

## Generic Oversight Minister Role Description

This role description should be read in conjunction with the leaflet “Oversight Ministry - Making Sense, Taking Shape.”

### Background to the role

Our participation in God’s life and saving work is always fresh. Under the guidance of God’s spirit, our co-operation takes new shape and forms of expression in response to human need and mission opportunity in different times and contexts. As Church of England Birmingham, being a dynamic community of faith is in our DNA, as we bring the grace of Christ in each generation.

Oversight Ministry is one way of responding to the Church of England’s missional imperative, fostering ministry and leadership within the church which helps the whole people of God to bear witness to Christ in the present generation.

Oversight Ministry is...

- to strengthen our shared calling through a way of working which brings together clergy and lay people connecting local communities in Oversight Areas
- a ministry supporting people in the everyday discipleship
- the whole people of God bearing witness in this generation

Oversight Ministers will work collaboratively within an ecology of mission comprising a number of different expressions of ministry and mission communities.

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.

### Oversight Ministry: Three inter-related responsibilities

- **To be a focus of unity for the people of God**
  - Lead the development and implementation of a vision for mission for the Oversight Area (OA)
  - Develop and implement Transforming Church Action Plans (TCAP) for the OA, bringing together the TCAPs for parishes and communities within the OA
  - Foster collaboration and team-work in ministry and mission across the OA, encourage the sharing of resources
  - Enable and bring about change
  - Identify risks
  - Work to resolve conflict
  - Work collaboratively with Bishops, Archdeacon, Area Dean and diocesan colleagues.
  - Link with local partners – ecumenical, other faith groups, secular organisations
- **Enabling and sustaining the ministries of the whole People of God**
  - Discerning gifts
  - Clarifying tasks and opportunities
  - Supporting the development and review of ministry in the OA for lay and ordained colleagues
  - Participating in the Church of England Birmingham programme of learning pathways and communities for Oversight Ministers

- **Keeping watch**
  - Ensuring the well-being of local churches, ministers (lay and ordained), congregations and individuals
  - Keeping watch over self to ensure wellbeing; promoting and modelling good practice in ministry
  - Holding the Oversight Area before God
  - Fostering a culture of prayer
  - Helping the ministers and communities to reflect and to learn
  - Holding an overview of finance, resources and administration for the OA and offering support where needed

## Person specification for Oversight Ministry

An Ordained Minister who is

- in Holy Orders for not less than three years
- recommended by their Bishop as suitable for Common Tenure Primary Responsibility leadership
- able to demonstrate the calling, character, gifts and skills to oversee a number of local churches and communities in a range of parishes, institutions and networks
- shows capacity to foster collaboration between lay and ordained ministers (licensed, commissioned and authorised) and lay leaders

### Qualities and experience

- Discernment: the capacity to notice, nurture and deploy the skills and gifts of others within a shared commitment to the kingdom of God
- Missional leadership: the capacity to enable others in forming vision for mission appropriate to context, plan strategically, maximising opportunities to engage where God is at work
- Entrepreneurialism: the capacity to encourage new ideas, inspire action and commit to change in service of the vision
- Leading through change: the capacity to start from the current context and draw others to engage in a constructive process of transformation, including constructive engagement with conflict and resolving disputes
- Collaborative leadership: the ability to work collaboratively with due accountability and delegation, build and oversee teams, and develop shared decision-making strategies
- Inclusiveness: the capacity to work with those of different theological perspectives, church tradition, culture and life experience
- Effective communication: the capacity to create a culture of trust, openness and honesty in communication, listening well and ensuring that the voices of those on the margins are heard with respect
- Spirituality: a person of prayer, rooted and nourished by a well-established personal practice of worship, reflection and study
- Personal resilience: the capacity to engage constructively with complexity, relate in an emotionally intelligent way, set and maintain appropriate boundaries in public representative ministry, take responsibility for their own well-being and nurture
- ICT literate and willing to embrace new technologies
- Ability to handle complex workload and competing demands
- Commitment to the personal and professional development of self and others, including the ability to give and receive effective feedback