

The word “minister” in this document refers to both Church Related Community Workers and Ministers of Word and Sacraments.

EM2/3 Funding in 2013 and 2014

A. Education and Learning Budget 2013.

In compliance with General Assembly 2012 Resolution 20 *Reshaping the 2013 Budget*, the Education & Learning Committee will seek to make reductions of at least £200,000 in its 2013 budget relative to the 2012 budget.

In the short term (calendar years 2013 and 2014), the Committee has made plans that will see reductions in funding to Resource Centres for Learning, limited reshaping of the TLS programme, and just under half of the total amount (£94k of £200k) coming from EM2/3 funding. The long term intention is to reshape other parts of the Education & Learning budget to allow restoration of some of the EM2/3 funding from 2015.

This paper is intended to give guidance to ministers and relevant Synod Officers on the funding of EM2 and EM3 in 2013 and 2014.

Mention is made below of “Synod EM3 Officer”. In most, but not all, Synods this function is performed by the Synod Training & Development Officer.

B. Implications for the EM2 programme

1. From the academic year 2012/13 each EM2 minister will be offered a place at 5 Assembly residential events over their first three years of ministry rather than 6.
2. This will be achieved by merging separate small subject-specific events into larger annual conferences, held at Resource Centres for Learning. A specific weekend on “transforming conflict” will be offered in alternate years.
3. EM2 ministers will continue to be able to substitute other events for some of the Assembly events, in negotiation with the Assembly EM2/3 Officer and their Synod EM2 Officer.
4. The residual individual EM3 amount available for EM2 ministers will be halved from £350 to £175, and be subject to the same criteria applied to other EM3 ministers.
5. All other aspects of the EM2 programme will remain unchanged.

C. General implications for EM3 funding

1. There will be reductions in the amount available for annual individual allowances and clarification of the criteria for claims. This is explained in more detail in Section D, below.
2. The funding, duration and frequency of sabbaticals will remain unchanged.
3. Financial support to Synod Spring/Summer Schools from the Assembly Education & Learning budget will not be affected.

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4. The recommendation of a minister devoting two weeks each year to continuing ministerial development will remain in place, whilst recognising that the financial resources from Assembly funds to support this will be reduced. This means that ministers will need to be as active as possible in seeking funding or part funding from other sources for their continuing ministerial development, and be more intentional in seeking advice from Synod Officers on ways of learning which do not require major investment of finance.
5. There will be only one ministers’ refresher courses in 2013, at the Windermere Centre from 7th-11th October. Those people who will have completed a multiple of seven years in ministry will be contacted well in advance by the Education & Learning Office and invited to participate, but the minister will be expected to fund their attendance through their EM3 allowance for 2013.
6. From 2014 onwards there will be two ministers’ refresher courses each year, held at Westminster College and the Windermere Centre respectively. The dates and content of the courses will be advertised through the respective centres and Synod TDOs. A minister may attend more frequently than once in seven years, seeking funds for this through their Synod EM3 Officer from their annual EM3 allowance.
7. Synod EM3 Officers will continue to be informed of additional sources of funding from the United Reformed Church and beyond for which ministers may be eligible to apply. It is therefore important that ministers discuss their plans for ministerial development with their Synod EM3 Officer at an early stage.

D. Amounts and criteria for EM3 funding in 2013 and 2014

1. After having completed their EM2 period, United Reformed Church ministers will be able to claim up to £350 each year through EM3 in the calendar years 2013 and 2014.
2. United Reformed Church ministers in EM3 who are already engaged in a course of study for a higher degree or recognised professional qualification, including those who have registered to start a new award course in the 2012/13 academic year by agreement with their Synod EM3 Officer, will continue to be able to claim up to £700 per calendar year for 2013 and 2014 towards the costs of that course. They will then be subject to the same EM3 allowances as any other minister for 2015 onwards.
3. Every request for EM3 funding will be subject to an ‘application to ministry’ test, in which applicants must be able to show that the learning for which they are seeking funding has a direct bearing on the ministry which they are *currently* exercising or which they are preparing to exercise in future. Evidence for ‘application to ministry’ is expected to emerge from ongoing discussions with their Synod EM3 Officer or Moderator, or from the outcomes of the Ministerial Accompanied Self Appraisal scheme if the latter has taken place recently. A direct question about ‘application to ministry’ has also been included on the amended G1 form.

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4. United Reformed Church ministers will be encouraged by their Synod EM3 Officer to consider certain courses at particular stages of their ministry, to be funded from that year’s EM3 allowance. The current list includes:

- The Church Leadership Programme, which is relevant to ministers with between 4 and 10 years’ experience of ministry.
- The “Welcome to the United Reformed Church” event, hosted by the Windermere Centre, which is relevant to ministers who have joined the United Reformed Church from another denomination through a certificate of eligibility.

E. Ministers of other denominations in LEPs with United Reformed Church members

1. The amount which eligible ministers from other denominations are eligible to claim will be reduced to £175 from January 2013. They will be expected to show that they have utilised all available funds from their own denomination before applying for EM3 funding through their Synod EM3 Officer.
2. Attendance of such ministers at the “Welcome to the United Reformed Church” event hosted by the Windermere Centre will be eligible for EM3 funding.

F. Other instances of eligibility and authorisation

1. The first point of contact for a minister’s questions about EM2 and EM3 is their Synod EM3 Officer, who will be in a position to apply the guidance given here.
2. It is possible that queries will emerge which are not addressed by this paper, given the breadth of experience and practice in the United Reformed Church. In such cases the Synod EM3 Officer should consult the Assembly EM2/3 Officer (Revd Elizabeth Gray-King) who will refer the matter, if necessary, to the Secretary for Education & Learning (Revd Fiona Thomas).

Fiona Thomas
7.8.12