



Education for Ministry

Phase 3

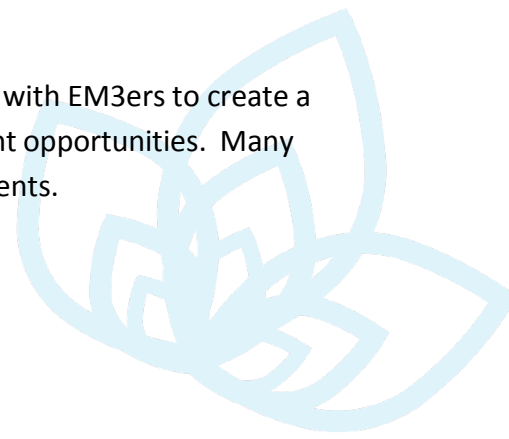
GUIDELINES

Education for Ministry Phase 3 (EM3) is the third and lifelong learning phase of learning and development for recognised Ministers of Word and Sacraments and Church Related Community Workers in the United Reformed Church. Education for Ministry (EM) occurs within the context of the learning of the whole people of God: it is education to enable people to engage in recognised ministry in the URC. EM1 is organised by the URC's Resource Centres for Learning as formal preparation for entering recognised ministry. EM2 is a structured Assembly programme of development opportunities in the first phase of recognised ministry: it is organised by Synods, Assembly offices and supported by EM2 Pastoral Advisors. EM3 is the third stage of training and support for ministry and lasts until ministers finish their URC recognised ministry, including active retirement. EM3 has the least structure but no less opportunity for development. All three phases of Education for Ministry are to empower those in positions of responsibility in the URC to carry out the responsibilities in which they are engaged. Fundamentally, the URC believes that continuing professional development is part of being a reflective and resilient minister.

EM3 is predominantly an education and learning approach to that empowerment. EM3 events or resources are those which help ministers to grow whilst anticipating that the achieved growth will benefit their place of ministry, will support their lifelong faith journeys and will encourage collegiality. Though EM3 learning is most often characterised by learning events such as courses or accredited learning, the URC has long recognised that learning can be gained in many ways and has agreed grants for retreats, accommodation for reading weeks, books, tools, travel and other resources.

There is a clear link between learning and its application. Learning of itself, without some anticipated application to ministry, is unlikely to be considered as URC EM3. Any EM3 request is seen within an 'application to ministry' context in order to discern if a proposed learning or resource is an education and learning spend or more simply a cost of ministry which would more appropriately be reimbursed by a pastorate. Agreed EM3 funded learning events and resources are those authorised by Synod Training and Development (or other relevant) Officers.

Synod Training and Development (or other relevant) Officers usually work with EM3ers to create a personal development plan and to offer support considering development opportunities. Many EM3ers join the mailing lists of learning providers to find relevant EM3 events.



Funding

EM3 active ministers are able to apply for a grant of up to £700 per year to use on EM3 events, excluding Sabbatical years. In Sabbatical years, the grant rises to £1200 for the Sabbatical, but does not include the non-sabbatical year £700. If EM3 ministers substantially change their type of ministry, a Transitional Training grant offers a further two weeks' time allowance and an additional £350 grant funding. If the £700 limit may not be enough for a significant training event, the Rollover Funding Scheme may be used to borrow up to two year's funding from following years. A minister of another denomination in an ecumenical post is able to apply for 50% of EM3 grant funds.

After completion of a standard application form (G1 for EM3 and G2 for Sabbaticals) and authorisation by the relevant Synod Training and Development Officer or equivalent, funding can be paid in arrears based on a claim and/or paid in advance directly to a learning provider. There may be additional funding available if engaging in a Belonging to the World Church opportunity or engaging in a higher degree such as a Masters or PHD/DPhil.

URC organised opportunities

Synod Schools	Synod Schools are organised by individual or joint Synods, usually cover a four-day period and may be offered every year.
Sabbaticals	Sabbaticals are organised in dialogue with Synod Training and Development Officers, usually last three months and are offered to every minister every ten years of their ministry. They must begin before a minister reaches retirement age.
Church Leadership Programme	The Church Leadership Programme (CLP) is offered to ministers ideally in years five to nine of their ministry. The CLP includes lay leaders and consists of two residential weeks, six months apart in separate calendar years with non-residential learning and activity between the residential weeks.
Belonging to the World Church visits and exchanges	Belonging to the World Church visits and exchanges are organised in conjunction with the Global & Intercultural Ministries (Mission) department. Funding is normally available for one visit every five years with applications being made through Synod Training and Development Officers or equivalent.

Other opportunities

Further degrees	Further degrees are organised in dialogue with Synod Training and Development Officers and relevant learning providers.
Conferences	Conferences may be regular conferences associated with particular types of ministry or events around particular issues. If the 'application to ministry' criteria apply, these may be funded within EM3.
Transitional Training	When a minister substantially changes their type of ministry (eg chaplaincy to pastorate, pastorate to leadership) then further training time and funding is offered. The first stop for discussion is the relevant Synod Training and Development Officer or equivalent.
Other events or support	Many other kinds of support or physical resource may be considered within EM3. The first stop for discussion is the relevant Synod Training and Development Officer or equivalent.