

A Minster Community *is...*

- **A group of churches working together in mission.**
A Minster Community (MC) brings together churches—and may also include schools and fresh expressions of church—to collaborate in mission and ministry.
- **A group that shares resources where appropriate.**
Resource sharing is based on local discernment and what each MC agrees in its proposal. This will look different everywhere. Examples might include shared administrative support, pooled funds for mission, or shared expertise for activities like Messy Church. There are many possible models. Sharing is based on local discernment and what each MC agrees in its proposal.
- **A group committed to financial sustainability.**
MCs work together to cover the stipendiary ministry they receive through their combined parish contributions and LInC funding.
- **A group that shares a Ministry Team.**
This team supports and enables ministry across the whole MC, shaped by its agreed mission aims.
While all stipendiary ministers remain rooted in a local parish or benefice, each also holds a particular area of ministry responsibility for the wider MC. Examples include:
 - an Oversight Minister convening the MC and offering strategic missional leadership
 - a Schools/Growing Faith Minister specialising in children, youth, and families
 - other possible specialisms, depending on local needs (e.g., admin support, pastoral care, eco ministry)
- **A group that supports one another practically and prayerfully.**
This might include joint initiatives, peer support among ministers with similar roles, shared prayer, joint discipleship courses, or collaborative Bible studies. Each MC will discern how best to support one another.
- **A group that may choose to share some governance.**
Some MCs may form a Joint Church Council (JCC) or adopt other shared governance structures.

A Minster Community is *not*...

- **Not a ‘one size fits all’ model.**
Each MC will look different, with its own aims, structures, and ways of working.
 - **Not a legal body.**
A Minster Community itself carries no legal standing.
 - **Not a threat to the individuality of its churches.**
Churches retain their own services, theological perspectives, and styles of worship. MCs focus on collaboration where helpful, while respecting local identity and tradition.
 - **Not a replacement for the parish system or PCCs.**
Parishes and PCCs continue to exist and remain autonomous.
 - **Not a pooling of all parish finances.**
PCCs maintain their own bank accounts and financial decision making.
 - **Not a replacement for deaneries.**
Deaneries remain in place. Over time, pastoral reorganisation may align deanery boundaries with MC groupings, but this will be a longer-term process.
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An Oversight Minister *is...*

- **A minister commissioned across the Minster Community (MC).**
They work across all churches within the MC, supporting existing ministers and congregations.
- **Locally rooted within a parish or benefice.**
They will hold the incumbency of at least one parish and take full responsibility (in partnership with the PCC) for worship, pastoral care, and mission in the parish(s) they are incumbent.
- **A convenor of the Minster Community.**
In this role, they will:
 - Enable the MC in achieving the mission goals and aims outlined in its agreed proposal.
 - Provide leadership that fosters collegiality, partnership, and genuine team working across the MC, particularly within the Ministry Team.
 - Lead on effective communication and coordination by establishing and chairing an Oversight Group.
 - Ensure good governance across the MC by supporting and working with PCCs in fulfilling their legal responsibilities (e.g., safeguarding, finance, buildings) and by helping hold these responsibilities to account.
- **A supporter of vocations and lay/ordained ministry.**
They will help identify, encourage, and enable the gifts and ministries of others across the MC.

An Oversight Minister *is not...*

- **Not the line manager of the Ministry Team.**
Formal line management structures remain unchanged. Clergy continue to be managed within existing diocesan frameworks, including oversight from Archdeacons and Bishops.
- **Not a replacement for the Area Dean.**
Deaneries will continue to operate as normal. During a transitional period, MC boundaries and Deanery boundaries may be aligned through pastoral reorganisation, but the role of Area Dean remains distinct.

- **Not a separate licensed role.**
Oversight Ministry is a way of working, not a separate licence. The Oversight Minister functions within their existing licence as incumbent/priest-in-charge.
- **Not in authority over PCCs.**
PCCs retain their legal autonomy regarding finances, buildings, and governance.
- **Not in control of making appointments into the Minster Community**
All appointments will be led by Bishops and Archdeacons. Patrons and parishes will be involved in this process as they are now.
- **Not responsible for doing all the work.**
Instead, the Oversight Minister supports, equips, and coordinates others in their own callings and ministries, in line with the MC's proposal and vision.