



Minutes of the Mission Council, held at St Joseph's, Upholland, Skelmersdale, from 1st to 3rd October 1993, which was constituted by the Moderator, the Revd Donald Hilton, who presided. Worship throughout the Council was led by the Chaplain, the Revd Duncan Wilson. Bible Studies on The Creation and Sabbath as peak of creation were led by the Moderator. Members also met in groups for Bible Study and for discussion of various items on the Agenda.

Friday, 1st October, 2.15 pm

### 93/61 WELCOME

The Moderator welcomed members to the meeting, in particular those attending for the first time:- The Revd Peter Flint (East Midlands), the Revd Patricia Nimmo (West Midlands) and the Revd Geoffrey Bending (Thames North). A special welcome was given to Mrs Jenny Carpenter, Northern Field Officer for Churches Together in England, who had been invited as "theological reflector".

The Moderator-elect, the Revd Dr R J McKelvey, was also welcomed.

### 93/62 ATTENDANCE

There were 61 members present, with 11 staff members in attendance, Mrs Jenny Carpenter, the Revd Duncan Wilson, Chaplain, the Revd John Maitland, Thames North (Observer) and Mrs Sheila Tull, Minute Secretary

Apologies for absence were received from the Revd Peter Brain (available part of the time), Mr C Wright, Mr Ivan Andrews (substitute the Revd Geoffrey Lunt), Mrs M Buxton (substitute Mrs Marion Weedon), Miss Sheila Fairbairn, Mr Andrew Goodier, the Revd W Gathercole (substitute Revd David Tatem), the Revd G Thomas (Mrs M Woodland - substitute), Mr Paul Ashworth, the Revd Arnold Harrison and the Revd Michael Diffey.

### 93/63 AGENDA AND TIMETABLE

The General Secretary outlined the Agenda and presented the proposed timetable, which were approved.

### 93/64 THE URC AS A RECEIVING CHURCH

The Mission Council received a paper, written on behalf of the Personnel Committee, World Church and Mission, by the Revd Raymond Adams, Mrs Muriel Garrow, the Revd Mia Kyte and the Revd Barrie Scopes. The report was introduced by the Revd Raymond Adams, with contributions from the Revd Mia Kyte on the receiving Church seen from the standpoint of local congregations, District Council and CWM Council;

and from the Revd Richard Church on how the congregation at Witham had received the Revd Samuel Solangwe. Mrs Garrow recounted how a partnership link in Derbyshire formed in 1977 had gradually grown into a valuable partnership. The Council met in groups and each brought a statement to the plenary session. It was suggested that the new Director of Communications for CWM might be invited to a Mission Council meeting. Other suggestions and comments would be taken to the Personnel Committee. It was important to remember that it is the URC's responsibility to advocate CWM.

#### 93/65 MEMORIAL MINUTE OF APPRECIATION

Jonathon Christopher Brian Sturtridge

Jonathon Sturtridge enquired about short term opportunities abroad in August 1989 as he was about to enter his final year at Edinburgh University. He expressed a wish to be considered for English teaching with the Presbyterian Church in Taiwan, a two year volunteer programme at Tainan Theological College.

Following a busy year taking finals and preparing for Taiwan, a service of recognition of Jonathon as a volunteer worker through CWM took place on 12 August 1990 at Linden Road URC, Bognor Regis. Jonathon joined the staff at Tainan at the beginning of September 1990, and in a quiet committed way settled into teaching English at several levels. He soon became involved in the life of the local church and enjoyed visiting the homes of many friends. His time in Tainan was a very happy experience for him. He was described as 'a good co-worker and a respected teacher'.

Jonathon looked to the future and had thoughts of applying for the Ministry. Then his thinking moved in the direction of Chinese language studies, but at the end of the two years at Tainan he expressed a wish to remain as a volunteer worker in Taiwan. Following a brief leave in England he returned to work with the Pingtung Campus Ministries Centre. As well as teaching English he was part of the student life, offering support and a Christian witness. Jonathon was not a regular letter writer but we all knew that he greatly enjoyed his days in Taiwan and as his father said, 'he died doing what he most wanted to do'.

His tragic death on 31 March 1993 was caused by a road accident. We give thanks for a fine young Christian life. Jonathon had attained highly in academic studies and in a range of activities including music and languages. Our love and prayers surround Brian, Jennie and Caroline, and Jonathon's friends in Taiwan.

During evening prayers, the Council gave thanks for his life.

#### 93/66 COMMITTEE STRUCTURE (1)

On behalf of the small group appointed by the Mission Council Advisory Group, Mr David Butler explained how it was intended to consider any changes in committee structure which might be desirable. He gave some preliminary information about objectives and the assurance that there was no intention to make change for the sake of



change. Questions were provided for discussion in groups and the matter was considered later in plenary session.

93/67 SYNOD CONCERNS

(a) WESSEX Mrs Christine Hardwick reported a concern about District visitations/consultations. A valuable training conference was held at Barnes Close and Mrs Hardwick asked if some training could be done nationally to help carry forward this important work. Copies of the report were available in each District. Other members of the Council spoke of their experience of training and also training of Interim Moderators. It was noted that legal and trust officers, provincial directors of training, Synod Clerks and the trainers network met regularly.

It was agreed that the consultation document from the Barnes Close meeting be commended to Provinces and District Councils for discussion; and that in two years' time there should be another consultation along the same lines.

(b) YORKSHIRE The Revd Duncan Wilson reported on behalf of the Ecumenical and Deployment Committee difficulties arising on a number of occasions with the Methodist Circuits. In most instances relationships in LEPs were good, but there was need to ensure the establishment of good relationships and communication. He asked if the yellow document on Methodist/URC liaison could be brought forward again.

Other Provinces had experienced similar difficulties and shared information on ways found to facilitate communication. URC should deal with Circuits. A model constitution had been prepared in 1993 which is currently before MEW at Home and Doctrine and Worship Committee and would go to the General Assembly in 1994.

(c) SOUTH WESTERN The Revd Michael Hubbard reported great difficulties in the Province in coping with the financial operation following the two very large increases in stipend in the last two years. The proportion of each congregation's giving to what it receives in ministry has declined; there are few ministers and District officers. Now that there are no central Departmental committees there is a vacuum in Provincial committees, though they are trying to think through a new structure.

In discussion it was evident that the problem of communication was widespread. Provinces have to develop a network of communication. There can be variation in function according to the needs in various parts of the church. The Revd Dr Philip Morgan regretted the loss of the drive we had when the URC came into existence. We need to do much more ecumenically, pooling our resources, including ministry.

EVENING PRAYERS were conducted by the Chaplain and the day's session ended at 9.15 pm.

9.15 am

Day Two: Saturday 2nd October

Members met in groups for Bible Study.

93/68 COMMITTEE STRUCTURE (2)

A collation of the results of group discussion was available to the plenary session. In a full discussion it became apparent that members were dissatisfied with the methods being adopted and it was agreed that it was not necessary to return to basic enquiry from local churches, but that present structures were not working efficiently and it was necessary to make improvements.

93/69 ADVOCACY - WHERE ARE WE NOW?

The Revd Bill Wright, Advocacy Secretary, described how the work of the Advocacy Committee was proceeding. Most Districts have appointed representatives to make as direct a line as possible with congregations, encouraging them to use the material; he was available to visit Districts and at present there were Provincial representatives co-ordinating district work. There was need to ensure ecumenical co-operation in a stewardship programme for all denominations wishing to participate. Some 200-300 local churches have had a copy of "Trio". Mr Wright responded to questions.

93/70 COMMITTEE STRUCTURE (3)

The General Secretary referred to a paper from the Mission Council Advisory Group to the March 1993 Mission Council setting out the background to the present search for a revised committee structure. "The structure should reflect the reality of our strength and not only our aspirations. Flexibility will require a limited number of standing committees and a greater use of short term or ad hoc working parties. There must be a theological overview so that any changes are not simply a pragmatic response to present needs."

It would have been possible to bring a blue-print to the Mission Council but it had been decided to begin by consulting all the Councils of the Church, but doing so in a way that Mission Council could bring a positive proposal to the Assembly in 1994.

Professor Malcolm Johnson said that there is always a tension between the different levels of an organisation. He had experience of two national bodies of Age Concern which has 1000 groups and of Open University with regional organisations. Leadership is needed, which must be authorised and must be accountable, but often we do not want to authorise leadership. How does a national church which is a conciliar body manage its resources and its affairs in an open manner within the framework of our theology?

In further discussion it was agreed that there is a genuine and urgent need for a review of structures; that there should be consultation with Synod Clerks and District Secretaries and with the present Assembly Committees. It was agreed to use a further plenary session to share available evidence of disquiet and difficulty with the present structure and also hear further from Professor Johnson.



93/71 MINUTES OF THE MEETING 2-4 MARCH 1993

The Minutes of the meeting held from 2nd to 4th March 1993, which had been circulated, were agreed and signed.

93/72 GENERAL ASSEMBLY - MISSION COUNCIL RESOLUTIONS

(Assembly Record, pp. 10 ff). The General Secretary reported decisions taken by the Assembly and matters which needed further consideration by the Mission Council..

Resolution 1(b) - Deputy General Secretary. The Mission Council had been asked to report to the General Assembly in 1994 on the procedure to be followed in the appointment of the Deputy General Secretary. The Mission Council Advisory Group proposed, and the Mission Council agreed;

that the response should emphasise that there was no change in role, that the Deputy General Secretary was to be available to cover for any significant absence of the General Secretary: further, that no procedure was necessary at this moment as a Deputy General Secretary has been appointed, but before any change is made, or at the time of the committee restructuring, whichever is the sooner, the role including the method of appointment would be reviewed.

Resolution 7. Westminster College. After amendment, this was carried by the Assembly in the following form:

"Assembly resolves that the Mission Council be authorised to take such steps as are necessary to recommend to the General Assembly a future policy regarding the use made of Westminster College due regard being given to the relationship of other centres of training to the Assembly; and to report to the Assembly not later than 1995".

The Mission Council Advisory Group recommended the appointment of (a) consultant(s) to undertake all the preliminary work of gathering information, collating submissions and preparing a report giving all the options. Mission Council, with advice from the Mission Council Advisory Group, could then review the report and take any appropriate further steps before reporting to the General Assembly.

The Advisory Group further suggested that a reference group consisting of the conveners of the Training Committee (the Revd John Sutcliffe), the Training Review Group (if appointed, if not then the Revd Julian Macro) and the General Secretary be asked to propose to the January 1994 Mission Council the name of (a) consultant(s) and an outline of the briefing to be given to them.

The Mission Council, after discussion, accepted these recommendations.

Resolutions 9 and 10 had been carried in amended form.

Resolution 11. Honouring of agreements made between ministers, churches and District Councils before 5th July 1993.

The General Secretary reported that recommendations were going to the Maintenance of the Ministry Committee. Joint Pastorates with the Methodists would need a

resolution of the General Assembly in 1994. The Retired Ministers Housing Society has also been consulted.

93/73 GENERAL ASSEMBLY - OTHER MATTERS REFERRED TO THE MISSION COUNCIL

(a) Mission Council Advisory Group would consider the suggestion that there ought to be a way of expressing Assembly's concern where churches had closed.

(b) Continental European Churches (i) Resolution 27(a) It was agreed that the Mission Council refer this request for a policy to MEW Abroad. (ii) Resolution 27(b) the Mission Council referred the need for a body to oversee, co-ordinate and develop the Church's involvement with continental Europe to the Mission Council Advisory Group to ensure that this is taken into account in the review of committee structures.

(c) More information regarding nominees for General Assembly Moderator. This matter was currently under consideration by the Mission Council - (see below 93/90 (b)).

(d) Urban/Rural Mission Concerns Under consideration by the Mission Council Advisory Group, which will report.

93/74 MISSION COUNCIL ADVISORY GROUP REPORT

(a) Training Work Review Mrs Mary Jefferson had declined to serve, therefore the Revd Peter Poulter, who had received the next largest number of votes, had been invited to serve and agreed to do so.

(b) Mission Council Theological Reflector It was suggested that Mission Council moves to the point where the person serves for all the meetings in one year and on completion of the service, meets the Advisory Group. After discussion the suggestion was not adopted.

(c) Biennial Assembly The Advisory Group is considering this and will report.

(d) Cost of attendance at Committee-called meetings - a matter raised by West Midlands Province. It was agreed that, in principle, all such meetings ought to be funded from the central budget. There were many other relevant considerations, including the problem of the unequal resources of the Synods.

After discussion it was agreed that, provided the organisers of such meetings make it plain whether or not central funds are available for the particular meeting then, however unsatisfactory, the decision about attendance would rest with individuals and the Synod and District, which could choose whether or not to give grant-aid.

(e) Mission Council dates of future meetings in 1994:

Saturday January 22nd - 10 am - 5 pm (with overnight accommodation provided if necessary on Friday 21st) at Wylde Green URC, Solihull;



Friday March 18th - Sunday 20th at St. Joseph's Upholland, Skelmersdale;

Friday September 30th - Sunday October 2nd at Damascus House, Mill Hill.

(f) Correspondence A letter had been received from the Revd John Hall on behalf of the GEAR Committee following up the booklet published by Church and Society: "Homosexuality and the Gospel - a contemporary restatement of traditional Christian teaching", stating the view that the URC needs to establish a policy in relation to homosexual people in the life of the Church, with some suggestions about such a policy.

The Mission Council Advisory Group recommended that no action be taken on the grounds that we are in the middle of a process of the publication of papers to stimulate members' thinking, the GEAR document being a contribution to the debate; a further paper bringing together some people's experiences is still to be published; that to press for a policy at this time would be divisive.

Therefore it was recommended that Mission Council does not accept the proposals in the letter and the Council accepted this recommendation.

#### 93/75 NOMINATIONS

The Convener, the Revd Jessie Clare, presented the report of the Nominations Committee.

(a) Moderators' Review Groups for Northern and Southern Provinces

Recommendations will be put to the General Assembly 1994 that the Revds David Jenkins and David Helyar be appointed to a second term of service until August 1999.

(b) Moderator's Review Group for South Western Province expressed its gratitude to the Revd Michael Hubbard for his service over the past 16 years, which is due to end on 31 August 1994. The group were not able to agree to commend to the General Assembly an extension beyond that date and will therefore meet again.

(c) The Glendyne Chair of Old Testament Language, Literature and Theology at Westminster College, Cambridge The Convener of Ministries Department, the Revd Keith Forecast, asked the Mission Council to act on this appointment on behalf of the General Assembly, as the new post commences on 1st January 1994. Information was provided about the procedures followed in making the appointment and it was agreed that the Revd Dr Janet E. Tollington, BA (Bristol), D.Phil. (Oxon), Minister of Keynsham Baptist Church, Bristol, and part-time tutor of Bristol Baptist College, be appointed for a four year period from 1st January 1994 to 31st December 1997.

(d) National Assessment Board The Vocations Committee requested that in view of recent difficulties in getting sufficient assessors for a particular conference, the number of members be increased from 16 to 18. The Nominations Committee would endeavour to appoint immediately two members of an ethnic minority group in accord with the recommendation of the group monitoring equal opportunities.

The Mission Council agreed to the appointment of two further members of the Assessment Board.

(e) Westminster College - Director of Pastoral Studies Westminster College sought from the Mission Council a decision concerning the length of the appointment of the Revd W.W. Mahood as Director of Pastoral Studies. He was appointed for an initial five years extendable to a maximum of seven years. The previous Director, the Revd Janet Sowerbutts, had been granted such a two year extension by an internal decision of the College Board of Studies, but in the present period of review it seemed desirable that the Mission Council should be involved. The Nominations to Teaching Staff (Westminster College) Committee, the Board of Studies which includes the Senatus, and Mr Mahood himself all wished the extension.

The Mission Council agreed that the period of appointment of the Revd W.W. Mahood be extended to 31st August 1997.

(f) Amendment to Assembly Record 1993 It was noted that the Assembly Record pp. 18-27 was not altered to take account of the Nominations Committee's second report to the Assembly. The Mission Council approved that the following names be added to the Record:

Christian Education: Revd Tresna Fletcher; Advocacy and Stewardship: Mrs Claire Shephard; Prayer Fellowship Handbook Editor 1996-99: Revd Dr Janet Wootton (Congregational Federation).

These names and a corrected version of the whole report would be circulated to District Councils with the Mission Council Minutes.

#### 93/76 DIRECTORS OF TRUSTS

The General Secretary proposed that the Mission Council, acting on behalf of the General Assembly, on the recommendation of the appropriate Synod, appoints the following persons as Directors of the named Trust bodies:

Shropshire Congregational Union (Inc.) Mr Aled Ellis  
 Warwickshire Congregational Union (Inc.) Mr Andrew MacQueen  
 Yorkshire Congregational Union (Inc.): Revds E. Brown, E.J. Caswell, J. Jenkins, J. Jenkinson, D. Marsden, A. Spivey, A. Wright, Miss M. Atkinson, Mrs C. Chettleburgh, Mrs J. Francis, Miss M.A. Hunt, Mrs A. Hughes, Mrs V. Morrison, Miss K. Swift, Mrs K. Widdowson, Mr J.D. Barnett, Mr B. Brook, Mr D. Chessleburgh, Mr B. Evans, Mr J.E.M. Gilbey, Mr P. Graham, Mr B.T. Herbert, Revd Donald H. Hilton, Mr J.F. Horton, Mr G. Lawrence, Mr D. Lethem, Mr J.B. Swift, Rev W.J. Taylor, Mr D. Thacker, Mr J. Throssell, Mr F.W. Twigg, Revd D. Wilson, Mr G. Wood.

This was agreed.



93/77 APPOINTMENT OF DIRECTORS OF CERTAIN TRUST CORPORATIONS

On the suggestion of the General Secretary, the Mission Council agreed to recommend the following resolution to the General Assembly:

"In exercise of the power conferred by section 7(2) of the United Reformed Church Act 1972, the General Assembly delegates the power of appointing directors of any incorporated association named in schedule 1 to that Act to the Synod of the Province to which the particular incorporated association relates, provided that for so long as an incorporated association relates to local churches in more than one Province the appointments to that incorporated association shall be made by the Mission Council.

For the avoidance of doubt, each incorporated association to which appointments are to be made by a Provincial Synod shall on the first such occasion provide to the General Secretary and the Synod Clerk a statement that it is not the trustee for any local church outside the Province."

93/78 CHURCHES TOGETHER IN ENGLAND FORUM

Mr David Butler and the Revd Sheila Maxey held an "overheard conversation" about CTE Forum. In this way they shared with the Mission Council a vivid picture of the working patterns of the Forum, some of the events and an indication of the patience and kindness, pain and frustration, but also commitment to joint action. It was necessary to ensure that URC fill our 12 places; to undertake networking of those active ecumenically and find ways to encourage others who are not.

93/79 THE WORLD COURT PROJECT

The Revd Peter Brain presented a paper on The World Court Project: Nuclear Weapons on Trial and a resolution from the Church and Society Committee:

Mission Council supports the initiative of the World Court Project seeking from the International Court of Justice an advisory opinion on the legality under existing international law of the development and deployment of nuclear weapons and the threat to use them; and calls upon her Majesty's Government to support the request for such an opinion which is to come before the next session of the United Nations Assembly.

The resolution was carried unanimously.

93/80 VISIT OF THE VERY REVD JOHN RAWSTHORNE

The Very Revd John Rawsthorne, Roman Catholic Bishop of the Diocese in which St Joseph's Upholland is situated, was introduced by the Moderator of Mersey Province and welcomed by the Moderator. He welcomed members of the Council to the Diocese and gave a brief history of St. Joseph's Seminary and the present use of the buildings.

93/81 PATTERNS OF MINISTRY

The Revd Malcolm Hanson, Convener, presented to the Mission Council the first report on working methods of the Patterns of Ministry Working Group, set up in response to a resolution of Assembly 1992.

93/82 RESOURCE SHARING TASK GROUP

Mr Alistair Black presented a paper giving the terms of reference for the Resource Sharing Task Group. The suggested approach included the preparation for the Mission Council of "a preliminary report suggesting a practical, radical and staged approach to Resource Sharing within the URC at national, Provincial, District and local level, which has prospects of acceptance in all the councils of the church.

Subject to its endorsement by Mission Council, a full consultation process with all councils of the church to be introduced prior to presentation to General Assembly so as to provide reasonable prospects of the final proposals being adopted."

It was suggested that the Task Group should be: Mr Alistair Black, Mr David Butler, the Revd Roger Whitehead and one other, preferably a woman, perhaps a young woman.

The proposals were accepted and the Nominations Committee was asked to appoint the members of the Task Group, bearing in mind the suggestions offered.

93/83 APPLICATION TO MISSION COUNCIL FOR A CERTIFICATE OF ELIGIBILITY

On behalf of the Ministries Department the Revd Keith Forecast made application to the Mission Council to grant a certificate of eligibility to the Revd John Buratt Macaulay, giving details of his qualification and experience and the reason for his desire to become a minister of the URC.

After discussion and questions to the Moderator of Thames North Province, it was agreed to grant a certificate of eligibility to the Revd John Buratt Macaulay.

93/84 NATIONAL ASSESSMENT BOARD

A paper for information of the Mission Council was received from the Convener and Secretary of the National Assessment Board.

93/85 REPORT OF ADVISORY GROUP ON REVIEW OF TRAINING

The Revd Julian Macro presented a report from Mr Eric McDonald, the Revd Peter Poulter and himself on how a review of training, and related staffing and finance might be undertaken. The Mission Council needs to decide what areas of training are to be reviewed. They could include training in respect of:



(a) Ministry of word and sacrament, covering pre-ordination training, post-ordination support and in-service training throughout ministry for both non-stipendiary and stipendiary ministers; (b) Children's work and Youth work, incorporating a review of Youth Leadership Training Officers and Youth and Children's work appointments and the Children's Advocate when appointed; (c) Church membership, both preparation for membership and development of faith and commitment; (d) Eldership, both preparation and development, as with (c); (e) Lay preaching, as with (c); (f) Community work incorporating a review of our Church Related Community Worker programme; (g) Evangelism, which some ask the URC to address specifically; (h) Others?

The Mission Council would need to ascertain how this review would relate to other work being undertaken.

The Revd Brian O'Neill proposed that in view of the fact that there are several current reviews being undertaken by Mission Council, we do not proceed with this review of training at present.

On being put to the vote, the proposal was lost.

After discussion the following proposals were agreed:

A. An interim group, of which the members should have been present at the Mission Council discussion, should be set up to establish clear Terms of Reference for a Reviewing Group and a timetable for its work, in the light of Mission Council's discussion of this paper. These Terms of Reference and timetable to be agreed at Mission Council in March 1994.

B. A provisional timetable should be agreed for the Reviewing Group's work, and there should also be agreement as to the body/bodies to which the Reviewing Group should report. If the Reviewing Group is set up following Mission Council in March 1994 it should aim for an interim report by the time of Mission Council in March 1995 and, subject to the reception given to such an interim report, should submit to Mission Council in January 1996 a report for presentation to General Assembly in 1996.

Proposal C. "We suggest that the Reviewing Group should consist of five people nominated by the Nominations Committee and including at least one person with experience of training other than in a URC setting. This definitive Reviewing Group should be asked to make specific proposals for action."

The Mission Council decided not to proceed with this suggestion.

Addendum 2 was noted as a comment on which no judgement was made by the Mission Council.

The General Secretary proposed that a group of three people be set up. Names should be given to the Clerk by the end of business that day, the consent of those nominated being obtained.

93/86 ASSEMBLY COMMITTEE STRUCTURES (4)

The Revd Michael Hubbard, seconded by the Revd Peter Poulter, proposed:  
The Mission Council resolves to appoint a group who in the light of the discussion in Mission Council and the work already done, to bring to the January 1994 Mission Council a plan of Assembly committees which is relevant to the life and mission of local churches, Districts and Synods; takes seriously the partnership of all Councils of URC; and adequately recognises our ecumenical and world mission commitments. The resolution was carried unanimously.

Members of staff expressed some of their difficulties with the working of the present committee structure. Difficulties from the point of view of Synods and Districts echoed these problems. Some staff members had worked through some of the difficulties of communication. There was a serious problem in that the Mission Council had not yet found its proper role.

It was proposed by the Revd John Waller, duly seconded, that a group of seven, including Mrs Mary Marsden, Mr David Butler and the General Secretary be set up. The Mission Council accepted this proposal.

It was proposed by the Revd Nelson Bainbridge, seconded by Mrs Marion Weedon, that the group should include one person each from Province, District and local congregation and from Church House.

The Mission Council accepted the proposal.

The Clerk asked for nominations for these four positions to be given to him by 10 pm.

93/87 REPORTS FROM THE GROUPS ON ASSEMBLY REPORTS

The groups reported on the parts of the Assembly Reports which had been assigned to them. The various matters raised would be taken forward by the relevant committees.

93/88 CORRECTION TO ASSEMBLY RECORD 1993

On page 37, after resolution 42, add the words "The resolution was carried".  
The Clerk would check whether the definitive copy of the Minutes, kept at 86 Tavistock Place, already included these words.

7.30 am

Day three: Sunday 3rd October

A Service of Holy Communion was conducted by the Chaplain.

93/89 MISSION COUNCIL ELECTIONS

The Clerk had prepared voting papers; he sought assurance that those nominated had been duly seconded and had indicated their consent. After discussion on procedure it was agreed to use the single transferable vote when dealing with candidates for the Assembly committees review.



The tellers were called and the following were elected:

Terms of Reference Group for Training Review

Mrs Ruth Clarke  
The Revd Julian Macro  
The Revd Dr Philip Morgan

Mission Council Advisory Group

Miss Janet Turner

Staffing Advisory Group

The Revd John Maitland

Assembly Committees Review

The Revd Richard Church (local church)  
Mrs Mary Stacy (District)  
The Revd John Waller (Province)  
Professor Malcolm Johnson (Church House)

93/90 REPORTS FROM GROUPS ON MATTERS REQUIRING ATTENTION BY THE MISSION COUNCIL

(a) URC Forum. One of the groups considering Forum proposed that in view of numbers and resulting financial loss in recent years, Forum be discontinued in its present form, perhaps being replaced by a shorter conference over a long weekend in May, or by a Christian house party in a resort area of continental Europe.

After a full discussion, in which the relationship of Forum to CWM Swanwick was noted, it was agreed that no further Forums be held.

Further information from World Church and Mission and Faith and Life should be given to Mission Council on any proposals for an alternative Christian Conference/house party.

(b) Election of General Assembly Moderator The two groups which discussed possible improvements to the process of election of Moderator put forward suggestions by which more information could be supplied to voting members.

The Clerk asked the Council to note that present rules would have to be changed and a decision on a new process would have to be taken by the Assembly.

It was agreed that this matter be referred to the Mission Council Advisory Group who would also take note of the methods used in other Churches; and would produce a paper for further discussion by the Mission Council.

(c) How can Synods report to General Assembly?

It was noted that Synods can bring resolutions to the Assembly. The matter now under discussion was the bringing of items of special concern and interest, perhaps by a short written statement or a five-minute speech or a short slides presentation.

The Mission Council asked the Assembly Arrangements Committee to consider these proposals.

(d) Ministries: Appraisal

Two groups considered a report from the Appraisal Working Group of the Vocations Committee on the recommendation "that the URC adopts a scheme of self-appraisal for stipendiary and non-stipendiary ministers".

There was disquiet about copies of appraisals being kept except by the person appraised. Was the budget adequate? A voluntary scheme was suggested in the first place. One group recommended that a pilot scheme should be carried out, which if successful should be taken to the General Assembly.

The West Midlands Province had set up an assisted self-appraisal scheme and it was suggested that this might be used as a pilot scheme for two or perhaps three years. The Revd Dr. Lesley Husselbee thought the Appraisal Working Group would be happy to accept as the pilot scheme that being used in the West Midlands and meanwhile the Appraisal Working Group would be in abeyance.

The Mission Council accepted this method of proceeding.

(e) A 'mini-theme' for the General Assembly?

Some groups were not in favour of a mini-theme unless it occurred naturally (as was the case with 'Europe' in 1993). Suggestions from those in favour of the idea included "Conflict and Reconciliation", "Parenting", "Evangelism", "Family: healing, caring and forgiving"; a radical reassessment of the family; preparing the URC for the bi-centenary of LMS.

The Revd John Waller proposed that there be a mini-theme on the family in 1995. This was lost.

The Revd Dr Jack McKelvey proposed that the Assembly be asked to identify the problems relating to the family, to look at the issue in groups and perhaps take it further to local churches afterwards.

This suggestion was accepted by the Mission Council.

93/91 DISASTERS EMERGENCY APPEAL

The Revd Tony Burnham informed the Council that there was to be a national Disasters Emergency Appeal for Africa on Thursday 14th October and a letter would be sent to all ministers in the hope that attention would be given to the appeal on Sunday 17th October.



93/92 SYNOD GROUPS

Members met in Synod groups to share mutual concerns.

93/93 MRS JENNY CARPENTER

In a positive, good humoured and helpful way, Mrs Carpenter reflected on the meeting of the Council. She recognised the Council's problems, in particular, over committee structures, but perceived a sense of solidarity amid confusion, of purpose and principle - but some trouble with process. She quoted from a meditation of Thomas Merton: "You will never leave me to face my troubles alone". The Council needs to be clear what decisions it is called upon to take and which should be dealt with by local church, district and province.

Mrs Carpenter commended the Bible studies and the worship sessions, the work in groups on Assembly matters, the presentations on URC as a receiving Church and CTE Forum. She gave some practical advice for future meetings.

93/94 THANKS

The Moderator expressed thanks to those who had given service in different ways and included at lunch time thanks to St Joseph's staff.

In turn the Moderator was thanked for his conduct of the meeting and for the Bible Study.

The Mission Council was closed with worship.



from the General Secretary

Dear Mission Council Member,

I enclose papers for our meeting. Please

bring a Bible, Rejoice and Sing and the 1993 Annual Reports and Assembly Record;

note that Elections will take place, details are on the reverse of the membership list;

check the Group Agenda telling you the papers on which you need to concentrate. Groups are listed on the same sheet;

would Group leaders and reporters meet for a briefing after lunch on Friday;

do not look for a timetable, this will be handed out on arrival from 12 noon for lunch at 1 pm on Friday.

Finally, the thread that is likely to run through this MC is consideration in groups and plenary sessions of a new Committee structure. MC Advisory Group are recommending that the process includes consultation with churches, district councils and synods. It is intended that we try out this process first. It is not expected that the stage of producing a new structure will be reached before wider consultation takes place.

Finally, our theological reflector is Mrs Jenny Carpenter, the northern Field Officer of CTE.

Yours sincerely,

A handwritten signature in cursive script that reads 'Tony'.

Anthony G Burnham



**EXPENSES CLAIM**  
(Please read notes overleaf)

Expenses of attending ..... Committee

Date ...../...../..... Amount £.....

Full name in BLOCK CAPITALS .....

Signed .....

**BANK DETAILS (ONLY if they have changed or you are a new Committee member)**

Bank Sort Code ..... Account Number .....

Bank ..... Branch .....

Account Name .....

## THE UNITED REFORMED CHURCH

### Committee Expenses

It is our wish that committee members should be fully reimbursed for their out of pocket expenses, and these should include:-

Second class rail fare from local station to place of committee. Bus and/or tube fares.

Where applicable the cost of a mid-day meal may be claimed. Committee members may like to know that a reasonable lunch may be obtained at the School of Pharmacy for about £1.50. Where committee members do not expect to be home until late evening it is also appropriate for them to claim the cost of an evening meal, either taken onto the train, or purchased on the train.

It is not expected that committee members should claim for travel by car to committees at higher cost than train travel. However, where car travel is cheaper or very much more convenient than train travel, mileage costs may be claimed by the driver.

Committee expenses are paid by BACS within five to ten working days of the committee. Details of committee members bank details are held on computer, and need not be submitted, **unless there has been a change in details, or this is the first claim made.**

REF: EXPFORM  
MAY 1993



## URC MISSION COUNCIL - 1993-1994

Chair: The Moderator (Revd Donald Hilton)  
 General Secretary: Revd Anthony Burnham  
 Clerk: Revd Martin Cressey  
 Moderator Elect: Revd Robert McKelvey  
 Past Moderator: Mrs Ruth Clarke  
 Treasurer: Mr Alistair Black  
 Deputy Gen Sec: Revd Terry Oakley  
 Legal Adviser: Mr Hartley Oldham

Convener of Assembly Arrangements:	Mrs Wilma Frew
Nominations:	Revd Jessie Clare
Communications & Supplies:	Mr Chris Wright
Advocacy:	Revd Julian Macro
World Church & Mission:	Mrs Mary Marsden
Church & Society	Professor Malcolm Johnson
Finance & Administration:	Mr Aubrey Curry
Ministries:	Mr Alistair Black
Faith & Life:	Revd C Keith Forecast
FURY:	Revd Dr Philip Morgan
	Mr Paul Ashworth
	Mr Michael Healey

### 12 Provincial Moderators, plus 3 representatives from each Province:

1	Revd D Jenkins	Revd P Poulter, Miss J Turner, Miss S Fairbairn
2	Revd K Forecast	Revd J Grindrod, Mr Andrew Goodier, Revd B O'Neill
3	Revd E Allen	Revd Angus Duncan, Revd J Forster, Revd D Lawrence
4	Revd D Hilton	Revd E J Caswell, Revd Duncan Wilson, Mrs A Hughes
5	Revd M Hanson	Revd P Flint, Mrs Maureen Buxton, Mrs M Garrow
6	Revd J Waller	Mr R Webb, Mrs J Shaffery, Revd P Nimmo
7	Revd W Gathercole	Mr W McVey, Revd R Church,
8	Revd M Hubbard	Revd S K Lloydlangston, Mrs J Tripier, Mr I Andrews
9	Revd N Bainbridge	Revd G H Thomas, Mr D Butler, Mrs C Hardwick
10	Revd J Sowerbutts	Revd G Bending, Mrs M Stacy, Mrs M Hunter
11	Revd D Helyar	Mrs C Meekison, Revd R Singh, Mrs D Sinclair
12	Revd J Humphreys	Revd H Gordon, Revd N Head, Revd D Morgan

### Non-Voting Members:

Secretary of:	World Church & Mission	Revd A J Coates
	Church & Society	Revd P J Brain
	Finance & Administration:	Mr C Frank
	Ministries	Revd Dr L Husselbee
	Faith & Life	Revd T Oakley (Dep Gen Sec)
	Nominations	Revd A Harrison

### In attendance:

Minute Secretary	Mrs Sheila Tull	Mr N Hart
	Revd G Cook	Mrs C Rogers
	Revd M Diffey	Revd S Maxey
	Mr P Franklin	Revd W Wright
	Mr H Gunn	

## Elections

Vacancies to be filled at the meeting.

### MC Advisory Group

Membership: Assembly Moderators, past, present and elect; Conveners of the five departments; the General Secretary and four members elected from MC on a four year rotation : David Butler (1996), Elizabeth Caswell (1995) and Sandra Lloydlangston (1994).

The vacancy occurs due to Nanette Head having completed her term of service of 1 year.

### Staffing Group

By decision of the General Assembly a fourth member shall be elected by the MC. This person shall not be an officer of a standing committee and need not be a member of MC.

Present membership : Angus Duncan, William McVey, Betty Scopes. (The General Secretary in attendance)

Please note that the General Secretary will move the following resolutions early in the meeting.

1. that Jean Forster and Ron Webb be appointed tellers for the 1993-94 meetings up to the GA 1994;
2. that nominations for any officers to be elected at this Council be by two members who will have the consent of the person nominated. Nominations should be handed to the Clerk by 6.30 pm Saturday, 2nd October; that the Clerk will announce the names at the end of the last session that evening and that the election will take place by ballot during the first session on Sunday, 3rd October.

Agenda

All groups (listed overleaf) will work on the following:

- Bible Study
- Committee Structure (no paper)
- URC as a receiving church (PINK)
- a 'mini-theme' (cf Europe) for GA 1994)

GROUPS will also work on:

Committee Reports to GA 1993 pages:

A	10-21	and	URC FORUM (RED)
B	22-30	and	" "
C	30-36	and	Nominating a GA Moderator (Record 93, p35, Res 49)
D	38-44	and	" " "
E	45-50	and	How can Synods report to GA? (Reports 92, p58, para 2.4)
F	50-55	and	" " "
G	55-59	and	Ministries : Appraisal (GREEN)
H	59-65		" " "

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There may be changes in the above allocation if new or late business arises.

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# GROUPS

The Chair\* will be taken by the first name

The Reporter\* is the second name

\*Please attend Briefing Session after lunch Friday 1 October

A  
Allen\*  
Webb\*  
Clare  
Cressey  
Hart  
Head  
Shaffery  
Wilson  
Woodland

B  
Caswell\*  
Wright (Bill)\*  
Butler  
Coates  
Healey  
McKelvey  
McVey  
Tull  
Weedon

C  
Church\*  
Waller\*  
Black  
Brain  
Grindrod  
Hardwick  
Lloyd-Johnston  
Poulter  
Rogers

D  
Bainbridge\*  
Turner\*  
Duncan  
Frank  
Hubbard  
Hughes  
Maxey  
Oldham  
Sowerbutts

E  
Clarke\*  
Trippier\*  
Jenkins  
Lawrence  
Maitland  
Meekison  
O'Neill  
Tatem

F  
Flint\*  
Stacy\*  
Franklin  
Gordon  
Gunn  
Helyar  
Hussellbee  
Macro  
Nimmo

G  
Forecast\*  
Oakley\*  
Difley  
Forster  
Hanson  
Hunter  
Lunt  
Marsden  
Morgan D.

H  
Frew\*  
Morgan P\*  
Bending  
Cook  
Garrow  
Humphreys  
Johnson  
Sinclair  
Singh

NOTE In addition to this agenda, there is also the Group Meetings' Agenda..

Apologies

Minutes of meeting 2-4 March 1993

Matters arising (not listed elsewhere)

Notice of Any Other Business

General Assembly - MC Resolutions

Refer to Assembly Record p10 ff

Resolution 1 - Assembly Officers: Carried.

The question was asked 'what procedure would be followed in the appointment of the Deputy General Secretary?' The GS agreed to ask the MC to report on this to the GA 1994.

MCAG proposes that the response should emphasise that there was no change in role, that the AGS was to be available to cover for any significant absence of the GS; further, that no procedure was necessary at this moment as a DGS has been appointed; but before any change is made, or at the time of the committee restructuring, whichever is the sooner, the role including the method of appointment would be reviewed.

Resolutions 2-6. Constitutional amendments and Assembly dates and places: Carried.

Resolution 7. Westminster College. After amendment, this was carried in the following form:

"Assembly resolves that the MC be authorised to take such steps as are necessary to recommend to the GA a future policy regarding the use made of Westminster College due regard being given to the



6. Correspondence A letter has been received from John Hall on behalf of the GEAR Committee. A copy is attached at the end of this report.

MCAG recommends that no action be taken on the grounds that we are in the middle of a process of the publication of papers to stimulate members' thinking; the GEAR document being a contribution to the debate; a further paper bringing together some people's experiences is still to be published; that to press for a policy at this time would be divisive. Therefore it is recommended that MC does not accept the proposals in the letter.

#### Nominations

1. The Moderators' review groups for Northern and Southern provinces have completed their work and recommendations will be put to the GA 1994 that both David Jenkins and David Helyar be appointed to a second term of service until 31 August 1999.
2. The Moderator's review group for the South Western Province, at the first meeting expressed its gratitude to Michael Hubbard for his service over the past 16 years, which is due to end on 31 August 1994. The group were not able to agree to commend to the General Assembly an extension beyond that date and will therefore meet again.
3. The Glendyne Chair of OT Language, Literature and Theology at Westminster College, Cambridge. It is likely that a name will be brought asking MC to act on the appointment on behalf of GA as the new post commences on 1 January 1994.
4. National Assessment Board - a request from Ministries.

Since the appointment of a much smaller Board - 16 in total - there have been occasions when we have encountered difficulties in getting sufficient assessors for a particular Conference. Recently, with one out on sabbatical, another on maternity leave and one vacancy, the number has been reduced to 13. The Board have asked that the total number should be increased by 2 making 18 in all. If this is agreed the Nominations Committee will endeavour to appoint immediately 2 members of an ethnic minority group in accord with the recommendation of the group monitoring equal opportunities.

5. Westminster College - Director of Pastoral Studies - a request from Ministries:

Bill Mahood was appointed for 5 years on the basis that the Director of Pastoral Studies returned to pastoral ministry after 5 or 7 years. He is eligible for an extension of 2 years. The recent inspection of Westminster College recommended that all future staff should be on the same appointment basis, possibly of 7 years renewable for 5 years. Any alteration from the present



regulations would have to be agreed by General Assembly. There should be a review of this post for 1993/94.

For this reason Ministries is making a request to Mission Council that the Director of Studies post be extended to 1997 with a view to ask General Assembly in 1994 for permission to do this.

6. The Assembly Record pp 18-27 was not altered to take account of the Nominations Committee's second report to the Assembly. A corrected version will be available to members of MC, the Nominations Committee and will also be circulated to District Councils with the MC minutes.

7. Directors of Trusts

See separate papers.

8. From NOMINATIONS COMMITTEE

MC are invited to approve the following names that were omitted from the Supplementary Report to GA:

<u>Christian Education:</u>	Revd Tresna Fletcher
<u>Advocacy &amp; Stewardship:</u>	Claire Shepherd
<u>Prayer Fellowship Handbook</u> <u>Editor 1996-99:</u>	Revd Janet Wootton (Cong Fed)

9. Patterns of Ministry - First Report (YELLOW)
10. Resource Sharing Task Group (YELLOW)
11. Certificate of Eligibility - Revd John Buratt Macaulay (PINK)
12. National Assessment Board - for information (PINK)
13. Elections - timetable for first and last sessions (WHITE)
14. Report of Advisory Group on Review of Training (BLUE)

# GROUP for EVANGELISM AND RENEWAL

*within The United Reformed Church*

CHAIRMAN: Rev. John Hall

1a Cumberland Avenue,  
Chilwell,  
Nottingham NG9 4DH  
☎: 0602 228745

Mission Council  
The United Reformed Church,  
86 Tavistock Place,  
London, WC1H 9RT.

9 February 1993

Dear Brothers and Sisters in Christ,

On behalf of the GEAR Committee I enclose a copy of the final version of the booklet to be published by Church and Society, "**Homosexuality and the Gospel - a contemporary restatement of traditional Christian teaching**". After some thought we decided not to include in the document itself any proposals on the way in which the issue might be addressed within the URC, in order to leave freedom for a policy to be developed in the most appropriate way. We are convinced, however, that the URC needs to establish a policy in relation to homosexual people in the life of the Church. We set out below our thoughts on the matter and offer some suggestions.

Local churches, District Councils, Synods and Moderators will all, from time to time, be faced with decisions relating to active homosexual people. The General Assembly has a responsibility for providing guidance for the churches in such matters, although we recognise that in many situations it cannot impose a decision.

We are concerned that if no consideration is given to the matter a policy will arise by default which will, inevitably, follow society in the direction of accepting homosexual activity. Since no guidelines will have been agreed, responses to individual situations will be uneven: in some situations they could be too permissive; in others too repressive.

The need for a policy is particularly acute in relation to the selection of candidates for the ministry and to the calling of ministers to vacant pastorates. If no guidelines are laid down there could be gross inconsistencies in the criteria used in relation to homosexual candidates, depending on the convictions of those involved in the selection process when the candidate offers. The situation could also arise where a pastorate might declare whether or not it would be willing to call a practising homosexual as its minister.

Issues of discipline, too, need to be carefully thought through. In the light of the policy agreed, who should be responsible for exercising discipline and how?





MISSION COUNCIL

1 ~ 3 OCTOBER 1993

### Patterns of Ministry

### First Report to Mission Council

1. The Patterns of Ministry Working Group was set up in response to a resolution of Assembly 1992. Its members are Sister Lavinia Byrne, Revd Dr David Cornick (Secretary), Mr John Ellis, Revd Malcolm Hanson (Convener), Revd Dr Lesley Husselbee, Revd Terry Oakley, Revd Graham Robson and Dr David Thompson. It has met on five occasions between March and September.
2. A great many interrelated matters have been referred to the group for consideration in the light of earlier recommendations, responses and continuing correspondence. It has been necessary first to identify the issues and then to plan the process.
3. The issues have been categorised under a number of headings. Some of these have now been referred to existing standing committees or to specially formed sub-groups. The committees and groups which have been consulted so far are - World Church and Mission, CRCWs, YCWTS, Christian Education, Health and Healing, Doctrine and Worship, Vocations, Support and SPIN. Special sub-groups which have been established are:

Statistics	convened by Colin Baxter
Stipendiary & NS ministry	convened by Lesley Husselbee
Eldership	convened by John Ellis
Other ministries	convened by Graham Robson
Oversight	convener to be appointed.
4. Major work has been undertaken on the theology of ministry, with considerable help from David Thompson and David Cornick. It is hoped that sufficient work will have been done on this for a first draft to be sent to theological and ecumenical "reflectors" by early October. This should then form the basis for further discussion. It should be possible to bring this paper to Mission Council in March for consideration at next year's Assembly.
5. A paper by Edmund Banyard on "The changing face of the URC" is now under discussion.
6. The issue of deployment is also currently before the Group and will be pursued in consultation with Ministries. Principles, statistics and overall policy will be re-examined.
7. As responses are received from committees and sub-groups during the coming months - and this part of the process could take until June 94 to complete - questions will be highlighted, particularly where further discussion is required, and proposals drawn up.
8. The Group is conscious of the need to bring proposals that are theologically sound, relevant to the life of the church today, appropriate to its mission and, so far as possible, acceptable ecumenically.
9. It is hoped to bring a number of proposals or issues for wider debate to the March 94 Mission Council. It may be right for some of these to go on to General Assembly, but at this stage it is not possible to be more precise.



RESOURCE SHARING TASK GROUP  
Terms of Reference

The Task

To prepare for Mission Council a staged approach to the introduction of Resource Sharing within the URC which recognises that if the proposals are too extensive, ambitious or complex they are unlikely to make any headway.

Suggested approach

- 1) Study the background papers to the presentation of the 8 page report to Mission Council in October 1992, to which it was not possible to do justice in the time available at that meeting.
- 2) Identify specific examples of the way in which the URC's distribution of its historical inheritance as well as its current procedures and practices are leading to an inequitable allocation of resources and impeding the mission of the church.
- 3) Consider methods of overcoming these impediments and ensuring equity in the current and future distribution of the URC's total resources.
- 4) Consider the ecumenical dimension to the sharing of resources and its implications for the URC.
- 5) Consider what it means to be committed to a new understanding of sharing within the life of the URC, in which those who have been marginalised take their place at the centre of all decisions and actions as equal partners.
- 6) Prepare for the Mission Council a preliminary report suggesting a limited, practical, radical and staged approach to Resource Sharing within the URC at national, Provincial, District and local level, which has prospects of acceptance in all the councils of the church.
- 7) Subject to its endorsement by Mission Council, a full consultation process with all councils of the church to be introduced prior to presentation to General Assembly so as to provide reasonable prospects of the final proposals being adopted.

21 September 1993

*This paper is presented by the MC Advisory Group.*

*It is suggested that the membership of the Task Group should be: Alastair Black, David Butler, Roger Whitehead and one other*



CONFIDENTIAL

MINISTRIES

APPLICATION TO MISSION COUNCIL FOR A CERTIFICATE OF ELIGIBILITY

THE REVD JOHN BURATT MACAULAY

Date of Birth - 24/9/58

Married with one child of 6 years.

Ordained 1986 - Methodist Conference of Sierra Leone  
Ministerial training - Sierra Leone Theological Hall 1980-84  
Diploma in Theology (including Greek, Hebrew, Church History, Old Testament, New Testament, Comparative Religions and Evangelism).  
Higher Certificate in Pastoral Studies (Hons.).

Other Training - Diploma in Community Work, Westhill College, Selly Oak '86-'87.  
M.Sc. Birmingham University - awarded 1989.

When John Macaulay came to the UK in '86 to study he became actively engaged in the Methodist Church. He subsequently applied to transfer to the Methodist Church in the UK but permission was not granted by the Sierra Leone Conference. The Chairman of the London North East District of the Methodist Church informs us that due to the Sierra Leone's Conference decision not to release him, the Methodist Church in Britain felt unable to accept him. Nevertheless he has written:

'a man of very considerable gifts who, if circumstances within Sierra Leone could be adjusted, would be very welcome as a Methodist minister in this country.'

In the meantime John Macaulay became involved in the United Reformed Church and subsequently applied for a Certificate of Eligibility.

A letter of 'good standing' written by the President of the Sierra Leone Conference written on the 17th August '93 warmly commends him to the URC.

References have been received from the Revd Nelson Charles, former President of the Methodist Conference, Sierra Leone and Sandra Ackroyd (YCWTO, Thames North Province). Both warmly commend him to us.

He has read the Basis of Union and has indicated his willingness to exercise a ministry in accord with the nature, faith and order of the URC.

He has become a member of the URC (Rectory Road, Lea Valley District) and the Thames North Province is using him in Hackney and as a member of the Urban Churches Support Group. The Provincial Moderator and the District Pastoral Committee warmly support his application and are urging that a Certificate of Eligibility is issued in order to introduce him to a pastorate.

FOR INFORMATION

TO MISSION COUNCIL FROM THE NATIONAL ASSESSMENT BOARD  
RE: THE ASSESSMENT OF THOSE OFFERING FOR MINISTRY IN THE URC

The National Assessment Board is aware of the importance of establishing a just and consistent system of assessment. A prior step is to achieve a common criteria of assessment at all stages of the process. To help it do this the Board has agreed a strategy which will involve in-depth consultations with a sample cross section of the church over a period of 4-6 weeks. The consultation will be conducted by a small group properly trained to elicit information relating to the skills and qualities desirable in ministry. The information will be collated by the group and then refined by the National Assessment Board after further consultations to ensure that the agreed criteria accords with our understanding of the church and its mission.

Discussions are taking place with the Ministerial Training Fund about meeting the costs involved in this work which are not expected to exceed £3000.

Raymond Clarke - Convener of the National Assessment Board  
Michael Diffey - Secretary

MCD  
Sept '93



A REPORT TO MISSION COUNCIL FROM JULIAN MACRO, ERIC McDONALD AND PETER POULTER ON HOW A REVIEW OF TRAINING, STAFFING AND FINANCE MIGHT BE UNDERTAKEN.

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We take staffing and finance to relate to training but recognise that wider staffing and finance issues may be identified. Furthermore, a review of training should involve consideration of both methods of training and resources for training.

The purpose of the Church is spelled out in paragraph 11 of the Basis of Union (10/91 p. 4). From that the tasks of the church need to be identified and from there a review should determine what resources are needed to undertake those tasks.

People, a major resource, should be enabled to undertake the tasks required, hence the need for training. We feel that any review should start by identifying the needs of our local churches, taking care to avoid narrow parochialism by retaining a wider vision of the church.

Is there an agreed agenda for the United Reformed Church for the next twenty years? Without clear and accepted goals it will be very hard, perhaps impossible, to agree on what training is required, for whom and in what form. The context, usefulness and effectiveness of training must always be borne in mind.

The Integrated Training Working Party through its Developing Discipleship course recognises that all God's people can benefit from training. Mission Council needs to decide what areas of training are to be reviewed. They could include training in respect of:

- (a) Ministry of word and sacrament, covering pre-ordination training, post-ordination support and in-service training throughout ministry for both non-stipendiary and stipendiary ministers.
- (b) Children's work and Youth work, incorporating a review of YLTO and YCWT appointments, and the proposal for a Children's Advocate.
- (c) Church membership, both preparation for membership and development of faith and commitment ("in-service training!").



- (d) Eldership, both preparation and development, as with (c).
- (e) Lay preaching, both preparation and development, as with (c).
- (f) Community work incorporating a review of our CRCW programme.
- (g) Evangelism, which some ask the URC to address specifically.
- (h) Others?

Mission Council needs to decide whether this further review will incorporate, supersede, relate to, be independent of or be subsidiary to other work being undertaken, for example, Patterns of Ministry, Integrated Training and Developing Discipleship and review of policy regarding Westminster College, which will also take account of other centres of training: is the church juggling with too many issues in too many ways?

Our group feels that this new review is only likely to be worthwhile given a wide brief to look at many, if not all, areas of training undertaken by the church. We therefore propose that if a review is undertaken its terms of reference should be established clearly and we draw attention to the following areas that could be addressed:

1. Districts and Provinces could be asked what resources of personnel and money are currently devoted to training, and what areas of training are addressed.
2. Some Provinces have "Training Officer" appointments - where are these full-time, part-time, spare-time? Do the post holders have similar terms of reference across the country?
3. Are Districts and Provinces happy with the YLTO/YCWT programme? Does this programme relate helpfully to the rest of the work being done in the church?
4. Do Districts and Provinces feel that they are able to make effective use of the programmes that are, or could be, offered at Windermere and Yardley Hastings? If so, which are particularly valued? If not, why not?



5. Are there non-URC resources used regularly by Districts and Provinces (for example, NCEC, SU, other training centres)? If so, what are they?
6. Do Districts and Provinces know of others with training skills and experience available to the URC, but not at present used as widely as could be? If so, who are they and what do they offer?
7. What ecumenical training opportunities are available? What further steps could be taken to engage in ecumenical training, which could be more locally based so avoiding non-productive time spent travelling and duplication of programmes across denominations?
8. To what extent do we need to retain a recognition of our Reformed identity and agreed principles held in common, which could be lost or diluted if our training were dispersed among too large a number and too great a variety of programmes?
9. Recognising that students benefit from peer support, should there normally be an agreed minimum of URC trainees on a course? (If so, the number may be different for different areas of training). What implications does this have for the number and type of "Training Centres" we maintain?
10. In our review, should we seek to learn from the experience of sister churches, for example the Church of Scotland, other British Free Churches, North American and Continental Reformed churches. - while recognising that what we actually do must be appropriate to our context and vision? If so, how should we pursue such enquiries?
11. Is there evidence that fundamental changes are needed in our patterns of training? If so, what changes have already been suggested?
12. What balance should be sought in training ministers to be pastors, teachers, trainers and enablers? How should ministers be trained to enable them to interpret issues theologically and equip others so to do?



13. How should the URC assess the programmes and courses provided by our denomination and others "bought in" from others?
14. What form should appraisal of post holders take?
  - recognising in relation to both points 13 and 14 the need to ensure that limited resources are used as effectively as possible.

#### Finance

15. What are the current sources of funding for training, and what restrictions are there on these sources?
16. What local/restricted funds are available to individual Provinces/Districts?
17. How much "general" money does each Province/District allocate to training? ("General" money includes non-specific Trust income and money raised for local purposes through Ministry and Mission assessments).
18. What national funds are available and for what purposes? (For example, the Ministerial Training Fund).
19. What independent Trusts funds are generally available and for what purposes? (For example, the Coward Trust).
20. What action could or should be taken to ensure that "poor" Provinces/Districts have adequate resources to undertake essential training and provide any national consistency deemed necessary?

In the addenda to the Report we note some other issues and ideas for consideration. We feel that if these issues are to be addressed the URC will have to set priorities as <sup>it</sup> is likely to find that some work cannot be undertaken, not because it is without potential benefit to the church, but because we cannot do everything.

If we take seriously the premise that the needs of our local churches

.. 3 ..

should be our starting point the URC will have to consider de-centralising much of its training and accept that Districts and Provinces may have differing priorities and adopt differing methods.

What, if anything, can only be done nationally?

What is best done to national standards?

What areas of inconsistency across the church are acceptable if it is agreed that certain areas of training should be based on local areas?

### Proposals

- A. An interim group, of which the members should have been present at the Mission Council discussion, should be set up to establish clear Terms of Reference for a Reviewing Group and a timetable for its work, in the light of Mission Council's discussion of this paper. These Terms of Reference and timetable to be agreed at Mission Council in March 1994.
- B. A provisional timetable should be agreed for the Reviewing Group's work, and there should also be agreement as to the body/bodies to which the Reviewing Group should report - see addendum 1.
- C. We suggest that the Reviewing Group should consist of five people nominated by the Nominations Committee and including at least one person with experience of training other than in a URC setting. This "definitive" Reviewing Group should be asked to make specific proposals for action.

### Addenda

1. If the Reviewing Group is set up following Mission Council in March 1994 it could aim for an interim report by Mission Council in March 1995, and, subject to the reception given to such an interim report, might report to Mission Council in January 1996 for transmission to General Assembly in 1996.



2. Would it be sensible to put a freeze on new appointments and/or use short term contracts for renewals and any unavoidable new appointments while this exercise is conducted (noting that such action has already been agreed in connection with Westminster College posts)?

Should any current programme be suspended while the Review is conducted?

3. Types of training

The Reviewing Group will want to consider training methods as well as objectives.

- a. To what extent should we use tutor/student methods? What use should be made of modular training where courses are selected in consultation with the trainee? Such courses would need to be approved and validated in an agreed manner.
- b. How can training build on people's experience and proven abilities, avoiding harmful "de-skilling"?
- c. What examples of "un-learning" are needed regularly where principles and preconceptions from the secular world are inappropriate to church life?
- d. Counselling and appraisal need to be developed to help people realise their full potential and avoid areas of involvement for which they are not equipped.
- e. Could groups of churches and/or "ministerial clusters" be training units?

4. Pilot area

If radical changes are to be suggested it may be sensible to have a pilot area to clarify the issues and perceived needs: such a pilot area would need to encompass a wide cross section of our church life, urban/rural, etc.



5. Notwithstanding the emphasis on local needs and acceptance of local initiatives, would the URC be helped by the establishment of a "Staff College" (with or without residential premises) to co-ordinate in-service training of ministers and other personnel?
  
6. The terms of reference of the Reviewing Group could include a review of our current and potential use of training centres under the control of the church, and those with which the URC have strong associations.

JM

18/09/93



1. Some Theological insights:

- a) We know God as Three-in-One, a fellowship of Father, Son and Holy Spirit, where there is a sharing in love between the three Persons of the Trinity.

Human beings are made in the image of God, so we are made to share in love - both giving and receiving.

It is common human experience that we grow up in communities - first the family and then in wider society - and relationships form a vital part of our life. Without relationships we do not mature as human beings. Any healthy relationship is one where there is give and take, both giving and receiving. A relationship is lopsided if all the giving is on one side and all the receiving is on the other side.

- b) In the Church we are part of the Body of Christ, the fellowship (koinonia) of the Holy Spirit. The various images of the Church in the New Testament - the Vine, the Body of Christ, and the Temple - show us not only the need for dependence on Christ, but also the need for interdependence and mutuality. So within each congregation, and between congregations there is need for this mutuality - of learning from one another and depending on one another.

- c) The bible often uses the stranger receiving hospitality as a medium of revelation:

In Genesis 18.1-11, the three strangers who visit the tent of Abraham and Sarah, announce new blessing.

Christ comes as the child born in the makeshift hospitality of a manger; He appears as the unknown traveller on the road to Emmaus, where over a meal he discloses to the disciples that he is alive.

In Jesus' ministry, the riches of the Kingdom of God are often expressed and discovered through sharing a meal, and in the giving and receiving of hospitality.

Henri Nouwen has written about the importance of inviting the stranger into our own private space..our own home, or sharing our personal experience, where change takes place: our private space is enlarged as we see our own lives afresh, through the eyes of others. The roles of guest and host, of giver and receiver are often reversed.

- d) The Report of the WCC World Consultation on "Sharing life in a World Community" (El Escorial 1987), describes the meaning of "koinonia":

" The Church is essentially a community of sharing, founded on the



participation of all members in the body of Christ who shared his life with us even to death on the cross. The radical overturning of human values..through the cross of Christ constantly opens the way afresh for life in sharing fellowship. The varying personal abilities and resources within the community acquire new value as "charismata" to be shared for the good of the community. But the realisation of such koinonia is itself a gift of God, through the power of God's Spirit.

The Church as koinonia is called to be a living example of an effective community of sharing, prefiguring the fellowship in the kingdom of God. " (El Escorial Consultation Report "Sharing Life" 1987 p.19)

e) Zechariah 2.4 presents a vision of Jerusalem as "villages without walls". Whether in the context of this discussion Jerusalem represents the World, or the World Church today, how could the URC become more of an "open-frontier" Church?

## 2. Our Commitment to receiving:

The URC is a member Church of the Council for World Mission, which has made Partnership in Mission its most distinctive feature. This partnership requires give and take, both giving and receiving, and an openness to learn, and to change.

The CWM Handbook ( 2nd edition 1991, page 11) states:

"Sharing in mission in the truest sense is the sharing of life and of one's own self in mission. The incarnation sets an example of what it means for people to do this. God shared himself in his fullness through a person, his son Jesus Christ. So doing mission in Christ's way presumes people become engaged in mission and remaining at the centre of mission. It is not optional but obligatory for all involved in God's mission.

It is this understanding of the sharing of personnel resources which lies at the very heart of CWM's vision. It places special emphasis on:

- \* the multidirectional nature of mission involving South to South, North to North, North to South and South to North exchanges of people.
- \* person orientation, laying emphasis on the person rather than his/her skill or profession.
- \* a spirit of partnership, with people being seen as co-workers alongside others within the churches, rather than as outside leaders.
- \* creating possibilities whereby a person might be sent from one country to another, even if a specific need has not been identified or where such a need does not exist.
- \* an opportunity for sharing in a broader way than has normally been considered, with people from a variety of walks of life, or with particular gifts..."



3. We need to examine possible reasons for resistance to being a receiving Church:

a) Independency: Are we in the URC unwilling to receive, because we don't see the relation between our own needs and what the rest of the world church can offer to help us? Do we believe people from another culture have anything (specific) to teach us, or are we stuck in the mind-set of being the "providers"?

b) Is it because of poor communication between the "policy-makers" at CWM or Church House and the grassroots?

c) Is it to do with degrees of racism/suspicion of the stranger within society and within the Church?

4. Examples of experience within the URC of being a Receiving Church:

i) A congregation used a legacy to enable a minister from a partner Church to share in the life of local churches for six months - LOCAL CHURCH INITIATIVE

ii) A District Women's Committee collected money for an overseas project. They decided to invite a minister from the United Congregational Church of Southern Africa to come to describe the South African situation at first hand. With additional funding through CWM his wife also came. It was a three month experience. -DISTRICT INITIATIVE

iii) A Province regularly invites a theological student for further experience in ministry and to build on relationships with Central Europe - PROVINCIAL INITIATIVE

iv) The Personnel Committee and the Youth Committee of Faith and Life shared an overseas minister for a 2-year period. This provided an opportunity for the minister to spend 4 months in three different Provinces. A World Church and Mission "Special Ministry" post (there are five available for a maximum of three years each) provided the salary.  
- ASSEMBLY COMMITTEE INITIATIVE

On behalf of the Personnel Committee  
World Church and Mission

The Revd Ray Adams (Convener)  
Mrs Muriel Garrow  
The Revd Mia Kyte  
The Revd Barrie Scopes

## MEMORIAL MINUTE OF APPRECIATION

### Jonathon Christopher Brian Sturtridge

Jonathon Sturtridge enquired about short term opportunities abroad in August 1989 as he was about to enter his final year at Edinburgh University. He expressed a wish to be considered for English teaching with the Presbyterian Church in Taiwan, a two year volunteer programme at Tainan Theological College.

Following a busy year taking finals and preparing for Taiwan, a service of recognition of Jonathon as a volunteer worker through CWM took place on 12 August 1990 at Linden Road URC, Bognor Regis. Jonathon joined the staff at Tainan at the beginning of September 1990, and in a quiet committed way settled into teaching English at several levels. He soon became involved in the life of the local church and enjoyed visiting the homes of many friends. His time in Tainan was a very happy experience for him. He was described as 'a good co-worker and a respected teacher'.

Jonathon looked to the future and had thoughts of applying for the Ministry. Then his thinking moved in the direction of Chinese language studies, but at the end of the two years at Tainan he expressed a wish to remain as a volunteer worker in Taiwan. Following a brief leave in England he returned to work with the Pingtung Campus Ministries Centre. As well as teaching English he was part of the student life, offering support and a Christian witness. Jonathon was not a regular letter writer but we all knew that he greatly enjoyed his days in Taiwan and as his father said, 'he died doing what he most wanted to do'.

His tragic death on 31 March 1993 was caused by a road accident. We give thanks for a fine young Christian life. Jonathon had attained highly in academic studies and in a range of activities including music and languages. Our love and prayers surround Brian, Jennie and Caroline, and Jonathon's friends in Taiwan.

SR/peb  
15.4.93





MISSION COUNCIL

1 ~ 3 OCTOBER 1993

### THE FUTURE OF FORUM

#### **Background**

The annual Forum has been held since before the formation of the URC. It is a unique combination of a family, holiday conference. It takes place in the third week of August at the Hayes Conference Centre in Swanwick, Derbyshire. It has for the last 10 years been organised by the Faith and Life secretary, who has drawn together a new planning group each year. It used to attract 350 people of all ages, and was a 'shop window' for the URC, offering some of the best in worship, learning and fellowship for the whole church.

However, over the last few years numbers have been falling, and only 180 attended in 1993. This has resulted in a financial loss of up to £4,000 per year. Those who attend regularly find the Forum stimulating and enjoyable; it offers something they are not able to find elsewhere. But, new generations of participants have not emerged. Some of the suggested reasons for this are:-

- a) the growth of alternatives, such as Spring Harvest, Provincial, District and even local church holidays and conferences,
- b) the apparent increase in costs, especially for families, when compared to the price of 'package' holidays;
- c) the lack of publicity and advocacy, perhaps because co-ordinated from the office at Tavistock Place;

#### **Options**

At the very first meeting of the Mission Council a paper was presented offering the possibility of a Spring Conference replacing the annual URC Forum, and enabling the sharing together of several networks within the URC. This was discussed in a small group who advised against proceeding with the idea, though the Mission Council recognised that the process had not allowed adequate consideration to be given to this and other proposals.

There are perhaps two options.

Firstly, to give Forum one last chance in 1994, with the organisation placed in the hands of a planning group, who would be prepared to advocate, publicise and breathe fresh life into Forum, and who would still be able to call on the services of the Faith and Life Secretary.

Secondly, to allow Forum to give way to something new, though anything new would have to be created and advocated and this would require sufficient time to make it effective.

A decision is required at this Mission Council about Forum 1994, as the booking of the Hayes Conference needs to be confirmed or cancelled immediately after the meeting.

Terry Oakley, Secretary of Faith and Life  
24.9.93



## Appointment of directors of certain trust corporations

From time to time the Mission Council is asked to make these appointments. It is now suggested that the General Assembly be invited to transfer the responsibility to the Provincial Synods.

Mission Council is invited to recommend the following resolution to the General Assembly

"In exercise of the power conferred by section 7(2) of the United Reformed Church Act 1972, the General Assembly delegates the power of appointing directors of any incorporated association named in Schedule 1 to that Act to the Synod of the Province to which the particular incorporated association relates, provided that for so long as an incorporated association relates to local churches in more than one Province the appointments to that incorporated association shall be made by the Mission Council.

For the avoidance of doubt, each incorporated association to which appointments are to be made by a Provincial Synod shall on the first such occasion provide to the General Secretary and the Synod Clerk a statement that it is not the trustee for any local church outside the Province."

### Background

As the resolution implies, the present procedure began following the union in 1972. Section 7(2) of the United Reformed Church Act 1972 gave the General Assembly the sole power of appointment to specified bodies "but the General Assembly may delegate the exercise of that power to any person or body of persons". The specified bodies include the trust bodies then in being and named in Schedule 1 to the Act if they did not alter their own constitutions at that time. Directors of the new trust bodies established by some Provinces are appointed in accordance with their individual procedures.

Through the resolution Assembly would exercise its power of delegation in a new way relieving the Mission Council of a minor task and putting essentially Provincial matters in Provincial hands.

The draft has been circulated to Provinces. At the time of writing, 9 Provinces are supportive (2 provisionally). The views of the other three are not yet known. The notification procedure was suggested by the Legal Adviser to cover possible complications. It is thought necessary by one Province and is included accordingly.

13 September 1993





MISSION COUNCIL

1 ~ 3 OCTOBER 1993

Appointment of Directors

The General Secretary will propose that the Mission Council, acting on behalf of the General Assembly, on the recommendation of the appropriate Synod, appoints the following persons as Directors of the named trust bodies:

TO:

Shropshire Congregational Union (Inc.) Mr Aled Ellis

Warwickshire Congregational Union (Inc.) Mr Andrew MacQueen

Yorkshire Congregational Union (Inc.)

Revd E Brown	Mr J D Barnett
Revd E J Caswell	Mr B Brook
Revd J Jenkins	Mr D Chettleburgh
Revd J Jenkinson	Mr B Evans
Revd D Marsden	Mr J E M Gilbey
Revd A Spivey	Mr P Graham
Revd A Wright	Mr B T Herbert
Miss M Atkinson	Revd Donald H Hilton
Mrs C Chettleburgh	Mr J F Horton
Mrs J Francis	Mr G Lawrence
Miss M A Hunt	Mr D Lethem
Mrs A Hughes	Mr J B Swift
Mrs V Morrison	Revd W J Taylor
Miss K Swift	Mr D Thacker
Mrs K Widdowson	Mr J Throssell
	Mr F W Twigg
	Revd D Wilson
	Mr G Wood



Ministries offers the following report of the Appraisal Working Group to Mission Council. We ask Mission Council to give approval to the general direction of this report so that the group can proceed further.

URC Ministries  
Support Committee

#### REPORT FROM THE APPRAISAL WORKING GROUP

##### Recommendation

**That the URC adopts a scheme of self-appraisal for stipendiary and non-stipendiary ministers.**

##### 1. The Purpose of Appraisal

The purpose of Appraisal is to provide a regular opportunity for every minister to review the whole of his/her work and development with a view to strengthening those areas that require it, and affirming those areas that deserve it.

##### 2. A Theology of Appraisal.

(i) Any system of appraisal of Christian ministry should be undergirded by theological principles.

(ii) Appraisal is to do with fulfilment, being valued and responsibility and is a way of making real our love and concern for those whose vocation it is to minister with us, to us, and (on occasion) for us.

(a) Our Lord said his yoke was light, his burden easy. Too often the church makes the yoke chafe and the burden intolerable. We make unreasonable demands of individuals, measured against unreal and damaging expectations. Those demands are made of many members of the body of Christ, but most particularly of those whom we employ, ordained and lay. Appraisal is about balancing demand and expectation realistically.

(b) Ministry is about fulfilment. There is no greater joy than the service of God and the people of God, yet ministry should also be about growth in Christ and in the knowledge and love of God. 'Busy-ness' often stunts growth. Appraisal is about offering opportunities for growth and development.

(c) The calling of all Christ's people is to responsible and shrewd stewardship. Talents are not given to be buried until the master returns. Servants need to know when they have done faithfully and well. They also need to be aware of how they might do better.

Appraisal is about responsible stewardship of those gifts of persons and abilities which have been placed in our hands.

For these reasons we believe appraisal to be an important part of the spiritual discipline of the church and its ministers.

### 3. The Aims of Appraisal

The appraisal process aims to:-

- (i) Offer opportunity for ministers to take stock of their work thus far and identify areas of strength on which to build and areas of need which should be addressed.
- (ii) Ensure the continuing personal and professional development of ministers in ways which are of benefit to them and to the church which they serve.
- (iii) Encourage the development of appropriate and effective strategies for establishing, reviewing and re-forming mission objectives.
- (iv) Affirm ministers in their work and encourage them to seek new challenges with a renewed sense of vision.

### 4. Style of Appraisal

It is our intention that this scheme be supportive and non-threatening, but for it to be effective it is important that work and performance are looked at realistically, and this will require weaknesses to be recognised as well as strengths celebrated. To obtain objectivity it is important that the task of appraisal is carried out with a person who has received appropriate training and has recognised skills for working alongside ministers in appraisal.

Upon ordination ministers affirm their calling to the ministry, and the questions asked on that occasion form a basis for our detailed scheme.

To ensure that there are sufficient appraisers, it is proposed that the scheme be introduced gradually in the following ways:-

- (i) The suggested method for this is that a date be selected for the scheme to begin - for example September 1995, and all those who have been ordained as stipendiary or non-stipendiary ministers in 1995 will be part of the scheme. Initially this will be part of the Post Ordination Supervision and Training process.
- (ii) Others will become part of the scheme when they begin new pastorates. It is expected that District Councils will co-operate in the scheme by writing a requirement to undertake regular appraisal into the "Terms of Settlement".
- (iii) A third group of ministers may be given opportunity to become part of the scheme as sufficient appraisers become available.



It is hoped that five years after the scheme has begun all ministers will be part of the scheme. It will be the responsibility of the District Councils through the "Quinquennial" District Visits to churches and the Moderators in their continuing pastoral care, to encourage participation.

For maximum benefit the scheme envisages appraisals to be undertaken on a regular but not frequent basis. Every 18 months is suggested. Alternate appraisals may be in depth with the intervening appraisal checking on progress made, making necessary adjustments.

#### 5. Proposed Method

In preparation for the Appraisal the Appraiser will contact the minister, agree a date for the Appraisal meeting, send a background paper setting out the purpose of the Appraisal together with a Self Appraisal Form. This is to be completed and returned to the Appraiser by an agreed date prior to the meeting.

Following the meeting the Appraiser writes a report which is sent to the Appraisee for comment, and then is signed by both Appraiser and Appraisee. A record of dates of Appraisal will be kept by the person in the Province responsible for overseeing the scheme for administrative purposes. A copy of the Appraisal report is kept,

- (i) by the Appraisee, and
- (ii) in the province office,

in an envelope sealed across the signature of the appraisee, so that it can be referred to at the next Appraisal. When a minister moves to a different province the records are passed on, sealed, to the next province.

The importance of utmost confidentiality cannot be overstressed, and this is to be maintained throughout the whole process of Appraisal if it is to encourage frank and open discussions of ambitions, hopes and personal failings.

The Appraisal meeting would probably need to be about 3 hours long in a relaxed and uninterrupted setting.

#### 6. Who will carry out the Appraisal

It is envisaged that each Province will form an appraisal team, initially of about six people, to carry out this programme. It is felt that no team member should be expected to appraise more than three to four people each year.

The team will be made up of both lay and ordained people selected by the Province, possibly from names forwarded by the Districts. Ministries will provide a person specification listing the skills and attributes required in appraisers, to help the Districts in their suggestion of appropriate people. Ministries will also undertake to provide both training and financial support for the scheme, both of which will need to be substantial in the early years of the scheme's operation.

Those being appraised will be able to choose their appraiser from those who comprise the Province's team.

7. Proposed Timetable

- (i) 1st - 3rd October 1993. Paper and Resolution to Mission Council.
- (ii) January 1994. Detailed questions to be worked on.
- (iii) Spring 1994. Papers sent out to readers for comment.
- (iv) General Assembly July 1994. Resolution submitted to Assembly for general approval.
- (v) July 1994 - 1995. Pilot scheme in one province.
- (vi) General Assembly July 1995. Launch Appraisal Scheme.
- (vii) Autumn 1995. Train Appraisers by a cascade process. Two representatives invited from each province to a thinking/briefing session, who will in turn go back to province to set up training/briefing sessions.

8. Budget for setting up Appraisal process

1994 - 1995	Pilot scheme	£ 100
1995	Training of Appraisers - centrally	£ 800
	Provincial Training	£ 1200
	Literature	£ 500
	Total	<u>£ 2600</u>

9. The working group is grateful to those who have shared their experiences and work in setting up Appraisal Schemes, including the West Midlands Province, individual ministers and churches, the Liverpool Diocese Assessment Scheme, and the Methodist Church Accompanied Self Appraisal Scheme.

Appraisal Working Group Members

Revd Dr David Cornick  
Revd Dr Lesley Husselbee  
Revd John Oldershaw  
Mrs Eileen Sanderson  
Mrs Fiona Woods

September 1993