ERMC Strategic Plan November 2023 – July 2029

Our Vision

We have a vision of a Church that is culturally, theologically and spiritually diverse, and united both in its confidence in the Gospel and in its commitment to serving its local and global context.

Our Mission

Our mission is to resource the worldwide Church by offering flexible formation and learning for lay and ordained Christian discipleship, ministry and mission.

Our Aims

We are a welcoming and supportive learning and worshipping community

- which, rejoicing in the diversity of the Church, forms and equips lay and ordained Christians for discipleship, ministry and mission;
  - engages with From Lament to Action and is aware of racial justice
  - monitors equality, diversity and inclusion in all aspects of our communal life
  - increases access opportunities for students from non-traditional backgrounds
  - gives space to articulate a diversity of theological viewpoints
  - enables students to build a safe Church
  - builds on the existing work to include students with SpLD and neuro-diversities
- in which inherited and new forms of Church life are celebrated;
  - safeguards the richness and diversity of placement opportunities
  - increases input from a wide range of practitioners into modules
  - ensures that corporate worship enables students to explore diverse forms of worship
  - ensures that those who are training for Anglican ministries inhabit the Anglican tradition
- which sends out students who, passionate for the Gospel, follow the call of the Spirit and engage in God’s mission to all creation, longing for justice and mercy, and equipped for transformational ministry;
  - ensures that the five marks of mission are reflected in our curriculum and our common life
  - monitors and reduces our carbon footprint
  - aims to become an EcoCollege through the A Rocha EcoChurch scheme
  - reviews our module materials so that they include
    - focussed engagement with evangelism
    - voices from the global majority world
    - meaningful engagement with ecological theology
- which works in close partnership with Dioceses, other denominations, the Cambridge Theological Federation and others.
  - explores new diocesan partnerships
  - explores partnerships with independent Churches
  - explores a partnership with an Anglican training institution in the majority world
  - explores the possibility of new teaching centres
  - monitors and nurtures relationships with bishops, DDOs, directors of ministry, lay ministry officers and other key diocesan staff
  - is responsive to changing diocesan needs and requirements
  - identifies a regional bishop to join the council
Our Strategy

As a Theological Education Institution, we aim for excellence by

• enabling people preparing for Christian ministry to discover their gifts and grow into the ministers God created them to be; to be inspired and challenged by their learning; to develop and apply their practical skills; and to grow in their knowledge and love of Jesus Christ;
  o continuing to review our pathways, modules and assessment to ensure that they enable students to integrate academic learning, praxis of ministry and spirituality and develop stronger feedback loops to monitor progress
  o building on our existing strength in learning support to give students confidence in their abilities
  o monitoring the provision of study skills training across the region
  o continuing to review the support for placement learning
• maintaining the highest standards of teaching and learning, integrating academic learning, ministerial skills and spiritual growth;
  o providing training opportunities for tutors (core and associate)
  o providing regular and timely feedback to associate tutors
  o establishing a pattern of peer review for tutors
  o providing professional development opportunities for the principal
  o enabling and encouraging ERMC staff (core and associate) to participate in CTF professional development
  o exploring HEA fellowship applications for core and associate tutors
  o ensuring the quality of teaching across the centres
  o equipping training ministers and supervisors to engage in formal theological reflection with their students and develop feedback loops
  o enabling tutorial staff to engage in research and scholarship
• offering innovative, flexible, accessible and responsive pathways that meet the changing needs of our students, partner dioceses and the wider Church;
  o developing further specialist lay ministry pathways in collaboration with our partner dioceses
  o finding additional partners for the Foundations for Ministry course
  o reviewing the balance between in-person and online learning
  o recruiting more independent students
• offering resourcing for ministerial development;
  o exploring partnerships for the provision of IME 2 and CME
  o offering our existing programmes for professional development of clergy and other professionals.
• maintaining effective leadership, management and operational structures which support financial sustainability.
  o ensuring financial stability in a challenging environment (F&GP)
  o developing a sustainable business plan that is less dependent on the Church of England for our funding (Council)
  o establishing a regular pattern of meetings between the Council chair and the principal
  o identifying new income streams
  o maintaining a robust reserves policy
  o reviewing with Council members how they can experience the life of ERMC
  o establishing a pattern of annual staff reviews