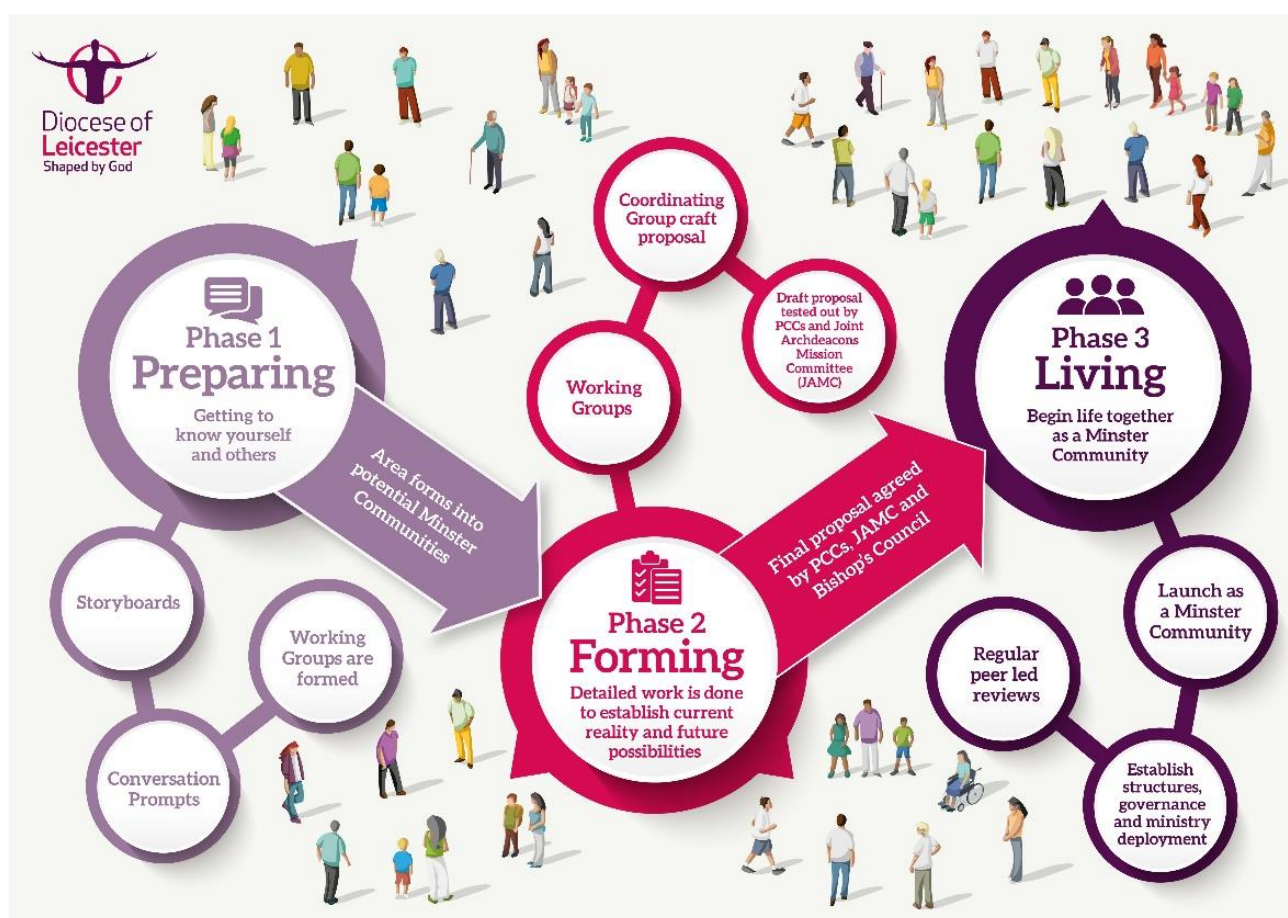


Review process

Regular reports will be provided to the SBGT Steering Group, that consists of the SBGT programme Manager, the Director of PTMD, the Archdeacons, and the Senior Parish Transition Enabler.

A facilitation review process will be in place, with key reviews undertaken at agreed process milestones.

Process summary



Process information

Phase 1 (“Preparing”) of the process begins with a large group of churches across a wide geographical area. This phase focuses churches on getting to know themselves and each other. We have developed two tools for use in this Phase: Storyboards and Conversation Prompts. The process then enables the large group to form into a set number of smaller potential Minster Community groupings for Phase 2 (“Forming”). [Phase 2](#) is when the detailed work is done to create a proposal for each Minster Community. We have developed templates to guide Working Groups and Coordinating Groups through this Phase. Following a formal launch service, Phase 3 (“Living”) is when structures and governance are formalised and deployment agreed, with churches working together in mission becoming a lived reality. Archdeacons and the PTMD team offer tailored support during Phase 3.

General information about Shaped By God Together, including the journey so far and Frequently Asked Questions can be found on the website:

<https://www.leicester.anglican.org/about-us/sbgt/>

Further information about Minster Communities is available on the Learning Hub:

<https://thehub.leicester.anglican.org/category/minster-communities/>

More detailed information is available from stuart.burns@leicestercofe.org or beth.cluer@leicestercofe.org

Minster Community Formation Coordinating Group (Terms of Reference)

The Minster Community Formation Coordinating Group will be the place where local engagement with the formation process in Phase 2 is enabled. This group will not be a decision-making body. However, it may be asked to make some recommendations during the process; responsibilities for decisions will remain with the parishes.

The group will have the following responsibilities:

- To guide and advise those in parishes to ensure they make proper preparation to *enable* the best conversations they can have within the context of the Minster Community (MC) formation process.
- To work with the Parish Transition and Ministry Development (PTMD) team, supporting facilitators with practical arrangements, setting dates, venues and method of meeting (e.g. Zoom, Teams, Physically in-person).
- To be part of the discernment conversation of which Working Groups to form to do the more detailed work that is required.
- To be part of a Working Group within Phase 2. Some members of the Coordinating Group could also chair/facilitate a Working Group.
- To receive and 'sense-make' data and information from the Working Groups, with the support of facilitators.
- To work with the wider MC to craft the proposal that will be submitted to the Joint Archdeaconry Mission Committee (JAMC) and to PCCs. Then to receive feedback and redraft accordingly. All with support of facilitators.

Each emergent Minster Community will have designated facilitators, co-ordinated by the Parish Transition & Ministry Development Team.