

ERMC Strategic Plan 2018-20

Vision Statement

Forming and equipping lay and ordained ministers for a growing Church

Strategic Aims

To provide an environment in which people preparing for Christian ministries can discover their gifts and grow into the ministers God intends them to be; are excited and challenged by their learning; develop and apply their practical skills; and grow in their knowledge of the love of God, so that they can serve in collaborative ministry, engage in God's mission and proclaim the Gospel in the world

To this end we aim to

- foster a supportive and inclusive worshipping community where students can engage with a challenging formational programme for Christian ministry
- ensure the highest standard of teaching and learning which integrates academic learning, ministerial skills and spiritual development
- offer innovative and responsive pathways that meet the needs of our students, partner dioceses and the wider Church
- send out students who are equipped to embrace change with confidence and faith
- deepen our relationships with partner dioceses, ecumenical partners and the national Church
- maintain leadership, management and operational structures which support financial stability and continuously improve the efficient use of resources

Strategic Plan

To foster a supportive worshipping community where students can engage with a challenging formational programme for Christian ministry

Short term

- Provide pastoral support to students through chaplains and staff mentors
- Ensure all new students understand the role of worship in formation
- Ensure that a variety of traditions are appropriately represented in communal worship
- Put in place mechanisms for intentional feedback on worship at evening classes
- Offer flexible learning opportunities

Medium term

- Review the worship at residences policy
- Make use of the more creative assessment options provided in Common Awards

To ensure the highest standard of teaching and learning which integrates academic learning, ministerial skills and spiritual development

Short term

- Implement new academic policies and quality assurance mechanisms
- Provide timely, innovative and high quality assessment and feedback that informs student progress and achievement
- Use simplified discussion fora for improved communication with students

- Develop a process for assessment and support of students with Specific Learning Difficulties
- Provide high quality staff development opportunities, both through the Federation and in-house, in particular for associate tutors
- Provide regular appraisal to staff

Medium term

- Develop a broader pool of associate tutors
- Put in place appraisal mechanisms for associate tutors

To offer innovative and responsive pathways that meet the needs of our students, partner dioceses and the wider Church

Short term

- Continue the collaboration with Ely Diocese in the Wisbech Learning Community
- Develop new pioneer pathways
- Advertise pioneer pathways on Website and social media
- Make changes to FT contextual pathway
- Attract independent students
- Promote the Foundation Award for those exploring a vocation

Medium term

- Review existing pathways

To send out students who are equipped to embrace change with confidence and faith

Short term

- Include expert practitioners in weekend teaching
- Provide placement opportunities that stretch students in terms of ministerial experience and enable them to grow in confidence in practical ministry

Medium term

- Ensure all students are skilled in aspects of pioneer ministry by including pioneer elements in all pathways and in relevant modules
- Enable students to engage in short-term mission projects (1-2 weeks) or longer involvement in an ongoing mission project
- Include resilience and change management in the curriculum

To deepen our relationships with partner dioceses, ecumenical partners and the national Church

Short term

- Develop strong links with diocesan senior staff and other decision-makers/influencers
- Make use of existing expertise from our partner dioceses as teachers/speakers at residential weekends
- Continue work on website and other publicity material (Emphasise flexibility & contextual pathway)
- Initiate consultation with staff and stake-holders: what is ERMCC the place to go to for? How do we fit into the Reform and Renewal Agenda?

Medium term

- Develop relationships with other dioceses, e.g. London (Edmonton Area)
- Develop our existing partnerships
- Construct memoranda of understanding for reader training with our partner dioceses

- Re-engage with our ecumenical partners
- Identify potential new partners, such as independent churches
- Strengthen our inter-faith links and partnerships
- Promote ERM's profile and identity ('brand identity')

To maintain leadership, management and operational structures which support financial stability and and continuously improve the efficient use of resources

Short term

- Embed the new administrative structures
- Pursue a collaborative agreement with St Augustine's
- Explore a joint MA course with St Augustine's and other regional courses
- Increased student involvement in academic governance

Medium term

- Provide governance and strategy to enable ERM to grow sustainably
- Review the constitution