



Information about Education for Ministry Phase 1 (EM1)

EDUCATION
FOR MINISTRY 

Ministries of Word
and Sacraments
and Church Related
Community Work

June 2024

Throughout this document the word 'minister' is used to identify those in the ministry of the Word and Sacraments and ministry of Church Related Community Work.

EM1 covers the period between acceptance for ministerial training following an assessment conference, training at a Resource Centre for Learning (RCL), and the satisfactory conclusion of that training for ministry, as agreed by the Assessment Board, leading to ordination/commissioning.

This booklet describes Education for Ministry Phase 1 (EM1) for stipendiary service and models 1-3 of non-stipendiary service.

Some of the specifics of EM1 for those training for the ministry of non-stipendiary service Model 4 (the Word and Sacraments or Church Related Community Work) differ from the routes through EM1 described in this booklet, although candidates accepted for NSM4 EM1 will still relate to one of the three RCLs. For more detail contact ministries@urc.org.uk or refer to the Candidating for NSM4 booklet.

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Introduction

1) The process of allocation of a Resource Centre for Learning

- 1.1 The United Reformed Church uses three Resource Centres for Learning (RCLs): Westminster College based in Cambridge; Northern College, based in Manchester; and the Scottish College (Congregational and United Reformed), based in Glasgow. All three RCLs are used for the initial preparation and formation of candidates for ordination as a minister of the Word and Sacraments. Northern College has responsibility for the initial formation of candidates for commissioning to the ministry of Church Related Community Work.

Becoming a minister is a process of testing God's call, which continues throughout the process of education for ministry. Preparing to inhabit the role of a minister is a careful combination of gaining practical experience, engaging with theological study and being open to spiritual growth and change. It is a time of formation and it is a lifelong process which does not end with the completion of Education for Ministry Phase 1 (EM1).

Any candidate recommended by the Assembly Assessment Board for initial preparation for the ministry of the Word and Sacraments would be able to complete EM1 equally through any one of the RCLs. The decision about which RCL is right for each student is the responsibility of the Assessment Board.

- 1.2 A candidate may contact or visit any of the three RCLs before or after the assessment conference.

- 1.3 The URC will only financially support those candidates who have been accepted for EM1 by the Assembly Assessment Board. For those accepted for stipendiary ministry there will be a financial assessment, post-acceptance, and a grant may be awarded. Academic fees, for all EM1 students, will be met by the URC, not the candidate. Relevant expenses will also be paid, including for those who do not qualify for a grant. A separate booklet is available on the URC website www.bit.ly/EM1-finance, and in print, from each synod's candidating secretary which explains the financial support system available during EM1.
- 1.4 An adviser is offered through the Secretary for Global and Intercultural Ministries for any candidate or EM1 student who would like to discuss the processes they are undergoing with particular reference to black and minority ethnic concerns. The current advisers are Ms Karen Campbell and the Revd Andrew Mudharara: global.intercultural@urc.org.uk
- 1.5 At the assessment conference, an Education and Learning Board meets each candidate to discuss potential routes through EM1. They make the overall recommendation on the EM1 route for the candidate in the event of being accepted by the Assessment Board. The minimum requirements to complete EM1 are set out below (see section 2.1). For information about the pre-assessment criteria, please refer to the booklet *Candidating for Ministry (EM1)*: www.bit.ly/EM1-candidating
- 1.6 The Education and Learning Board recommends the particular EM1 route which will best contribute towards providing a well-equipped ministry for the Church whilst also taking the needs of the student into account. To those ends, the board will have in mind the vocational needs and the circumstances of candidates.

1.7 Factors in the decision include:

- a) The RCL setting which will best enable the student to develop personally and spiritually;
- b) Any family or financial restrictions for the type or location of residence during EM1;
- c) The most suitable programme of academic study, practical experience and formation;
- d) The size and balance of the student body of each RCL at any particular time.

1.8 The decision with regard to which RCL a candidate will train at is made by the Assessment Board. Any change of RCL will only be considered in exceptional circumstances. In such cases, the Education and Learning Board will consult with the Assessment Board, the student's synod, and the RCL concerned. If a candidate decides to defer training, there is no guarantee that the college, and, in some circumstances, the course recommended will be the same and the candidate may be asked to return for a further training conversation.

1.9 Once the Assessment Board has accepted a candidate for EM1, the candidate will be invited to a meeting with the recommended RCL to gain more information about the detailed EM1 programme to be undertaken, to complete admission procedures, to discuss financial and housing matters (if appropriate), and to note any recommendations arising from the prior medical and psychological assessments.

2) Preparing for the ministry of the Word and Sacraments or Church Related Community Work

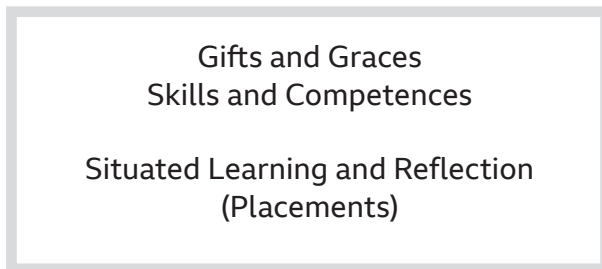
- 2.1 To meet the minimum requirement for ordination or commissioning, accepted candidates commit to undertaking these requirements through the RCLs URC requirements for learning and preparation for accredited ministries (see 2.2 below).

The RCLs will provide these requirements in partnership with the Synod TDO+ Network and Education and Learning.

2.2 Pre-Study

- Attendance at You're Welcome (E&L and Ministries)
- DBS/PVG
- Safeguarding – Synod/RCL confirm training date, if required arrange attendance
- College 'Induction'

During training: **Ministerial Formation and Accredited and Non-Accredited Study in RCL.**



Requirements	S.MW&S	CRCW	NSM 1-3	NSM 4	NSM CRCW
Things to be done					
Qualification: Diploma in Theology (minimum)	√	√	√	x	x
Placement hours (minimum) F/T expect to be on placements 2/7	800	800	400	400	400
Safer Sacred Space	√	√	√	√	√
Biblical Studies – New & Old Testaments	√	√	√	√	√
Summer Retreat (annual)	√	√	√	√	√
Portfolio (G, G, S, C)	√	√	√	√	
Church History	√	√	√	√	√
Pastoral Care	√	√	√	√	√
Leadership	√	√	√	√	√
Skills to gain					
Public Speaking	√	√	√	√	√
Conflict resolution	√	√	√	√	√
Reformed Theology – why the URC do things this way.	√	√	√	√	√

Theological Reflective Practice	✓	✓	✓	✓	✓	✓	✓
Multi Church Pastorates	✓	✓	✓	✓	✓	x	x
Team Working – including response to change	✓	✓	✓	✓	✓	✓	✓
Political Social Engagement	✓	✓	✓	✓	✓	✓	✓
Wellbeing and resilience	✓	✓	✓	✓	✓	✓	✓
Experiences to have							
Children & Youth – Intergenerational	✓	✓	✓	✓	✓	✓	✓
Interfaith (exposure)	✓	✓	✓	✓	✓	✓	✓
Equality, Diversity & Inclusion	✓	✓	✓	✓	✓	✓	✓
World Church +	✓	✓	✓	✓	✓	✓	✓
New and Alternative Christian Communities	✓	✓	✓	✓	✓	✓	✓
Anti Racism	✓	✓	✓	✓	✓	✓	✓
Elderly Care / Aging	✓	✓	✓	✓	✓	✓	✓
Closing Churches	✓	✓	✓	✓	✓	✓	✓

+this could include a trip/visit/placement overseas and would be decided during training, by the RCL.

- 2.3 The normal duration of EM1 is four years, either part-time or full-time. This may be varied depending on the previous theological education of individuals, or their potential to benefit from further studies. Experience has shown that both candidates for ministry and the United Reformed Church are best served by EM1 programmes of at least two years' duration (and this is the expectation for NSM4).
- 2.4 The decision about whether someone pursues EM1 full-time or part-time is shaped by the principle that the pattern of EM1 reflects the pattern of eventual ministry. Normally, people accepted for stipendiary service engage in EM1 full-time and people accepted for non-stipendiary service engage in EM1 part-time.
- 2.5 Personal circumstances sometimes mean that a candidate for stipendiary service is recommended to start EM1 part-time and then move to full-time mode subsequently. There are also instances where someone preparing for non-stipendiary service is supported in EM1 full-time on an expenses-only basis. These are decisions taken by the Education and Learning Board during the assessment conference.
- 2.6 General Assembly requires candidates to attain, as a minimum, an undergraduate diploma in theology (2.1.c above). Many of those undertaking EM1 full-time will complete a theological degree at bachelor's level. Work towards a master's degree may be possible for those with a first degree in theology.
- 2.7 In exceptional circumstances it is possible for a student to carry work forward from EM1 and complete it after starting ministry (EM2), for example topping up diploma level study to achieve a bachelor's degree, or finishing off a dissertation. However, this is not always a good idea. The early years of ministry can be fiercely busy, and the URC has its own learning programmes (EM2) for supporting new ministers. Any work that runs on from

EM1 would need to be discussed carefully with Education and Learning and the EM2/3 Officer of the receiving synod. The synod is responsible for setting up new ministers' programmes of learning, alongside the URC's EM2 programme.

2.8 After ordination/commissioning, ministers will:

- a) proceed into Education for Ministry Phase 2 (EM2) for an intentional programme of continuing formation in the context of their first (normally) three years of service; and
- b) undertake appropriate subsequent development as Education for Ministry Phase 3 (EM3) throughout the ministries entrusted to them.

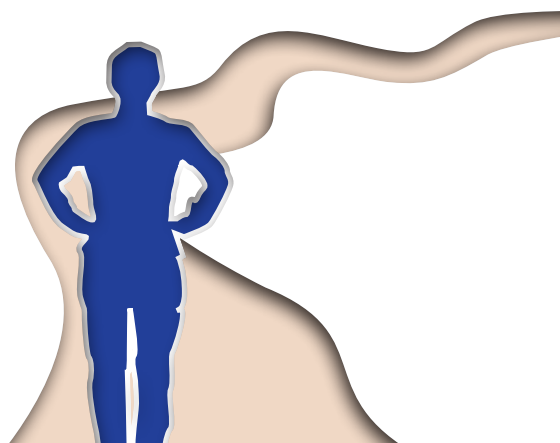
For further information about Education for Ministry Phase 1, EM2 or EM3, please contact the Secretary for Education and Learning using the contact details below.

post: The United Reformed Church, 86 Tavistock Place,
London WC1H 9RT.

phone: **020 7520 2720**

email: secretaryeandl@urc.org.uk

To hear from current students
please contact the RCLs.



Education for Ministry Phase 1 in the United Reformed Church: Opportunities at a glance

Resource Centre for Learning	Awards	Learning mode
Westminster College	Diploma/BA/MA/PhD (Durham Common Awards); BA/BTh/MPhil Cambridge University.	Classes with Cambridge Federation partners; home-based training with block weeks at Westminster or fully residential at Westminster; contextual reflection; placements throughout; Living Ministry Programme.
Scottish College	Diploma/BD/MTh/PhD, usually with University of Glasgow. Diploma with Scottish Episcopal Institute (Durham Common Awards). HE Certificate/Diploma with University of Aberdeen.	College programme through seminars, residential events, visits and online teaching; accredited qualifications through partners; contextual reflection; placements throughout.
Northern College	HE Cert/Diploma/BA/MA (Durham Common Awards). PhD: York St John's.	Classes at Luther King Centre, Manchester; distance learning; contextual reflection; placements and assignments throughout.

Church Related Community Worker and Ministry of Word & Sacraments formation- Full-time pattern 2-4 years min	NSM 1 – 3 formation- Part-time pattern 2-4 years min	NSM 4 formation- Part-time pattern Portfolio based learning 2+ years
<p>8/9 block weeks per year; or weekly commuting during term time; or termly commuting; or residential in Cambridge; year-round assignments/ placements.</p>	<p>Minimum 4/5 block weeks per year; year-round assignments/ placements.</p>	<p>Part-time training including 4/5 block weeks per year; year-round assignments/ placements.</p>
<p>As set by the learning mode, engaged full-time. Year-round placements.</p>	<p>As set by the learning mode, engaged part-time. Year-round placements.</p>	<p>Part-time with encouragement to do a Cert HE (online) and participation with full MWS cohort in College programme. Year-round placements.</p>
<p>Full-time learning – 2 days per week attendance at Luther King Centre in term-time and year-round placements. 4 weekends at LKC or other appropriate venue.</p>	<p>Part-time learning over 6 academic teaching weekends (online) and 4 weekends (in-person) at Luther King Centre or appropriate venue. Year-round placements.</p>	<p>Part-time with encouragement to do a Cert HE over 6 academic teaching weekends (online) and 4 weekends (in-person) at Luther King Centre or appropriate venue. Midweek learning available. Year-round placements.</p>

Northern College, Manchester



Introduction

Northern College offers learning to the whole people of God by working alongside the other Resource Centres for Learning and synods in the United Reformed Church, as well as our ecumenical partners. We are committed to providing relevant and contemporary ministerial formation, lay training and continuing ministerial development, and believe theological education is best experienced by helping people learn from their own context.

“There is always a door open, with a listening ear, and help is offered.”

– Alice Gilbert

A place of partnership

Northern College is based in Manchester, and is part of the Luther King Centre for Theology and Ministry (LKC). LKC is a Durham University ‘Common Awards’ Theological

Education Institution with a strong focus on contextual theology and inclusivity. As a learning community, we are ‘inspired by Martin Luther King’s vision of equality, justice and peace’. LKC is an ecumenical community where people from diverse perspectives and denominational backgrounds learn and explore the Christian faith together, and most importantly seek to discern the ways faith ‘can be transformative in our world today’. This ethos creates a vibrant environment in which URC students undergo ministerial formation alongside Baptists, Unitarians and Moravians, together with people studying theology from a wide range of traditions, such as Pentecostals, Anglicans and more.’

Courses on offer

Luther King Centre offers four main pathways for ministerial students – Certificate in Higher Education, Diploma in Higher Education, as well as a BA or postgraduate studies in Theology, Ministry and Mission. Generally, NS CRCW and NSM 4 students learning are portfolio based and will be encouraged to complete a Certificate in HE, those training for NSM 1-3 will do a Diploma, and Church Related Community Work (CRCW) and Ministry of Word and Sacrament (MWS) students will do Diploma, BA or MA, depending on their previous academic and life experience.

The Theology, Ministry and Mission programme at LKC is varied, but includes opportunities to learn about the Bible, Mission, Ministry, Leadership, Spirituality, Christian History and Culture, as well as the chance to go deeper into areas which especially interest you. For example, you could also study Biblical Languages (Hebrew and Greek), faith and the arts, Chaplaincy, theologies of anti-discrimination and from World Christianity and more. BA and MA students will also be supported to try out real life research towards the end of their course.

Placements are a significant and essential part of your formation for ministry, and you will be encouraged to apply what you are learning at LKC directly to your context, and apply your questions and learning from your context to your college studies. There are different placement requirements depending on your learning pathway, but we encourage ministerial students to gain a broad range of experience, from ecumenical, community, chaplaincy and church placements. The exact placement requirements will be explained when you get to College and full details are in your handbook.

Alongside placements and academic study is the College Time programme. College Time is a creative and experiential programme designed to help you develop your character and the practical skills required for ministry. It is delivered by tutors from LKC, as well as

outside speakers with specialist knowledge and experience. We are particularly proud that it is ecumenical in nature; although you will attend specific sessions relating to URC ministry, and regular tutor groups with your peers.

Patterns of attendance

The pattern of attendance at Northern College means that you are not required to move to Manchester. In recent years Northern College students have travelled from across the country, although at times there are those who wish to move to Manchester, and if you do so, please discuss with the Education and Learning Board at Assessment Conference. There are two patterns of attendance at Northern College – Midweek and Weekend.

Mid-week students

CRCWs and MWS students tend to study full-time and are part of our midweek programme. If you are following this pattern, you would be expected to come to LKC for two days a week during term time. MA students come on Mondays and Tuesdays and Diploma/BA students attend on Tuesdays and Wednesdays. Some module options involve block teaching when classes are held over three or four consecutive days (Summer and Winter Schools) or are spread across several Saturdays. Tuesdays are an important day at LKC because all students are present for chapel, lunch and College time. There are also community activities that you might like to be involved in on Tuesdays, for example our morning stretch group, the singing group, women's health table and crafting events.

Placements run alongside the academic programme for midweek students, and you should expect to spend between one or two days in placement per week. Although, this amount of time will vary depending on your year of study. MWS students will have an ecumenical placement in their first year, a chaplaincy placement in their second year, and a placement in a URC pastorate in their final two years. CRCW students will have placements in community

work projects. We recognise that training is demanding and so we try to find a placement close to your home, although this is not always possible, so you should expect to do some travel for placement activities.

The rest of your working week is for private study, which is likely to be done at home, though there are library facilities at LKC. Resources can be gathered from the library, and significant resources are available online. At times arrangements can also be made to use a university library near your home.

During your training you will also be required to come to Manchester for specific learning and events (e.g. College Service, Conflict transformation, Pastoral Boundaries, College Away Day etc.) but you will be given good notice of these. MWS students will also have a summer pastorate placement that lasts about seven weeks during the summer of their first or second years.

“Both administrative and teaching staff are immensely supportive.”
– Walt Johnson

Weekend students

NSM 1-3, NSM 4 and NS CRCW students tend to study part-time and are part of our weekend programme. If you are following this pattern, you would be expected to attend six online teaching weekends per year. If you are an NSM 1-4 or NS CRCW living close to the College you may wish to attend as a midweek student. If this is so, please speak to the E&L panel at the Assessment Weekend.

Placements are an integral part of the weekend programme, and you should expect to spend about 6 hours in placement per week during term-time, and these hours can be spread across the week. NSM 1-3 students will usually have an ecumenical placement in their first year, potentially a chaplaincy placement in their second year, and a placement in a URC pastorate in their final two years.

NSM 4 students' placement will be their home church context, but may wish to do some short placements in other contexts. NS CRCW students' placement will be in the project they are connected with. We recognise that training is demanding and so we try to find a placement close to your home, although this is not always possible, so you should expect to do some travel for placement activities.

Weekend students also come to LKC for at least four residential weekends per year. These will give you the opportunity to form supportive relationships with other students and staff. The weekends are varied but mainly follow the College Time programme, or a specific area of learning, for example, pastoral boundaries, conflict transformation or the art of public speaking.

College Community

Northern College is an open and inclusive community of learning, worship and fellowship, and we believe that community and a sense of belonging should be at the heart of everything we do. So, whether you are a Midweek or Weekend student you will be invited to be a full part of the community at Northern College. This happens through different opportunities, for example, the Annual College Service, the College Away Day, Residentials for Weekend students, Tuesday activities for Midweek students, as well as tutor groups. The student body at Northern College also has a strong sense of identity and organise their own events and stay connected through digital means.

We also recognise our students and staff come with different life experiences and we are committed to celebrating these through our inclusive ethos across theology, gender, sexuality, disability, neurodiversity, ethnicity and educational background.

Up-to-date information

At Northern College we want you to get the best out of your learning experience, and will do our best to respond to your needs. Please visit the following website for up-to-date information on learning at Northern College: www.northerncollege.co.uk and LKC: www.lutherking.ac.uk

Contact

For more information, or to arrange an exploratory visit with us in Manchester, please contact the Tutor in Ministerial Formation, the Revd Caroline Ryder: caroline.ryder@lutherking.ac.uk or the College Manager or Principal, the Revd Dr Adam Scott: adam.scott@lutherking.ac.uk



Westminster College, Cambridge



Introduction

Westminster College was founded as the English Presbyterian College in London in 1844, opening on its present site in Cambridge in 1899. While the move to Cambridge had something to do with Nonconformists being able to follow courses in the ancient English Universities (apart from degrees in Divinity) which were previously open only to communicants of the Church of England, the College's true purpose was to educate ministers and equip them to serve in the contemporary world. This continues to be our primary objective.

Westminster College provides a range of courses for Education for Ministry Phase 1 (EM1) as well as for the life-long learning of the whole people of God – ministers, members, adherents and seekers alike. In EM1, students might find themselves in Cambridge during term time, or they might be based at home and come to College at specific points during the academic year. Either way, we consider it a special privilege to walk with you as together we discern vocation.

At Westminster, you will be part of a diverse Christian community of shared prayer, worship and hospitality: lay and ordained; preparing for ministry and being refreshed in ministry; UK-based and from the global church. The community is further enriched by welcoming guests from ecumenical, interfaith, intercultural and international contexts.

A place of partnership

Westminster's EM1 programmes are delivered in partnership with the Cambridge Theological Federation (CTF), which is Europe's broadest and most diverse provider of theological education, serving more than

300 students from over 25 countries. The CTF consists of twelve institutions (Houses) including three Anglican colleges representing the full breadth of the Church of England, alongside Orthodox, Methodist, Lutheran and Roman Catholic communities. It also includes specialist research centres studying global Christian mission, interfaith dialogue, the interaction between science and religion, and public theology.

The Westminster grounds are home to six of these Federation members as well as the CTF's administrative centre. All other member Houses of the CTF are located within easy walking (or cycling) distance of Westminster. EM1 is usually delivered in collaboration with Westcott House (in the Anglo-Catholic tradition) and Ridley Hall (in the Anglican broad church or evangelical tradition), though you will also encounter students belonging to, and experience worship led by, the other traditions.

Through the CTF you have access to extensive resources for both study and formation for ministry. Resources are increasingly being made available as e-books or online journals, but our students can borrow books from Westminster's library and the libraries of other CTF Houses. When in Cambridge, students can worship in other CTF Houses and eat in their dining rooms. The libraries of the Cambridge Centre for Christianity Worldwide and the Woolf Institute for interfaith dialogue are located on the Westminster campus. You will also have access to some Cambridge University and Divinity Faculty resources. Students following courses taught in 'block weeks' (see below) can also borrow books from the different Houses which make up the Federation. Much of the teaching is planned and delivered jointly in the Federation, drawing on the expertise of some 40 theological teachers and most classes are attended by students from around the CTF.

Courses on offer

Most of our students follow 'Common Awards', programmes in 'Theology, Ministry and Mission' validated by Durham University. Exact details will depend on the academic background and experience of the candidate and will be agreed with you in discussion with the United Reformed Church's Assessment Board.

The programmes for Common Awards are typically:

- **Certificate in HE**
One year's study full-time, or two to three years part-time
- **Diploma in HE**
Two years' study full-time, or three to four years part-time
- **BA (Honours)**
Three years' study full-time, or four to six years part-time

For those training for stipendiary Ministry or NSM1-3, the Diploma is the minimum requirement. NSM4 candidates will be registered for a Certificate.

The Theology, Ministry and Mission curriculum includes:

- Biblical Languages
- Biblical Studies
- Pastoral Care
- Theological Reflection
- Christian Doctrine
- Christian History
- Christian Ethics
- Christian Leadership
- Christian Worship
- Christian Spirituality
- Denominational History and Ethos
- Apologetics

Alongside academic study, students will also pursue formational activities. Part of the formational work at Westminster includes an 'Enrichment Programme', usually on Friday mornings, when the whole student body gathers, in person or on-line as appropriate. Often drawing on guest speakers, some of the topics which have been discussed in the past have included 'Regeneration/Repair Café a fresh Expression', 'Rewilding the Church: A pioneer minister in Lincolnshire', 'Eco Congregations: the greening of the church', 'Personal evangelism and effective use of Synod resources', 'The Bible Doesn't Tell Me So; Why you don't have to submit to domestic abuse and coercive control'.

“One of the best things about studying full time at Westminster is the community spirit.”
– Abigail Perrow

Alongside the Enrichment Programme, special short courses which are relevant to ministry including 'Bridge Builders' conflict transformation, Inter-Faith Relations, mental health awareness and first aid, diversity awareness, ministry among children and young people, and ministry to the elderly are organised. Again the whole student cohort is present, usually together on site in Cambridge, for these sessions.

All students are expected to undertake placements throughout EM1. These will include church placements (URC and ecumenical) as well as social context placements. The expectation differs depending on one's programme of study and will be explained in conversation with the Director of Pastoral Studies.

During your final year, you will undertake a nine month Living Ministry Programme (LMP) placement in which you will work alongside an experienced supervisor in a pastorate which will give you an understanding of working full-time (or part-time, as relevant) as a minister.

Other possible routes

Depending on previous study and experience, students might also be able to follow advanced programmes. These include:

- **Graduate Diploma** in Theology, Ministry and Mission (a level 6, or final year of BA study, for some who have graduated in other subject areas)
- **MA** in Theology, Ministry and Mission (advanced study for those who hold a degree in Theology or a cognate subject)
- **PhD** (for those who already hold advanced degrees in Theology).

Students following these programmes will also undertake placements and be fully involved in the formational aspects of College life.

For suitably qualified students, in discussion with the Assessment Board, it might also be possible to study for the following qualifications in the University of Cambridge (available only to those resident in Cambridge):

- **Bachelor of Theology for Ministry (BTh)**: a two-year programme of ministerial education, including both classroom and practical work. To gain access to this programme, students need to have at least a high 2.1 in a previous degree (not necessarily in theology or a related subject), and they need also to be accepted by one of the Cambridge Colleges through a process managed by the CTF. Learning a biblical language is a standard part of the programme and unseen examinations form a large part of the assessment.
- **BA in Theology, Religion and Philosophy of Religion (Tripos)**: when a student has a strong academic record and would benefit from an intensive taught course in the more traditional disciplines of theology, Westminster students can be entered on to the BA programme at Cambridge University. This programme is always supplemented by pastoral studies

and other formational activities, organised by Westminster College. Tripos students have to be accepted by one of the Cambridge Colleges, while assessment includes examinations and some required biblical language classes.

- **MPhil in Theology, Religion and Philosophy of Religion:** Students who have completed the Cambridge BA or BTh, or who already hold an advanced degree in theology, might be eligible to register for the Cambridge MPhil, a taught programme which concentrates on one of the theological disciplines. Entry to the programme is subject to acceptance by the University and to one of the Cambridge Colleges.

Placement and formational work continue alongside these programmes of study.

Patterns of attendance

EM1 pathways are shaped in discussion with the URC and with candidates. When accepted for full-time training and recommended to study during the term, there are a number of possibilities:

Term-time resident in College

1. Keep your home but be resident at Westminster throughout the three terms (of 8-9 weeks at a time) during each year of the academic programme. We can provide you with either a well-appointed study bedroom or flat depending upon circumstances and availability. Some of our students have regularly returned home at weekends. Placement and formational work are included alongside this pattern of study. LMP follows, but might not require residence in Cambridge.
2. Move permanently to Cambridge for the duration of EM1. We have flats on site suitable for single students and couples. Students with children can be accommodated in rented housing and we can help you with introductions to letting agencies as well as accessing the local school system (when

necessary). Placement and formational work are included alongside this pattern of study, and an appropriate LMP will be arranged.

Block week arrangements

3. Stay where you live and come to Westminster for 8-9 intensive block weeks/weekends of academic and formational teaching per year, supported by online learning experiences and materials. We will provide you with a study bedroom when you are here. All our rooms are en-suite and the College is fully accessible. Throughout your training, placements will be arranged within a reasonable distance from where you live in order for you to gain practical experience and you will be expected to participate in formational events and activities (sometimes accessed remotely). Each year the dates of the block weeks are set well in advance and students entering programmes taught in this way will know in good time when they are required to be in Cambridge. During their block weeks, home-based students benefit from the same diverse expertise as residential students. Beyond that, contact is maintained through placement visits and use of electronic media. LMP is likely to be arranged near your home.

Block week arrangements are available for full-time or part-time students.

College Community

We consider that part of ministerial formation concerns the way you engage and respond to living in community, whether that means presence on site or occasional physical presence alongside regular on-line presence. As a result, for ordinands, living in and contributing to the community (and therefore College life) is crucial.

We have developed ways of ensuring that whatever pattern of attendance is followed, all students feel part of the same cohort

through a combination of being present on-site and maintaining connections through use of on-line platforms such as Zoom. As a result, all our students, whatever their pattern of attendance might be, are in contact with each other through regular Morning Prayer (Monday to Friday, term time), community Bible Study and Tutor Groups (typically on alternate Thursdays, again in term time) and through presence in Cambridge at the beginning and end of the academic year. Our students seem to have appreciated this while also maintaining close contact with each other through WhatsApp groups.

All this helps to create a Christian community of learning, rooted in prayer and worship, which is enhanced by Cheshunt Sabbatical Visitors from the world church (who come a term at a time to live and work

at the College), the attendance of a Reid Fellow (an expert in a field of Christian theology who stays at College for a term), the presence of a research student in receipt of the Lewis and Gibson scholarship, as well as URC ministers visiting Westminster for various reasons, a growing, extended body of students who form an intentional Christian community and the various other visitors who come to stay or to work in the College. As we eat together, engage in discussion and meet at various points, so we create a supportive environment in which the call to ministry of the Word and Sacraments in the United Reformed Church can be explored and tested.

“Our community is where compassion, understanding, consideration and Christian love shines.”

– Ruth Dewis

Up-to-date information

Westminster offers the benefits of a small and intimate community, where individual needs matter, along with a diverse range of academic programmes that can respond to those needs.

For up-to-date details of our academic awards visit the Westminster www.westminster.cam.ac.uk or Federation www.theofed.cam.ac.uk websites.

Contact

Westminster College welcomes enquiries and is happy to discuss how our programmes can connect with your particular needs or to discuss any questions or concerns.

Phone: 01223 330 633 (for the main College office)

Email: office@westminster.cam.ac.uk



The Scottish College (Congregational & United Reformed) SCIO



Introduction

The Scottish College (Congregational & United Reformed) in Glasgow, founded as the Glasgow Theological Academy in 1811, has a rich history. We trained Vera Kenmuir, the first woman minister in Scotland. Olympic athlete and missionary Eric Liddell, the centenary of whose “Chariots of Fire” victories we are celebrating in 2024, was one of our students.

Our College emerged from the early Scottish Congregationalists’ desire for an educated ministry and the development of the whole people of God in ministry and mission. Rooted in radical movements in Scottish political, social, and Church life, we strive to continue this ministry, following and evolving a spiritual and educational tradition rooted in life.

We prepare ministers ‘in the world for service to the world,’ meaning our students pursue theological qualifications with educational partners, often local universities. Ordinands study alongside students from other denominations and various academic disciplines, allowing their calling to mature in an academic environment. Our approach is ‘with the whole Church to serve the Church,’ integrating ministerial formation with the education of the whole people of God.

The Scottish College is an intimate and supportive community, where preparation for Ministry of Word and Sacraments is a shared endeavour. While we follow the journey of personal discipleship and discernment, we do it in company – bearing each other’s burdens and rejoicing in the growth, insight and grace that each brings.

A place of partnership

The College enjoys a close relationship with the National Synod of Scotland, rooting our work in a stimulating context while drawing students from across the United Reformed Church and beyond. In our times together online meeting technologies complement in-person gatherings. From north to south the churches in the Synod of Scotland lie over 300 miles apart, so we are used to maintaining fellowship and promoting learning across a broad geography. Courses draw on history, literature, social sciences, and a range of other disciplines

and experiences, integrating traditional perspectives with more innovative outlooks.

“I was especially drawn to the creativity and flexibility of the curriculum.”

– Roberta Ritson

Academically and professionally, we have a significant interests in such fields as:

- Homiletics and worship
- Systems approaches to congregational life
- Asian and intercultural theologies
- Ministry with older people
- Pastoral Care and Counselling
- Development and grassroots movements
- Interdisciplinary ways of doing theology
- Literature, nations and empire
- Engagement with civil society in dialogue, and in mission

Courses on offer

Most ordinands are required to obtain a theological qualification as part of their Education for Ministry Phase 1 (EM1) program. Our partners, including Glasgow University and the Scottish Episcopal Institute in Edinburgh, help deliver these qualifications. NSM4 students study with their Church of Scotland counterparts at Aberdeen University’s distance program, joining together for the

College's formational curriculum. Our staff contribute to teaching at the University of Glasgow and the Scottish Episcopal Institute. We have collaborated with other universities from Edinburgh to Cardiff, and are adept at integrating formational and academic aspects of training in different ways as best suits a student's needs and circumstances. This ensures an appropriate and stimulating program of academic and ecclesiastical formation for each student, and brings variety and vitality to our community.

Typical programmes of accredited study with Scottish College

- **Bachelor of Divinity Degree**
a university degree oriented towards ministry over three or four years
- **Diploma in Theology for Ministry**
a Common Awards qualification offered by the Scottish Episcopal Institute with input from Scottish College staff
- **Theology and Religion Flexible Learning Programme**
Online with the University of Aberdeen offering awards from Certificate in Higher Education to Honours degree level (usually followed by NSM4 students)

Other possibilities with Scottish College

- **Graduate Diploma in Theology**
a fast-track qualification for graduates in other disciplines, leading to honours degree level in two years part-time
- **Master of Divinity Degree**
a programme for graduates in other disciplines, at the University of Edinburgh
- **Master of Theology in Ministry**
for those who already have a degree in theology and/or ministerial experience
- **Postgraduate Research (MPhil/PhD, etc)**
available at distinguished universities in Scotland

For those training for stipendiary ministry or NSM1-3, a Diploma in Higher Education is the minimum requirement. NSM4 candidates will be registered for a Certificate. NSM4 training centres around completion of a personal portfolio detailing a student's directed and reflective learning for the ministry envisaged.

All students will undertake placements from the second term of EM1 until completion. The expectations and pattern of engagement with placement learning varies according to programme of study and mode of ministry.

Patterns of Study and Living

The College supports ordinand students through various modes of study. A theological qualification may be pursued full-time, part-time, or via distance learning. Each year, College module dates are set in consultation with the student community to fit their commitments. Recent modules have been offered on two or three consecutive days per month in Edinburgh or Glasgow, or at residential centres. We have developed mixed-mode learning involving technology, social media, and learning platforms, building valuable skills for ministry.

Placements will be arranged as conveniently as possible to where the student is based for their studies, whether that is in Glasgow, in Scotland or elsewhere.

Depending on the course followed a student's life in training could most resemble that of a full-time university student, an evening course online learner or a monthly pilgrim to monastic reunions.

Full-Time

Some students studying full-time may move to Glasgow or another Scottish city to pursue degree study with one of our university partners or with the Scottish Episcopal Institute. For those who wish to do this we offer support with finding accommodation either through a university system or privately.

Other full-time students will remain where they currently live while in training. If they are in Scotland and not near to one of the ancient universities, this will usually mean following an accredited course with the Scottish Episcopal Institute or the University of Aberdeen on a standard pathway. This will mean one or more evenings of lectures per week, depending on the course followed for Aberdeen students. For the Scottish Episcopal Institute this usually means one evening online well as six residential weekends per year and one block week each year.

“A source of not only great learning and growth, but also the making of life-long friendships.”

– Louise Sanders

Part-Time

Those studying part-time, usually towards a part-time pattern of ministry, will generally follow a course with the Scottish Episcopal Institute or the University of Aberdeen alongside their participation in the Scottish College community.

All students, full- and part-time, participate in the College programme: weekly online meetings in term-time, plus six to eight in-person gatherings for 48 or 72 hours.

Whether full-time or part-time the College is used to being flexible and creative and is experienced in making sure that a practical and effective package of training is put together for people in a wide variety of life situations.

College community

College activities are central to the EM1 experience for ordinands. We nurture knowledge, understanding, prayer, meditation, skills, and imagination through shared study, worship, and reflection. Our goal is to prepare you for ministry while encouraging personal and spiritual growth. Students participate in the College’s public theology program

and Scottish Synod residential conferences for ministers. Our diverse group fosters mutual learning and prepares ordinands for collaborative ministry. We shape the curriculum around individual interests and needs, drawing on various disciplines and experiences.

A student learns how to be in the College community as a means of exploring their own leadership and calling in the local church and more widely. The experience of supportive and loving challenge is one of the ways in which staff, students and others grow in discipleship, reflective capacity, resilience and holiness towards and effective and satisfying ministry.

Further Afield

Each year, we organize additional short residential periods around a theme. We have international connections with Scandinavia, Taiwan, Ireland, and Italy, and closer to home, we have live links with Orkney. Group study visits are an important part of our learning, we try to expand these into international study trips when student availability and resources allow.

The College encourages students to participate in exchange programs and other opportunities to engage with the global Church and local intercultural reflection. We have supported students in Council for World Mission (CWM) programmes and are deepening links with international partners for further exchange possibilities.

Placements

Placements are an indispensable part of EM1, occurring in various settings such as local churches, hospitals, schools, prisons, and workplaces. These placements promote supported learning and deep engagement with different ministry contexts, organized in co-operation with the ordinand's sending synod.

In summary

The Scottish College shares in the life of the wider United Reformed Church. We contribute to the wider body and we receive much from it. Our partnership with the other Colleges that serve the denomination is precious to us.

We also believe that we a unique perspective to ministerial training arising from our context and history. Scotland offers unique theological traditions, church and ecumenical life, culture, and history. It is an exciting place to be, facing many challenges with distinct approaches. Ordinands from outwith Scotland will find a welcome at the Scottish College and, we hope, give to and receive from those who live already in this context to the growth and benefit of us all.

Further Information

The Scottish College would love to hear from you to discuss how we could help you in your discernment and training, or to discuss any concern you might have.

Please contact the Principal:

Phone: 0141 248 5382

Email: principal@scottishcollege.org



This is one in a series of booklets about the United Reformed Church's programme for Education for Ministry Phase 1 (EM1).

The booklets can be read and downloaded at:
www.bit.ly/EM1-info



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