

New Pathways for
**Licensed and
Authorised
Ministry**



Proclaim afresh the faith in each generation

People
Pl&ces



Introduction

As part of the Transforming Church strategy, we are creating new pathways for licensed and authorised ministry in The Church of England Birmingham. These new pathways take forward our missionary commitment to 'proclaim afresh the faith in each generation' reimagining ministry in ways which foster, sustain and extend Christian presence, service, witness and outreach in every community, as envisaged by the People & Places programme.

An integral part of this transformation is the role of Local Ministers who lead a church or worshipping congregation within an oversight area, supported and led by an Oversight Minister and Area Dean.



"I am delighted to see this new initiative in Local Ministry come to fruition as part of the wider work we have been doing in re-imagining ministry. I look forward to working with it."

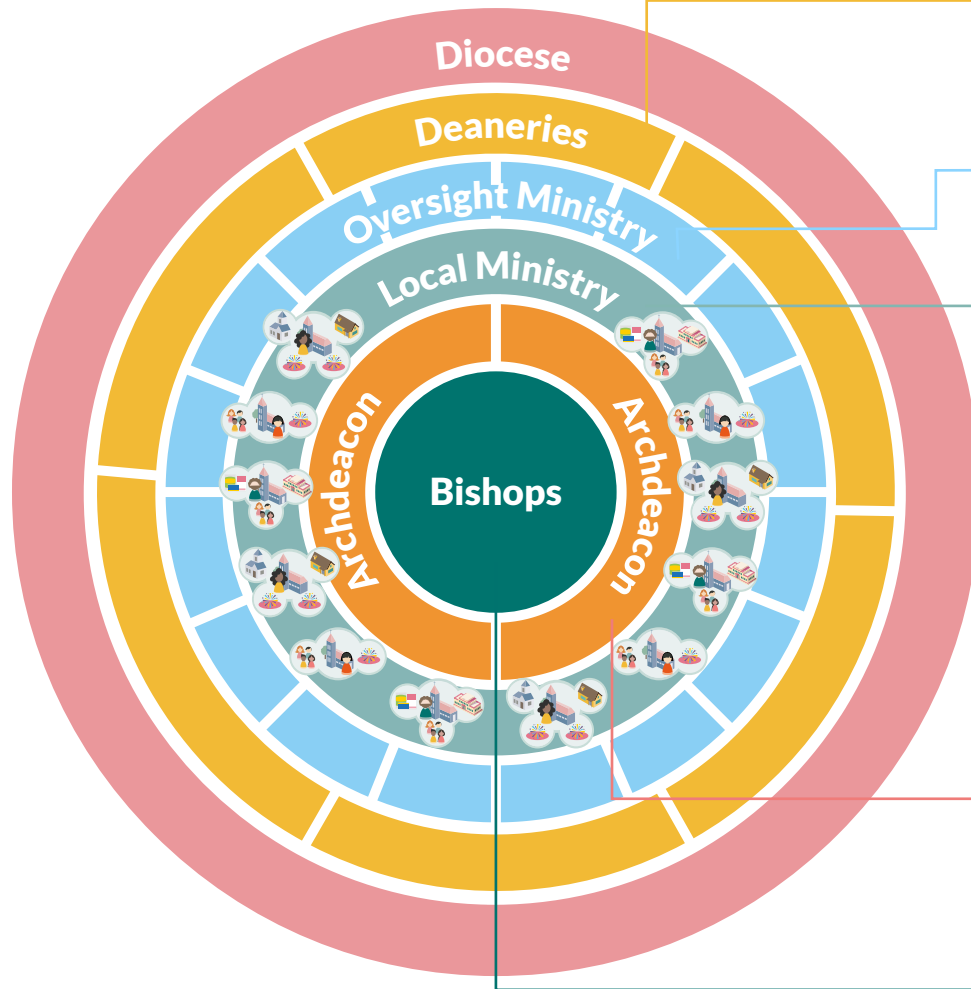
+ Anne Aston

The Rt. Revd Anne Hollinghurst
Bishop of Aston, Acting Bishop of Birmingham

"Abide in me, and I in you. As the branch cannot bear fruit by itself, unless it abides in the vine, neither can you, unless you abide in me. I am the vine, you are the branches. Those who abide in me, and I in them, bear much fruit, for apart from me you can do nothing." John 15: 4-5

The Ecology of Mission and Ministry in The Church of England Birmingham

As part of the People & Places, in each of the six Deaneries there will be a number of churches led by Local Ministers, gathered into oversight areas.



Diocese

Six Deaneries

- Area Dean
- Deanery Support Services

Oversight Ministry

- Oversight Minister / working with ministry colleagues
- Each Oversight Minister will be leading a particular church within an oversight area

Local Ministry

- Local Minister
- Ministry team comprising ordained and authorised lay ministers licensed / locally commissioned
- Church schools
- Mission communities, church plants, Fresh Expressions and revitalisations
- Community outreach
e.g. Foodbanks, community centres, Places of Welcome
- Distinctive ministry
e.g. CFM's, pioneer mission, youth and children's, chaplaincy

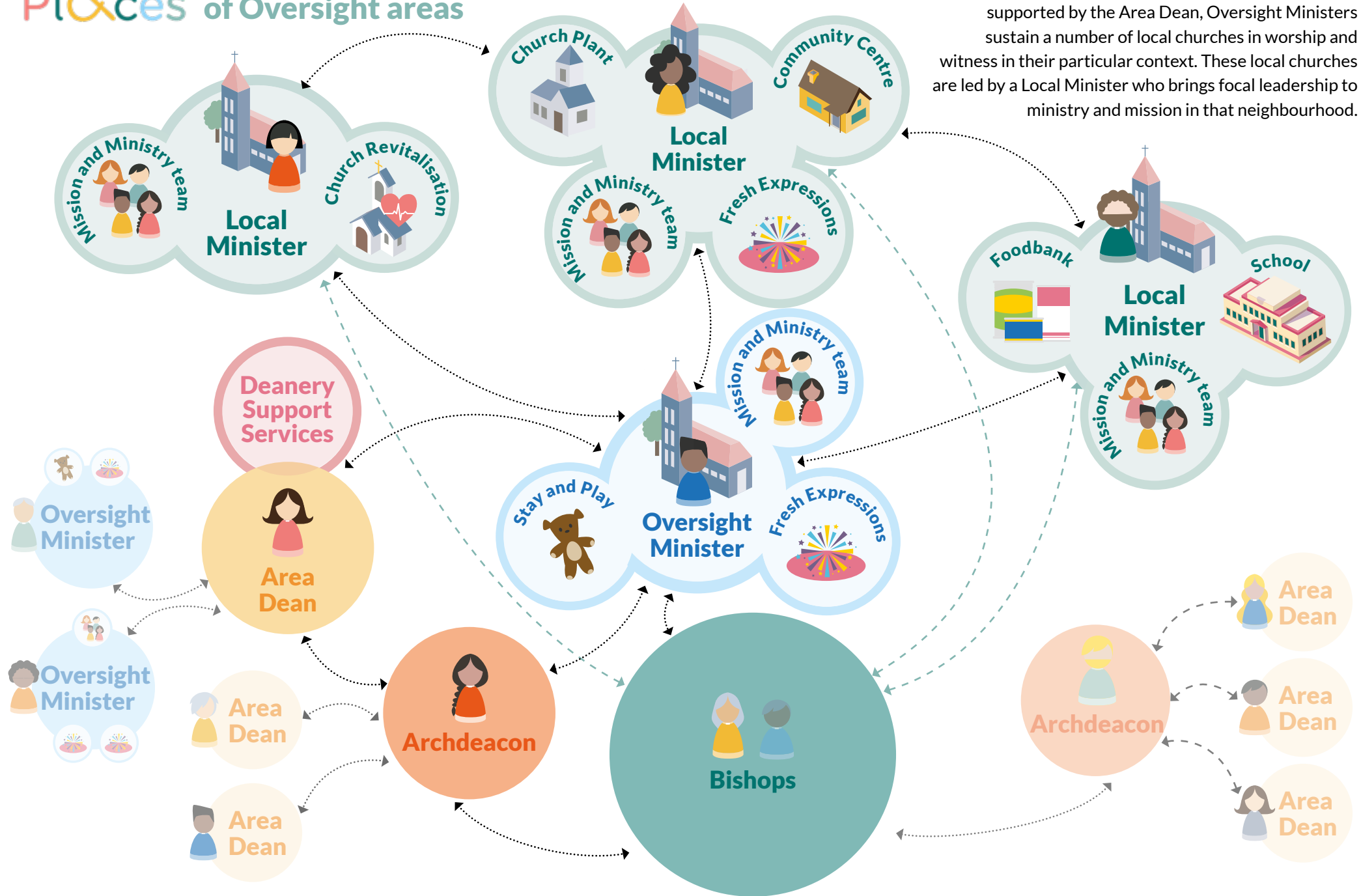
Two Archdeaconries

- Archdeacon of Birmingham
- Archdeacon of Aston

Bishops

- Diocesan Bishop and Suffragan Bishop
- Ministries, mission, learning and parish support services

Architecture and relationships of Oversight areas



Oversight areas are made up of a range of expressions of church and service in the community. In each deanery, supported by the Area Dean, Oversight Ministers sustain a number of local churches in worship and witness in their particular context. These local churches are led by a Local Minister who brings focal leadership to ministry and mission in that neighbourhood.

The new ministry pathways are:



Local Minister

Equipped to lead a particular church or local Christian community, licensed by the Bishop, supervised by and accountable to the Oversight Minister.

Local Ministers may be either licensed as a Lay Minister or licensed as an Ordained Minister whose ministry as Deacon and Priest is focussed primarily in a local Christian Community.

In some local churches there may be two Local Ministers who share leadership responsibilities.

Individuals who are drawn to serve as a Local Minister, either lay or ordained, will have further conversations with the Oversight Minister and a Diocesan Vocations Adviser.

Formation Criteria for the role of Local Minister will be drawn from the national Church of England Shared Discernment Framework.

Those who feel drawn to Local Ministry will draw up with the Oversight Minister / Area Dean a draft role description describing the particular shape of the ministry envisaged for that particular community.

The role description(s) will be presented to the PCC for discussion and approval.



Authorised Worship Leader

Lay people equipped to lead public worship in a particular church and parish/community setting, under the supervision of the Local Minister or Oversight Minister.

Public Worship and Prayer Ministry

Authorised Occasional Preacher

Lay people equipped to teach the faith in a particular church and parish/community setting on an occasional basis, under the supervision of the Local Minister or Oversight Minister.

Ministry of the Word

Further authorised lay ministries will be developed in due course:

Church Administrator

Facilities, Governance and Finance



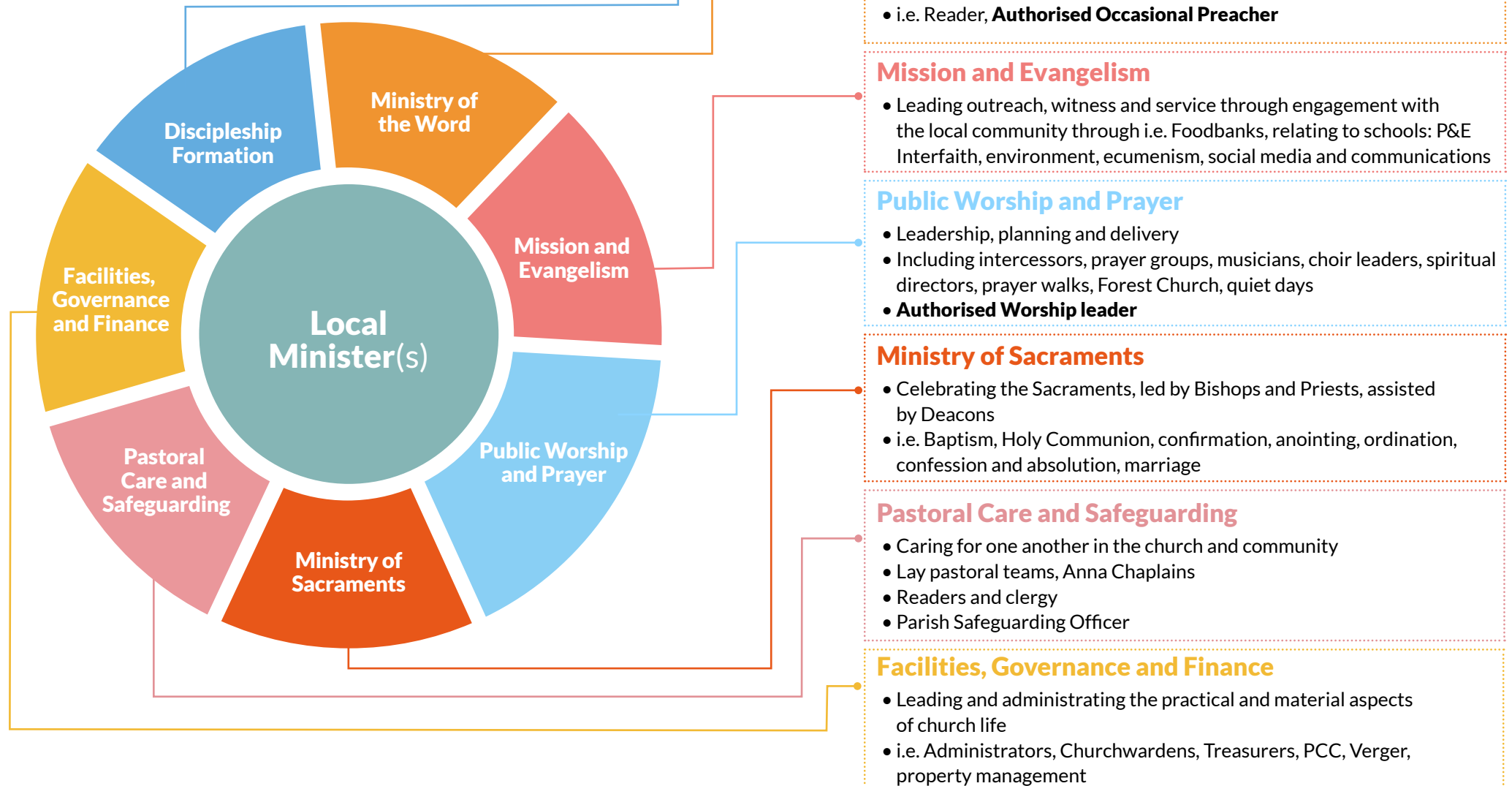
Local Evangelist

Mission and Evangelism



Leading Ministry and Mission in Local Churches

The Local Minister represents their local church in the oversight area and deanery, fostering vision and strategy and bringing focus to the life of the local church through a range of ministries, which can be grouped into these seven areas.



Calling and Discernment for Local Ministry

Priority for local ministry discernment will be those local churches and Oversight Ministry Areas emerging through the People & Places process.

Discernment will be a process of several linked phases, beginning with the communal discernment of the local call to ministry, moving into the discernment of individuals who have the necessary gifts and skills for leadership as authorised ministers, both lay and ordained. This approach envisages ministry in the service of mission.

This pattern of communal discernment works in partnership with the Transforming Church Action Planning process (TCAP).

The approach to selection and development of local leaders involves initial discernment, formation, training and continuing ministerial development which is intercultural and inclusive of the wide diversity of educational and cultural backgrounds in CofE Birmingham, shaped for particular local contexts.



Five Phases of Local Ministry Discernment and Formation

Discerning the vocation and calling of women and men for these new ministry responsibilities takes place through five Local Ministry development phases, building on an initial Foundation such as:

- Estates Ministry Leadership Learning Pathway
- The Way of Discipleship



Phase 1: Community Discernment

In a specially designed Giftings Day, each local Christian community/PCC will reflect on the seven dimensions of their shared life as a church and consider the role of the Local Minister who focuses and connects together these various ministries.

This reflection is led by a trained ministry discernment facilitator, with the **Area Dean/Oversight Minister**, who helps the community to identify the people who lead in each of these areas, what openings there are for leadership ('the gaps'), and which members of the community might have the gifts, skills and callings to take on new leadership responsibilities. After a period of reflection, the Area Dean/Oversight Minister nominates individuals to explore training in various areas supported by the PCC.

Further information on this process is available in the Community Discernment Workbook.



Phase 2: Personal Discernment

Individuals who are drawn to serve as a Local Minister, either lay or ordained, will have further conversations with the Oversight Minister and a Diocesan Vocations Adviser.

Formation Criteria for the role of Local Minister will be drawn from the national Church of England Shared Discernment Framework.

Those who feel drawn to Local Ministry will draw up with the Oversight Minister/Area Dean a draft role description describing the particular shape of the ministry envisaged for that particular community.

The role description(s) will be presented to the PCC for discussion and approval.



Phase 3: Diocesan Discernment and Bishop's Sponsorship Candidates for Local Ministry

Candidates for local ministry, lay or ordained, will engage in a discernment process for public representative ministry, including a Local Discernment Panel, using national CoFE formation criteria. This process will be overseen by the Diocesan Director of Ordinands working with the Local Ministry Steering Group, who advise the Sponsoring Bishop on appropriate formation Pathways for candidates. Responsibility for final decisions in all matters of public ministry rest with the Bishop.



Phase 4: Formation, Training and Assessment

The Learning pathway for Local Ministry will focus on theology, spirituality and practice of leadership, collaboration, accountability and resilience and will be context specific, building on prior experience and training.

Some aspects of formation will be shared with other formation programmes for licensed and commissioned ministries such as Reader, Commissioned Pastoral Teams, Curates, including Safeguarding Training and Unconscious Bias training.

Local Ministers recommended for ordained ministry will be ordained by the Bishop along side others in the annual Cathedral services.



Phase 5: Continuing Ministerial Development (CMD), Oversight, Supervision and Ministerial Development Review (MDR)

There will be appropriate arrangements for continuing training, and ongoing accountability, supervision and oversight in ministry, with Ministerial Review at regular intervals.

Each ministry will also be supported by a Working and Learning Agreement arranged in conversation with the Oversight Minister, renewed annually.



**Local
Minister**

Licensing and authorisation for the role of Local Minister will be for a period of five years, with mutual review led by the Area Dean in Year 5. Recommissioning follows if mutually agreed.

Local Ministry Pilot Programme 2019-2022



Local Minister

The formation Pathway is led by The Revd Canon Andy Delmege and The Revd Dr Sam Gibson. Meeting monthly in person and online, evenings and some Saturdays. A number of others leaders contribute to the teaching and learning, which is often shared with Readers, Curates and Commissioned Lay Pastoral Care Teams. The formation is based around participants experience of leading in their local contexts and supporting their growth as ministers in local communities. The programme is funded by CofE Birmingham, and all participant expenses are reimbursed.

Timescale envisaged for Cohort 2 of the Local Ministry Pathway:

Community discernment and personal discernment	2023
Foundation learning community	2023 - 2024
Diocesan panel	2024
Initial Formation Phase 1	2024 - 2025
Licensing of Local Ministers Lay and Local Ministers Ordained made Deacon	2025
Initial Formation Phase 2	2025 - 2026
Local Ministers who are ordained, made Priest	2026
Continuing ministerial development onwards	2026



Equipping Complementary Ministries



People & Places programmes are in place to support and develop ministry and mission in a range of ways. Coaching and mentoring will enable clergy and lay leaders to grow in skills and aptitudes in new responsibilities, including training and support for Oversight Ministers.

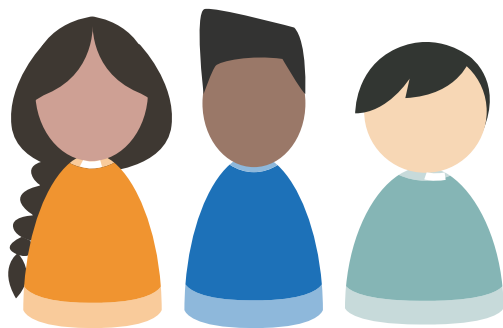


For further information please see key supporting documents:

- Practical Theology of Oversight Ministry
- Bishop David's Invitation to Explore
- TCAP 'explanation'
- Transforming ministry

*God our Father, Lord of all the world,
through your Son you have called us into the fellowship
of your universal Church:
hear our prayer for your faithful people
that in their vocation and ministry
each may be an instrument of your love,
through our Lord and Saviour Jesus Christ,
who is alive and reigns with you,
in the unity of the Holy Spirit,
one God, now and for ever. Amen.*





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