



### Structure of the formation criteria

The Formation Criteria are organised under seven headings:

- A. Christian faith, tradition and life
- B. Mission, evangelism and discipleship
- C. Spirituality and worship
- D. Relationships
- E. Personality and character
- F. Leadership, collaboration and community
- G. Vocation and ministry within the Church of England

Within each of these headings, the Formation Criteria are organised in clusters that are disposition-led [in **bold**] and emphasise the primacy and inseparability of character from understanding and skills:

#### **Dispositions:**

These are related to formational learning and character development. They represent the most important criteria: knowledge, understanding and skills are secondary to Christ-like character. However, disposition is not easy to assess: sometimes evidence may be more anecdotal and narrative than systematic. Dispositions are often discerned relationally and developed through a combination of learning, experience, reflection and prayer.

#### **Understanding:**

These are related in subject matter to the dispositions, but are not an elaboration of them. They are aspirational in that knowledge and understanding is never complete: ordinands and priests will gain greater depth and breadth of understanding as they continue to pursue and reflect on lifelong learning.

#### **Skills:**

Again, related to the first two categories, but not an elaboration of them. While skills and abilities reflect competence, they, too are aspirational: greater fluency will be achieved over time through the experience of exercising ordained ministry in a reflective mode.

**NOTE:** Criteria for incumbency / post of responsibility are in **purple**.

### Ordained Pioneer Ministry

Formation Criteria for Ordained Pioneer Ministry are described on page 6.

Those who are serving a curacy for ordained pioneer ministry will do so through pathways that enable them to embed their learning in fresh expressions praxis through sustained and systematic action reflection. Although the formation criteria described above (and below) will be used to discern a minister's readiness to take up a pioneer ministerial post (and, where appropriate, a pioneer post of responsibility) at the completion of initial ministerial education, progress towards the criteria will have been achieved through a bespoke IME Phase 2 pathway for pioneer ministry. It is likely that dioceses will need to draw upon resources from other institutions in order to achieve sufficient sharpness of focus on pioneer ministry in IME Phase 2.

Ordained pioneer ministers will work towards the formation criteria with continual reference to the formation of new ecclesial communities through contextual mission. The mix of skills, gifts, knowledge and expertise that they bring to their training, formation and ministry, will differentiate them.

## Using the formation criteria

The Formation Criteria are fundamentally aspirational: they are goals to work and develop towards rather than criteria that can be 'fully met'. This means that they should be used as a vocational tool:

1. **by curates** – to provide a framework for reflection on their development in ministry against the Church's expectations through the curacy training process.
  2. **by training incumbents and diocesan colleagues** – to discern areas of and for growth and development during curacy and to provide the grounds on which to affirm the readiness of ministers to take up assistant minister, ordained pioneer minister or incumbent status posts in the Church of England.
  3. **by bishops** – as a framework to enable them to confirm candidates' readiness to take up ministerial posts as priests of the Church of England at the end of IME Phase 2.
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### A. CHRISTIAN TRADITION, FAITH AND LIFE

**Ordained ministers sustain their public ministry and personal faith in Christ through study and reflection that is open to new insights. They ...**

- understand the Bible as text and as holy Scripture for the church and the world through regular critical engagement with Old and New Testament texts and issues relating to their interpretation.
- are able to interpret Scripture in a wide range of settings, using their exegetical and hermeneutical skills to communicate clearly and accurately in ways that enable others to learn and explore.
- are able to engage in independent study of Christian beliefs and practices and communicate their findings in diverse settings.

**Ordained ministers work with and value the breadth and diversity of belief and practice within the Church of England. They ...**

- are able to engage in independent study of how Christian beliefs and practices shape the moral life of individuals and communities.
- are able to reflect critically on how Christian doctrine and ethics relate to discipleship, church and society, communicating this appropriately inside and outside the church.

**Incumbents replenish their leadership through a life of disciplined study and reflection that is open to new insights. They ...**

- are able to exercise theological leadership for the church in mission.
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### B. MISSION, EVANGELISM AND DISCIPLESHIP

**Ordained ministers have a deep and prayerful enthusiasm for mission and evangelism that is nourished by Christ's love for the world and lived out in acts of mercy, service, justice and reconciliation. They ...**

- are able to discern God's mission in a specific context by reflective and empathetic engagement with it in light of its cultural, historical, economic, social, political and religious characteristics.
- are able to engage courageously in mission, evangelism and apologetics in a range of contexts and particularly in local communities and churches.
- are able to communicate the gospel confidently and effectively using a variety of media in diverse situations, both inside and outside the church.
- are able to lead and inspire others in mission and evangelism in the local church.

**Ordained ministers are committed to Christian education, promoting good practice, both inside and outside the church. They ...**

- are able to nurture others in their faith development, including those with little previous knowledge of the faith, through catechesis, teaching and preaching, including preparation for baptism and confirmation.
- understand the importance of the Church of England's engagement with schools for the common good and for the mission and ministry of the church.

**Incumbents ...**

- lead, enable and release missional vision and faithful witness in and among those for whom they have responsibility.
  - enable others to articulate the gospel and participate in its proclamation.
  - are able to foster and lead mission-shaped churches.
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## C. SPIRITUALITY AND WORSHIP

**Ordained ministers are sustained by disciplined personal and corporate prayer shaped by the responsibilities of public ministry and corporate worship in the tradition of the Church of England. They ...**

- are able to relate different approaches to, and traditions of, personal and corporate prayer to sustain and develop their own prayer life and those of others of all ages, backgrounds and in a range of life circumstances.

**Ordained ministers ...**

- are able to demonstrate good reflective practice in preaching and in leading – and where appropriate, presiding at – public worship, including pastoral services, using appropriate forms of liturgy in a variety of settings.

**Ordained ministers are growing in the love of God and in Christ-likeness as members of the body of Christ and can testify to the grace of the Holy Spirit in their lives and ministries. They ...**

- are able to relate spiritual traditions to corporate and individual practices that sustain and develop their own spirituality, and those of others of all ages, backgrounds and in a range of life circumstances.

**Ordained ministers' spirituality permeates their perceptions of and interactions with others inside and outside the church. They ...**

- are able to help others discern God's presence and activity in their relationships and in the wider world.

**Incumbents are sustained in the strains and joys of leadership by a life of prayer.**

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## D. PERSONALITY AND CHARACTER

**Ordained ministers show insight, resilience, maturity and integrity in the pressure and change entailed in public ministry. They ...**

- are able to balance appropriate care of self with the care of others by developing sustainable patterns of life and work, and effective support networks in the context of public ministry.

**Ordained ministers are growing in self-knowledge and commitment to Christ within the roles and expectations of ordained ministry. They ...**

- are able to approach the sacrificial impact of ordained ministry on the whole of life with wisdom and discernment.

- are able to reflect with insight and humility on personal strengths, weaknesses, failures, gifts and vulnerability in response to a new context of public ministry.

#### **Incumbents ...**

- encourage and enable colleagues to balance appropriate care of self with care of others.

#### **Incumbents personify an integration and integrity of authority and obedience, leadership and service. They ...**

- engage with others to reflect with insight on their style of leadership, its strengths and weaknesses in context, and demonstrate appropriate development.
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## **E. RELATIONSHIPS**

#### **Ordained ministers ...**

- are able to form and sustain healthy relationships with peers in the mixed economy of fresh and more traditional expressions of church.
- are able to handle and help resolve conflicts and disagreements, enabling growth through them.
- understand human flourishing in relationships and Christian pastoral care in a range of life circumstances and contexts.
- demonstrate good reflective practice in a wide range of pastoral and professional relationships.

#### **Ordained ministers are people who respect others, demonstrate empathy and honesty in their relationships, learning from them. They ...**

- are able to live within the House of Bishops' Guidelines: *Issues in Human Sexuality* and engage positively with those with whom they differ.
- are able to establish and evaluate appropriate professional boundaries in their ministerial practice and personal lives.
- understand policies and best practice in safeguarding and their application in a variety of contexts.

#### **Incumbents ...**

- show skill and sensitivity in resolving issues of conflict within the church community.
  - are able to supervise others in the conduct of pastoral relationships.
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## **F. LEADERSHIP, COLLABORATION AND COMMUNITY**

#### **Ordained ministers seek to model their servant leadership on the person of Christ. They ...**

- are able to participate in and lead communities, reflecting on, and being alert to, the use and abuse of power.
- are able to lead collaboratively and competently, working as a member of a team within a community, as an ordained person.

#### **Ordained ministers share leadership by actively looking for, recognising and nurturing the gifts of others. They ...**

- are able to use authority appropriately in ways that release, equip, enable and empower others, including colleagues, to fulfill their calling to mission and ministry from within a Christian community.
- are able to supervise and mentor others in a limited range of roles and responsibilities in mission and ministry.

## Incumbents ...

- show skill and sensitivity in enabling the formation and flourishing of corporate life in the presence of diversity.
  - are able to lead teams collaboratively in a variety of settings, including multi-parish benefices.
  - are able to facilitate change creatively and sensitively, exercising leadership with an entrepreneurial and forward looking approach.
  - are able to supervise lay and ordained people in positions of responsibility in formal and informal settings of training and practice.
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## G. VOCATION AND MINISTRY WITHIN THE CHURCH OF ENGLAND

**Ordained ministers are firmly convinced of their calling to ordained ministry, realistic about its challenges, and continue to ask important questions about their role as deacon or priest in the church of God. They ...**

- are able to articulate their calling to discipleship and to ordained ministry as a deacon or priest within the Church of England.
- understand the sacrificial and corporate nature of their role in ministry and mission as a deacon or priest within the breadth and diversity of a mixed economy of traditional and fresh expressions of church.

**Ordained ministers are rooted in the traditions and practices of the Church of England and share in the spiritual life of the communities they serve. They ...**

- are able to represent the church in public life and engage in partnerships across wider groups of parishes, including, where possible, working with churches of different denominations and traditions and other faith communities and their leaders.

**Ordained ministers are accountable and obedient in exercising ordained ministry as a deacon or priest within the Church of England. They ...**

- understand the legal, canonical and administrative responsibilities of those in public ministry within a mixed economy of church.
- show developed skills as theologically reflective and reflexive practitioners in relatively unsupervised settings, exercising wise and discerning judgment.

**Incumbents are ready for, and open to, exercising a ministry of oversight and vision as priests in the church of God. They ...**

- take a lead role in working with partners, representing the church in public life, including, where possible, working with other faith leaders.

**Incumbents exercise appropriate accountability and responsibility in faithfully and loyally receiving the authority of others, consistent with a position of responsibility. They ...**

- know and understand the legal, canonical and administrative responsibilities of those having oversight and responsibility.
- show sophisticated skills as reflective and reflexive practitioners and the capacity to develop these further to energise creative, theologically informed practice.

## ORDAINED PIONEER MINISTRY

**Ordained pioneer ministers are particularly flexible, resourceful, innovative and entrepreneurial in their approach to ministry and mission beyond the existing church, thriving in unfamiliar cultures and contexts. They ...**

- are able to plant, lead and mature a fresh expression of church.
- are able to inspire and nurture the risk-taking of others
- enable others to develop the capacity to learn from failure and success.
- are proficient in contextualising the Church of England's tradition and practices for a variety of models of fresh expressions of church.
- are proficient in clearly articulating the faith to those outside the church in a variety of ways and contexts.
- are able to identify, train, develop and use leaders within fresh expressions of church and release them to develop ecclesial communities in other contexts.
- are able and willing to develop sustainable, personal and communal support in a fresh expression context within a mixed economy, including belonging to a peer learning network.

**Ordained pioneer ministers in a post of responsibility are ready for, and open to, exercising a visionary ministry as priests in the church of God with a specific focus on the oversight of teams leading fresh expressions of church. They ...**

- understand the legal, canonical and administrative responsibilities of those having oversight and responsibility, including Bishops' Mission Orders.
- are able to supervise lay and ordained pioneers and leaders of fresh expressions of church in both informal and formal settings of training and practice.