

Local Ministry and Mission Review in the East Midlands Synod

Summary

The Local Mission and Ministry Review (LMMR) is a review of the overall life and mission of the local congregation, the priorities for mission and ministry as outlined in the Pastorate Profile (PP), and is by way of support to a congregation as it discerns the mind and calling of Christ, and seeks to live the Gospel within the community it serves.

The Minister's Accompanied Self-appraisal (MASA) is an opportunity for the minister to reflect upon the priorities for his/her ministry as outlined in the PP and as may be recorded in the Terms of Settlement, to discuss with a trusted companion, strengths and skills that are being best utilised by the local congregation and to explore further developmental requirements. The booklet Taking Stock can be used for this process.

LEPs are usually reviewed by their County Ecumenical body or through the process adopted by the denomination that supplies a minister. However, the LMMR is nationally commended as a route for LEPs to follow and an ecumenical congregation is still encouraged to engage with the resources offered by the URC to help them.

Role Descriptions

Synod Pastoral Group (SPG), through *Pastoral Consultants (PC)*, has oversight of Ministers and the MASA process, with APs appointed by them. Ideally, PCs will work with churches to encourage some form of Pastorate Profile (PP) to be written, even if only in draft form, or at least some form of written document telling us who the congregation is and what their priorities are. This will form the basis for LMMR whose end point is an updated and living PP.

Mission and Development Group (MiDG) has overall oversight for the ongoing LMMR process, delivered through the *Synod Mission Enablers (SME)*. The SMEs will take the PP as a starting point and work in partnership with each congregation, or a pastorate if they share sufficient common ground, to reflect on the PP and encourage congregations in their mission. Unless impossible, SMEs will meet face-to-face with congregations and, where meetings are held at distant churches, this may result in the need for overnight accommodation.

The *LMMR Co-ordinator* liaises closely with all involved, especially PCs and SMEs. The Co-ordinator's role is to make sure that LMMR happens when needed: suggesting which churches need review, making sure the process is carried out, receiving the final copies, ensuring the Synod Office has a hard copy of a PP produced, and making it available when needed. At the end of the review the LMMR Co-ordinator will ensure the Pastorate Profile is distributed to the Synod Moderator, Convenors of SPC and MiDG, together with the SMEs. The LMMR Co-ordinator ensures that the MASA Co-ordinator is aware of the congregations being reviewed so that the ministers affected can be assigned an Appraisal Partner.

The LMMR Process

1. When a minister is inducted to a pastorate, that starts YEAR ZERO. The stated 'Priorities for Mission and Ministry' and the Minister's Role Description' as outlined in the Profile will form the foundation of the life and work of the pastorate.
2. The Terms of Settlement will state at what year the ministry will be reviewed. This can be after two or three years from date of induction. In the situation of newly ordained minister it is usual for the first LMMR to take place at the end of the EM2 phase (three years from date of Ordination)
3. At the end of either YEAR TWO or YEAR THREE then MiDG will notify the churches of a pastorate that they are due for review. If there is more than one congregation in the pastorate then it is usual that each is reviewed separately, although if churches wish to be reviewed as a pastorate this is also acceptable.
4. A PC will begin the process by ensuring that there is some form of written document, ideally a Profile, which sets out who the congregation is, where they are going, and how they hope to get there.
5. During this time the MASA Co-ordinator will contact the Minister in order to appoint a suitable Appraisal Partner (AP). A copy of the 'Taking Stock' document is sent to the minister so that he/she can begin the self-appraisal.
6. The SME and PC agree some dates to offer to the pastorate for the review meeting and the review meeting(s) take place. Conduct of those meetings shall be negotiated with the local churches to enable free and productive discussion. It is envisaged that both SME and PC, together with the minister in pastoral charge, present at these meetings. The minister and congregation will be offered the opportunity to meet separately, as well as together, with the Synod representatives.
7. The AP and minister meet to work through the 'Taking Stock' document and Profile, with the AP offering insight to the minister of any issues that may have been raised. The PC and, where appropriate, the SME can also raise issues to help the minister. The AP encourages the minister to notify the Synod Training Officer of further training requirements etc.
8. Following the meeting(s) the congregation or pastorate prepares their updated Pastorate Profile, taking on board suggestions. It is sent to the SME, PC, minister and AP for comment.
9. Once all are satisfied that it is an accurate document then the Pastorate Profile is finalised and sent to all parties again plus a copy to the Synod Moderator, Convenors of SPC and MiDG, the LMMR Co-ordinator, the minister and the Mission Enablers.
10. Once the LMMR and MASA have been completed, and an updated Pastorate Profile agreed, then the pastorate is left to continue with its mission and ministry for a FIVE YEAR period, subject to follow-up as outlined below.
11. HALF-WAY FOLLOW-UP: Around 2½ years after the major review, a SME will make contact with the Church Secretary requesting a conversation (can even be by telephone) which seeks to discover how things are progressing. A record of the conversation will be kept in readiness for the next major review in YEAR FIVE.

Glossary

Note that many of the terms used by other Synods are not applicable to the East Midlands and so, where applicable, the alternative is stated below:-

LMMR Local Mission and Ministry Review

MASA Minister's Accompanied Self Appraisal

AP: Appraisal Partners Person paired with a minister in the EM3 period to partner the minister through self-appraisal. Using *Taking Stock* document as a guide for the review

EM2: Education for Ministry 2 Covers the first three years post ordination / commissioning period during which the minister has a pastoral advisor

EM3: Education for Ministry 3 Continuing education programme for ministers

MiDG: Mission Development Group has overall responsibility for LMMR

Pastoral Advisor A companion appointed to partner a minister in the EM2 period. Primarily a dialogue partner support the minister and encouraging them in their professional and spiritual development

PC: Pastoral Consultant maintains relationships within and between churches and the Synod.

Pastorate Partner In the East Midlands, this function is performed by SMEs working in partnership with PCs in visiting a pastorate to explore the life and work of the pastorate and to encourage congregations to revisit, update, and think through their Profile.

Pastorate Profile The profile is prepared by congregations with a shared ministry in order to describe the key aspects of its life and to set out its strategic vision and goals. The profile is also the basis for creating a role description for the minister. In the East Midlands, individual congregations not currently with a shared ministry will also be encouraged to produce a Profile.

Role Description The Minister's Role Description is the identifying of the minister's responsibilities arising from the Profile, in particular from the work undertaken to clarify the mission priorities

SME: Synod Mission Enablers Currently two ministers, north and south, scoped to enable churches in their mission and to lead the LMMR process on behalf of MiDG

SPG: Synod Pastoral Group Has overall responsibility for MASA, Pastorate Profiles, deployment and ministry.

Terms of Settlement This is a document which outlines the scope of the pastorate, pattern of ministry, arrangements for accommodation, expenses, holiday etc for the minister