**Criteria for Pioneer Ministry**

The selection process for those called to ordained pioneer ministry is two-fold. There is first of all a discernment as to whether a candidate has the necessary capacity and potential to be a pioneer and this discernment will take place through the Pioneer Panel interviews; and secondly if the candidate is called to be ordained as a pioneer, he or she will attend a Bishops’ Advisory Panel for their vocation to ordained ministry to be discerned (and the Criteria used will be the Criteria for Selection for Ordained Ministry).

These Criteria for pioneering ministry are to be used in the first part of the discernment process – the discernment of pioneer ministry and are designed to assess a candidate’s potential and capacity for entrepreneurial and innovative ministry in fresh expressions of church.

Some of the Criteria are about assessing a candidate’s potential and recognize that that potential will only be fully realized after training and during ministry. The recognition of that potential is sufficient to allow a candidate to be recommended as a pioneer. However, some of the Criteria call for ‘demonstrable’ ability and as such there has to be clear evidence at the point of selection that a candidate fulfils these Criteria if he or she is to be recommended as a pioneer. These demonstrable abilities are so essential that they need to be clearly and evidently in place at the point of selection.

**A Vocation**

**A 1: Candidates should have a realistic and informed vocation to plant fresh expressions of church within contemporary culture**

*Evidence for this may be drawn from a candidate’s capacity to:*

* Show how they have responded to God’s call to be pioneering
* Understand contemporary cultures and the practice of planting fresh expressions of church within them
* Develop a vision for fresh expressions of church in a local context.

**B Ministry within the Church of England**

**B 1: Candidates should have a clear vision of the place of their envisaged ministry within the wider church's response to God's mission to the world**

*Evidence of this may be drawn from a candidate’s capacity to:*

* Understand the relationship between the Church and the kingdom of God
* Understand and be committed to the Church of England as a ‘mixed economy’ church
* Be committed to the reshaping of the Church for mission.

**B 2: Candidates should have an authentic and integrated understanding of the particular ministry envisaged**

*Evidence of this may be drawn from a candidate’s capacity to:*

* Understand contextually-appropriate ministry
* Shape contextually-appropriate church.

**C Spirituality**

**C 1: Candidates should have a mature and well developed devotional life**

*Evidence of this may be drawn from a candidate’s capacity to:*

* Demonstrate an established robust, discipline of personal prayer and study which can sustain the demands of their ministry
* Demonstrate a commitment to and an enthusiasm for Christian fellowship and corporate worship
* Develop the art of discernment
* Have the patience to wait for God’s timing.

**D Personality and Character**

**D 1: Candidates should have demonstrable maturity and robustness to face the demands of pioneering mission and ministry**

*Evidence of this may be drawn from a candidate’s capacity to:*

* Lay aside personal preference for the sake of the community being served
* Cope effectively with ambiguity and disorientation
* Cope effectively with change and stress
* Avoid personal overload
* Have a consistency of character in varied circumstances
* Live sacrificially and endure hardship
* Persevere for the long-term rather than take shortcuts for quick results.

**D 2: Candidates should have demonstrable self-motivation**

*Evidence of this may be drawn from a candidate’s capacity to:*

* Be a self-starter with a willingness to build from nothing
* Take risks
* Negotiate disappointment
* Learn from mistakes.

**E Relationships**

**E 1: Candidates have the potential to develop healthy professional and pastoral relationships**

*Evidence for this may be drawn from a candidate’s capacity to:*

* Form, develop and maintain healthy professional and pastoral relationships
* Exercise hospitality
* Listen to others
* Form community
* Maintain boundaries and confidentiality
* Manage conflict assertively, constructively and tactfully.

**E 2: Candidates should be able to relate to people who are different from themselves**

*Evidence for this may be drawn from a candidate’s capacity to:*

* Respect different cultural contexts and faiths and to respect people of different temperaments.

**F Leadership and Collaboration**

**F 1: Candidates should have a demonstrable track record of innovation and initiative**

*Evidence of this may be drawn from a candidate’s capacity to:*

* Identify key opportunities for mission
* Minister in creative and non-standard ways and develop an innovative approach to problem solving and thinking
* Start a new project around perceived opportunities
* Reflect on situations, learn from them and make appropriate changes for the future.

**F 2: Candidates should have well developed abilities to initiate change and to enable others to face it in a flexible, balanced and creative way**

*Evidence of this may be drawn from a candidate’s capacity to:*

* Adapt oneself to the uniqueness of a particular context
* Motivate others
* Negotiate and resolve conflict
* Shift priorities and emphasis during various stages of development of a fresh expression.

**F 3: Candidates should have a demonstrable ability to work collaboratively and in a team**

*Evidence of this may be drawn from a candidate’s capacity to:*

* Develop vision with others
* Discern the spiritual gifts in others
* Release and equip others for ministry
* Identify and invest in future leaders
* Match the gifts of people with ministry needs and opportunities
* Help people to share responsibility for the growth and success of the fresh expression.

**G Faith**

**G 1: Candidates should be able to communicate their faith effectively**

*Evidence for this may be drawn from a candidate’s capacity to:*

* Communicate the good news to those outside the Church naturally and effectively in ways that are balanced, appropriate, accessible and sensitive to the situation.

**H Mission and Evangelism**

**H 1: Candidates should have a well-developed understanding of the interaction between gospel and culture**

*Evidence of this may be drawn from a candidate’s capacity to:*

* Understand the tension between relevance and syncretism
* Relate the Gospel to different context
* Develop discipleship within a fresh expression.

**H 2: Candidates should have the capacity to evangelize beyond the culture of the Church**

*Evidence of this may be drawn from a candidate’s capacity to:*

* Communicate with and relate easily to people outside the church
* Understand the worldviews and mindsets of people outside the church.

**I Quality of Mind**

**I 1: Candidates should have a lively and engaging mind**

*Evidence of this may be drawn from a candidate’s capacity to:*

* Engage and stimulate others
* Make creative connections
* Recognise opportunities in challenging situations
* Be a reflective practitioner.