



THE CHURCH
OF ENGLAND



The Archbishops' Council of the Church of England
Ministry Division
Mission and Public Affairs Division
Fresh Expressions

Guidelines for the identification, training and deployment of Ordained Pioneer Ministers

1. The Background and Rationale

In February, 2004, the General Synod of the Church of England welcomed and commended the report *Mission-Shaped Church: Church Planting and Fresh Expressions of Church in a Changing Context* (GS 1523). The report summarises the findings of a working party chaired by Bishop Graham Cray. Over 17,000 copies of the report have been sold to date. Its findings resonated with the experience of dioceses and partner churches, in particular the Methodist Church. The recommendations of the report are beginning to be put into practice across the churches. Local and national resources are being applied to the complex task of encouraging many different fresh expressions of church life.

The report makes a number of significant recommendations about Ministry and Training in Recommendations 10-15. These Recommendations will be developed further by the Ministry Division and the Mission and Public Affairs Division in the coming years. This paper seeks to take forward one particular recommendation (11) on the need to identify, select and train pioneer church planters for lay and ordained ministries with the attendant consequences for deployment and first posts. The report argues (p. 134):

“Priority and attention needs to be given by the Church of England to the identification and training of leaders for pioneering missionary projects. The possibility of a call to such work needs to be specifically identified in the vocational process. Just as potential theological educators are identified during the selection process, so potential missionary leaders should be identified among ordinands and trainee Church Army evangelists. A course, college or other institution should be identified within each region to provide key training modules. Similarly, training curacies and similar key first posts should be provided with proven leaders of church plants and fresh expressions of church. It is then important that they are not

pressed into becoming ministers of existing churches but are deployed in pioneering contexts”

The Ministry Division considered Recommendation 11 in its internal committees and thereafter in the Bishops’ Committee for Ministry and the House of Bishops’ Standing Committee . The discussions drew on preparatory work undertaken by the Director of Ministry in partnership with the Bishop of Maidstone and others.

The outcome of these discussions was that the Ministry Division through the Bishops’ Committee for Ministry welcomed the vision and challenge of Recommendation 11. In view of other developments already taking place about new selection criteria and categories of sponsorship, it was determined that the appropriate way forward was not to create a separate category, criterion or selection system for pioneer ministers. However, the MSC Recommendation would be taken forward through the development of a series of guidelines for candidates, Bishops, selection advisers, DDOs and training institutions.

These guidelines are intended to develop and support the revised selection criterion H, Mission and Evangelism. Paragraph 5 of this criterion includes the sentence:

“Bishops Advisers should watch for candidates who have the necessary vision and gifts to be missionary entrepreneurs: to lead fresh expressions of church and forms of church appropriate to a particular culture....”

We have limited our horizons here to the selection, training and deployment of candidates from initial contact with the Director of Ordinands through to the end of their first four years of public ministry. The guidelines are for sponsoring bishops, DDOs, vocations advisers, College Course and Scheme Principals, Bishops Selection Advisers and others involved in the process of selection, formation and oversight.

These guidelines have been prepared by a joint working group from the Ministry Division, the Mission and Public Affairs Division, Fresh Expressions and the MSC Working Party.

Following final approval by the House of Bishops, an agreed version of these guidelines will be produced as a Ministry Division publication in due course. The current document was issued as a public working document by the Ministry Division in November, 2005.

2. Formation for Ministry in a Learning Church (the Hind Report)

These developments are proposed at a time of significant change and development in theological training as the churches work through the implementation of the report, Formation for Ministry in a Learning Church.

These guidelines have been drafted mindful of this wider context. Several of the key changes envisaged in patterns of training will be immensely helpful to the identification and development of pioneer ministers, in particular the decision to view as a whole the period of initial training and formation from selection to the end of the first post and the development of individual pathways through training for particular candidates. The development of

Regional Training Partnerships over the next five years creates the potential to further assist the development of new patterns of training for ministry.

The Mission Shaped Church Report recommends that the initial training of all ministers should include a focus on cross cultural evangelism, church planting and fresh expressions of church (Recommendation 10); that first curacy and incumbency posts should be identified for the development and exercise of these ministries (Recommendation 12) and that a course, college or other institution with specialist skills in these areas should be identified within each region (Recommendation 13). Fresh Expressions, the new Archbishops' Initiative, will focus its work of encouraging fresh expressions of church in four areas, one of which is the future development of training.

These proposals should therefore be seen in the context of a number of different developments in dioceses and in the church nationally which will enable the Church of England as a whole to be better equipped to share in God's mission in a changing context.

3. A Moment of Opportunity

We have prepared these papers in the awareness that there are at present a significant number of gifted individuals, many of them young adults, who want to test a call to what the MSC report has identified as pioneer ministry within the context of ordained ministry. Many of these individuals are clear that their vocation is to serve and guide the whole church in developing fresh expressions of church life. We believe that it is vital for the whole church that the gifts of these individuals are actively nurtured and encouraged and that new pathways for ministry are explored for our changing context. These guidelines are therefore offered at a strategic moment of opportunity to enable the whole Church to respond to the work of the Spirit and to affirm and develop the gifts being offered as we seek to share together in God's mission.

In response to a number of concerns raised in the development of these guidelines, it is important to clarify a number of issues.

1. The guidelines are not proposing a different category or class of ordained ministry but a particular *focus* within the one ordained ministry of the church.
2. All of the selection criteria for ordained ministry therefore apply to selection for ordained pioneer ministry. This document sets out appropriate *additional criteria* for this focus of ministry.
3. All candidates for ordained pioneer ministry will follow pathways of formation and training such that they would be qualified and able to take up, as appropriate, new pioneer ministry posts or parochial or chaplaincy posts at the end of the first four years of public ministry.
4. Particular pathways through training will need to be approved either by the Educational Validation Panel (for recognised routes) or the Candidates Panel (for individuals prepared outside recognised routes). Both EVP and the Candidates Panel will scrutinise proposed routes and individual pathways carefully to ensure

the appropriate elements in training and formation are present and that the candidate's initial training will adequately prepare them for a lifetime of ordained ministry.

4. A note on terminology

The Church needs to develop an agreed common language in order to develop these new ministries. The Mission Shaped Church Report uses two main terms for these ministries. The first term, "pioneer church planters", seems too restrictive because of the wide range of fresh expressions of church identified in the report. The second, "pioneer missional leaders" is better but there is a danger with this term of a simple equation of ordained ministry with leadership. Leadership in mission is undoubtedly part of the calling to be a deacon, priest or bishop (as witnessed in the selection criteria and the ordinals) but cannot be the whole. All ministers are called to be "missional", not only those who are called to pioneer ministry. We have therefore adapted this language and speak here and in a parallel document in preparation of lay or ordained pioneer ministers. The distinctive calling intended by this term is that the *focus* of ministry and vocation is on pioneering initiatives and fresh expressions of church.

5. A variety of ministries

Mission Shaped Church makes the case for the recognition of these pioneer ministers and we have not argued that case separately here. We do, however, affirm the immense variety within this broader category. We envisage that some candidates who offer for these ministries may be offering initially for stipendiary ministry, for self-supporting ministries and for ordained local ministry (and that each of these developments should be encouraged). Over time, there may be movement between each of these ministries. We acknowledge also the vital role played by lay ministers in developing fresh expressions of church life and, in particular by Church Army Evangelists.

In summary, many people with different gifts are called to ordained ministry. The Mission Shaped Church report argues that at this time it is vital that the church recognise a particular focus on pioneer ministry within ordained ministry through discernment of vocation, training and deployment. Some of the ordained may spend part of their ministry in this area of focus, for others it may be their calling for a lifetime of ministry in different places.

In a similar way, all Christians with many different gifts are called to lay ministry. There is a similar appropriate focus for some lay ministers on pioneer ministry for part, perhaps the main part of their calling and discipleship. The pioneer ministers of the future will therefore be drawn from both lay and ordained ministers. This document's primary focus is ordained pioneer ministers. Further work is in hand on preparation and recognition for lay pioneer ministry.

In terms of training, contextual formation will be vital (see section 8 below) but again, there will be a necessary variety. Some candidates will be best served through the framework of course type training; others through a mixed mode scheme and still others through time in a theological college.

We envisage that the vocation of some candidates may be to pioneering ministries in the long term. The calling of others may develop towards traditional incumbency or other forms of ministry such as chaplaincy. All those identified and trained as ordained pioneer ministers will be able (and need to be prepared) to serve in a variety of different contexts and ministries.

6. Guidelines for Directors of Ordinands and Vocations Advisors

The Church of England as a whole is seeking to establish a climate of encouragement of vocation to pioneer ministries. DDOs and vocations advisors have a vital role to play in establishing this climate of encouragement. We recommend that clear information is made available through the DDOs' network to encourage these ministries. The Ministry Division in collaboration with Fresh Expressions will be publishing leaflets for candidates as part of its support for these new ministries.

DDOs and vocations advisors may need some additional briefing and induction in order to be able to guide candidates towards this pathway. The Ministry Division will offer this in collaboration with Fresh Expressions through regional briefings in the first half of 2006.

In helping candidates to articulate and discern a vocation to this ministry, DDOs and vocations advisors will need to be alert to:

- A desire in the candidate to exercise ministry in this way
- Particular experience and a strong track record in pioneering ministries
- Gifts in enabling in evangelism and concern for those outside the churches
- Appropriate potential as an ordained pioneer minister

Where dioceses have internal processes to discern vocations to ordained ministry, care should be taken that at least some of those involved in interviewing candidates for pioneer ministries have appropriate understanding of this focus of ministry.

Where a candidate and DDO are in agreement that the vocation to be tested through a Bishops' Selection Advisory Panel is to ordained pioneer ministry, this should be clearly indicated in the candidate's sponsoring papers. The DDO should also formulate any initial recommendations about possible training pathways and the type of first post which may be most appropriate. Other referees should also be given the opportunity to comment on this aspect of the candidate's calling. Additional questions will be included in sponsorship forms and referees papers from January, 2006 in order to encourage such comment.

7. Guidelines for Bishops' Selection Advisers

Bishops' Selection Advisers have the responsibility in the case of such candidates both to discern whether or not they have a vocation to ordained ministry and, within that vocation, to affirm (or not) whether that vocation is to begin public ministry as an ordained pioneer minister.

A set of additional notes for the guidance of Bishops' Selection Advisers and for candidates is provided at Appendix 1. These notes should be seen as parallel to the notes for the Candidates Panel and the Research Degrees Panel for the identification of potential

theological educators. These notes will be kept under review by the Ministry Division in the light of developing experience.

In the early stages of the development and recognition of these ministries, it will be important that at least some Bishops' Selection Advisers on a Panel where this vocation is to be tested have an understanding of this focus of ministry. Some additional training may also be required for Selection Advisers. It will also be helpful for the candidates themselves and for the overall discernment process in the church to cluster such candidates in particular Panel.

We therefore propose that for the first three years of this process (2005-2008), the Ministry Division will designate particular Bishops' Advisory Panel in the year as particularly suitable for those wanting to test a vocation as pioneer ministers and inform DDOs of this with appropriate notice. These Panels will be staffed by at least two Bishops' Selection Advisers with understanding of these new ministries or who have received particular induction for discernment of vocation in this area. Other candidates will be welcome at these Panels and they will function in exactly the same way as other Bishops' Advisory Panels. A candidate for these ministries may also attend (or may emerge from) any other conference. As more Advisers become more familiar with this vocational pathway, we anticipate that this special designation of particular Panels may become less necessary. However, initially, the clustering of candidates on particular Panels will, assist both the candidates themselves and the overall process of discernment and may prove to be valuable in the longer term

We note that the church followed a similar process in designating selection conferences in the early years of ordained local ministry schemes and that this was helpful to the candidates, to the selection advisers and to the wider church.

Where a candidate is seeking to test a vocation as a pioneer minister, the Selection Advisers will need to pay particular attention to questions of training and deployment to a first post through the Bishops' Advisory Panel report.

8. Guidelines for Training

Training proposals should be tailored to the circumstances of each candidate. The process for the agreement of the training proposals, following the Bishops' Advisory Panel, should be as follows:

1. An initial meeting with the DDO or sponsoring bishop exploring options for routes through training in terms of institutions.
2. A meeting between the candidate and the principal of the institution(s) or nominated member of staff concerned to explore these possibilities further
3. The drawing up of a training proposal which gives due attention to personal formation, contextual learning, supervised practice and academic formation in detail for the period leading up to ordination and in outline for the first four years of public ministry. The training proposal should take into account the candidates

personal circumstances, prior learning and experience and ongoing mission and ministry.

Where this training proposal falls within the present Bishops' Regulations for Training, no further approvals will be required. Where the proposal falls outside the present Bishop's Regulations for ministry, the training proposals will be moderated by the Candidates Panel extended by adding a member with expertise in this area. Normally, no further interviews or paperwork will be required other than sponsoring papers, Bishops' Advisory Panel report and training proposal.

This procedure for exemptions to Bishops' Regulations will be temporary, pending the implementation of the Hind Report proposals for promoting and regulating choice in training pathways.

We have offered in Appendix 2 some typical scenarios for candidates preparing for these ministries to fit a variety of circumstances. These are suggestions only.

Training proposals will need to give particular weight to the candidate's future ministry as a pioneer. Placement with an experienced practitioner in church planting or fresh expressions of church and an action reflection model of learning and formation is essential. The placement may involve the continuation of an existing ministry or a new placement. Action reflection on current ministry is a normative part of a mixed mode approach. Where a candidate is training on a college or course, a greater proportion of active ministry or placement will normally be required. These candidates will therefore require substantial renegotiation of college or course training pathways. It is possible that in some instances, the period of initial training may need to be extended or that the learning of core theological disciplines may continue through CME 1-4.

Candidates for a pioneering ministry need as full an immersion in Scripture and the Christian Tradition as others training for the Church's one priesthood. They also need specialist training in inculturation and cross cultural mission. Missiology is the core discipline for such training, which involves the integration of skills, knowledge and formation. Particular attention, we believe, needs to be paid to ecclesiology. Care should be taken to provide a community of formation for all candidates. A skill or competency element is unavoidable in training for pioneer ministry. Spiritual formation should be developed in appropriate ways for pioneer ministry. Prior learning and experience will, of course, need to be taken into account in the design of training proposals. For some – possibly most - pioneer ministers, training may need to be over a longer period of time alongside ministry.

The Ministry Division will monitor the progress of candidates in training through these specially agreed routes through the Theological Education and Training Committee and prepare a report after the first three to five years. Ministry belongs to the whole church and it is therefore vital that there is appropriate monitoring of new forms of training from the Ministry Division.

We envisage that, following the recommendations in Mission Shaped Church, new validated routes through training for these ministries will be developed regionally by the new Training Partnerships. In considering proposals for these new validated routes, it will be particularly

important to pay attention to the quality of practical theology supervisors and training incumbents.

Fresh Expressions is currently undertaking research drawing together current best practice in these forms of training which will lead to a consultation for representatives of training institutions in December, 2005. Additional funding has been made available by the Archbishops' Council through the Finance Committee of the Ministry Division to assist institutions in the development of these new patterns of training.

9. Guidelines for Deployment to a First Post

Where a candidate trains for ministry through the Mixed Mode scheme offered through St. John's College, Nottingham, decisions about deployment to a first post are made at the end of Stage 1 of initial training. This pattern offers a very suitable route for candidates for pioneer church planting ministries. St. John's are currently seeking to develop the Mixed Mode scheme with a particular view to training for pioneer ministers. A number of other training institutions are seeking to develop similar schemes and this is to be encouraged. A key priority in these instances is the identification of a suitable supervisor and context for training and mission. In Stage 2 of training, the candidate is deployed as a licensed lay worker in the post which will form their eventual curacy and this is funded by the sending diocese.

Where a candidate is preparing for ordination as a pioneer minister and intends to be self-supporting in their first four years of public ministry, this should be clearly indicated in his or her sponsoring papers. The deployment of such candidates needs to be given particular and careful consideration by Dioceses. In many dioceses, there is a presumption that a self-supporting minister should be deployed away from their present context at ordination. For candidates who are identified as pioneer ministers, this presumption should be reversed: such candidates will normally be engaged already in a pioneering ministry and should normally be ordained in their present context under the supervision of a suitable incumbent for the period of their first post.

Where a candidate is preparing for stipendiary ministry in a first post and not training on a mixed mode scheme, the candidate will follow the normal timing of deployment for title posts. The Ministry Division will monitor the number of candidates in training for pioneer ministries each year. In consultation with dioceses, the Ministry Division will seek to encourage the provision of an appropriate number of suitable title posts for pioneer ministers each year. Dioceses will be notified of the number of such title posts which are required nationally by April of the preceding year. Where a candidate's vocation is recognised and designated as a pioneer minister, the candidate should therefore expect to be offered a suitable title post for this ministry at the end of their training.

Particular care needs to be taken in developing supervision for those in a first post, whether stipendiary or self-supporting. The normal pattern is for each candidate to be supervised by a single training incumbent. We offer the guideline that for those identified as pioneer ministers, there should normally be two supervisors: an established pioneer who will offer support and mentoring in this aspect of ministry and a training incumbent who will oversee

other aspects of overall ministerial formation. Where church plants and fresh expressions of church straddle parish or deanery boundaries, dioceses will need to exercise imagination in the designation of training incumbents: the most suitable supervisor may not be the most local incumbent.

Those called to the vocation of pioneer ministry may well need to alternate between periods of stipendiary and self-supporting ministry throughout their working life. We therefore recognise the need for such candidates, where possible, to own their own home. We would encourage dioceses to follow a policy of always offering a housing allowance as well as housing to candidates identified as pioneer ministers and to relax normal requirements for candidates to reside in a particular parish. Many emerging ministries are not primarily related to a geographical community. Where such candidates need an extended period in residential training, dioceses should make a particular priority of enabling married and single candidates to keep up payments on a mortgage in recognition that this housing provision will be needed in later ministry.

10. Candidates already in training

We recognise that there may be candidates already in training (or entering training in 2005) whose vocation is primarily to pioneer ministries. We therefore recommend a transitional process for such candidates to have this ministry recognised through an application to the Candidates Panel. Such an application will need the support of the candidates' DDO and training institution and will normally include an interview with a member of the Panel. If agreed, this recognition may open up the way for the candidates training to be partially reshaped and for an appropriate title post to be developed.

We are also open to the possibility that, in future, it may be appropriate for candidates to test a vocation to this form of ministry part way through training with the support or at the suggestion of the training institution and that this should operate through a similar Candidates Panel process with the possibility that training and deployment may be changed accordingly.

The Ministry Division will take steps to extend the membership of the Candidates Panel to those who have experience in the discernment of a vocation to these ministries.

11. Continued training beyond ordination

The period of initial training extends for all candidates to the first four years of public ministry through CME 1-4. Individual training proposals will need to be prepared for ordained pioneer ministers by dioceses in accordance with local guidelines. Care will be needed to ensure that the pioneer ministers both continue to grow in their specialised area of ministry and ensure that they continue to broaden their understanding of theology and ministry in preparation, possibly, for a range of different roles in the future.

The church as a whole needs to be open to the possibility of other ordained ministers seeking to focus in this area (for example following a traditional title post). CME provision will need to be developed regionally to enable such ministers to be equipped for a more pioneering role.

12. Deployment beyond a first post

For all those ordained, deployment beyond a first post is a matter for careful vocational discernment and discussion with Bishops and other advisers. There are many welcome signs that dioceses are currently moving to create such opportunities and that this development will accelerate in the future. It is therefore in the interests of the whole church that candidates for such posts are identified and prepared through their initial training and title post for these responsibilities in the future.

The Mission Shaped Church report recommends that a “mission, growth and opportunity fund” should be established in each diocese to support new schemes and a significant number of dioceses are beginning to implement this recommendation. However, despite these positive developments, there can be no guarantees by the Church of England as a whole to provide stipendiary posts of a particular kind to pioneer ministers (nor to other particular groups such as theological educators). This must remain a matter for the local judgement of particular dioceses.

13. Timetable for implementation

The guidelines are intended for implementation in the process of selection from October, 2005 and the training year beginning September, 2006.

14. Conclusion

The Church of England stands in a particular moment of opportunity for mission. There is strong evidence of a significant numbers of people discerning a call to pioneer ministry as part of ordained ministry. These guidelines, we hope, will serve to encourage and support the development of these new ministries to the great benefit of the Church and the Kingdom of God.

Details of the Working Party

The Ven. Dr. Gordon Kuhrt, Director of Ministry (Chair)

The Rt. Revd. Graham Cray, Bishop of Maidstone, Chair of the Mission Shaped Church working party.

The Ven. Lyle Dennen, Archdeacon of Hackney and member of the Mission Shaped Church Working Party

Dr. David Way, Theological Education and Training Secretary, Ministry Division

Mrs. Margaret Sentamu, Vocation Recruitment and Selection Secretary, Ministry Division

Margaret Jeffery, Deployment, Remuneration and Conditions of Service Secretary, Ministry Division

The Revd. Paul Bayes, National Adviser for Evangelism

The Revd. Dr. Steven Croft, Archbishops’ Missioner and Team Leader of Fresh Expressions

The Revd. Bob and Mrs Mary Hopkins, Anglican Church Planting Initiatives and Fresh Expressions.

Comments on a first draft of these guidelines were sought and received from the Bishops of Chelmsford, Sheffield, Blackburn, Tewkesbury and Horsham.

The second draft was sent to all bishops, DDOs, training institutions and missionaries with an invitation to comment. The working party received 31 written responses with all groups represented. Revisions to the document were made in the light of the written responses and following discussion at VRSC, TETC and DRACS in May and June, 2005 and at the Bishops' Committee for Ministry in July, 2005. The document has been further revised by the Working Group and the Bishops' Committee for Ministry in November, 2005 following a full discussion at the House of Bishops.

Appendix 1

Additional notes for those testing a vocation as Ordained Pioneer Ministers.

Bishops' Selection Advisers will need to be aware that such candidates will not necessarily see themselves as committed to more traditional expressions of ministry, though the calling to ordained ministry is lifelong and not to specific ministerial roles.

Candidates must demonstrate authentic understanding of the pioneering ministerial role to which they sense a calling.

Such roles will be innovative and candidates must exhibit a capacity to initiate and innovate.

Candidates must demonstrate that they have a well formed and well established spiritual discipline. The situations in which candidates may be called to minister may mean that they will not necessarily have the support of a pattern of collegiate and corporate worship to sustain them. Bishops' Selection Advisers will need to be convinced of the solidity of a candidate's spirituality and prayer.

Pioneering mission and ministry demands that candidates have a demonstrable capacity to handle the stress and pressure that are very likely. In addition the ability to enable others to face change in a flexible, balanced and creative way is essential.

Pioneer ministers may well need to develop new patterns of ministerial leadership. Bishops' Advisers will need to be sure that candidates are self-motivated within a team context and are able to enable and motivate others.

Criterion H Mission and Evangelism states that 'Ministers are called to work in mission in a variety of ways. Candidates should therefore demonstrate an awareness of both the missionary impulse and the missionary context of their potential ministry. They should be able to show an awareness of the interaction between gospel and culture and demonstrate a desire to be part of the re-shaping of the church for mission. Bishops' Advisers should explore with candidates their theological understanding of mission, appropriate to their level of learning, and of the key features of today's world, exploring particular challenges to the gospel from contemporary culture.' All of this should be well developed in candidates sponsored for pioneering mission.

Core Elements

- Vision for planting fresh expressions of church within contemporary culture
- An authentic, integrated understanding of the particular ministry envisaged
- Capacity to innovate and initiate
- Mature and well developed devotional life
- Well developed abilities to initiate change and enable others to face it in a flexible, balanced and creative way
- Demonstrable maturity and robustness to face the demands of pioneering mission and ministry

- Self-motivation
- Well-developed understanding of the interaction between gospel and culture
- Clear vision of the place of their envisaged ministry within the wider church's response to God's mission to the world
- The ability and desire to work in a team and collaboratively
- Commitment to reshaping the church for mission

Appendix 2 Example Scenarios

Scenario 1

John is a businessman and entrepreneur in his mid-forties with an established track record in church planting and fresh expressions of church. He has been one of the leaders of a team establishing a fresh expression of church in a local council estate two miles from the parish church. With the support of the local church, John is seeking to test a call to ordained ministry as a natural development of his pioneering work.

Following an interview with the DDO, this exploration goes forward with a view to John being designated as a pioneer minister. He is interviewed by two assessors within the diocese, one of whom is a newly appointed assessor for this purpose and has recently established a network church in a neighbouring town. The panel are unanimous in their assessment that John should go forward for a Bishops' Advisory Panel. The DDO arranges for him to take part in one of the specially designated conferences for this route in 2005. Initial conversations on training suggest that John will be trained by a special route through the local ordination course. His ministry in the local church continues through the selection process and will continue through training.

John is recommended for training by the Bishops' Advisory Panel. There is an initial three way meeting between the DDO and the Course Principal. A pattern of training is developed whereby John is a member of the Course and reads for a validated Diploma in Theology and Ministry. John is able to reduce his working hours in order to create time and space for ministry as well as study during the training period. There is some flexibility in the interpretation of course requirements such that John is exempt from some of the course requirements because of his prior learning and experience of ministry. His present ministerial context is designated as the primary focus of his practical formation and theological reflection. The Course identifies an appropriate supervisor for this purpose, different from John's present incumbent, who is better able to stimulate theological reflection on practise and has greater experience of pioneering ministries.

At the end of the course, as had been previously agreed, John is ordained to serve the emerging (and now growing) church plant on the local estate. Four years later he hands that congregation into the care of local leadership and moves on to begin another fresh expression on the other side of the deanery.

Scenario 2

Jane is in her mid twenties and a graduate in theology. She has a clear personal vocation to being fresh expressions of church for young people and is currently employed as a part-time youth leader by a group of churches in a deanery.

Jane tests this vocation through the normal diocesan channels, is sponsored for a Bishops' Advisory Panel and is recommended for training. Following meetings between the DDO and the local theological college, a training proposal is drawn up which enables Jane to continue to develop her fresh expression of church among young people in the deanery. Jane continues to be paid for this work by the deanery, as previously. Jane is also enrolled as a student at the local college, attending two days a week in term time and reading for an MA in Theology and Ministry by part-time study over two years. Alongside the MA she takes some other modules (such as liturgy) as part of her broader preparation for ordination in subject areas not covered in her first degree. Where the timetable does not allow for attendance at classes, the subjects are covered through guided reading and tutorial conversations.

As has been her habit for several years, Jane's framework for daily prayer and worship is in the context of the local deanery. One of the incumbents in the deanery is identified as Jane's pastoral supervisor and potential training incumbent. A support group is formed around Jane and one other similar student in order to provide a more focussed formational community.

During Jane's first year of training, problems of future funding arise in the deanery project and a salary cannot be found beyond the period of her training. The deanery request that the diocese provide a funded title post but this is not possible: this deanery already has its quota of title posts for that diocese. Jane therefore seeks a stipendiary title post through the normal routes, looking in particular for an identified post for pioneer ministers. A suitable post is found in a neighbouring diocese for a deanery project worker to be based in a secondary school and establish fresh expressions of church life there in the next four years.

Scenario 3

Peter is in his late twenties and works as a teacher. He has been considering a call to pioneer ministry for some time and offers for this ministry through his local church

Peter's DDO recognises his potential for this ministry but also that he has little experience of these roles in his present church (for reasons beyond Peter's control). She therefore arranges a series of placements for Peter in fresh expressions of church around the diocese. One of these, a well established network church in the same town, becomes the best context for Peter's initial period of formation for ministry.

A year later, following the diocesan selection panel interviews and a Bishops' Advisory Panel, Peter enrolls on Stage 1 of the mixed mode scheme at St. John's Nottingham. This stage takes two years to complete by part-time study. During this time he is active in self supporting ministry in the network church. At the end of Stage 1, Peter leaves his teaching job and is provided with a funded placement (which will become his title post). The role is to lead a core team to establish a new network church in the neighbouring town, with the support of the local deaneries. In this ministry, Peter has dual supervision: the Vicar of the

original network church and the Area Dean in the new context. Over the next two years of part-time study on the mixed mode scheme, the new venture begins to be established. Peter is then ordained to his title post leading this new network church which he serves as curate for the next four years.

Scenario 4

Alison is in her fifties. She is a licensed Reader and has been employed for seven years as a community outreach worker by a small congregation in a northern, industrial town. The parish is set in the midst of a majority Muslim community. There is a well-regarded Church school and a former vicarage, now a community centre. The congregation meets in the school hall on Sundays and the centre for midweek services. Alison runs an effective series of community groups and is highly respected within the community.

The small and mainly elderly Sunday congregation is no longer able to support a full or even a half time parish priest and is dwindling year by year. However, in the last three years a number of community projects have developed a dimension of worship, prayer and discipleship and are growing into fresh expressions of church. These comprise a breakfast club, in which participants discuss life issues and pray for one another; a group supporting those caring for chronically sick relatives and a small after school group for children and their parents. There are also regular services in two nursing homes and a small daily act of prayer in the community centre.

The area dean and churchwardens give thought to the future and suggest to Alison that she considers ordination as a pioneer minister, working primarily with these fresh expressions of church. After due thought, Alison responds positively to this suggestion and begins an exploration of vocation.

Early conversation with the DDO suggest that the parish should explore the ordained local ministry scheme and therefore a ministry development team is formed from those already exercising leadership in the church. In due course, Alison is interviewed by an Advisory Panel within the diocese and is recommended for a Bishops' Selection Advisory Panel. Through all of this process her vocation is affirmed as an Ordained Local Minister and an Ordained Pioneer Minister.

Alison's route through training is primarily through the diocesan OLM programme with her own parish providing the context for ministry. For one year of that programme she undertakes a "Mission Shaped Leadership" course offered by three neighbouring dioceses in collaboration with Fresh Expressions whilst remaining in close contact with the Scheme. A supervision group is formed for her ministry comprising the area dean (now incumbent of this parish in addition to three others) and an established pioneer minister from a neighbouring city.

Two years later, Alison is ordained deacon and continues in training, at this point via a taught postgraduate programme. The outcome of her vocational journey is that Alison is

now clear her calling is to the distinctive diaconate and she continues to exercise her ministry as a deacon within her original parish to great effect.