

May 2013

RTP Pioneer Hub @ CMS - Impact Report



Executive Summary

In June 2011, the RTP Pioneer Hub began its life as I was appointed to a 9 hours a week role, based at the Church Mission Society in Oxford. The RTP already had a Pioneer Ministry team and had initiated a gathering of around 25 Pioneers at Sarum College in 2010. In the original job description for the Hub Facilitator it was noted:

"Pioneer ministry is exercising the minds of training institutions, Diocesan, District and Province training departments, those responsible for establishing pioneer posts, and of course those who have committed themselves to the risky business of being a pioneer, whether full time or part time, ordained or lay."

Into this complex environment it was envisaged that the Pioneer Hub would deliver in a number of objectives which can be found on page 2 in the 'Impact Summary' but can be summarised as:

- Regular gatherings.
- Delivering Training
- Good practice and research
- Mentoring and Networks

The Pioneer Hub is in the second of its originally intended three years and this report also aims to provide information on its impact but also to look to future possibilities. These two years have seen a strong network of Pioneers develop, a regular rhythm of training and gathering emerge and some thinking around good practice development. There is an argument to suggest that further time to develop this work and see new growth emerge would be beneficial for the RTP as a whole.

It has also been important that the Pioneer Hub role has been located with CMS. Since the role was established, CMS's Pioneer Training has grown to nearly 50 students over the 3 years and 5 ordinands now training with them. This is a vital and important context for the Hub as CMS's training grows so new potential for the Hub also emerges.

This report will identify a number of tangible impacts the work of the Hub has accomplished in the region and in that light makes the case that a continuation of the Pioneer Hub beyond its initial three years of funding would be extremely beneficial to the Church in the South region. All the impact recognised in this report has space to grow and develop further and many new pieces of work are just beginning. The development of some regions employing a member of their own staff to focus on Pioneering gives space for a greater collaboration and the development of new work. The success of this years conferences and the request to continue them on and repeat them in the future is another factor. It is our belief that further time for the Pioneer Hub will create greater life and results and we would like to recommend that to the Board.

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Thanks for reading this.

Andy Freeman
May 2013

OVERVIEW OF IMPACT OF RTP PIONEER HUB AT CMS

| Criteria | Impact |
|---|--|
| Run an annual conference for pioneer trainees, curates, incumbents and church leaders. This will bring all key players together and will be a major vehicle for sharing learning and developing agreement about policy. | <ul style="list-style-type: none"> * Pioneers from region attending annual Breakout Conference and CMS now a partner in it. * Co-Creating Community Conference and Pioneer Retreat hosted in 2013. * Practitioners conference planned for 2014. * Scope for repeat events. |
| Resourcing pioneers in training by running a training programme which becomes the core regional cohort that others can access from their training institutions. This will include providing training in specialist pioneering skills. | <ul style="list-style-type: none"> * Over 20 Pioneer Witness afternoons. * Regular Pioneer Connection days in the regions. * Number of Pioneer Curates using CMS Modules as IME training. * Early stages of training plans with Methodist Pioneers working with Andrew Woods and Dawn Carn, * Termly programme now established. * Impromptu relational training happening through relationships and consultancy e.g. helping develop a BMO or planning a Pioneer project from the beginning. |
| Facilitating sharing of training ideas, practice and needs in the RTP | <ul style="list-style-type: none"> * Hub gives Pioneer perspective on RTP issues such as 'Challenging Curacies' Day in April 2013. * Ongoing discussions with Pioneers and training programmes as to how to connect particular training needs to course e.g. IME 4-7 |
| Identifying key policy, policy holders and strategic needs that employing and deploying institutions need to understand and own. | <ul style="list-style-type: none"> * Good practice papers submitted to RTP Board May 2013. * Regular advocacy and support to Pioneers as they establish projects. * Work with Dioceses and Circuits to help develop good practice and provide support to those working with Pioneers. |

| Criteria | Impact |
|---|--|
| Develop protocols in order that all pioneers have access to a good coach or mentor. | <ul style="list-style-type: none"> * Coaching Pioneers myself. * Have helped 18 Pioneers find mentors in 2012/13. |
| Research and development that is both theological and ecclesiological. | <ul style="list-style-type: none"> * Good practice papers mentioned above. * Ongoing research into use of language within Pioneering. * Co-Creating Community conference. * Teaching at Pioneer Witness and CMS Course. * Library of resources at CMS Hub. * Involvement in national teams and discussions about future of Pioneer work. |
| Draft a report to the RTP management Board every year. | Report delivered in May 2012 and then this report on May 2013. |
| And the job description identified the following as success criteria: | |
| A well organised, well attended and effective annual conference. | Achieved 2013 |
| A coherent and extensive policy that is agreed by the Partners and implemented. | Ongoing but achieved so far. |
| An effective network of pioneer mentors and coaches in the region. | Achieved see above. |
| Evidence of effective collaboration between IME 1-3 providers so that pioneers get the best training that is possible | Strong links with Cuddesdon and Wycliffe as well as Hub being placed at CMS. Links developed with STETS in Salisbury. Also good links with other colleges like Ridley, St Mellitus and Cranmer. |
| Evidence of effective collaboration between IME 4-7 providers so that good practice of deployment and ongoing training of pioneers is developed | Ongoing but good progress so far. Pioneer Hub has been involved in IME 4-7 review and works on a case by case basis with Pioneers. CMS staff have taken sessions in IME 4-7 training in the region. |

Regular Gatherings

In agreement with the RTP OPM Group with which I work, I have begun to implement a three year programme of gatherings to support and resource both Pioneers and those supporting and developing Pioneer Ministry in the region. In September 2012, 14 people from the region attended the Breakout Conference in Swanick. This was a positive and helpful gathering and CMS is now a partner in the annual conference with myself attending planning meetings and involved in the development of the gathering. One South RTP delegate who came in 2012 said:

"Thanks for taking the time to encourage me to come along to Breakout. It both refueled me but also drew me into new ideas and thinking to take back home. Ann Morrissey was particularly good at both challenging me and reassuring me that I'm on the right path."

The second stage of the plan was to host a day conference and retreat in 2013, both of which have been completed successfully,



Co-Creating Community was a day conference held in March 2013. The day was based on research which identified the forming of a small core-community and then growing that as a key principal of start-up pioneering. A selection of speakers and 45 delegates began a conversation about the principals and practice of community building. This conversation is being continued using personal contacts, social media and informal gatherings and the sharing of ideas.

One delegate shared:

"I wanted to say a massive thank you to everyone who organised, came and shared at the co-creating community day. I am still milling over so many different ideas and thoughts! One thing that particularly struck me was that Jesus seemed to create community around inviting himself into others' spaces, and presenting his own needs as a means of allowing others to gifts him hospitality rather than creating a space for them to come to and be served (apart from the last supper!) The latter is how I perceive a lot of church communities are grown, and I wondered whether anyone has any stories about their own contexts about the former approach to mission, or what your thoughts/feelings are about it"



In early May 2013 13 Pioneers went away to Malshanger House in Hampshire. This aimed to take an entirely different approach - that of giving space and time for 'soul work' rather than a full programme of ideas and theory. A theme of the Wisdom of God gave some shape for the weekend but a days silence and a number of guided retreats meant the main focus was time with God.

One delegate said:

"Just to say how much I enjoyed the retreat with you all. BIG HUGE THANKS for all your efforts and wonderful cooking. Everything much appreciated! What a wonderful place! What a lovely time with God, creation and community! Still enjoying thinking about it."

The third stage of this programme of events is 2014 where it is the aim to provide a conference style gathering with Pioneers, leaders and decision makers attending and with a programme addressing key issues in pioneering including theological and ecclesiological issues.

Impact: Gatherings

- 75 Pioneers from the region attending the three gatherings. These Pioneers are spread from Anglican, Methodist, Baptist and House churches and both lay and ordained.
- New people added to the Hub network with each event.
- Clear impact on delegates who attended and take-aways that build Pioneering both locally and in the the region. Use of web and social media to continue work.
- Impetus to run follow up events and also clear plan for gatherings over 3 years.
- Involvement in partnership of Breakout Conference.

Training

The Pioneer Hub has been active on a number of levels in the area of training.

There have been a number of training initiatives going on in the Hub.

* Pioneer Witness is a regular Tuesday afternoon gathering where a Pioneer shares their story and together we reflect on lessons. We have run 20 such afternoons in 2011/12/13. This event is attended by students from CMS, Wycliffe and Cuddesdon and also by some Pioneers from the region. There is potential for something similar to develop for other regions and particularly to develop for Methodist Pioneers. Pioneer Witness creates

1. the opportunity to learn from real-life practice of this kind of work.
2. the opportunity to experience a wide variety of styles and theologies of pioneer ministry
3. a very creative learning environment, where students different perspectives add to a wider sense of understanding.
4. a good partnership platform between CMS, Wycliffe and Cuddesdon with the potential for further development of partnerships in the region.



* The CMS Pioneer Leadership course has provided some opportunities for local Pioneers to access the whole course and to access individual modules (e.g. Mission Entrepreneurship week). In February 2012 I ran the Sink or Swim section of the course, looking at personal sustainability and 8 local pioneers attended in addition to students from CMS. In November 2012 a Pioneer from the region attended a Mission Entrepreneurship week as part of their IME work. Others are seeking to access other modules for IME.

* We now have a termly pattern of gathering and learning, including relational Pioneer gatherings in the region called Pioneer Connection and a number of ad-hoc training settings which I have

facilitated, such as a reading group, gathering people over coffee and working with some individuals. On Friday 25th May 2012 we hosted a face-to-face conversation with Mike Sares who is a church pioneer in Denver, Colorado.

- * A number of Pioneer training events are now emerging locally and the Pioneer Hub can both encourage and also publicise and connect people with these events. For example Milton Keynes will be hosting an 'Engaging Event' on 8 June aimed at helping people work with spiritual seekers.
- * It has become a growing area of my role to offer a form of consultancy to help and train Pioneers and Churches as they develop new projects. Over the two years I have helped people navigate Bishop's Mission Orders, Learning Agreements, writing good Job Descriptions, project planning, theologically reflecting on pastoral issues or simply being an advocate and support through the development of a pioneering project.
- * In the particular area of Church of England Ordained Pioneers I have not only worked with Cuddesdon, CMS and Wycliffe but have also developed good working relationships with other IME 1-3 providers:
 1. I have met and built links with the team from STETS. Jonny Baker from CMS has been involved in leading training there.
 2. At Ridley - where I supported a Pioneer who began their training and another who was finishing .
 3. At Cranmer where I developed a working relationship with Michael Volland who delivers Pioneer Training.
 4. At St Mellitus where I have supported a number of Pioneer Ordinands and built good relationships with staff.
- * I have also worked with each of the RTP Dioceses on IME 4-7 and particularly in creating some flexibility and training options for Pioneer Ordinands. CMS staff have also been involved in delivering IME 4-7 training in the region.

Impact: Training

- 20 Pioneer Witness sessions delivered. Growing partnership between CMS, Wycliffe and Cuddesdon on the outworking of the training and potential for further growth.
- New people added to the Hub network with each event.
- Opportunity to input into, support and deliver individual training and support to projects developing in the region both in lay and ordained situations.
- Development of a clear termly programme. New training emerging in the regions.
- Connection with the training of Pioneers at both IME 1-3 and IME 4-7 levels.

Good Practice and Research

As mentioned in the section on training above I have been involved in a number of settings offering advice and support in good practice to help Pioneers and Churches develop good projects. As a direct result of this, five 'Good Practice papers' have been submitted to the May 2013 Board meeting which it is hoped will be used widely both in Anglican and Methodist settings but also across the wider Pioneer Network in the South.

These five papers are:

- * Fresh Expressions: Getting Started
- * Recruiting a Pioneer Minister
- * Providing Structures to Support Pioneer Ministers
- * Bishops Mission Orders
- * Longer Term Questions

In addition to this work, the Hub has provided the opportunity to influence local and national decision making on Pioneering including:

- i) Be involved in an RTP day on Challenging Curacies
- ii) Contribute to the National FX planning on areas such as networks, training and future policy
- iii) Build relationships with Church of England's Ministry Division
- iv) Work with Venture FX and Methodist Pioneer Leaders
- v) Contribute to thinking on national training through Breakout and with input into Mission Shaped Ministry
- vi) Meet and discuss with leaders in other regions like Phil Potter in Liverpool.

The Hub now has an extensive library of resources, examples of good practice, theological writing and Pioneering stories which it makes available through its training and networking events but it is planned to make this more broadly available online in 2013/14.

Impact: Good Practice

- 5 good practice papers delivered for May 2013.
- Involvement in local and national conversations on policy and decision making.
- Availability on local level to support and resource as local planning takes place.

Mentoring and Networks

The job description for the Pioneer role highlighted the sharing of resources, for gathering Pioneers and those making decisions or providing support. It also highlighted the desire for a connected approach in the region. This thread was further supplemented by the success criteria of the need for effective coaches and mentors for Pioneers.

At interview, I advocated the key task to build a coherent Pioneer Network in the region to deliver these and other objectives and I have sought to do this at every opportunity.

* At the beginning of the role, I used a Pioneer Hub Facebook group to identify and connect Pioneers. This group now has 188 members and has provided a valuable platform for contacting pioneers. It has also developed a life of its own with pioneers asking questions of each other and responding to ideas. One user said:

"It connects people from a wide range of contexts and demographics and it is a supportive place to share ideas and to ask real questions. I find the engagement with practitioners and the connections that come from this really helpful."

* The South RTP Pioneer Network has now been seen nationally as a model of good practice. I have been asked to contribute to a conversation about networks in July and a Pioneer Hub which Church Army have developed for the North of England has sought our advice as they look to grow and develop.

* I've been able to meet regularly with a large number of Pioneers across the region. This has often been to talk and provide support but has led to help with policy issues, support in the ordination process, drafting learning agreements, advocacy with Dioceses and Deanery's and linking them with other pioneers and with suitable training. Pioneer Connection has provided the ability to begin to connect Pioneers on a more regional basis.

* I've been able to meet with those in oversight of Pioneering in the region to help them develop networks and good practice themselves and to often connect people together as they seek to grow their work. This can be Mission Co-Ordinators, DDO's, regional leaders or Pioneering teams.

* I have recently began a process of trying to develop distinctive training, mentoring and networking for Methodist Pioneers working with Dawn Carn and Andrew Woods.

* I am providing specific mentoring to a lay Pioneer in Eastbourne who attends the CMS course and to two Pioneer Curates in Bournemouth and High Wycombe (liaising with their training Incumbents).

* I have also been able to speak to a number of local leaders across the RTP about how support is provided for Pioneers and in many cases have been able to link them with suitable mentors. In 2012/13 academic year the Hub (alongside the CMS Pioneer Course) has been able to help connect 15 Pioneers with mentors to work with them.

Impact: Networks and Mentoring

- Development of Facebook group for the region with 182 members.
- Model of good practice being looked at nationally.
- Networks of pioneers in regions and also relational networks of supporters, oversight and decision makers.
- Providing mentoring myself and also bringing together Pioneers and mentors in other situations.