



EXPLORE

A resource for Churches
beginning Focal Leadership



EXPLORE.....

EXPLORE is a resource in three Conversations to help you consider and begin your focal leadership journey.

Everything you need should be inside – but you don't need to use everything provided. Consider what is best and most helpful for you.

Beverley Angier, Focal Ministry Officer, Manchester Diocese.

EXPLORE

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Reflection

'He himself granted that some are apostles, prophets, evangelists, pastors and teachers to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ.' (Ephesians 4:11-13. NRSV)

The Church as universal and local

The Church exists as **universal and local** –a real expression of the body of Christ in the local congregation as part of the wider church. In the Church of England, this is expressed through the mission communities, through parishes, chaplaincies and other expressions which together make present the life of Christ in a diocese, incarnationally in their particular places.

In the Church of England, we are already seeing increasing variety in church worship, structure and leadership (both ordained and lay). Being both rooted and reactive, these are local expressions of the Church's commitment to place, to community and its **mission to serve and reach all locally with the good news of God's love in Christ.**

Changing patterns

The model of ministry we have inherited in shared memory of '*one parish, one church, one Vicar*' has been key to the Church of England's distinctive approach to mission and ministry. **This is no longer sustainable in its 'remembered' form**¹ and this presents us with both challenge and opportunity. Most parishes already share, or will soon share, their incumbent with at least one other, changing something of the shape of that presence and ministry whilst affirming its nature.

Pastorally, most would agree that congregations benefit from the continuity and presence of a key church leader. Complex patterns of congregational attendance, combined with incumbents leading multiple churches, make the role of a **person who 'holds the continuity'** crucial. This identifiable leader, who is in touch with pastoral need and can identify resources and new mission opportunities, has been linked with Church growth potential in research and on the ground.

The inspiration for **Focal Ministry is grounded firmly in our remembered tradition**, in a desire for growth and mission in local churches, and is a key part of our vision for Mission Communities. Recognising the variety of peripatetic ministries seen in the New Testament and early church, Focal Ministry is a complimentary, settled pastoral ministry rooted in a specific community affirming the local and wider church in leadership and structure. The role is grounded in both our tradition and in our future together.

Focal ministry is bold and different. It is not simply a matter of, *filling the clergy gaps* - it is a courageous response to the call to be 'church for a new world'. With contextual variance, the focal leader (clerical or lay) will embody the local, faithful and committed presence of Church and will endeavour to ensure that the voice of each local church is heard and valued, contributing to the vision and mission of the wider church being lived out locally, alongside others doing the same in each Mission Community.

This Theological Reflection is taken from the Focal Ministry policy paper which went to Diocesan Synod in the Autumn of 2022. It is a resource, if helpful, but not essential.



Introduction

*Focal ministry is one of the bold steps we are taking across the Diocese of Manchester towards being a Church for a different world and is one of the ways that our Churches can be seen as **Growing, Nurturing and Serving** in our local communities.*

Focal Leaders are local, contextual leaders with a focus on mission and discipleship, drawing others alongside into the work of the church inside and out in the local community. Focal Leadership has been identified in research and in other Dioceses as being associated with growth.



Explore contains suggestions for discussion which you can use in a small group or adapt, as you and your church consider focal ministry in your context.

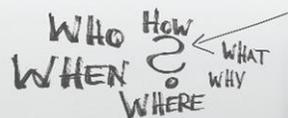
Explore is designed to enable you to:

- ❖ **Discern the shape** that focal leadership might take in your context *and then*
- ❖ **Move forward** in considering the role of a focal leader.
- ❖ **Help identify** a focal leader or confirm your focal leader-designate when you are ready, *and then*
- ❖ **Move forward** with thinking about a role and responsibilities.

Practicalities

❖ Who is Explore for?

Incumbents or Ministers, potential focal leaders, PCC representatives, Church Officers and other key players. A mixed group of no more than 8 people representing different roles from your context, will enable the best conversation. Leadership of the group is deliberately left open, so that all may contribute.



❖ Why might it be useful?

To bring people together in a discussion to consider how focal leadership might be of benefit to you in your church and community.

To move on, if appropriate, to consider who your focal leader could be, what they might do and to work towards thinking about a role and working agreement.

❖ What will we get out of the conversations?

It is hoped that the conversations will result in you having a clearer picture of focal leadership and how this might work in your church. ***How much the group gets out of the discussions will be determined by how open and honest the conversations are!***

❖ Worship together

It is recommended that you begin each session with worship together. Use whatever format is usual for your context, or adapt the suggestions provided, sharing leadership of this wherever possible.



❖ Hospitality

The gathering time at the beginning of **Conversation 1** and **Conversation 3** is designed around discussion, over refreshments. You are encouraged to think where you meet to encourage a relaxed discussion time, although how you do this is up to you.

❖ How does it work?

The suggestions for discussion and activity which follow will help you think about focal leadership in your church and community. Conversations draw on your unique situation and the direction and quality of the discussion depends on what you as a group bring to it in response to the prompts offered.

Explore gives you space to discuss together (*in Conversations 1 & 3*) and to reflect apart (*in Conversation 2*). There are times when you can pause to reflect, adjust, change direction as best for you, depending on your context.

The Conversations

Conversation 1: Thinking about our church, its uniqueness, where growth might happen and what focal leadership might look like for us.

Conversation 2: Continuing from Conversation 1 through individual reflection on focal leadership from the perspective of your role and responsibility in church life.

Conversation 3: Considering focal leadership more particularly and thinking about how you want to move on as a church.

Conversation Expectations

Whether you know those in your group well, a little or not at all, you are encouraged to bear in mind the following expectations, to make the most of your time together.

- ❖ **Pray**, individually and together. You are encouraged to begin each Conversation with worship and to pray for each other and for your Church community along the way.
- ❖ **Listen** to God, and to each other. In the discussion each group member is encouraged to listen and expect to be listened to.
- ❖ **Reflect**, allow time to process and think, don't rush. Take the time you need remembering that not everyone's or every place's journey, will be the same.
- ❖ **Be open**, to new perspectives and points of view. The discussion prompts appear straightforward – try to engage with these as fully as you can.
- ❖ **Be productive!** The three Conversations are designed to leave you in a practical place to move forward with your shape for focal ministry. There are options so that you can move forward in whatever way is appropriate to you.
- ❖ **Be disciplined**, try to keep to time. You may like to allocate about 90 minutes for Conversation 1 and 3. If more time is needed, allocate more – but keep your focus.

Conversation 1: Engaging with Church

Thinking about focal leadership within the unique context our church and community.

In Conversation 1 you are encouraged to consider the unique character and shape of your church along the lines of: What do you do well and who does what? Where is mission done and how? What is your relationship with the wider community and what might growth in number and discipleship look like for you? This discussion will be used as a guide in consideration of focal leadership.



Before:

(This is to enable you to do some thinking before the conversation)

How would I describe the unique character of my church?

What makes you think this?

Would people in your community feel the same?

Worship: As you gather spend some time offering the discussion time to God. Include a Bible reading if you wish.

In prayer, give thanks for your church - for all those who worship there or come in to your building(s) each week, as well as for those who live locally. Ask God to guide your time together and to invite him to journey alongside.

Use the suggestions on the following page, or other prayers, usual to your context.

Words to begin:

Let everything be said and done in the name of

The Lord Jesus,

giving thanks to God through Jesus Christ.

Sing psalms, hymns and sacred songs:

let us sing to God with thankful hearts.

Open our lips, Lord:

and we shall praise your name.

*c.f. Colossians 3.16,17**



*O gracious and Holy Father,
give us wisdom to perceive you,
diligence to seek you,
patience to wait for you,
eyes to behold you,
a heart to meditate upon you,
and a life to proclaim you,
through the power of the Holy Spirit
of Jesus Christ our Lord. **Amen*****

As part of your journey together you may find it helpful to use our Diocesan Prayer of Thanksgiving and Hope.

CHURCH
FOR A
DIFFERENT
WORLD



Our Diocesan Prayer of Thanksgiving and Hope

Living and Loving God,
as your pilgrim people in Manchester Diocese
we thank you for the great commission
with which you have entrusted us:
to love and serve, and to bring
our parishes, schools, chaplaincies,
and all our communities
into new life in Jesus Christ.

Through your abundant love
lead us into your Kingdom
and grant us the trust to follow you;
meet our weariness, our griefs and fears
with your tender and comforting Spirit
that we may greet the promise
of each new day with joy and trust.

Teach us to pray in faith, hope and love,
that we may go out into your world
confident in your wondrous mission
and full of the Good News of Jesus Christ.

Amen.

1.Our church: thinking about what we do.

Use your gathering time, with refreshments, to compare your responses to the **BEFORE** question. You could do this in conversation or make a written record on screen or paper, to refer back to.

BEFORE: As Church what is it that we do well? What might we like to improve? What might we like to do?



(Try to include activities which happen in church, in groups and also in the community).

What do we do well?	What could we improve?	What would we love to do?

RESOURCES to continue the conversation.

a. You might find it helpful to also consider one or two of the following:

- *Who is it that is involved in doing these things?*
- *Which of the activities absorbs most time?*
- *Which of the identified activities contributes most to growth? (Both in discipleship and in numbers)*
- *Is there anything which is done, just because....?*



b. Or think about the bigger picture of your church and its relationship to those outside:

Thinking about our Church:

Do we have a unique history and place in our community?

What is special about us as a worshipping community?

How do these things contribute to who we are and what we do?

Thinking about our Community:

What is our relationship like with our community?

What are their needs and concerns?

How does Church fit in with what's going on outside in our local community?

Thinking about our Mission:

What is God calling us as Church to be like in this place?

2.Our Church: thinking about growth.

Churches with focal leaders are identified with the likelihood of growth - growth in numbers but also in discipleship and church involvement, due to focus and leadership capacity.² Growth can be seen in number but also in discipleship, faithfulness and commitment.

❖ **What kinds of growth do you hope for in your church?**

❖ **Are you able to see this kind of growth (however small) evidenced in your discussion so far?**

²[Post-Covid-19 Trends, Patterns and Possibilities - Diocese of Oxford \(anglican.org\)](#)

3.Focal Leaders – a starting point.

Focal leaders are local people who are people who are commissioned by the Bishop to be involved in local church leadership. There will be people in your church already involved in these kind of roles but although key, these people may or may not see themselves as leaders.

Who, are the people in church, who? Consider which of the following statements are the best fit for those in your church. Please amend or add others if you would like to.



Who, are the people in Church, who?

- 'hold the continuity in Church life'
- are a 'go-to person' and 'a public face of church in the community'
- 'work in growing the church in mission and ministry'
- are or could be, a focus for.... mission'
- 'focal leadership is a role and may be taken on by anyone'
- 'focal leaders draw others alongside into all they do'
- 'draw others into discipleship'
- might know where to direct an enquiry about a Baptism, Funeral or Wedding?
- *Is there something else which you would like to add from your experience...?*

Reflect:

Take a couple of minutes quiet thinking time. Your group might adjust, disagree or agree in discussion, about these statements. Continue in conversation if you need to, before moving on. Aim to draw out which statements best fit your context.



Move on:

If you have come to an agreement about a statement that fits your group and church best:

- Take your chosen statement (s) about focal leadership and write on a piece of paper where the whole group can see.
- Use the question guides in **Section 4: Focal Leadership in our Church** to help you explore further. *Add whatever you need to make this reflect your situation best.*

If you haven't agreed a statement consider: what do you need to help you move forward at this point?

- Reflecting on the question guides in **Section 4** may be helpful. Discuss and notice what makes things clearer.

These statements reflect activity which might form part of what a focal leader might do. Each activity can be developed as others are drawn alongside.

Moving forward: The next stage to this conversation is to add some detail to your thinking about the shape of focal leadership which is the right fit for you.

4.Adding detail: Focal Leadership in our church.

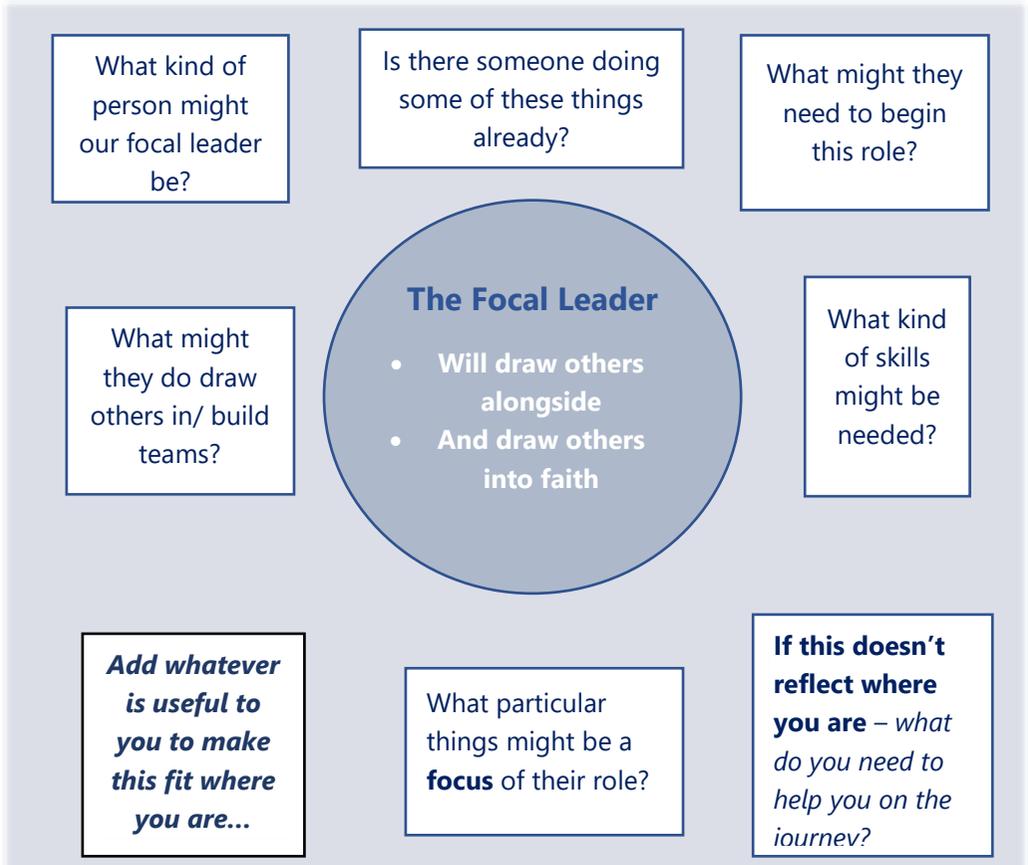
This section moves on from discussing focal leadership, to considering a focal leader and some aspects of their role, more particularly.

A focal leader in our church:

Using the questions in the boxes (alongside any others which seem appropriate just for you) begin to explore the role of focal leader in your context. This may take time, and you might decide to come back to this at different point on the Explore journey.



DISCUSS



Add: Any other roles or responsibilities which seem appropriate to your situation, and your discussion so far.

5. Taking stock

Recall the highlights of the conversation so far for you.

You might have responses to some of the following areas:

- 1. What is special and unique about our church?***
- 2. What do we do, do well, would like to do?***
- 3. What might God be calling us to?***
- 4. What does growth look like for us?***
- 5. What focal leader shape might be helpful as a starting point?***
- 6. What kind of person might be needed, what skills might they have and is there someone already doing something of this in our context?***

Discuss: What insights have you gained?



Do you need more information about anything?

RESOURCES to continue the conversation



Focal leaders draw others alongside into whatever is being done. With a focus on mission, they enable what needs to happen and do so without doing everything themselves. They work to release existing leadership, continue church function, enable mission and growth in church and local community – always drawing others in and alongside.

Churches with focal leaders:

- ❖ **are more likely** to grow.
- ❖ develop **more active disciples**, living out their faith where they are.
- ❖ have **more people involved** in doing what needs to be done in church, enabling belonging and participation.
- ❖ **have more resources** to be missionally focussed.
- ❖ **work more naturally** alongside others doing the same across the mission community.

CONCLUSION: Focal Ministry and our Church.

The shape of your discussion throughout this time will be unique to your group. You may have discussed all of the conversation areas, or a few.

Make a note of where you are at this point as a group and the information that you feel should be recorded as a summary of your discussion.

Before Conversation 2:

- *Ensure each of the group has a summary of where the discussion ended at the close of **Conversation 1**.*
- *This is the foundation of **Conversation 2** which happens individually. **Conversation 2** is designed to allow each participant space to reflect on focal ministry from the perspective of their own role in church life, whatever that might be.*

CLOSING WORSHIP:

Close the conversation in a way which is usual for you – maybe with a short prayer and/or some quiet as you give thanks for your time together, or using the words of the Grace.



*May the grace of our Lord Jesus Christ,
the love of God,
and the fellowship of the Holy Spirit
be with you now and always, **Amen.***



Conversation 1: Notes

Conversation 2:

Taking time to reflect - adding to the group discussion from your perspective.

Thinking about focal leadership
from the perspective of our own role
and responsibilities in church.

In Conversation 2 *you are invited to reflect individually, and clarify your own thinking about focal leadership from the perspective **of your own church role**. Your personal response may be different to those in your group and that is fine! Your own response continues the earlier conversation and will feed into the next.*

By the end of this conversation you will have highlighted any areas that you would like to adjust and places where you would like further clarification.

- **You will be invited to reflect on your own response to the summary of the discussion of Conversation 1.**

- **You will consider focal leadership in your church from the perspective of your role. Your unique focus will broaden and add to the conversation, and so do not worry about your thoughts being different.**

- **You will have space to clarify what you as an individual might need to help you move forward.**

- **You will be prompted to decide what you would like to share, and how, in order to contribute to the next conversation.**

- **No length of time is specified for your thinking – take the time you need.**

Worship and reflection:

Spend some quiet time reflecting on your individual role(s) at Church and/ or in the community.



What brings you **joy** and what brings **challenge**?

Bring to mind the people that are alongside you, in your role and pray for them.

Father,

*I pray for those who work alongside in church life,
I give thanks for their faithfulness.*

*I pray for the tasks of the church and her needs, for all that is done and all that we
wish we could do.*

*As we move to proclaim in word and deed the risen Lord Jesus, keep us mindful of
your leading*

And bravery to follow the direction of your Spirit.

In Jesus' name.

Amen.

Begin: Reflecting on Conversation 1.



*You are encouraged to spend as much time as you need reflecting on the summary of the discussion in **Conversation 1**. The questions below are to resource your reflection, but feel free to reflect in your own way.*

You might find it helpful to refer back to the agreed group conclusions or summary of your discussion.

Resources to help you reflect:



- *What did you value most about the conversation?*
- *Do you feel you would like to add anything?*
- *What encourages you about the opportunities of focal leadership in your church and community?*
- *Where might this kind of leadership encourage the mission of your church?*
- *Do you have any concerns, what might you need to help you move forward with these?*

1. Focal Leadership and my role

You are invited to reflect further particularly from the perspective of your particular role, whether Incumbent or Minister, Church Officer, PCC member, potential focal leader or another key player. Your role offers perspective, skills and wisdom as well as awareness of the particular implications of focal ministry from your perspective.

My role:

What are the challenges, frustrations I face?

Where do I feel hope and encouragement?

- *How do I feel about what was discussed in **Conversation 1** with reference to my particular responsibility – what do I feel hopeful of? Do I feel concerned about anything?*
- *What encourages me about focal leadership and my role?*
- *What stands out for you as the impact of focal leadership on your church and its mission in the community?*

Continue to think about these with reference to the Focal Ministry statement selected by the group on page 10 and drawing on the conclusion of the group's discussion on page 14. You might find it helpful to remind yourself of it here.

Focal ministry statement:

Consider: what would you like to affirm about this and do you now need to add, subtract or clarify anything?

2.Moving ahead:

Consider the place of focal ministry as part of the Diocesan Strategy. What might 'releasing mission' and 'new energy' into your church mean and is this the same as the growth you identified in Conversation 1?

Focal leadership in our Diocese:

Is a new way of working, building on our remembered tradition to release missional agency and new energy into church. Focal leaders will have skills in common – but focus and role in difference.

Focal leadership as part of our transformation strategy:

Focal ministry is local leadership and a key part of our vision for mission communities and desire for growth and mission in local churches.

Focal leadership will be different in every place:

The needs and focus of your local church and community and what resources and people you have available will be a key factor.

3.Resources to continue the conversation:

The following statement give further definition to the role of a focal leader, within the context of your local area and also mission community.

- *'As part of being a church for a different world, focal leaders will be an everyday presence and focus of ministry within their church and community. They have a heart for living the good news inside Church and where they live. They will have an infectious faith which they take with them into the local community, making links with church and local life'*
- *'Focal ministry is a key part of our vision for mission communities'*
- *'Focal leaders share the vision of the mission community in their church and represent the vision of their church, in the mission community'*

How do these elements of the role sit with your role and responsibility?

(If you are a potential focal leader consider as you feel appropriate with respect to the new role or to others you have held in church life.)



4.Taking stock

Draw your thinking to a close by summarising your thoughts:

- What in particular would you like to feed back into Conversation 3, when the group meets to move on?
- What is at the front of your mind with regard to your own particular role and sphere of activity?
- How would you like best to communicate your thoughts, to the rest of the group?

Make a note of what you would like to share about:

- 1) *Focal ministry in our church, and my role*
- 2) *A Focal Leader and my role*
- 3) *The focal leader role, the mission community and my role*
- 4) *Do you have any concerns about sharing these with the group? How might these be addressed?*

There is space for notes here, before moving to worship on the next page.

CLOSING WORSHIP:

As you draw your thinking to a close, give thanks for the positives and ask for wisdom for whatever your concerns and questions are, moving forward.

Pray for your group, as they prepare for **Conversation 3**, asking God to be with them.

Jesus, Lord of time,

hold us in your eternity.

Jesus, image of God,

travel with us the life of faith.

Jesus, friend of sinners,

heal the brokenness of our world.

Jesus, Lord of tomorrow,

draw us into your future. Amen



Conversation 2: Notes

Conversation 3: Moving forward

Moving from discussion focal leadership
to consideration of a focal leader, drawing the groups
thoughts together.

In Conversation 3 you are invited to bring together as a group, your conclusions from **Conversation 2**, which drew together your reflections from the perspective of your role and responsibility.

You will be asked to:

- **Draw your thoughts together as a group.**
- **Consider more particularly the role and person of your focal leader in the light of this.**
- **Identify what the next steps for you might be.**

Worship:

As you gather, spend some time offering what follows to God in a way usual to you. Include a Bible reading if you wish.

In prayer, give thanks for your church and for all those who worship in your building(s) each week as well as for those who live locally. Ask God to guide your time together and to invite him to journey alongside.



Lord God, through your grace we are your people:

Through your Son you have redeemed us; in your Spirit you have made us your own.

We pray for our Church and all who worship you here.

We pray for our community, that it may see your love as we seek to be your witnesses in the world.

Give us grace we pray, to work together to be what you are calling us to be.

*In Jesus' name. **Amen*****

1.Drawing things together:

Use this time, to compare your responses to your thinking and reflection during **Conversation 2**.



Begin by referring back to your focal ministry statement and conclusion from the end of **Conversation 1** (page 11) and the summary of your own thinking you put together at the end of **Conversation 2** (page 20).

NOTE: Even if your group thinking has been along the same lines – there will be variance due to the difference in roles held by group members. It is hoped that this will contribute to a broader picture.

As you share your thoughts, keep in mind the principles of good practice, outlined in the introduction.

**Conversation
Expectations**

What do your varied roles and responsibilities add to the conversation?

Are there gaps where more information or discussion is needed?

Are there new insights that have been discovered?



Where do we go next?

SOME OPTIONS FOR MOVING FORWARD

You might like to **re-visit part of the conversation** so far.

You **might have questions** and need to decide what to do about these.

You might **have a growing picture** of what your local shape of focal ministry might be, and need to work through this further.

Other – **discuss an alternative** which is appropriate to where you are.

2.Moving on from focal leadership in general to thinking about a focal leader in particular.

The remainder of **Conversation 3**, invites you to think more specifically about how your discussions so far, relate to a particular focal leader in your church, and their role.

You will be invited to think about:

- ❖ *the characteristics of a focal leader – what kind of person might they be? and*
- ❖ *what might they do?*



The suggestions that follow are broad – consider what these might mean in your context and adjust if you need to.

For example:

A focal leader is 'a life-long learner' or 'enthusiastic about helping others grow as disciples'. How might these be shown in the context of your church life?

3.Considering Our Focal Leader.

Think about the following qualities and roles of a focal leader in the light of the discussion so far and your context.

A focal leader is someone *who*

is faithful in public worship and private prayer.

is passionate about living out their faith in church life and in their local community.

is an encourager, a listener, a prayer and a disciple.

is deeply committed to their own church community and to the mission it shares with others in its mission community.

is flexible, open and approachable, a trusted and respected member of the church community.

a life-long learner.

And who *might*

be an everyday face of church in the community.

hold the continuity from Sunday to Sunday.

notice and use the skills of others, to build on what God is doing.

encourage and enable others to participate.

be enthusiastic about helping others grow as disciples too.

acknowledge the need for welcome, love and care for all in ways which reflect the Gospel.

share the vision of the mission community in their church and represent the vision of their church in the mission community.

Focal leaders are people who love God, love their church and are grounded in their local community.

4. Adding definition.

- ❖ *Are there qualities and roles that stand out for you given the previous discussions?*
- ❖ *How do these fit with your situation?*



A focal leader will also share the unique character of your church into your Mission Community and represents the voice of the Mission Community back into your church.

You may want to think about how your church and a focal leader sits within the mission community. *What is good and what could be better?*

5. Pinning things down.

Take a moment to pause and consider where the group's conversational journey has led you to.

- You might have considered *different shapes* of focal leadership shape and explored these in relation to your context and from the perspective of the groups' different responsibilities.
- You will have thought about *what focal leadership is* and what a *focal leader might do*.
- You have considered these in the *light of your local community* and your mission community.



As you move on you will consider together the options suggested in the '**Next steps**' section which follows. Use the suggestions and your discussion so far to consider:

What do you want the next steps to be?

The next steps

You may have a clear idea, by this point, of where your group needs to go next, or what might need more time. Whatever your conclusions, take time to ensure that everyone is agreed on the action to take next.

SOME OPTIONS:

To **revisit** part of the discussion or bring others in to do this.

To **continue** your thinking about focal leadership by sharing with others.

To **move forward** to put together a role for your focal leader.

To contact the **Focal Ministry Officer** for more support or to move forward.

To **move away** from your original choice of candidate and begin to think of another.

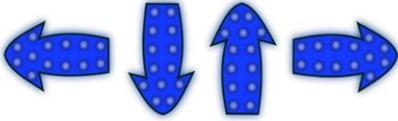
To explore avenues of **more information** and opinion.

To take a **break**.
(If this is you – determine how long for, and then to revisit.)

To move on with the **discernment process** with a particular person.

OTHER.....

6. Moving ahead with focal leadership – what next?



Where do we go next?

The **Explore** conversations are structured to enable discussion of foundational elements of focal ministry and to enable you to think together about what focal leadership might look like for you, rather than present a fixed shape.

This might mean you are ready to move on with focal leadership, that you now know what you need to move on, or anything in between!

5. Conclusion

As you come to the end of this stage in your groups thinking about focal ministry in general, and focal leadership in particular in your church, spend a moment in quiet as a group to revisit the journey from **Conversation 1, through to Conversation 3.**

It might feel helpful to agree that the discussion and proposed action can be revisited at any time and how this might be done.

Your groups journey with **Explore** ends with worship. Use what is usual for you or the suggestions over the page.

Closing worship:

As you draw your time together as this group to a close, ask each member of the group to share one of the following, with reference to the groups journey:

Something I have really enjoyed...

Something I have been challenged by...

Something that gives me hope...

Something I am thankful for....

After these have been shared, keep a moment of quiet where group members can be thankful in prayer for the learning and the journey together.

**God of power,
may the boldness of your Spirit transform us,
may the gentleness of your Spirit lead us,
may the gifts of your Spirit equip us to serve and
worship you
now and always.******

End in a way appropriate to your church and to your group, or perhaps with the words of the Grace.

Looking ahead:

Focal Leadership is contextual.. *and depends greatly on your unique situation – your church, what your mission needs are and your local context.*



Explore has not given answers, but allowed you opportunity to discover and explore elements which you find helpful. Hopefully you have been able to identify insights unique to your church, mission community which have fed into your thoughts about focal leadership.

Focal Leadership also has fixed elements... *in moving forward these elements are grounded in safe practice and procedure.*

The process of moving from thinking further about your shape of focal leadership and a potential person, is outlined in the diagram on the next page.



- ❖ The next steps begin with a Nomination form and move forward to a celebratory Commissioning Service.
- ❖ There is space to discuss any training needs, support networks at any stage.
- ❖ Focal Leaders will comply with safeguarding procedures and attend an Induction Day.
- ❖ Focal Leaders will be offered support and opportunities to develop, grow and thrive over their three years in role.
- ❖ There will be appropriate catch -up meetings with the designated oversight person, and an annual review process.

What's next? There will be ongoing support and review in place for both ministers and focal leaders.

Do you have a focal leader in mind?

The Focal Ministry Process

NOMINATION FORM

This begins the process and is completed by the PCC and Focal Leader designate.

PERSONAL PROFILE

To be completed by the Focal Leader. This is not an application form but helps gather some information about you, and what might help you begin, thrive and develop as a new focal leader. This also helps ensure that all safeguarding requirements are met.

WORKING AGREEMENT FORM

To be completed by the Focal Leader and the oversight minister. The oversight minister might be the Incumbent, other minister or mission community leader, and will be the person responsible for the review process.

FOCUS DAY

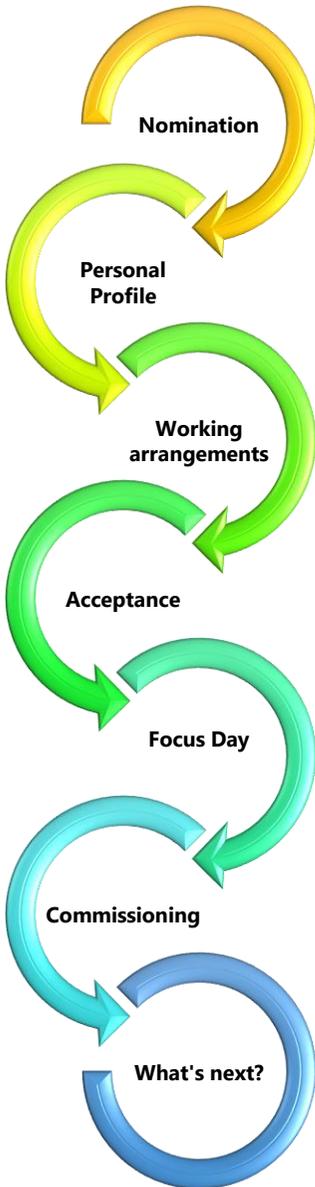
Once accepted, and all safeguarding and reference requirements are met, a Focus Day with others will help you prepare for being Commissioned.

COMMISSIONING SERVICE

This will be local to you, and usually held within your mission community. Focal Leaders will be commissioned for their new role in the presence of the church, mission community, family and friends. It's a celebration!

WHAT'S NEXT

Support, Review. Learning together and apart.



Ready to move on?

Contact the Focal Ministry Officer or the Learning and Development Administrator at St John's House to proceed with Nomination.

Michele Evans Learning and Development Administrator,
micheleevans@manchester.anglican.org 07741 577642

For more information on focal leadership, further support or information about what you need to do next:

Beverley Angier Focal Ministry Officer

beverleyangier@manchester.anglican.org 07423 711298

St John's House 155-163 The Rock, Bury, BL9 0ND

Further Resources:

[Focal Leadership - Diocese of Manchester \(anglican.org\)](#)

This resource has been put together by the Focal Ministry Officer in the Diocese of Manchester with worship resources taken from:

* [A Gathering and Greeting | The Church of England](#)

**From Benedict of Nursia (c550) [Prayer During the Day | The Church of England](#)

***prayers based on Forms of Intercession suitable for Morning Prayer [Prayers | The Church of England](#)

**** [J23 J Conclusion | The Church of England](#)

