

pioneer mission

leadership training



# Report

## Summer 2013

**“ It seems to  
me that what is  
going on here is  
formation.**

**John Drane**

## Here To Stay



This time three years ago we held an open day and asked for some brave students to be part of a pilot year on a new course. Well two of those have now completed a Certificate, one has finished the last modules on the Foundation Degree, three are still still studying and three did some individual modules. We have also had others complete their time with us - Emma as a Baptist pioneer who has now taken on a job running a café outreach; Sarah who has set up a ministry working in prisons in Edinburgh with a charity; Chris and Angela who lead a church in a UPA area in Coventry. I can't wait for the first graduation which will take place during the coming year. People say that a start-up takes three years to make or break. Whilst three years ago there were no guarantees I am confident now that we have landed something that will continue into the future to contribute to the impact of the church in mission in Britain. We are here to stay!

We have completed two firsts this year - the first year of both the MA and training ordained pioneers in the Church of England which at that first open day were still a dream on the horizon. We recently finished a summer school with John Drane teaching on New Testament which was a brilliant week. Chatting with John towards the end of the week he said something like 'It seems to

me that what is going on here is formation!' I took this as a huge encouragement because he went on to elaborate that he could see that the students were being formed as missional people, as pioneers, imaginatively inculturating the gospel in a variety of contexts. That's certainly what we hoped would be taking place. On the same week we went out for a meal to celebrate the first student to complete the full course and in her speech she reflected that the course had given her confidence in who she is as a pioneer and a community of friends to support her in that pioneering. Of course the teaching is good too (!) but I was also heartened by this speech.

During that week I had tutorials with several students. When you are with students regularly it's easy not to notice change. But I was chatting with one student who is doing modules at a slow pace and he had not seen a couple of other pioneers for around a year and he said he was amazed at the changes he could see in them and in what they had done by way of pioneering in that time. Again I was really encouraged by this. We are feeling a blend of thankfulness and wondering quite how we have come this far. With the shifts to Common Awards meaning a change of accrediting university from 2014, and the challenge of integrating the training of CMS mission partners there's not much time to put our feet up. The last three years has been exciting, hard work and quite an adventure. The quotes throughout are from pioneer students apart from the one on the previous page from John Drane.

A handwritten signature in black ink, appearing to read 'James Bl.' The signature is written in a cursive, flowing style.

After three years with students we can now say with confidence that the pioneer training makes a difference in five ways:

- **It gives people a language** around mission in the world joining in with where God is at work
- **It gives people tools and skills** to pioneer
- **It gives people confidence** in who they are and the gift they bring. That gift is uncomfortable because it doesn't settle for business as usual in the church or in mission.
- **It gives people a community** When you get people together who see things differently and are building something new, it's extraordinary.
- **It builds something tangible** We don't just reflect on ideas. All learning relates to mission projects or communities that are being developed on the ground, so it's earthed and real rather than abstract and theoretical.

## So Far...

We have had around 64 people do something with us so far. That doesn't mean they are doing the whole thing but this is the way it breaks down:

Total number of students doing something  
pilot year 9  
year two 30  
year three 28

In terms of what they have done or are working towards it looks like this  
one module 25  
a few modules 12  
certificate 4



foundation degree 14  
ordinands 5  
ordained who have engaged with a module or two as part of ongoing training 9  
MA 5  
dropped out 3

Firsts this year:

Cathy Ross joining the staff to lead the MA

MA up and running

Pioneer ordinands now studying in a partnership with Ripon College Cuddesdon with staff and students attending 6 weekends and a residential week.

Completion of the whole cycle of the foundation degree  
New Testament, Pastoral Care, Worship, Old Testament,  
Independent Study modules taught for the first time.

**“ The course has  
given me so  
much confidence  
in what I’m doing.**

## Pioneer Hub

Andy Freeman leads the pioneer hub role for the Regional Training Partnership (RTP) nine hours a week. He has been in the role two years now developing networks, supporting pioneers, mentoring, advising on good practice and developing policy, organising training and gatherings. The board of the RTP were so impressed with his report that they have agreed to continue to fund the role until summer 2016. This complements Andy's role on the CMS pioneer training team well.



## Pioneer Ordinands

Having gained approval for training pioneer ordinands in February 2012, the first intake of ordinands started in September 2012. This was a cohort of five students. We have a partnership with the Oxford Ministry Course at Ripon College Cuddesdon (OMC). The pattern of training is that students attend CMS on Tuesdays and attend six weekends a year and two weeks over three years with OMC. Overall we have been very encouraged by this first year and how it has worked. Students have integrated well. It is unique for ordinands to experience formation in both a mission community and a theological college in this way.

## MA

We started the MA this year with five students, two of whom are ordinands. It has been a challenging year and probably more demanding than we anticipated so we have learnt a lot. It has been especially complex working out learning pathways for the ordinands who have to answer to Min Div, their DDO/diocese, CMS, Oxford Brookes Uni and Ripon College Cuddesdon. This year we have combined the FDA and MA cohorts in the mornings and provided differentiated teaching in the afternoons. Overall the student feedback has been positive and we have enjoyed the year.

## ReSource

We have had four ReSource weekends this year where we experience mission in a different context in Britain and learn from it. These are always wonderful. This photo is three of our pioneers who are pioneering in mission with young people on one of the weekends where we visited Streetspace in Somerset and Weston-super-Mare, a project working with marginalised young people.



*Gut response words on evaluations of modules taught this year:*

creative challenging provocative broad experiential illuminating  
informative diverse relevant personal thought-provoking annoying  
illuminating a-relief funny transformative stimulating inspiring  
equipping fascinating addictive educational wow full-on relational  
connecting fun enlightening elucidating intense beautiful thoughtful  
honest growing big-swell intriguing hopeful community real  
encouraging friendly beneficial heart-felt sojourning interactive  
participative engaging reflective holistic kingdom  
authentic stretching embracing-new-things  
empowering interesting useful helpful uncomfortable  
excellent compelling hunger-making revolutionary  
revealing stimulating refreshing scary heavy  
wordy soul-searching frustrating questioning abstract deconstructive  
poetic artistic sensitive life-changing intelligent philosophical healing  
grounding practical essential hard-going solid affirming emotional  
cerebral bubble-bursting confidence-giving invigorating mind-  
expanding story-telling formative energising grainy awesome fantastic  
laughter-ful collaborative controversial conversational

**“ “ It’s a really inspiring community to be a part of, made up of people who are all earnestly seeking God’s kingdom in the places where God has put them.**



## Pioneers

It's amazing how many pioneers have a background in youth ministry. It's been great this year to have several who have that and their sense of call is to pioneer in mission with young people at the margins. John literally got out a map of the UK and identified poorer communities and upped and moved to live in an estate in Weston-super-Mare that was one of the most deprived areas. He is in the pilot year of the MA having completed a youth ministry degree with CYM a few years back.



Whilst we would like everyone to come and do something substantial with us by way of a qualification, around half of our pioneers are just selecting some modules. The connection with mission thinking and the community is enough to really encourage them and help them get on with stuff. Lou has done two modules with us and will be joining us for a third. She originally came because she gave someone else a lift to the open day but liked the sound of it so much that she signed up! She works part time and leads a mission community in Daventry that has got to a size where they are having to consider what to do now they can't all fit in the living room.

It's been encouraging that we have now been going long enough to begin to see pioneers who train with us develop something and/or find a pioneering role of which there seem to be a few being created. Emma who is a Baptist pioneer who has trained with us has just taken on a role pioneering in a café in Leigh-on-Sea.



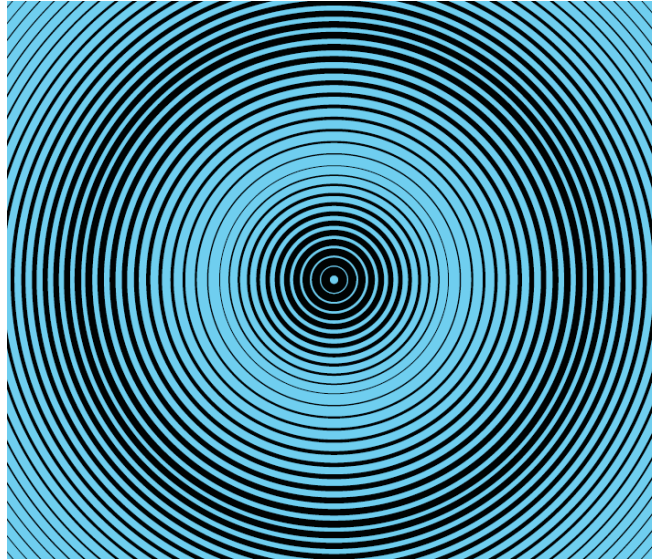
Not all the stories work out perfectly and we have also shared some heartache this year as one or two situations in which pioneers are developing things have been difficult and as with every course one or two people drop out each year or so it seems.

# Ripples

When we designed the course we created some 'so whats' - i.e. so what is happening as a result of the pioneer training. One of those was that we would want to see a step change in the wider church. Our desire isn't just to see a good course but to see impact in the world and church. To this end we have spoken, trained, published articles and books, blogged, networked, travelled, played hosts to visitors from other countries to share our learning. This list isn't exhaustive but gives you a flavour...

## In the Church

Staff have spoken or led training at Breakout, Windsor Clergy Conference, National Liturgy Conference, Regents Park College, VentureFX, Seoul Anglican Diocese, CMS mission partners in Britain, Tearfund, WEMTEC, STETS, OMC, Ripon College, Dioceses of Guildford, Birmingham, Coventry, Worcester, Chester, Bath and Wells, Salisbury, Church in Wales, Incarnate Network, Evesham, Edinburgh Church Society, En Gedi in Colwyn Bay,



Kettering, Kentucky, Saskatchewan, Youthwork Summit, Oxford Centre for Youth Ministry, Mission Educators Forum, Southern Counties Baptist Association,

## At Festivals

We hosted a venue at Greenbelt festival with conversations themed around community, pioneering and justice and threw a party for 200 pioneers. We are a partner in Breakout, the national pioneers conference. And in Eastbourne several pioneers were part of a team running a venue at the Lammas Festival.

## In Publishing

We have published in lots of ways: Andy has a chapter in the Fresh Expressions and Kingdom of God book; Cathy edits ANVIL journal, and has published books Mission in Context (ed) and Life-Widening Mission and articles in Women in Mission History and Theology and Jurnal Teologic; Andrea's interview on mission and pagans on Radio 4 created a stir as did Jonny's article on Fresh Expressions web site 'Five things we have learned', and he has three articles on pioneer youth

ministry in Youthwork magazine; and we have tweeted, blogged, facebooked, networked out there in the online conversations.

## Internationally

Jonny was invited to speak to the Anglican Church in Korea. They have translated Mission Shaped Church into Korean and as a result of Jonny's visit began a small pioneer network and were very interested in our approach to training. CMS's

interchange network gathering invited Jonny to share about pioneer training. He also did some training for the United Church in Canada and 114 leaders came to Greenbelt! We have also played host to visitors and church leaders from several countries gently sharing our approach whilst always

being keen to encourage everyone to be creative in developing their own approaches rather than think they can copy wholesale what we do.

## In Networks

And we are involved in various other networks and bodies such as BIAMS, IAMS, the faith and order group of the Church of England, the South Central Regional Training Partnership, church planting research, Winchester Diocese mission review group. Whilst it sometimes feels like we keep our heads down doing the course, writing this list is a reminder that we are not that insular.



**“ “ This course affirms me. In my pioneering I've taken risks and often doubted them but in the learning that I'm doing I can see why I made those decisions and feel affirmed and confident in them.**

# Money

Here's a simple summary of money. This is what we expect ongoing if we have twelve students in each year, four of whom are ordinands at current fees.

- It costs us £108k to run - that's very good value
- Most of our cost is on staff
- CMS makes considerable investment which is hidden but real cost - e.g. use of facilities, library, IT support etc.
- Fees are our main source of income
- Fees don't fully cover costs
- We subsidise it through CMS general funds, grants and donations from Pioneer Friends and churches.

We could of course put fees up to create a break even budget, for example if we charged another £1,250 per student. The reason we don't is that pioneers are often pioneering against the odds in a start up phase so try and keep the fees affordable for them.

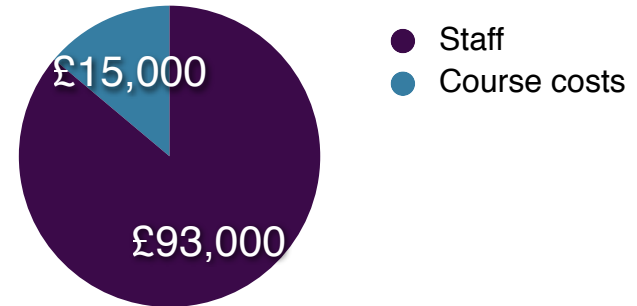
Thank you to Friends, churches and trusts who have supported us this far!

We would like to build the network of Friends who support what we are doing. Please contact us if you would like to become a pioneer friend or support the pioneer training in any way.

## Income



## Expenditure



**““ Somehow the CMS  
community fuels this  
prophetic voice.**



## Looking Ahead

We have two big challenges in the year ahead. The largest of these is the transition to Common Awards through Durham University from September 2014. We feel positive about the awards and that they are useable for pioneers but inevitably it will involve a lot of work especially as we run two systems at the same time for a while. The other is creating a way that mission partners in training with CMS can engage with some of the pioneer training.

We have a few staff changes for the year ahead. In the light of the wonderful work Andy has done in the RTP the regional board have agreed to fund his hub role for an additional two years which will take it to summer 2016. CMS directors have approved three additional half days of staff time across the course which is good news. We will be very sad to see Berdine leaving her role at CMS. But she is exploring ways to remain connected with CMS and the training once she is in Holland and has agreed to continue to teach one module.



We have learned a few things about the gift of pioneering, what shape it takes and how pioneers fit within the economy of ministry in the church and in the world. This autumn we are holding our first research conversations day to try and catalyse the sharing of thinking and practice around the gift of pioneering.



## Thank you!

Thank you for reading this far, thank you to everyone who has supported us on the way in prayer, in encouragement, in finance. Thank you to the team - staff, those teaching modules, mentors. Thank you above all to the pioneer students for letting us journey with you especially those who have risked being on the MA and ordinand first year.

Mission education has been a huge part of CMS over the years. It features strongly in our current strategic priorities. The pioneer training is such a great fit with a mission community that has been pioneering for over 200 years in mission.

*CMS Pioneer Mission Leadership Training Team*



**The CMS course has been amazing in that it is an entire curriculum built around the idea of forming leaders whose identity is found in being God's people on mission.**

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