

msm



mission shaped ministry

prospectus



fresh  
expressions 

[missionshapedministry.org](http://missionshapedministry.org)



## Part one: the concept and outline of the course

### Who will come?

The aim of the course is to prepare individuals and teams for pioneer ministry in fresh expressions of church within a mixed economy church. We envisage that people would come as individuals and as teams. We hope that many would begin the course as they are preparing to embark on a fresh expression of church but that others would come at a later or earlier stage in these ministries. We hope that many clergy would take part in the course (as these elements have not traditionally been part of clergy training) alongside many lay people.

We hope that the course will be increasingly recognized and owned by local churches, dioceses, districts, circuits and denominations as providing excellent preparation for these ministries and integrated into their overall training provision. The provision of the course connects with and is integrated with the Church of England guidelines on Lay Pioneer Ministry.

We hope that in every place the course will be delivered ecumenically and will attract students from a broad range of denominations and traditions in order to provide a rich environment for learning.

### What is the course structure?

The course is spread over a year principally to give the context of journey and to accompany implementation. The emphasis throughout is on process and the management of change. It is made up of 24 sessions or units, spread over 6 weekday evenings (one each month, 6 units total); 3 Saturdays (one of 4, two of 3 units - 10 units total) and one residential weekend (8 units total).

The Course will cover in depth six main subject areas essential for pioneer ministry:

1. Personal Formation;
2. Christian Formation;
3. Missiology and Ecclesiology;
4. Cultural Exegesis;
5. Beginning a fresh expression;
6. Growing a fresh expression to maturity.

The course will be flexible in that learning material will be provided for 30 sessions in total. Local centres will tailor their syllabus, determining the number of sessions and the syllabus and adding up to 3 sessions other material as necessary. Some topics can be combined to create space. There is also the potential for streaming a course into more than one group over a Saturday or weekend.

Fresh Expressions will provide learning materials for each session comprising:

1. Learning outcomes;
2. Full teachers' notes;
3. Members' notes;
4. PowerPoint presentations;
5. Guidelines for further reading and engagement with the material;
6. Audio visual resources.

All of this material will be published online and made securely available to local organizers, students and teachers. Online (rather than book) publication will provide the facility to continually upgrade the material and also ensure it can be adapted locally by different teaching teams.



Local teachers will be free to adapt the material to their own use and experience and the preferred learning style of the group. The original members' notes will be available to all participants online to complement local adaptations.

## Further Study and Application

As part of the course, participants will be provided with a loose leaf ring binder and members' notes, containing session summaries and guidelines for their further engagement outside the formal sessions.

Among other things, the notes include reading lists, guidance/suggestions for field visits; personal spiritual development and team activities/projects.

## Course Values and Style

The course will reflect the values, style and approach of Fresh Expressions as developed throughout this prospectus and in our other literature including preserving the importance of worship and prayer in the sessions; seeking to build community among the course members; using best adult educational practice in teaching and learning and valuing a diversity of traditions and approaches.

## Mentoring Groups and evolving Learning Networks

The course is designed to include the provision of mentoring of the leaders and teams implementing fresh expressions. One highly effective model proven in Lincoln is to group participants/projects into small groups under a single mentor. During the year of the course, this develops into a peer-learning network.

The aim would be to encourage these groups to continue after the course, perhaps linking up with others in their locality or with a similar model of fresh expression.

The course will be linked to steps to develop accompaniment and we have access to courses to resource these ministries.

## Course inter-relationship with online guide *Share*

The course will be developed in conjunction with *Share*, the online guide, the notes and resources for the course providing raw material for the guide. In this way there will be congruence between the two resources and participants on the course can continue to access the online guide as they implement their fresh expression, both during the course and long after.

## Validation

It is possible that local centres will want to explore the possibility of validating the course through their local Regional Training Partnership or other provider of Further or Higher Education. The learning materials will be of sufficient quality to enable validation at HE level 1.

Where there is academic validation, centres will need to be committed to maintaining wide access and a twin track approach for course members with some opting for the validated route and assessed work and others seeing this aspect of the course as optional. This twin track approach is now regularly adopted in FE and HE institutions for adult learning and across other forms of learning for ministry.

We believe it is vital that, if the course is validated, it remains open and accessible to those with no formal educational qualifications.



## Part two: local partnerships

We envisage that the course will be offered locally in each place by a consortium of different partners.

### Responsibilities for local partnerships and organisers

These include (in consultation with Fresh Expressions):

- Venues and Administration;
- Recruitment;
- Final determination of course structures and subjects;
- Publicity (using materials provided);
- Hosting and educational process;
- Mentoring provision;
- Learning networks to follow each course cohort.

Fresh Expressions will provide support for local partnerships in these functions wherever possible, particularly in the first year of the course and some central resourcing (such as training days for administrators and hosts and some central training in developing the mentoring process).

Local partnerships will be formed by a number of routes, including those where:

- an existing partnership approaches Fresh Expressions about the course;
- one potential partner approaches Fresh Expressions and then begins to gather others.

The different sessions of the course will be led by a blend of ideally 50% local / 50% national teachers. As part of quality assurance on the programme, Fresh Expressions will give approval to local nominations and programmes of teachers. Other quality controls will work through regular feedback from participants on sessions and review with the local team on the further development of the course.

We see the course working best when supported by a broad ecumenical consortium (including ideally one or more district and diocese and other denominational structures together with local churches active in fresh expressions of church).

Although some partners will work with clear boundaries (for example dioceses and districts), as a matter of principle, each course should be open to anyone from outside the immediate partnership region.

We are not seeking to establish a neat map of dioceses and districts collaborating together in delivery of the course but envisage a complex patchwork of smaller and larger partnerships which together give appropriate national coverage. Our aim is to ensure that there is a course available to everyone within a 35 or 50 mile radius within the United Kingdom.

If there is no suitable and immediate prospect of an ecumenical partnership emerging to take up the course, we will be very prepared to work with single denominational providers or local churches providing the course membership, teaching and delivery remains open to all. We welcome the involvement of existing providers of theological education as local partners.

We commend the formation of local partnerships as follows:

- informal working with one or two identified lead agencies.
- formalisation of the partnership through a Memorandum of Partnership and intent.

Where this is helpful, Fresh Expressions will act as a broker in helping to develop local partnerships.

There is a process in place to collect regular feedback from local centres and partnerships in the continuous development of the course and training materials.



## Financial models and cost structure

The initial development costs of the course will be met by Fresh Expressions and our national partners.

The core running costs of the course in each local partnership (based on the Lincoln experience) we estimate in terms of staff time as:

- one half-time appointment (or, better, three secondments for one or two days per week or some combination) to host the course and arrange teaching. This appointment or appointments may need to last up to two years initially.
- administrative support of approximately one day per week unevenly distributed throughout the year. This appointment may need to last up to eighteen months initially.

In order to keep student fees to an affordable level, we recommend that local partners adopt the principle of these core staff costs being covered through a combination of specialist appointments, secondments and gift-work.

We believe the post of enabling this kind of training course would mesh well with, for example, a post developing a fresh expression of church in a local centre. We also believe the development of these one year courses is a key area for investment by the churches.

Fresh Expressions will develop sample job descriptions for these appointees.

The running costs in terms of each student cohort will comprise an element to cover:

- Publicity
- Venue hire
- Refreshments
- Course materials
- Speaker fees and travelling expenses
- Contribution to national course development
- HE Validation costs (where appropriate)
- Residential costs

Based on the existing budgets for the Lincoln Mission Shaped Leadership Course, we estimate a realistic guide fee per student to be around £250. This compares well with equivalent part-time courses in FE and HE centres. Please see attached budget as a guide.

Expenses should be reimbursed fully. Payment for national speakers other than Fresh Expressions core staff should be offered at £120 per day or part thereof.

A contribution to national course development will enable the sustainability and development of the course beyond 2009 and is set initially at £30 per student. This will enable the downloading of resources and access to *Share* for the first year of the course.

All course materials will be subject to continuous review and development.

Costs will vary significantly between local centres (depending on numbers, whether a good low-cost venue can be found, the balance of using core team and guest speakers and the residential). Local partnerships will therefore have freedom to set their own student fees in negotiation with Fresh Expressions.

Where one partner is providing a significant element in the core costs through staff time, care should be taken by other partners to recognize that contribution through, for example, the partnership extending bursaries to a congregation or denomination.

Care should also be taken to provide bursaries and discounts for students who would not otherwise be able to attend the course.