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**IME Phase 2**

**Annual Review (Pioneer Incumbent Focus)**

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| **Name of Curate:** |  | | |
| **Date of Ordinations:** | **Deacon:** | **Priest:** | **Year of Curacy:** (First/Second/Third) |
| **Ministerial Context/Benefice:** |  | | |
| **Name of Training incumbent:** |  | | |

Grids of Evidence to demonstrate the Formation Qualities: Pioneer Incumbent Focus

For each quality in normal type (not bold) please describe briefly the evidence you have provided, e.g ‘short case study on Baptism’, and provide a reference to the number of the document in your portfolio. Your Training Incumbent should indicate that they have seen and discussed the evidence with you.

**Formation Qualities Grid**

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|  | ***Pioneer Priest*** | ***Christ*** | ***Church World***  *Church and world are inextricably linked therefore these domains should be held together across a permeable line* | | ***Self*** |
| ***Love for God***  *The curate* | | Is reliant on God - Father, Son and Holy Spirit - and lives out an infectious, life-transforming faith  **Pioneer foundation: Jesus Centred** | Is rooted in Scripture, the worship of the Church and the living traditions of faith | Whole-heartedly, generously and attractively engages with God’s world giving it close attention.  **Pioneer practice: Persist** | Is prayerful and studies the Bible  **Pioneer Foundation: Prayerful** |
| ***Call to Ministry***  *The curate* | | Responds to the call of Christ to be a disciple  **Pioneer Foundation: Responsive Obedience** | Understands the distinctive nature of Pioneer ministry | Is committed to being a public and representative person | Articulates an inner sense of call grounded in service that is distinctly pioneer shaped.  **Pioneer Foundation: Calling** |
| ***Love for People***  *The curate* | | Welcomes Christ in others, listens, values and respects; cares for those in poverty and the marginalised | Builds relationships which are collaborative and enabling  **Pioneer Quality: hospitable** | Shows God’s compassion for  the world through a ministerial identity deeply rooted in the world.  **Pioneer Foundation: Bi-cultural identity** | Has empathy and is aware of how others receive them |
| ***Wisdom***  *The curate* | | Is inquisitive, curious and open to new and lifelong learning  **Pioneer Quality: discerning** | Shows leadership that enables thriving and healthy churches, handles conflict, and can lead in mission  **Pioneer practice: co-create** | Is robust and courageous and prepared to take risks  **Pioneer Practice: persist** | Is a mature and integrated person of stability and integrity |
| ***Fruitfulness***  *The curate* | | Embraces the different and enables others to be witnesses and servants  **Pioneer Quality: Self-giving** | Shows the capacity to exercise sacramental, liturgical and an effective and enabling teaching ministry | Shares faith in Christ and can accompany others in their faith  **Pioneer Practice: Experiment** | Has resilience and stamina  **Pioneer Quality: resilient** |
| ***Potential***  *The curate has potential to…* | | Grow in faith and be open to navigating the future in the company of Christ and guided by the Holy Spirit | Manage change, and see the big picture by engaging in playful imagination, open to the unknown  **Pioneer Quality: Playful** | See where God is working in the world and respond with missionary imagination  **Pioneer Practice: Experiment** | Be adaptable and agile  **Pioneer Practice: Adapt** |
| ***Trustworthiness***  *The curate* | | Follows Christ in every part of their life | Leads maturely which promotes safe and harmonious Christian communities | Lives out their life as a representative of God’s people | Has a high-degree of self awareness |

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| **1. Love for God** | | | |
| ***The curate…*** | **Description of Evidence** | **Portfolio Reference** | **Training Incumbent Initials** |
| **1.1 - Is reliant on God - Father, Son and Holy Spirit - and lives out an infectious, life-transforming faith**  ***Examples might include…***  *1.* *Shows a vibrant faith that can speak about their own joys and disappointments, experience of change or failure and is able to interpret how grace is at work in their life.*  *2. Is growing in Christ like character in daily living for example in love, humility, patience, prayerfulness, and obedience*  *3. Has a well-developed pattern of life based on four foundational texts (Jesus’ summary of the law; the Lord’s Prayer; the Apostles’ creed; the Beatitudes)*  *4. Can describe how their faith is maturing through their curacy.*  *5.* ***Pioneer:*** *has a growing ability to adapt their spiritual practices creatively to reflect and engage with their pioneering curacy context*  **1.2 - Is rooted in Scripture, the worship of the Church and the living traditions of faith.**  *1. Shows a love for scripture and makes responsible use of it to explore issues of faith, for example in preaching and pastoral care*  *2. Has led a variety of services of worship with authority, confidence and imagination*  *3. Can apply the Bible and tradition of faith to specific issues in the contemporary church and society critically and reflectively*  **1.3 - Whole-heartedly, generously and attractively engages with God’s world.**  *1. Can articulate God’s saving purpose for creation and humanity in the context of major issues facing the world and local community*  *2. Can draw on the resources of scripture and theology to explore ethical issues, in their own lives, in the local community, and in the wider world*  *3. Can draw on the resources of disciplines other than theology and of reflection upon their own experience and that of others, and integrate these with the insights of theology*  *4. Can share the good news of Jesus Christ, and has experience of mission and evangelism and of watching for the signs of God’s kingdom*  *5. Has inspired and led others to be actively engaged with issues of justice, peace and the integrity of creation*  *6.* ***Pioneer:*** *can instinctively notice and respond to the world around them without immediately moving to diagnosis*  **1.4 -** **Is prayerful and studies the Bible**  *1. Nurtures their private prayer life with regular spiritual practice with others (eg: spiritual accompaniment, quiet days, retreats, cell groups, prayer triplets) and can speak about the accountability and challenge experienced in such relationships*  *2. Engages with different approaches to prayer and spirituality as they are found across the Anglican tradition and the wider church in a range of cultural contexts.*  *3. Is committed to the Daily Office or other forms of public daily prayer*  *4. Is committed to independent study of scripture and theology as a resource for their ministry and personal growth*  *5. Has taught others how to pray, or to deepen their prayer lives using an approach which draws from outside their own tradition* |  |  |  |

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| **2. Call to Ministry** | | | |
| ***The curate…*** | **Description of Evidence** | **Portfolio Reference** | **Training Incumbent Initials** |
| **2.1 - Responds to the call of Christ to be a disciple.**  ***Examples might include…***  *1. Is committed to their own growth as a disciple and to forming new disciples*  *2. Can speak about the call of Christ on their life (and that of their household) as it is emerging in their curacy and describe its impact in daily decision-making*  **2.2 - Understands the distinctive nature of ordained priestly ministry**  *1.* ***Pioneer:*** *Can articulate the shape of their* ***Pioneer*** *ministry and the way they have been formed as a priest during their curacy*  *2.* ***Pioneer*** *Deeply inhabits the practices of their own tradition and pioneering within the Church of England, and shows evidence of being able to engage generously and humbly with those whose tradition and practice are different*  *3. Evidences that they have discerned and fostered the gifts of God’s people as part of a commitment to the whole people of God*  *4.* ***Pioneer:*** *is deepening the understanding, experience and readiness to form New Contextual Christian Communities*  *5.* ***Pioneer:*** *Is evidencing a commitment to the Church of England as a mixed ecology church*  **2.3 - Is committed to being a public and representative person**  1. *Has developed an informed appreciation of the representative role of a minister in the Church of England and has had experience of practising this across a wide range of public settings*  *2.* ***Pioneer*** *Evidences skills to communicate the hope of the gospel afresh to a wide audience and within the missional context*  *3. Can manage themselves and their family relationships in the context of the gifts and pressures of public ministry, including setting appropriate boundaries*  **2.4 - Articulates an inner sense of call grounded in priestly service.**  *1.* ***Pioneer*** *Continues to discern the call on their life and on what being open to God will entail in the future with a growing awareness of how they might be deployed as a pioneer in the church of England*  *2.* ***Pioneer*** *Can speak of the joys and challenges of ministry, and the way in which ministry has promoted their flourishing and their developing relationship with Christ, whilst being able to speak honestly when this has been hard. Showing evidence that their Pioneer call is rooted in practical experiences.*  *3. Has explored different forms and contexts of ministry and is open to discerning their future in the light of the needs of the church*  *4.* ***Pioneer*** *Displays a willingness to accept the costliness of ordained pioneer ministry, while growing in awareness of the proper limits to that costliness and of the support that they can expect as they face it*  *5. Can recognise, draw out and nurture the vocation of others, including those with a call to authorised or ordained ministry*  *6. .****Pioneer*** *Can demonstrate a willingness to whole heartedly offer themselves within the community in which they seek to pioneer*  *7.****Pioneer*** *Has a developing vision of the place of their envisaged pioneer ministry within the Church of England’s response to God’s mission in the world* |  |  |  |

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| **3. Love for People** | | | |
| ***The curate…*** | **Description of Evidence** | **Portfolio Reference** | **Training Incumbent Initials** |
| **3.1 - Welcomes Christ in others, listens, values and respects; cares for those in poverty and the marginalised**  ***Examples might include…***  1. *Demonstrates empathy and wisdom in pastoral relationships with a wide range of people so that they may learn from the diversity of God’s people*  *2. Builds healthy pastoral relationships in their curacy context which respect boundaries and go beyond the superficial*  *3. Can articulate the importance of Safeguarding and demonstrate good practice in managing the care of children and vulnerable adults in their curacy context*  *4. Demonstrates the disposition to resist evil, support the weak, defend the poor and intercede for the world*  **3.2 - Builds relationships which are collaborative and enabling**  *1. Demonstrates good listening skills in relationships with those inside and outside the church, including their own peers*  *2.* ***Pioneer*** *Builds professional and trusting relationships with new colleagues that enable mutual respect, flourishing and learning, that is permission giving and generous in hospitality, as appropriate to the context*  *3. Evidences good reflective practice and learning from a wide range of pastoral and professional relationships from their IME 2 contexts*  *4.* ***Pioneer*** *Has enabled others to assume roles of responsibility in both eth new contextual Christian community and in the local missional context by building community through drawing teams of volunteers together, mentoring and supervising others*  *5. Is alert to the existence of various forms of prejudice, including racism, in the church, and is learning how to challenge them, to support those who suffer from them and to create welcoming environments for all*  **3.3 - Shows God’s compassion for the world**  *1.* ***Pioneer*** *Evidences a capacity to engage compassionately with people in the wider world that shows an ability to love and serve them, putting people at their ease with a growing practice of mission and ministry shaped by culture and context*  *2.* ***Pioneer*** *Can demonstrate how their faith is shared in specific acts of missional engagement, and motivated by mission can demonstrate how they have led others to engage in mission in thought, prayer and action*  *3. Is committed to and inspires other to work for peace and reconciliation in the world*  *4.* ***Pioneer*** *is further evidencing how their identity as a pioneer is rooted within and across cultural contexts, with an ability to deeply inhabit these places.*  *5.* ***Pioneer*** *has deepening ability to hold the church and world together in one place.*  **3.4 - Has empathy and is aware of how others receive them**  *1. Is self-aware and able to reflect on their strengths and vulnerabilities with honesty and openness*  *2. Shows maturity and resilience in balancing the demands of ministry, family and friends, drawing on supportive and healthy relationships to support them in the joys and challenges of life*  *3. Is aware of how others see them and has been able to manage expectations appropriately*  *4. Evidences work with others in voluntary and professional settings, showing that they understand their own working style and can engage with others who work differently* |  |  |  |

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| **4. Wisdom** | | | |
| ***The curate…*** | **Description of Evidence** | **Portfolio Reference** | **Training Incumbent Initials** |
| **4.1 - Is inquisitive, curious and open to new and lifelong learning**  ***Examples might include…***  *1. Is able to reflect alone, and with others, on their experiences in ministry, to articulate their learning and demonstrate its impact in changed behaviours*  *2.* ***Pioneer*** *Demonstrates a commitment to life-long learning, whether through academic study, reflective practice, or engagement with their personal development, and including engagement with the insights of others who are different from them and marginalised voices and is able to apply this within their missional practice*  *3. Demonstrates a capacity to live with unanswered questions and open-ended situations*  *4. Has demonstrated learning in a new and different context which has been outside their comfort zone*  *5. Demonstrates skills in enabling*  *both children and adults to learn,*  *in both informal and formal*  *settings*  **4.2 - Shows Leadership that enables thriving and healthy churches, handles conflict, and can lead in mission**  *1.* ***Pioneer*** *Demonstrates appropriate and authentic leadership within the missional context and the New Christian Community with integrity and are able to reflect on their own leadership preferences and demonstrate flexibility in adapting their leadership style to the context*  *2. Can make creative and critical use of the resources of scripture and theology and contemporary perspectives on leadership and organisations to inform discipleship, leadership and community formation in the changing contexts of the Church of England*  *3. Demonstrates how they have enabled and developed the leadership of others within a Christian community*  *4.* ***Pioneer*** *Has demonstrated ability to initiate change, see the bigger picture and develop a strategy for growth which takes people with them, identify and investing in future pioneering leaders*  *5. .****Pioneer*** *Can demonstrate the part they have played in facilitative and collaborative leadership, showing awareness of the challenges and tensions of working in teams*  *6. Can describe situations in which they have been involved in transforming conflict and can reflect on their learning*  *7. Can demonstrate an area where they have led the church or part of the church community through change, articulate vision, ensuring execution and taking people with them*  *8. Can reflect critically on their own and others use of authority and power, understanding the dynamics operating within the local church and responding with wisdom and humility*  *9.* ***Pioneer*** *Can demonstrate the ability to read and respond to power relationships in a group, able to handle complexity*  **4.3 - Is robust and courageous and prepared to take risks**  *1. Can discern God’s mission in the setting in which they serve by reflective discernment through God’s Spirit and by responding in ways reflecting the 5 marks of mission*  *2. Demonstrates the capacity to reflect for themselves and to act in accordance with their convictions*  *3.* ***Pioneer*** *Demonstrates qualities of leadership such that they can defend unpopular decisions if needed to and can persevere for the long term*  *4. Can evidence where they have taken well-judged initiatives in their leadership*  *5.* ***Pioneer*** *can demonstrate an ability to persist in step by step experimentation in a particular context*  *6.* ***Pioneer*** *Can appropriately challenge the status quo in church or world for the growth of the kingdom*  **4.4 - Is a mature and integrated person of stability and integrity**  *1. Demonstrates maturity in the relationship with their training incumbent and other senior colleagues, balancing accountability with personal integrity*  *2. Can accept fair criticism with maturity and respond appropriately, with humility and good grace*  *3.* ***Pioneer*** *Can demonstrate the ability to acknowledge and live with their vulnerabilities and to manage strong emotional reactions and are growing in consistency of character in varied circumstances of pioneering*  *4. Demonstrates integrity in their dealings with others, including those in authority over them, and those for whom they have pastoral responsibility* |  |  |  |

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| **5. Fruitfulness** | | | |
| ***The curate…*** | **Description of Evidence** | **Portfolio Reference** | **Training Incumbent Initials** |
| **5.1 - Embraces the different and enables others to be witnesses and servants**  ***Examples might include…***  *1. Demonstrates humility and openness to the views of others (both within the Church of England and ecumenically) who differ in theological position*  *2. Gives evidence of practical engagement with those of a world faith community other than Christianity*  *3. Has enabled growth in faith in individuals from whom they differ for example, in age, gender, class, and culture*  *4.* ***Pioneer:*** *can lay aside personal preferences for the sake of the gospel and the community*  **5.2 - Shows the capacity to exercise sacramental, liturgical and effective and enabling teaching ministry**  *1.* ***Pioneer*** *is deepening in aptitude in cultivating appropriate liturgy which is nurturing and lead worship with confidence as suited to the missional context.*  *2.* ***Pioneer*** *Preaches and communicates in ways which are effective in teaching the faith and encouraging growth in discipleship*  *3.* ***Pioneer*** *Communicates faith and practice in a variety of ways, with sensitivity to those there are engaging with in the missional context*  *4.* ***Pioneer*** *shows the capacity to be able to initiate a new contextual Christian community with ethe potential to become church*  *5, Can evidence an engagement with both traditional and new Christian communities showing an appreciation of how both can play a role in the mission of God*  *6.* ***Pioneer*** *can articulate ion what ways they are a ‘founding starter’ or ‘legacy starter’ pioneer (as defined in the framework)*  **5.3 - Shares faith in Christ and can accompany others in their faith**  *1. Can speak with confidence and infectious enthusiasm about their own journey of faith and discipleship.*  *2. Shows how they have nurtured others in their everyday faith, in the school, workplace or family*  *3.* ***Pioneer*** *Is able to listen deeply and attentively to individuals and the community so that they can help others discern the presence and activity of the Holy Spirit*  *4.* ***Pioneer*** *Has led others in a contextual approach to evangelism and mission and can reflect on lessons learned, from those that were fruitful, and those that were not and how all of this connects to the mission of God*  *5.* ***Pioneer*** *Is an articulate apologist and interpreter of the faith in the public arena (for example in the new Christian community, missional context, blogging, or speaking at enquirers or other open events such as pub theology.)*  *6. Has prepared children and adults for rites of initiation*  *7.* ***Pioneer*** *Can articulate how they are practising as an ‘innovator’ or as an ‘adaptor’ pioneer (as defined in the framework)*  **5.4 - Has resilience and stamina**  *1. Has achieved a rhythm of life that balances ministry, family, friends and rest in a sustainable way within their curacy context*  *2. Understands their own conscious and unconscious bias and has strategies to mitigate them*  *3. Has shown a capacity to bounce back after disappointment*  *4.* ***Pioneer*** *Evidences the ability to prioritise under pressure ambiguity and change and, where appropriate, to delegate tasks to others* |  |  |  |

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| **6. Potential** | | | |
| ***The curate has potential to…*** | **Description of Evidence** | **Portfolio Reference** | **Training Incumbent Initials** |
| **6.1 - Grow in faith and be open to navigating the future in the company of Christ**  ***Examples might include…***  *1. Serve the church in an uncertain and unknown future*  *2. Inspire others to grow in faith and discipleship*  **6.2 - Manage change, and see the big picture**  *1.* ***Pioneer*** *Can be ‘playful (see framework for definition),* ***l****ive with contingency, adapting to change in the church and leading others as a non-anxious presence*  *1a.****Pioneer*** *make sense of what is at hand, fostering possibility in an unforced way*  *2. Lead a church in growth with a capacity to evaluate risk and to act with courage*  *3. Chair a PCC meeting*  *4.* ***Pioneer*** *Identify where there needs to be change in the life of a pioneering community, reflect on the implications for themselves and to have the negotiation skills to manage change effectively.*  *5.* ***Pioneer:*** *Pursue, in partnership and collaboration with others, new opportunities for being the church, evaluating wisely the risks involved while being appropriately courageous*  *6.* ***Pioneer:*** *Has a commitment to the reshaping of the church for mission.*  *7.* ***Pioneer:*** *Deepen discipleship and missional practice within a new Christian community through co -creation and collaborative leadership.*  **6.3 - See where God is working in the world and respond with missionary imagination**  *1.* ***Pioneer*** *Enable and lead the church’s mission and evangelism in contexts where it has little presence, demonstrating missional imagination*  *2.* ***Pioneer*** *Start or mature a new Christian community, enabling others to lead and sustain its ministry offering support and oversight*  *3.* ***Pioneer*** *keep innovating within what has lardy ben started as well as continuing to see the potential for new things to grow.*  **6.4 - Be adaptable and agile**  *1. Grow in self-awareness as a reflective practitioner with a capacity to change their mind in the light of experience and practice*  *2..****Pioneer*** *Face the challenges of pioneer ministry including its disappointments, with equanimity*  *3.* ***Pioneer*** *Grow in depth of self-awareness as a reflective practitioner, able to change their mind in the light of experience and practice, showing an ability to adapt priorities during the stages of developing a project or community.* |  |  |  |

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| **7. Trustworthiness** | | | |
| ***The curate…*** | **Description of Evidence** | **Portfolio Reference** | **Training Incumbent Initials** |
| **7.1 - Follows Christ in every part of their life**  ***Examples might include…***  *1. Has knowledge of the four texts (Jesus’ summary of the Law; Lord’s prayer; apostles’ creed; Beatitudes) and well-developed pattern of life based on these*  *2. Is able to accept the holy scriptures as revealing all things necessary for eternal salvation through faith in Jesus Christ*  *3. Has demonstrated personal and scholarly integrity in fulfilling the requirements of their training.*  **7.2 - Leads maturely which promotes safe and harmonious Christian communities**  *1. Can show that they are ready to accept and ministers the discipline of the Church and respect authority duly exercised within it*  *2. Can show capacity to manage relationships*  *3. Demonstrates a concern and the ability to create safe environments in which sensitive issues and concerns can be raised honestly and openly*  *4. Demonstrates understanding of the Guidelines for the Professional Conduct of the Clergy*  *5. Can understand and articulate the importance of Safeguarding and knows what good practice in managing the care of children and vulnerable adults looks like*  *6. Can demonstrate the knowledge and skills required to fulfil the legal and administrative responsibilities that required by incumbent level responsibility*  *7. Engages with the vision and values of the Diocese*  **7.3 - Lives out their life as a representative of God’s people**  *1. Demonstrates the ability to communicate Christian faith in a credible way that respects the context in which that witness takes place*  *2. Has ability to evaluate risk and know when a risky venture is justified and appropriate*  *3. Has sufficient knowledge of taking care when using social media*  *4. Has skills to chair a charity*  **7.4 - Has a high-degree of self-awareness**  *1. Can speak of the joys and challenges of ministry and the way in which ministerial formation promotes flourishing and their developing relationship with Christ*  *2. Has accountability mechanisms in place*  *3. Demonstrates the ability to manage confidentiality*  *4. Able to live within the House of Bishops guidelines on Human sexuality*  *5. Able to live within the 5 Guiding Principles*  *6. Demonstrates understanding of the Church’s Fitness to Practice Framework and how this affects ongoing ministry* |  |  |  |

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| **Any other comments** | | | |
| ***The curate…*** | **Description of Evidence** | **Portfolio Reference** | **Training Incumbent Initials** |
| **Feel free to include any other comments and reflections about your ongoing training and learning.** |  |  |  |