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The EM2 programme is made of three parts – the EM2er relationship with their linked EM2 Pastoral Adviser, the synod network of EM2ers with participation in relevant synod events and the Assembly EM2 programme. Previously a set of residential events, the Assembly programme has been redesigned to be more adaptive and supportive, recognising that many ministers are called to multi church projects and pastorates and that individual ministries vary more significantly than ever. We expect that on-going care, learning and networking will be more suited to the varieties of ministry which the URC recognises.

#### EM2 Year One

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##### Church House induction (physical or digital)

- ✦ introduction to departmental secretaries and staff
- ✦ Introduction to Church House systems and support
- ✦ visit with the General Secretary
- ✦ introduction to the cohort Chaplain

#### All EM2 Years

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##### Summer Retreat

- ✦ residential event from coffee time on a Friday to teatime on a Saturday
- ✦ directed networking (appreciative listening)
- ✦ news sharing – EM2ers about work/life, EM2ers about network sets, URC to EM2ers
- ✦ lazy meals and time out
- ✦ led by an E&L Officer, retreat leaders and cohort Chaplains

##### Webinars

- ✦ online seminars scheduled for four times each academic year with three topics agreed by poll with ministers and one topic of URC Law and Polity

##### Network sets of EM2ers meeting at intervals which:

- ✦ is no more than four members
- ✦ agrees how often and by what means (physical or digital and if digital, what platform)
- ✦ is entirely independent and not overseen by E&L or TDOs
- ✦ may invite an EM2 cohort chaplain to attend
- ✦ contributes one issue/joy/learning to the annual Retreat

##### Support from Cohort Chaplain who:

- ✦ acts as a pastoral carer not connected to the structures of ministry and is available as needed as an outside ear
- ✦ stays with the cohort through the three years and who contributes to worship at EM2 events

#### Requirements

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- ✦ Attendance at the Church House induction in first year
- ✦ Attendance in at least one Webinar each year
- ✦ Participation in a network set
- ✦ Attendance at the Summer Retreat