

Minutes of the Mission Council, held at Wylde Green URC, Sutton Coldfield, on 22nd January 1994, which was constituted by the immediate past Moderator, Mrs Ruth Clarke, who presided. The Moderator, the Revd Donald Hilton, was visiting the Presbyterian Church of Myanmar, had recently attended the centenary celebrations of the Presbyterian Church of India, and would next visit the Hong Kong Council of the Church of Christ in China. Opening worship was led by the Revd Jean Forster.

94/1 WELCOME

The Moderator welcomed members to the meeting, in particular those attending for the first time:- The Revd Margaret McKay (Eastern Province), Mr Andrew Jackson (FURY Chair) and Mr Andrew Goodier (North Western Province).

94/2 ATTENDANCE

There were 65 members present, with 8 staff members in attendance, Mrs Rosalind Goodfellow and Mrs Elizabeth Mirams (observers) and Mrs Sheila Tull, Minute Secretary.

Apologies for absence were received from the Revds Donald Hilton, Eric Allen, Peter Flint, Mrs Marlene Hunter, the Revds Julian Macro, David Morgan, Mrs Jennifer Shaffery, the Revds Duncan Wilson (substitute the Revd David Marsden), and Bill Wright.

94/3 AGENDA AND TIMETABLE

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

94/4 MINUTES OF THE MEETING OF THE MISSION COUNCIL HELD ON
1 - 3 OCTOBER 1993

The Minutes of the meeting of the Mission Council held on 1st - 3rd October 1993, which had been previously circulated, were, with the following amendments, agreed and signed:-

- p.1. attendance - Mr Geoffrey Lunt; p.2. Revd Samuel Silungwe;
- p.3 (93/67(c) delete "there are few ministers and District officers"; insert "Some Districts have few ministers and finding officers is difficult."

94/5 MATTERS ARISING FROM THE MINUTES

(a) Westminster College (93/72). The General Secretary reported that a consultancy was still being arranged. Further information should be available for the March meeting of the Council.

(b) Mission Council Advisory Group Report (93/73). The General Secretary reported that MCAG had not met because the date chosen was not suitable for carrying out the business required. However, the Group was due to meet on 8th February.

(c) World Court Project (93/79). The Revd Peter Brain reported that HM Government was unwilling to take up this matter. The Church and Society Committee wished now to concentrate on efforts connected with the renewal of the international non-proliferation treaty on nuclear weapons. This was agreed.

(d) Resource Sharing Task Group (93/82). The Revd Jessie Clare reported that Mrs Fiona Smith (Northern Province) had been nominated as the fourth member of the Resource Sharing Task Group. After background information was given, the nomination was approved.

(e) URC FORUM (93/90). The Revd Terry Oakley reported that following the decision taken by the Mission Council in October 1993 that no further Forums be held, letters were sent to those who had recently attended. An independent group had been set up and had decided to run a "Forum Holiday", which would be held from 20 - 26 August 1994 at the Hayes, Swanwick. The Revd Keith Forecast was to be the main speaker.

The General Secretary stated that while lists of members, etc. had been made available to the organisers, it had been made clear that the URC office could take no responsibility for any financial loss which might be incurred. Copies of the programme were available from the Revd Terry Oakley.

94/6 PROVINCIAL MODERATOR REVIEW GROUPS

The General Secretary reported that all five Review Groups had completed their work. The usual procedure was for resolutions concerning appointments to be referred to the General Assembly.

(a) Mersey Province

The Group met with the Revd Jessie Clare as convener and agreed to recommend to the General Assembly that the Revd Graham J Cook, BA, should be appointed as Moderator of the Mersey Province for seven years from 1 September 1994

The General Secretary reported that there were important factors relating to the timing of the proposed appointment of the Revd Graham Cook, in particular that a new Director of Windermere Centre must be ready to take over when the present Director leaves.

(b) South Western Province

The Group met with Mr Bernard Stonehouse as convener and agreed to recommend to the General Assembly that the Revd W Raymond P Adams BA should be appointed as Moderator of the South Western province synod for seven years from 1 September 1994.

The Clerk stated that his advice had been sought. It had become clear that the guidelines for review groups were ambiguous in several respects, including this one of the date and "agent" of appointment. In his view these were two rather different cases. The South Western province appointment could be left until the General Assembly. In regard to the Windermere post there was need for urgent action before July 1994. However, the Mission Council could make both decisions now and justify its action to the General Assembly.

After discussion, in which the Synod Clerks of Mersey and South Western provinces expressed the need for decisions to be made now because of necessary housing changes, it was proposed by the Revd Jessie Clare:

That Mission Council, acting on behalf of the General Assembly, appoints the Revd Graham J Cook, BA, as Moderator of the Mersey Province synod for a period of seven years from 1 September 1994.

This resolution was carried unanimously.

It was proposed by the General Secretary:

That the Mission Council, acting on behalf of the General Assembly, appoints the Revd W Raymond P Adams BA as Moderator of the South Western Province synod for seven years from 1 September 1994.

This resolution was carried nem con.

At the suggestion of the Revd Dr Philip Morgan it was recorded that these two resolutions had been taken in exceptional circumstances.

(c) Northern Province

The Group met with Mrs Marion Weedon as convener and agreed to recommend to the General Assembly that the Revd David Jenkins BA BD STM should be re-appointed as Moderator of the Northern Province synod for five years from 1 September 1994

(d) Yorkshire Province

The Group met with the Revd Dr A R Ritchie as convener and agreed to recommend to the General Assembly that the Revd Donald Hilton BA should be re-appointed as Moderator of the Yorkshire Province synod for three years from 1 September 1994

(e) Southern Province

The Group met with the Revd John Johansen-Berg as convener and agreed to recommend to the General Assembly that the Revd David L Helyar MA be re-appointed as Moderator of the Southern Province synod for five years from 1 September 1994.

f) Re-examination of Guidelines on Provincial Moderator Review Groups

The Revd Michael Hubbard explained that he was one of those who asked the Clerk for his advice on the interpretation of the 1986 "Guidance for Provincial Moderator Review Groups". Mr Hubbard moved:

That the Mission Council Advisory Group be asked to examine the 1986 "Guidance for Provincial Moderator Review Groups" and to bring proposals for their possible improvement to the next meeting of the Mission Council.

The resolution, seconded by the Revd Jessie Clare, was carried unanimously.

The Revd Arnold Harrison, Secretary of the Nominations Committee, was advised that the Nominations Committee should continue with the present guidelines pro tem.

94/7 PRELIMINARY REPORT: A STRUCTURE FOR MISSION

Mrs Mary Marsden, who had been elected as convener of the group appointed by the Mission Council in October 1993 to consider Committee Structure introduced a preliminary paper entitled "A Structure for Mission" which had been circulated to members of the Mission Council. It was noted that Mrs Marlene Hunter as the recipient of the next highest vote in October had joined the group instead of the Revd Richard Church, who was unable to serve.

The paper set out the present committee structure and confirmed that the proposals continued the process begun at the 1992 Assembly and continued by the Mission Council

After setting out the problems, the paper outlined the task, starting points, some yardsticks concerning structures, the objective, first steps, examination of the proposed new structure and a diagram. Also included in the paper were a guide

to committees and details of some task groups and Mission Council advisory groups.

Mrs Marsden said the group was conscious of presenting some unfinished business. For instance there needed to be very careful consideration of how these committees would work with one another and with staff. She suggested that in group discussion and then in plenary session the Council could discover whether this plan represents a way forward or whether it should be rejected.

The Council met in groups, in each of which was a member of the Structures Group.

The Council re-convened at 1.45 pm after the lunch break.

94/8 AFRICA NOW

Mrs Sheila Maxey spoke about URC members at present in South Africa, some attending the World Council of Churches Central Committee in Johannesburg and some who are monitoring events in situations of discussion and conflict leading up to the April elections and beyond, who by their presence help to make the conflict a little less likely to be violent. She suggested that members of Mission Council might join those in South Africa who pray for peace for one minute each day at noon.

Mrs Muriel Garrow asked for World Church and Mission "stories" for News Share or the Prayer Handbook.

94/9 REVISED EQUAL OPPORTUNITIES POLICY

The Revd Keith Forecast presented a paper from the Ministries Support Committee, requesting that a revision be made to the current "United Reformed Church Equal Opportunities Policy" and that the revised paper be forwarded to the General Assembly 1994.

Comments were made about the need to budget for the expenses of the monitoring group; that equal opportunities should cover "age" as well as the categories stated; that the last sentence in 2.2: "An equal opportunity policy does not require an employer to select someone for a job they cannot do but to disregard an irrelevant consideration such as a disability that does not prevent the person doing a particular job." should be included in the declaration and not as a comment; that resolutions to General Assembly from Thames North and perhaps also from Southern Province on Racism were expected and there was a need to avoid conflict of interest. Comments had also been received from Mr Hilary Gunn, Office and Personnel Manager.

Mr Forecast took note of all the comments, which would be taken back to the Group. A revised paper would be prepared for the March 1994 Council meeting.

94/10 NOMINATIONS COMMITTEE

The Revd Jessie Clare, convener, reported that following the transfer of the Revd John Sutcliffe to the convenership of the Ministries Training Committee, the Revd William Mahood had been approached and was willing to act as convener of the Mission and Other Faiths Committee. She proposed:

That the Revd William Mahood be appointed convener of the Mission and other Faiths Committee.

This resolution was carried.

The General Secretary informed the Council that copies were available of the corrected version of the Nominations Committee section of the 1993 Assembly Record.

94/11 STAFFING ADVISORY GROUP

The Revd Angus Duncan reported that the Staffing Advisory Group had considered the post of Rural Consultant. He gave an outline of the present work and scope of the Rural Consultant and of the background to the Arthur Rank Centre at Stoneleigh. The Advisory Group recommended:

- i) the post be continued for the shorter period of a further five years, when the Methodists would be asked to take it over, or until the present incumbent, if his service is continued, resigns;
- ii) that MEW-H should prepare a clear statement of objectives for this next period;
- iii) that the post be made full-time to allow the better use of the consultant throughout the country at weekends;
- iv) that this post ought to take one of the 30 places allocated for special category ministers.

In a full discussion, it was pointed out that special category ministries were always made at the request of local congregations and Districts. The Revd John Waller, West Midlands Provincial Moderator, said that the Council should be aware that the proposal to make the appointment full time enhances the life of the rural community but leads to dismay in those local churches which have been served by the rural consultant.

The General Secretary suggested that there should be further consultation between the Staffing Advisory Group, the West Midlands Province and the Ministries Support Committee; that the post be continued on the present basis and any changes which might be made could come later as a result of the review group now due to look at the Rural Consultant's work; there should be some consultation with the Ministries Support Committee on special category ministries.

The Clerk suggested that the Mission Council could pass the first two clauses and refer clauses iii) and iv) for a further report at the March meeting, taking account of the points raised by the Council.

Clause i) was amended as follows: the post be continued for a maximum period of five years, or until the present incumbent, if his service is continued, resigns. In either case the Methodists would then be asked to take it over;

In this form clauses i) and ii) were carried nem con.

Clauses iii) and iv) were referred to MEW Home for consultation with the Support Committee, West Midlands Province, the Rural Consultant and the review group now due to be set up.

94/12 NOTICE OF BUSINESS FOR THE GENERAL ASSEMBLY

The General Secretary reported on the following items:

(a) Vocations Committee

The Revd Keith Forecast reported that due to an oversight in 1982 when the international church relationships of the former Re-Formed Association of Churches of Christ were accepted it was necessary to bring forward to the General Assembly the following resolution:

'That ministers from member churches of the **Disciples Ecumenical Consultative Council** be included as a category for which the Vocations Committee is authorised to grant Certificates of Eligibility providing the other requirements are satisfied.'

(b) Communication and Supplies

Following the presentation "Getting the Message Across" to General Assembly 1992 at York, the Communication and Supplies Committee would wish to make another presentation at General Assembly 1994 at Lancaster. The theme would be similar, but giving examples of what has been happening in local situations. A small planning group from the committee have already met

twice and details will be available very shortly. Since communication, or lack of it, seems the key word in every debate and issue throughout the URC, the committee see such a presentation as being of vital importance.

The Mission Council accepted this proposal.

(c) East Midlands

The Synod Clerk had given notice that the following resolutions were agreed at the October meeting of the East Midlands synod:-

'That no member of General Assembly, representing province or district council, be required to contribute financially towards the essential costs of their attendance; that the Financial Resource Committee be urged to meet the costs of General Assembly entirely from central funds.'

94/13 DATES OF FUTURE MEETINGS

The following dates were fixed:-

- 18 - 20 March 1994 at Upholland, Skelmersdale
- 30 September - 2 October 1994 at Damascus House, Mill Hill
- 21 January 1995 - an invitation was sought
- 17 - 19 March 1995 at Upholland
- 29 September - 1 October 1995 at Damascus House

94/14 PATTERNS OF MINISTRY

The Revd Malcolm Hanson reported from the working party on Patterns of Ministry that there was to be a kind of "Green Paper procedure" as the basis for a wider discussion in District Councils and local churches between September and November 1994 before the matter came to the General Assembly in 1995. The papers could not be made available until early September and therefore Mission Council representatives were asked to ensure that this matter was included in Agenda for this Autumn.

94/15 COMMITTEE STRUCTURES

It was reported that the group meetings had identified five major issues which needed to be tackled before further progress could be made by the structures group:-

- a. Should there be some sort of grouping of committees?
- b. The issue of training, which should be some form of integrated training.
- c. Finance and accountability.
- d. Where does FURY Council fit into the Assembly structures?
- e. Representation of the Provinces; concern about the national, provincial and district levels.

The Revd Dr Philip Morgan, perceiving in the proposals the lack of a gathering-place where local churches can inform the committees and the Mission Council what is their need, suggested the grouping together of Doctrine, Prayer and Worship and Ecumenical Affairs; Ministries, Youth and Children's Work and Nurturing, Equipping Disciples and Communicating and Sharing the Gospel; and Involvement in Communities and Peace, Justice, Healing and Reconciliation. Each of these three groups should be brought together to enable representation from each Province. There would need to be a series of task forces, groups and perhaps in some cases individuals in support.

Professor Malcolm Johnson suggested that there should be four principal committees representing Prayer and Worship, Discipleship, Involvement, Ministries. Advisory committees would facilitate the other activities.

Mention was made of other possible needs - a Director of Communications, a Publications Committee, a 'Spin' task group, continuation of the Youth and Children's Work Training Committee.

It was agreed that it was important to listen to what the local churches say as to their needs and that it was necessary to perceive and relate to provincial structures, needs and vision.

After the tea break the Moderator asked if the Council was ready to indicate whether it was in favour of an element of grouping being considered. After discussion Mr David Butler proposed, seconded by the Revd Keith Forecast, that there should be no grouping or clusters of committees.

This proposal was carried by a large majority.

Training The Revd Terry Oakley said that all the committees in the training area were of a mind to bring opportunities for training together and restructuring would be a golden opportunity for making this change. Training would be in its widest sense, not just for ministers. It was proposed that there should be a place in the new structure for one committee to oversee all training.

This proposal was carried by a large majority.

Finance and Accountability The Honorary Treasurer, Mr Alistair Black, thought that the Financial Management Committee was able to carry out the necessary functions. That committee should be a support rather than a decision-making committee.

Opportunities for financial consultation with the Provinces should be flexible. This was seen to be an area of concern rather than a matter for decision at this time.

Relationship of FURY Council to Mission Council and Assembly

Mr Andrew Jackson proposed that FURY Council be included in the structures as a sub-committee of Youth and Children's Work but with direct access to the Mission Council and to the General Assembly.

The Clerk stated that only the standing committees, local churches, districts and synods had direct access to the Assembly. He asked what is the balance between the proper need for the voice of the younger people to be directly heard and the way in which they participate in the general councils of the church.

It was agreed that further consideration about the relationship of FURY Council to Mission Council and to the General Assembly was needed.

It was noted that at present there was no assurance that there would be effective communication between Mission Council and local churches, districts and provinces.

Mrs Marsden proposed that:

'Mission Council receives the preliminary report on "A Structure for Mission" and instructs the Group to take note of any discussion and amendments and to present its final report to the March 1994 Mission Council for submission to the General Assembly in 1994.'

The Revd Terry Oakley emphasised on behalf of senior staff members that it was important for the General Secretary immediately to discuss staffing implications with those involved. The General Secretary acknowledged his responsibility for pastoral care of the staff, but wondered who should be involved in this situation if he was not the appropriate person to counsel individuals.

The Revd Angus Duncan asked if there would be consultation with district councils before the 1994 Assembly.

Mrs Marsden said that a suggested timetable would be provided alongside the revised version of the paper which would be available for the March meeting of the Council.

The Revd Raymond Singh asked for a report on the staff side to be included with the Group's report.

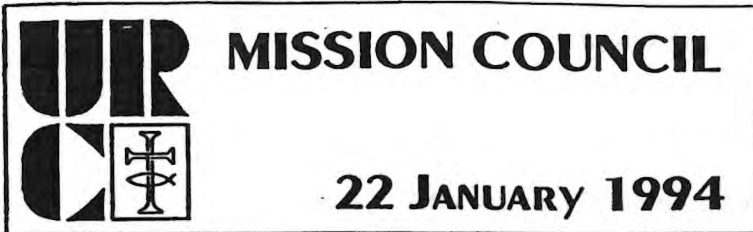
The resolution was passed nem con.

The General Secretary asked for any brief written comments to be sent to him as soon as possible and in time for the next meeting of the Group on 8th February.

94/16 VOTE OF THANKS TO WYLDE GREEN URC

The Moderator expressed the thanks of the Mission Council to the members of Wylde Green URC for all their work today, which had provided an excellent venue for the meeting.

Closing worship was led by the Revd Joan Grindrod.



from the General Secretary

13 January 1994

Dear Mission Council Member,

Saturday, 22 January 1994 at Wylde Green URC, Sutton Coldfield

Coffee will be served from 9.30 am for a 10.00 am start. Lunch will be provided. It is intended that the meeting will finish at 5.00 pm. Travel directions were sent to you in November.

In the absence of the Moderator, the chair will be taken by Mrs Ruth Clarke.

The business of the meeting is listed overleaf and papers are enclosed.

Groups. Please check to see if you are a convener or a reporter. In addition to these groups it is suggested that, time permitting, we will have a series of short meetings on some current issues. Conveners and reporters are asked to facilitate those groups also. However members may choose which group to attend depending on their interest. The subjects are listed on the sheet relating to group membership.

Yours sincerely,

Anthony G Burnham

(see over)

Amongst the business of the day will be the following:

1. Assembly Officers' action : Windermere Centre Director.

The Staffing Advisory Group had recommended that the post of Director be continued. Because of the urgent need to advertise the vacancy, the Assembly Officers were asked to agree to this recommendation in accordance with MC's decision 93/39. The officers were unanimous in agreeing that the post of Director of the Windermere Training Centre be continued.

2. The preliminary report : A Structure for Mission. A resolution is printed on page 2. (GREEN)
3. Revised Equal Opportunities Policy (PEACH)
4. Staffing Advisory Group Report (BLUE)
5. Provincial Moderator Appointments

Resolution

Mission Council, acting on behalf of the General Assembly, appoints the Revd G J Cook BA as Moderator of the Mersey General Synod for a period of seven years from 1 September 1994.

Strictly confidential until 1 pm on Sunday, 16 January 1994

Resolution

Mission Council, acting on behalf of the General Assembly, appoints the Revd W R P Adams, BA as Moderator of the South Western Provincial Synod for a period of seven years from 1 September 1994.

6. Notice of business for General Assembly 94 (BLUE)
 - i) Vocations - Resolution : Certificate of Eligibility and the Disciples
 - ii) Communications - Presentation
 - iii) East Midlands - Resolution : Assembly Expenses

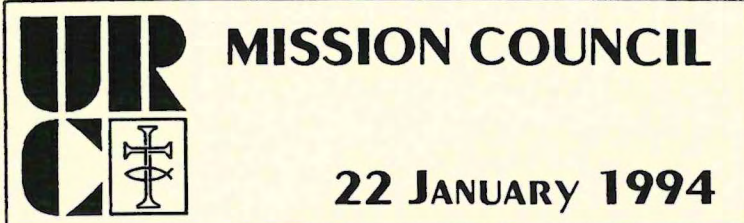
7. Dates of next meetings:

Already Agreed (93/74)

18-20 March 1994	Upholland
30 Sept - 2 Oct 1994	Damascus House, Mill Hill

To be agreed

21 January 1995	Venue ?
17-19 March 1995	Upholland
29 Sept - 1 Oct 1995	Damascus House



**A Structure
for
Mission**

**A preliminary report to Mission Council
on proposals for an integrated committee
structure to serve the Assembly, Synods
and District Councils in an ecumenical age.**

The Mission Council 1-3 October 1993 resolved unanimously:

"... to appoint a group who in the light of the discussion in Mission Council and the work already done, to bring to the January 1994 Mission Council a plan of Assembly committees which is relevant to the life and mission of local churches, Districts and Synods; takes seriously the partnership of all Councils of URC; and adequately recognises our ecumenical and world mission commitments."

The following were appointed:-

David Butler

Marlene Hunter,

Malcolm Johnson

Mary Marsden

Mary Stacy

John Waller

Tony Burnham served as secretary and the group chose Mary Marsden to be the convener

The group met four times.

Resolution

Mission Council receives the preliminary report on 'A Structure for Mission' and instructs the Group to take note of any discussion and amendments and to present a final report to the March Mission Council for submission to the General Assembly in 1994

Introduction

The present committee structure was formed in 1972 and was recently described by someone involved at the time as "a careful stitching together of the committees of the CCEW and PCE". The Assembly committees were grouped into four departments: World Church and Mission, Church and Society, Finance and Administration and Church Life. In 1984 the latter was divided into Ministries, and Faith and Life. There have always been a number of committees outside the departments eg Executive, Nominations, etc. In 1972 there were 27 committees with about 400 members excluding officers and ex-officio members.

During our twenty one year history, the life of some committees has ended and new ones have been formed.

	<u>Committees</u>	<u>People involved</u> excluding officers and ex-officio	<u>Membership</u> of the URC '000
1972	27	400	192
1975	26	382	181
1980	29	444	150
1985	32	488	131
1990	33	479	117
1993	28	336	110*

*1992

The reductions in 1993 were the result of the substitution of the Mission Council for the Executive and five departmental central committees. There were also significant changes in Finance, Youth and some non-departmental committees.

The proposals in this paper continue the process begun at the '92 Assembly.

The Problems

It has been argued for a number of years that our structure was too cumbersome for a church of our size, that until recently, no significant adjustments had been made taking account of our shrinking size and increased ecumenical co-operation.

The departmental system was also criticised for

- creating competition for resources
- dealing with commitments separately
- reducing mission to a sectional interest
- being unable to decide on priorities
except at the Assembly

The creation of the Mission Council to replace the Executive Committee and five central committees, while allowing for greater co-ordination and helping the Assembly to decide on priorities, has not yet fulfilled the central committees' role of advocating departmental matters in the synods or of co-ordinating work within each department.

Among other problems could be highlighted the place of the departmental convener, stranded without a role, staff members without a co-ordinating or a communicating committee and, most significantly, synods and districts with weakened or non-existent lines of communication to Assembly committees, while churches have little idea of what is available to help them in life and mission.

The task

In responding to these problems the fundamental question is how does a conciliar national church manage its resources and affairs in an open and efficient manner within the framework of our theology? For the URC, the key statement of the purpose of the church is found in paragraph 11 of the Basis of Union. A more recent but very significant statement is that endorsed by the 1991 WCC Assembly in Canberra, the opening paragraphs of which are also quoted on page 5.

THE UNITED REFORMED CHURCH AND THE PURPOSE OF THE CHURCH

11. Within the one, holy, catholic, apostolic Church the United Reformed Church acknowledges its responsibility under God:

- to make its life a continual offering of itself and the world to God in adoration and worship through Jesus Christ;
 - to receive and express the renewing life of the Holy Spirit in each place and in its total fellowship, and there to declare the reconciling and saving power of the life, death and resurrection of Jesus Christ;
 - to live out, in joyful and sacrificial service to all in their various physical and spiritual needs, that ministry of caring, forgiving and healing love which Jesus Christ brought to all whom he met;
 - and to bear witness to Christ's rule over the nations in all the variety of their organised life.
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THE UNITY OF THE CHURCH AS KOINONIA: GIFT AND CALLING

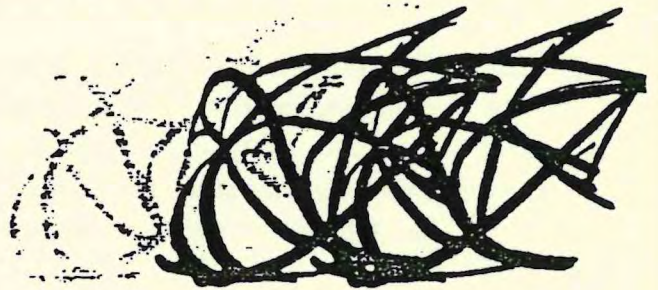
This text was agreed and adopted by the 1991 WCC Assembly at Canberra.

The purpose of God according to Holy Scripture is to gather the whole of creation under the Lordship of Christ Jesus in whom, by the power of the Holy Spirit, all are brought into communion with God (Ephesians 1).

The church is the foretaste of this communion with God and with one another. The grace of our Lord Jesus Christ, the love of God and the communion of the Holy Spirit enable the one church to live as sign of the reign of God and servant of the reconciliation with God, promised and provided for the whole creation.

The purpose of the church is to unite people with Christ in the power of the Spirit, to manifest communion in prayer and action and thus to point to the fullness of communion with God, humanity and the whole creation in the glory of the kingdom.

The calling of the church is to proclaim reconciliation and to provide healing, to overcome divisions based on race, gender, age, culture, colour and to bring all people into communion with God.



Starting points

The Basis of Union, the Statement on the Nature, Faith and Order and the Structure of the United Reformed Church are the foundations on which any new committee structure must be built. We have found it helpful to have the following as a focus.

The United Reformed Church

- ◆ exists in an ecumenical context and must have an ecumenical outlook. This is true of our commitment to other churches. It also applies to people of other faiths, the whole of society and the whole human family - including our care for the created order;
- ◆ has a distinct (but not fixed) identity within that ecumenical vision. These are two of its marks as a Reformed church:
 - it sees ministry as the work of the whole people of God,
 - it has a conciliar structure, in which debate and decision are shared under the guidance of the Holy Spirit. Serving in council or committee is part of ministry;
- ◆ has an existence that is national, regional, in areas and local. Wherever we meet we are church.

Some yardsticks concerning structures

1. Although the Church lives under the authority of the Word of God and the promised guidance of the Holy Spirit, and its members seek to serve in the spirit of Jesus, it is also a human organisation. We can learn about structures from other human organisations.
2. Most councils and committees will at times need to make decisions or recommendations concerning the life of the fellowship in their area of concern and its relationship and mission to others. At other times they need to act to train, support, encourage or stimulate people in their discipleship. There will not always be a clear distinction between the functions.
3. Because the Church exists nationally, regionally, in areas and locally, consideration needs to be given as to where decision-taking or action is most appropriate. Normally it ought to be as near the local as possible but there are situations in which that will not be the most effective.
4. The misuse of power can be destructive of people and communities. The proper use of it will bring life and health. We need to recognise the reality of power and allow it to be used within the checks and balances of the structures.

5. The church should authorise and trust those it chooses to work on its behalf; expecting them to be accountable for what they say and do.
6. There must be a clearly understood and agreed relationship between the councils of the Church. They are not separate nor are they rivals. The relationship is more that of partners.
7. There is no reason why structures should be identical throughout the Church's life.
8. Communication is the key without which any structures will fail in their purpose.

The Objective

Mission Council in March 1993 defined our task as being

to create an integrated, flexible and effective committee structure that serves the local Church, District Council, Synod and General Assembly in their mission; within the contexts of our ecumenical life in the United Kingdom and in the world.

First Steps

We looked again at Bernard Thorogood's original proposals on Central Reorganisation, the Clarke Report and one by the Forward Policy Group. We considered information gathered on overlaps in the present structure. We noted the current Methodist reorganisation, the experience of certain CWM partners and the structures of the ecumenical bodies of which we are members.

Wherever the church meets it is part of the World Church which God has called into his service, and it lives and acts within the world-wide community on God's earth. For the URC this means continued commitment to participation in our CWM family and partnership, sharing people, ideas, prayer and money in mission; receiving and giving. It also means our participation in World and European Church councils and action, and in the British and Irish ecumenical pilgrimage, nationally, regionally and locally. Together in these groupings we will share in witness, prophecy and blessing in the wider community locally, nationally and internationally.

We noted the functions of the local church, district council, provincial synod and General Assembly, recognising that each has particular responsibilities to minister in that sphere of life with which it is most directly concerned. Assembly committees must not only serve the General Assembly but must also help the local churches and the other councils to carry out their functions, supporting them in their mission and their concern for unity.

Discussions at the Mission Council (October 1993) suggested that the tasks of the local church may be expressed as:

Worship
Prayer
Pastoral Care
Nurturing and Equipping Disciples
Communicating and Sharing the Gospel
Involvement in Communities
Justice, Peace, Healing and Reconciliation.

All these elements to some degree, will be present in the life of all our churches through church and elders' meetings, acts of worship, corporate activity and through members as they live and work in the community. It can be seen that functions of district councils and provincial synods, whether as part of their own mission or in support of other councils, also fall under these headings.

Finally, we believe that work should not be done centrally which could be overseen more appropriately by one of the other councils of the church. Our aim has been to move the emphasis from the centre, by having slimmer committees and looking for a more active involvement of the synods and districts in support of the local church and its mission.



The Structure

1. The proposal ends the division into five departments replacing them with seven standing committees. In addition, three Assembly committees, presently outside the departments, remain; ten committees in all. Other work is done in the Central Secretariat and in the groups which advise Mission Council.
2. This will inevitably reduce the amount of work undertaken by committees. It is believed that this may be justified on the following grounds:
 - i) many voices have said that the URC has attempted to do more nationally than is appropriate for its size;
 - ii) there are new possibilities of working ecumenically;
 - iii) some of the present work ought to be undertaken in the other councils; and
 - iv) there are advantages in undertaking more of the work in short term task groups.

3. **Task Groups.** A task identified by a committee could be undertaken by a small working party. Such Task Groups would be authorised by Mission Council which would have a budget for such purposes. Mission Council could also set up its own Task Groups. If the General Assembly sets up a Task Group then the resolution would need to identify from where the expenditure would be met.

4. **Consultations.** Some committees would need on occasion to consult with provincial contacts, networks or other representative groups. Some consultations will be organised by synods for their own representatives on matters of mutual interest. One example is PLATO (Provincial Legal and Trust Officers).

5. **Communication with Synods.** The Group has not attempted to formulate specific suggestions for a matching committee structure for synods and districts but the issue of communications, in both directions was constantly discussed. The following are some possibilities:

i) for those committees whose work is primarily in support of the other councils, at each residential meeting of Mission Council, there should be an opportunity to break into groups so that there could be an exchange of information enabling members to be better advocates of the work of a committee. It would also help the Council in its co-ordinating role;

ii) consultations could be organised. These need not always take the form of twelve people travelling to London. There could be regional groupings of a number of provinces. Sometimes such meetings could deal with business relating to more than one committee;

iii) task groups could be located in a region covering a cluster of provinces;

iv) the development of a new simplified synod/district committee structure.

6. **Committee Conveners.** Departmental Conveners have, in the past, represented their committees on General Assembly and the Mission Council. Together they have been a significant leadership group, comparable to provincial moderators. They have also had a close working relationship with senior members of staff.

Under these proposals, conveners of Assembly standing committees would still be members of the General Assembly. In addition, the conveners of all (except the Assembly Pastoral Reference Committee) would be members of the Mission Council. This would not involve any significant change in the size of the Mission Council. At present the Secretaries of Departments and some other committees are also members. The future position of the committee secretaries has not been discussed by the Group.

7. **Youth and Children's Work.** The Group debated whether this should have a committee in its own right or be integrated with other appropriate committees. At this stage, it is suggested that there should be a separate committee, linked by cross-representation with three other committees (Page 12, Nos 1, 2 & 3). However it is recommended that a task group should be set up by Mission Council to consider the future.
8. **Training.** This was the most difficult issue. The Group recognised that there were good grounds for giving the responsibility for all training, both lay and ministerial, to one committee. In the end, this radical position is not recommended for the following reasons:
- i) training is an element in a number of committees not only in the one responsible for nurturing and equipping disciples;
 - ii) some of the issues relating to ministerial training require a specialist committee or sub-committee(s), bringing about some separation;
 - iii) the review of training has not yet begun its work. To take a radical decision is to pre-empt its conclusions;
 - iv) co-operation between different committees and staff members is an essential part of the non-departmental approach.
9. **The Ecumenical Context** is a significant element in the Group's thinking. (See below: **Guide to Committees**). It will be suggested therefore that there is cross-representation between this committee and six other committees. (Page 12 Nos 1, 2, 3, 4, 6 & 7)
10. **Staff.** Some consultation has already taken place. In the event of the Mission Council indicating that these proposals are moving in the right direction, then the General Secretary would immediately discuss staffing implications with those involved.
11. **Names** of some committees have not been chosen yet.

In the following scheme, the number by each committee is related to the paragraph in the subsequent Guide to Committees.

**ASSEMBLY
STANDING COMMITTEES**

The
General <
Assembly

M I S S I O N C O U N C I L	PRAYER & WORSHIP	1
	NURTURING EQUIPPING DISCIPLES & COMMUNICATING AND SHARING THE GOSPEL	2
	INVOLVEMENT IN COMMUNITIES & PEACE, JUSTICE, HEALING & RECONCILIATION	3
	YOUTH & CHILDREN'S WORK	4
	ECUMENICAL	5
	- OVERSEAS EXCHANGE	
	MINISTRIES	6
	- ACCREDITATION - TRAINING - MOM/PENSIONS - RETIRED MINISTERS' HOUSING	
	DOCTRINE	7
	NOMINATIONS	8
	ASSEMBLY PASTORAL REFERENCE	9
	- WELFARE	
	ASSEMBLY ARRANGEMENTS	10
	<u>TASK GROUPS</u>	
	ADVOCACY & STEWARDSHIP	12
	MISSION & OTHER FAITHS	13
	YOUTH & CHILDREN'S WORK	14
HEALTH & HEALING	15	
PATTERNS OF MINISTRY	16	
INTEGRATED TRAINING	17	

MISSION COUNCIL	
<u>ADVISORY GROUPS</u>	
RESOURCE PLANNING	18
STAFFING	19
GRANTS & LOANS	20
RESOURCE PLANNING	21

<u>Central Secretariat</u>	11
OFFICE/PERSONNEL	
FINANCIAL MANAGEMENT	
LEGAL	
PUBLICATIONS	

A Guide to Committees

Size. The Group has not yet had time to discuss in detail the number of members appropriate for each committee. However our assumption has been that, on the whole, committees would be smaller, say, six plus officers, plus ex-officio members. Members would serve for four, rather than six years, with provision for replacement in the event of frequent absences.

Ex-officio. We wonder whether it is appropriate for all three Assembly Moderators, past, present and elect, to be ex-officio on every committee.

*It is not expected that there will be any significant changes in the role of these committees.

1. Prayer and Worship

This committee listens to the concerns of local churches, district councils and synods, about public worship and personal devotion and responds to requests for national materials and consultations. It shares ideas from national, world church and ecumenical contacts. It is responsible for the production of the Prayer Handbook and such publications as A Book of Services and Rejoice and Sing. It also oversees the link with the network on Silence and Retreats.

2. Nurturing and Equipping Disciples & Communication and Sharing the Gospel

This committee is concerned with the discipling of people of all ages, elders, members and enquirers. It will support the work of exercising pastoral care, particularly by elders, lay preachers and members of local churches. It will support the work of district councils in their pastoral oversight of the local church. It will also support the work of the local church in sharing the Gospel and encourage districts and synods in the development of their own strategies for outreach. The committee will listen to concerns raised, share information and provide appropriate support. It oversees the links with the Windermere Centre, through the Policy and Planning Committee.

3. Involvement in Communities & Justice, Peace, Healing and Reconciliation

This committee shares information from local churches, districts, provinces and from ecumenical partners and community bodies, raising the awareness of the churches to the opportunities for such service. It also brings to the church's attention matters of justice, peace, healing and reconciliation. It will point to sources of educational material and suggest possible action to be taken by churches nationally, regionally, locally and by individuals. It is responsible for Commitment for Life. It will enable the URC to be one of God's agents for prophecy and for blessing in the nation and the world.

4. Youth and Children's Work

This committee supports, encourages and promotes work among children and young people, giving oversight to Pilots, Yardley Hastings, the YLTO and YWCT programme, maintaining ecumenical links and relating to FURY Council. It also ensures representation of youth and children's concerns on other appropriate committees and facilitates the involvement of young people in all the councils of the church. (These proposals are subject to Mission Council's decisions regarding the future of training and the appropriate place in the committee structure for children's and youth work.)

5. Ecumenical

This committee encapsulates the URC's commitment to the World Church, to the British and Irish ecumenical pilgrimage, and to the nation our European setting, and the world in which we live. It also seeks to ensure that wherever the URC meets in worship, council or committee, it is aware of its partnership within the world church and the whole human family. So its membership will include members from other Assembly Committees and part of its task will be to listen to those with experience of the world church and of current affairs. It will service URC national links with overseas churches bilaterally through Council for World Mission (CWM), Conference of European Churches (CEC), World Council of Churches (WCC), World Alliance of Reformed Churches (WARC); also the links with Council of Churches for Britain and Ireland (CCBI) and its Commissions, Churches Together in England (CTE), Group for Local Unity (GLU), Action of Churches Together in Scotland (ACTS) and Churches Together in Wales (CYTUN) and British and Irish churches. It will respond to national and international events making the URC voice heard in co-operation with other churches.

Because its agenda is so wide its way of working may include breaking into groups to prepare work for decision by the whole committee, and more than one member of staff will be required to take forward these decisions. The work of selecting, training, and caring for missionaries and overseeing exchange of personnel will be undertaken by the Overseas Exchange Sub-Committee.

6. Ministries

This committee is responsible for the whole ordained ministry, CRCWs and Lay Preachers. It is concerned with numbers, recruitment, central care and conditions of service, chaplaincies in industry, higher and further education and in the armed forces and special ministries. It will oversee the work of the National Assessment Board, whose convener will be a member of the committee. It will also be assisted by four sub-committees:

- i) Accreditation. Maintaining the Roll of Ministers, this sub-committee will accredit all those applying for inclusion after training or coming from other denominations.
- ii) Training. The sub-committee has overall responsibility for the initial and continuing training of our ordained ministers, Church Related Community Workers and Lay Preachers, including dealing with student grants from the Ministerial Training Fund. It maintains ecumenical links with those concerned with training in other denominations and is responsible for the recognition of appropriate courses and colleges, and for maintaining direct links with Westminster College. Post-ordination and In-service training will be organised in conjunction with provinces and districts.
- iii) Maintenance of the Ministry will advise on the level of stipend and on ministers' conditions of service through the Plan for Partnership. It will also be concerned for pensions through its associated Pensions sub-committee. The Treasurer will be a member but the committee will no longer be representative of all provinces.
- iv) Retired Ministers' Housing will continue the work of the existing committee in association with the URC Retired Ministers' Housing Society Ltd.

7. Doctrine

This committee deals with all questions about the doctrine and order of the URC, the doctrinal aspect of inter-church and inter-faith relations and ecumenical discussions on Faith and Order. The committee will also advise the Assembly, its officers and committees on these matters.

8. Nominations *

This committee nominates to Assembly the names of people to serve as conveners and secretaries of all Committees, and as members of those committees. It also suggests names of URC representatives on other bodies. It recommends the people to make up appointments groups for provincial moderators and Assembly appointed staff.

9. Assembly Pastoral Reference

This committee will consider the cases of ministers which are referred to it by District Councils or Provincial Synods their officers or committees. (See GA 1983 Reports, pp 5 and 6). By a sub-committee, it will also deal with all welfare and emergency matters including the use of welfare funds.

10. Assembly Arrangements *

This committee plans and budgets for future assemblies.

Central Secretariat

11. Office/Personnel, Financial Management, Legal & Publications

There are certain staff responsibilities which need not relate directly to a committee. Nevertheless the staff are accountable for these functions through the General Secretary or, in financial matters, through the Hon Treasurer to the General Assembly. There may be associated small committees.

Some Task Groups

12. Advocacy and Stewardship

It is recommended that this is not a standing committee but continues with its present role until either 1 April 1999 or when the present Secretary of Advocacy leaves his post.

13. Mission and Other Faiths

The Group will explore how far these concerns can be continued within the ecumenical Commission for Relations with People of Other Faiths, how the URC can contribute to the work of that Commission and ensure that those concerns are fed into the life of the councils of the URC.

14. Youth and Children's Work

To explore how all youth and children's work can become a natural part of the work of committees 1, 2 and 3 and to explore all possible areas of co-operation with other denominations.

15. Health and Healing

To explore how far these concerns should be continued ecumenically, what part the URC should play and how ecumenical work should be fed into the URC.

16. Patterns of Ministry

Due to report to the General Assembly in 1994.

17. Integrated Training

To continue under its present remit, noting its relationship to the review on training.

Mission Council Advisory Groups

18. Resource Planning

This group will prepare a rolling five year plan which takes account of possible changes in society and in the life of the church on which the allocation of resources may be based and recommend this to the Mission Council. It will be responsible for preparing budgets. It will hold annual consultations with the financial representatives of the Synods.

19. Staffing *

The group considers any Assembly post due to become vacant, or proposals for new posts and recommends to Mission Council whether this post should continue or be created.

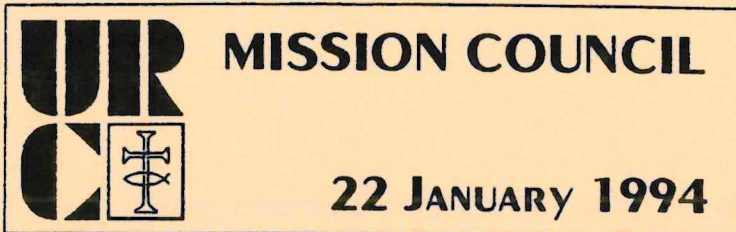
20. Grants and Loans *

The group advises certain Assembly Committees on grants and loans from central funds in support of local ministry or projects designed to develop the outreach of the church. In so far as this is a co-ordinating group, the new structure might offer other ways of doing this. Therefore the Mission Council will review the need for this group after one year.

21. Mission Council Advisory Group *

The group plans the meetings of Mission Council and the follow-up necessary and provides personal support and advice for the Assembly Moderator and the General Secretary.





United Reformed Church
Ministries Support Committee

Ministries Support Committee requests Mission Council to recommend to General Assembly, July 1994, that a revision be made to the current United Reformed Church Equal Opportunities Policy as suggested below:

REVISED EQUAL OPPORTUNITIES POLICY

Deletions from existing in square brackets underlined.

Additions in bold type.

[A DECLARATION OF] EQUAL OPPORTUNITIES POLICY

1. The Church will behave as an 'equal opportunity employer organisation' and not discriminate [between ministers] on grounds of race, [or] sex **or disability**.
2. The Church affirms in its Basis of Union that 'all ministries shall be open to both men and women'. [and a] At Assembly in 1987 it adopted a Declaration on Racism **and in 1990 adopted a Declaration of Equal Opportunities Policy in relation to ministers**.
3. The Church works to combat racism and sexism and is committed to positive action rather than containing the issues.
4. The Church is aware of possible barriers, for example to women, [and] black people **and disabled people**, within the structures of the Church in ministry and other posts; this has to do with expectations, position, role and status.
5. The Church will therefore **set up a group responsible to Mission Council** to establish appropriate methods of monitoring the appointment, call and position of women and black people in the ministry **and other posts** and [considering] **to recommend** appropriate action where necessary.

Introduction

1. General Assembly 1990 adopted a Declaration of Equal Opportunities Policy recommended by the Ministries Committee in relation to Ministers. A copy is attached. A small monitoring group was appointed in January 1992 as one means of giving effect to the commitment to monitor. We have now considered the issues raised in their interim report and recommend that General Assembly 1994 adopts a broader policy covering staff employed by the church and other activities as well as Ministers.

Scope of Policy - Disability

2.1 The present policy covers only race and sex. Most secular Equal Opportunity policies also include disability and therefore we believe the church should also consider equal opportunities for people with disabilities.

2.2 While the popular image of a disabled person is someone in a wheelchair, there are many types of disability, including for example blindness and deafness. There are some forms of disability which would make stipendiary ministry impossible but few if any which would make non-stipendiary ministry or lay employment by the church impossible. An equal opportunity policy does not require an employer to select someone for a job they cannot do but to disregard an irrelevant consideration such as a disability that does not prevent the person doing a particular job.

2.3 The treatment of disabled people is often a touchstone of the attitudes of an organisation or individual to disadvantage generally. We recommend the policy be widened to cover disability.

Coverage of Policy

3.1 The policy relates only to ministers, not to the whole of the URC, and we believe that this is a source of weakness and gives rise to many problems.

3.2 One of the serious problems identified by the Monitoring Group was the complete absence of black people from all the committees concerned with the assessment of candidates for the ministry at both national and provincial levels. This cannot be viewed or dealt with in isolation, it is closely related to more general problems, such as the under-representation of [black people in Elders' Meetings, District Councils and Provincial Synods and their committees](#).

3.3 There are other parallel initiatives. In 1987 the Church adopted a Declaration on Racism (sponsored by the Church and Society Department) which also makes provision for monitoring. Faith and Life are actively promoting a study on women's issues. We are aware of the work of the Urban Churches Support Group in the London area. These various initiatives need to be related to each other and co-ordinated.

3.4 There is also the question of risk. As long as many employees (eg, staff at Tavistock Place) are not covered by a policy, the Church is more vulnerable to a legal challenge to an employment decision.

3.5 Credibility is also important. A policy which covers only one group of people, not the whole of the workforce, does not appear to demonstrate a genuine commitment to equal opportunities.

3.6 We recommend that Mission Council propose to the General Assembly of 1994 a comprehensive equal opportunity policy for the URC to cover race, sex and disability.

The Future

4.1 The adoption of a policy alone is not enough. Implementation and monitoring - reviewing information in order to see how far a policy has been effectively implemented - are equally or more important. We therefore recommend that the policy includes provision for monitoring and regular report to Mission Council and General Assembly.

Staffing Advisory Group

Rural Consultant

Mission and Ecumenical Work at Home (MEW-H) Committee had asked for the post to be continued for a second period of five years beginning in 1995. At present the scope was 3/4 the other 1/4 being a local pastorate of two churches. It was agreed to recommend that:

- i) the post be continued for the shorter period of a further five years, when the Methodists would be asked to take it over, or until the present incumbent, if his service is continued, resigns;
- ii) that MEW-H should prepare a clear statement of objectives for this next period;
- iii) that the post be made full-time to allow the better use of the consultant throughout the country at weekends;
- iv) that this post ought to take one of the 30 places allocated for special category ministers.

Notice of Business for GA 94

Vocations

DISCIPLES' ECUMENICAL CONSULTATIVE COUNCIL

The Vocations Committee is authorised by Assembly to grant Certificates of Eligibility to ministers from overseas who are in 'good standing' with churches who are members of CWM and WARC providing the agreed criteria are satisfied (see Manual 148). No such arrangement has been agreed in connection with ministers of the equivalent world body of the Disciples. This is quite obviously an omission.

In 1982 Assembly agreed the following resolution:-

INTERNATIONAL CHURCHES OF CHRIST RELATIONS
The Assembly agrees to carry forward the International Church Relationships of the former re-formed association of Churches of Christ. (See Assembly Record 1982 page 29).

The Committee therefore requests that ministers from member churches of the **Disciples Ecumenical Consultative Council** are included as a category for which the Vocations Committee is authorised to grant Certificates of Eligibility providing the other requirements are satisfied.

Communications and Supplies

Following the presentation "Getting the Message Across" to General Assembly 1992 at York, the Communication and Supplies Committee would wish to make another presentation at General Assembly 1994 at Lancaster. The theme would be similar, but giving examples of what has been happening in local situations. A small planning group from the committee have already met twice and details will be available very shortly.

Since Communication, or lack of it, seems the key word in every debate and issue throughout the URC, the committee see such a presentation as being of vital importance.

East Midlands

The Synod Clerk has given notice that the following resolutions were agreed at the October meeting of the East Midlands Synod:-

that no member of General Assembly, representing province or district council, be required to contribute financially towards the essential costs of their attendance;

that the Financial Resource Committee be urged to meet the costs of General Assembly entirely from central funds.

A Structure for Mission

There will be groups on this report as well as a plenary session.

Time permitting, there will also be groups on :

- URC/Methodist Relations - talk to Sheila Maxey about the Liaison Group, the recent joint staff meeting and other matters you wish to raise.
 - Good Practice - Terry Oakley introduces new advice for local churches on the Children's Act, etc.
 - Yardley Hastings - Ask Paul Franklin about YH and other youth matters.
 - The reports of our death ... - discuss his recent paper with Tony Burnham.
 - Finance - ask Clem Frank some awkward questions.
 - Church & Society - a Peter Brain up-date
- and perhaps some others !

(See over)

GROUPS

The Chair will be taken by the first person.

The Reporter is the second person.

<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>
Garrow	Hanson	Meekison	Hart
Duncan	Sinclair	Head	Nimmo
Stacy	Burnham	Waller	Hunter
Macro	Black	Oldham	Oakeley
Forecast	Morgan P	Wright	Jackson
Grindrod	Jenkins	O'Neill	Fairburn
Evans	Forster	McVey	Caswell
Gathercole	Shaffery	Bending	Church
Singh	Helgas	Franklin	Coates
Gordon	Morgan D	Maxey	Gunn
Tull	Hardwick	Sowerbutts	
<u>E</u>	<u>F</u>	<u>G</u>	
Pooller	Hubbard	Lawrence	
Humphreys	Rogers	Lloyd-Lingston	
Johnson	Mawden	Butler	
Clarke	McKelvey	Cressey	
Clare	Healey	Frew	
Goodier	Turner	Buxton	
Webb	Wilson	Andrews	
McKay	Trippier	Bainbridge	
Cook	Thomas	Harrison	
Frank	Brain	Flint	
Husselbee	Diffey		

THE REPORTS OF OUR DEATH ARE GREATLY EXAGGERATED

Some reflections on numbers in
The United Reformed Church
by the General Secretary

November 1993



The United Reformed Church
in the United Kingdom
86 Tavistock Place, London WC1H 9RT

MEMBERS AND ADHERENTS

I am fed up with hearing that the URC is dying. What do you make of the figures for the last few years? Cast your eyes down the membership column and the picture of decline is confirmed. **But look at the growth in the number of adherents.**


figures are in 000's


	Members	Adherents	Total Adults	Children & Young People	Total Adults & Children
1989	120	40	160	79	239
1990	117	44	161	86	247
1991	115	48	163	99	262
1992	110	56	166	104	270


Table 1

We often ask : "where are the children and young people?" A look at that column shows that there were over 30% more at 31st December 1992 than on the same day in 1989.

Remember the background to these figures

 the trend (and therefore our expectation) since 1972 has been down

 an ageing membership implies significant losses through death

 in the population as a whole there are falling numbers of children and young people.

WHERE'S THE CATCH?

You can't believe it, can you? We have spent the last twenty one years so used to decline that we believe the figures in the membership column are true but, when we are offered signs of growth elsewhere in the table, we try to explain them away. I know; I have tried.

Q Why doesn't the table show numbers of adherents before 1989?

A *Because we didn't collect the figures.*

Q How do we know the figures are true?

A *You believe the ones in the first column. The same church secretaries, on the same form, returned the rest of the figures.*

Q It may be cynical but isn't it about financial assessments? The fewer members, the less we pay to the MINISTRY and MISSION Fund.

A *Well sin can be found in Elders' meetings but even if this accounts for part of our reluctance to make members out of adherents, the increase in the latter is still greater than the loss of the former.*

In the end, while I do not want to defend the accuracy of the figures to the last adherent, it looks as if **the annual growth in numbers of adults associated with the URC is just over 1% each year.** If you add children and young people it is over 4% each year. It may be a modest growth but that is a better rallying cry than our usual moan that we're the fastest declining church in the west.

CHILDREN AND YOUNG PEOPLE

There is an overlap here with adults. Under this heading we collect the numbers under 25 years old associated with the church. Here the unmistakeable conclusion is that the trend over the three years is up. For every three children and young people we had in 1989, we now have about four. The facts seem clear enough, **numbers of adults, children and young people belonging to our church family are growing.**

*Praise God, from whom all blessings flow,
praise him, all creatures here below,
praise him above, ye heavenly host,
praise Father, Son and Holy Ghost.*

WHAT ABOUT THE NUMBER OF CHURCHES?

From 1989-92 the decline in membership was 7.6% but the decline in number of churches was only 0.6%.

AVERAGE per CHURCH





	Churches	Members	Adherents	Children & Young People
1989	1813	66	22	44
1990	1800	65	24	48
1991	1808	64	27	55
1992	1803	61	31	58

Table 2

This highlights a problem that has bedevilled us since 1972. The number of churches has not declined at the same rate as our membership.

1972-92	
membership loss	42.7%
church loss	13.3%
minister loss	26%

These differing rates of decline have had four main effects:

-  ministers have been working with a smaller number of members
-  members have been spread over more congregations
-  more money has been needed from individual members to pay minister's stipends
-  a larger proportion of the members' financial giving has been needed to support the bricks and mortar.

AND NOW FOR THE BAD NEWS

Over a four year period the number of people associated with the URC may have shown a slight increase but average attendance at Sunday worship is down.

figures are in 000's




	Adults at worship	Children under 18 at worship
1989	n/a	n/a
1990	104	40
1991	103	35
1992	100	34

Table 3

Again these figures may contain some discrepancies but the trend is consistent and clear. This must be a disappointment and, if our growth figures are to be trusted, implies a decline in **regular** weekly attendance.

INTERPRETING THE FIGURES

Your guess is as good as mine. Here are a few that have occurred to me:

-  The loss of members reflects the changes affecting all western mainstream churches. Some of the causes go back to the roots of our industrial society two hundred years ago or even earlier. A recent book has focussed on our contemporary situation. Fanstone: *The Sheep That Got Away* (MARC 1993);
-  a significant part of our loss in membership each year comes from the closure of churches. The decline in churches (Table 2) cloaks the actual closures because it does not reveal how many new churches have been opened. New Churches are usually LEPs. A closing church tends to have a larger nominal membership than the UR part of an LEP;
-  the gain in adherents is exciting but puzzling. There are three questions with a variety of possible answers:

1 WHY IS THE NUMBER INCREASING?

- is it a response to evangelism?
- is Society's mood encouraging a return to the church?
- is the increase due to parents eager to encourage their children to come to church and therefore coming themselves?
- is it the attraction of the URC style and approach?
- is it the work of the Holy Spirit?

2 WHY ARE THEY NOT BECOMING MEMBERS?

- is it part of a general reluctance today to make commitments to any institution?
- is it because they are still on a search for faith?
- is their motive primarily for the sake of encouraging their children?
- are our ministers and elders slow in presenting the invitation to membership?

3 WHY IS THIS GROWTH NOT REFLECTED IN LARGER REGULAR CONGREGATIONS?

- perhaps for some of the same reasons explaining why they are not becoming members

- our services are on the wrong day or at the wrong time
- increasing pressure on families for their children to participate in sporting and cultural activities on Sunday morning

These are some of my guesses. Further research or your own insights might give us other and better explanations. There is another question.

4 WHAT ARE THE IMPLICATIONS OF THESE FIGURES FOR OUR FINANCES?

- In making assessments synod and district treasurers and financial committees often use membership figures. Even if a national increase in budget is kept to the level of inflation, with a declining membership this can filter through to the local church as a higher than inflation increase. Inevitably this requires careful explanation to overcome the resentment of our members for above average inflation for the same work. *Is it reasonable to confine our calculations to membership when it is now clear that nationally, for every two members we have one adherent?*

MEMBERS, ADHERENTS AND STEWARDSHIP

1992	Members	Adherents	Adherents as % of members
Northern	8.8	2.6	30
N Western	11.5	6.1	53
Mersey	7.5	4.2	56
Yorkshire	7.4	3.6	49
E Midlands	6.9	3.8	55
W Midlands	9.5	5.2	55
Eastern	8.3	4.9	59
S Western	7.1	4.7	66
Wessex	10.9	6.6	61
Thames N	11	5.6	51
Southern	15.4	6.6	43
Wales	5.7	1.7	30
Total	110	56	51

Table 4 figures are in 000's

Variations between provinces are significant (see Table 4). It must be assumed therefore that there are variations between churches also.

However it will be said that if treasurers now start adjusting assessments to take account of adherents those numbers also will fall. **Is that how unprincipled we have become?** Whatever the solution it does seem that membership alone ought not to provide the sole measure of a church's financial strength.

When you look at adherents as a proportion of members, there are some interesting variations. At one extreme, Northern, with its ex-Presbyterian strength and outlook, perhaps carries what others regard as adherents within its membership rolls. On the other hand, Wales, with many small churches of all denominations set in declining communities, may not find it so easy to grow. Both provinces have suffered serious economic decline in recent years.

At the other extreme, Eastern, South Western and Wessex have all experienced population and economic growth and perhaps this is represented by above average numbers of adherents.

Southern Province, has had growth in population but with our largest membership, perhaps has a low adherent figure because of success in converting them into members.

The other province which might have had similar success is East Midlands. It is true that the number of their adherents only reflects the average, but their membership and the numbers worshipping actually increased in 1992. (Table 5)

East Midlands		
	Members	Congregation at Worship
1991	6,482	7,585
1992	6,891	7,693

Table 5

Perhaps the growth in adherents is one explanation of the outstanding success of the URC's stewardship programme TRIO. So far 123 churches have used TRIO to challenge their church family to provide the financial resources for their mission. The startling result has been increases in giving of between 30% and 80%. **Is this success because adherents have been challenged to commit themselves financially to the church?** If so, many other churches as a matter of urgency need to do the same. (For information about TRIO consult our Advocacy Secretary, the Revd Bill Wright, 94 Higher Lane, Rainford, St Helens WA11 8AL Tel 0744 885684.)

CHURCH MEMBERSHIP

If we can do it for money, why are we so slow in challenging people about membership?

Many of us have shied away from the cruder approaches of the church growth movement. We forget, though, that the crudest were in our own traditions where the ministers were paid the pew rents. Now that **was** performance related pay!

However to put growth in numbers as our first priority risks distorting the gospel we proclaim. An old minister once said to me, "there's no way we can make the Cross popular".

John Finney's book *Finding Faith Today* (Bible Society 1992), demonstrates that more people are brought into the church by their partners or friends than by ministers. If that is so and if conversion to Christ is an objective, then an increase in membership is really an increase in ministry. It is enlarging the team of disciples.

Yet ministers often say that they are not here to fill pews. I have yet to hear a lay person talk in those terms. Again and again, as a provincial moderator, elders of a church in vacancy have said to me "we want a minister who will bring in new folk."

Is *membership* the most useful word today? Perhaps some of our adherents are fooled by our language. We understand it as being a member, that is, an arm or a leg of the body of Christ. But to newcomers it has overtones of joining the club. It is not surprising that people who attend worship and pay their dues assume that they are members. What else does membership confer, they say, apart from the dubious privilege of attending church meeting? **In many churches we have lost the need to show our commitment to Christ by our covenanted fellowship, our membership in his body.**

The Last Word?

My purpose is not to write the last word on this subject. My wish is that this paper will be a stimulus to thought, discussion, prayer and action. And I do hope that the good news cheers us up!

Tony Burnham

THE PARABLE OF THE ONE PER CENT

If one of you has a hundred sheep and loses one of them, does he not leave the ninety-nine in the wilderness and go after the one that is missing until he finds it? And when he does he lifts it joyfully on to his shoulders and goes home to call his friends and neighbours together. "Rejoice with me!", he cries, "I have found my lost sheep."

Luke 15. 4-7

SOME NEXT STEPS

- is your congregation smaller than your membership and number of adherents? Ask yourselves why
- ministers and elders could explore their understanding of membership
- plans could be made for regular membership classes
- MEMBERS TOGETHER* is our new 7 session training course on membership (available from the URC bookshop price £3 + p&p)
- children are part of *today's* church. How are they involved? Can we learn from them? If your numbers are increasing, have you asked "why?" Are you building on the answers?
- remember *PILOTS* is a good church-based non-uniformed organisation for girls and boys together
- Hitchhiker's Guide to the Gospel is a new programme aimed at bringing young people to faith (available from the URC bookshop price £10 + p&p)
- ask if times of worship suit the life-style of people today
- dare to ask the congregation, or even the elders, what would improve the quality of worship
- the General Assembly 1993 called on every district council to *engage with ecumenical partners in research aimed at placing a body of Christian people in every locality and to set up new Mission Projects or Congregations where appropriate.* Have you explored this yet in your district?
- thank God that during the past few years more people have been added to our family than have been lost. Be glad that from 1989-92 the increase was over 1% each year.

Creating God

*We thank you
for the green shoots
of new growth
within our church*

Through Jesus

*we know your love
searching for your
lost children
in all the world*

By your Spirit

*you have called us
into the family
of the church
on earth, in heaven*

Now, creator, redeemer, inspirer

*send us out
to broadcast the good news
in word and deed
that your peace and justice
may flood the earth
and all its people
praise you
in the name of Jesus Christ*

Amen

The ASSEMBLY RECORD did not contain the correct minute of the NOMINATIONS COMMITTEE. This should replace the printed version in your copy.

A G Burham
December 1993

NOMINATIONS COMMITTEE COMMITTEES AND REPRESENTATIVES

1. The Moderator, the Moderator-elect, the immediate past Moderator and the General Secretary are members ex officii of every Standing Committee.
2. The Departmental Conveners and Secretaries are members ex officii of each Committee within their respective areas of church life. The Secretary of the Finance Department is a member ex officio of every committee which has funds.
3. Officers and Members appointed since Assembly 1992 are denoted by an asterisk. Assembly 1993 is being invited to appoint for the first time those denoted by two asterisks.

MINISTRIES

Convener: Revd Keith Forecast - 1996
Secretary: The Secretary for Ministries

VOCATIONS

Convener: Revd Derek Gill - 1997
Secretary: Executive Secretary for Ministries

Mrs Margaret Carrick-Smith**	Revd Dean Tapley	Revd John Waller
Mr Sidney Hazlehurst	Mrs Shirley Rawnsley	Revd Jean Forster
Mr Edward Bryson	Revd Hazel Martell	

TRAINING

Convener: Revd John Sutcliffe - 1999**
Secretary: The Secretary for Ministries

Revd. Dr. Catherine Middleton**	Revd Nina Mead	Dr Susan Parson
Revd Dr David Peel	Revd John Proctor	Miss Ruth Williams**
Revd Jo Williams	Mrs Audrey Mitchell	Revd Chris Warner
Revd Canon Dr Sehon Goodridge		Mr. Roy Smith**

together with one stipendiary ministry student (Mr Mark Ambrose)

NATIONAL ASSESSMENT BOARD

Convener: Mr Raymond Clarke - 1997

Revd Elizabeth Caswell
Dr Peter Clarke
Revd Jean Forster
Mrs Edith Tolley
(1 vacancy)

Mr Alan Hart
Revd Janet Sowerbutts
Revd Lesley Charlton
Revd Christine Craven
Revd John Humphreys

Revd Dr Leslie Green
Dr Ron Lyle
Revd Graham Long
Mr Peter Richards
Rev. Dr Catherine
Middleton**

Panel for Assessment Conferences - CRCW Sub-Section

Mrs Daphne Beale,
Revd Vaughan Jones,

Revd Peter Loveitt,
Mrs Ann Sutcliffe.

Revd Kate McIlhagga,

Nominations to Teaching Staff (Westminster College)

Convener: Mrs Elizabeth Jupp - 1993

Secretary: The Secretary of the Training Committee

Principal, Westminster College
Professor Graham Stanton

Dr Clyde Binfield
Revd Robert Way

Miss Ann Phillips

SUPPORT

Convener: Revd Dr David Connick - 1996

Secretary: Executive Secretary for Ministries

Revd Hazel Addy
Mrs Fiona Woods
Mrs Dorothy Dean

Mrs Barbara Brettell
Mrs Doreen Courtney
Revd John Humphreys

Mrs Margaret Tait
Revd Chris White

FAITH AND LIFE

Convener: Revd Dr Philip Morgan - 1995

Secretary: The Secretary for Faith and Life

DOCTRINE AND WORSHIP

Convener: Dr David Thompson - 1997

Secretary: Revd Dale Rominger**

Revd Elizabeth Brown
Revd Betsy King
Revd Alan Gaunt**
Revd David Fox
(1 vacancy)

Revd Alan Sell**
Revd Susan Durber
Revd. Wendy Baskett**
Prof Graham Stanton

Mr Tony Cheer
Revd Margaret Nuttall
Revd Donald Norwood**
Mr Bert Worrall

CHRISTIAN EDUCATION

Convener: Mr Tony Ewens - 1999**

Secretary: Mr Carew Satchwell - 1998**

Revd Tom Arthur
Revd Jim Wilkinson
Mrs Barbara Martin
(1 vacancy)

Revd Harry Undy
Revd Tresna Fletcher**
Mr Dilwyn Byles**

Revd Jean Forster
Miss Ruth Norton
Revd Dr Bernard Holt**

YOUTH

Convener: Mrs Ruth Clarke - 1995

Secretary: The Youth Secretary, Mr Paul Franklin

CHAPLAIN (National Youth Resource Centre)	Revd. Martin Henninger
Revd Martin Nicholls	Revd Ian Ring
FURY Chair: Mr Paul Ashworth	Revd Hilary Collinson
FURY Chair Elect: Mr Andrew Jackson	Mr Nick Raggett
Two Elected Members of FURY Council	Convener, Management Committee
Mr Andrew Goodier & Miss Karen Thomas	Convener, Training Committee
(25 or under)	Convener, Centre Management
Two Elected Past Members of FURY Council	Committee, Revd John Slow
from 1994 (25 or under)	Convener, Youth and Children's
Convener, Programme Committee	Work Training Committee
Mr David Shapland	Revd John Oldershaw
Ex.Officio:- NYCTO, Mrs Eileen Sanderson	

CHILDREN'S WORK

Convener: Revd Stephen Thornton - 1998

Secretary: Mrs Rosemary Johnston - 1998

Mrs Elizabeth Crocker
Revd Joan Grindrod
Mr Maurice Gardner
together with the Master Pilot.

Mr Richard Johnson
Mrs Patricia Hubbard

Revd Duncan Wilson
Mrs Sheila Flett

YOUTH AND CHILDREN'S WORK TRAINING

Convener: Revd John Oldershaw - 1996

Secretary: National Youth & Children's Work Training Officer

Mrs Kate Breeze
Mrs Maureen Thompson

Revd Ian Ring

Mr Doug Fletcher

together with the Conveners of the Youth Committee and Children's Work Committee and FURY Chair.

HEALTH AND HEALING

Convener: Revd Robin Hine - 1996
Secretary: Revd Jim Hollyman - 1998

Mrs Connie Bunker
Miss Ann MacFarlane
Mrs Mary Husk
Revd Brenda Denvir**

Dr Eileen Gorrod
Revd John Jenkinson
Revd Brian Coward

Revd Eglan Graham
Dr Allan Carswell
Revd Kate McIlhagga

WINDERMERE POLICY AND PLANNING COMMITTEE

Convener: Mrs Rosalind Goodfellow - 1995
Secretary: The Director

Representatives of Finance, Revd Wynn Young, Revd Bill Mahood, Revd Dr Stephen Orchard, with the Administrator, the Convener of Programme Committee, the Convener and the Treasurer of the Management Committee, the Convener and Secretary, Faith and Life and a representative of Carver URC, Windermere.

WORLD CHURCH AND MISSION

Convener: Mrs Mary Marsden - 1995
Secretary: The Secretary for World Church and Mission

MISSIONARY AND ECUMENICAL WORK AT HOME

Convener: Revd Murdoch Mackenzie - 1996
Secretary: The Secretary for World Church and Mission

Revd Peter Arthur**
Revd David Fox
Revd Roger Whitehead
together with the Rural Consultant

Mr Desmond Curry
Revd Dorothy Spence
Revd Rudolph Dixon

Mrs Claudette Binns
Mrs Mary Hambly
(2 vacancies)

MISSIONARY AND ECUMENICAL WORK ABROAD

Convener: Revd Clabon Allen - 1997
Secretary: The Secretary for World Church and Mission

Revd Gwen Thomas**
Revd Paul Floe
Miss Felicity Harris
Revd Leonard Bhagwandin

Mrs Marlene Hunter
Revd Norman Healey**
Mr Peter Cruchley
Ms Alison Harvey

Revd Froukien Smit
Revd Philip Woods
Mr Ernest Dale

MISSION AND OTHER FAITHS

Convener: Vacant

Secretary: Revd Brenda Willis - 1998

Revd Gillian Boorne
Mrs Joyce Killick
Dr Jack Thompson

Miss Jose Robins
Rev Malcom Hanson
Mr John Proctor

Revd Dr David Bowen
Mrs Cynthia Bailey**

Consultant:- Revd Ron Lewis

The Revds John Parry, Christopher Lamb and Martin Foreward are co-opted Members.

PERSONNEL

Convener: Revd Ray Adams - 1994

Secretary: The Personnel Secretary

Revd David Helyar**
Mrs Haro Horsfield
Mrs Muriel Sleigh**
Revd Bernard Collins

Ms Bethan Galliers
Mr Kees Maxey
Revd Barrie Scopes
Principal of St Andrew's Hall

Mrs Barbara Martin
Rev Ken Graham**
Revd Mia Kyte

CHURCH AND SOCIETY

Convener: Professor Malcolm Johnson - 1996

Associate Convener: Mr Aubrey Curry - 1995

Secretary: The Secretary for Church and Society

COMMITTEE

Revd David Morgan**
Mrs Val Morrison

Revd Molly Kenyon
Revd Raymond Singh**

Revd Ermal Kirby

Also attending:- Revd Phillip Woods, Ms Wendy Cooper, Revd Hazel Addy.

FINANCE

Convener: The Honorary Treasurer

Secretary: The Secretary for Finance

FINANCIAL RESOURCES

Convener: Mr Alistair Black
Secretary: The Secretary for Finance

Provincial Representatives

I	Dr Peter Clarke	VII	Mr Philip Wade
II	Mr Reg Stelfox	VIII	Mr Geoff Lunt
III	Mr Ray Holden	IX	Mr Jim Richardson
IV	Mr Donald Lethem	X	Mr Maurice Dyson
V	Mr Michael Harrison	XI	Mr Bernard Edwards
VI	Mr Harold Kempton	XII	Mr Ray Lacey

together with Full voting Members:-

Mr Alistair Black (Treasurer)
Dr Jim Brown (General Assembly Rep)
Revd Michael Hubbard (Provincial Moderators' Rep)
Mr Eric Chilton (General Assembly Reps)
Mrs Jane Tomlin (General Assembly Rep)
Non Voting Member
Rev Julian Macro (Advocacy and Stewardship, Convener)

The following are permitted to attend but are not members of the committee
The Conveners of Ministry, Faith and Life, World Church and Mission and Church and Society, the Conveners of the Financial Management, Maintenance of the Ministry, the Convener and/or Secretary of the Welfare, Communication and Supplies and Retired Ministers Housing Committees, the Convener and/or Secretary of the Ministerial Training Fund, the Office and Personnel Manager and the Advocacy Secretary.

FINANCIAL MANAGEMENT

Convener: Mr Alistair Black - 1998
Secretary: The Secretary for Finance

Mr Gorden Bannerman**	Ms Edwina Rockey**	Revd Paul Bedford
Miss Helen Marson	Mr Eric Morgan	Mr Ron Turner
Mrs Elizabeth Reeve	(1 Vacancy)	

together with the Secretary for Church Buildings (Mr Tegid Peregrine - 1994) and a Secretary of the United Reformed Church Trust.

MAINTENANCE OF THE MINISTRY

Convener: Mr Michael Harrison-1999**
Secretary: Mr Alan Taylor - 1995

Provincial Representatives

- | | |
|---------------------------|--------------------------|
| I Dr Peter Clarke | VII Mr Philip Wade |
| II Mr Ian Livingstone | VIII Mr Malcolm Johnston |
| III Revd Paul Pells | IX Mr David Taylor |
| IV Miss Margaret Atkinson | X Mr David Mills |
| V Mr Jim McGill | XI Mr David Buckland |
| VI Mr Ron Webb | XII Mr Spencer Harvey |

together with the Convener of the Pensions Sub-Committee (Mr Victor Hugff), the Revd Peter Grimshaw and Roger Cornish and Mrs Jean Ogilvie, a representative of Ministries and the Advocacy Secretary. Revd Bill Gathercole represents the Provincial Moderators.

WELFARE AND EMERGENCIES

Convener: Mr Ray Heritage - 1995
Secretary: Mrs Judy Stockings

Revd Tom Stiff	Revd Basil Bridge	Mrs Ann Tomlinson**
Mrs Jackie Harris**	Revd John Williamson	

RETIRED MINISTERS HOUSING

Convener: Revd David Hannen
Secretary: Mr Bob Carruthers

Mr John Gilbey	Revd Fred Hill	Mr George Anderson
Revd Michael Hubbard	Mr Geoff Parkinson	Revd George Hooper**
Mr Martin Ballard	Mr Bill Winter	Mrs Barbara Williams
Mr Brian Vaughan	Mr Brian Gould	(1 Vacancy)

Note: This Committee shall consist of all the members of the Committee of Management of the URC Retired Ministers Housing Society Limited with the ex officio officers of the Department.

NEW PENSION FUND TRUST - Trustees

Members of URC:	Mrs Gwen Hall Mr Tom Swan	Mr Desmond Davies Mr Geoffrey Lunt
Members of Fund:	Revd Jean Wilkinson (subject to her acceptance) Revd Raymond Royston-Bishop	Revd Tony Spring Revd Dr T Arthur Chadwick

OTHER COMMITTEES

MISSION COUNCIL

Convener: The Moderator of the General Assembly
Secretary: The General Secretary

Provincial Representatives:

The Moderator of each Province and:

- I - Revd Peter Poulter, Miss Janet Turner and Miss Sheila Fairbairn
- II - Revd Joan Grindrod, Revd Brian O'Neill and Mr Andrew Goodier
- III - Revd Jean Forster, Revd Angus Duncan and Revd David Lawrence
- IV - Revd Elizabeth Caswell, Revd Duncan Wilson and Mrs Angela Hughes
- V - Revd Peter Flint, Mrs Muriel Garrow and Mrs Maureen Buxton
- VI - Mr Ron Webb, Mrs Jennifer Shaffery and Revd Pat Nimmo
- VII - Revd Richard Church, Mr William McVey and Revd Margaret McKay
- VIII - Revd Sandra Lloydlangston, Mrs Joan Trippier and Mr Ivan Andrews
- IX - Revd George Thomas, Mrs Christine Hardwick and Mr David Butler
- X - Revd Geoffrey Bending, Mrs Mary Stacy and Mrs Marlene Hunter
- XI - Mrs Christine Meekison, Revd Raymond Singh and Mrs Daryl Sinclair
- XII - Revd Nanette Head, Revd Henry Gordon and Revd David Morgan

together with the Moderator-elect, the immediate past Moderator, the Deputy General Secretary, the Clerk, the Legal Adviser, the Conveners of the five Departments, the Conveners of the Advocacy, Assembly Arrangements, Communication and Supplies and Nominations Committees.

ASSEMBLY ARRANGEMENTS

Convener: Mrs Wilma Frew - 1996
Secretary: The Office and Personnel Manager

together with the Moderator-elect, the Clerk and the General Secretary.

NOMINATIONS

Convener: Revd Jessie Clare - 1998

Secretary: Revd Arnold Harrison - 1998

Provincial Representatives

I	Revd David Jenkins	VII	Revd Bill Gathercole
II	Mr Monty Helmn	VIII	Revd Michael Hubbard
III	Mr John Yates	IX	Revd Nelson Bainbridge
IV	Revd Donald Hilton	X	Revd Greta Morgan
V	Mrs Marion Weedon	XI	Mrs Christine Meekison
VI	Revd John Waller	XII	Mrs Eileen McIlveen

together with the immediate past Moderator.

COMMUNICATION AND SUPPLIES

Convener: Mr Chris Wright - 1996

Secretary: Secretary of Communication and Supplies

Mr David Brain	Mrs Yvonne Thomas	Mrs Mirella Moxon
Mr Doug Fletcher	Revd Jim Gould	Revd Ernest Rea
Revd Graham Spicer	Revd Peter Moth	Mr Alan Pinnell
Mrs Sue Brooks	Revd John Steele	

EDITORIAL AND MANAGEMENT BOARD OF REFORM

Convener: Revd Brian Baker - 1996

Revd Martin Camroux	Revd David Lawrence	Mr John Rawnsley
Revd Tom Evans	Mrs Jean Silvan Evans	Mrs Helen Young

Youth Representative: Mr Andrew Jackson**

ASSEMBLY PASTORAL REFERENCE

Convener: Revd Alasdair Walker**

Secretary: The General Secretary

Revd Nelson Bainbridge	Revd Daphne Hull	The Honorary Treasurer
Mrs Sheila Pratt	Miss Ruth Archer	

UNITED REFORMED CHURCH TRUST

Convener: Mr Alan Cumming

Joint Secretaries: Mr Tony Lodde and Mr Ian Neilson

Mr Desmond Davies
Revd Tony Burnham
Mr Alistair Black
Mr William McVey

Mr Bob Carruthers
Mr Clem Frank
Mr Harold Kempton
Revd Richard Wiggins

Revd John Clague
Mr Robert Hardie
Mr Ron Masser

ADVOCACY AND STEWARDSHIP GROUP

Convener: Revd Julian Macro - 1996

Secretary: Revd Bill Wright - 1999**

Revd Stephen Thornton
Mr Stanley Griffiths
(1 Vacancy)

Miss Janet Turner
Revd David Netherwood

Mr Keith Webster
Mr Bob Maitland

REPRESENTATIVES OF THE UNITED REFORMED CHURCH ON OTHER BODIES

1. OTHER ASSEMBLIES

Church of Scotland

The General Secretary*

Mr Alistair Black*

Revd David Jenkins*

Mrs Mary Marsden*

Revd Angus Duncan*

Revd David Jenkins*

Revd Janet Sowerbutts*

Revd Ivor Rees*

Mrs Ruth Clarke*

Revd Paul Quilter

Revd Vaughan Jones*

Revd Fleur Houston*

Mrs Ruth Clarke*

Mr Raymond Clarke*

Revd Donald Scofield*

Revd John Bremner*

Mrs Ruth Clarke*

Mr Raymond Clarke*

Revd Tony Burnham*

Mrs Ruth Clarke*

Presbyterian Church in Ireland

Congregational Union of Scotland

Congregational Federation

Union of Welsh Independents

Presbyterian Church of Wales

Methodist Conference

United Presbyterian Church of Brazil

Swiss Protestant Church

Presbyterian Church (USA)

Reformed Church of France

Waldensian Church

Evangelical Church of the Palatinate

Conference of European Churches

Other Assemblines (cont'd)

Inaugural Synod, Uniting Church
in Jamaica & The Caymen Islands
(Representing WCC. F&O Commision)
General Synod of Church of England

Revd Martin Cressey*
Revd Graham Cook*

2. CHURCH BODIES

Churches Together in England - Forum

Revd David Helyar	Mrs Sheila Brain	Revd Roderick Hewitt
Ms Rachel Burnham	Revd John Johansen-Berg	Mr David Butler
Revd Richard Mortimer	Revd Sheila Maxey**	Revd Tony Burnham**
Mrs Carol Rogers	Revd Barbara Gates	Revd Elizabeth Welch

Churches Together in England - Enabling Group

Revd Tony Burnham**
with Revd Sheila Maxey as alternate

Council of Churches for Britain & Ireland - Assembly

Revd Martin Cressey	Ms Rachel Burnham	Mrs Eilleen McIlveen
Revd Greta Morgan	Mr David Butler	Revd Murdoch Mackenzie
Revd Sheila Maxey**	Dr Mary Ede	Revd Dr Peter Arthur
Mrs Mary Marsden	Revd Tony Burnham	Revd Elizabeth Welch

Council of Churches for Britain & Ireland - Church Representatives Meeting
Revd Tony Burnham** Dr Mary Ede

Womens' Inter-Church Council: Revd Rowena Francis Mrs Ruth Clarke

Action of Churches Together in Scotland: Miss Isobel Kidd Revd Dr Peter Arthur

CYTUN:

Assembly:	The Provincial Moderator, Mrs Kirsty Lehnert, Ecumenical Officer, Miss Mary Jones, Revd Peter Trow
Council:	The Provincial Moderator, Synod Clerk, Revd Michael Gudgeon
Steering Committee:	The Ecumenical Officer

- Free Church Federal Council:** Revd Peter Beaman, Tony Burnham,
Norman Healey, Eric Wollaston,
Revd Sheila Maxey, Mrs Rosalind Goodfellow
- Chaplaincy Board:** Revd Peter Beaman, Revd Brian Holroyd and
Revd Raymond Royston-Bishop
- Education Committee:** Dr Mary Ede and Mrs Joan Oakley,
(Mr Michael Harrison and Revd Aubrey Lewis,
Dr Stephen Orchard and John Sutcliffe also
serve as co-opted members)
- Joint Education Committee:** Dr Mary Ede
- Women's Council:** Mrs Ruth Clarke
- Methodist/URC Liaison Committee:** Revd Susan Henderson, Revd Michael
Hubbard, Revd Sheila Maxey**, Val Reed,
Miss Betty Vickerton and Mr David Butler

3. OTHER COMMITTEES AND NATIONAL ORGANISATIONS

- Aged and Infirm Ministers Fund:** Revd Kenneth French, Robert Richards and
Geoffrey Satchell and Mr Laurence Macro
(Honorary Treasurer)
- Cambridge Federation Examination in
Theology Committee of Management:** Revd Dr Lesley Husselbee
- Christian Education Movement Council:** Revd Terry Oakley
- Churches Commission for Racial Justice:** Mrs Sandra Ackroyd*
- Churches Community Work Alliance:** Revd Tony Addy (Trustee)
Revd Vaughan Jones (Management Committee)
- Churches' Main Committee:** Mr Clem Frank, Mr Hartley Oldham,
Mr Bill Nutley.
- Congregational Fund Board:** Revd Cyril Grant, Revd Dorothy Havergal-Sha
Revd Aubrey Lewis*, Revd John Taylor and
Revd Geoffrey Satchell
- Joint Liturgical Group:** Revd Susan Durber, Dr Colin Thompson
- Methodist Faith and Order Committee:** Revd Kim Fabricius
- National Christian Education Council:** Revd Keith Forecast, Terry Oakley
- National Council of Voluntary
Organisations:** Revd Peter Brain
- National Ecumenical Agency for
Further Education:** Revd Michael Diffey, Revd Kevin Swaine
Mrs Molly Glen
- Scottish World Day of Prayer:**
- Society for the Ministry of
Women in the Church:** Revd Florence Frost-Mee
- United Navy, Army and Air Force Board:** Revd Michael Diffey, Revd Dennis Friend,
Revd John Paull, Revd Philip Schofield,
Revd Tony Burnham

Other Committees and National Organisations (cont'd)

United Reformed Church History Society:	Mrs Mary Davies, Revd Peter Jupp, Mrs Carol Rogers, Revd Eric Wollaston (Dr David Thompson also serves)
Wharton Trust:	Mrs Betty Taylor
Widows' Fund of the Three Denominations:	Revd Kenneth French, Revd Robert Richards, Revd Geoffrey Satchell and Mr Laurence Macro
Women's World Day of Prayer:	Mrs Ruth Bowyer

4. COLLEGE AND SCHOOL GOVERNORS AND COUNCILS

Aberystwyth (Memorial College):	Revd Dr Glyndwr Harris, Leslie Jones
Bala-Bangor:	Mr John Rhys
Bishops Stortford College:	Mrs Margaret McKay
Cambridge Federation of Theological Colleges:	Convener and Secretary, Training Committee
Caterham School, Board of Governors:	Revd David Helyar and David Flynn
Cheshunt Foundation:	Mr Desmond Davies, Revd Michael Dunford
Eltham College/Walthamstow Hall:	Mrs Jean Garwood
Homerton College Trustees:	Mrs Joan Boulind*, Mr John Chaplin*, Revd Bill Gathercole* and Mrs Margaret McKay*, Miss Elizabeth Jupp**, Mrs Mary Cornick, Dr David Thompson*,
Mansfield College, Trustees:	Revd Dr Lesley Hesselbee, Revd Peter Jupp, Revd Tony Tucker and Mr Peter Spicer
Milton Mount Foundation, Governors:	Miss Margaret Canning**, Mrs Ruth Clarke, Mrs Gwen Hall*, Revd Peter Grimshaw, Revd Aubrey Lewis and Revd Erica Beglin**
Northern College:	Revd Dr Lesley Hesselbee, David Jenkins, Mr Roy Smith, Revd Brian O'Neill**
Queen's College, Birmingham:	Revd Dr Lesley Hesselbee
St Andrew's Hall, Selly Oak:	Revd Ray Adams, Revd Tony Coates**, Mrs Marieke Arthur**, Revd Michael Diffey
Silcoates School, Governor:	Dr Clyde Binfield**
Taunton School:	Revd Michael Hubbard
Tettenhall College, Governors:	Dr William Blakeley, Mr Roddy McKenzie, Mr R J Whild, Mrs Doris Margetts
Wentworth Milton Mount, Governor:	Revd Eric Lord
Westhill College Foundation Governor:	Dr Richard Jurd
Westhill College Foundation Trustees:	Mr J E Payne, Professor Robert Steel and Revd Eric Lord

5. COUNCIL FOR WORLD MISSION

Revd Tony Burnham** Revd Tony Coates
Revd Mia Kyte Revd Clabon Allen

6. CONGREGATIONAL MEMORIAL HALL TRUST

Mr Fred Brooman	Mr Alan Cumming	Dr Philip Morgan
Revd Maurice Husselbee	Mr Fred Lodde	Mr Robert Hardie
Revd Geoffrey Satchell	Revd David Hannen	Mr Arthur Smith
Revd John Taylor	Revd Peter Grimshaw	Mr Hartley Oldham

7. NEW COLLEGE LONDON FOUNDATION TRUSTEES

Mr John Smethers Revd Dr Robert Latham Revd John Pugh*

REPRESENTATIVES APPOINTED BY COMMITTEES

MULTI-LATERAL CHURCH CONVERSATION IN SCOTLAND:

Revd Raymond Bade
Revd James Breslin
Revd John Paull

METHODIST COMMITTEE FOR LOCAL ECUMENICAL DEVELOPMENT:

The adviser for Local
Ecumenism (Pro Tem):

Mr Desmond Curry

OTHER COMMITTEES AND NATIONAL ORGANISATIONS

BBC Central Religious Advisory Committee:	Revd Tony Burnham
Church Hymnary Trust:	Mr G R Barr, Mrs Fiona Smil...
Churches' Commission on Overseas Students:	Revd Kevin Swaine
Churches' Consortium on Industrial Mission:	Revd Michael Diffey
Churches' Council for Health & Healing:	Revd Robin Hine
	Mrs Connie Bunker
	Revd Michael Playdon
Churches' Advisory Council for Local Broadcasting:	Mrs Carol Rogers
Churches' Commission for Inter-Faith Relations:	Revd Brenda Willis
Council of URC Boys' Brigade Companies:	Revd Michael Rees
	Mr Paul Franklin
	Revd Betsy King
Funerals, Cremations & Crematoria:	Revd Gillian Bobbett
Guides' Religious Advisory Panel:	Revd Terry Oakley
International Bible Reading Association:	Mrs Carol Rogers
Media Awareness Project:	Mr Paul Franklin
Scout & Guide Fellowship (URC):	Mr D Marshall-Jones
Scouts' Religious Advisory Group:	