MISSION COUNCIL
1-3 October 1996

# MINUTES

Minutes of the Mission Council, held at High Leigh, Hoddesdon from 1-3 October 1996. The meeting was constituted by the Moderator, Dr David Thompson, who presided. Worship was led by the chaplain, Revd Fleur Houston, and bible studies on passages from the gospel of Matthew were given by the Moderator.

96/54 WELCOME

The Moderator welcomed members to the meeting particularly the following who were attending for the first time: Mrs Margaret Carrick Smith, Clerk elect; Revd Flora Winfield, (Associate Chaplain at Mansfield College) Theological Reflector; Mrs Val Morrison Deputy Convener, Church & Society; Provincial representatives Mr Peter Clarke (Northern), Mr Gordon Ollerenshaw and Revd Bob Day (North Western), Mrs Irene Wren (East Midlands), Revd Elizabeth Welch and Mrs Erica Young (West Midlands), Revd John Rees and Mrs Mary Eden (South Western), Revd Jeffrey Evans (Wessex), Dr Jack Gow (Thames North), Revd Lesley Charlton (Southern) and Dr Jean Evans (Wales); and two new members of staff, Revd Christine Craven, Secretary for Ministries, and Revd Philip Woods, Secretary for International Church Relations.

96/55 ATTENDANCE

There were 66 members present with 15 staff members in attendance, the Revd Fleur Houston, Chaplain, Mrs Margaret Carrick Smith, Clerk Elect and Mrs Christine Hardwick, Minutes Secretary.

Apologies were received from Revds Jessie Clare, Peter McIntosh & John Sutcliffe, Prof. Malcolm Johnson, Mr William McVey, Mrs Christine Robertson & Mrs Ann Sutcliffe. Mrs Val Morrison was alternate for Professor Malcolm Johnson and Revd Elizabeth Nash for Revd John Sutcliffe.

96/56 MINUTES OF MISSION COUNCIL 15-17 March 1996

The Minutes of Mission Council held on 15-17 March, which had been circulated were approved and signed with the following correction:

96/48 The heading should read 'MATTER RAISED BY A MINISTER'

96/57 MATTERS ARISING

Revd Sheila Maxey told the Council that Miss Tina Arthur had been invited to attend the Churches Together in England Forum in place of Miss Charlotte Atkinson. (p.143)

96/58 AGENDA

The Deputy General Secretary explained the suggested order of business and the Clerk explained the election procedures. On the basis of some questions about the elections, the Deputy General Secretary later agreed to provide a list of members of Mission Council committees and groups and to place the questions before MCAG at its next meeting.

96/59 APPOINTMENT OF TELLERS

Mrs Angela Hughes and Mr Hilary Gunn were appointed to serve until the end of General Assembly 1997.

96/60 PRIORITIES FOR THE NEXT FIVE YEARS

On behalf of the Resource Planning Advisory Committee, Revds Peter Poulter and [illegible] their current work in relation to those priorities. The Council divided into groups to comment on the work at present being undertaken by specific committees and the main points were reported to a plenary session. The General Secretary then picked up themes which included prioritising the priorities, the amount of work expected of committees and the small size of the committees.

**Wednesday 2 October**

Mission Council first met to celebrate Holy Communion at which the Revd Christine Craven was inducted as Secretary for Ministries.

The General Secretary read a letter of thanks received from the Queen in response to the Address to the Throne sent by the General Assembly and said that replies had also been received regarding the resolution concerning the welfare of the people in Hong Kong from the Foreign and Commonwealth Office and from the relevant department in Hong Kong.

96/61 RESPONSE TO THE 'STATEMENT BY PATRIARCHS, BISHOPS, CLERGY AND PEOPLE OF THE CHRISTIAN CHURCHES IN JERUSALEM'

Peter Brain was given leave to introduce a draft response. It was first agreed that it was appropriate to make a response and after some re-wording the amended version of the text was approved later in the day.

96/62 REMIT OF THE FINANCE COMMITTEE

Mr Graham Stacy, Treasurer, introduced a revised remit which was agreed following some amendments.

**Mission Council acting for General Assembly, resolves that the remit of the Finance Committee should be as follows;**
**The Committee is responsible for the general financial oversight of funds administered for the benefit of the United Reformed Church nationally under the overall authority of the General Assembly, for ensuring that proper procedures are in place for the maintenance of accounting records, the safe custody of assets and the preparation of financial statements, for giving financial advice to other councils of the church as appropriate, and for taking such decisions with regard to the finances of the Church as are necessary within the policies set by General Assembly.**

A question was raised as to how an overspend of a committee budget was dealt with. As no definitive answer was available, the Moderator invited the officers concerned to bring back a statement of practice in due course. This was agreed.

96/63 PENSIONS ACT 1995

Mr Graham Stacy introduced the following resolution, to enable the current practice for appointing trustees to the Pension Fund through the Nominations Committee to continue.

**Mission Council, acting on behalf of the General Assembly, resolves that the existing arrangements as to the selection and appointment of member directors of the United Reformed Church Pension Trust Limited shall continue and that the statutory consultation procedure laid down in section 19 of the Pension Act 1995 shall be implemented.**

This was carried. The statutory consultation procedure will be undertaken by means of an appropriate letter sent to all members of the fund. It was asked that this letter be kept as straightforward as possible. If more than 10% of the members object, the matter will have to be reconsidered and a full ballot taken.

96/64 TRANSFER OF CERTAIN PROPERTIES IN THAILAND TO THE CHURCH OF CHRIST IN THAILAND

The General Secretary moved this resolution which was agreed.

**Mission Council, acting on behalf of General Assembly, wishes to bring about the transfer of certain properties in Thailand to the Church of Christ in Thailand, and to this end authorises the Moderator and Clerk to sign a Power of Attorney and to take any further action necessary to facilitate this.**

96/65 STIPEND LEVEL 1997

A stipend increase, based on an inflation rate of 3.168% in the year to 31 October 1995, was agreed.

**Mission Council sets the basic ministerial stipend for 1997 at £14,232.**

It was agreed that the use of the word 'basic' did not indicate any departure from the strong advice of the General Assembly that supplements to stipends are no longer justified.

96/66 REPORT OF THE MISSION COUNCIL ADVISORY GROUP

[illegible]

[illegible]

In response to a request by General Assembly for disciplinary procedures covering all members of the United Reformed Church to be produced, the Task Group on Ministerial Discipline would be asked to add this matter to its work.

OVERSIGHT MINISTRIES TASK GROUP As Revd John Slow had been unable to convene this Task Group, it was agreed to appoint Revd Rhona Jones as the new Convener. The Group would be asked how long they needed to complete the work on the present understanding and practice of oversight. It was felt to be unlikely that they could complete the work in time for Assembly 1997 as originally requested, but they would be asked to present an interim report to that Assembly.

THEOLOGICAL REFLECTIONS No proposals were being brought based on the reflections by Preman Niles but the spirit of those reflections has influenced the current agenda and will do so in future .

ELECTIONS It was agreed to appoint Mr Dai Hayward as Secretary of the Resource Planning Advisory Committee and Revd Duncan Wilson as its Convener. Consequent on this decision, as well as the present vacancy on this committee, a further person will be needed to serve until 1998. A Committee Convener is needed to serve on the Mission Council Advisory Group.

MODEL LOCAL CONSTITUTION The Legal Adviser was assured that the Basis of Union would be taken into account when drawing up advice on this matter.

96/67 STAFFING ADVISORY COMMITTEE

Mr Geoff Lunt, the Convener, presented the report. Firstly he summarised the criteria used by the Committee in considering the need for a post to be continued. CRCW DEVELOPMENT OFFICER It was felt that no long term decision on the continuation of this post could be taken until a review of diaconal ministries had been completed. While this is happening it was agreed to extend the post for one year.

**Mission Council agrees to the extension of the CRCW post from 1 September 1997 for a further year or until the present post holder leaves, whichever is the shorter.**

MASTER PILOT Following a discussion on whether this post was open to women as well as men and lay persons as well as ordained the following resolution was carried although it was recognised that changes might have to be negotiated. It was also noted that there were ecumenical considerations to take into account.

**Mission Council recommends that the post of Master Pilot (or Pilot Development Officer {Master Pilot}) should be continued for a further period of 5 years from an appointment being made or until the post holder leaves, whichever is the shorter. The appointment should be made on the understanding that the post is linked to a half-time pastorate in East Midlands Province, with the half-time Master Pilot counting against that Province's ministerial deployment quota.**

SECRETARY FOR CHURCH AND SOCIETY In recommending the continuance of this post the Staffing Advisory Committee asked that encouragement be given to the continuance of the work on values and to the continued listening to and supporting of the mission of the local church, as well as the maintaining of regionally-based specific topic work.

**Mission Council recommends that the post of Secretary for Church and Society be continued from 1 September 1997 for a further period of 5 years or until the present post-holder leaves, whichever is the shorter. It asks that the observations of the Staffing Advisory Committee be drawn to the attention of the post-holder and the Church and Society Committee.**

This was agreed.

SECRETARY FOR DISCIPLESHIP AND WITNESS
When this post is vacated on 31 August 1997, the Staffing Advisory Group recommended that it be not continued as they felt that the post had changed and that there was a strong possibility of overlap with the work of the Secretary for Ecumenical Relations and the Secretary for Advocacy which ought to be investigated. After discussion, in which the contrary view of the Discipleship and Witness Committee was indicated, the following resolution was carried.

**Mission Council asks the General Secretary to convene a meeting of the Conveners of all Committees where overlap is thought to exist, to see if agreement can be reached on the way forward. The General Secretary is asked to report to Mission Council on the outcome, consulting the Staffing Advisory Committee, if necessary and/or appropriate.**

The Council continued consideration of the Staffing Advisory Committee report at 3 p.m.

NATIONAL YOUTH AND CHILDREN'S WORK TRAINING OFFICER (NYCTO)
Before consideration of this matter the Chaplain led the Council in prayer.
Mr Lunt presented the view of the Staffing Advisory Committee that the NYCTO post should be discontinued. After much discussion on the appropriate balance of responsibility for the work of YLTO's/YCWT's between the Provinces and the [illegible]

**Mission Council agrees to explore the implications of discontinuing the NYCTO post with a view to discontinuing it if possible, and to set up a group to consider the whole question.**

A few people were appointed to draw up the terms of reference and membership for the group. The following was then agreed.

**Terms of reference**

a. **to investigate the legal processes needed to effect the discontinuance of the post of NYCTO, and the consequences of its discontinuance.**

b. **to prepare plans for continuing such tasks of the NYCTO as may be necessary if the management of the YCWTs/YLYOs were to be carried out by Provinces.**

**and**

c. **to consider whether a new national training post may be appropriate and if so, to put a proposal to the Staffing Advisory Group.**

**Method**

**The group must be free to consult as it feels necessary and in particular should**

**hold a consultation of Provincial representatives**
**meet those reviewing the present Discipleship and Witness post**

**Timetable**

**The group is to report on terms of reference a. and b. and to produce at least an interim report on c. at the January 1997 meeting of the Mission Council.**

**Membership**

**A Convener and 4 others.**
**The Convener must have been present at this Mission Council.**
**Some members should also be aware of Mission Council discussions during 1996.**
**Some employment/organisational expertise and training expertise is needed in the group.**
**Members able to give time in the next 2.5 months.**
**A representative of the Training Committee.**
**It was agreed that one member, at least, be under forty.**

It was also asked that the Youth Secretary's review should be taken into account.

Later it was agreed that the Convener would be Revd John Waller and the members would be Revd Elizabeth Nash, Revd Lesley Charlton, Mr Wesley Woodside and Mr David Butler, if he agreed to serve. Mr Howard Bridge would be the reserve.

96/68 FURY REVIEW GROUP

Mr James Horton outlined the reasons for holding this review and asked for 2 volunteers to serve on it. Later these were confirmed as Revd John Humphreys and Mrs Mary Eden by an election among the three persons who volunteered.

96/69 LEWIS BEQUEST (WESTMINSTER COLLEGE STAFF PENSIONS)

The General Secretary reported that on the retirement of the Revd Martin Cressey, the officers, acting on behalf of Assembly, agreed to an appropriate allowance in accordance with the most recent precedent.

96/70 PARTNERS IN LEARNING

Revd Stephen Thornton raised the question, originally brought to Assembly, of where responsibility lies for this publication which carries the name of the URC. It was decided that the group meeting to look at 'Children and Communion' should be asked to consider this question also and report back.

96/71 MULTIRACIAL/MULTICULTURAL DEVELOPMENT WORKER

On behalf of the Ecumenical Committee, Revd John Waller gave a progress report on work done to make this appointment possible. He emphasised the need for Provinces to make a list of people who would provide initial contacts. Names should be sent to Revd Sheila Maxey by the end of the year. Provinces would also have to plan how to introduce the worker to the totality of life within their Province during an initial visit of several days

96/72 MINUTES OF APPRECIATION

Revd Murdoch MacKenzie introduced the minute of appreciation for the 42 years of service given by Revd Derek and Mrs Joan Jones in Botswana and a much shorter period of service there by Revd Bill and Mrs Maureen Sewell. It was also reported that Revd Bill Sewell had been called to the pastorate of Stourbridge and [illegible]

Revd John Reardon took the chair for this item which was introduced by Dr David Thompson. Discussion hinged on whether the paper presented to Mission Council should form the basis of an amendment to Paragraph 24 of the Basis of Union or be used as a note of guidance relating to it. It was agreed that

**Mission Council asks the Doctrine and Worship Committee to consider the advice received and to bring back a proposal to Mission Council in January.**

Concern was expressed about how, on either basis, good practice by District Councils can be assured.

96/74 DISCUSSIONS WITH THE SCOTTISH CONGREGATIONAL CHURCH (SCC)
Following discussion in groups, the following resolution was passed.

**Mission Council wishes the URC to respond positively to the request for talks.**

It was suggested that there should be consultation with the Wales province which could provide some useful input.

96/75 CWM HONG KONG MONEY DISTRIBUTION

After considerable discussion on how this money (£80,000 +) would be used most effectively, it was decided that the money should be divided between the 3 Provinces with fewest resources, to enable them to undertake mission projects.

96/76 PROCEDURE FOR APPEAL AGAINST DECISIONS OF A PROVINCIAL MINISTRIES COMMITTEE

The Ministries Committee believes that an appeal may be made using the rules of procedure on appeals (page C6 of the Manual). If the Synod has delegated its powers to its Ministries Committee (or similar Committee), then the Committee has acted for Synod and the appeal is to the General Assembly (Paragraph 8 of the rules of procedure allows reference to a committee if all parties agree. Otherwise the appeal comes to the full Assembly). If the Synod has not delegated its powers then the first step would be for the Synod itself to review the application. Candidates need to be advised at an early stage of their right to appeal, since the rules of procedure only allow appeals initiated within 10 days of the decision.

96/77 REVIEW OF THE CHURCH-RELATED COMMUNITY WORK PROGRAMME

It was felt that this review should be carried out within the wider context of diaconal ministries. It was agreed that

**Mission Council requests the Ministries Committee to set up a review team to look at the CRCW programme.**

Church and Society asked to be represented.

96/78 PROCEDURE FOR THE ASSESSMENT OF CANDIDATES FOR THE CRCW MINISTRY

The following amended resolution was agreed.

**Mission Council agrees that the process for accepting CRCW candidates should be the same as for ministerial candidates.**

96/79 RECOGNITION OF A NON-STIPENDIARY CHURCH-RELATED COMMUNITY WORK MINISTRY

It was agreed that this be referred to the review body.

96/80 ACCREDITATION OF CRCWs FROM OTHER DENOMINATIONS

The principle was agreed. It was asked that the process be as close as possible to that for ministers and that it be drawn up in consultation with the Accreditation Sub-Committee and submitted for General Assembly approval. The Sub-Committee had already nearly dealt with one case on an ad-hoc basis and no objection was made to its proposed solution for that case.

**Thursday 3 October**

After opening worship & bible study, election papers were distributed and, after prayer, completed.

96/81 METHODIST-ANGLICAN INFORMAL TALKS

Following group discussion on Wednesday, on whether the URC should ask for observer status or full participation in future talks, there was a general feeling that the URC should be included in some way, particularly in view of the large number of URC/Methodist LEP's and the three shared Areas.

96/82 POSSIBLE GIFT TO THE WORLD COUNCIL OF CHURCHES

[illegible]

allocated/invested so that only a trivial interest was likely to be available. No recommendation was made to the Ecumenical Committee.

96/83 A CONCERN FELT BY THE DOCTRINE PRAYER AND WORSHIP COMMITTEE

Revd John Reardon took the chair and Dr David Thompson, as Convener, spoke briefly in exposition of a concern felt by the Committee, summarised in a minute of that committee as follows:
"The Doctrine Prayer and Worship Committee notes the development of a sub-group of ministers of a 'liberal' tradition and of ministers subscribing to the Evangelical Alliance doctrinal statement and is concerned about apparent parties developing within the church".

In the short discussion it was requested that time be given to this matter at a future Mission Council and that dialogue be opened with those who feel marginalised in the URC; some asked Dr Thompson to write a piece for 'Reform', others urged caution in drawing conclusions from what was only, on the one hand, an enquiry through 'IN GEAR' and, on the other, a conference at the Windermere Centre.

Meetings of Synod/Committee groups were held for 30 minutes.

96/84 NOMINATIONS COMMITTEE

The report was presented by the Secretary, Revd Arnold Harrison.

**Nominations Committee recommends that in view of the continuation of the CRCW Development Officer post for 1 year while the CRCW Review takes place, a further year be offered to the present postholder.**

This was agreed noting that a postholder review needed to be arranged on this new time-table,

The following appointments were approved.

| | | |
|---|---|---|
| **Wentworth Milton Mount - Governor** | | **Revd P McManus** |
| **Northern College - Governor** | | **Mrs Helen Brown** |
| **Ecumenical Assemblies 11th CEC and 2nd EEC (alternates)** | | **Revd Philip Woods**<br>**Revd M Chippindale**<br>**Mr Peter Wyle** |
| **Memorial Hall Trust** | **delete**<br>**add** | **Mr Clive Willis**<br>**Revd Peter Jupp** |
| **Milton Mount Foundation - Board Member** | | **Mr David Butler** |
| **Tettenhall College - Governor** | **delete**<br>**add** | **Mr Ron Whild**<br>**Mrs Melanie Hawley** |
| **FCFC Education Committee** | | **Nomination awaited from C & S** |
| **URC Ministers' Pension Fund - Trustee** | | **Miss Valerie Ham** |
| **Health & Healing Joint Committee** | | **Revd Robin Hine**<br>**Revd Jim Hollyman**<br>**Mrs Jackie Ballard**<br>**Dr Margaret Moore** |
| **New College London - Trustee** | | **Mr Graham Stacy** |
| **YCWTO Wessex Province** | **re-appoint** | **Miss Ann Martin** |
| **East Midlands** | **appoint** | **Mr John Quilter** |
| **Council of St Andrew's Hall, Selly Oak** | **delete**<br>**appoint** | **Revd Tony Coates**<br>**Revd Shelia Maxey** |

| | |
|---|---|
| **Windermere Advisory Group** | **Convener Discipleship & Witness**<br>**Revd David A L Jenkins**<br>**Revd Jean Mortimer**<br>**Revd Frank Cochrane**<br>**Revd Stephen Thornton**<br>**Mrs Sue Kendal**<br>**Mrs Angela Hughes**<br>**Revd Peter McIntosh**<br>**Mrs Moira Rose** |
| **Annual Review of Committees** | |
| **Church & Society** | **Revd David Fraser** |
| **Ecumenical** | **Ms Bethan Galliers** |
| **Advocacy and Stewardship** | **Mr Geoff Wood**<br>**Revd Christine Vivian** |
| **Thames North Provincial Moderator Review Group - Convener** | **Mrs Wilma Frew** |
| **Scottish Congregational Church talks** | |
| **(Co Convener)** | **Revd Dr Stephen Orchard** |
| **(Co Secretary)** | **Revd. Tony Burnham** |

96/85 ASSEMBLY ARRANGEMENTS

The report was given by Mrs Wilma Frew, the Convener. The 25th anniversary of the URC will be celebrated on the first day and the 150th anniversary of the English Presbyterian Overseas Mission Work in a special event. As two sessions will be allocated to the Human Sexuality dialogue there will be a great pressure on time. It was agreed that there would be no Synod groups. It was felt that other items need to be focused, lively and inspiring. Conveners are asked to let the Assembly Arrangements Committee know of major proposals in time for a meeting on 19 December.

96/86 ONE-DAY MISSION COUNCIL MEETINGS

As only one response had been received on this matter the Deputy General Secretary suggested that no alterations be made to the current arrangements. This was agreed.

96/87 ELECTION RESULTS

On the report of the Tellers the Clerk announced the election of Revd Pat Nimmo to serve to the year 2000 and Mr James Horton to the year 1998 on the Resource Planning Advisory Committee and the Revd John Sutcliffe to be an Assembly Convener member of the Mission Council Advisory Group.

96/88 FUTURE MEETINGS OF MISSION COUNCIL

| | | |
|---|---|---|
| 1997 | 18 January | Arthur Rank Centre, Stoneleigh |
| | 14-16 March | Ushaw College, Durham |
| | 30 September - 2 October | High Leigh, Hoddesdon |
| 1998 | 17 January | venue to be arranged |
| | 13-15 March | All Saints Pastoral Centre, St Albans |

Opinion was divided as to whether the autumn 1998 meeting should be mid-week or weekend. The issue would be determined by the availability of accommodation.

It was suggested that it would be more convenient to a number of people if the September meeting was held at a weekend and the March meeting would then be mid-week. This would be considered but the difficulty of booking weekend accommodation was emphasised.

96/89 SYNOD GROUP CONCERNS

After some general reporting from Synod groups, Revd Graham Cook asked why Mission Council had not been told that the estimated number of ministers available to serve the churches had fallen by 40, according to the most recent estimate. The Deputy General Secretary said that this was not an actual fall but was just a more accurate estimate than those previously available.

96/90 THANKS

Mr Geoff Lunt read a poem in appreciation of High Leigh. The Moderator then expressed his thanks to the staff of High Leigh, to Revd Flora Winfield, our theological Reflector, whose observations would be circulated shortly, and all those who had prepared papers for the meeting.

Closing worship was led by the chaplain.

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Moderator Date

# The United Reformed Church

86 Tavistock Place London WC1H 9RT
*General Secretary* The Revd Anthony G Burnham BA

Telephone 0171 916 2020
Fax number 0171 916 2021


To: Members of Mission Council
and staff in attendance

18 September 1996

Dear Colleague, 1-3 OCT 96

You will find enclosed the agenda for our meeting at High Leigh. There are also a number of supporting papers to certain items on the agenda.

Unusually there is a paper explaining what we shall be doing on Tuesday. You do need to read this, as there is preparation to be done. That is especially so in the case of committee conveners.

I omitted to include our theological reflector, Flora Winfield, on the first list of those attending. Flora is part-time chaplain at Mansfield College and was previously Ecumenical officer for Gloucestershire. There have been one or two other changes in personnel since the list was sent to you: Mr Peter Clarke from Northern Province, and Revd John Rees and Mrs Mary Eden from South Western Province.

Please will you bring with you:

- A Bible
- A copy of Rejoice and Sing
- A copy of the Reports to the 1996 General Assembly
- A copy of Preman Niles' theological reflections after the last Mission Council (sent with the Minutes)
- A copy of the paper on One Day Mission Council meetings, which was deferred from the March meeting (Paper D)

If those new to the Council have not inherited a copy of the last two papers, we shall have some spare copies at High Leigh.The other enclosure is directions for getting to High Leigh. That reminds me that, as the Mission Council begins its fifth year, some of us are very old hands whilst others are very new. We need to help each other find the directions in which the Spirit is leading the mission of the United Reformed Church.

Yours sincerely

John Waller
Deputy General Secretary

Main Hall

A Church & Society

Malcolm Hanson
James Horton
**Val Morrison**
Peter Brain
Tony Burnham
Lesley Charlton
Peter Clarke
Peter Devaney
Angela Hughes
Elizabeth Welch

Drawing Room

D Equal Opportunities/ Discipleship & Witness

Bernie Collins
Ann Jackson
**Elizabeth Caswell**
**Susan Rand**
Michael Cruchley
Muriel Garrow
Hilary Gunn
Grace Ntiamoah (Wed/Thurs)
Hartley Oldham
Peter Roche
Derek Wales

Drawing Room

G Advocacy/Inter-Faith Relations

Christine Meekison
John Reardon
**Julian Macro**
**Bill Mahood**
Jack Gow
Donald Hilton
Fleur Houston
Peter Poulter
~~John Reardon~~
Bill Wright

B Training

Bob Day
Mary Eden
John Edwards
Bill Gathercole
Lesley Husselbee
Geoff Prentice

E Communications & Editorial/Doctrine, Prayer & Worship

David Thompson
Chris Wright
Ray Adams
~~Jessie Clare~~
Jean Silvan Evans
David Lawrence
Carol Rogers
John Waller
Wesley Woodside

H Ecumenical

Arnold Harrison
David Jenkins
Janet Sowerbutts
Duncan Wilson
Philip Woods
Erica Young

C Finance/Youth & Children's Work

Brian Evans
Pat Nimmo
**Graham Stacy**
**Stephen Thornton**
Margaret Carrick Smith
Marian Crack
Clem Frank
Paul Franklin
John Humphreys
Rosemary Johnston
Gordon Ollerenshaw

F Ministries

Margaret McKay
Denis Earp
**Keith Forecast**
Christine Craven
Jeffrey Evans
Katherine Gould
Christine Hardwick
Geoff Lunt
Graham Maskery
John Rees

**NB**

**Committee conveners, or those acting for them on Tuesday, are shown in bold type**

**The first name in each group is the leader and the second is the reporter.**

# The United Reformed Church

86 Tavistock Place London WC1H 9RT
*General Secretary* The Revd Anthony G Burnham BA

Telephone 0171 916 2020
Fax number 0171 916 2021


To: Members of Mission Council
and staff in attendance

3 September 1996

Dear Colleague,

***Mission Council 1-3 October 1996***
***High Leigh Conference Centre, Hoddesden, Hertfordshire***

We are meeting from lunch on Tuesday 1 to lunch on Thursday 3 October. Arrivals are from 12 noon and lunch will be at 1pm.

I enclose:

- a list of members (to enable you to arrange to travel together)
- an expense slip
- a form giving your accommodation and meal requests

**Please return the completed form, if possible, by return of post.**

There will be a second mailing later in September. Inevitably there will be a lot for us to read and discuss at this meeting.

All bedrooms have a wash basin but only bed linen is provided. You should bring your own soap, towel etc. with you. Please contact Shelagh Richardson if you need to have one of the ground floor bedrooms or if you need to know anything further about the venue.

Yours sincerely,

John Waller
Deputy General Secretary

# MISSION COUNCIL
# 1-3 October 1996

| | | | |
|---|---|---|---|
| The Moderator: | Dr David Thompson | | |
| General Secretary: | Revd Tony Burnham | | |
| Clerk: | Revd Martin Cressey | Clerk Elect: Mrs Margaret Carrick Smith | ~~[illegible]~~ |
| Moderator Elect: | Revd David Jenkins | | |
| Past Moderator: | Revd John Reardon | | |
| Treasurer: | Mr Graham Stacy | | |
| Deputy Gen Sec: | Revd John Waller | | |
| Legal Adviser: | Mr Hartley Oldham | Theological Reflector | Flora ~~[illegible]~~ Winfield |

| Assembly Standing Committees | | Task Groups |
|---|---|---|
| Doctrine, Prayer & Worship | Dr. David Thompson | Advocacy & Stewardship |
| Discipleship & Witness | Revd. Elizabeth Caswell | - Revd. Julian Macro |
| Church & Society | ~~Professor Malcolm Johnson~~/Mrs Val Morrison (alternate) | |
| Youth & Children's Work | Revd. Stephen Thornton | |
| Ecumenical | Revd. Murdoch Mackenzie | |
| Ministries | Revd. Keith Forecast | |
| Training | Revd John Sutcliffe /Revd. Elizabeth Nash (alternate) | |
| Finance | Mr Graham Stacy | |
| Communications and Editorial | Mr Chris Wright | Fury Council |
| Nominations | Revd. Jessie Clare | Mr James Horton |
| Assembly Arrangements | Mrs Wilma Frew | Ms Katherine Gould |
| Equal Opportunities | Mrs Susan Rand | |
| Inter-Faith Relations | Revd. Bill Mahood | |

12 Provincial Moderators, plus 3 representatives from each Province:

| | | |
|---|---|---|
| 1 | Revd David Jenkins | Revd Peter Poulter, ~~Miss Sheila Fairbairn~~ Mr Peter Clarke, Revd. Ann Jackson |
| 2 | Revd Keith Forecast | Revd R Day, Mrs Ann Sutcliffe, Mr G Ollerenshaw |
| 3 | Revd Graham Cook | Revd Jean Forster, Mr Wesley Woodside, Revd. Peter Roche |
| 4 | Revd Donald Hilton | Mr Brian Evans, Revd Duncan Wilson, Mrs Angela Hughes |
| 5 | Revd Malcolm Hanson | Mr Geoff Prentice, Revd. Graham Maskery, Mrs I Wren |
| 6 | Revd Elizabeth Welch | Mr Simon Rowntree, Mrs Erica Young, Revd Patricia Nimmo |
| 7 | Revd Bill Gathercole | Mr William McVey, Mrs Elizabeth Whitten, Revd Margaret McKay |
| 8 | Revd Ray Adams | ~~Revd Sandra Lloydlangston~~ Revd John Rees, ~~Mr Ivan Andrews~~ Mrs Mary Eden, Mr Geoff Lunt |
| 9 | Revd Derek Wales | Revd Bernie Collins, Revd Jeffrey Evans, Mrs Christine Robertson |
| 10 | Revd Janet Sowerbutts | Dr Jack Gow, Miss Marian Crack, Revd. John Edwards. |
| 11 | Revd David Helyar | Mrs Christine Meekison, Mrs Grace Ntiamoah, Revd Lesley Charlton |
| 12 | Revd John Humphreys | Dr Jean Sylvan Evans, Mr Denis Earp, Mr Peter Devaney |

In attendance:-

| | | | |
|---|---|---|---|
| Minute Secretary | Mrs Christine Hardwick | Editor, Reform | Revd. David Lawrence |
| Moderator's Chaplain | Revd Fleur Houston | Training | Revd Dr Lesley Husselbee |
| Church & Society | Revd Peter Brain | Ecumenical Relations | Revd. Sheila Maxey |
| International Church Relations | Revd Philip Woods | Director, Windermere Centre | Revd Peter McIntosh |
| Ministries | Revd Christine Craven | Communications | Mrs Carol Rogers |
| Chief Accountant | Mr Clem Frank | NYCTO | |
| Youth Work | Mr Paul Franklin | Advocacy | Revd. Bill Wright |
| Discipleship & Witness | Mrs Muriel Garrow | Nominations | Revd. Arnold Harrison |
| Office & Personnel Manager | Mr Hilary Gunn | Children's Advocate | Mrs Rosemary Johnston |
| Rural Consultant | Revd Michael Cruchley | | |

# NOTICE TO CONVENERS

1. You are being asked to do some extra work at this Mission Council but I hope it will have the result that there is better understanding of and wider support for what you do.

2. At 4.30 pm on Tuesday we shall ask 12 Conveners to speak to the Council. Only using headlines we would like you to say what your committee is doing to further the eight mission priorities (you don't all have to relate to every one of them!) and what you at present intend to bring to 1997 General Assembly. We shall only allow 2 minutes per Convener.

3. Please will you write your headlines on a piece of flip chart paper and take them with you into the group.

4. In the group your role is to be that of consultant. However you will probably be able to use any opportunity to spell out some of your headlines. You will need to follow the lead of the group leader.

John Waller
13 September 1996

# NOTICE TO GROUP LEADERS AND REPORTERS

1. Although the groups have been given the titles of particular committees, that only relates to their function on Tuesday. After that they all become general groups. But you might consider at some point whether or not to do anything about my note 7 at the end of the Paper.

2. On Tuesday your convener(s) will bring to the group a piece of flip chart paper with their headlines on it. The group has to address 5 questions in regard to its committee(s):

   - Are we achieving our mission objectives?
   - In what ways are we progressing towards them?
   - Do the committee plans need prioritising?
   - What do you feel is missing?
   - Is there work needing to be done in the Provinces?

   If you have two committees you will need to divide the time, not necessarily equally, between them.

3. When the reporter reports back it may help to headline the main points on the same or another piece of flip chart paper. Do try to ensure that your group remembers that it is a broad view we are seeking. Details should only be considered if they are very significant.

4. It is important that you, rather than the convener(s) lead the group. They are to be consultants.

5. You can end this session whenever you like but no later than 6.45 pm.

6. On Wednesday afternoon we shall probably use groups for a similar preliminary look at the Ecumenical Committee's proposals in regard to the Scottish Congregational Church and Church of England/Methodist conversations.

7. Old hands will know that occasionally we decide to go into groups on the spur of the moment.

John Waller
16 September 1996

# SUBMISSION TO THE STAFFING ADVISORY COMMITTEE FOR THE POST OF NATIONAL TRAINING OFFICER (YOUTH AND CHILDREN'S WORK)

## National or Provincial ?

### Preliminary Considerations

1.1 Before any consideration is given to the future of the National Youth and Children's Work Training Officer it is important to be clear about the relationship between provincial and national responsibility. Both need to play their part in all the work of the URC but this might be an opportunity for some change in the relationship. This paper discusses the various areas for which responsibility would need to be allocated. The Training Committee would prefer this discussion to precede the discussion of the NYCTO post.

### 1.2 Should the development of training policy be a provincial or a national responsibility?

Provinces need to make an input into policy making, but if it was all the responsibility of Provinces then there would be no point in national committees or national work. A provincially directed programme would imply provincially generated resources, and that would raise problems regarding the uneven spread of provincial resources. There is a clear national policy for the initial training of ministers which provides consistency and quality in training. The national policy for post-ordination and in-service training is less clear and the result is patchy provision and uneven quality. The overall provision of a national training policy is as essential in the training of youth and children's workers as it is in the training of ministers.

### 1.3 Should the management of trainers be done provincially, nationally or in partnership?

The implication of national management is that it may result in a lack of appropriateness at provincial level. The growth of support for YLTO/YCWT posts in the Provinces may lead them to seek greater responsibility for their management.

However, provincial management may lead to a lack of consistency and a duplication of effort and resources. The skills needed may not be available. The respect which outside organisations give to the current training is largely a product of national management and without it there is likely to be a loss of recognition of professional status, particularly by outside organisations especially the Department For Education and Employment and the Welsh Office.

The contracts of employment of the YLTO/YCWTs appoint them as national officers based in a particular Province and require the URC to provide national management. Any change to this would require serious negotiation with them in a manner appropriate to the URC's policy of good employment practice.

The development of local management as a partnership between Province and National seeks to give each level what is appropriate to each.

### 1.4 Should the development of training resources be done provincially, nationally, ecumenically or purchase from other providers?

All of these are appropriate for different resources. However the co-ordination of the development of resources needs to be done nationally in order to reduce duplication and to ensure appropriate standards. (See 2.4)

### 1.5 Should support be provided locally, provincially or nationally?

Can Provinces be effective in providing support? Since they are responsible for provincial strategy there may well be a conflict of interest here.
Networking and collaborative styles of working are helpful in providing a cross-fertilisation of ideas and support. This needs a national element in a church as small as the URC.

### 1.6 The Training Committee concludes that at a national level there should be:

1. The development of policy.
2. A partnership with Provinces to provide management.
3. The co-ordination of resources which will be developed at every level.
4. A system to ensure that appropriate support is provided.

# Arguments for a National Training Officer (Youth and Children's Work) Post

## 2.1 Introduction

The current YLTO/YCWT team is a national team of lay people who form a significant group of lay employees in the URC who are professionally qualified, and expert in their own field. The URC seeks to provide the highest possible employment practice for them . In order to retain the quality of our present team, which is acknowledged ecumenically to have a very high reputation (even in Geneva!), it is necessary to provide appropriate personnel management and support. Most of the Provinces are unable to provide this expertise, although a partnership in management between national and provincial provision is the best option. The Training Committee is a small committee with a large agenda and it has relied on the NYCTO to provide management and support as well as ensuring quality of policy and programme delivery. The Training Committee has considered the work load of all the other national posts related to this area and concluded that none of them have space in their job descriptions or work load to take on this task. If there is to be a partnership in management the Training Committee will require a national training officer to provide the national input.

## 2.2 Mission Priorities

The URC is deeply concerned at what is happening to children and young people in our church as well as in society at large. Both Training and Youth and Children's Work are among the highest of the **mission priorities** of Mission Council. Mission Priorities identified in the Five Year Plan for the URC included "Children and Young People", "Local Training" and "Growth", all of which relate to this post. *(Reports to General Assembly 1996 page 41).* Assembly has warmly supported and encouraged the appointment of the Children Advocate and has not sought a reduction in posts in youth work to balance this. Yardley Hastings has proved to be a most valuable national resource for the whole of the URC. The YLTO/YCWT team has grown steadily because each Province has both needed and been ready to pay for their share of full-time member of the team, even where the financial resources of the Province are very small. The growth in the team has not led to a need for a reduction in management, indeed it has led to a growing need for management. If the URC is to maintain its mission priorities it needs to continue to support the quality of this work.

## 2.3 Economy

The NTO is not a new post and in past years the budget for this post and the Training Team has been managed effectively within budget. The qualifications and work of the NYCTO has been a major part of the grant application to the DFEE.

Currently a grant of approximately £50,000p.a.( see below) is awarded by the Department for Education and Employment for Youth and Children Work programmes. This, however is dependent upon the specific qualifications and experience of those who have the responsibility for offering support and management to the programme. Without a NYCTO post, it would be necessary for the grant to be renegotiated, and it is highly probable that the DFEE grant would be lost.

3. The NTO will be responsible for representing the Training Committee on other training bodies as appropriate, **in particular ecumenical training bodies.**

4. **When requested by the Provinces the NTO will encourage and enable the development of Provincial Training and Development Strategy Groups and Training Teams. The NTO will assist in the development of adult education skills.** (see 4.5.2)

5. The NTO will work collaboratively with other Assembly staff, especially the Secretary for Training, Youth Secretary, Children's Advocate and Yardley Hastings Staff.

## 3.3 Specific Objectives

1. To encourage the development of new and existing training initiatives.
2. To **co-ordinate** the preparation of suitable resource material and training manuals, **particularly in collaboration ecumenically.**
3. To explore with our ecumenical partners ways of developing together.
4. To co-ordinate support for nationally organised training events.
5. To provide a co-ordinating an consultancy role for national projects.
6. To offer advice and support to the Youth Secretary and Children's Advocate, in respect of all matters relating to training and staff, through regular meetings.
7. To ensure the provision of a monitoring and review process of the training programme
8. **To offer to the Provinces adult education skills for the development of their policies and programmes.**

## 3.4 The NTO will:

1. ensure that the Staff Development policy, as agreed between the URC and the National Youth Agency, is effectively implemented, ensuring a high standard of employment practice.
2. manage the training budget for the national training team.
3. provide an effective support system for YLTO/YCWTs.
4. meet regularly with YLTO/YCWTs for review and appraisal to ensure their personal development.
5. with Provincial Strategy Groups, co-ordinate the periodic reviews and liaise with the Nominations Committee and Personnel Officer.
6. attend Provincial Strategy Groups and/or Provincial Training Strategy Groups.
7. be responsible for all aspects of the YLTO/YCWT team meetings.
8. be responsible for the preparation, development and monitoring of the YLTO/YCWT Induction Programme.
9. when required, represent the Training Committee and liaise with other URC committees involved with training.
10. maintain relationships with outside organisations, both statutory and ecumenical, on all matters relating to training in the areas of youth and children's work.

### 3.5 Relationships

The NTO will be responsible for the Training Committee and work with the Youth and Children's Work Committee.

### 3.6 Accountability

The NTO is accountable to the Training Committee through its convenor and to the General Secretary.

All YLTO/YCWTs are accountable to the NTO.

### 3.7 Secretarial Support

The NTO will have the support of a part-time secretary for whom the NTO will have the responsibility for day to day management.

### 3.8 Support

The NTO will be actively encouraged and supported in the work by:

1. the provision of regular in-service training, sabbatical and study leave;
2. the use of a supervisor (preferably someone with appropriate professional expertise;)
3. a method of support to be selected by the NTO, (e.g. support group)

## Objectives for the Next 5 Years

### 4.1 Policy

1. To support the development of the training policy of the Training Committee and Youth and Children's Work Committee.

### 4.2 Resources

1. To support the co-ordination of resources for training.
2. To support ecumenical resources and networking.

### 4.3 Ecumenical Development

1. To explore with our ecumenical partners ways of developing together.

### 4.4 Youth and Children's Work Training

1. To develop, co-ordinate and support the training programmes of the Youth and Children's Work Committee.
2. To manage, support and develop further the national training team (Youth and Children's Work Training).

## 4.5 Provincial Support

1. Where Provinces request it to offer advice on the development of provincial training/development/enabling teams.
2. To offer to the Provinces adult education skills for the development of their policies and programmes.

**Budget for National Training Officer**

**(Youth and Children 1997)**

| | | |
|---|---|---|
| Salary | £27,000 | (Gross) |
| Travel | 8,200 | |
| Telephone | 1,500 | |
| Office Costs | 1,500 | |
| P.A. | 7,600 | |
| In-Service Training | 300 | |
| Annual Costs | £47,100 | |
| Start up Costs | £ 4,300 | |
| Total | £50,400 | |

Based on 1995 costs + (3% per year)

Training Committee
September 1995

# *2000 by 2000: An appropriate role for the churches for the millennium*

This short paper should be read in conjunction with the *2000 by 2000* document. It sets out the concept from the point of view of Britain's churches.

**Introduction**

*Whilst the churches, of all organisations, are keen to celebrate the millennium, there is little consensus as to what form this should take. In particular, there is a desire not to be purely frivolous on the one hand and not to be triumphalist on the other. There is also a desire to link with other initiatives throughout the country.*

*2000 by 2000 provides an opportunity for churches to be actively involved at the local level while still retaining the option of independence from national Millennium Commission funded initiatives.*

*The churches are uniquely placed to enable a very broad spread of projects to happen at a local level and no doubt there are already a myriad of local ideas and initiatives. One of the major problems is inevitably going to be that of funding. 2000 by 2000 would enable these local church initiatives to join with other ideas being developed locally, to provide projects which are truly ecumenical, genuinely linked to the local communities, and are funded such that they can have a significant impact.*

*It would be hoped that many of the 2000 young leaders or "social entrepreneurs" who will deliver the programmes would be church based. The training, support, and networking, of these young people will form a lasting legacy, enhancing the life of local churches.*

**Specific elements:**

1. During the last decade, the Partnership Agenda has changed both the political and social climate in the UK. New possibilities have arisen to re-build local communities and parishes both in London and across the country. 2000 by 2000 is the mechanism to take forward this agenda into the next millennium.

2. This project understands the Churches ecumenical role to be that of bringing whole communities and parishes together embracing its literal meaning which is "the whole inhabited earth".

3. This project will highlight and develop much of the work churches have been doing in local communities across the UK over many years. Work which is little understood by the wider public or the media.

4. 2000 by 2000 will provide the practical focus for the nationwide debate about the future of our society outlined in the Churches Together in England document, "A Chance to Start Again". The project takes seriously what HRH The Prince of Wales has been saying, that the celebrations must be more than "just fun". The Church in partnership with others will create a practical legacy which lives beyond the celebrations and demonstrates the positive and practical role churches can play in the next millennium. This project will work with some of the most marginalised communities in Britain.

5. It will enable local communities to learn by doing. It will be concerned to deliver results.

6. It will have implications for how the churches train their clergy in the future and think about their role in a changing social climate.

7. It is hoped that the liturgy and worship developed by the churches for the millennium will grow out of this practical community/parish focus. Presenting the churches as serious players in the building of parishes and communities both in London and across the UK. Making the connections between practical action and spiritual/liturgical reflection.

8. The 2000 by 2000 programme in London will provide a focus for this national project which will be linked to the Millennium Exhibition. The project would work closely with other regional initiatives. So, for example, in the Capital the project would work closely with the London Millennium Festival being co-ordinated by London First and could celebrate both the national and international role of London.

9. A book will be published in the autumn which will be launched by the NatWest Bank, both in London and the north of England. It will be written by the independent thinktank, Demos, and will be edited by Ian Hargreaves (formerly the Editor of The Independent) This publication will outline the changing climate in which we all now live and the logic behind this millennium project.

# *2000 by 2000*

## *An initial concept for an application to the Millennium Commission Awards Scheme*

### *1.* 2000 Local Initiatives

1.1. At the millennium there will be a number of grand projects, and many local authorities will also have their plans. *2000 by 2000* will complement these by facilitating the flow of resources into 2000 genuinely "bottom up" initiatives to give the celebration at the millennium a truly local, as well as a regional, national and international flavour.

1.2. In this way 2000 local groups will have a straightforward method of accessing resources from the Millennium Commission to run local projects addressing local issues. These projects will include a high profile event during the Millennium Year. In this way the life of local communities will be celebrated and valued as well as national celebrations and global ones.

1.3. *2000 by 2000* is an opportunity to recognise and provide practical and direct financial support to local initiatives which are often given verbal support but rarely tangible resources. In order to be eligible for Awards from the Millennium Commission these will have to be run by an individual or a small group of named individuals. However, it is expected that many individuals and groups will be sponsored by local organisations.

### 2. Practical Projects:

2000 community initiatives with each group developing a project at the millennium which:

2.1.1. is run by local people and identifies tomorrow's leaders;

2.1.2. has an environmental theme and/or addresses local social issues;

2.1.3. seeks to "build bridges" locally, bringing whole communities together crossing boundaries of class, culture, colour, creed, age and disability;

2.1.4. is practical, focused, deliverable and highly visible;

2.1.5. will culminate in an event at the millennium;

2.1.6. is big enough to make a strong local impact;

2.1.7. is small enough to be deliverable by community organisations;

2.1.8. is predicated on partnership.

## 3. Range of Projects

3.1. The range of projects will be very wide and the aim will be to stimulate ideas. Innovation will be encouraged, but so will tried and tested approaches.

3.2. Projects will involve both the young and the elderly, be both ambitious and modest in their scope. Themes will encompass sport, social care, the environment, education, arts, health and history. Projects might work with a wide a range of people. This might include prisoners; young offenders, those with mental health problems, people with a disability. It is anticipated that a wide age range would be involved from young children through to very elderly. Some projects will result in a permanent legacy, others will be purely transitory.

## 4. Truly National

A broad geographic spread is important with strong regional focus so that every community has a project within reach. Some will have a strong international flavour.

4.1.1. 1-3 in each local authority area.

4.1.2. Up to 10 per county;

4.1.3. Whilst the core group delivering the project will be small, the aim is to involve an average of 2000 people per project, either directly or indirectly. This may involve active participation or it may involve simply visiting a project. This will give a total of 4m people, more than 8% of the population.

4.1.4. Provide an umbrella for communities across the UK to come together.

## 5. Delivery Mechanism

5.1. It is important to develop a streamlined approach which will balance the need to co-ordinate and ensure that the projects are of the highest quality and funded in an open and fair manner. However, it is not proposed to establish a whole new bureaucracy.

5.2. A group of dynamic organisations such as the Prince's Trust, London First, BiTC, NCVO, Development Trust Association would form a consortium to bid for funding for *2000 by 2000* from the Millennium Commission. There would be a regional structure, with a small central directorate. The consortium would:

5.2.1. Negotiate a high profile involving well-known patrons, personalities, and develop strong media links.

5.2.2. Establish a straightforward procedure for local groups to apply with clear and transparent criteria. This will use the existing expertise of the consortium as well as building on existing networks, for example, the Business in the Community Social Entrepreneurs Awards Scheme.

5.2.3. Make 2,000 awards of between £5k and £80k, the average being £20k, with an emphasis on quality, deliverability and impact.

5.2.4. Link with existing schemes and other organisations such as churches and local and central government. For example, in London it would link closely to the Millennium Festival being developed by London First.

5.2.5. Emphasise on challenge funding involving local celebrities aka "Challenge Anneka" for larger projects, but full funding would be provided for remote/deprived areas.

5.2.6. Encourage each community group to nominate a leader to make the vision a reality, to get people involved, draw in extra resources and act as a contact point. This person will be empowered to make and act on decisions.

5.2.7. Provide training and support and instal an electronic network linking the communities together as a lasting legacy. See Appendix Two.

## 6. Finance

6.1. Essentially *2000 by 2000* is conceived as a Millennium Award Scheme. A national consortium of organisations would bid to the Millennium Commission for £47m to run an awards scheme on a national basis. Individuals and small groups will then apply to the Consortium on a regional basis.

6.2. The Millennium Commission provides 95% funding. The consortium would undertake to provide 5% in kind.

6.3. However, it is intended that the scheme will in practice have a far greater degree of leverage nationally, locally and regionally:

| | |
|---|---|
| 2,000 awards at an average of £20,000 | £40m |
| Admin. audit, publicity | £ 8m |
| Computer network, training | £ 4m |
| **Total Cost** | **£52m** |
| | |
| Application to the Millennium Commission | £47m |

6.4. Direct matched funding £ 5m

6.4.1. This will come from partner organisations for administration, audit, publicity, computer network and training.

6.4.2. Applications to the Awards Scheme will average at least 10% matched funding.

6.5. Indirect matched funding £ 50m

It is intended to raise a far greater level of matched funding. However, it is important that the scheme is not constrained by high levels of matched funding, as this will make it difficult for precisely those individuals we wish to involve. Details of costs and matched funding are given in Appendix One.

## 7. The Project Team

7.1. The team involved in preparing this paper are community practitioners who were responsible for delivering a London-wide event in 1995 called The Great Banquet. This involved over 200 events attended by over 30,000 people representing the diversity of life in London.

7.2. The team is made up of Andrew Mawson, Chief Executive of Bromley by Bow Centre, which is developing new approaches to urban regeneration, Adele Blakebrough, Director of the Kaleidoscope Project pioneering work with drug addicts, and Helen Taylor-Thompson, President of Mildmay Hospital, who founded the first hospice in Europe for people with AIDS.

# A GUIDE TO TUESDAY

"The purpose of the Mission Council is to enable the Church, in its General Assembly, to take a more comprehensive view of the activity and policy of the Church, to decide more carefully about priorities and to encourage the outreach of the Church to the community. Its service is directly towards the Assembly, but its concern is with the whole Church and all its members, so it will seek to be aware of the pains and joys, the adventures and hopes of the whole body."

1. It is very easy to overlook this comprehensive purpose and wide concern because of the volume of business that comes before Mission Council. The Advisory Group believes that we need to give time at this October 1996 meeting to step back and look at the present situation. All our Tuesday sessions will be given to that purpose.

2. Before tea representatives of the Resource Planning Advisory Committee will report on the responses of Churches and District Councils to the eight mission priorities for the next five years identified at Mission Council a year ago. Thus we should gain a sense of direction and also be aware of the hopes of the whole body.

3. After tea 12 committee conveners will tell us, in the form of headlines, what their committees are doing to further these mission priorities and what issues they may bring to the 1997 General Assembly. The Conveners of the Assembly Arrangements, Nominations and Pastoral committees are being let off this privilege!

4. We shall then break into groups. You will see that each group bears the title of one or two committees and it includes the conveners of and staff secretaries for those committees. The aim of this session is to look more closely at the work of the committee(s) allocated to your group, using the convener as a consultant, and to answer certain questions which will have been given to the group leader and reporter. (It will help if you have ready the relevant bit of the 1996 Assembly reports.)

5. After supper the group reporters will report back to a plenary session. We shall see whether any clear issues emerge which we need to deal with later in the agenda, at future meetings or which should be referred to committees or Provinces.

6. Unless we over-run our agenda (which has been done before!) we shall have Synod and Conveners' groups on Thursday morning. If possible we should give some time to those groups to see if there is any way we want to modify or add to our Tuesday night conclusions. If so, it can be reported at our final plenary session.

7. The purpose of this day is to enable the whole Mission Council to gain an overview of the whole mission of the Church. However, each of us will be getting a closer insight into the work of one or two particular committees. How about the members of each group remaining as an unofficial support group/point of reference for the conveners for the next year?

John Waller
16 September 1996

# MISSION COUNCIL
## 1-3 October 1996

# AGENDA

**TUESDAY**

| | |
|---|---|
| 12.00 onwards | Check in |
| 1.00 | Lunch |
| 2.00 | **WORSHIP AND BIBLE STUDY** |
| | Welcome and apologies<br>Minutes of last meeting<br>Matters arising<br>Our agenda and additional business<br>Notice of election procedures<br>Appointment of tellers for year |
| | Presentation by Resource Planning Advisory Committee |
| 4.00 | TEA |
| 4.30 | Presentation by Committee Conveners<br>Groups |
| 7.00 | SUPPER |
| 8.00 | Report back and plenary conclusions |
| 8.45 | **PRAYERS** |

**WEDNESDAY**

| | |
|---|---|
| 8.30 | BREAKFAST |
| 9.15 | **COMMUNION AND INDUCTION OF SECRETARY FOR MINISTRIES**<br>Correspondence re Assembly decisions: Hong Kong and address to the throne<br>Finance Committee concerns<br>Level of stipend 1997 |
| 10.45 | COFFEE |
| 11.15 | Report of MCAG (Paper C)<br>Report of Staffing Advisory Group (Paper C) |

1.00 LUNCH

Free time

3.45 TEA

FURY review group
Lewis bequest
Presidency in an emergency: response to 1995 Assembly resolution (Paper B)

4.15 Ecumenical Committee:
Scottish Congregational Church Union talks (Paper A)
Multi-racial post grant application (Paper D) GROUPS
Anglican-Methodist talks

7.00 SUPPER

8.00 Ministries: Appeals
Procedures for assessing CRCWs
Non-Stipendiary CRCWs
CRCW review
CRCWs from other denominations

Doctrine Prayer & Worship Ctte: Theological groupings within the church

8.45 PRAYERS

THURSDAY

8.30 BREAKFAST

9.15 **BIBLE STUDY**
Elections
Nominations Committee inc YCWT appointments
Assembly Arrangements Committee
One day Mission Council meetings (Paper D from March 1996)

10.45 COFFEE

11.15 Synod and Conveners groups
Any final thoughts
Result of elections
Dates and places of future meetings

1.00 LUNCH

Depart

MISSION COUNCIL
1-3 October 1996

# A

*The following paper was prepared for the meeting of the Ecumenical Committee on 26-27 September. The recommendations of that Committee will be presented separately to Mission Council.*

***Discussions with the Scottish Congregational Church (SCC)***

At the Assembly of the SCC 5-8 September 1996 at St. Andrews the following resolution was proposed by the Edinburgh and Borders Area Council

> **This Assembly instructs the General Committee to initiate discussions with the United Reformed Church in the United Kingdom with a view to effecting the union of our two denominations as soon as possible.**

The resolution was agreed with 109 voting in favour and 5 against.

**The Debate**

There were sixteen speeches of which only three argued against the proposal. The substance of the opposing arguments was not against the principle but took the view that it was too early in the life of the SCC to make this move.

Some of those arguing in favour spoke from their experience of the URC e.g. Augustine, Edinburgh, a united church; attendance at the URC Assembly and the Northern Provincial Synod, and the work of David Jenkins. The following points were heard in the speeches:

- the origin of the resolution was the local churches. It had not been proposed by the SCC's leadership
- on the previous occasion, the proposal for union had been rejected by a minority
- in setting up the SCC it was not intended to stay in that form for ever. There was a commitment to an ecumenical future
- the SCC and the URC have a common understanding of Faith, the Sacraments, the Word and Ministry
- union would enhance both the SCC and the URC's position in the current Scottish talks about union in the Scottish Churches Initiative for Union (SCIFU)

- SCC had gifts to bring to a united church: a sense of fellowship and community, their Scottishness, a heritage of life, worship and mission, a college with an emphasis on lay training and involvement in the open college, the commitment of the Women's Union

- it will fulfil the long history of Scottish Congregationalism

- there are many Scots in URC, including former members of SCC

- against the argument for delay, on the grounds that SCC is in crisis, it was said that from the beginning of their history Scottish Congregationalism has always been in crisis. 'This church has been waiting to get on its feet since 1811 - the URC'll have to take us as we are, a people in pilgrimage'

- the SCC will find its identity in the search for unity with others

- the SCC already is clear about its identity. That discovery was made when the other churches seceded

There was an amendment to delete the words ***as soon as possible***. However the Chairman refused to accept it and his ruling was not challenged. Amongst the cautionary voices the following points were made

- it is too soon after the secession. Both the church and its new General Secretary need time to find their feet

- this could slam the door on the friends, who have joined the Congregational Federation

- the main ecumenical task in Scotland is to renew the Church of Scotland. This is the real issue for all the Scottish churches. Will union with the URC make that battle easier or more difficult?

**The Background**

A previous attempt to unite the two churches had resulted in Proposals for Unification being prepared over a two year period by a Joint Negotiating Group. These were published on 18 January 1988.

At the URC's General Assembly in 1988 a two-thirds majority of those present and voting was required. The votes were 474 for, 2 against with 3 abstentions (99.4%).

The Assembly of the Congregational Union of Scotland (CUS) met in September 1988 and a positive vote of 75% was required. However only 64.6% of the members were in favour.

Consequently the Joint Negotiating Group met in October 1988 to wind up the process (See Appendix). In 1988 the twenty year long Scottish Multi-Lateral talks also ended. These have been succeeded by SCIFU, a conversation between the Church of Scotland, the Methodist Church, the Scottish Episcopal Church, The SCC and the URC.

The CUS then passed through a difficult few years in which a way forward was sought by forming the SCC. This resulted in a minority of churches seceding from the CUS. Most, if not all of these have joined the Congregational Federation. The first Assembly of the SCC was in 1994.

**The Mid-Scotland District of the URC**

This consists of six congregations, one of which is united with a SCC congregation. It has a total of 225 members and is currently served by nine URC (seven NSM) and one SCC minister. (The latter will shortly retire and be replaced by a URC minister).

**The SCC**

> *the figures have been taken from the 1996 Year Book and could be inaccurate*

The SCC comprises the CUS, the Women's Union and the Scottish Congregational College. It has 62 congregations, 7147 members and 39 ministers in pastoral charge with 4 in other charges, 2 Lay Pastors and 7 Pastors.

**The Next Steps**

The invitation from the SCC will be considered by the Ecumenical Committee. A decision is needed as to whether to wait to make a response from the General Assembly in 1997 or to ask Mission Council to act. The argument that MC ought to be asked to act is so that conversations may begin *as soon as possible*. Assembly agreed to Union in 1988 and, while no longer bound by that decision as circumstances and the CUS have changed, I believe would certainly not be unwilling to talk again. Moreover the 1996 Assembly committed the URC *to continue to express ..... commitment to the goal of visible Christian unity through .... active participation in initiatives leading towards organic unity.*

The Committee should also consider the suggestions arising from a conversation between the General Secretary and the Revd. John Arthur, General Secretary of SCC that

i) a Joint Negotiating Group of five people from each church be set up, with Co-Conveners and joint Secretaries, having authority to

co-opt and consult as necessary. All other partner churches would be informed and SCIFU would be asked to send an observer. (*Note* The Officers of the Ecumenical Committee have suggested that ACTS also be invited to appoint an observer and that papers be sent to Colin Davey at CCBI)

ii) the starting point of the negotiations be the 1988 Proposals for Unification

iii) the Group aims to hold its first meeting in January 1997.

**Representatives** of the URC would need to be appointed by the MC. As there is no meeting of the Nominations Committee before MC, MCAG advises that the Ecumenical Committee make proposals to the officers of the Nominations Committee who will being the list to the MC in October.

Tony Burnham 9 September 1996

**Appendix**

**Final Statement of Joint Negotiating Group October 1988**

"The proposals for Unification failed to receive the required majority of 75% in the Congregational Union Assembly held in St. Andrews in September 1988. Subsequently the Joint Negotiating Group of the two churches has met to conclude the present negotiations".

"Ecumenical commitment remains crucial for both denominations, even though the present process has been brought to a halt, and each will now have to consider its own future relationships. No new negotiations have been proposed but the journey towards the full expression of Christian Unity will continue, in Scotland as in the whole of Britain".

"The two denominations will continue to work together, and certain areas of co-operation in Scotland can already be noted - Youth Work, World Mission matters, Women's Work, Theological Education. One way in which the spirit of shared concern can be made more effective is in the care given to the small number of United Reformed Church fellowships in Scotland. It is hoped that a joint liaison group can be formed in Scotland which would take on such responsibility".

"The Group rejoices in the gifts of the Spirit which have been shared during the years of this process, is grateful for the prayers of many local churches, friends in other denominations, and the churches around the world which have sent messages of encouragement. It believes that the work done together is a contribution to the total life of our churches".

Presidency at the Sacraments in emergency situations

The General Assembly of 1995 asked the Mission Council to consider this matter. The following is an extract from the Assembly Record (p.45):

'An additional resolution in connection with Resolution 45 was moved by the Revd Dr John Parry and the Revd Graham Cook as follows:
**Assembly requests Mission Council to consider the desirability of a constitutional amendment to ensure that in an emergency the assembled congregation may appoint a person to preside at the celebration of the sacrament.**
This was agreed, 214 for, 147 against'.

The Doctrine, Prayer and Worship Committee has prepared the following response for consideration by Mission Council. The Ecumenical Committee will discuss the response at its meeting in late September and may wish to make verbal comment to the Council. It is hoped that the Council will then agree a text to take to General Assembly.

1. First, it does not consider it necessary to make any amendment in the Basis of Union to take account of exceptional situations. It would be impossible to cover them all, and exceptional situations are not a good guide to normal practice.

2. Secondly, in a situation where someone appointed to preside at the sacraments in a particular congregation was unable to attend, whether because of accident, illness or otherwise, the Committee considers that the local congregation should decide on the appropriate action and that the service should not necessarily be cancelled simply because approval for a particular person had not been obtained from the District Council or its Pastoral Committee in advance.

3. Thirdly, the Committee suggests that the appropriate action would have to be decided on the basis of common sense. If a minister or another person authorised by the District Council were present and willing to conduct the service, that person should be invited to do so. If no-one who had the appropriate experience of leading worship was present, it would probably not be sensible to invite someone with no experience to do so. This would perhaps be particularly true in the case of a baptism by immersion. But if the congregation did have someone present who was willing and able to lead worship, the Committee considers that the congregation should invite that person to do so.

Report of Mission Council Advisory Group

1. Parliamentary meeting The Moderator and other representatives met URC members of the Houses of Commons and Lords on 11th June. On this occasion, for the first time, they were joined by URC members of Parliamentary staff. The Advisory Group confirmed that such meetings are of value and have suggested that another one should be held in November 1997.

2. Model local constitution Work continued on drafting guidelines to help those drawing up local constitutions. The intention is to include these in the next edition of the URC Handbook.

3. Multi-racial, multi-cultural development post. The Group heard a report on the plans for this post and gave advice on possible funding. A separate paper is coming to Mission Council.

4. The Moderator The Advisory Group heard with great pleasure that Dr David Thompson has been elected First Vice President of The Disciples Ecumenical Consultative Council. The convention will meet in Brighton in 2004.

5. Theological reflectors The Revd Flora Winfield is our reflector for this Council and the Revd Duncan McClements has agreed to be with us in March 1997.

   The Advisory Group considered Preman Niles' report on the last meeting at some length and several of his suggestions have influenced the way our agenda has been formed. It was not felt that there was a need for a small group to do pre-agenda planning, as this was included in the functions of the Advisory Group. There are no specific recommendations to Mission Council.

6. Oversight Ministries Task Group John Slow was appointed to convene this group but ill health and other commitments have prevented him from doing so. The group is due to report to Mission Council in March and Assembly in July 1997 and so the Advisory Group accepted John Slow's offer to stand down. It has approached Rhona Jones to take his place as Convener. She is prepared to work within a tight timetable and Mission Council is asked to confirm her appointment.

7. Resource Planning Advisory Committee Following David Butler's resignation as Secretary, the Advisory Group recommends the name of Mr Dai Hayward (Darlington) for this post, to serve for a period of four years. The Group also advises that it would now be appropriate to look for a new Convener for the Committee as it is not good practice for the Secretary of Mission Council also to hold this post. For

reasons of continuity it is advisable to seek a new Convener from within the present membership of the Committee and the Group recommends the name of the Revd Duncan Wilson (Sheffield) for this post, again to serve for a period of four years. There is one vacancy on this Committee as Christine Meekison ends her period of service and there will be a second vacancy if Duncan Wilson is appointed Convener.

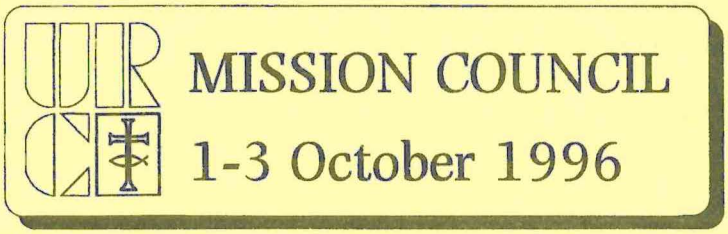
8. Elections In addition to the elections in regard to the Resource Planning Advisory Committee, Elizabeth Caswell completes her term of service on the Mission Council Advisory Group. Elizabeth has been one of the Committee Conveners on the Group so her replacement needs to be a Convener. Please consider possible names for these vacancies. The elections will take place at Mission Council.

John Waller
16 September 1996

**Lewis Bequest**

Payments under the authority of the Assembly may be made from this trust fund for the purpose of providing retiring allowances for the Principal and Professors of Westminster College, Cambridge. On the retirement of the Revd Martin Cressey, the officers, acting for the Assembly, agreed to an appropriate allowance in accordance with the most recent precedent.

The General Secretary will speak to this.




# D

Progress report to the October 96 Mission Council on the post of Multi-racial/Multi-cultural Development Worker for the URC.

The 1996 General Assembly strongly supported the resolution from the March Mission Council proposing that the URC should use one of its five special category ministry posts through CWM for this work. In 1988 the URC committed itself to expressing its need to receive ministry and missionaries from CWM partner churches by setting aside five stipends . Dr. Preman Niles, the general secretary of CWM, challenged the March Mission Council to look for help to its partners in mission and to someone from outside Europe who could hold up a mirror, and challenge and guide us in new and fresh ways.

The Management Group, which is also the Search and Appointment Group, consists of:

John Waller, the convener
Sheila Maxey, representing the Overseas Exchange Sub-Committee, and secretary
John Macaulay, representing the Equal Opportunities Committee
Simon Walkling, representing the Equal Opportunities Committee
Peter Brain, representing the Church and Society Committee
Sandra Ackroyd, the URC representative on the Churches Commission for Racial Justice

The objectives, methodology, and person specification, as set out overleaf, have been widely circulated and it is hoped to appoint no later than Easter 1997.

The group estimates a budget of £20,000 pa, excluding stipend and the provision of housing. The budget includes the usual compensation allowance for central staff, a generous travel allowance because the post-holder must not be office-bound, an allowance for consultations/ conferences, and the usual office costs, based on secretarial support for one day a week.

If full use is to be made of the appointed person then the URC at large must begin to prepare. The Management Group therefore asks the provinces, through their Mission Council representatives, to do two things:

1. Compile a list of the obvious contact people in your province - those already concerned that the URC engage with multi-cultural Britain, that it open its doors at every level to the gifts of those from other races and cultures and church tradtions, and that it take seriously the widespread evil of racism. These people will provide an initial network for the worker. Send the list to Sheila Maxey by the end of the year.

2. As a province, and as districts, begin to plan how to give the worker effective access to the ordinary but vital life and agenda of the URC - those parts where the words 'multi-cultural' and 'multi-racial' are rarely uttered. Plan on the basis of an initial visit of several days.

Lastly, the post needs a shorter title and one which indicates it is a church-directed post. Any bright ideas?

## Multi-racial/cultural development worker for the United Reformed Church in the United Kingdom

ONE OF THE FIVE SPECIAL CATEGORY POSTS WHICH THE URC HAS SET ASIDE FOR RECEIVING MINISTRY FROM CWM PARTNER CHURCHES.

A 3-year appointment beginning early in 1997

**Objectives**

a. To help the United Reformed Church at every level to be more open and integrated culturally and racially.

b. To explore the task of mission in our multi-cultural society.

c. To foster awareness of issues of racism and racial justice in congregations and councils of the United Reformed Church.

**Methodology**

1. To spend the first year observing and analysing the multi-racial/cultural nature both of local churches and district structures, province by province in their regional contexts, and of the United Reformed Church as a whole in its ecumenical and social context within the UK.
Although the post-holder will be based in United Reformed Church House, he/she will be expected to spend 50% of her/his time on visits to provinces. The provinces will be responsible for making the best use of these visits.

2. During the following year, in consultation with the relevant Assembly committees, to develop ways of helping the churches to become more aware of issues of racism and racial justice within their life and to become more open and integrated and enriched culturally and racially. (objectives 1 and 3). This would involve the setting up, in consultation with the provinces, of appropriate conferences, courses, and meetings.

3. In the final year, to produce proposals which will both challenge and guide the United Reformed Church in its mission within our multi-racial/cultural society. (objective 2)

PERSON SPECIFICATION

**Qualifications:**

a. Able to reflect theologically on his/her work, and give an account of it in missiological terms. Previous theological training is desirable.

b. Experience of UK or European society - or at least experience of another highly developed society.

c. Some personal experience of discrimination would be helpful.

d. Experience of working with and through church or other similar complex structures.

**Qualities:**

a. Able to take initiatives, build up contacts and pursue them.

b. Able to handle conflict and not be deterred by polite resistance.

c. A good communicator, in English, both as a speaker and as a writer.

d. Able to listen carefully and learn quickly.

**Status:**

a. The applicant may be female or male, lay or ordained.

b. The applicant should be a member of a CWM partner church and should receive the support of her/his church in making the application.

***Application forms can be obtained from Revd Sheila Maxey, 86 Tavistock Place, London WC1H 9RT and should be returned before 30 November 1996.***

MISSION COUNCIL

E

## FURY REVIEW GROUP

The new FURY Project was first discussed by the National Youth Committee in the mid eighties and since then a programme of work has been achieved -

- Increase of FURY's Age to include 11 to 14 year olds.
- Formation of the FURY Council.
- Integration of the Youth and Children's Work Committees.
- Launch of the Hitch-hiker's Guide to the Gospel - particularly aimed at resourcing local FURY.
- FURY Assembly going from strength to strength.
- Development of FURY National
- Opening and continuing growth of the work of the National Youth Resource Centre at Yardley Hastings.

With the work continuing to grow it has been decided to set up a FURY Review Group, which will initially report back to FURY Council and the Youth and Children's Work Committee with the possibility of eventually sending a report to General Assembly.

It was agreed that the group would consist of two members of FURY Council and two members of the Youth and Children's Work Committee and we would like two members of Mission Council to represent the wider church.

It is hoped to meet before Christmas 1996 for the first meeting. James Horton, the FURY Chair, will speak to this request at Mission Council.

Paul Franklin
16 September 1996

## THE REMIT OF THE FINANCE COMMITTEE

**The story so far**

The 1994 General Assembly, when it approved new committee structures, agreed the remit of the Finance Committee as follows:-

> "The Committee is responsible for the proper keeping of accounting records, the oversight of all funds and properties, and will give advice on all financial matters."

In a paper presented to the first meeting of the Finance Committee in December 1994 it was stated that, following discussions between Alistair Black, Tony Burnham, Desmond Davies and Clem Frank, it was felt more appropriate that responsibility for all funds and properties should revert to the United Reformed Church Trust. A revised remit was prepared and submitted for approval to the Mission Council meeting on 17/19 March 1995 as follows:-

"1. Preparation of Financial Statements.
2. Ensure URC's published accounts comply with the statutory requirements and SORP recommendations for charities.
3. Ensure URC accounts are filed as appropriate with Registrars and Agencies.
4. Monitor auditors performance and fees and ensure that full consideration is given to all their recommendations.
5. Attend auditors meeting prior to finalising the accounts.
6. Consider simplification with vision to format presentation of account to improve the prospects of their being understood by the average church member and to assist them to identify the true status of the church's current finances and future needs.
7. Provide general advice to other councils of the church on the format and presentation of accounts.
8. Such other matters as may be remitted by United Reformed Church Trust or other Church bodies."

Mission Council did not approve the above detailed remit and the matter was deferred until further consideration could be given.

**A revised proposal**

The Finance Committee has discussed this subject again and now invites Mission Council to approve the following resolution:-

> **"Mission Council, acting for General Assembly, resolves that the remit of the Finance Committee should be as follows:-**
> **The Committee is responsible for the general financial oversight of funds administered for the benefit of the United Reformed Church nationally under the overall authority of the General Assembly, for ensuring that proper procedures are in place for the maintenance of accounting records, the safe custody of assets and the preparation of financial statements, for giving financial advice to other councils of the church as appropriate, and for taking any decisions with regard to the finances of the Church as are necessary."**

The aim of this revised remit is to set out in broad terms the overall responsibilities of the Finance Committee in preference to a listing of detailed duties. It embraces all of the detailed duties set out in the proposal considered by Mission Council in March 1995 but allows for other duties to be undertaken if they fall within the broad terms of the remit. It also places with the Finance Committee the general oversight responsibility which was included in the original General Assembly remit but which under the revised proposal rejected by Mission Council in March 1995 would have been placed with United Reformed Church Trust.

The question of whether the Finance Committee or United Reformed Church Trust should have overall financial responsibility has been discussed with the chairman of United Reformed Church Trust and it has been agreed that in the circumstances of the URC the responsibility falls more logically into the area of the Finance Committee. [The role of trustees can vary considerably from one organisation to another. At one extreme it may involve the comprehensive management of assets and income and the activities related thereto, while at the other extreme it may involve merely acting as the legal owner of assets and acting on instructions from others provided that those instructions conform to predetermined rules or trusts. In the case of the URC there are structures to deal with the management of the various aspects of its affairs and the trustee's role can properly be regarded as a fairly restricted one of acting as the legal owner of assets and taking responsibility for the investment of funds.]

It is considered that the remit of the Finance Committee set out above does not conflict or overlap with the responsibilities of the Resource Planning Advisory Committee. RPAC has a clear responsibility for preparing and presenting budgets and five year plans. The role of the Finance Committee is to ensure that RPAC has the financial information required to develop budgets and plans. The separation of resource planning from finance was a deliberate move to make it clear that policies and plans involve broader considerations than finance and that decisions about how we use our resources should not appear to be finance driven.

The proposals set out in this report have been agreed by the Chairman of United Reformed Church Trust and by the Convenor of the Resource Planning Advisory Committee.

**REF: REMIT**
**19 September 1996**

**PENSIONS ACT 1995**

1. Members of Mission Council are asked to examine the draft letter to all members of the United Reformed Church Ministers Pension Fund as attached.

2. In the terms of the Pensions Act 1995, the Church must tell the trustee by 1 May 1997 that it is proposing to opt out of the member nominated trustee by requirements. It is therefore not possible to await Assembly 1997 to begin the process of opting out.

3. Members of Mission Council are asked to consider the following resolution which will be moved by the Treasurer:-

   "Mission Council, acting on behalf of the General Assembly, resolves that the existing arrangements as to the selection and appointment of member directors of the United Reformed Church Ministers Pension Trust Limited shall continue and that the statutory consultation procedure laid down in section 19 of the Pensions Act 1995 shall be implemented."

   The statutory consultation procedure is undertaken by means of the circulation of the letter as attached to all members of the United Reformed Church Ministers Pension Fund.

4. At the next meeting of the Mission Council a further resolution will be brought by the Treasurer:-

   "Mission Council, noting that objections were received from ** members of the Pension Fund (**% of the total) confirms that the statutory consultation procedure laid down in section 19 of the Pensions Act 1995 has been appropriately implemented."

5. If in fact more than 10% of the members of the Fund object, the matter of appointment of directors will have to be reconsidered, and a full ballot taken.

**REF: MISCOUN**
**18 September 1996**

DRAFT

**TO ALL MEMBERS OF THE UNITED REFORMED CHURCH MINISTERS PENSION FUND**

**APPOINTMENT OF MEMBER NOMINATED MEMBERS OF THE BOARD OF THE UNITED REFORMED CHURCH MINISTERS PENSION TRUST LIMITED**

1. Members of the United Reformed Church Ministers Pension Fund fall in to one of three categories:-

   a) Active contributing members.
   b) Deferred members.
   c) Pensioner members.

   Widow/ers are beneficiaries under the pension scheme but are not members.

2. Section 18 of the Pensions Act 1995 lays down that at least 1/3rd of the trustees of a Pension Fund shall be nominated by members of the Fund. The United Reformed Church Ministers Pension Fund only has one trustee, a limited company called the United Reformed Church Ministers Pension Trust Limited. Where the trustee of a Pension Fund is a limited company, 1/3rd of the directors of that company shall be nominated by the members.

3. However, section 19 of the Act provides that the "employer" may continue with the existing procedure. The Church which is in this case in the position of "employer", acting through Mission Council meeting on 1 to 3 October 1996 has decided that, subject to the statutory consultation procedure referred to below, it will continue with the present procedure, which is that Assembly (effectively) appoints the Board of the United Reformed Church Ministers Pension Trust Limited, appointing 1/3rd of the members from the membership of the United Reformed Church Ministers Pension Fund.

4. In arriving at this decision the Church has borne in mind:-

   a) That the present system includes the selection of member directors of the Trust Company which the Church is satisfied operates fairly and efficiently.
   b) That the requirement of 1/3rd of the Board of the Trust Company must consist of members of the Fund is considered to be an adequate safeguard of the interests of the members.
   c) That, apart from the Assembly, there is no real forum for nominations to be sought for appointment as member nominated directors, nor for their election. Thus any other way of nominating member directors would be both time consuming and costly.

5. Before confirming this decision to continue with the present procedure, the Church is required to undertake a "statutory consultation procedure" in which the members of the Pension Fund are asked whether they object to the proposal.

6. This letter is the "statutory consultation procedure". Any member of the United Reformed Church Ministers Pension Fund may object to the proposal, in writing, to the General Secretary of the United Reformed Church, the objection being received at 86 Tavistock Place, London, WC1H 9RT, no later than midnight on 31 December 1996. If objections are received from less than 10% of the membership of the United Reformed Church Ministers Pension Fund, Mission Council, at its meeting scheduled for 18 January 1997, will be asked to confirm

the decision. If 10% or more of the members object, the Church may seek the agreement of the majority, by ballot.

7. In the terms of the Articles of Association of the United Reformed Church Ministers Pension Trust Limited, the Board of that company consists of 12 persons, 4 being members of the Pension Fund, 4 being members of the Church (but not members of the Pension Fund), and 4 being ex-officio.

The current membership of the Board is as follows:-

**a) Members of the Pension Fund**

Revd Dr Arthur Chadwick (Chairman)
Revd John Martin
Revd Tony Spring
Revd Pamela Ward

**b) Members of the Church**

Mr Desmond Davies
Miss Valerie Ham *
Mr Tom Swan
Mr Geoff Lunt (Secretary)

**c) Ex-officio**

The Treasurer of the Church (Mr Graham Stacy)
The Chairman of the Pensions Executive (Mr Victor Hughff)
The Convener of the MoM Sub-Committee (Mr Michael Harrison)
The Financial Secretary of the Church (Mr Clem Frank)

* Miss Valerie Ham has been nominated and is expected to be appointed in December.

8. a) The method of selection of directors is (effectively) by appointment by the General Assembly of the Church (or by Mission Council in the case of casual vacancy) on the advice of the Nominations Committee.
   b) The period of office of directors in categories a) and b) above is three years with eligibility for a further term of three years with a maximum of six years service.
   c) The functions of all directors are the same.
   d) The current directors, including the member directors, shall continue in office for the balance of their term of service.

9. This paper is circulated on the authority of the Mission Council.

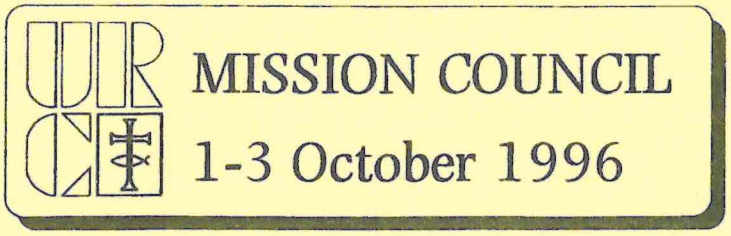
**Action by you**

**If you agree with Mission Council that the present arrangements for the appointment of member directors of the United Reformed Church Ministers Pension Trust Limited is satisfactory, you should do nothing.**

**If you do not agree with Mission Council, you should write as explained in para. 6 above to the General Secretary.**

**REF: APTDMMBR**
**19 September 1996**

Being withdrawn




# H

FINANCE COMMITTEE CONCERNS

## THE LEWIS BEQUEST

1. **Basis of the Trust**
The Trusts set up under the wills of Agnes Lewis and Margaret Gibson set aside monies for many objects, including as follows:-

> "IN THE EIGHT PLACE to the said Synod of the Presbyterian Church of England the sum of Fifteen thousand pounds in Trust to be paid out of such part of our moveable and personal estate and that of the said John Smith as may be lawfully bequeathed and applied to charitable uses, the capital whereof shall be invested according to law and also in the class of securities hereinafter authorised, and the revenue or income applied for the purpose of providing retiring allowances for the Principal and Professors of Westminster College Cambridge and the said Synod having full power and authority without interference from any person or persons to determine and fix the proportions in which such allowances may be paid; and in the event of there being no claimant or claimants in any year or years for such retiring allowance or allowances, we direct the said Synod to pay the said Revenue or income of the said sum of Fifteen thousand pounds or any part thereof, into or for behalf of the said Aged and Infirm Ministers Fund of said Synod."

2. At the present time, there are only two beneficiaries under this trust, and it appears unlikely that there will be more.

3. By resolution of the Assembly of the Presbyterian Church of England in 1951, the Aged and Infirm Ministers Fund was renamed The Retired Ministers Supplementary Fund.

4. By resolution of the Assembly of the Presbyterian Church of England in 1957, the name of The Retired Ministers Supplementary Fund was changed to the Retired Ministers Aid Fund.

5. So far as the future operation of this Fund is concerned, Mission Council is asked to recommend to Assembly that the following resolution be passed:-

Assembly

a) Notes that in the terms of the will of Agnes Lewis, Assembly, as successor to the Synod of the Presbyterian Church of England, it is responsible for the administration of the Agnes Lewis Bequest for the provision of retiring allowances for the teaching staff at Westminster College.

b) Affirms that, in the light of its decision that the payment of supplementary stipends is not appropriate within the United Reformed Church, the payment of supplementary pensions is not recommended.

c) Resolves in the light of this decision that the Agnes Lewis Bequest be wound up by transferring the capital to the capital of the Retired Ministers Aid Fund and the unexpended income to the unexpended income of the Retired Ministers Aid Fund (noting that the Retired Ministers Aid Fund is the successor body to the Aged and Infirm Ministers Fund) and noting also the assurance of the trustee of the Retired Ministers Aid Fund that allowances currently in payment from the Lewis Bequest will continue to be paid, and escalated, from the Retired Ministers Aid Fund.

**Transfer of certain properties in Thailand to the Church of Christ in Thailand**

1. In 1974 the Churches of Christ wished to transfer certain properties to the Churches of Christ in Thailand, and in pursuit of this objective procured that their Trust Company, the Churches of Christ Foreign Mission Property Society Limited granted a Power of Attorney to the Foundation Church of Christ in Thailand to execute their wish.

2. Later, believing that the transfer had taken place and believing that the Churches of Christ Foreign Missions Property Society Limited had no assets, the Directors permitted the Churches of Christ Foreign Missions Property Society Limited to be deleted from the Register of Companies.

3. However, no transfer was made in Thailand in accordance with the Power of Attorney, and there is now no legal owner of the properties in question.

4. As there is no legal owner, the properties remained in the beneficial ownership of the Churches of Christ in Great Britain and Ireland, and following the passing of the 1981 URC Act, the United Reformed Church. It has now been suggested by the Churches of Christ in Thailand that the (now) beneficial owner, the United Reformed Church, grant a Power of Attorney to an appropriate body in Thailand to execute the transfer.

**RESOLUTION**

Mission Council, acting on behalf of General Assembly, wishes to bring about the transfer of certain properties in Thailand to the Churches of Christ in Thailand, and to this end authorises the Moderator and Clerk to sign a Power of Attorney and to take any further action necessary to facilitate this.

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**Stipend level 1997**

The current basic ministerial stipend is £13,788 per annum.

Inflation in the year to 31 October 1995 was 3.168%, and this would therefore indicate a basic stipend of £14,224.80 per annum. Rounded up to a round £ per month, this indicates a basic stipend for 1997 of £14,232, and the budget was based on this figure.

In the circumstances, there would appear to be no reason for altering this figure, and the Officers of the Maintenance of the Ministry Sub-Committee recommend to Mission Council that the basic stipend for 1997 should be set at £14,232 per annum.

**RESOLUTION**

Mission Council sets the basic ministerial stipend for 1997 at £14,232.

I

Procedure for appeal against decisions of a Provincial Ministries Committee

The Moderators' Meeting has raised the question of the right of a non-stipendiary minister seeking to become a stipendiary minister appealing against the decision of a Provincial Committee, if that decision is negative.

The same question may be asked of candidates for ministry (SM or NSM) seeking to appeal against a Provincial Ministries Committee's decision not to accept them.

The background to this enquiry is that there are currently two or three potential cases of appeal.

The Ministries Committee believes that appeal may be made using the rules of procedure on appeals (Manual, page C6).

If the Synod has delegated its powers to its Ministries Committee (or other similar Committee), then the Committee has acted for Synod and the appeal is to the General Assembly. (Paragraph 8 of the rules of procedure allows reference to a committee if all parties agree. Otherwise the appeal is to the full Assembly).

If the Synod's committee does not have delegated powers, then the appeal is to the Synod. Reference to a committee is also possible in this case.

The Ministries Committee believes that this is correct procedure but, particularly because committees of both the Synod and the General Assembly are involved in any decisions on a candidate, it seeks confirmation (or otherwise) from Mission Council.

If confirmation is given, then candidates will need to be advised of their right of appeal at an early stage, since the rules of procedure only allow appeals initiated within 10 days of the decision.

John Waller
Acting Secretary for Ministries

PROCEDURE FOR THE ASSESSMENT OF CANDIDATES FOR THE CRCW MINISTRY

A Province, which has recently assessed the suitability of a candidate for the CRCW ministry, has raised the question as to why the procedure for CRCW candidates is different from that for ministerial candidates. The issue was raised with the CRCW Central Management Committee, who agreed to raise the question with the Ministries Committee.

**The current procedure**

A CRCW candidate receives a commendation from their local church, is interviewed by representatives of District Council and then assessed by a Provincial panel. If the Province is satisfied as to the candidate's suitability, s/he will be asked to attend a National Assessment. The panel will then make recommendations which will be referred back to the Province. They will inform the candidate of the decision. Where there is disagreement between the Province and National Assessment panel, there is a discussion to see whether agreement can be reached, but the final decision rests with Province.

**Reasons for a change**

The Province in question considers that the procedure used to assess ministerial candidates (local church, district, national assessment and then Province) is preferable since it allows the Province to play a more pastoral role in respect of candidates not accepted for a particular ministry and to help them take decisions about other possible forms of ministry or vocation.

Proposal

**The Ministries Committee proposes that for the time being the process for accepting CRCW candidates should be the same as for ministerial candidates, namely that the Provincial interview should follow national assessment.**

This proposal is made for the sake of consistency. The Committee recognises that there is a continuing debate about the wisdom or otherwise of Synods making the decision whether or not to accept candidates. This issue will be raised for discussion as some later time.

MISSION COUNCIL
1-3 October 1996

K

THE RECOGNITION OF A NON-STIPENDIARY CHURCH-RELATED COMMUNITY WORK MINISTRY

This paper was presented to the Ministries Committee for discussion in September. The Committee agreed to bring the proposals at the end to Mission Council.

## 1. Introduction

The case has been made in past papers for the recognition of a non-stipendiary CRCW ministry in the URC. It has been noted that:

1. a small number of people have already enquired about candidating for non-stipendiary church-related community work

2. there have been accredited CRCWs in unaccredited posts whose ministries could have been recognised

3. there are community workers in church-sponsored community work projects whose ministries could also be recognised

4. there may be a number of people with recognisable gifts, skills, qualifications and experience whose ministries could be recognised if a non-stipendiary CRCW ministry were to be established

Recognition of such candidates would be beneficial to the development of church-sponsored community work and would more properly reflect the current reality that the CRCW programme is an important part - but only a part - of the community work being undertaken by individuals and churches within the URC.

## 2. Service as a Non-Stipendiary CRCW

A non-stipendiary CRCW would be one who is accredited or commissioned to the church-related community work ministry in an accredited or accreditable post but receives their income from another source.
Their ministry would normally be exercised in conjunction with a local church, district or Province.

There are a variety of situations in which non-stipendiary CRCWs could serve:

1. Service in an accredited CRCW post

2. Service in an accreditable URC church community work post where the funding comes from other sources.

3. Service in an accreditable church community work post with another denomination. (Note: In the past CRCWs have been called to work in community work projects with other denominations, but this ministry has not been recognised by the URC.

   The development of a non-stipendiary CRCW ministry would ensure that such a ministry is validated by the URC, and ensure that the CRCW's gifts can also be used within the Councils of the URC.)

3. Recruitment

Candidates for this ministry must be of proven christian experience and service and in most cases must have practical community work experience or must be able to demonstrate they have the potential to develop the necessary skills. They must be willing and able to undergo specific training in community work and theology. Since there will be a flow of workers from the non-stipendiary to stipendiary ministry and vice versa (see para 8), the skills, knowledge and experience sought in non-stipendiary candidates should be the same as those qualities sought in stipendiary candidates.

4. Assessment

Candidates for non-stipendiary CRCW ministry would need to pass throught the same assessment process as stipendiary candidates: local church, district council, Province, national assessment, course admission.

5. Training and the funding of training

The content of training should be the same as that for stipendiary candidates, but should be tailored to the requirements of each candidate taking into account existing skills and circumstances. An appropriate form of training will be agreed with a Board of Studies (to be established) who will consider with the candidate a mix of college-based, distance learning and experiential training. (Subject to negotiation) the overall supervision of training will be through the Salford Urban Mission. The community work part of the training will normally be through a distance learning option, with the theological part of the training through the weekend Faith in Living course run by the Manchester Christian Institute.

6. Relationships with URC Districts

A non-stipendiary CRCW would be under the oversight of the District Council, which will arrange for commissioning to the ministry and induction to a particular sphere of service for a stated term of service which may be renewed. The term would be for no more than five years in the first instance.

**7. Relationship with the CRCW Network**

Non-Stipendiary CRCWs would be full members of the CRCW network and would be entitled to attend the twice yearly CRCW meetings depending upon their circumstances. They would also be full members of the Strategy Conference.

**8. Transfer from Non-Stipendiary to Stipendiary CRCW**

Since the content of training for stipendiary and non-stipendiary CRCWs should be comparable, transfer from non-stipendiary to stipendiary CRCW and vice versa should become standard practice. Except where a CRCW has been out of the field for many years, no additional training would be required. Accordingly non-stipendiary CRCWs would be notified of vacancies as they arise and would be considered and interviewed for stipendiary CRCW post alongside serving stipendiary CRCWs.

**9. Financial Implications for the URC**

The major financial cost for the URC would be the increased number of candidates to be trained, although whether the recommended figure of five CRCWs to start training each year would be met in this way is open to question. The cost would depend on the existing qualifications of those candidating for this ministry and the choices made with regard to the appropriate form of training.

10. Proposals to be considered by Mission Council

1. Mission Council is asked to recognise a non-stipendiary church-related community work ministry which will complement the existing CRCW ministry.

2. Once recognised, Ministries Committee is asked to promote this ministry throughout the Church.

3. Ministries Committee is asked to liaise with the Training Committee and Finance over the structure and cost of training for non-stipendiary candidates.

MISSION COUNCIL
1-3 October 1996

L

**PROPOSAL FOR THE REVIEW OF THE CHURCH-RELATED COMMUNITY WORK PROGRAMME**

The paper which follows was presented to the Ministries Committee in September.

The committee wishes to recommend to Mission Council that it sets up this review immediately. It suggests that the review team should comprise of three people appointed from within the United Reformed Church.

## Introduction

The Central Management Committee has identified the need for a wide-ranging review for the following reasons:

* The rapidly changing social, economic and political context of church and secular community work and the extension of poverty

* Changes in the practice and ethos underpinning community work

* Church-related community work is established within the URC and can demonstrate significant outputs, but issues remain over its scale and flexibility

* A lack of clarity and vision in relation to diaconal ministry in general and inner city and housing estates ministry in particular

## The Context of a Review

The Central Management Committee proposes a comprehensive review. This would not be a narrow review of the CRCW programme since this would reveal little that is not already known.

It is proposed that a review is conducted which reviews the CRCW ministry in the context of:

1. the mission of the whole church, particularly in the inner cities and on housing estates

2. the development of diaconal ministry

3. the relationship between the CRCW programme and other community work within the URC

4. the relationship of the CRCW programme to similar programmes within other denominations

## The Focus of a Review

The review needs to focus on the following issues:

* The management and development of the CRCW programme and its existing projects

* The current practice and understanding in the church of diaconal ministry

* The ministerial resource needs (diaconal and presbyteral) of the URC if it is to engage with inner-city and other marginalised communities

* The theological basis of Church-Related Community Work and its relevance to the ministry and mission of the URC

* The community development model which has been adopted and its relationship with other forms of church and secular community work

* The role and status within the URC of other forms of diaconal ministry

* The selection and training of CRCWs in the light of proposals for an apprenticeship style of training

* The funding of the CRCW ministry and other recognised forms of diaconal ministry

* The determining of appropriate models and structures for the management and development of CRC Work within an overall development strategy for diaconal ministry

* The development of opportunities for ecumenical co-operation

* Necessary and desirable policy changes for the URC

* Areas for further discussion

## The Process

It is propsed that a review team should be appointed, who would facilitate the consultation process and produce the final report. They would seek the views of CRCWs, CMC members, local management committees, moderators, others involved in community work in the URC, relevant training agencies, representatives of other denominations, those involved in other forms of diaconal ministry etc. It is suggested that a small number of regional consultations would be the most efficient and cost-effective way of conducting this review.

Interviews and questionnaires could also be used to supplement the findings from the regional consultations.

MISSION COUNCIL
1-3 October 1996

M

## THE ACCREDITATION OF CRCWS FROM OTHER DENOMINATIONS

The following paper was presented to the Ministries Committee in September as a result of a particular case.

The Committee would like Mission Council to consider the two points at the end of the paper.

The Council may wish to make a decision about either or both points, or to encourage the Ministries Committee to take the proposal to the General Assembly.

Another possibility is that the Council may wish to suggest further consideration of some points by the Committee.

### 1. INTRODUCTION

It has long been argued that the URC's CRCW programme should be developed ecumenically and that it should be possible for suitably qualified and experienced church community workers from other denominations to apply for vacant CRCW posts. In this paper I will consider:

* why such a step is desirable
* the existing process for accrediting ministers from other denominations
* a procedures for accrediting and appointing CRCWs from other denominations
* issues for the Ministries Committee

### 2. THE REASONS BEHIND THIS PROPOSAL

There are a number of reasons why this proposal should be considered:

* the URC has a commitment to working ecumenically wherever possible.
* the URC and other denominations have developed community work ministries in different ways and so any mechanisms which encourage the sharing of ideas, experience and expertise should be mutually beneficial.
* the URC has brought forward few enquirers and no candidates from minority ethnic groups, when the need may be for such workers to help the church work with racially mixed inner-city areas. Other denominations however do employ black and ethnic minority church community workers.

* a proportion of accredited CRCW posts have been in ecumenical partnerships. In such situations it seems inappropriate to disqualify suitably qualified and experienced CRCWs from other denominations simply because they have not been through the URC's candidating procedure.

* a procedure already exists for the accreditation of ministers of word and sacrament from other denominations.

* a decision only to appoint accredited URC CRCWs to accredited posts may restrict the growth of the CRCW programme and limit the church's options when developing strategies for mission in some of the most challenging inner-city areas.

3. THE ELIGIBILITY OF MINISTERS FROM OTHER CHURCHES

Assembly has approved regulations regarding the eligibility of ministers from other churches to enter the URC roll of ministers. The regulations are set out in the Manual. The same regulations could be applied so as to allow Church-Related Community Workers from other denominations to accept a call to an accredited CRCW post. The essential element would be that the CRCW, like a minister in a comparable situation, should hold "a current certificate of eligibility issued by the Ministries Committee of the URC" and that they should fulfil the criteria set out in the Manual: "The Ministries Committee is empowered to issue a certificate of eligibility for a call, on behalf of Assembly, in the case of ministers from member churches of the Council of Churches in Britain and Ireland, or churches overseas which are member churches of the Council for World Mission or the World Alliance of Reformed Churches provided that:

a) they will subscribe to the Basis of Union of the United Reformed Church

b) they are in good standing with their own denomination;

c) their course of training for the ministry was at least equivalent to that required of students for the ministry of the URC and/or that they have special gifts or qualifications which would make them of service in the ministry of the URC, and

d) they have understood and accepted the URC responsibility towards pension provision and retirement housing.

As a recognised ministry of the URC it can be argued that CRCWs should be treated in the same way.

4. THE PROCESS FOR ACCREDITING CRCWS FROM OTHER DENOMINATIONS

It is proposed that the procedure for calling a CRCW from another denomination to an accredited post would be as follows:

1. notification of a vacancy in a CRCW post is circulated to all URC CRCWs and students. In the event of no one applying for the post or none of the applicants being considered suitable,.....

2. notification of the vacancy would be circulated through church community work networks (eg through the Churches Community Work Alliance), requesting applications, but stipulating that candidates would be expected to have at least an equivalent training to that of the accredited CRCWs and that they must be in good standing with their own denomination.

3. all suitable applicants would be interviewed by a Provincial panel including a representative of the Central Management Committee and a CRCW national assessor to establish whether certificates of eligibility should be issued. The decision of the panel would then need to be ratified by the national accreditation sub-committee. All suitable applicants or alternatively the most suitable could then be invited to attend an interview with the local church-in-community and the process would then continue as for URC applicants.

It should be noted that this is the procedure which has been adopted to consider the case of a Church of Scotland deaconess who has recently applied to become a URC CRCW.

4. Ministries would have the right to require further training before issuing a certificate of eligibility.

5. FOR CONSIDERATION

Mission Council is asked:

1. to agree the principle that suitably qualified workers from other denominations can be accredited and appointed to URC CRCW posts

2. to agree the procedure outlined above for assessing the suitability of candidates from other denominations for this ministry

**MISSION COUNCIL STAFFING ADVISORY COMMITTEE**

**REPORT TO MISSION COUNCIL - 1 - 3 OCTOBER 1996**

**INTRODUCTION**

1. Mission Council Staffing Advisory Committee met twice in September 96 to consider proposals relating to the following posts:

a. The existing post of CRCW Development Officer.
b. The existing post of Master Pilot.
c. The existing post of Secretary for Church & Society.
d. The existing post of Secretary for Discipleship & Witness.
e. The existing post of National Youth & Children's Work Training Officer (NYCTO).

2. The first four of the above posts were considered at a regular meeting of the Committee on 12 September; the NYCTO post was the subject of a special meeting held on 25 September.

3. **CRCW DEVELOPMENT OFFICER POST**

a. This post is lifed until 31 August 1997 and is currently filled by Mr Graham Ghaleb.

b. The Committee carefully considered proposals submitted to it at an earlier meeting when the matter had been deferred and again had the benefit of meeting Revd Vaughan Jones. In the course of his presentation he stated that, earlier in September, the Ministries Committee had accepted a suggestion and agreed to recommend to Mission Council that a full review of Church-Related Community Work within the context of the wider development of Diaconal Ministry should be conducted. Quite clearly, if that review is to be undertaken it will need to consider in breadth and in detail the work of the Church-Related Community Work team. Equally clearly, the work of the CRCW Development Officer will need to be examined, together with the future nature and scope of this post or any other which might emerge from the review.

c. The Committee thought that the concept of the review was an excellent one and that to enable it to take place in the relatively short term it would be desirable to extend the life of the CRCW Development Officer post by one year from 1 September 1997.

***RECOMMENDATION:*** ***The Staffing Advisory Committee recommends to Mission Council that the post of the CRCW Development Officer be extended from 1 Sep 97 for a further year or until the present post-holder leaves, whichever is the shorter.***

4. **MASTER PILOT:**

a. The post was lifed until 31 August 1996. A paper concerning the post was discussed in February 96 by the Committee, which requested that it be reconsidered and re-submitted.

b. In considering this post the Committee was greatly helped by a fresh written submission from Mr Paul Franklin and he and Revd Stephen Thornton met with the Committee on 12 September. The paper contained a full outline of what had been achieved in the past, a job description relating to the work to be done in the future and the rationale lying behind a request for a further 5 year lifed post of Master Pilot. It was noted that there is a proposal before the Pilots Panel to change the name of the post to "Pilots Development Officer (Master Pilot)"

c. The Committee took note of the fact that the previous Master Pilot post was linked to a half-time pastorate in East Midlands Province. It was clearly the view of the Youth & Children's Committee that the post justified elevation to full-time status. The Staffing Advisory Committee was very sympathetic to this view, mindful of the General Assembly resolution on Pilots and of the identification of work with children and young people as one of the Mission priorities for the Church. However, although that may well be an aim for the future, the Staffing Advisory Committee agreed to recommend to Mission Council that the post be continued on the basis proposed since it was understood that East Midlands Province had generously offered to make the same facility available for a further 5 years. In discussion, comments were made to the effect that funding to permit the enhancement of the post to full-time status might be procured by a process of "capitation levy", under which all Pilot companies might be asked to contribute annually a sum based on their strength. The Committee hope that the Pilot Panel might be prepared to consider this option.

*RECOMMENDATION:* *The Staffing Advisory Committee recommends to Mission Council that the post of Master Pilot [or Pilot Development Officer (Master Pilot)] should be continued for a further period of 5 years from an appointment being made or until the post-holder leaves, whichever is the shorter. The appointment should be made on the understanding that the post is linked to a half-time pastorate in East Midlands Province, with the half-time Master Pilot counting against that Province's ministerial deployment quota.*

5. <u>SECRETARY FOR CHURCH & SOCIETY:</u>

a. This post is lifed to 31 August 1997 and is currently filled by Revd Peter Brain.

b. In considering this post the Committee was able to study a well-argued paper about the post, its nature, scope and ethos, and to talk to Val Morrison about the reasons why the Church & Society Committee wished to see the post renewed. The Committee was fully persuaded of the need for this full-time post at a time when the while issue of the Church and its relationship to Society is of such pressing priority. In recommending to Mission Council as below, the Committee wished to urge Mission Council to encourage the Church & Society Secretary and Committee to continue its work on "Values", to encourage the post-holder and Committee to continue to listen to and support the mission of the local church, and to urge the continuance of regionally-based specific topic work.

*RECOMMENDATION:* ***The Staffing Advisory Committee recommends to Mission Council that the post of Secretary for Church & Society be continued from 1 September 1997 for a further 5 years or until the post-holder leaves, whichever is the shorter. It asks Mission Council to draw the observations of the Committee to the attention of the post-holder and the Church & Society Committee.***

6. **SECRETARY FOR DISCIPLESHIP & WITNESS:**

a. This post is lifed until 31 August 1997 and is currently filled by Mrs Muriel Garrow whom, it is understood, will be retiring at that date.

b. The views of the Discipleship & Witness Committee were expressed on paper and in person by Revd Elizabeth Caswell (Convener) and Revd Roger Whitehead (Secretary). They argued strongly and enthusiastically for a continuance of the post on a full-time basis for a further period of time. In discussion it became clear to the Staffing Advisory Committee that the ethos of the post, as described and proposed, had changed so that what was now proposed was virtually a new post which had evolved from the old. Amongst reasons for this change was the growth in posts within the Provinces which, although having different names (Training Director/Officer, Development Officer, Mission Enabler), clearly impinged on the work of the Secretary for Discipleship & Witness.

c. It was argued strongly that the work of the Discipleship & Witness Committee depended strongly on there being a full-time staff post. However, in discussion, it became clear that there was a strong possibility of overlap with the work of the post of Secretary for Ecumenical Relations and the Secretary for Advocacy. It was agreed that a full job description be sought for the post, but that, at this stage, a recommendation could not be brought to Mission Council for the continuance of the present post. However, the Committee did not leave the matter there; it believes that the possible overlap should be thoroughly investigated and proposes a method by which this may be done.

***RECOMMENDATION:*** ***The Staffing Advisory Committee does not recommend, at this stage, that the post of Secretary for Discipleship & Witness should be continued. Having observed a potential overlap with the work of at least two other posts, it recommends to Mission Council that it should ask the General Secretary to convene a meeting of the Conveners of all Committees where overlap was thought to exist, to see if agreement could be reached on the way forward. The General Secretary should be asked to report to Mission Council on the outcome, consulting the Staffing Advisory Committee if necessary and/or appropriate.***

7. **NATIONAL YOUTH & CHILDREN'S TRAINING OFFICER (NYCTO):** Because of the pressures of time and the need to have a report drafted and agreed by the members of the Staffing Advisory Committee in time for its distribution to Mission Council members, this post is dealt with by means of a separate paper from the Committee. It is regretted that consequently it will not be possible to provide this additional paper much, if at all, in advance of the Committee's "slot" on the Mission Council Agenda.

25 September 1996

Geoffrey Lunt
(Convener)

**MISSION COUNCIL STAFFING ADVISORY COMMITTEE**

**ADDITIONAL REPORT TO MISSION COUNCIL 1 - 3 OCTOBER 1996**

**NATIONAL YOUTH & CHILDREN'S TRAINING OFFICER [NYCTO]**

**INTRODUCTION**

1. By decision of the March 1996 meeting of Mission Council, the life of the NYCTO post was extended until 31 December 1998. Now, however, the post is vacant following the resignation of Revd Eileen Sanderson. In accordance with normal procedures, a post when vacant, or at the end of its life, falls to be reviewed by the Staffing Advisory Committee[SAC]; hence the matter is now on our Agenda.

2. In response to pressure from the Training Committee and in order to bring a recommendation to this Mission Council, a special meeting of the SAC was convened to deal with this post. SAC met on 25th September 1996.

3. The NYCTO post has always been one which attracted a wide variety of viewpoints and generated not a little emotion within the URC. SAC was mindful of the assurances given to various interest-groups by the Moderator of General Assembly at York in July that they would have an opportunity to express their views. Hence, during August SAC invited submissions and expressions of views from the Training Committee, all members of the YCWT/YLTO team, Officers of FURY, all the Provincial Synods. In addition, the General Secretary received letters from individuals who had particular points to make. All the submissions which have been received were available to SAC and have been studied. The gist of points made in confidential letters to the General Secretary have been verbally expressed to SAC. The SAC in early September decided on its strategy for handling the matter and invited representatives of the Training Committee, the YCWT/YLTO team and FURY to meet SAC during its special meeting. In the event, because of a mix-up over dates, the FURY representatives were not able to be present. Those who met with SAC were Revd Dr Lesley Husslebee (Secretary for Training), Revd Elizabeth Nash (Training Committee member), Susan Ackroyd and John Quilter (serving members of the YCWT/YLTO team). SAC expresses its gratitude to these people and all who took the trouble to prepare written submissions or who wrote letters for its consideration.

**PRESENT SITUATION**

4. By 1 Jan 1997, 11 YCWTs/YLTOs will be in place in the Provinces and it is hoped that a 12th will be appointed shortly thereafter. All YCWTs/YLTOs are nationally appointed but each one is based in a Province. They constitute a national "team" of trainers; all are lay people who are expert in the field of youth and children's work and adult education, are well qualified for their work and represent a resource of excellence and high quality within the life of the URC. Each of the 12 has a written contract of employment with the URC which sets out the terms and conditions of the appointment. There is one national post - NYCTO - which has responsibilities of supervision and line management with respect to the team and its members. As the team was progressively developed it was the NYCTO who had responsibility for overseeing that development, negotiating with each Province in turn as each sought to

provide or create a post within it. Some 5 years ago a Staff Development Policy was established which gained the approval of the URC, through the Faith & Life Departmental Committee structure, and was validated and accredited by the National Youth Agency. This policy provides for the personal support and career development of each YCWT/YLTO and deals with appointment and induction procedures, review procedures, appraisals and the provision of in-service training requirements. Through this policy each team member is kept up to date with developments in their field of expertise and retains professional credibility; it is recognised that the possibility exists that after a period of time serving in the URC team members may wish to return to secular Youth Service without suffering any career disadvantage. Each member of the team is accountable to the NYCTO.

5. The YCWT/YLTO programme is the largest national programme run by the URC after the Training of Ministers. The URC has invested heavily in providing this programme. In 1997 the programme is expected to cost some £432,000, some 2.4% of the entire URC expenditure, and some 21% of the cost of all activities other than the cost of Ministry and its training. Against the total cost has to be set the portion of the £50,000 grant from the Department for Education and Employment (DFEE) which is allocated to the programme (just under £13,000 in 1997) and the agreed contributions from Provincial resources which in 1997 are expected to total £195,000. Hence, the net cost to central URC funds in 1997 is approximately £225,000. Of the total cost of the programme the NYCTO post accounts for a sum well in excess of £40,000 (salary, employer's NI, employer's pension contribution, travel costs, telephone costs, in-service training costs, office costs and the part-time services of a PA). In addition, the Training Committee estimates there would be some £4,300 "start-up" costs for a new incumbent in the post. It may help Mission Council to put things into perspective by noting that for 1997 the calculated True Cost (Local) to provide a Minister for a local church/pastorate is £17,087; it is recognised that a like-for-like comparison is not fully valid.

6. Over the last few years, there has come the realisation that each YCWT/YLTO, although accountable to the NYCTO nationally, should also be accountable to the Province within which he/she works. Progressively, the work of the YCWTs/YLTOs has become more "earthed" within the Province and has become more "owned" by the Province. Whilst still looking to the NYCTO for line management responsibilities, YCWTs/YLTOs have increasingly looked to Provincial Strategy Groups for the oversight and general direction of their effort and work-strategy. This development has been widely welcomed and has been seen as being valuable and helpful. The NYCTO is a member of every Strategy Group and has provided for that group national perspectives and insights to assist it in its oversight and direction of the YCWT/YLTO's work. Thus, the total oversight, supervision and management of each team member is a partnership between national and provincial levels.

7. Another factor which must be taken into account is the growth over the last few years of other Provincial posts which are directly within the world of training or have a strong involvement with it. These posts are known by a variety of names such as Director of Training, Training Officer, Development Officer, Mission Enabler. As these posts have come into being, there has developed the concept of Provincial Training Teams which, of course, involve the YCWT/YLTO. Increasingly, Provinces have seen the value of all their trainers working collaboratively and to a common strategy. However, it is only the YCWT/YLTO member of the provincial team which is "plugged into" a national team structure with a separate line management external to the Province. Sometimes, this fact has led to a sense of elitism and exclusivity which can be damaging to the development of a provincial team ethos.

BRIEF SUMMARY OF ARGUMENTS:

8. The Training Committee (TC): The TC argued forcibly for the retention of the NYCTO post. It supported the concept of a partnership between the Provinces and the Centre in the management of the YLTOs/YCWTs, but felt that the development of training policy should be a national responsibility, as should the co-ordination of training resources. It felt that it was very important to have a national post in order to exercise the right kind of line management, support and personal development for the team members. Without the central post it felt that the provision and quality of management in the provinces would be uneven and very patchy. Doubts were expressed about the ability of provinces to provide the kind of expert, qualified and professional management the team has come to rely on and to expect. The TC feared a loss of professional status for the team without the NYCTO post and felt that the DFEE grant would be placed in considerable jeopardy. It pointed to the representational role of the NYCTO post, particularly in terms of ecumenical relationships and stressed that even with future ecumenical management of trainers a URC central post would be necessary. It drew SAC's attention to the present contractual basis of the employment of YCWTs/YLTOs and stated that any change would necessitate extensive re-negotiation of contracts. In advocating the retention of an important post in a priority area of work, the TC felt that the fact that the team was now complete (12) meant that the demands for the exercise of management skills was stronger than it had been when the team was developing. The TC offered a Proposed Job Description for the central training post which it termed "National Training Officer (youth and children's work)". This somewhat changed emphasis was reflected in changes in the Job Description to the effect that the post-holder would, upon invitation, support the development of training teams and other training posts and, again upon invitation, would encourage and enable the development of Provincial Training and Development Strategy Groups and Training Teams and assist in the development of adult education skills. The TC offered a financial scenario which indicated that without the NYCTO post the DFEE grant would be lost and the net result would be extra cost to the URC.

9. The YCWT/YLTO Team: All members of the Team, perhaps not surprisingly, argued for the retention of the NYCTO post and strongly affirmed the views propounded by the Training Committee. They neatly expressed the dichotomy of the situation in endorsing the responsibilities of provinces to oversee and direct their work effort and develop appropriate strategies for each YCWT/YLTO to fulfil the general and, in some cases, specific roles, but stressing the need for a central accountability to a professional line manager who could give to them the personal support, professional guidance and management support they needed. They pointed to their work in ecumenical training and tutoring on *Spectrum* and *Kaleidoscope* courses and felt that without a central NYCTO post the work of the URC in helping to develop such excellent resources would be severely disadvantaged. The Team members pointed to the value they derive from mutual support and collaborative communication in being a national team which meets periodically with the NYCTO who provides the necessary input to them in terms of national training issues and professional development. Without a NYCTO post, the team ethos would dissipate to the detriment of the work of the URC in a priority area. The obligations on the URC to be a good employer were referred to as was the nature of their contracts and their view that the present programme structure had received the firm approval of the General Assembly and so ought not to be lightly changed. One member of the Team argued that in retaining the NYCTO post its terms of reference should be more tightly drawn to enable the post-holder to focus on the prime role of line management of the team members; it was felt that the increasingly representational role of the post had led to a reduced effectiveness of the post as well as adding to the stress on the post-holder.

10. FURY Officers: In a rather succinct way, FURY Officers supported the views of the Team members and stressed the debt that FURY owed to support and encouragement of the NYCTO post-holder, and to the team members, individually and collectively.

They pointed to the increasing value of the "voice" of FURY within the URC and felt that this was largely due to the presence and expertise of the YCWT/YLTO programme as a whole. An argument was advanced for giving to the retained NYCTO post the additional responsibilities of becoming directly involved in the reviews now taking place within FURY and of ensuring further training is provided for staff of the Youth Office, members of the Yardley Hastings Centre and members of FURY Council.

11. THE PROVINCES: Not surprisingly, again, these views were varied and mixed. Some reflected considerable discussion in committees; others reflected the thoughts of Provincial Officers. Perhaps one factor leading to the variances was the timing of the request for submissions. One Province argued strongly for the retention of the NYCTO post. It looked for the policy and strategy concerning goals and the delivery of work to be determined in the Province but recognised the value of professional support and management being provided by a national training officer who alone could co-ordinate the ecumenical communications needed for the task. Another Province advanced an argument that the separation of youth and children's leadership training from adult training is not desirable. It advocated the appointment of a National Training Officer responsible through the Training Committee to General Assembly for all training in the URC. Four Provinces argued against the NYCTO post being retained with varying degrees of strength. Amongst the points made was that national management was less needed now that the Team was complete, professional development and support can be offered and sustained by provincial structures, the high cost of the NYCTO post, and that national responsibilities did not require a dedicated central post - they could be undertaken by Team members in rotation. Some Provinces said that an external point of reference for advice and occasional, specific help would be useful, but that this could be provided on a consultancy or part-time basis. One Province queried the emphasis placed on retaining and developing Team members' professional skills because their employment within the URC is temporary; it felt that there was little evidence to show that YCWTs or YLTOs returned to secular Youth Service at the end of their contracts.

## THE STAFFING ADVISORY COMMITTEE'S VIEW AND RECOMMENDATION

12. Faced with the foregoing, the task of the SAC was a formidable one, to say the least! It considered very carefully and at length the various arguments and viewpoints advanced. It recognised the vital importance of youth and children's work and leadership training therein for the URC as a whole but felt that the present structure of the whole YCWT/YLTO programme raised issues of accountability, goals and priorities, and of affordability within the pursuit of the mission of the Church. It wants to affirm the importance of the partnership balance between national and provincial responsibilities but strongly believes that the balance should be much more heavily weighted towards the provinces. As such, the SAC does not recommend the retention of the NYCTO post. It recognises the responsibilities of the Secretary for Training and the Training Committee for the development of national training policy, for co-ordinating the development of resources, produced within the URC or ecumenically, but does not consider that these responsibilities require the perpetuation of a dedicated central post. It is in the Provinces that the work of the YCWTs/YLTOs is essentially delivered - it is here that responsibility should properly rest both for the development of strategy and the oversight of the work and its delivery and for appropriate management and personal support. The involvement of YCWTs and YLTOs within developing provincial training teams should be encouraged with urgency. To persist with a scheme whereby the YCWTs/YLTOs are the only provincial trainers "plugged into" a national structure is to continue to run the risk of preserving a sense of separateness and exclusivity. The SAC does not believe that the absence of a central NYCTO post would be detrimental to the professionalism of the YCWTs/YLTOs and nor would it necessarily jeopardise the DEE grant. Bidding for the grant could become the responsibility of the Youth Secretary and the Secretary

for Training with assistance from an experienced YCWT/YLTO. The SAC felt that national ecumenical communications at the Youth & Children's Work level, where the NYCTO is particularly engaged need to be reviewed in line with other nationa;l ecumenical activity in which the URC is involved.

13. Having expressed its view that Provinces should assume full management responsibilities, looking to the Secretary for Training, and the Training Committee, or a small sub-set of it, for advice on national issues and adult education trends and for assistance with specific matters such as appointments and reviews, the SAC is mindful of certain consequences. The Provinces would need to establish proper machinery for the exercise of full management responsibility, taking due note of the requirements of the Staff Development Policy for YCWTs/YLTOs. Contracts of employment would need to be re-negotiated to emphasise the responsibility and accountability of each YCWT/YLTO to his/her Province. Here the advice and help of the Office and Personnel Manager would be required. To this end, SAC proposes to Mission Council that it should ask the General Secretary to convene a "consultation" of Provincial representatives (particularly those who might become involved in the full management functions), with representatives of the Training Committee, the Youth & Children's Work Committee, the Secretary for Training, the Youth Secretary, and the Office & Personnel Manager. The purpose of the consultation would be to identify practical consequences of the shift of management responsibility for YCWTs/YLTOs, determine solutions where necessary and generally plan for an implementation of the change by 1 April 1997. The Mission Council meeting in January 1997 should be asked to consider a progress report arising from the Consultation.

14. SAC believes that the changed emphasis in the partnership of responsibilities will lead to greater integration of developing Training Teams within the Provinces, a good and wholesome interchange of professional insights and skills amongst the trainers, a reduction in a reliance on a heirarchical structure for one type of trainer. It places proper management responsibilities where the work is delivered and preserves the national responsibilities of the national Training Committee. It leaves the door open for the continuance of mutual support and collaboration amongst YCWTs/YLTOs and enables them to play a role within the national Church. SAC believes that there would be a consequential cost saving which, although not exactly quantifiable at present, could allow the development of other mission initiatives within the life of the URC. As such, SAC commends its recommendation to Mission Council.

***RECOMMENDATION:*** ***The Staffing Advisory Committee recommends to Mission Council that, in affirming the value to the Church of the YCWT/YLTO programme with its expert and professional lay trainers, the balance of responsibility for the management of the trainers should be moved from the centre to the Provinces. It recognises the role of the Training Committee for responding to national perspectives and developing policies, but believes that Provinces should assume full responsibility for the development of strategy, oversight of the work, and personal support and management of their YCWT/YLTO. As such, it recommends that the NYCTO post be discontinued. It recognises the need for discussion and action on practical consequences and urges Mission Council to ask the General Secretary to convene a Consultation (with constituents and aims as described above) with a view to implementing the change by 1 April 1997. It further recommends that Mission Council should consider a report on progress made at its January 1997 meeting.***

30 September 1996

Geoffrey Lunt
(Convener)

## Minutes of Appreciation

**Revd Derek and Mrs Joan Jones**

With the retirement of Revd Derek and Mrs Joan Jones on 30 June 1996, a long and distinguished period of missionary service over 42 years comes to an end.

Derek Jones was trained for the Ministry at Mansfield College, Oxford and for missionary work at St Andrew's College, Birmingham. He and Joan were married in April 1954 and the following month, after his ordination at Wallasey, sailed for the Bechuanaland Protectorate (now Botswana). The rest of their lives were to be spent in the service of the church and people of that land. Beginning at Maun, they served in Lobatse and Kanye, finishing in the capital, Gaberone, from 1965. In Gaberone their many-sided work has involved campaigns for the preservation of historic monuments and Joan has in recent years initiated a movement to preserve the Livingstone site at Kolobeng as a living centre of contemporary Christian witness. Their work for the whole community was marked by Derek's being appointed the first mayor of Gaberone for two terms, 1966-1968, and his being awarded the OBE in the Queen's New Year Honours in 1972.

Derek's thorough knowledge of Setswana has enabled him to make an outstanding contribution to the production of books in Botswana including the latest translation of the Bible. As manager for several years of the Setswana Book Centre and the church's publishing arm the Pula Press he was in charge of a large commercial operation with a staff of more than sixty. In a day when expatriate missionaries are rarely called upon to fulfil such a role, he was also appointed Acting Synod Secretary of the Synod of Botswana of the United Congregational Church of Southern Africa at a difficult time of transition in the Synod's life, a further indication of the great confidence which the church placed in him.

At the request of UCCSA, with the agreement of CWM and the URC, their appointment was extended by two additional periods of two years each beyond his normal retirement age in 1992.

The United Reformed Church expresses its appreciation to the Revd Derek and Mrs Joan Jones for their long and distinguished missionary service and wishes them a long and happy retirement in Botswana.

**Revd Bill and Mrs Maureen Sewell**

Hearing of the need of the Botswana Synod of the United Congregational Church of Southern Africa for an expatriate Synod Secretary, the Revd Bill Sewell offered his services. He flew to Botswana, was interviewed by the Synod's Search Committee, on the basis of which he was appointed Synod Secretary. He and Maureen were commissioned for service in February 1995, after which he took up his appointment.

It was originally hoped that Bill would give five years' service, taking him to retirement, during which time local leadership would emerge. This did not happen. The Synod, under Bill's leadership, came more quickly than expected to the decision that it should provide its own leadership, and thus chose not to renew Bill's appointment beyond the first period of service. The decision has resulted in pain on both sides.

The United Reformed Church records its thanks to the Revd Bill and Mrs Maureen Sewell for their readiness to undertake this demanding missionary task, expresses its sympathy that their service was shorter than expected, and sends its best wishes to them in the search for a new pastorate.

MISSION COUNCIL
1-3 October 1996

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## Items from the Ecumenical Committee meeting on 26/27 September

### CWM Financial Applications

**Selly Oak Colleges Chair of Mission**
The URC has been invited to endorse an Ecumenical Project application from the Selly Oak Colleges towards the funding of the Chair of Mission for a further five years. The amount being sought from CWM is £12,000 (i.e. £3,000 per annum for four years to support the launch of a new PhD programme in World Mission Studies). The Ecumenical Committee recommend supporting this application.

**Hackney Churches Immigration Bureau**
In September 1995 the Ecumenical Committee endorsed a CWM Mission Priority application from the Hackney Churches Immigration Bureau for £21,000 over three years (i.e. £7,000 per annum). For some reason the application progressed no further until recently when it was brought back to the Ecumenical Committee, where it was endorsed again.

**Multi-Racial / Multi-Cultural Development Worker**
The Overseas Exchange Sub-Committee received a paper from the Deputy General Secretary asking them to consider some options for the funding of the other costs of this appointment, approximately £60,000 over three years. The recommendation they make, endorsed by the Ecumenical Committee is that the URC should make a Mission Priority application to CWM for £24,000 (i.e. £8,000 per annum for three years) towards these additional costs. The maximum Mission Priority grant is £25,000.

**Note**
In submitting Mission Priority applications member churches of CWM are encouraged to do their own prioritising and submit ~~no more than one~~ x up to 4 applications in any one year application. It is possible that the delay in dealing with the Hackney Churches Immigration Bureau application may leave us with a dilemma.

### CWM Hong Kong money

The Ecumenical Committee received two papers on this, along with a proposal from the Overseas Exchange Sub-Committee who had considered the matter at their meeting.

At the CWM Council meeting in July 1996 it was agreed that the money should be disbursed as follows:

Of the £97.498 million CWM has received (including accrued interest up until July)

- £87 million will be invested
- £863,000 will be used to replenish CWM reserves from previous overspends
- £7 million will go to a new self-support fund
- £2.5 million will be distributed in equal proportions amongst the 31 member churches (which means the URC will receive £80,645)
- £0.5 million will be used for ecumenical programmes with a strong preference for work at the local level.

The self-support fund will operate on the basis of each church having an allocated amount decided by a formula including such variables as GNP, size of church, relative economic status of church, mission nature of church, etc. Churches will then be able to draw on these allocations over the next five years on the basis of mission, self-support and development work. Any money left in the fund will be returned to the £87 million in 2001. At that time the use of the invested sum will reviewed.

The debate so far, though, has been about the immediate share out of £80,645 and how the URC should use this. Understanding that the members of CWM are asked to report in two years time on how the money has been used, the Overseas Exchange Sub-Committee picked up the CWM language of 'gift of grace' and proposed that to bring in as much of the URC as was possible as recipients of this gift, the money should be distributed equally amongst District Councils to encourage one or more small scale local mission initiatives (e.g. a children's playscheme, a local public celebration/witness, etc.) and that each District should report back on its stewardship. In the Ecumenical Committee the view was put forward that this would be to slice the cake too thinly and that the money should be distributed equally amongst the provinces, with the option that they could in turn split it equally amongst their districts. A third option considered was that the money should be distributed centrally to churches putting up projects which could benefit from support from this source. Voting on these options the Committee divided equally on the first two, with no one voting for the third option.

Mission Council has the casting vote, or it may chose something completely different.

In the course of its meeting the Ecumenical Committee received a report from the recent meeting of the WCC Central Committee and heard of the financial crisis facing the WCC. In the consideration of this it was suggested that CWM might be approached to make a one-off contribution of £1 million to the WCC as a goodwill gesture in the light of its windfall. The idea received considerable support in the Committee who propose that it should be tested in the CWM European Region meeting, with a view to the Region taking it to the forthcoming CWM Executive. Mission Council's view on this would be appreciated.

PW 27/9/96

DRAFT

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**In response to the recent Statement by the Patriarchs, Bishops, Clergy and People of the Christian Churches of Jerusalem:**

The Mission Council of the United Reformed Church in the United Kingdom, meeting on October 2 1996, sends greetings in the name of our one Lord, Jesus Christ.

Our hearts go out to all the peoples of your land at a time when violence has again led to death and injury for so many. Our prayers are joined with yours, to God whose will is for peace and justice for all His children. May all those leaders and officials meeting in Washington and elsewhere make real progress and rediscover the path to a lasting settlement.

The General Assembly of the United Reformed Church in 1995 welcomed your earlier ecumenical statement, calling for a new status for Jerusalem which is holy to three world faiths and acknowledged as capital city by two nations. We therefore share your plea to the government of Israel that symbolic acts such as the reopening of the tunnel alongside the holy sites and acceleration of the building programme of settlements in the occupied territories shall be reversed and assurances given that no violation of Muslim or Christian or Jewish holy places will be permitted henceforth.

We agree with your statement that the Palestinians must be treated as "genuine partners, who are seeking a life of freedom and dignity in their own country and on their own land". The physical security of Israel rests on peace and not the other way round.
We are heartened at recent statements by our own government in which the British Foreign Secretary has reaffirmed, among other things, that the issue of a Palestinian state must not be excluded from the negotiations.

Be assured of our continuing prayers for vision and courage on all sides during the coming weeks.

Yours in Christ,

David Thompson (Moderator)
Anthony G Burnham (General Secretary)

*(The text of the ecumenical statement of September 29 as faxed is on a separate sheet)*

# A STATEMENT BY THE PATRIARCHS, BISHOPS, CLERGY AND PEOPLE OF THE CHRISTIAN CHURCHES OF JERUSALEM

## *Jerusalem Peace Walk*

**Sunday, September 29, 1996 4 pm**
**St. Anne's Church, the Old City of Jerusalem**

Our Dear Brothers and Sisters,

For the past few days we have been going through the way of the cross. Together we have experienced feelings of pain and bitterness as we lived through the events that have shaken Jerusalem and the whole of our country, events that have led to the death of scores of people and the wounding of hundreds.

Our first response as Christians in the midst of crises is the response of prayer. We cry out to God to have mercy on all of us, and to grant wisdom to the leaders of all the peoples of this land so that they might make the right decisions that will put an end to bloodshed and lead us to a just peace.

As we lift our voices in prayer, we wish to emphasize three principles that spring from the core of our faith in God and grow out of the experience of the Christian Church in this country for the past 2000 years.

1. Peace and security in our country cannot prevail unless they are established on justice. We believe that God is the God of justice and righteousness. God does not accept oppression, but calls on all of us as members of one human family, Arabs and Jews, to make justice and to love righteousness. God does not accept the domination of the powerful or their arrogance. Our faith assures us that any effort by the governing authority to impose peace in our country, which is not established on justice and righteousness will lead to failure and disaster. We, therefore, urgently call on the Israeli government to pursue the peace process with all seriousness and to carry out all its obligations to our people. We urge the Israeli government to change its attitude and purify its motives. Peace cannot be imposed by the power of arms. Brutality will not lead to security. Stability cannot be established by way of injustice and the denial of rights. Justice must come first, and then peace will follow; a peace that will lead to security. We as Christians feel that the Israeli government's formula for peace is flawed. Its slogan is: security first and then peace. Such a formula casts justice aside and will never bring peace. As the prophet Isaiah has said "The effect of justice will be peace and the result of justice, quietness and security forever" (Isaiah 32:17).

2. Our faith teaches us that there is no difference between the life of one person and another. There is no difference in God's eyes between Jew and Palestinian, between Arab and foreigner. God is the creator of all. As believers in one God, we plainly state that all must live under the same law. We, therefore, call on the Israeli government to bring all its discriminatory policies to an end. Palestinians should have rights in their country, just as Jews have rights in their country. This is the only way that peace can prevail. Every time the Israeli government gives preferential treatment to Jews over Palestinians, it sows the seeds of hatred

and violence and thus is responsible for the growth of animosity towards its own people. We urge the Israeli government to abstain from the confiscation of land, to return confiscated land to its rightful owners, to stop the demolition of homes, to release all prisoners and detainees, to remove road blocks, and to respect all signed agreements. We call upon the Israeli government to close the recently opened tunnel, to refrain from causing insult and humiliation to the Palestinian people, and treat the Palestinians as genuine partners, who are seeking a life of freedom and dignity in their own country and on their own land. Racial discrimination does not lead to peace or security. Discrimination cannot be the basis for building trust between the two peoples.

3. The opening of the tunnel in the Old City of Jerusalem was only the straw that broke the camel's back. However, the opening of the tunnel itself has great significance for it has touched the religious nerve of our Muslim brothers and sisters. The religious nerve in our country is the most sensitive nerve of all. A just and democratic government does not violate the religious sensibility of others in this way. The easiest fire to kindle is the fire of religious emotion. For our Muslim brothers and sisters, the opening of the tunnel is a prelude to the opening of other tunnels which will inevitably lead to breaking into the compound of the Mosque and the occupation of a part of it. Further archeological claims near the tunnel might also affect Christian sites and restrict pilgrims in the area. Therefore, what is required is the closure of the tunnel, along with a pledge to the Muslim community that the Israeli government will never allow an infringement of any part of the Mosque compound or any violation of Muslim or Christian holy places.

"Jerusalem first" is now a priority. It is the heart of the conflict and the key to peace. When the closure of Jerusalem is lifted and the two parties share sovereignty over it, Jerusalem will become the city of peace. If Israel maintains an exclusive sovereignty over the city, and continues its "judaization", Jerusalem will never be the city of peace. Any peace imposed by the iron fist will remain a fake and temporary peace. Jews will never feel secure and Palestinians will never submit to it. We therefore insist on an open Jerusalem, the capital for two states; a city that will be a model for the peaceful coexistence between two peoples, Palestinian and Israeli. Thus, Jerusalem will become a genuine symbol of authentic brotherhood and tolerance between the three faiths: Islam, Judaism, and Christianity.

We call on all authorities concerned to end the violence, to work for the establishment of justice, so that stability might be realized. We ask God to fill our hearts and minds with love, strength and all that is good, so that our region, our country, and our Jerusalem will have the peace for which we all strive and pray.

S

A Group to forward the Mission Council's decision regarding the NYCTO post

Terms of reference

(a) to investigate the legal processes needed in order to effect the discontinuance of the post of NYCTO, and the consequences of its discontinuance;

(b) to prepare plans for continuing such tasks of the NYCTO as may be necessary, on the assumption that responsibility for the management of the YCWTs/YLTOs will be carried out by Provinces;
and

(c) to consider whether a new national training post may be appropriate and if so, to put a proposal to the Staffing Advisory Group.

Method

The Group must be free to consult as it feels necessary and in particular should

- hold a consultation of Provincial representatives
- meet those reviewing the present Discipleship and Witness post

Timetable

The Group is to report on terms of reference (a) and (b), and produce at least an interim report on (c), at the January 1997 meeting of the Mission Council.

Membership

A Convener and 4 others
Convener must have been present at this Mission Council.
Some members should at least be aware of MC discussions during 1996.
Some employment/organisational expertise and training expertise needed in group.
Members must be able to give time in next 2 1/2 months

Appointment

By Mission Council in last session: members to put suggestions to Secretary of Nominations Committee, Arnold Harrison.
Late night first thoughts on names:

Convener: Margaret Carrick Smith/Wilma Frew/John Waller
Members: Howard Bridge, David Butler, Susan Rand, Training Committee representative(s)

JDW + others
3/10/96

X

THE UNITED REFORMED CHURCH

Resource Planning Advisory Committee

A Summary of Provincial,District and Local Church responses to the 'Eight Priorities' forming part of the report to Mission Council in October 1996

1. THE GENERAL RESPONSE

Reactions to the Priorities varied greatly from those who, in their own words, considered them bland, lacking a christian identity, unremarkable, unexceptional and offering no surprises,to those who thought them good and valid and descriptive or affirmative of what had been priorities in the life and work of the URC over a considerable period. Some feared what they took to be an artificial compartmentalising of the church's life but a much more common reservation was expressed in regard to a perceived lack of 'faith committed language' in the presentation of the Priorities and the absence of a specific reference to the context of prayer, bible or guidance of the Holy Spirit. When such reservations were expressed David Butler, as secretary of RPAC, replied to reassure the correspondents that the Mission Council discussion which led to the formation of the Priorities was well founded in the context of prayer . RPAC has conceded that, with hindsight, more information regarding the process through which Mission Council reached its conclusions would have been helpful.

A large number of responses were critical. Some pointed to a lack of vision and christian identity claiming that the Priorities might have applied as readily to a business, social club or any organisation. ' Where is the vibrant message to the world?' asked one.'what biblical, theological and ecclesiological understandings sustain them?' asked another. A number looked to the recovery of the centrality of worship as the centre of 'dynamism', 'vision' and 'inspiration'.

But not a single response specifically argued for the removal of any one of the eight Priorities nor for the addition of any other with one exception. This response argued for the priority of repentance as way of liberation leading to action. A summary such as this cannot do justice to the response.

2. SOME QUESTIONS RAISED ABOUT THE CHURCH, THE URC AND MINISTRY

In the process of making replies to the Priorities, correspondents frequently made comments and posed questions about the nature and purpose of the Church asking, for instance 'What is it for?'and ' Do we agree?.' Some looked for a Church less dismissive of ' simple faith' and given to ' encouragement', to listening and the sharing of resources. Some looked to a greater ' common ownership' of resources dedicated to mission. The role of District Councils in achieving this sharing as well as promoting and enabling the conversations between churches experiences and opportunities was emphasised. It was also clear from the responses that local church ' culture' varies greatly reaching from those favouring their 'independency' and those excited by collaborative and ecumenical styles of working. One reply called for the need to change and to recognise the need for continuous change and offered one change for immediate application in the Church, the change from ' pastoral to missionary mode'.

Some practical suggestion were made about making constructive URC boundary revisions, simplifying URC structures, attracting younger candidates to the ministry, a national buildings policy and greater security for serving ministers.

On ministry, some want more of it ( SM or NSM), some want it younger, some see it giving leadership, others as restricting it. Some look for a return to the central tasks of preaching, pastoral care and nurture but ministers, according to another ' should take themselves out of the centre of the picture and liberate space for the gifts and ministries of church members whose potential is still unrealised'.

THE EIGHT PRIORITIES :

a) IDENTITY : Some felt confident and clear about their identity and could refer to the distinguishing features or 'treasures' and 'beliefs' of the URC and their

membership of it and wondered why the item needed to be a priority, Others admitted a struggle for a strong sense of the distinctiveness and recognisabilty of the URC. A considerable number saw a tension between URC identity and its own commitment to Ecumenism. Others noted that our name leaves the general public puzzled or unmoved. One Province noted that the inherited and persistently independent nature of many local URCs which gave them a strong local identity also stood in the way of our obtaining a strong national identity. One respondent noted the word ' catholic' in the URC Basis of Union which gave him hope of a URC marked by an inclusive nature and an open door.

b) COLLABORATION : This was placed consistently low in the list of Priorities . Some were unsure what it meant and others considered it superfluous. Some churches reported a well established collaborative style of working but others interpreted collaboration as leading to more committees. Some welcomed collaboration as creative and approved sharing and teamwork in ministry.

c) GROWTH : No response was against it but some saw it as the fruit of the church's life in that 'When all other things are right' growth is given. Some took the view that growth should not be a 'target' for its own sake and rejected ' niche evangelism' with its appeal to an ever narrowing and unrepresentative strand of society . One wondered how growth through befriending ( just one example ) matched with the prophetic and sometimes unpopular role of the church.

d) DISCIPLESHIP : Some were confused by the word but many placed it firmly at the top of their list in company with Growth and Children and Youth. Attention was drawn to busy lives competing with active discipleship whilst others saw it involved in all aspects of daily life. Regeneration and enthusiasm were linked to discipleship by some who emphasised the task of following the cross, not the world, the church was no comfortable club.

e) CHILDREN AND YOUNG PEOPLE : This Priority gained universal acceptance. One writer commended churches to consider employing a qualified person to meet the challenge, or Districts, to share one. One reply asked that the needs and role of the older age group be not overlooked. Some, witnessing an erosion of the 'traditional Sunday' commended weekday alternatives whilst others looked for innovation in worship and education for all age groups. Attention was drawn also for the need and potential for churches to become involved with local schools.

f) OUTWARD LOOKING : One response placed this top of the list. It was an attitude basic to christian faith and life. It was suggested that members be more involved with non-church based groups or activities. Churches should become specialists at welcoming and hospitality. Imagination should be given full rein. Being outward looking would save the church from its inner mess, claimed one. Let the church learn to speak the language of the world begged another. Save us from trivia, came one c.

g) TRAINING ( of all kinds) One reply urged that training be regarded not as a priority in itself but as a means of fulfilling the Priorities. Some had reservations about training whilst others regarded as a 'norm'. It should be accessible and not too expensive added others. District were seen to be the appropriate agent for such training. Ministers were seen by one as needing to move aside so that the gifts of members would flow better. Some noted that training was no luxury but an investment. It should be inclusive also, added another, with ministers and members doing it together.

4. OTHER COMMENTS : There many requests for help in turning dreams into reality,for bright ideas to'inspire the coal face' of the church ( locally).'How can we achieve the goals set out ?' asked a number of letters. Some gave pictures of churches lacking nothing in commitment but looking for resources, leadership or guidance. 'What works?'asked one. There was widespread affirmation of ecumenical ventures, the potential for development in District Councils. Some wanted to express the 'thrill' of being christian and the common ground shared with other denominations particularly in the activity called Mission.

D.W. 30 8 96

If the proposal of the Staffing Advisory Committee to discontinue the NYCTO post is rejected the Training Committee wishes to propose the following resolution:

Mission Council agrees that a National Training Officer be appointed following a consultation, called by the Training Committee, to explore the broadening of the previous National Youth & Children's Training Officer post into the National Training Officer (Youth & Children's Work). This post would continue to manage the YCWT team but would also be available to provide appropriate support and professional development for other Provincial Training and Development Appointments, thus enabling an integrated approach to training and the creation of partnerships. This consultation would report to the January Mission Council and the job would be advertised immediately afterwards.

Elizabeth Nash

David Helyar

Election of two members of Resource Planning Advisory Committee (one of whom will serve to 2000 and one to 1998)

| Name | Proposer | Seconder | Vote |
|---|---|---|---|
| Pat Nimmo | Elizabeth Caswell | Angela Hughes | |
| Peter Roche | Geoffrey Cook | Lesley Charlton | |

Election of one Convener of an Assembly Committee to serve on the Mission Counil Advisory Group

| Name | Proposer | Seconder | Vote |
|---|---|---|---|
| John Sutcliffe<br>Convener Training Ctte | Elizabeth Nash | David Jenkins | |

FURY Review - 2 places to be filled

| | | | |
|---|---|---|---|
| Mary Eden | Volunteer | | |
| John Humphreys | Volunteer | | |
| Elizabeth Whitten | Volunteer | | |

MISSION COUNCIL - OCTOBER 1996

Six themes and a question

1. The Big Issue - Communication

- In both (all) directions
- Role of Mission Council
- Language
- Living links
- Gap local/District/Synod/Assembly:
  how far real, how far perceived
- Need for matching strucures in Districts and Provinces?
- "People more excited by prayers than reports"

should we commission more work on this?
If so, by whom?
In the meantime .....

2. Identity

- Possible use of October 1997, to help understanding
- Does human sexuality discussion process give us a model for shared disussion of other topics of shared interest?

3. Committee agendas

New structures seen as putting pressure on small groups of people

- Committees can be encouraged to use ad hoc groups, from outside their membership, to do specific tasks
- Do less, do it better
- Committees must feel free to seek advice about priorities from Mission Council - without waiting to be asked.

These and any related matters can be looked at in Conveners' groups

4. Prioritise the priorities

Is this a task for January 1997?

5. Training

- What is the response to the local perception in some places that training is a low priority?
- Does the connection between training and discipleship need to be considered further?

This is a new committee which has immediately been asked to participate in major reviews of parts of its work while creating patterns of work over a wide area. Is this a prime example of the need to prioritise and possibly share out the load?

6. Success

Many examples detected.
What will we learn from these two:

Advocacy: "Came at the right time, focussed, with clear and achievable goals".

Equal opportunities: "the committee has been successful in changing attitudes".

The Question: Do you want to stay with the same groups, as far as possible, in January and March 1997 - or not?

jdw 2/10/6m

Oct 96.

U.R.C. MISSION COUNCIL : 1 - 3 OCTOBER 1996

Some reflections.

On the first door, leading from the Dining Room down to our place of meeting, the sign said " THE UNITED REFORMED CHURCH " in large, bold letters; on the second, at the top of a steeply sloping corridor, a second sign added " Please Tread Carefully ". So I'll try.

It is very important to the ecumenical process that we sometimes see one another ' at home ', rather than always in ecumenical contexts, and these days were, for me, a tremendous opportunity to observe the URC in its inner life as a church and to come to a closer understanding of the denomination - I much appreciated the invitation to undertake this task of theological reflection. I also appreciated the honesty and forthrightness with which people engaged with one another and with the issues of the meeting, combined with the happy and open atmosphere in the bar and at meal times: generally I felt that people were able to clash and forgive. It was good also to share the venue with friends from C.W.M. who, by their presence, gave a constant reminder of wider perspectives.

Over the three days of meeting, a great many areas suggested themselves as suitable for theological comment, but I have decided to confine my reflections to three sets of questions which seemed to run through the whole meeting : the questions concerned Identity and Belonging, Conflict and Confrontation and Symbols, Signs and Significance.

1. Identity and Belonging

- How does the URC work out its identity in ecumenical living, and how does it continue to live creatively with difference, while still working out its own identity as a uniting church ? We need partner churches, and one another, to help us to understand the distinctive contributions made by our traditions, and who we are and what we have to offer, and to be willing and able to receive the treasures we bring, and to live with us in mutual response to our calling to become the church. It is of other people, those who know us well, that we should ask ' What do we have to contribute ?', and it is in relationship that we begin to understand the truth, that we are God's gifts to one another.

- If we are a church which both gives and receives in the ecumenical process, how do we find boundaries for defining community or belief. During one session I heard this exchange :
" People think we don't believe anything, we're just woolly ",
" We're not as woolly as some others ".
How does the URC act as an ecumenical instrument, while retaining an appropriate sense of its distinctive nature(s) and therefore of its contribution to the ecumenical process ?

- Would it be helpful, sometimes, to allow the ecclesiological fault-lines within the denomination, which are largely the result of the continuing process of a uniting church, to be expressed more

explicitly: this might lead to greater honesty in discussion, and also to bringing towards resolution some of the tensions which are clearly at work under the surface ?

2. Conflict and Confrontation

" Mission Council is a filtration plant, a place where prioritising takes place." It was clear during the meeting that Mission Council is also a body which is required to take difficult decisions, in the face of reduced numbers and resources, and at two points during the meeting there were sparks, and a crackle of conflict and confrontation. There was also, suddenly, more energy in those discussions than in other parts of the meeting.

How would you define your theology of disagreement and discernment, in the decision making process of Mission Council ?
And how is Mission Council a " church meeting ", and how is Christ at the centre of it in authority ?
How does Mission Council understand its collegially and communally exercised ministry of episcope ?

Some strong words were used in these discussions, and hurt and anger were expressed; there were also attempts to control and set boundaries for disagreement: I wanted to put up a third sign on the way down to our meeting hall " Danger : Deep Water ".

3. Symbols, Signs and Significance

" Denominations do not matter to young people " is a truth universally acknowledged which I suspect may not be strictly true. Denominations, and all that they represent of the experience of relationship with the Divine, known and interpreted through human community, of the inheritance of the apostolic faith , and of the natural human longing for a sense of identity, are not to be dismissed as structures now by-passed by something simply called ' being a Christian', and which is, of course, far from simple and perhaps on the way to the creation of another denomination. Having said this, the question of work with children and young people came up a number of times on the agenda, under a variety of guises, and I began to wonder what the discussion about this area of work represented for members of the Mission Council, and of the denomination. Discussions about work with children and young people, and about training those who work with them, prompted outbursts of energy and sometimes passion from the Mission Council, suggesting that although some of its members might think that denominations do not matter to young people, young people obviously matter to the denomination.

As this area of work was consistently identified as an area of high priority, I would like to ask, whether it carries for this community a significance which is beyond itself ? What might it represent for the denomination in terms of hopes or fears about the future ? Members of Mission Council might find it helpful to continue to observe areas which raise energy levels in their meetings, and ask themselves - is the subject of our discussion really what we are talking about ?