

# PILGRIM THEOLOGICAL COLLEGE

## STRATEGIC PLAN

2025 to 2030

This 5-year plan has been written to facilitate ongoing prioritisation, action, and substantive change in alignment with the College's purpose. The plan sits within the context of the Vision and Mission Principles and the work of Faithful Futures of the **Uniting Church in Australia Synod of Victoria and Tasmania**, as well as the Vision and Mission of the **University of Divinity**. The plan was written between March and May 2024.

### PURPOSE STATEMENT

*To educate, form, and equip people to foster a just and compassionate world through creative and critical theological inquiry, practice, and research.*



## STRATEGIC DIRECTIONS & SUCCESS MEASURES

### Learning and teaching for intercultural church

Excelling in learning and teaching in line with our commitments to intercultural, inclusive, and accessible education.

#### SUCCESS MEASURES

- 1.1 Employing a range of research informed pedagogical strategies, informed by continuing professional development.
- 1.2 Strengthening our capacity to make best use of online learning environments.
- 1.3 Faculty and staff continuing to contribute to University of Divinity curriculum and policy development.
- 1.4 Identifying and implementing deliberate strategies for student support in service of commitments to intercultural, inclusive, and accessible education.

### Liberative and contextual theologies

Providing leadership in prioritising and learning from liberative and contextual theologies, as we acknowledge our location on stolen land. Creating space for generous dialogue and amplifying diverse perspectives, taking seriously the breadth of human experience and the need to pursue justice.

#### SUCCESS MEASURES

- 2.1 Contributing to ongoing, dynamic encounters and conversations with multiple voices relating to Indigenous realities.
- 2.2 Offering units that embed liberative and contextual theologies throughout the curriculum.
- 2.3 Offering well-utilised creative, liberative and contextual theological resources for the wider church and the wider community.

### Equipping the whole people of God

Expanding the scope of the College's work to equip the whole people of God for changing contexts for ministry, mission and discipleship.

#### SUCCESS MEASURES

- 3.1 Bringing the Lay and Continuing Education roles under the Pilgrim umbrella by the end of 2024, with a corresponding "Pilgrim Certificate" for all forms of non-accredited formation and training.
- 3.2 Engaging more people from across the UCA in education programs offered through Pilgrim.
- 3.3 Increasing curriculum offerings (tertiary and non-accredited) focused on practical ministry skills.
- 3.4 Pilgrim Course Guide, marketing, and calendar reflecting the full scope of educational and formation opportunities through Pilgrim.

### Life-giving community

Fostering an exemplary, flourishing, collaborative college community in which students and staff feel valued and empowered, supported by a healthy governance and management environment.

#### SUCCESS MEASURES

- 4.1 Faculty and staff carrying sustainable workloads.
- 4.2 Feedback from students, on-campus and online, indicating that they are feeling valued and connected.
- 4.3 Developing regular events that build community and deepen relationships.
- 4.4 Equipping those in management and leadership positions to cultivate community, collegiality, and appropriate accountability.

### Key enabler: Living marketing strategy

Investing resources in an ongoing marketing plan, oriented to diverse demographics, that leads to sustainable, dynamic Pilgrim Theological College, known for its distinctive approaches and offerings in theological education within and beyond the UCA.

#### SUCCESS MEASURES

1. Research showing enhanced reputation and improved levels of recognition of the Pilgrim brand.
2. Growing number of enrolments in non-accredited, coursework, and research awards.
3. Increasing levels of advocacy for Pilgrim and its work across Presbyteries, Synods, and the wider church, from alumni, ministers and other leaders.