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## The place of requirement in Education for Ministry Phase 2

### Joint Education & Learning and Ministries Resolution to Mission Council

Those candidates who complete Education for Ministry Phase 1 and are ordained to the Ministry of Word and Sacraments or commissioned as a Church Related Community Worker are currently expected to engage in a programme of Education for Ministry Phase 2 which normally lasts for three years from the date of ordination or commissioning. This is a three-stranded programme consisting of:

- Regional study events, organised through the minister's Synod
- The appointment, by the Synod, of a Pastoral Adviser who accompanies the individual in EM2 as a critical friend, mentor, and theological reflection partner
- Two residential events in each year, organised by the EM2/3 Officer for the Education & Learning Committee.

Additionally, individuals engaged in EM2 are expected to take part in general events organised by their Synod such as Spring/Summers Schools. They are encouraged to spend up to a further week in additional continuing ministerial development, for which they may claim up to £350 towards costs.

The EM2 programme is, by its nature, rigorous, bespoke, and flexible. Participants are encouraged to develop distinctive ways of capturing incidents from the ministries to which they have been called; one of the residential events each year may be substituted by alternative training provision in consultation with the Synod Training Officer and the Assembly EM2/3 Officer; and the Assembly residential events challenge participants to develop their abilities as reflective practitioners. On satisfactory completion of EM2, Synods award a certificate of completion and the individual enters the Education for Ministry Phase 3 programme.

Qualitative evidence suggests that active participation in the EM2 programme has reduced the proportion of people in public ministry who cut short their first pastorate or leave active ministry all together. It is also the case that those individuals who do not engage with the discipline of the EM2 programme sometimes exhibit behaviours and attitudes which are problematic for other aspects of their ministry. At present it is possible for an individual's EM2 programme to be extended beyond the initial three years on the advice of the Synod and the EM2/3 Officer, which means that the individual is not eligible for the increased allowance for training which comes with entry to Education for Ministry Phase 3.

Given the flexible and responsive nature of the EM2 programme, the Education & Learning Committee and the Ministries Committee propose the following resolution for Mission Council to consider:

**All entrants to public ministry as ordained Ministers of Word and Sacraments or commissioned Church Related Community Workers in the United Reformed Church are required to engage actively in the Education for Ministry Phase 2 programme for three years after ordination or commissioning. This requirement will be stated at the time of entry to Education for Ministry Phase 1.**