

Phase 3 - Ministry within a Minster Community – Discernment and Appointment processes

Oversight Minister Appointment Process

The aim is to have someone in the post of Oversight Minister at the point in which a Minster Community is ready to launch. That person will then be commissioned as part of the launch service and able to support the MC in its early stages of Phase 3.

Option 1: Interim Appointment (3 years)

- Appoint an Oversight Minister (OM) from existing clergy. The OM will be held alongside their current incumbency. These are two distinctive roles, and the individual in this instance will still retain their incumbency role even if they step down from the OM role.
- Use the generic role description and Minster Community (MC) proposal as the basis. The Statement of Particulars will be updated to reflect this additional responsibility.

Option 2: Transitional Appointment (6–12 months)

- Second an OM from clergy within the MC or wider diocese. This may also be held alongside an existing ministry role. These are two distinctive roles, and the individual in this instance will still retain their incumbency role even if they step down from the OM role. Use the generic role description and Minster Community (MC) proposal as the basis. The Statement of Particulars will be updated to reflect this additional responsibility.
- A new permanent appointment will be made in the normal process, once Funding is secured from within MC Parish Contributions or other funding provisions. This role will then be co-terminus with the incumbency post.

Before Launch Service the OM appointment announced:

- Informally to Coordinating Group
- Official notice from Bishop's office to Churchwardens.
- Announcement in all MC churches the following Sunday.

Other Minster Community roles

There will be a Whole Ministry Team Gathering. A session to outline ministry shape across MC and begin discernment process for ministers to consider their role and contribution.

Note: Some locally licensed ministers may opt out if they feel called only to their parish.

Clergy Ministry Discernment will then be led by *Archdeacons & Bishops*

Vocational conversations with the Parish Transition and Ministry team have been available up to the point of commissioning and may be continued during the first 6 months of Phase 3 with Archdeacons. Statement of Particulars for role changes will be amended as required (e.g., Growing Faith minister, pioneer minister, operations lead).

Associate Ministry Discernment will continue with the support of the Parish Transition and Ministry Department.

Licensing of Ordained and Lay Ministers

- Cross-licensing MC Ministry Team members to other benefices (except where PCC Resolutions apply).
- Extend licenses for ordained and licensed lay ministers to other benefices in MC in keeping with legislative provisions and agreement of PCC.
- Where an incumbent accepts a new stipendiary role (not OM) they will be relicensed to new role via a new license covering each benefice in MC this will be negotiated on a benefice/parish level
- Working Agreement templates to be agreed locally will then be written up by OM and Archdeacons/PTMD.

If option 2 has been taken before launch and the MC has a transitional OM then Permanent Oversight Minister Appointment will take place.

- Bishops and Archdeacons discern benefice placement for licensing.
- This benefice then creates a profile informed by MC proposal and OM Role Description.
- Interviews with benefice panel and MC panel (including school and patron representation and consultation).
- Benefice panel reaches consensus noting feedback from both panels, recommendation of candidate
- Benefice panel recommends appointment to Bishop
- Incumbent appointed, licensed to benefice, and OM commissioned to MC.