



**MISSION COUNCIL**  
**25 – 27 March 2003**

**MINUTES**

**TUESDAY 25<sup>TH</sup> MARCH 2003**

Worship was led by the Chaplain, the Revd Lesley Charlton. The Moderator's Reflection was from Genesis.

**03/17 Welcome**

The Moderator, the Revd John Waller, welcomed everyone to the meeting, mentioning in particular:- the Revd John Humphreys (representing the synod of Scotland in the absence of Miss Catriona Smith; and as convener of Task Group reviewing NYRC at Yardley Hastings), Pauline Loosemore (representing Yorkshire synod in the absence of the Revd John Jenkinson), the Revd Andrew Prasad (new Racial Justice committee convener), Mr Stephen Thompson (FURY representative), the Revd Tony Coates (convener of Task Group reviewing the Windermere Centre), the Revd Elizabeth Fisher (Church of England) as theological adviser and the Revd Carolyn Smyth (in attendance as Moderator-elect's chaplain).

**03/18 Attendance**

There were 71 members present with 21 staff and others in attendance and Mrs Barbara Hedgecock (Minutes Secretary).

Apologies for absence were received from the Revd John Arthur (Moderator of Synod of Scotland), Mrs Suzanne Adofo (CRCW Development Worker), Mrs Karen Bulley (Pilots Development Officer), the Revd John Jenkinson (Yorkshire synod), the Revd John Rees (convener Ecumenical Committee), Miss Catriona Smith (Synod of Scotland) and the Revd Bill Wright (secretary of RPAG). The Revd Sheila Maxey (Secretary for Ecumenical Relations) attended from Tuesday evening and Dr Andrew Bradstock (secretary for Church and Society) attended on Thursday.

**03/19 Minutes of Mission Council 25<sup>th</sup> January 2003**

The minutes of the meeting held on 25<sup>th</sup> January 2003, which had been circulated, were presented by the Clerk. They were approved and signed as a true record by the Moderator after the following amendments: page 6, first line: delete the words "the Revd Philip Woods, Secretary for International Church Relations" and insert "the Revd John Rees, Convener of the Ecumenical Committee"; page 7, paragraph 03/11: delete "Mr John Ellis" and insert "The Revd John Rees".

**03/20 Matters Arising**

**03/05 (02/57 & 02/79) General Secretary's Review**

The General Secretary updated the Council on progress since the January meeting. The first phase of the Review was virtually complete and summaries of the responses had been sent to members of the review group. The Resource Sharing Group was continuing its research into the running costs and hoped to have this completed shortly. The Steering Group had been formulated and consisted of the Revd Graham Cook, Linda Austin, Eric Chilton, Lucy Brierley and the General Secretary. The

General Secretary would be issuing a further pastoral letter at the end of April/beginning of May.

**03/15 Methodist/URC Pastoral Strategy** This paper to be deferred until Wednesday when it would be presented by the Revd Sheila Maxey, Secretary for Ecumenical Relations. *See Minute 03/40*

**03/09 Statement on international situation and Zimbabwe**

The Deputy General Secretary stated that a reply had been received from the Foreign Office expressing the Government's deep concern regarding Zimbabwe and it would be taking multilateral measures. The response was available for members of Mission Council to read.

**03/21 Additional Business**

The Deputy General Secretary informed Mission Council of the following:

- (i) reminded members that they would need Paper E1 in this first session;
- (ii) Paper H would be taken immediately after tea but before the Resource Planning Advisory Group report (Paper N and Budget);
- (iii) discussion of Paper D (Training/YCW) would be transposed to Wednesday morning in parallel with discussion about appointment of Secretary for Youth.

**03/22 Nominations Committee (Paper O Section 1)**

The Revd Dr Stephen Orchard, brought the report of the Nominations Committee. The CWM Assembly Representative Group would consist of the Revd Philip Woods, Mrs Olive Bell, the Revd David Coleman, and Ms Catherine Lewis Smith *See Minutes 03/29, 03/34, 03/44*

**03/23 Grants and Loans Group (Paper E and E1)**

The Revd Angus Duncan introduced these two papers. The subject of acceptability of facilities for the disabled was mentioned and the fact that churches had not realised that they could still submit applications for grants for disabled facilities.

**03/24 Election Procedures**

The Clerk drew attention to Papers C and O (item 2a) Since Paper C was sent out it had become known that the Revd Simon Thomas was due to complete his term of service on Mission Council, and therefore was no longer eligible to serve on MCAG. Mission Council would therefore need to appoint 3 new members to serve on MCAG. The Clerk explained the procedure for voting for members of the Mission Council Advisory Group and requested nominations in writing with name of proposer and seconder by Wednesday evening in order to hold the election on Thursday morning. *See Minute 03/50*

The Deputy General Secretary mentioned that Paper O (2b) regarding the Section O Working Party, was for information only, but should have also been part of Paper C.

**03/25 Ethical Investments Group (Paper M)**

The Deputy General Secretary presented the progress report which was for information only. Mr John Ellis explained that the Trusts run the day to day management of their investments. It was not true (as Paper M implied) that papers had been circulated within the Methodist Church regarding Epworth Investment Management.

Avis Reaney (granted permission to answer questions) informed members that a progress report would be made to General Assembly in order to allow for further discussions to take place with ecumenical partners.

**03/26 Controlling Expenditure: Ministry implications (Paper H)**

Mr John Ellis, convener of the Ministries Committee introduced the two resolutions relating to matters presented by the Resource Planning Advisory Group in its report to the January 2003 Mission Council, but withdrawn for further consultation with the Ministries Committee.

Resolution A: Trend in Target Number of Stipendiary Ministers:

Recognising the current financial difficulties of the United Reformed Church, General Assembly:

- (i) reiterates the call it made in 1992 to church members to give at least 5% of their take home pay to the Church;
- (ii) agrees that for 2004, and until further notice, the target number of stipendiary ministers should be changed from that of the previous year by the same percentage as membership has changed;
- (iii) encourages Synods and District and Area Councils to develop appropriately flexible deployment plans.

The Revd Malcolm Hanson proposed the words “and adventurous” be inserted in the third paragraph of the resolution and this was seconded by Dr Peter Clarke. During discussion the Theological Reflector reminded Mission Council that at the top of its agenda was the question “what are the ecumenical implications?”

Amended Resolution A: Trend in Target Number of Stipendiary Ministers:

**Recognising the current financial difficulties of the United Reformed Church, General Assembly:**

- (i) reiterates the call it made in 1992 to church members to give at least 5% of their take home pay to the Church;**
- (ii) agrees that for 2004, and until further notice, the target number of stipendiary ministers should be changed from that of the previous year by the same percentage as membership has changed;**
- (iv) encourages Synods and District and Area Councils to develop appropriately flexible and adventurous deployment plans.**

This was agreed.

Resolution B: CRCW Deployment Targets:

**Mission Council resolves:**

- (i) that from 2004 the total deployment quotas for Synods should include both posts for stipendiary ministers and Church related Community Workers;**
- (ii) the aggregate United Reformed Church quota should increase by 26 with effect from 2004 to allow for the inclusion of CRCW posts; and**
- (iii) from 2004 onwards two posts for each of the 13 Synods should be reserved exclusively for CRCW appointments.**

After some discussion this resolution was agreed.

### **03/27 Resource Planning Advisory Group & Budget (Paper N + budget)**

The Revd Julian Macro, convener of RPAG, presented this paper. In answer to questions he reported that several legacies had been received during 2002. Avis Reaney reported that there was a shortfall of £161,000 for 2003; The 4% increase had been worked out on the pledges of 2003; an amount had been allocated for the expected pension increase. A final decision on the budget was deferred until Thursday. The Moderator thanked those who had worked on the budget papers. *See Minute 03/51*

### **03/28 Training Committee Report (Paper J, D & O)**

The Revd John Proctor presented the first part of Paper J for information only and stated that the budgeted amount for training was £2m a year. The second part of Paper J contained the change of job description for the Secretary for Training. Mission Council noted the change to the wording in the Preamble: "whole" replaced "national" in the last line. The convener had noted all the comments and would make the necessary changes to the job description.

The Revd Roy Lowes was granted permission to present Paper O, Section 3 and brought to Mission Council a resolution to change the structure of the United Reformed Church:

Mission Council recommends to General Assembly that it makes the following changes to the Structure of the United Reformed Church:

Delete 'and Bursar' from General Assembly function (vi) and replace 'Board of Studies' with 'Board of Governors' in that same function so that it reads:

'..to make regulations respecting Theological Colleges belonging to the United Reformed Church, to appoint the principal, professors and other members of the teaching staff, Board of Governors, and to superintend their work'.

After some amendments the following resolution was agreed:

**Mission Council recommends to General Assembly that it makes the following changes to the Structure of the United Reformed Church:**

**Delete 'and Bursar' from General Assembly function (vi) and replace 'Board of Studies' with 'and Board of Governors' in that same function so that it reads:**

**'..to make regulations respecting Theological Colleges belonging to the United Reformed Church, to appoint the principal, professors and other members of the teaching staff, and Board of Governors, and to superintend their work'.**

*See Minutes 03/36, 03/43, 03/46*

### **03/29 Section O Process, Part I (Paper B) Continued from Minute 03/22**

The Deputy General Secretary presented Paper B, proposing amendments to Part 1 of the Section O Process. Mission Council agreed that the Revd Richard Mortimer, Mr Ken Woods and the Revd Roberta Rominger should scrutinise the detail of the proposed amendments in Papers B, B1 and B2 and to report back on Thursday. *See Minutes 03/34, 03/44*

### **03/30 Report of Yardley Hastings Review (Paper F)**

The Revd John Humphreys presented the draft report from the task group and notified Mission Council of the following amendments to the report:

6.3.1 to be amended to “the Centre Minister”, as the Revd Liz Byrne had moved to a new ministry. Mission Council extended their thanks to her for her hard work at the Centre.

6.5.1 delete “The General Assembly”

Page 28, under Membership, last paragraph should commence with “This Support, Advisory and Reflection Group shall appoint its own Convenor and Secretary.

Mission Council then broke up into cluster groups and was followed by a plenary session. Most members were not convinced by the arguments/statements of the report. The following were some of the comments expressed:

What does the Centre contribute to the whole Church?

Why do we need a youth centre?

Lack of ecumenical input.

It is more difficult for that young age group to travel to the Centre without adult supervision. We already have the Windermere Centre and it cannot be financially sound to have two centres.

£1/2m had been invested in the last 10 years.

Fury felt the task group had not consulted them.

YH started as a new Fury project but cannot be expected to report in favour of YH.

The scouts have local groups rather than national groups.

As Mission Council was unable to conclude this matter, it was deferred until the Thursday morning.

*See minute 03/47*

The Chaplain led worship.

### **03/31 Closed Session**

The Moderator invited all non-members of Mission Council to withdraw and thereafter explained the procedures to be used in the distribution and return of the report of the Assembly Commission and the need to preserve the confidentiality of that report. He apologised for the fact that the report had not been made available until that night and emphasised the importance of all members of Mission Council adhering to the convention used in the report whereby both Councils of the Church and individuals concerned were identified by letters of the alphabet. He then reminded Mission Council that when hearing the report of an Assembly Commission it is acting on behalf of the General Assembly and with Assembly powers. Lastly, he moved, on behalf of MCAG “ **Mission Council agrees to meet in closed session to hear and decide upon the report of the Assembly Commission**”. This was agreed.

### **WEDNESDAY 26<sup>TH</sup> MARCH 2003**

Mission Council joined in Worship led by the Chaplain which included Bible Study .

### **03/32 Greetings from Baptist Union**

The Revd Nigel Wright, President of the Baptist Union and the Revd David Coffey, the General Secretary of the Baptist Union and also Free Church Moderator brought their greetings to Mission Council from the Baptist Union Council. At the same time the Moderator and General Secretary passed our greetings to the Baptist Union Council.

*See Minute 03/52*

**03/33 Co-ordination of the CRCW programme (Papers G, O, March 02 Paper K, Oct 02 Paper A)**

Mr John Ellis, convenor of Ministries committee explained that Paper O, Section 4 covered the background information to Paper G. During the discussion of these papers it was commented that CRCW's required support beyond that ordinarily offered to ministers as often they were the only CRCWs in a given area. Mr Ellis brought to Mission Council Resolutions A & B from Paper G.

Resolution A: Progress on Management Devolution

**Mission Council accepts that the partial devolution model is an appropriate response in current circumstances to the concern expressed in 1998 about the involvement of Synods and Districts in the management of the CRCW programme.**

This was agreed.

Resolution B: Removing the Prohibition on Post Renewal

**Mission Council agrees that proposals for a CRCW Development Worker appointment from 2004 can be placed before the Staffing Advisory Group for assessment by the same criteria as applied to other applications.**

This was agreed.

**03/34 Section O Working Group (Paper B) *Continued from Minutes 03/22, 03/29***

The Clerk reported on the proposed changes which were purely for clarification.

In adopting the proposal in paragraph 4.2 the Church would be acting contrary to the strict terms of its equal opportunities policy but that in formal terms the Equal Opportunities Policy is not mandatory. Paragraph 6.4 had been replaced with a new text on Paper 1, Section O Process.

Other major changes relate to Assembly Appeals Committee – to be chaired by the Moderator of General Assembly as it required a person with a clear understanding of the nature of tribunals. Because there is no further appeal from the Appeals Committee it is essential that this body be chaired by someone with experience of the relevant procedures.

Paragraph 18 offers a suggestion that in future, rather than having a rule that the lawyers can be present at such matters if requested, the rule should be “The lawyers will be present unless requested to stay away”.

New paragraph 21 outlines the situation where changes in law effect Part I of the Section O process. At present it can take 2 years to bring changes. Therefore these proposals are brought forward which will allow Mission Council where advised by the legal agents that the law has changed to make changes to Part I immediately when this is required to bring the Section O process into conformity with statute or case law.

The old Paragraph 21 dealt with by the method by which ministers removed from the roll under Section O process might be restored. This procedure was different to that followed in the case of resignations from the roll. It was felt that it was un-necessary to include this in the Section O process documentation at all and furthermore the Ministries Committee has undertaken to review and update the general procedures to be followed in the case of Ministers seeking to be restored to the roll whether their original removal had been by resignation or deletion.

It was agreed that the Section O resolutions would be taken to General Assembly 2003 in the expectation that the Ministries Committee proposals would be presented to General Assembly in 2004. Further discussion was held over till later in the meeting.

*See Minute 03/44*

### **03/35 Youth and Children's Work Report (Paper Q)**

The Revd Kathryn Price, the convener brought this report to Mission Council following the resolution from Assembly 2002, asking Synod and District/Area Councils to report to this Mission Council about their implementation of the recommendation in the report of the Youth and Children's Work review to consider the resolution passed at October Mission Council and decide whether the post of Youth Secretary could be created. *See Minutes 03/36, 03/43*

### **03/36 Training Committee Report (Paper D, J) Continued from Minute 03/28**

The Revd John Proctor, convener of Training Committee, presented this paper. The Deputy General Secretary suggested that with a modified job description Mission Council should consider the proposal to set up the post of Secretary for Youth Work. There was a correction to paragraph 5.2: the word "two" amended to "one" and last sentence to read: "That leaves Northern, Wales, Scotland and West Midlands."

The Deputy General Secretary proposed and the Revd David Bedford seconded the following resolutions:

- i) Mission Council agrees to amend the sentence "It also gives oversight to the YCWT programme" to "It also gives advice to the YCWT programme" in the remit of the Training Committee.
- ii) Mission Council agrees to add the sentence "It also gives oversight to the YCWT programme" to the remit of the Youth & Children's Work Committee.

Mission Council to recommend the appointment of Secretary for Youth Work for a 5 year period.

These resolutions were deferred until later in the meeting. *See minute 03/46*

### **03/37 Closed Session**

Mission Council met in closed session to consider "The report of the Assembly Commission set up to consider the issues between the United Reformed Church and the Reverend A"

After prayer the Moderator introduced a session and the members of the commission present, Mr John Ellis and Mrs Helen Mee presented the report.

After debate resolution 1

**Mission Council acting on behalf of General Assembly agrees that the Section O process be used to consider minister "A"'s fitness for ministry, given her mental health problems, as soon as possible** was moved

The Revd Nigel Uden, seconded by the Revd Roberta Rominger moved an amendment to insert "mindful of the capacity for Section O to be used in circumstances other than a disciplinary process" before the words "Mission Council"

On being put to a vote the amendment was defeated. The substantive motion was then moved and agreed 58 votes for, 1 against.

Resolution 2

**Mission Council acting on behalf of General Assembly agrees that the complaint against "D" should be considered with a view to either dismissing it or addressing it through the Section O process** was moved and after debate agreed without dissent.

Resolution 3

**Mission Council asks the Mission Council Advisory Group to consider how to initiate a process for handling any further complaints made in connection with this issue** was moved and after clarification agreed without dissent.

Resolution 4

**Mission Council acting on behalf of General Assembly agrees that attempts to organise the review agreed in July 2001 should not be revived** was moved and after debate agreed 63 votes for and 1 against.

Resolution 5

**Mission Council instructs the Mission Council Advisory Group to establish terms of reference for a review to consider the lessons for the United Reformed Church from this case and to appoint a review group. Mission Council further undertakes to consider all recommendations emerging from this review** was moved and agreed without dissent.

Resolution 6

**Mission Council agrees that when the above processes are complete, the whole case shall be regarded as closed** was moved and agreed without dissent.

The Moderator indicated that this matter would be reported to the General Assembly and that the Deputy General Secretary, in consultation with the legal advisor, would draft an appropriate form of words.

The Moderator expressed the thanks of Mission Council to the members of the Commission Elizabeth Lawson QC, Helen Mee and John Ellis.

The Clerk reported on the minute of the closed session which then adjourned.

### **03/38 Report of the Windermere Review Group (Paper K)**

The Revd A.J. Coates, convener of the task group, presented the report and the following facts which were supplementary to the information given in Appendix D:



2001:

The central church financial support of £47,000 needed to be considered alongside the turnover of £158,000, making the whole financial operation for the year £205,000, including wages and salaries of £131,000.

2002:

The budgetted figure of central church financial support was £45,000, but the actual costs were £78,000. With a turnover of £144,000, the whole financial operation for the year was £222,000, including wages and salaries of £120,000. The reasons for the increase in the final figure were:

- increase in salaries/wages decided externally to Windermere and not known at the time the budget was drawn up
- costs associated with the appointment of the new Director
- decreased income caused by the effects of foot-and-mouth and the Hatfield rail disaster.

There are 11 full-time staff plus a director and part-time locum director. The room occupancy had been as follows:

2000	-	38.18%
2001	-	41.31%
2002	-	35.6%

The convener brought the following recommendations from the report:

1. **That appreciation be expressed to all who have contributed to the Windermere Centre in the years since its inception enabling it largely to achieve the objectives for which it was founded.**
2. **That the United Reformed Church continue to regard the Windermere Centre as its assembly-level ('national') training centre and a training resource for the whole Church.**
3. **That the Director be encouraged to continue to implement his vision for the Windermere Centre as a place where the future pattern of life and witness of the United Reformed Church can be explored.**
4. **That, as far as possible, a balance be maintained between essential activities aimed at assisting the Church corporately to develop its mission and the more popular activities aimed at personal spiritual development and fellowship.**
5. That the Centre be renamed 'The United Reformed Church Windermere Training and Development Centre', popularly 'The Windermere Centre'.
6. **That Assembly and synods be encouraged to use the Windermere Centre as much as possible for committee meetings, consultations and training events.**
7. **That the Windermere Centre and Northern College continue to explore the possibility of joint work, particularly in the area of Continuing Ministerial Education, and implement it as soon as possible.**
8. **That the Windermere Centre and Carver Church together through the Interim Joint Council give further consideration to the building project and investigate possible sources of funding from outside the United Reformed Church.**
9. **That the ongoing programme of alterations to provide more en-suite and more single bedrooms be continued.**
10. **That the annual central church financial support for the Windermere Centre be maintained.**

11. **That the budget figure for the Windermere Centre in the central United Reformed Church accounts be clarified by being divided into specific headings.**
12. **That a review of the work of the Centre be initiated by Mission Council in 2007 and thereafter every five years.**

All the above recommendations were agreed except for recommendation 5. It was agreed not to rename the Centre but to use the name that is popularly used. The Revd John Proctor suggested a change of wording to recommendation 2. The Deputy General Secretary would take note of any comments before the final report went to General Assembly.

The Moderator thanked the members of the task group and the convener for presenting the review and also expressed Mission Council's good wishes to Lawrence Moore and his colleagues.

The convener then made the following recommendations:

1. **That a member of Mission Council visit the Centre to convey what had been discussed. This was agreed** and the Revd Peter Brain appointed to carry out this task.
2. **To carry out a follow up visit in a year's time.**

It was agreed that should be placed on MCAG's agenda in a year's time to decide how best this be carried out.

#### **03/39 Task Group on Authority revised Resolution 17 (Paper A)**

The Revd Adrian Bulley, convener of the task group, introduced the amended resolution which had been requested at the last General Assembly:

**General Assembly agrees to make the following changes to the Standing Orders of the Assembly with effect from the close of the Annual meeting of the Assembly in 2003:**

**Alter the title of Standing Orders section 5 to read:**

**"Motions on Status or Closure of Debate"**

**and add a new paragraph 5a:**

**"A member of Assembly may deliver to the General Secretary not less than 21 days before the date of the meeting of the Assembly a notice in writing of a motion that the General Assembly, for the better consideration of a specified resolution and its related documents, goes into a committee of the whole Assembly. Provided that the Moderator, Clerk and General Secretary together decide that this rule may appropriately be applied in the case of the said resolution, the motion shall be presented immediately following the opening speeches in support of the primary motion. For such a motion to be carried, two thirds of the votes cast must be given in its favour. Committee procedure enables members to speak more than once and exploratory votes to be taken on particular points or suggested changes. The number and length of speeches shall be at the discretion of the Moderator. After discussion in committee and decision on any proposed changes the Clerk shall draw the attention of the Assembly to any changes to the original text which have been agreed.**

**The Moderator shall then declare the committee stage to be ended, and the Assembly shall proceed to hear a closing speech from the mover of the motion under discussion and proceed to a vote on the motion, subject to any further motion under Standing Order 5. The decision of the Moderator with the Clerk and the General Secretary on**

**the application of this Standing Order shall be final.”**

**Re-number the existing paragraphs 5a, 5b, 5c and 5d as 5b, 5c, 5d and 5e respectively, and in the new 5e, amend the first reference to “5a, 5b and 5c” to read: “5b, 5c and 5d” and the second reference to “5a, 5b and 5c” to read: “5a, 5b, 5c and 5d”. This was agreed.**

Thanks were passed to the convener.

#### **03/40 Methodist/URC Pastoral Strategy – Progress Report (pale blue paper)**

*Continued from Minute 03/15 & 03/20*

The Revd Sheila Maxey was granted permission to present a progress report which was for information only. The report would be published by the Methodists in their Link mailing in May which is circulated to all local churches. It would be mentioned in the Mission Council report to General Assembly. The Revd Kathryn Price commented that the statement in the first paragraph on page 3 was not entirely true as there were a number of Welsh speaking Ministers and Churches in the Synod of Wales. Mission Council thanked the Revd Sheila Maxey for the report.

#### **03/41 Iraq War Statement (Paper I)**

The Deputy General Secretary brought this paper to Mission Council for information. Thanks were given to the Revd David Lawrence whose work resulted in the statement being referred to in the national press

#### **03/42 Additional business (Paper O)**

**The Deputy General Secretary presented this paper with two amendments to the last resolution in section 3: addition of “and” after ‘Board of Studies’ in second paragraph and the addition of “and” after “staff” in third paragraph. (Is this sentence a stray? From 3.28? If so - delete)**

Section 5: The following resolution from Yorkshire Synod was referred to MCAG who would report to Mission Council in October 2003 in order to present to General Assembly 2004.

The Yorkshire Synod, in the light of the significant decline in the number of ministers, calls on Mission Council to reconsider the number of lay and/or ordained members of General Assembly as set out in paragraph 2 (5)(a) on page B11 of the Manual, and to bring an appropriate resolution to General Assembly.

Section 6: The proposed dates and venues for future meetings of Mission Council were approved after a short discussion. The October 2004 dates on the paper were amended to: 5-7 October.

#### **03/43 Youth Secretary’s Post & Oversight of the YCWT Programme (Paper D)**

*Continued from Minutes 03/28, 03/36*

The following resolutions were brought:

- i) Mission Council agrees to amend the sentence “It also gives oversight to the YCWT programme” to  
“It also gives advice to the YCWT programme” in the remit of the Training Committee.

ii) Mission Council agrees to add the sentence “It also gives oversight to the YCWT programme” to the remit of the Youth & Children’s Work Committee.

iii) Mission Council agrees to the appointment of a Secretary for Youth Work for a five year period, give authority to the Youth and Children’s Work Committee and Staffing Advisory Group to agree a job description. **Proposed by the Revd Elizabeth Caswell and seconded by the Revd Peter Poulter. This was agreed.** – delete if stray from 03/46

A group consisting of the Revd John Proctor, the Revd Kathryn Price, the Revd John Humphreys and the Revd Roy Lowes were asked to meet that evening to discuss the resolutions in Paper D about the management and deployment of YCWTs, and report back on Thursday morning. *See Minute 03/46*

**03/44 Section O Process, Part I (Paper B, Papers on Proposed Changes & Additional Proposed Changes) Continued from Minutes 03/22, 03/29, 03/33**

The Clerk proposed that the changes to Paper B as detailed in the additional white papers entitled Proposed Changes and Additional Proposed Changes, should be incorporated in Paper B before being presented to General Assembly. The following additional proposed changes had been approved by the Legal Adviser:

The small Committee charged with the examination of the proposed changes to the Section O Process, Part I, suggest the following alterations:

**Paragraph 6.4.**

After the bracketed words ‘(so far as possible)’ continue – ‘(i) appoint at least one man and at least one woman onto the Assembly Commission, and (ii) have regard to the nature of the case, the need for balance and the skills, specialisation and cultural understanding of the members of the Commission Panel.’

**Paragraph 18**

Delete ‘her/her’ replace with ‘his/her’.

Mission Council agreed these changes.

The Chaplain led worship and Mission Council adjourned.

**THURSDAY 27<sup>TH</sup> MARCH 2003**

Mission Council, led by the Moderator and the Chaplain, met for worship, which included the Sacrament of Holy Communion.

**03/45 Mission Council Advisory Group (Paper L)**

The Deputy General Secretary presented the report of MCAG which contained matters for information.

Paragraph 2 – the name of Rowena Francis to be replaced by Sheila Brain.

Paragraph 4 – thanks were expressed to the outgoing members of Mission Council Advisory Group: Ken Woods, the Revd Roberta Rominger and the Revd Simon Thomas.

Paragraph 1 – the Moderator was invited to speak of his meetings with other Church

Leaders in Downing Street and in Lebanon regarding the war in Iraq

**03/46 Management and Deployment of YCWT's (Paper D)**

*Continued from Minutes 03/28, 03/35, 03/43*

The Revd John Proctor reported on the meeting held with the Revd Kathryn Price, the Revd John Humphreys and the Revd Roy Lowes, and Mission Council was advised to agree the following resolutions.

- i) Mission Council agrees to amend the sentence "It also gives oversight to the YCWT programme" to "It also gives advice to the YCWT programme" in the remit of the Training Committee.**
- ii) Mission Council agrees to add the sentence "It also gives oversight to the YCWT programme" to the remit of the Youth & Children's Work Committee.**
- iii) Mission Council agrees to the appointment of a Secretary for Youth Work for a five year period, give authority to the Youth and Children's Work Committee and Staffing Advisory Group to agree a job description.** Proposed by the Revd Elizabeth Caswell and seconded by the Revd Peter Poulter.

Mission Council were in favour of resolutions.

The Revd Peter Poulter proposed and Dr Peter Clarke seconded **that Section 5 of the report should be referred back to the committee.** The resolution was not approved.

**03/47 Yardley Hastings Review (Paper F)** *Continued from minute 03/30*

Mr Eric Chilton, the Treasurer reported on the costs involved in closing the Centre and of centralising youth staff at Yardley Hastings. The Revd Adrian Bulley proposed and Mr Ian Chalmers seconded that:

**Mission Council encourages the Yardley Hastings Task Group to include in its report an alternative to its resolution 2(19) which will summarise in positive terms the recommendation of the 2002 Y&CW Review.**

This was agreed.

The Revd John Humphreys thanked Mission Council. It was noted that the post of Youth Secretary would be a co-ordinating role and should be someone with management and strategic thinking skills.

The Moderator stated that General Assembly would have a chance to see the vision of the two reports. The Moderator expressed thanks to the Revd John Humphreys and members of the task group.

**03/48 Assembly Resolutions (Papers ASS and ASS1)**

The Deputy General Secretary presented these papers and notified Mission Council of amendment to resolution on page 3 of Paper ASS. Third paragraph to read:

**Welcoming the affirmation given by OFSTED to the teaching of Religious Education in schools, Assembly calls upon churches to support people teaching RE in state**

### **schools and encourage others to consider it as a vocation.**

There was some discussion on the resolutions on Refugees & Asylum Seekers; Faith Schools; Millennium Development Goals; Yorkshire Synod, and all comments were noted.

Faith Schools: It was suggested that the words “to consider it as a vocation” should be added to the last paragraph of resolution

Millennium Development Goals: It was suggested that “therefore” be deleted after “Assembly”, and in (iii), “congregations” should be replaced by “local churches”.

Yorkshire Synod: It was suggested that paragraph a) be deleted; and in paragraph b) “urges Mission Council and” be deleted and “asks its officers” be inserted after “General Assembly”.

### Paper ASS1

Resolutions 1 & 2 ,dealing with Scottish Church Union, which were for information, received no comments.

Resolution 3, dealing with the ethics of warfare. Mission Council was assured that the Synod of Scotland had consulted the Church and Society Committee before proposing this resolution and that the Committee believed that a report such as the resolution required could be prepared but only in consultation with other bodies outwith the United Reformed Church .

### **03/49 SCIFU Resolution**

The Revd Sheila Maxey, speaking with permission, informed Mission Council that the resolution would be included in the book of Reports to Assembly as an appendix.

### **03/50 Election results** *Continued from Minute 03/24*

**Add:** ~~The Clerk announced that following a secret ballot, the Revd Adrian~~ the nominations for MCAG. Following the taking of votes by a show of hands, the Revd Adrian Bulley, the Revd Roz Harrison and Mrs Val Morrison were appointed to serve on MCAG. Thanks were given to those who had offered themselves for service.

### **03/51 Budget (Paper N)** *Continued from Minute 03/27*

The Revd Julian Macro, convener of RPAG, stated that no decisions had been made during this Mission Council that would require changes to the budget. In response to questions he stated that the budget included £125,000 for Yardley Hastings and that this figure would remain unchanged. Mr Macro thanked the Revd Graham ~~Cook~~ Cooke for the work of Communications and Editorial Committee in saving £40,000. The deficits of 2004/5 were pre-funded by the present legacies. In response to whether the budget had been radical enough, the programmes had all been agreed by General Assembly and Mission Council should note that 85% of expenditure is on ministry and training for the ministry. It was also noted that the proposed 4% increase would take into account the 1% increase in employers N.I. contributions, the 2.55% increase in employees N.I. contributions and an increase in cost of living.

Mission Council agreed to recommend the budget to General Assembly.

**03/52 Appointment of Free Church President of CTE** *Continued from Minute 03/32*

The Moderator welcomed the appointment of Revd David Coffey as Free Church President of CTE in succession to the Revd Tony Burnham and wished him our continued support through prayers. The Moderator gave thanks to the Revd Tony Burnham for his 4 years of service and for the way he had built it into the significant role that it is today. A letter of thanks would also be sent.

**03/53 Close**

The Moderator thanked all those who were attending their last meeting of Mission Council, thanking them for their work and leadership, mentioning in particular the Revd John Proctor (convener, Training Committee), Mrs Daphne Beale (convener, Inter-Faith Relations Committee), the Revd Graham Cook (convener, Communications & Editorial Committee), the Revd Malcolm Hanson (Moderator, **East** Midlands Synod) for his contribution over many years, the Revd Elizabeth Welch (at the end of her period of service as immediate past- Moderator), the Revd Sheila Maxey (retiring Secretary for Ecumenical Relations), the Revd Geoffrey Townsend (North Western Synod), the Revd Simon Thomas (Wessex Synod), Mr Ian Chalmers (Southern Synod), the Revd Dr Robin Pagan (Thames North Synod) the Revd Liz Byrne (for her work as Yardley Hastings Centre Manager), the Revd Richard Mortimer (Eastern Synod) and Mrs Ann Sheldon (West Midlands Synod). The Moderator thanked Mrs Elizabeth Fisher (theological reflector ) and looked forward to her report. The Moderator then thanked his colleagues at the table, Mrs Barbara Hedgecock (Minutes Secretary), the Revd James Breslin (Clerk) the Revd Ray Adams ( Deputy General Secretary), the Revd Dr David Cornick (General Secretary) Mrs Sandy Hurter. The Moderator also thanked the Revd Lesley Charlton (Chaplain) for leading worship and for the sensitive particular pastoral role she had exercised at this particular meeting of Mission Council. The General Secretary also thanked the Chaplain , and expressed the thanks of Mission Council to the Moderator for his leadership during the past year.

Closing Worship was led by the Chaplain.



The  
United  
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Church

# The United Reformed Church

86 Tavistock Place, London WC1H 9RT, United Kingdom  
Deputy General Secretary: The Revd Raymond Adams

To: Members of Mission Council  
and staff in attendance

24<sup>th</sup> February 2003

Dear Colleague,

**Mission Council : 25 - 27 March 2003**  
**The Hayes Conference Centre, Swanwick, Derbyshire**  
Telephone: 01773 602482 Facsimile: 01773 540841

March follows close on the heels of January, and Mission Councils seem to come along like London buses (more frequently, it seems, since the introduction of the Congestion Charge).

The March Mission Council is traditionally a busy one, as it looks at committee resolutions to General Assembly, as it considers the Assembly budget, and (on this occasion) the recommendations of the task groups appointed to review the Windermere Centre, and the National Youth Resource Centre at Yardley Hastings, among other important issues.

The enclosures will help the practical arrangements for Mission Council to be processed efficiently, as well as giving you some early reading. The first set of papers include:

- directions for getting to The Hayes Centre
- a list of members (to help people plan shared transport)
- an expense slip (to be completed and handed in at the meeting)
- a form giving your accommodation and meal requirements, and certain other information.

Please will you return this form as quickly as possible, preferably within a week, as we have to send information to the Hayes well in advance of the meeting date.

There will be a further mailing of papers in about two weeks' time but I enclose those that are available now:

- |         |   |
|---------|---|
| Paper A | A revised resolution (17) outstanding from the Authority Task Group's report to last year's General Assembly. |
| Paper B | Proposed changes to the Section O process from the Section O working party.                                   |
| Paper C | Notice of elections to Mission Council groups.  |

When you think of packing for your trip to Swanwick, please remember to include a Bible and a copy of Rejoice and Sing. I look forward to seeing you on 25<sup>th</sup> March.

With good wishes

Yours sincerely

The Revd Raymond Adams  
Deputy General Secretary





# The United Reformed Church

86 Tavistock Place, London WC1H 9RT, United Kingdom  
Deputy General Secretary: The Revd Raymond Adams

To: Members of Mission Council  
and staff in attendance

17<sup>th</sup> March 2003

PLEASE READ THIS LETTER IMMEDIATELY ON RECEIVING IT

**Mission Council : 25 - 27 March 2003**  
**The Hayes Conference Centre, Swanwick, Derbyshire**  
Telephone: 01773 602482 Facsimile: 01773 540841

Dear Colleague,

Enclosed is the second mailing of papers for Mission Council.

You should already have received by the first mailing:

- |         |   |
|---------|---|
| Paper A | A revised resolution (17) outstanding from the Authority Task Group's report to last year's General Assembly. |
| Paper B | Proposed changes to the Section O process from the Section O working party.                                   |
| Paper C | Notice of elections to Mission Council groups.  |

This second mailing includes the following reports:

- |           |  |          |
|-----------|--|----------|
| Paper D   | The management and deployment of the United Reformed Church Youth and Children's Work Training Team. | (Yellow) |
| Paper E   | Grants and Loans Group   | (Mauve)  |
| Paper F   | The Yardley Hastings Task Group  | (Cream)  |
| Paper G   | The co-ordination of the CRCW Programme  | (Gold)   |
| Paper H   | Controlling Expenditure: Ministry Implications   | (Green)  |
| Paper J   | Resources for Training   | (White)  |
| Paper K   | Windermere Review Task Group   | (Green)  |
| Paper L   | Mission Council Advisory Group   | (Pink)   |
| Paper O   | Additional Business  | (Cream)  |
| Paper ASS | Assembly Resolutions   | (White)  |

Please also bring with you the following papers from previous Mission Councils:

- |                    |   |             |
|--------------------|---|-------------|
| Paper K (March 02) | The Development of the Church Related Community Work Programme          | (Pale blue) |
| Paper A (Oct 02)   | Supplement to Paper K   | (Pale blue) |
| Paper              | Progress Report (Jan 03) A Methodist/ United Reformed Pastoral Strategy |             |

**If you have not received any of the above, or require us to provide papers from previous Mission Councils, please contact Sandy Hurter on 0207 916 8645**

The following papers are still in preparation and may be sent to you in a third mailing:

Paper M	Ethical Investments Group	(Yellow)
Paper N	Resource Planning Advisory Group and Budget	(Mauve)
Paper Q	Report of Youth and Children's work in synods and districts	

Reading the headings on these papers will, no doubt, make you aware that they represent some important and weighty matters affecting the life of our Church, but, as we meet against the background of a looming war with Iraq, we shall reflect in our prayers and on our agenda the pressing humanitarian concerns of the world at this time. It is likely that a further statement on the war will be tabled (either for information or for a Mission Council resolution).

The report of the Assembly Commission (alluded to at the January Mission Council) will be tabled at Swanwick, and discussed in a closed session (further details are in Paper L). In the light of these extra agenda items, and their substantial accompanying papers, **you are strongly advised to read as many of the enclosed papers as possible before you get to Swanwick.**

Through pressure on the agenda we have had to postpone the discussion of the final part of the report on Personal and Conciliar Leadership and Authority until the October meeting.

I look forward to seeing you at Mission Council on 25<sup>th</sup> March, and remind you to include a Bible and a copy of *Rejoice and Sing* when packing.

With every good wish

Yours sincerely



The Revd Raymond Adams  
Deputy General Secretary



## MISSION COUNCIL 25 - 27 March 2003

The Moderator:	Revd John Waller	Past Moderator:	Revd. Elizabeth Welch
General Secretary:	Revd Dr David Cornick	Moderator Elect:	Revd. Alasdair Pratt
Deputy General Secretary:	Revd Ray Adams	Treasurer:	Mr Eric Chilton
Clerk:	Revd. James Breslin	Legal Adviser:	Mrs Janet Knott

### Assembly Standing Committees

Doctrine Prayer & Worship:	Revd John Young
Life & Witness:	Revd Brian Jolly
Church & Society:	Revd Martin Camroux
Youth & Children's Work:	Revd Kathryn Price
Ecumenical:	Revd John Rees
Ministries:	Mr John Ellis
Training:	Revd John Proctor
Finance:	Mr Eric Chilton
Communications & Editorial:	Revd Graham Cook
Nominations:	Revd Dr Stephen Orchard
Assembly Arrangements:	Mr William McVey
Equal Opportunities:	Revd. Wilf Bahadur
Inter-Faith Relations:	Mrs Daphne Beale
Racial Justice	Revd Andrew Prasad

### Fury Council

Mr Stephen Thompson
Ms Amanda Wade

### 13 synod Moderators, plus 3 representatives from each synod

1 Revd Peter Poulter	Revd Pamela Ward, Dr Peter Clarke, Mrs Roberta Wood
2 Revd Peter Brain	Revd Geoffrey Townsend, Mr George Morton, Mrs Janet Eccles
3 Revd Graham Cook	Mr Donald Swift, Revd. Martin Hardy, Revd. John Kingsley
4 Revd Arnold Harrison	Revd John Jenkinson, Mr John Seager, Mrs Val Morrison
5 Revd Malcolm Hanson	Mrs Ann Ball, Mrs Barbara Turner, Revd David Miller
6 Revd Elizabeth Welch	Mr Simon Rowntree, Mrs Ann Sheldon, Revd. Simon Helme
7 Revd Elizabeth Caswell	Revd Victor Ridgewell, Mr Ken Woods, Revd Richard Mortimer
8 Revd David Miller	Revd Roz Harrison, Revd Paul Snell, Miss Angela Bebbington
9 Revd Adrian Bulley	Revd Simon Thomas, Mrs Veronica Taylor, Revd David Bedford
10 Revd Roberta Rominger	Revd Dr Robin Pagan, Mrs Helen Clapp, Revd. Jane Wade
11 Revd Nigel Uden	Mrs Marion Bayley, Revd Lesley Charlton, Mr Ian Chalmers
12 Revd Peter Noble	Revd David Marshall-Jones, Mrs Janet Gray, Mr W Stuart Jones
13 Revd John Arthur	Revd Ken Forbes, Mrs Helen Mee, Miss Catriona Smith

### In attendance

Minute Secretary	Mrs Barbara Hedgecock	Rural Consultant	Mrs Jenny Carpenter
Moderator's Chaplain	Revd Lesley Charlton	Editor, Reform	Revd David Lawrence
Church & Society	Dr Andrew Bradstock	Training	Revd Roy Lowes
International Church Relations	Revd Philip Woods	Ecumenical Relations	Revd Sheila Maxey
Ministries	Revd Christine Craven	Director, Windermere Centre	Mr Lawrence Moore
Finance	Ms Avis Reaney	Communications	Mrs Carol Rogers
Youth Work		Childrens Advocate	Mrs Rosemary Johnston
Office & Personnel Manager	Mr Hilary Gunn	Convener RPAG	Revd Julian Macro
Life & Witness	Revd John Steele	Secretary RPAG	Revd Bill Wright
Pilots Development Officer	Mrs Karen Bulley	Grants & Loans Group Convener	Revd Angus Duncan
Church Related Community	Ms Suzanne Adofo /	Racial Justice Secretary	Mrs Katalina Tahaafe-Williams
Work development workers	Mr Stephen Summers	Yardley Hastings Centre Minister	Revd Liz Byrne
Theological Reflector	Mrs Elizabeth Fisher	Moderator - Elect's Chaplain	Revd Carolyn Smyth
Convener T.G. Yardley Hastings	Revd John Humphreys	Convener T.G. Windermere	Revd Tony Coates
Personal & Conciliar Leadership	Revd Rachel Poolman		



**MISSION COUNCIL**  
*25-27 March 2003*

**AGENDA AND  
TIMETABLE**

*The General Assembly has agreed that every agenda should be headed with the question, what are the ecumenical implications of this agenda?*

**TUESDAY**

11.30 am onwards - check in

12.45pm LUNCH

2.00 pm WORSHIP AND BIBLE STUDY  
Welcome and apologies

Minutes of the meeting on 25 January 2003

Matters arising

03/05 (02/57 & 02/79) General Secretary's Review

03/15 Methodist/UR C Pastoral Strategy

(Jan 03 Paper- Progress Report (pale blue))

Notice of additional business

Nominations Committee (Paper O)

Grants and Loans Group (Paper E)

Explanation of election procedures (Paper C & O)

3.45pm TEA

4.15pm Resource Planning Advisory Group & budget (Paper N)

Controlling expenditure: Ministry implications (Paper H)

6.45pm DINNER

7.45pm Report of Yardley Hastings Review (Paper F)

9.30pm PRAYERS

**WEDNESDAY**

8.30am BREAKFAST

9.15am WORSHIP AND BIBLE STUDY

Co-ordination of the CRCW programme

(Papers G; O; March 02 Paper K; Oct 02 Paper A)

Section O working group (Paper B)

Ethical Investments Group report (Paper M)

10.45am COFFEE

11.15am Youth and Children's Work Report (Paper Q - tabled)  
*(Assembly 2002 Resolution 43, asking Synod and District/Area Councils report to March 2003 Mission Council re their*

*implementation of the recommendation in the YCW review report) (Reports to Assembly page 101: Record p31)*

Youth Secretary's post  
(Mission Council Minute 02/71: page 7 para 4)

Mission Council Advisory Group (Paper L)

12.45pm

LUNCH and free time

2.15pm

Closed Session of Mission Council to consider the report of the Assembly Commission (for appointed representatives only)  
(Paper P - tabled)

3.45pm

TEA

4.30pm

Report of the Windermere Review Group  
Training Committee Report (Paper K)  
(Paper J, D & O)

6.15pm

End of session

6.45pm

DINNER

7.30pm

Remaindered business

8.45pm

PRAYERS

#### **THURSDAY**

7.30am

HOLY COMMUNION

8.30am

BREAKFAST

9.15am

Elections to Advisory Groups (Papers C & O)  
Task Group on Authority revised Resolution 17 (Paper A)  
Assembly resolutions (Paper ASS)

10.45am

COFFEE

11.15am

Result of elections  
Additional business (Paper O)  
Remaining business

12.30pm

CLOSING WORSHIP

12.45pm

LUNCH and departure



**MISSION COUNCIL**  
**25-27 March 2003**

**AGENDA AND**  
**TIMETABLE**

**Annotated Agenda for Moderator and his supporters**  
**timings in red are suggestions only**

**TUESDAY**

2.00 p.m. WORSHIP AND BIBLE STUDY  
**2.45 p.m.** Welcome and apologies

**The Moderator** welcomes

John Humphreys (representing the synod of Scotland in the absence of Catriona Smith; and as convener of Task Group reviewing NYRC at Yardley Hastings)  
Pauline Loosemore (representing Yorkshire synod in the absence of John Jenkinson)  
Andrew Prasad (new Racial Justice committee convener)  
Stephen Thompson (FURY representative)  
Tony Coates (Convener of Task Group reviewing the Windermere Centre)  
Elizabeth Fisher (Church of England) as theological adviser  
Carolyn Smyth (in attendance- as Moderator-elect's chaplain)

**The Deputy General Secretary** presents apologies from

Suzanne Adofo (CRCW Development worker)  
John Arthur (Moderator of the synod of Scotland);  
Andrew Bradstock (secretary for Church and Society) - here on Thursday.  
Karen Bulley (Pilots Development Officer);  
John Jenkinson (Yorkshire synod)  
Sheila Maxey (Secretary for Ecumenical Relations) will arrive this evening  
John Rees (convener ecumenical committee);  
Catriona Smith (synod of Scotland)  
~~(possibly Nigel Udon (Moderator of Southern synod) - family illness)~~  
Bill Wright (secretary of RPAG)

Minutes of the meeting on 25 January 2003

**The Clerk** should draw attention to the following corrections

- i) page 6, first line: **delete** the words " the Revd Philip Woods, Secretary for International Church Relations"; **insert** " the Revd John Rees, Convener of the Ecumenical Committee".
- ii) page 7, para 03/11: Additional business: **delete** " Mr John Ellis" ; **insert** " The Revd John Rees"

Matters arising:

**2.55 p.m.** **The General Secretary** will update Mission Council on 03/05 (02/57 & 02/79) General Secretary's Review

- \* Postpone report on 03/15 Methodist/URC Pastoral Strategy (refer to Jan 03 Paper- Progress Report (pale blue) until Wednesday morning when Sheila Maxey will be present)
- ✓ **Deputy General Secretary** comment on 03/09: a reply was received from the Foreign Office outlining Government's concern re Zimbabwe.

Notice of additional business

**The Deputy General Secretary**

- ✓ i) Remind members that they will **need paper E1 in this first session.**
- ✓ ii) Suggest item "Controlling expenditure: Ministry implications" (Paper H) be taken immediately after tea, and before the Resource Planning Advisory Group report (Paper N + budget)

- iii) Suggest discussion of Paper D (Training/YCW) be transposed to Wednesday morning in parallel with discussion about appointment of Secretary for Youth)

- ✓ **3.10 p.m.** Nominations Committee (Paper O **section 1**)  
(**Stephen Orchard**: convener)
- ✓ **3.20 p.m.** Report of Grants and Loans Group (Paper E and E1 (tabled))  
(**Angus Duncan**: convener)

- ✓ Explanation of election procedures (Papers C & O)  
**The Clerk** should draw attention to papers C and O (item 2a) and that (since paper C was sent out it was drawn to our attention that Simon Thomas comes to the end of his service on Mission Council, and therefore is no longer eligible to serve on MCAG. **Three** members of Mission Council are therefore required to serve. Nominations should be in by Wednesday evening with election on Thursday morning. Nominations in writing with name of Proposer and Secunder required.

Paper O ( 2b) – re the Section O Working Party, is for information only, but should also have been part of paper C.

- ✓ **Deputy General Secretary** shall give some notices:  
Please ensure you have
- signed attendance register;
  - put expenses are put in the box
  - collected additional papers **E1, Ass1, N+ budget, Q.** ( Paper I for information)

3.45pm TEA

- ✓ Suggest Moderator takes the second item " Controlling expenditure: ministry implications"\*  
(**John Ellis** leads) before Resource Planning Advisory Group and budget

- 4.15pm Controlling expenditure: Ministry implications\* (Paper H)  
(**John Ellis**: Convener) Two resolutions "A" (for General Assembly) and "B" for Mission Council

- ✓ **4.45 p.m.** Resource Planning Advisory Group & budget (Paper N + budget)  
*5.15 pm (Julian Macro Convener)*

(Moderator may consider the Council not voting on the budget until Thursday morning, after having considered the implications of other decisions).

**6.15 p.m. Deputy General Secretary** asks for Mission Council's agreement that a small group with the Clerk scrutinises Paper B (amendments to Section O) in anticipation of tomorrow morning's business. Asks for **3 volunteers**.

**Moderator** should invite non-voting members to leave, and explain the need to issue paper P and report of Assembly Commission this evening at the end of prayers, the process of its being issued, its confidentiality, and the need for papers to be returned.

6.45pm DINNER

7.45pm Report of Yardley Hastings Review (Paper F)

Moderator may wish to remind Mission Council that this is an Assembly Task Group, which affects the status of any comments made by Mission Council.

(**John Humphreys** convener: suggest **15 minute presentation** followed by questions for clarification, then

Richard Hartman  
Roberta Komar  
Ken Woods

8.00 p.m. 20 minutes of informal cluster groups (in the main hall)

Suggested areas for consideration (OHP acetate available with following info if needed):

- a. What are the main questions/issues which arise from the report to raise in the plenary session?
- b. Are the recommendations clear? Do they cohere?
- c. 3 areas for particular examination/ comment:
  - i) range of possibilities: pages 4-11
  - ii) recommendations: page 14 para 6.2.3; 6.3 –6.5
  - iii) implementation: pages 15-19

8.25 p.m. Plenary discussion of report and Mission Council's advice to Task Group (conclude if possible) .

(Note: Bryan Thomas has just concluded his convenership of the Yardley Hastings Centre Management Committee. Suggest a letter of thanks be sent)

9.30pm PRAYERS

### WEDNESDAY

8.30am BREAKFAST

9.15am WORSHIP AND BIBLE STUDY

**9.45 a.m.** Co-ordination of the CRCW programme  
(Papers G; O; March 02 Paper K; Oct 02 Paper A)

(**John Ellis:** Convener of Ministries)

- Paper O section 4 contains quotation of relevant minutes referring to this item from previous Mission Councils
- Two resolutions "A" and "B" : are these for "report" or " resolution" to General Assembly?

**10.25 a.m.** Section O working group (Paper B)

(**General Secretary** to lead – reporting the work of Clerk and scrutineers)

**10.35 a.m.** Ethical Investments Group report (Paper M)

(**Ray Adams** Convener) This paper is a progress report and for information: any questions will be answered (with permission) by Avis Reaney.

(\* Clerk may wish to remind Mission Council about nominations for election to MCAG)

10.45am COFFEE

11.15am Youth and Children's Work Report (Paper Q - tabled)  
(*Assembly 2002 Resolution 43, asking Synod and District/Area Councils report to March 2003 Mission Council re their implementation of the recommendation in the YCW review report*) (Reports to Assembly page 101: Record p31)

(**Kathryn Price**- YCW Convener, who may ask permission for Rosemary Johnston to comment on children's work)

**11.35 a.m.** Youth Secretary's post /

(*Mission Council Minute 02/71: page 7 para 4*)

(**Deputy General Secretary:** This is placed here as a Matter Arising from the above minute. It is necessary for Mission Council formally to make a decision as it suspended the appointment at its October 2002 meeting pending the Yardley Hastings Review:

done  
Tue  
P.M.



Before making a decision it will be helpful for Mission Council to hear the YCW/Training Committee's presentation on Paper D – Management and Deployment of YCWTs (**John Proctor** to lead)

Decisions required: I) Secretary for Youth post  
II) Agree content of Paper D

**12.15** Mission Council Advisory Group (Paper L)  
(**DGS** to lead:

1. Invite the **Moderator** to report on para 1.
2. Substitute Sheila Brain for Rowena Francis in *Time for Action* Group
3. Assembly Commission (if anything needs to be said here)
4. Thanks to outgoing members of Mission Council Advisory Group: Ken Woods, Roberta Rominger and Simon Thomas

12.45pm LUNCH and free time

2.15pm Closed Session of Mission Council to consider the report of the Assembly Commission (for appointed representatives only)  
(Paper P - tabled)

3.45pm TEA

4.30pm Report of the Windermere Review Group (Paper K)  
**Tony Coates:** Convener of Task Group: suggest 15 minutes presentation (informal cluster groups for 10 minutes to ask

Any questions arising out of this report?  
Are the recommendations clear?  
What are the main issues to be discussed in plenary?

**4.55 p.m.** plenary : 12 recommendations ( page 7/8) require Mission Council decision)

**5.15 p.m.** Training Committee Report (Paper J, D & O)

(**John Proctor:** Convener to lead)

(Paper D: already dealt with)

Paper J: i) first part for information

ii) Roy Lowes' change of job description to be noted

Paper O (section 3): (with permission, **Roy Lowes** to lead) Westminster College Bursar is an Assembly appointment: requires a change to the structure of the United Reformed Church.

**Resolution** required (to General Assembly)

(if the session finishes early members will welcome a break)

6.15pm End of session

6.45pm DINNER

7.30pm Remaindered business  
(It is assumed that the Assembly Commission business will take up the evening's slot)

8.45pm PRAYERS

## THURSDAY

7.30am HOLY COMMUNION

8.30am BREAKFAST

Tue  
5.45

9.15am Elections to Advisory Groups (Papers C & O)

**9.30 a.m.** Task Group on Authority revised Resolution 17 (Paper A)  
(**Adrian Bulley**: Convener on Task Group to lead: Resolution in para 3.4; to go to General Assembly)

**9.45-10.05 a.m.** Assembly resolutions (Papers ASS and ASS1)  
Informal Groups to meet (in main hall or adjoining rooms) to scrutinise resolutions for Assembly (Papers ASS and ASS1). Committee Resolutions: Racial Justice, Church and Society. Synod resolutions for information, though there may be comments.

**10.05 a.m.:** Plenary comments on Assembly Resolutions

(**Sheila Maxey** – with permission – may add something on SCIFU resolution)

(**10.20 a.m. :** Space for comments on Paper I (statement on Iraq) and any update on current situation)

10.45am COFFEE

11.15am Result of elections

**11.20 a.m.** Decision on budget

**11.30 a.m.** Additional business (Paper O)

**Deputy General Secretary** to lead:

Paper O Section 5: resolution from Yorkshire Synod re numbers to General Assembly. Moderator may wish to refer this to the Clerk and/or MCAG

Section 6: Though the title says " proposed dates and venues", the venues are provisionally booked. Some alterations have been necessary through venues becoming unavailable.

Remaining business

a) **Moderator** may refer to the appointment of the Revd David Coffey as Free Church President of CTE in succession to Tony Burnham. Thanks to Tony for 4 years of public service.

b) John Proctor's last Mission Council as Convener of the Training Committee; and Daphne Beale's as convener of Inter-faith relations; (also Graham Cook's as convener of Communications, but not his last Mission Council)

c) Is this Malcolm Hanson's (East Midlands synod Moderator) last Mission Council before retirement?

d) Some members of Mission Council come to the end of their period of service: Ian Chalmers (Southern) and Simon Thomas (Wessex) There may be others.

e) **The General Secretary** will wish to express the thanks of Mission Council to the Moderator and his chaplain (this being their last appearance at Mission Council in their present roles, alas!)

12.30pm CLOSING WORSHIP

12.45pm LUNCH and departure

*Eliz Fisher Deal Refl ; Eliz Welch (inim-past) Sheila Maxey*



The  
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## MISSION COUNCIL 25 -27 March 2003

# A

### AUTHORITY IN THE UNITED REFORMED CHURCH

#### 1. Introduction

1.1 General Assembly 2002 received the report of the Task Group on Authority in the United Reformed Church and passed eight of the nine resolutions arising from the report.

1.2 The remaining resolution (Resolution 17) was as follows:

General Assembly agrees to make the following changes to the Standing Orders of the Assembly with effect from the close of the Annual meeting of the Assembly in 2002:

Alter the title of Standing Orders section 5 to read:

“Motions on Status or Closure of Debate”

and add a new paragraph 5a:

“A member of Assembly may deliver to the General Secretary not less than 21 days before the date of the meeting of the Assembly a notice in writing of a motion that the General Assembly, for the better consideration of a specified resolution and its related documents, goes into a committee of the whole Assembly. For such a motion to be carried, two thirds of the votes cast must be given in its favour. Committee procedure enables members to speak more than once and exploratory votes to be taken on particular points or suggested changes. The number and length of speeches shall be at the discretion of the Moderator. After discussion in committee and decision on any proposed changes the Moderator shall declare the committee stage to be ended, and the Assembly shall proceed to hear a closing speech from the mover of the motion under discussion and proceed to a vote on the motion, subject to any further motion under Standing Order 5.”

Re-number the existing paragraphs 5a, 5b, 5c and 5d as 5b, 5c, 5d and 5e respectively, and in the new 5e, amend “5a, 5b 5c” to read: “5a, 5b, 5c and 5d”.

1.3 The report of the Task Group on Authority offered the following commentary to resolution 17 (3.9.2a):

This would be a useful provision for those occasions when a document is attached to a resolution. At present only the resolution can be amended, which means that the presented document must be accepted in total, as it stands, or rejected. It has been useful, for example when considering a proposed revision to Schedule C to the Basis, for the Assembly to have the flexibility of working on the document in committee.

If the Assembly were to work in this way certain practical arrangements would need to be made (e.g. sufficient time must be allowed and consideration might be given to asking someone other than the Moderator to chair the debate in committee). Therefore, it would be advisable to require 21 days' notice to be given of the intention to move that the Assembly go into committee. Any document which might need to be considered in this way would be included in the Book of Reports which is sent to members of Assembly well in advance of the meeting, so the requirement for notice should not present difficulties.

At present if a document is to be debated in this flexible manner it requires that the Standing Orders be suspended. A motion to achieve this must be supported by three quarters of members in order to be passed. It would be excessive to require such a level of support for a motion that the Assembly should go into committee. It is, however, of sufficient significance to require a two thirds majority.

- 1.4 At General Assembly, the following amendment to Resolution 17 was proposed by the Revd Dr Alan Spence:

Replace paragraph 5a with:

The Assembly may resolve itself into a committee of the whole Assembly for the better consideration of a specified resolution and its related documents. Notice of such a motion must normally be given by a member of the Assembly to the General Secretary not less than 21 days before the date of the meeting of the Assembly and it is only carried if two thirds of the votes cast are given in its favour. While in committee the formal rules of the debate are suspended. When the Assembly resumes, the minute of the decisions made in committee is read. The motion to accept this minute will be voted on without discussion.

- 1.5 In the light of this amendment, and given the time (the resolution had been remaindered until Sunday evening and time was tight to allow adequate consideration of the amendment), the Convener of the Task Group offered to withdraw the Resolution 'in order that further consultation could take place'.

## 2. Where We Are

- 2.1 Mission Council (March 2002) has agreed the principle of a change to standing orders that would allow the Assembly to go into committee enabling more flexible and mutually responsive debate.

- 2.2 The amendment tabled at General Assembly did not challenge that principle, but suggested two specific changes to the mechanism for going into, and coming out of, committee that was being proposed to General Assembly by Mission Council:

- i) The amount of written notice required of a motion to go into committee (Mission Council was proposing a firm 'not less than 21 days'; the amendment suggested a much more flexible 'normally ... not less than 21 days').
- ii) The inclusion of a different process for coming out of committee which would ensure that closure was reached in the matter before the re-imposition of standing orders. The minute would then be read and formally agreed.

- 2.3 Dr Spence has subsequently offered the following commentary to his amendment:

There are sensitive situations, as when a congregation applies to secede from the denomination, when the Assembly might become aware that some of the representatives of the congregation who are present are overawed or confused by the rules of debate and that fair play might be better served using the informal rules under which a committee normally operates. My guess is that it might also have been a helpful option to have had available in the sexuality debate. I simply argue for the freedom for the Assembly to act in such a way without anyone giving formal notice.

If, as in the original motion, the mover of the debate has the right of reply, the implication is that the debate is not over and that he/she still has the right to persuade others of his/her original position. Far better I believe if that right is exercised in committee and that an agreed settlement be reached on the whole issue at that stage.

The minute of the committee is the formal content of that settlement.

### 3. A Way Forward

- 3.1 In responding to Dr Spence's amendment and commentary, it is worth reaffirming that the intention in proposing the introduction of this standing order was that it would be used for resolutions with text attached (see 1.3 above). It is difficult to imagine how this standing order could appropriately be applied when the Assembly is considering a sensitive issue such as when a congregation is applying to secede from the United Reformed Church; in such a debate it is essential that the full rules of normal debate apply. Dr Spence's commentary has, however, served to draw attention to the need to include in the standing orders provision for the Moderator, Clerk and General Secretary to decide together that the suggested use of the standing order is appropriate.
- 3.2 Dr Spence argues for some leniency in the application of the 'not less than 21 days' notice which Resolution 17 was seeking to make mandatory. He foresees that it may be appropriate for someone to move a resolution under this standing order on the floor of Assembly and that the standing orders should not preclude this. In resisting this suggestion, it is important to bear two points in mind:
- i) Operating 'in committee' would likely be considerably more time consuming for Assembly than operating under standing orders. The Assembly Arrangements Committee is already asked to fulfil a difficult responsibility in timetabling the Assembly; the role may well be impossible if it is permissible for resolutions to be proposed to move the Assembly into committee mode at any point during debate.
  - ii) Precedent suggests that it may not necessarily be the Moderator who chairs the Assembly when it is operating in committee mode, helping to make clear that Assembly is functioning in a different way. Time would be needed to make proper provision for this.
- 3.3 Dr Spence proposes a different process for coming out of committee mode. Two points are worth making in response:
- i) Under the change to standing orders proposed by Resolution 17, the original resolution would be proposed and seconded under the normal rules of debate, then the motion to go into committee would be put. If this were agreed then all subsequent debate and decision-making would be carried out without the restriction of the normal rules. It seems appropriate for the closing speech to be taken, as were the opening speeches, under the normal Assembly rules, providing symmetry. Of course, as the wording made clear, decision on proposed changes would be made while the Assembly was working in committee, but it would still need to hear the closing speech, and would still have the opportunity to vote against the whole motion.
  - ii) It may be difficult given the constraints of time to formulate a minute of the decisions made in committee. Of course, everyone would need to be clear about any changes which had been made, but this could adequately be done on the resumption of standing orders by the Clerk (backed up by the PowerPoint presentation) drawing the attention of Assembly to the changes which had been made whilst in committee mode.
- 3.4 In the light of the above, the following resolution is now offered to Mission Council in the hope that it might be thought appropriate to put it before General Assembly 2003 (for the sake of clarity, additions to the original Resolution 17 are underlined):

**General Assembly agrees to make the following changes to the**

**Standing Orders of the Assembly with effect from the close of the Annual meeting of the Assembly in 2003:**

**Alter the title of Standing Orders section 5 to read:**

**“Motions on Status or Closure of Debate”**

**and add a new paragraph 5a:**

**“A member of Assembly may deliver to the General Secretary not less than 21 days before the date of the meeting of the Assembly a notice in writing of a motion that the General Assembly, for the better consideration of a specified resolution and its related documents, goes into a committee of the whole Assembly. Provided that the Moderator, Clerk and General Secretary together decide that this rule may appropriately be applied in the case of the said resolution, the motion shall be presented immediately following the opening speeches in support of the primary motion. For such a motion to be carried, two thirds of the votes cast must be given in its favour. Committee procedure enables members to speak more than once and exploratory votes to be taken on particular points or suggested changes. The number and length of speeches shall be at the discretion of the Moderator. After discussion in committee and decision on any proposed changes the Clerk shall draw the attention of the Assembly to any changes to the original text which have been agreed.”**

**The Moderator shall then declare the committee stage to be ended, and the Assembly shall proceed to hear a closing speech from the mover of the motion under discussion and proceed to a vote on the motion, subject to any further motion under Standing Order 5. The decision of the Moderator with the Clerk and the General Secretary on the application of this Standing Order shall be final.”**

**Re-number the existing paragraphs 5a, 5b, 5c and 5d as 5b, 5c, 5d and 5e respectively, and in the new 5e, amend the first reference to “5a, 5b and 5c” to read: “5b, 5c and 5d” and the second reference to “5a, 5b and 5c” to read: “5a, 5b, 5c and 5d”.**

*Adrian Bulley                      Convener*  
**Mission Council Task Group on Authority**  
*January 2003*



**MISSION COUNCIL**  
*25 -27 March 2003*

**B**

**SECTION O PROCESS, PART I**

**PROPOSED CHANGES** (where necessary, explanations given in square brackets)

**Paragraph 1.2.**

After the opening words '**Once the...**' insert the word '**disciplinary**'.

[ There will be ongoing pastoral considerations to be dealt with outside Section O ].

**Paragraph 2.**

After the words '**...particular case...**' insert '**...(whether or not on appeal)...**'.

[ Reason for change - to tally with Paragraph 19 ].

**Paragraph 3.**

Insert the following additional definitions in their correct alphabetical positions:

**'Initial Enquiry'** shall mean the enquiry conducted by the Mandated Group in conjunction with the Moderator of the Synod during the period beginning when it is called in by the Moderator and ending when it serves either a Notice of Non-Continuance or a Referral Notice in accordance with the Rules of Procedure.'

**'Notice of Non-Continuance'** shall mean a Notice served on the Moderator of the Synod by the Mandated Group at the conclusion of the Initial Enquiry to indicate that it does not intend to proceed further with the disciplinary case against the Minister.'

Amend sub-numbering of other Paragraph 3 definitions as required.

**Paragraph 4.**

Make the following changes:

Reword 4.1 as follows:

- 4.1** **'Subject to the age limit imposed by Paragraph 4.4, appointment to the Commission Panel shall be by Resolution of the General Assembly on the advice of the Nominations**

**Committee), who shall in considering persons for appointment take into account (i) the need for balance and for a variety of skills and specialisations, particularly in the following areas – experience in ministerial oversight, theology and doctrine, law, counselling, psychology, mental health, experience in conduct of meetings and tribunals, and (ii) the advantages of including on the Commission Panel persons from a variety of ethnic minority backgrounds.'**

Add the following words at the beginning of Paragraph 4.2, then continue with the original paragraph:

**4.2 'Subject to the age limit imposed by Paragraph 4.4, '** [ continue with existing wording ].

**4.3** [ no change ]

**4.4 'When any member of the Commission Panel reaches the age of seventy, s/he must forthwith resign from the Commission Panel and shall no longer be eligible to serve on any new Assembly Commission, but any person who reaches his/her seventieth birthday whilst serving on an Assembly Commission in a case in progress may continue so to serve until the conclusion of that case.'**

[ The additions to Paragraph 4.1 reflect good practice. Paragraph 4.4 has been introduced not from any dissatisfaction with older members of the Commission Panel but in order to bring Section O into line with the general practice, where judges, magistrates and chairmen/women of secular tribunals are subject to an age limit. ]

#### **Paragraph 6.4.**

After the bracketed words **'(so far as possible)'** continue – **'(i) appoint at least one man and at least one woman onto the Assembly Commission, (ii) have regard to the nature of the case, the need for balance and the skills and specialisations of the members of the Commission Panel and (iii) if they feel that it would be helpful in the particular case, appoint at least one Commission Panel member from a relevant ethnic minority background.'**

[ For the reasons for this change, see the explanation for the change to Paragraph 4.1 ]

#### **Paragraph 7.**

Remove 7.1.1 entirely and re-number 7.1.2 as 7.1.

[ It is now considered that the restriction imposed by 7.1.1 are unnecessary. ]

#### **Paragraph 8**



Reword this Paragraph as follows:

**'Procedural matters arising under the Section O Process shall in every case be dealt with in accordance with the Rules of Procedure.'**

[ This Paragraph needs to cover the procedural steps in the Initial Enquiry Stage as well as in the Commission Stage. ]

### **Paragraph 11**

Add a new Paragraph 11.3 as follows:

**'No-one other than the Parties has any right of appeal from a decision of the Assembly Commission.'**

[ This paragraph is intended to make it absolutely clear that, even if third parties might feel aggrieved by the decision they have no right of appeal. ]

### **Paragraph 12**

Reword this Paragraph as follows:

**12.1 'The Appeals Commission for the hearing of each such appeal shall consist of the following five persons:**

- (a) a Convener who shall be a member of the United Reformed Church with legal and/or tribunal experience to be selected by the officers of the General Assembly and**
- (b) the Moderator of the General Assembly or if for any reason he/she should be unable to serve, a former Moderator of the General Assembly to be selected by the officers of the General Assembly and**
- (c) three other members of the General Assembly to be selected by the officers of the General Assembly.'**

**12.2 'The relevant date for ascertaining whether persons qualify for appointment under Paragraph 12.1 is the date on which under the Rules of Procedure the Secretary of the Assembly Commission notifies the General Secretary that an appeal has been lodged against the decision of the Assembly Commission.'**

**12.3 'In selecting persons for appointment to the Appeals Commission in accordance with Paragraph 12.1(c), the officers of the General Assembly shall, so far as possible, apply the same criteria as are set out in Part I, Paragraphs 4.1 and 6.4 in relation to appointments to the Commission Panel and to Assembly Commissions.'**

**12.4 'All persons proposed for appointment to an Appeals Commission, in any capacity, are subject to Part I, Paragraph 7.1.'**

[ The main change proposed is the requirement that each Appeals Commission should be chaired by a person with legal/tribunal experience, although the Moderator of Assembly will still be a member of the Appeals Commission. To understand the thinking behind this change, it is necessary to appreciate the differences in the methods of appointment of persons onto the Appeals Commission and the Assembly Commission.

The Assembly Commission is appointed from the specially selected Commission Panel, the members of which meet regularly for training and discussion. By contrast, the Appeals Commission is appointed by the Assembly officers from those persons who happen to be members of Assembly when a Section O case goes to appeal. There will therefore be little or no opportunity for training or discussion. Furthermore, the Appeals Commission is the final arbiter from which there is no appeal.

For these reasons it is vitally important that the Convener of the Appeals Commission should have the required expertise in the handling of legal issues and of tribunal procedure to ensure that all the procedures are followed correctly, and that justice has not only been done but has been seen to be done. The proposed change would follow the procedure which already exists within many secular tribunals.]

**Paragraph 18.**

Replace the words **'...shall, if requested to do so, appoint a representative to attend any hearing conducted under the Section O Process for such purpose.'** with the words **'...shall appoint a representative to attend the Hearing for such purpose, unless her/her attendance has been expressly dispensed with by the Assembly Commission or the Appeals Commission as the case may be.'**

The change is made to bring this paragraph into line with Part II, Paragraph E.14.3.

**Paragraph 21.**

Remove this Paragraph altogether. Paragraph 22 now becomes 21.

[ The re-instatement procedure already exists elsewhere and the presence of this paragraph in Section O is unnecessary and confusing. ]



# MISSION COUNCIL 25 – 27 March 2003

# C

## Election of Advisory Groups to Mission Council

The groups are listed below. Under each there is a statement of its remit, a list of the current members and the date on which their service ends. There are also details of eligibility and length of service.

### 1. Mission Council Advisory Group

*The remit of Mission Council Advisory Group ("MCAG") is*

- (i) to plan the meetings of Mission Council;*
- (ii) to ensure that appropriate follow up actions are taken following meetings of Mission Council and General Assembly; and*
- (iii) to provide support and advice to the Assembly Moderator and the General Secretary.*

*In carrying out the above remit, MCAG should have regard to the Functions of General Assembly, as set out in the Structure, and should seek to ensure that Mission Council and General Assembly are provided with appropriate reports to enable them to see that those Functions are properly carried out.*

Moderator	John Waller	
Immediate past Moderator	Elizabeth Welch	
Moderator-elect	Alasdair Pratt	
2 Committee Conveners	John Ellis	2006
	John Rees	2005
Treasurer	Eric Chilton	Dec 2006
4 members of Mission Council	Helen Mee	2006
	Roberta Rominger	2003
	Simon Thomas	2006
	Ken Woods	2003
General Secretary	David Cornick	2008
Deputy General Secretary in attendance	Ray Adams	2009

Conveners serve for 4 years from year of appointment or until they cease to be conveners, whichever is the shorter.

Members serve for 4 years from year of appointment or until they cease to be members of Mission Council, whichever is the shorter.

### 2. Resource Planning Advisory Group

*Within the context of the United Reformed Church's mission, the group will advise Mission Council on*

- 1. long-term strategic planning;*
- 2. priorities in the use of human and material resources;*
- 3. the use of ministry, by*
  - 3.1 liaising with the Ministries Committee and the synods in matters of the deployment of stipendiary ministry;*

- 3.2 *liaising with the Ministries Committee to facilitate the development of new forms of ministry;*
- 4. *Assembly appointed posts, having received reports from the Staffing Advisory Group;*
- 5. *financial planning, by*
  - 5.1 *overseeing the budget process, and by its presentation to the church;*
  - 5.2 *seeking to educate the whole church and advocate the needs of mission, liaising with the Stewardship Subcommittee of the Life and Witness Committee;*
  - 5.3 *liaising with the Resources Sharing Task Group over the management of the financial resources of the whole church.*

The group will undertake such other tasks as Mission Council gives to it.

Convener	Julian Macro	2005
Secretary	Bill Wright	2006
Synod Moderator	Peter Brain	2005
Member	Roger Pickering	2005
Member	Steve Wood	2006
Member	Erica Young	2005
Convener Staffing Advisory Group	Val Morrison	2004
General Secretary	David Cornick	2008
Treasurer	Eric Chilton	2006 (Dec)

#### **In Attendance:**

Secretary for Ministries	Christine Craven
Secretary for Finance	Avis Reaney
Secretary for Life and Witness	John Steele
Representative of Resource Sharing task group	David Butler
Deputy General Secretary	Ray Adams

The convener and secretary, if not members of Mission Council, will be invited to attend. Members may or may not be members of Mission Council but they should have experience of synod or district council work. Elected officers and members will serve for four years, although the convener will normally serve a preliminary year as convener-elect.

### **3. Staffing Advisory Group**

*The Group considers any Assembly post due to become vacant, or proposals for new posts and recommends to Resource Planning Advisory Group whether this post should continue or be created.*

Convener	Val Morrison	2004
Secretary	The General Secretary	
3 members	Ken Forbes	2005
	Veronica Taylor	2006
	Chris Wright	2006

The Convener must be a member of Mission Council and serve for 4 years or until s/he ceases to be a member of the Council, whichever is the shorter. Members may or may not be members of Mission Council and should serve for 4 years.

4. **Grants and Loans Group**

*The group considers all grant and loan applications from local churches and local church projects. This includes the grants previously on the agenda of the Advisory Group on Grants and Loans, grants and loans from the Church Buildings Fund, and the consideration of grant applications to the CWM self-support fund. It also stimulates reflection on the theology and practice of mission in the light of its experience.*

Convener	Angus Duncan	2004
	Jean Thompson	2004

One representative from each synod  
plus, as consultants:

Secretary for Finance  
Secretary for International Relations  
Secretary for Life and Witness  
Secretary for Church and Society  
A CRCW Development Worker  
Secretary for Youth Work or Children's Advocate  
Deputy General Secretary

The convener must be a member of Mission Council, or be invited to attend, and will serve for 4 years. The secretary may or may not be a member of Mission Council and serves for 4 years.

5. **Church House Management Group** (established November 2002)

Convener	John Waller	2006*
Member	David Marshall-Jones	2006*
Member	Val Morrison	2006*
Member	John Woodman	2006*

\* timing of the change of membership is still to be discussed

In attendance

Deputy General Secretary (secretary)	Ray Adams
Financial Secretary	Avis Reaney
Secretary for Communication	Carol Rogers
Office and Personnel Manager	Hilary Gunn

**The March 2003 Mission Council therefore will need to elect:**

**Mission Council Advisory Group : 2 Mission Council members**

Nominations shall be taken from proposer/secondor  
or from groups at Mission Council.



**MISSION COUNCIL**  
*25 -27 March 2003*

**D**

**The Management and Deployment  
of the United Reformed Church's  
Youth and Children's Work Training Team**

**1. Background**

1.1 Mission Council in March 2002 received the report of the Church's Youth and Children's Work Review. One item in this report, on the oversight of our team of Youth and Children's Work Trainers Team (YCWTs), was passed to two of our committees for further work. The Training and Youth and Children's Work Committees (TC and Y+CWC) were asked to report back to Mission Council after a year.

1.2 YCWTs give three quarters of their time to work in their own synods, and have a synod manager there, who supports them and helps them to prioritise, organise and fulfil their ongoing work. There is no serious question over this aspect of Team management. Individual synod managers need some support and guidance from the central church. But in general they do their job effectively and helpfully.

1.3 However, because the YCWTs are Assembly employees and because they are a team, they also need a formal channel of line management within the Assembly staff. Since 1997 this role has been taken by the Secretary for Training, first by Lesley Husselbee and presently by Roy Lowes.

1.4 So the TC is responsible on behalf of Assembly for the work of the Team. But the TC tries to work closely with the Y+CWC, and the Team themselves are represented on both committees. Indeed the YCWTs have an affinity with both committees: they are trainers, and relate to the TC; they promote the Church's strategy in youth and children's work, and have to maintain good contact with the Y+CWC.

1.5 We have welcomed the endorsement given by the 2002 Assembly to the work of the Team. Both our committees regard this programme and the people who work within it very positively indeed.

**2. Central management: what is involved?**

What might the YCWT Team expect of the two Assembly committees to which it relates?

2.1 Communication of strategy of Youth and Children's Work Committee to Team.

This happens through the attendance of a YCWT at the committee, and through the attendance of committee staff at Team meetings. There is no suggestion that this should change.

2.2 Communication of strategy of Training Committee to Team.  
This happens through the attendance of a YCWT at the committee, and through the attendance of Secretary for Training at Team meetings. There is no suggestion that this should change.

2.3 Involvement with synods in making new appointments.  
This is presently covered by a member of TC assisting synod personnel in the appointment process.

2.4 Personnel and admin issues re contracts, conditions of employment, etc.  
This is presently covered by Secretary for Training, who is available to meet individual YCWTs on request, and attends to general admin issues during his visits to Team meetings. He can consult or involve colleagues in Tavistock Place as necessary (e.g. on finance).

2.5 Support for synod managers.  
This is presently addressed through an annual meeting, convened by TC. We should like to offer stronger and closer support to individual managers.

2.6 Managing corporate work of Team (the 25% of their time assigned to the whole church).  
At the moment the Team are responsible for this themselves, and we have not suggested any change.

2.7 The issues we had to consider were therefore 2.3, 2.4 and 2.5. Should these be assigned to the Youth Secretary and the Youth and Children's Work Committee (as last year's Review suggested)? Or should they remain with the Training Committee and its Secretary? Or is there another way?

### **3. Central management: who shall do it?**

3.1 We have given a lot of attention to the matter put before us, and have not found it easy to resolve. In part that is because of uncertainties around the youth and children's work of the Church: the future of the Yardley Hastings Centre is under discussion; and the Youth Secretary's post has been left vacant for a while. There are pressures in the present and uncertainties about the future. To the Team's credit, they have helped to cover the duties that would normally fall to the Youth Secretary; but that extra burden has itself made fresh questions about oversight harder to address.

3.2 The Training Secretary, Roy Lowes, enjoys working with the Team and they much appreciate the quality of oversight he gives. However, there are two reasons for thinking of a change:

- (a) Although the Team need to be connected both to the training strategy of the Church and to its youth and children's work strategy, there is an argument that the second of these links ought to be the stronger. That argument appears to have influenced last

year's Review, although many reckon that such a judgment is at best a 60-40 call. The issue is not completely clear-cut.

- (b) The Training Committee have just brought together the work of two posts into one. Our post in Continuing Ministerial Education was not advertised when Jean Black left at the end of 2001. A result is that Roy Lowes has too much to do - not vastly too much, but definitely too much. That is the view of John Proctor as Training Convener, and of Ray Adams as Roy's line manager. The oversight of YCWTs is not all that tightly connected to the other work that the Training Secretary does. It is, more easily than most of his duties, a separable item.

We therefore believe that the possibility of making a change should be pursued.

### 3.3 We have considered two possible 'third way' strategies:

- (a) We have thought of assigning this responsibility to a senior staff member at Tavistock Place, such as the Deputy General Secretary, who already manages the Assembly staff in Church House. However, the wide range of Ray's responsibilities would mean that his management of the Team would lack close and informed focus, and he could not, for example, give much time to attendance at Team meetings. This could not be better than a stop-gap measure.
- (b) We thought about seeking an experienced person, but not a central staff member of the church, who could take on this responsibility as a special duty. A volunteer might do it, or someone whose main service is elsewhere. But we thought that this would be unsatisfactory. It is important for the Team to have a formal link into the Church's staff, and indeed to the staff of the committee that is responsible for their work.

So we are not convinced that a 'third way' option would be lastingly helpful.

3.4 That course of argument may appear to bring us by default to the proposal made by the Review, that the Youth Secretary do this job. Indeed this is our proposal too, but for positive reasons as well as negative ones. So while we have tried to show that there is no other suitable way forward, we think that the Youth Secretary taking on this duty would have the following positive advantages:

- (a) Close contact between the Team and the strategy of the Youth & Children's Work Committee, and affirmation of the vital professional input of the Team to the fulfilment of that strategy.
- (b) No extra meetings. The YS would be at Team meetings anyway.
- (c) The YS post is presently vacant. If we include this responsibility in the job description, we have a good chance of getting someone who would do it well.
- (d) The Review emphasised the Team's potential to develop youth and children's work, alongside their contribution as trainers. The YS would be well suited to support this aspect of their task.



3.5 We therefore support paras J3 to J6 on p204 of the 2002 Assembly Report, as follows:

- "J3. Responsibility for the programme, its professional management and co-ordination and its contribution to Assembly programmes should be transferred from the Training Committee to the Youth & Children's Work Committee, and in particular to the job description of the Secretary for Youth Work.
- J4. The Secretary for Training be invited to participate in the regular meetings of the Team.
- J5. Synods should continue to manage the local work of YCWTs within an overall strategy for training and for the development of youth and children's work in the Synod.
- J6. Volunteer managers working with YCWTs in Synods should receive initial training and continue to be advised and resourced by the Secretary for Youth Work."

3.6 All this cannot be implemented immediately, as there is no Youth Secretary. We therefore recommend that the committee responsibility (and budget) be transferred to the Youth and Children's Work Committee with effect from Assembly 2003. We further recommend that the Deputy General Secretary then assume the management role until a Youth Secretary is in post, and transfer this responsibility during the Secretary's induction period.

3.7 We further believe that, while J6 is right as a line of responsibility, it may prove heavy in practice. This support can be quite time-consuming, and we therefore propose that a group of four people be set up, including two from the Y+CWC and two from the TC, to work with the Youth Secretary in liaising with Synods. We envisage that each of the four might relate to a group of three or four Synods. How this worked out in practice would depend to large extent on the Youth Secretary. Our experience is that an astute committee member who has time to visit synods occasionally can make a significant contribution, sometimes more readily and effectively than a busy staff member.

#### **4. Some objections**

4.1 It is only fair to say that the Team do not support our proposal. That is why Mission Council took this item out of the Review a year ago, and asked that it receive further thought. The Team have stated five reasons for their reservation:

- (a) Roy Lowes does the job very well at the moment.
- (b) A change to Youth Secretary oversight would seem to devalue the Team's role as trainers.
- (c) The incoming Youth Secretary will already have enough to do, without adding this to the job.

- (d) Team management has been changed several times over the years. That creates an impression, not only of instability, but of their not being valued within the Church's structure.
- (e) The Team have come to relate to the Assembly's youth and children's work staff (Rosemary Johnston, Liz Byrne, Karen Bulley, and the Youth Secretary) as colleagues. Both among the four and between the four and the Team there is a non-hierarchical relationship and a shared commitment to the work among children and young people. Assigning one of the four to oversee the Team would threaten that sense of equal fellowship in a common task. Whereas Roy Lowes, whose main work is in another area, is able to exercise oversight without breaching that sense of equality among close colleagues.

The presentation of these points should indicate that we have heard them with care. It must be for Mission Council to decide whether and how these concerns should influence the Church's ordering of its work.

## **5. Synods without YCWTs**

5.1 When a Synod appoints a YCWT, the Assembly budget picks up half the cost; but that sum of money is not available to be assigned to Synods outside the YCWT scheme.

5.2 There are presently five Synods without YCWTs, but two of these expect to appoint in the coming months. That leaves Northern, Wales and Scotland.

5.3 We were asked to think about how the Assembly should support those Synods who do not belong to the YCWT scheme, and who foster youth and children's work in their churches in other ways.

5.4 We are strongly committed to keeping all synods in communication and mailing loops. We are glad to invite those youth and children's officers who are employed by synods outside the scheme to join with the Team at their quarterly meetings; presently there are two such people. The Assembly's central youth and children's work staff are very ready to visit, help and contribute in all our Synods.

5.5 However we make no recommendation about changing the basis on which Assembly financial support is given. We find that the parity of Team members, the close similarity of their job descriptions, their full-time professional commitment, their availability to give 25% of their time to service beyond their own Synods - all of this creates a co-ordinated basis for their fruitful service. We have not been convinced that we should broaden the basis on which Assembly support to Synods is given.

## **6. Recommendations**

Our positive recommendations are in paras 3.5 to 3.7 above. We list them below, against the paragraph heads from p204 of last year's Assembly report, although we have extended the original wording of J3 and J6.

J3. Responsibility for the YCWT programme, its professional management and co-ordination and its contribution to Assembly programmes should be transferred from the Training Committee to the Youth & Children's Work Committee, and in particular to the job description of the Secretary for Youth Work. This transfer of committee responsibility should take effect from Assembly 2003. The Deputy General Secretary should then assume the management role until a Youth Secretary is in post, and transfer this responsibility during the Secretary's induction period.

J4. The Secretary for Training be invited to participate in the regular meetings of the Team.

J5. Synods should continue to manage the local work of YCWTs within an overall strategy for training and for the development of youth and children's work in the Synod.

J6. Volunteer managers working with YCWTs in Synods should receive initial training and continue to be advised and resourced by the Secretary for Youth Work. A group of four people should be set up, including two from the Y+CWC and two from the TC, to work with the Youth Secretary in making this support to Synods effective.

Kathryn Price and John Proctor, March 2003

## Annual Report of the Grants and Loans Group

### 1. INTRODUCTION

The Grants and Loans Group has been active for nearly three years and has successfully incorporated the work of the former Church Buildings Fund (CBF), Advisory Group on Grants and Loans (AGOGAL) and the Council for World Mission (CWM) Self-support Fund. During this period one major change has been the move from an across-the-board generous financial provision to that of a reduced level of grants given to Synods and Churches with the greatest need. Mission Council supported the revised policies of GLG at its meeting in October 2001.

### 2. BUDGET PROVISION

For the year 2002 the budget allocation was approximately £96,000 from the Church Buildings Fund, which has been used to assist churches in the provision of facilities for the disabled and for feasibility studies. By the end of the year grants of £44,318 were approved. For Mission Projects the budget allocation was £106,000 and by the end of the year some £41,457 in new grants for 2002 were approved. Together with the payment of existing grants, the budget allocation was fully expended.

### 3. LOANS FOR BUILDING WORKS AND PROFESSIONAL FEES

During 2002 GLG reviewed the moratorium on loans, which had been introduced in November, 2000. Following financial information and advice from the Financial Secretary GLG decided that the provision of loans could be renewed for church building projects. The loans available in any year would depend on the level of funds held and GLG would be advised by the Financial Secretary.

### 4. GRANTS FOR FACILITIES FOR THE DISABLED

GLG had anticipated an increase in the number of applications for grants, but this has not materialized. This may be due partly to churches realizing that the changed policy meant they must look to their own funds first and Synods with more resources would be expected to help meet the cost.

If applications for these grants continues to tail-off, then the next step for GLG will be to consider how the Church Buildings Fund is to be used to assist churches in their building projects.

### 5. MISSION PROJECTS

During 2002 some 15 applications were received and 13 approved. The appendix provides brief information about the 13. Four are directly concerned with outreach to Youth/Children, two for enabling churches in mission outreach and five for work with the community

GLG has been delighted with the reporting back from projects, which, as last year's report showed, covered a wide variety of activities. The reports are a great

encouragement in that they reflect the initiative, determination, faith and commitment of people seeking to be "Church" in our evolving society.

We wish we had more money to assist churches as the level of request for financial help has been increasing. Some projects are designed to become self-funding or have a limited time-scale of activity. Others are long-term schemes which have little or no expectation of ever becoming self-funding. It is realised that these latter schemes are dependent for continuing funding over the years from both GLG and other outside agencies. Some outside agencies will fund only for a limited number of years and then the grant ceases. GLG recognises there are some situations where its grant is relied on for the long-term. On the other hand GLG needs to be able to support new applications and renewal of applications within its limited budget.

*At its November 2002 meeting GLG considered this matter and concluded that*

- a) it would give priority to new projects before re-applications.*
- b) it would normally support a project for a maximum of ten years.*

#### **6. CWM SELF-SUPPORT FUND**

As reported last year, the CWM funding scheme has come to an end. However, we can report that CWM have generously allowed the URC to make use of the funds not used in one of the projects, due to difficulties encountered. Synod representatives are submitting new schemes to make use of the £100,000 now available and the new applications will be processed in the usual way.

#### **7. PUBLICITY**

GLG has produced a short article for use in "Reform" and on the URC Website to make more widely known the scope of its work. We hope this will be informative and encouraging to churches in developing new work.

#### **8. URC REVIEW**

The URC is working through a "radical and urgent review" and GLG recognises that its work, along with other URC activities, will be scrutinised as to its necessity or otherwise in the life of our church. GLG will examine its way of working to ensure that the best use is made of people's time and the church's money.

#### **9. THEOLOGICAL REFLECTIONS**

GLG is conscious that its contribution of grants and loans is only a small part of what is happening around the URC as a whole. Some Synods and Churches are able to finance their own projects and it would be interesting to know how much in total the URC is spending on both aspects of building and mission enterprise. We believe our work makes a significant contribution in partnership with other agencies. Quite modest sums of money make all the difference to the viability of schemes. GLG believes that the money it makes available from Central funds is of real benefit both to local churches and their communities. Without this assistance many projects could not begin nor be sustained.

Here is an extract from a youth project report (now in its sixth year [2001]) with a full-time Youth and Schools worker:

*Monday evenings provide the main focus to the young people's work, with up to 100 attending weekly. -- the older teenagers (14+) meet every Sunday night at a member's home for their time of Bible study, discussion, prayer and fellowship. A*

*number of these teenagers help as young leaders during the Monday night sessions. - - special events during the year include the one-day Easter Trail event with 170 + 5-10 year olds. the summer Holiday club held five mornings in August, attracted 100+ primary school age children. A high point in the year was a summer camp for teenagers and young leaders. A number of young people really moved forward in their journey of faith. --- When the project started, our ambitions were modest if not tentative. God has shown us so much more. We also feel blessed and give thanks to those, including URC Mission Council GLG, who have provided the resources for this work to continue.*

This kind of story can be repeated again and again from the stories we hear and there is every reason for being full of hope. It is quite amazing (perhaps we shouldn't be) in the way that quite small congregations are tackling their local mission with vigour, vision and partnership. One of the most challenging remarks from a "report back" were the words "*Wider Lesson - until we take the church out of the religious box we have put it in, we will have nothing to say or offer to a waiting/watching world. - - church is not just about numerical strength, it is about depth of commitment and spiritual maturity. It is about a bunch of people who see increasingly no religious boxes in their lives but own every part of their life as God's call and God's mission.*"

Some reports are illustrated not only with pictures but also with very telling personal stories of how new people have come into the life of the Christian Church. Descriptions such as - "*Being a part of this church and its activities has really changed my life. I gradually came out of my depression, my children began attending everything possible, my husband wrote a pantomime and he agrees with me that "church" is the best thing that has happened to me and our family as a whole.*" - - "*Being a part of this church has completely changed my life and whole personality - they have always been there for support and encouragement. I will never be able to express in words, enough, how thankful I am to them, for everything they have done for me.*" - - "*I can certainly say from visiting X URC my life has definitely changed for the better.*" - - "*I was most impressed by the trustworthiness and the laid back attitude the church has. When I got to the craft club for the very first time I was expecting locked cupboards and store rooms. What I actually found was open stock cupboards from which anything they have is available to me and an open fridge with endless cups of coffee. I have always seen churches as a strict place whereas this was not. This will be the reason I will be going back on a regular basis. They also try to encourage parents with children to attend community activities by either providing childcare or allowing you to take your child. I really enjoy visiting X URC and hope to continue for a while yet.*" speak volumes for the loving witness of church members and the power of the Gospel to transform lives.

It is evident that when a church engages with its community and identifies and responds to local needs, and does so with an attractive evangelical approach to their Christian service, then there come hope and healing, renewal and restoration in the community. It brings renewal to the church as well.

We know that churches like these are only too pleased to share their experiences with others (the good and the difficult things). GLG is eager that the wider church can take encouragement from these stories of hope. The lesson we should learn is that more of us than we realise can manage the revolution of change needed for us to be the church in this generation. There is no doubt that when the local church embraces God's mission with a faith prepared to take risks and is ready to meet the community on its ground, then the church and its work is taken seriously and the seeds of faith germinate and blossom.

**APPENDIX**

**CHURCH BUILDINGS FUND**

**SUMMARY OF GRANTS AGREED FOR FACILITIES FOR THE DISABLED AND  
FOR FEASIBILITY STUDIES January/December, 2002**

(2001)	<u>No. of Churches</u>	<u>(2001)</u>	<u>Amount</u>
Disabled Facilities	12	(20)	£42,275(£79,958)
Feasibility Studies	3	(5)	2,043 (£ 3,864)
<b>TOTAL</b>	<b>15</b>	<b>(25)</b>	<b>£44,318(£83,822)</b>

Angus W. Duncan  
Convener  
February, 2003

APPENDIXCHURCH BUILDINGS FUNDSUMMARY OF GRANTS AGREED FOR FACILITIES FOR THE DISABLED AND FOR  
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Disabled Facilities	12	(20)	£42,275	(£79,958)
Feasibility Studies	3	(5)	2,043	(£ 3,864)
<b>TOTAL</b>	15	(25)	£44,318	(£83,822)

SUMMARY OF LOANS - January/December 2002

	<u>No. of Churches</u> (2001)		<u>Amount</u> (2001)	
Building Loans	2	-	£150,000	-
Professional Fees Loans	2	-	50,000	-
	2		£200,000	
(each church having both types of loans)				

SUMMARY OF 'MISSION' GRANTS - January/December 2002NEW ENTERPRISE IN MISSION (NEM)

£3,000 for 10/11 months to support a 'Time for God' youth worker at Shanklin, IOW (Wessex)

£3,500 for one year to support a church in the community project at Sherwood, Nottingham (East Midlands)

£6,300 over three years (Yr.1 £2000, Yr.2 £2,100, Yr.3 £2,200) to support the continued employment of a youth worker at Derriford, Plymouth (South Western)

MISSION EXPENSES IN THE UK (MEUK)

£5,000 pa for three years to support the costs of a mission outreach worker for Oakvale, Westminster Road and Chadwick Mount, Liverpool (Mersey)

£27,645 over five years (Yr.1 £5,000, Yr.2 £5,250, Yr.3 £5,515, Yr.4 £5,800, Yr.5 £6,080) to support a mission enabler in the East Wales District (Wales)

£11,986 over five years ( Yr.1 £2,182, Yrs2-5 £2,451 pa) to support a CRCW at Penhill, Swindon (South Western)

Birmingham District Inner City Mission Council (ICMC):

£7,200 over three years (Yr.1 £2,200, Yr.2 £2,400, Yr.3 £2,600) to contribute to the salary of the elderly care service organiser at Balsall Heath (West Midlands)



**£20,020** over three years (Yr.1 £6,350, Yr.2 £6,670, Yr.3 £ 7,000) to support Bloomsbury Church Centre Mission project (West Midlands)

**£6,765** over 3 yrs. 8 mths. (Yr.1 £1,815, Yr.2 £1,860, Yr.3 £1,910, 8 mths. £1,180) to support a CRCW at South Aston (West Midlands)

**MISSION IN ECUMENICAL SITUATIONS (MES)**

**£6,305** over three years (Yr.1 £2,000, Yr.2 £2,100, Yr.3 £2,205) to support a full-time worker amongst children and young people at Caldby Valley, Chester (Mersey)

**£3,000** pa for a further three years towards the Grassroots Programme at Luton Bury Park (Thames North)

**SOCIAL ACTION (SA)**

**£500** pa for five years to support the costs of a Contact Centre at Ermine, Lincoln, (East Midlands)

**£18,000** over three years (Yr.1 £5,000, Yr.2 £6,000, Yr.3 £7,000) to support a youth project (BENCHmark) at Marlpool and Langley (East Midlands)



**MISSION COUNCIL**  
**25 -27 March 2003**

**F**

**Yardley Hastings Task Group**

**Draft report for Mission Council**

Assembly instructed the Task Group to seek the advice of Mission Council, which we gladly do. This report is thus a draft of what we intend presenting to General Assembly. We meet again after Mission Council to consider the advice that the Council offers.

5<sup>th</sup> March 2003

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**INTRODUCTION**

In 2000 the Youth and Children's Work Committee of the United Reformed Church instigated a review of youth and children's work within the denomination. The Youth and Children's Work Committee adopted the review and presented the recommendations of the review as its recommendations to the General Assembly in 2002. (The review can be found in full in Appendix 10, pages 188-204, of the Annual Reports, Resolutions and Papers for the General Assembly 2002.)

Resolution 45 presented by the Youth and Children's Work Committee reads as follows:

*"General Assembly asks the Youth and Children's Work Committee to work with the Centre Management Committee, the local Church and the Northamptonshire District Council to implement the recommendations in the review report regarding Yardley Hastings, seeking help as necessary from Mission Council".*

The 'recommendations' (General Assembly Reports 2002, page 202) referred to in the resolution read as follows:

1. *The URC should cease to use the buildings at Yardley Hastings as a Resource Centre for Youth work.*
2. *The URC seriously considers potential future use of the resources at Yardley Hastings.*

3. *The Youth and Children's Work Committee should work with the Centre Management Committee and the officers of the General Assembly to effect this change recognising the rights and needs of employees and customers.*
4. *The officers of the URC work with the East Midlands Synod and the Northamptonshire District to negotiate the changed use of the building in such a way that the rights and needs of Yardley Hastings United Reformed Church are respected.*

After lengthy discussion at General Assembly, the Assembly agreed to amend Resolution 45 above. The amended resolution is set out below. (This report is that of the Task Group established by General Assembly.)

**“General Assembly agrees to set up a task group to work with the Youth and Children’s Work Committee, the Centre Management Committee, the local Church and the Northamptonshire District Council to appraise the National Youth Resource Centre and explore the future role of Yardley Hastings in the light of the recommendations in the review report, seeking help as necessary from Mission Council and to bring proposals for decision to the next meeting of the General Assembly.”**

The Group established by the General Assembly’s Nominations Committee consisted of Howard Bridge, (elder from West Midlands Synod), John Humphreys (convenor, minister from Scotland Synod), Deborah McVey, (minister from Eastern Synod), John Peet (secretary, elder from Mersey Synod) and Rosemary Pullen (minister from Wessex Synod).

The Assembly’s decision to establish the Group was made at the beginning of July. The Assembly Nominations Committee acted swiftly so that the Group was in being by the beginning of September. The Group was first able to meet in mid October, though some preliminary work had been undertaken prior to the first meeting. The bulk of the work that was undertaken has been done between mid-October 2002 and the end of February 2003 in order to prepare a report for Mission Council in March with which the Group was asked to consult by the Assembly resolution.

## **1 HOW THE GROUP SET ABOUT ITS WORK**

1.1 The Task Group met once to identify its task, to agree on how best to work and to begin identifying with whom it should consult. At this first meeting we also shared with each other something about each one’s experience (or lack of experience) with Yardley Hastings, so that we could ‘confess’ the baggage with which we approached the task. The Task Group has shared regularly in prayer and reflection on the Bible as it set about its work.

1.2 The Group was mindful that the Resolution by which Assembly established the Group indicated that we should work in partnership with the local Church, the District Council, the Centre Management Committee and the Youth and Children’s Work Committee. It became clear that it would not be possible to meet with all of those bodies in their entirety at each of the meetings held by the Task Group. There was thus

consultation about how the term ‘in partnership with’ might be understood in relation to each body.

1.3 The Task Group issued a general invitation to the whole denomination (through the letters’ page of *Reform*) to send comments, concerns and insights to help the Group in its deliberations. Few responses came to this invitation.

1.4 The Group decided to place an emphasis on listening to as wide a range of people as possible. Thus in addition to meeting those with whom the Assembly instructed the Group to work in partnership, the Group has spent time consulting with Assembly staff responsible for Youth and Children’s Work, with staff responsible for finance and many other people.

1.5 Recognising that the United Reformed Church does not exist in isolation, the Group has been in communication with ecumenical partners (mainly within England) and with the Council for World Mission. Whilst ecumenical partners have not been able to give specific responses in the time that the Group has had to do its work, there has been general encouragement. We believe that there is a real possibility of building on the relationships and discussions that have taken place, indeed there are signs that this is already happening.

1.6 The Group has met on 11 occasions as a whole (7 times in Tavistock Place and 4 times in Yardley Hastings, usually residentially). There have been numerous occasions when members of the Group have met with a wide variety of people and reported in full to the whole Group

1.7 The Task Group is very grateful for the support and encouragement that it has received. We would like to place on record our gratitude for the hospitality shown us both in Tavistock Place and in Yardley Hastings.

1.8 The Task Group is also very grateful for the work and exploration undertaken by a gathering of interested and concerned individuals and Church bodies alternatively calling itself a Local Action Group and a Local Advisory Group. This group was set up informally, but it is representative of three of the partners that the Assembly instructed the Task Group to work with, namely the local Church, the District Council and the Centre Management Committee. We recognise that we have been greatly informed by their work and whilst we have not seen our task as reinventing ‘their wheel’, we believe that we have examined their work as critically as we have reviewed all the presentations and submissions placed before us.

We are grateful for the supportive conversations that we have had with the Youth and Children’s Work Committee. They, and the review group which reported to them, have made available the material on which their recommendations were based. We appreciate the wide-ranging work they did and indicate in our report our appreciation of the difficult recommendations they made with regard to the Yardley Hastings Centre. The Committee and its officers have generously expressed their gratitude for our work and indicated their desire to implement the eventual decisions of the General Assembly with regard to the Yardley Hastings Centre.

## 2 THE STATUS QUO

2.1 Yardley Hastings has become a meeting place. For just over a decade many people from every age group have been enriched through the meetings that have taken place in Yardley Hastings. There are some for whom the place has not been a positive experience, but we believe that these will be a small minority (though, of course, a minority from whom the Church needs to learn).

2.2 Both the permanent staff and the members of the community team, who create the ever changing community of Yardley Hastings, continue to be generous and patient in their commitment to the place and to the visions directing it. To place this on record (yet again) is not to sweeten a pill nor is it to be polite, it is a celebration of the contribution which many have made to the place and visions since its inception.

2.3 The Church is not always good at speaking openly. As in all human communities negative comments can be felt personally. Yet, there is no denying that the way that Yardley Hastings has been in recent times as the National Youth Resources Centre of the United Reformed Church is not satisfactory. This is well recognised by the wide ranging review of youth and children's work welcomed by the General Assembly 2002. We wish to affirm the courage of that review.

2.4 Through our listening we have come to the conclusion that that review was right in its comments. We have not met with anyone, nor have we heard from anyone that is satisfied with the way Yardley Hastings has been. As with all communities Yardley Hastings is never static. There has been a change in atmosphere, perhaps because of the recommendations presented to Assembly in 2002, perhaps because such change is in the nature of the ebb and flow of all communities. Yardley Hastings, too, has had its brilliant and not so brilliant periods. The dissatisfaction with how Yardley Hastings has been this century is a widely shared view. In this we include staff and community team also.

2.5 The reasons for this dissatisfaction are varied.

- more creative use could be made of the place
- there could be more support for the place
- the Church's management is not always clearly defined or delivered
- there have been and still are a variety of visions which do not always 'pull' Yardley Hastings in a consistent direction
- Yardley Hastings has had a particular history. This has not been of anyone's design, but it has effected the ways in which issues have developed
- the context of the Church and the society in which Yardley Hastings operates has changed significantly in the last decade
- the vision for which the Centre was founded was never implemented in full.

2.6 As with the original review we believe that the continuation of Yardley Hastings, as that review found it to be, would not be right. We recognise that in saying this there will be some who will want to know 'who we are getting at'. After careful listening and we hope perceptive questioning we are of the opinion that the people who have been involved in Yardley Hastings in so many different capacities, including those who are involved at present, have been deeply committed. They have given of more than their

best and have felt the pain of its stories and disappointments in ways that it would be hard to measure. They have not merely 'put up with things' they have continued to serve, imagine and be a worshipping community of disciples.

2.7 People have felt 'stuck'. However, the recommendation to cease using Yardley Hastings for General Assembly work was not met with the joy of relief, but with disappointment that the search to be a focus for the Church's relationship with children and young people and to be a place for children and young people seemed to be coming to an end. We estimate that as well as the natural personal disappointment there has been a profound sense of the Church failing in a crucial exploration and mission.

2.8 It is clear to us that the recommendation placed before Assembly in 2002 and which the Assembly rejected (albeit temporarily) was not financially driven. However, we are clear that there is an urgent need to be financially prudent.

### **3 THE RANGE OF POSSIBILITIES CONSIDERED**

In this section we describe briefly the range of possible ways forward that have been considered as we reflected on our task:

#### **3.1 THE STATUS QUO**

3.1.1 Yardley Hastings is a constantly changing community. It will have moved on between the time this report is written and discussed by Assembly. The 'status quo' to which we refer is broadly the situation encountered by the 2000 review of youth and children's work.

3.1.2 The Task Group has suggested above that this is not an option. Merely to continue the work of Yardley Hastings as it has been experienced in recent years and to continue the same low level of use would not be right. If we have listened correctly then FURY Council (the Fellowship of United Reformed Youth), the Church Meeting of Yardley Hastings United Reformed Church, the Northamptonshire District Council, the Centre Management Committee, the Youth and Children's Work Committee, the group reviewing the youth and children's work for the United Reformed Church (and the 80 congregations that it consulted), the General Assembly and the Mission Council do not commend this option.

3.1.3 Whilst we are grateful to note that the Yardley Hastings of 2003 is not the Yardley Hastings of 2000, it would be irresponsible of the Church to leave matters as they are, not least because we would be abandoning the Centre to the sense that it is a drain on the Church's resources. The original recommendations presented to Assembly in 2002 were not (in our opinion, and by the statement of the then review) finance driven. Nevertheless, we need to note that since then the financial position of the United Reformed Church has become less healthy.

#### **3.2 A 'DO IT YOURSELF' RESIDENTIAL CENTRE**

3.2.1 In this scenario the Yardley Hastings 'campus' would be managed and operated with a skeleton staff. The principle behind this would be for the premises to be available

for groups (of any sort, from any organisation) to use the premises on a self catering basis.

3.2.2 The Task Group is of the view that this option is not the business of the Church. The Church would have no direct input to the nature of activities. It would not have any influence over the people using the 'campus' in such a way.

3.2.3 To go down this route would be to lay the whole premises open to misuse, and to build up the likelihood of major continuing bills for the Church in maintaining the premises without promoting the mission of the Church.

3.2.4 The Task Group does not believe that this could be satisfactory for the local congregation in Yardley Hastings either. It would mean the loss of the regular rhythm of worship binding the community of the Centre and the local congregation.

3.2.5 This option would in effect be to avoid many issues about children and youth ministry and would merely serve to avoid the challenge of closure or development.

3.2.6 The main benefit of this option is that it might be a way of not letting go of the premises in case, at any stage in the future, the United Reformed Church seeks to embark on something for which the buildings could be adapted.

### 3.3 WORKING IN TANDEM WITH WINDERMERE

3.3.1 There has been brief consultation with the Convenor of the Windermere Review Group. There has been co-operation between the Windermere Centre and Yardley Hastings in the past ('Yardley events' being delivered in Windermere and vice versa)

3.3.2 If there is to be a future for the United Reformed Church to use Yardley Hastings this should not be in 'competition' with the Windermere Centre. If there are two places of learning, pilgrimage etc for the denomination then they should complement rather than compete with each other.

3.3.3 The Windermere Review was coming to a different subject from a different perspective.

### 3.4 A PLACE FOR ALL AGES

3.4.1 Some facilities could be improved e.g. moving towards more beds and fewer bunks in order to provide a centre that is more inviting to the not so young. However, this is not an end in itself.

3.4.2 A significant number have spoken to us of the special and contemplative atmosphere of the premises and the surrounding gardens and land. Some have suggested that the main vision for the Yardley Hastings 'campus' would be to serve as a retreat centre. Whilst the Task Group welcomes the notion of using Yardley Hastings for retreat and other contemplative work, we do not believe that this should be the main vision for the Centre.

### 3.5 AN ECUMENICAL PROJECT

3.5.1 The Task Group recognises that the decision making processes of all denominations take time. This is particularly true if there are budgeting implications. The Task Group therefore did not undertake an in-depth discussion with ecumenical partners about cooperation in the use of the Centre.

3.5.2 The above point having been made we believe that we have had sufficient conversations with ecumenical partners to be assured that there is significant scope to use the premises for the Church catholic. There has been indication that locally there would be ecumenical partners who would make use of the premises that have not as yet done so. Conversations with bodies such as Time for God have resulted in interest being expressed about using the premises to work with deprived young people, particularly mid-week.

3.5.3 The Centre Minister has reported recent conversations within the United Reformed Church with regard to using the centre for training (Refresher Course, POET, CME venue, meeting venue); there has been consideration given to the ways in which Pilots could better use the Centre; there has been discussion about working in partnership with Roots. Most of these discussions have developed since September 2002.

3.5.4 All of those mentioned in 3.5.3 have been informal discussions. That is all time allowed, but the quality of these discussions indicate that they are very far from being 'pie in the sky'.

### 3.6 THE ASSEMBLY CEASING TO USE IT

See section 4 below

### 3.7 A DEVELOPED YARDLEY HASTINGS

See 5 below

## 4 THE ASSEMBLY CEASING TO USE YARDLEY HASTINGS

4.1 The report given to the Assembly in 2002 recommends that the United Reformed Church cease to use the Centre as a resources centre for Assembly youth and children's work. The Task Group can identify the following reasons for ceasing to use the Centre:

- The pleas not to close the Centre have largely been based on 'what ifs'. The Task Group is mindful that there has been no lack of dreams during the last ten years and that the vision which enabled the Centre to be established was profound, but the vision has never been turned into reality in its entirety.
- It is clear that the Centre's contact with congregations has been patchy through the years. This is certainly true in its recent history, though there is evidence which indicates that even when most extensively used the Centre did not receive the support of a wide range of congregations.
- Some have argued that the Centre is not value for money, that the Centre is a drain on the denomination's slender resources. The argument is that on average the cost to the Church in latter years of about £300 per 'United Reformed Church' young person, attending the Centre, is too heavy a commitment for our denomination.
- Geography is often cited as an argument about the Centre. This argument could be used wherever such a centre might be located; if people want it they would go for it! (Each time we met in Yardley Hastings we came from Wessex, West Midlands, Eastern, Mersey and Scotland Synods, usually by public transport, without any major difficulty). The other aspect of geography is the plain fact that it is more expensive for some people to get to than for others.



- The place has memories, some of which have been negative to the furtherance of a youth centre.
- There has not been professional leadership at the Centre. Again, let's be careful to understand this. The place is partly a hotel; there has been no professional hotel management. The Centre is a youth centre, but there has been no person qualified in youth and community work responsible for running the place and the events. This is not to say that people have not worked hard, nor that those involved have not been professional in their work and ministry.
- Refurbishment of the premises to develop a future role will cost the denomination money at a time when the denomination is seeking to cut back on costs in all areas of Church life.
- It has not worked in the last decade under a variety of leadership and with a wide range of people managing it.
- Closure would be the easiest option for the Task Group. Granted there would be costs (see Appendix V), there would be personnel issues to work out (about which the personnel office of the United Reformed Church would need to give guidance), there would be consequences for the local congregation (about which the Church Meeting, District Council and the officers of the General Assembly would need to consult and act), but these questions could be worked through by the relevant Councils and personnel of the Church.

## 5 THE OPTION OF DEVELOPMENT

5.1.1 The Task Group after full consideration and weighing the above range of options agreed that the recommendation should be one of adopting a radical model. This model not only demands that the right people are within the right framework, it demands commitment and support from all. It demands accountability; it demands determination to manage the children and youth service, so that the Church connects with children and young people, offering them real, tangible meaningful service and experiences. Building on the current commitment to children's and youth ministry.

5.1.2 Rather than have staff, whose main *raison d'être* is to work with children and young people, working in different locations and in different management structures, we believe they should be grouped together in a central team location, this location to be the Yardley Hastings Centre.

5.1.3 The concept of a team has to be demonstrated and managed. All members of the team need to be on the same agenda, all working towards the identified, agreed aims and objectives. This demands a robust management structure, where communication, co-ordination, planning, marketing, control and discipline are key elements. It demands having a clear line of accountability and reporting.

5.2.1 The Task Group is confident that its recommendation can address the challenge of working with children and young people within our Church. We base our confidence on

the enthusiasm and commitment of those who have responded to the call to challenge the recommendation that the Yardley Hastings Centre should no longer be regarded as a national resource. We find the submissions made to us convincing and financially attainable, particularly so when the contribution from the Church is regarded as an investment, not as a subsidy. However, we do regard this as a bold step to take. We accept that this is not the best of times in which to support a radical model. We believe that should the model show itself not to be able to deliver the services, as detailed, within 3 years, nor reach its potential within 5 years, the door should be firmly closed on this recommendation. We see this period of time being a reasonable period in which to run the recommendation. (See paragraph 7.5.1) This time scale also fits in very well with the review being conducted by the General Secretary.

5.2.2. In this model, we see the whole of the services for children and young people being co-ordinated by the Secretary for Children and Youth Work. (See Appendix III) This post holder will be professionally qualified and will have proven managerial skills and experience. This post holder will co-ordinate the work of the Children's Advocate, the Pilots Officer, the YCWTs and the Director of the Yardley Hastings Centre. This management team will relate directly to the Deputy General Secretary, thence to the Youth and Children's Work Committee, through the Secretary for Children and Youth Work. The Youth and Children's Work Committee will retain its responsibility for strategy development, for oversight and monitoring of the performance of the services to children and young people.

**The Task Group believes that the more robust model would be to place line management responsibility for youth and children's work with the Secretary for Youth and Children's work. However, the Task Group is mindful that this could be too big a step to take at this time, and would not wish to lose the model, because of the debates that would be necessary to adopt this management structure. The Task Group would, however, like this suggestion to be taken into consideration within the review being conducted by the General Secretary.**

**5.2.4 The Task Group would also value Mission Council's response to this recommendation of the Secretary for Youth and Children's work being the manager of services to children and young people. Although the preferred option of the Task Group is for this hierarchical structure, the model can be worked with the Secretary for Youth and Children's work (or the Secretary for Youth Work) in a co-ordinating only role.**

5.2.5 The Task Group considered the role of Chaplain; they felt that within this role would be the opportunity to devote 25% of available time on research issues, so that our services for children and young people will be better informed. Alternatively, the Task Group considered that this 25% could be spent on youth advocacy issues, which would parallel the advocacy to children service.

5.2.6 The Task Group was concerned that the services delivered to children and young people should continue to be monitored and managed. The Group was aware that the original vision is still attractive and relevant. The Task Group was aware that there has been insufficient control over the application of the resources available. The Task Group was impressed with the commitment and vision of the Local Action Group and wants to retain this valuable asset. We are therefore making proposals about the Centre's management (See Appendix IV)

5.3.1. Yardley Hastings will be the base for all Assembly children workers and youth workers, but many staff are out-posted or travelling. We also envisage that in order to ensure effective networking continues with the wider Church, a "hot desk" will be identified in Church House, which will be available to these staff when they come into Church House. We also envisage a two way process and interchange, with the hope that occasionally full Central Church staff meetings will be held at Yardley Hastings. We consider this to be essential in order to ensure there will be no fragmentation.

5.3.2 We do not believe that this service to children and young people should be headed by the Chaplain. We believe that the Chaplain has a distinctive and unique role within the Centre and within the local Church. There will of necessity be much interplay between the Chaplain and all elements of the children's and youth work team, but these relationships will always be of an advisory (dotted line) nature.

5.3.3 We believe that this model will be sufficiently robust to serve all Churches. It will be the centre, the hub of a network that will spread throughout the three countries. It will support those who service children and young people within the United Reformed Church, be they at local, District, Synod or Assembly level.

5.3.4 This model will develop, train and support teams of young people who will be available to help local Churches.

5.3.5 This model will provide resources, inspiration and information to those leading Sunday, mid week and holiday time youth and children's activities in local Churches throughout the denomination and at Yardley Hastings itself.

5.3.6 The location of the Assembly Youth Office (by this we mean all youth and children's work staff currently based at Church House) to Yardley Hastings will bring together all the expertise and focus in one place. It will be the one stop portal for the whole ministry of the Church for work with children and young people. Practices to meet legislative requirements (child protection, youth justice etc.) will continue to be developed and published. Resources for working with children and young people in play, workshop and worship will continue to be developed and available. Grant applications and funding opportunities will be continue to be noted and catalogued. The spin-offs from having all the resources for this work focused in one place, yet with arms which reach out to local Churches, are immeasurable.

5.4.1 The community team, which should be increased to 12, whilst having Yardley Hastings as its base, will provide services to the local Churches. We envisage that at any one time 50% of the community team will be out in local Churches, with 50% working within the Centre itself. Support and development for the whole team, who will share expertise and experiences with each other, will be an achievable objective.

5.5.1 We are mindful of the accommodation demands, but believe that these can be satisfied with careful planning. We are also aware of the very generous gift of his house to the Church by Mr. Laurie Kay which can be used to address some of these issues.

5.6.1 Relationships with the local Yardley Hastings Church will continue to be encouraged. This model builds upon the very special relationship that has developed, which has seen the local Church grow in numbers, attracting people with gifts and expertise, primarily because of the existence of the Centre. There are many positive lessons to be learned from this relationship which should be encouraged and supported. The Task Group feels the need to record the patience shown by the local Church, which seems to stretch beyond what anyone could reasonably expect. The local Church has consistently persevered to enable the resource centre to work; we feel this needs to be acknowledged.

5.7.1 This model will provide a specialist centre where innovative and different programmes will be developed. There will be the opportunity to build on the events that have taken place in recent years, but it will be a centre with good potential to hold events and be a place where young people can explore their faith in a secure and safe environment. The potential to develop courses for adults exists, although the accommodation may require some improvements, or other alternatives (local B&B) arranged. Yardley Hastings has an acknowledged "something" which lends itself to training events or retreats.

5.7.2 Having the valuable and recognised expertise of the Youth and Children's Work Trainers firmly based within this team will only strengthen the service further. Youth and Children's Work Trainers are contracted to give 25% of their time to Assembly work. Enhancing their role within this structure will only increase our overall efficiency and will again bring the benefits of this two-way interchange to our children's and young people's service. The role that Yardley Hastings can play in the training and development programme for Youth and Children's Work Trainers is evident.

5.7.3 It is also envisaged that this model will serve and respond to FURY. The issues that will be identified, concerning children and young people (whom we all know have rapidly changing needs, interests and demands), will be a driver for FURY, who will have a group with whom they can connect and develop strategies, ideas and ways of working with the young people of the Church.

5.7.4 This model provides a clear and obvious base for volunteers. The Centre will welcome those young people who wish to join the community team, and also those who

simply wish to offer themselves for service within the Church. Here they will be protected, supported, supervised and offered placements throughout the United Reformed Church (and beyond)

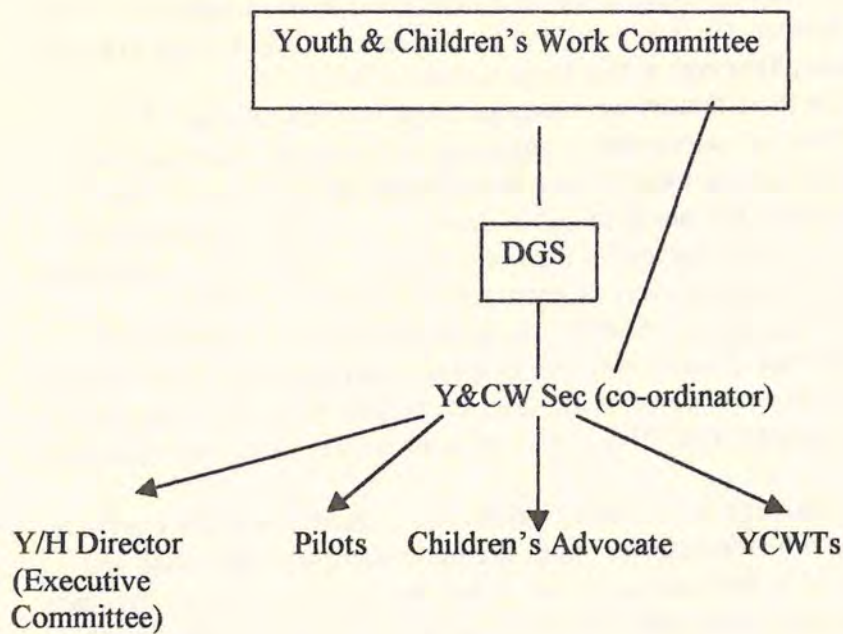
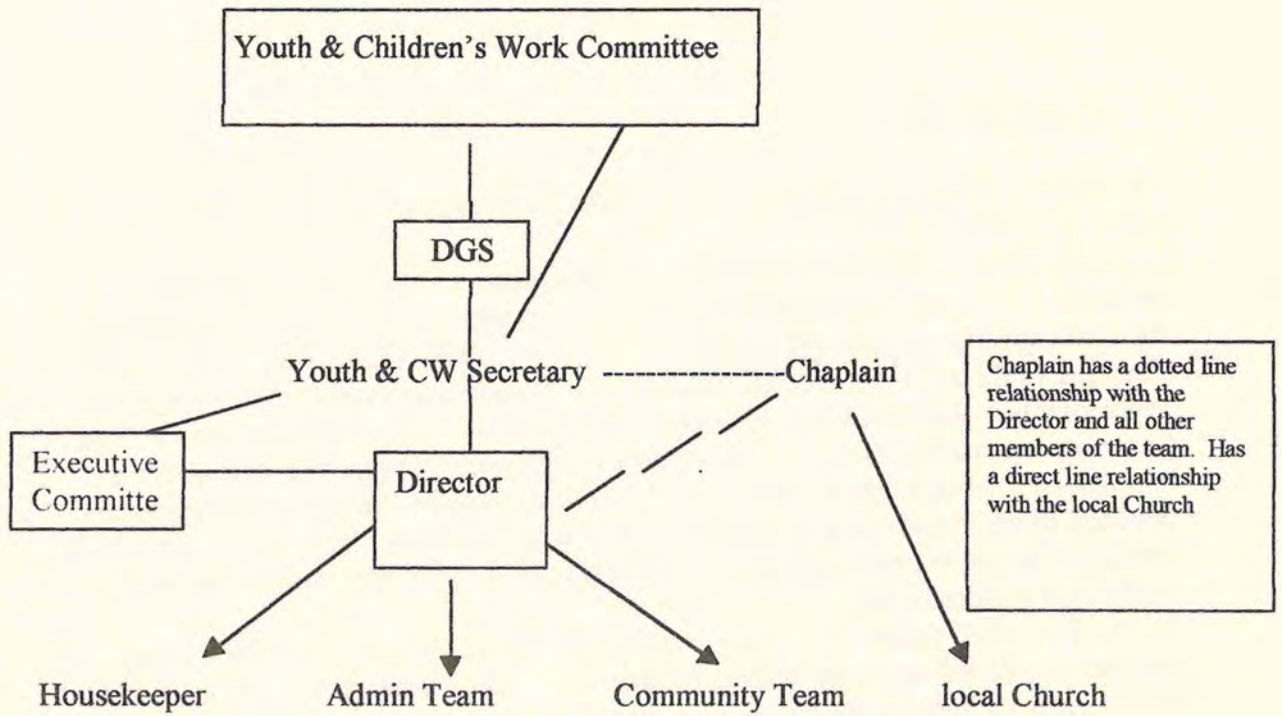
5.8.1 The other clear advantage of this model is that it will be a centre for learning about young people. Here is a wonderful opportunity to become a centre of excellence a centre for exploring, for learning about some areas of youth and children's culture, particularly looking at issues concerning their needs and their relationship with God.

5.8.2 Not only will the centre be a place for young people from these islands, but will continue to develop its relationship with overseas Churches. It will also provide the focus for developing a whole network and joint working with ecumenical partners both at home and abroad.

5.9.1 The Task Group therefore recommends that the Centre be renamed **The Yardley Hastings Centre for Youth and Children's Ministry (United Reformed Church)**. We should be open to inviting others to join our denomination in sponsoring this Centre.

5.10.1. Therefore the Task Group enthusiastically and confidently recommend this radical model, which needs to be supported, encouraged and given space. However, to repeat, we are mindful that these recommendations must be implemented within the period specified and must be subject to the reviews as detailed in section 7. We are confident that with the right appointments in the key areas, together with the support of The Church this model will not only work, but will deliver services to children and young people that they deserve from our Church.

The model can be represented in the following diagram.



## 6 THE BASICS

6.1 We have explored the issues surrounding the future of Yardley Hastings carefully in the light of three factors:

6.1.1 The review of youth and children's work places an emphasis on developing youth and children's work in the localities where children and young people live. We applaud this challenge and have sought to indicate in section 5 how we see Yardley Hastings playing a vital role in that process, through a community team which both lives in the Centre and is in the local Churches around these islands for significant periods of time. As a place for training and development of children and young people and equally as important for those working with them, it will be a place for exploring and developing a theology of youth and children's ministry. It will be a meeting place for Assembly staff directly involved in youth and children's work, to be a centre for others less directly involved in children's and youth ministry.

6.1.2 The initial vision for Yardley Hastings has never been delivered for a variety of reasons. We do not apportion blame. We do think there is responsibility with each of us for not properly keeping the collective eye of the Church on the ball that we identified as a focus for youth and children's work.

6.1.3 We recognise that our denomination is embarking on a major examination of its life. This is billed as being a radical exploration. It is also billed as an examination which will be carried out in the foreseeable future and not be endless. We believe that to let go of a resource such as Yardley Hastings at this stage would be folly.

6.1.4 Taking regard of the three factors we recognise there is a real dilemma for our small denomination. We have not succeeded in engaging children and young people in dramatic terms, despite successes on many fronts. It is difficult for the Church. The relatively high ratio of ministers to Church members that the United Reformed Church operates with has not made it more successful than other denominations. The significant commitment to the National Youth Resource Centre has not borne as much fruit as was hoped. The report reviewing youth and children's work welcomed by Assembly 2002 confronted a profound challenge. Should we place emphasis on limited success? Should we acknowledge that much has not helped in the story of Yardley Hastings? Should we seek to be radical and take another risk? Has there ever been a National Youth Resource Centre?

6.2.1 We have indicated above (4.1 final bullet-point) that ceasing to use the Centre by the General Assembly would be the easiest option. We understand why the youth and children's work review came to the conclusion that it did. We recognise that in ten years the Centre has not met the needs of all and that there has been a general decline in the numbers of children and particularly young people in the life of the Church. We recognise that during that decline the Centre has required increased financial input from the Church (we also recognise that this is true of ministers of Word and Sacraments, too).

6.2.2 We have concluded that at this crucial time for the United Reformed Church it is right to take a risk. This risk involves entrusting particular people with particular responsibilities and creating the support to enable them to deliver. This risk involves

doing our utmost within the confines of being responsible employers to enable the Yardley Hastings campus to become a National Youth Resource Centre. To this end we recognise:

National to mean:

- Assembly
- A meeting place for the whole Church
- A place and a community that is in direct and reciprocal relationship with other Assembly staff, particularly with the community of Tavistock Place

Youth to mean:

- Children also!
- A Centre to explore and identify the principles of children and youth ministry
- A place to equip, train and refresh those engaged in children and youth work

Resource to mean:

- A place of knowledge and expertise
- A source of ideas
- A library of many materials
- A place where people turn to
- A place where Assembly staff are found occasionally but through which they can always be contacted

Centre to mean:

- A living vibrant community
- A place of welcome to children and young people
- A place of welcome to those working with children and young people.
- A place to which people naturally turn and from which they receive a prompt and helpful response
- A one stop portal for support guidance and information
- A place for renewal, retreat, inspiration.

6.2.3 We recommend the Centre be called: **“The Yardley Hastings Centre for Youth and Children’s Ministry (United Reformed Church)”**.

### 6.3 The ending of posts

6.3.1 The General Assembly through the personnel office addresses the redundancy created in Yardley Hastings in ending the post of Centre Manager and asks the East Midlands Synod Moderator to work with the Centre Minister in the light of the ending of this post.

6.3.2 The Centre Management Committee is replaced by the Executive Committee.

### 6.4 New posts

6.4.1 The Assembly will create the post of Centre Director as described in Appendix I

6.4.2 The Assembly will consult with the District Council to create the post of Chaplain as outlined in Appendix II

### 6.5 Resource centre

Liz Bym  
to move



6.5.1 ~~The General Assembly;~~ The General Secretariat and the Youth and Children's Work Committee will discuss and decide on the processes of using Yardley Hastings as the centre for youth and children's work

6.6 Running the place

6.6.1 General Assembly accepts the plan for management (Section 5 and Appendices I,II,III & IV)

6.6.2 General Assembly through the Youth and Children's Work Committee establish the Executive Committee (Appendix IV)

6.3 The United Reformed Church will pray for those who have faithfully served and for those taking up posts which are designed in a unique way to be essential to building the future of the Centre. This prayer is to be supported by affirmative commitment going way beyond the raising of a hand to vote.

## 7 IMPLEMENTING DEVELOPMENT

7.1 If the preferred option is accepted by the Assembly then it is vital that certain steps are taken in order and with a speed. We suggest that the following steps are amongst those that should be taken and have indicated a timescale.

7.2 Within the first **4 months** after the decision of the Assembly the following should be undertaken:

7.2.1 The Youth and Children's Work Committee shall appoint the Executive Committee and the Convenor of the Executive Committee. (See Appendix IV paragraph 3.)

7.2.2 The Centre Management Committee and the Executive Committee shall plan a speedy handover period. This will involve planning a time during which the Centre will not be used by visiting groups (the needs of existing customers should be taken into account) so that the necessary refurbishment may take place. There will need to be a planned process of hand over involving a three month period of no youth or children's activity or children and young people.

7.2.3 The Centre Management Committee and the Officers of the General Assembly of the United Reformed Church shall work with the Youth and Children's Work Committee to bring to an end the current posts of Centre Minister and Centre Manager recognising the needs and rights of employees.

7.2.4 The Centre Management Committee is then dissolved after having completed the hand over to the Executive Committee.

7.2.5 The Youth and Children's Work Committee along with the persons responsible on behalf of the General Assembly for staff appointments shall advertise, interview and appoint a qualified and suitable person to the newly created post of Centre Director.

7.2.6 The post of Minister of Yardley Hastings United Reformed Church and Chaplain to the Yardley Hastings Centre will be placed on the Moderators' List for the Moderators' Meeting to identify a suitable candidate. This candidate would be interviewed by the Youth and Children's Work Committee representatives, and, if acceptable, would then be introduced to the Yardley Hastings United Reformed Church in the usual way.

7.2.7 The Centre Director, the Secretary for Youth and Children's Work and the Executive Committee will plan for any necessary refurbishment of the premises, taking into account discussions and decisions under 7.2.10

7.2.8 The newly appointed Secretary for Youth and Children's Work and the Centre Director along with the Children's Advocate, Pilots' Development Officer and the Youth and Children's Work Trainers shall begin the process of planning the contribution of the Centre to developing youth and children's work and an understanding of ministry with children and young people.

7.2.9 The United Reformed Church should learn to speak of and understand the next five years as an investment in children and young people, an investment in exploring youth culture and ministry and not a subsidy for a set of buildings and a few enthusiasts.

7.2.10 The Youth and Children's Work Committee, the Centre Director, the Executive Committee and the General Secretariat of the United Reformed Church should discuss and (implement) decisions relating to the move of personnel and offices to the Centre.

7.3 Within **7 months** of Assembly decision:

7.3.1 There shall be a review of the working practices of the Centre's administration and domestic arrangements undertaken by the Director and Executive Committee, taking particular care not to lose any of the detail or concerns that have been on the agenda of the former Centre Management Committee.

7.3.2 A planned programme for the next 12 months shall be well and imaginatively communicated around the Church.

7.3.3 The Centre Director will institute consultation with ecumenical partners within these islands, the Council for World Mission, Time for God, local education authorities and others with a particular emphasis on weekday use of the premises, both as an expression of mission beyond the 'usual bounds' of Church youth and children's work and to better use the facilities.

7.3.4 The Centre Director will consult with Assembly Committees and other groups to consider a greater use of Yardley Hastings on a regular basis.

7.4 Within **12 months**

7.4.1 The Centre Director should report to the General Assembly both about the steps thus far taken and the plans for the future of the Centre through the Youth and Children's Work Committee

7.5 Within **36 months**

7.5.1 A report should be made to General Assembly, on the basis of which Assembly (with advice from the Youth and Children's Work Committee and Mission Council) will decide whether or not to implement a review of the Centre or to cease using the Centre (see third bullet point below).

7.5.2 Yardley Hastings will be on Assembly agenda as follows:

- 2003 to receive this Report and to decide on the future of the Centre.

If General Assembly decides to accept the recommendations contained in this report:

- 2004 to receive report on the progress through the Youth and Children's Work Committee

- 2006 to receive further report through the Youth and Children's Work Committee and to decide on whether there should be a full review as to the use of Yardley Hastings. A decision to instigate a full review would be an affirmation of the achievements made, a decision not to instigate a full review would mean the Youth and Children's Work Committee would cooperate with Yardley Hastings Church Meeting and the Executive Committee to cease using the premises. If there is to be a review then it should report to Assembly 2007, it should be visionary about youth and children's work for the next decade and make clear the place of Yardley Hastings in that process.
- 2007 the findings of the review (if undertaken) are reported to the Assembly for decision
- 2007-2008 the review recommendations decision are implemented

## 8 CONSULTING THE MARCH 2003 MISSION COUNCIL

8.1 In order to put before Assembly 2003 the preferred option as presented by this Task Group it is essential to know that certain things are in place. Some of these vital factors lie within the remit and responsibility of Mission Council at this point as far as we can gauge:

8.1.1 There needs to be a re-working of the job description of the Secretary for Youth Work as to incorporate the following (please note that the Task Group is seeking to clarify points already in the review report accepted by Assembly 2002 and not to delay making an appointment): (See Appendix III)

- The appointee shall live within easy access to Yardley Hastings as the primary location of work. (The appointee, as with other staff would share office space in London when necessary.)
- The co-ordinating role is to be defined as ensuring the policy and strategies identified by the Assembly and expressed by the Youth & Children's Work Committee are implemented, and if not implemented further then discussed in the open forum of the committee. The post is a *primus/prima inter pares* role
- We recognise that the present staff members prefer the 'equal partnership' between all Assembly staff, but we believe that a committee seeking to strategise for and priorities with four full time members of staff and potentially 13 x 25% members of Assembly staff and only meeting three times a year is not realistic, however hands on a convenor it might have. The Task Group asks that this be considered as part of the radical review of the United Reformed Church.
- Whilst we would wish to see an alteration to the line management structure already in operation, we recognise that there are ongoing discussions in which we are not involved.
- If the Assembly does not accept the Task Group's recommendations then the additions to the job description are still relevant

8.1.2 It is essential that the United Reformed Church is clear about the implications of these additions to the job description. It is placing a significant trust in an individual. It is

therefore absolutely vital that that appointing group search out not only the abilities and skills required, but also the personality required to be trustworthy and open to join the companionship of an existing and deeply devoted team.

## 9 IMMEDIATE ACTION POST-ASSEMBLY

### A. ON ASSEMBLY CEASING TO USE YARDLEY HASTINGS (IV above)

1. The Central Management Committee should prepare a programme to moth-ball the premises by Easter 2004
2. The District Council should call and enable discussion between the Church Meeting of Yardley Hasting United Reformed Church, the Centre Management Committee and the Officer of the General Assembly of the United Reformed Church about the place for Church worship and life beyond Easter Sunday 2004
3. The budget for this eventuality is in Appendix V
4. The Youth and Children's Work Committee should work with the Centre Management Committee and Officers of the General Assembly to affect this change, recognising the rights and needs of employees and customers.

### B. ON ASSEMBLY LOOKING FOR DEVELOPMENT (5 above)

1. We need to recognise that this document is making a public statement which intimately affects at least two people and it is a document which is made public in mid-March for decision in July (placing an unkind, to say the least, and stressful burden on the two post holders). (Sections 6.5.1 and 7.3.1 *could* have a direct impact on the working arrangements for others, too.) Two posts are being ended: the Centre Minister and the Centre Manager. This document is grateful for these two people's service to and love for the vision of Yardley Hastings. Revd Liz Byrne's commitment to Yardley Hastings and the depth of her sense of call to Yardley Hastings have been essential. It is only because of that sense of call and love that a ministry at a difficult time resulting from a variety of circumstances could have been sustained so faithfully and courageously. We are grateful that she has been committed even in these uncertainties of well over a year's duration to working with the Task Group towards the future. We should also note that if Assembly accepts the preferred option of the Task Group then we are bringing to an end the post of Centre Manager. The Task Group would also like to state its public thanks for the work of Tim Banks, the Centre Manager. He has cared for the place, supported the team and staff, and has given more than the hours he is contracted to give to the running of the Centre. Again he has been committed to working with the Task Group throughout the process. (The above comments do not impinge on any future appointments or on the freedom of any individual to apply for any posts that will be created.)
2. The decisions indicated in Section 7 should be executed, according to the timetable given to develop "The Yardley Hastings Centre for Youth and Children Ministry (United Reformed Church)"

## 10 RESOLUTIONS TO General Assembly

In summary the essence of this recommendation to the General Assembly has the following elements:

- Amendments to the job description and job specification of Secretary for Youth Work
  - A new post – Centre Director
  - A new post – Centre Chaplain
  - Measuring achievements over 5 years
  - Investing in children’s and youth ministry
  - Establishing an Executive Committee
  - Becoming a one stop portal for children and youth work (this may well be a gradual process)
  - Recognising and coordinating the resource that the Assembly already has in the Youth and Children’s Work Trainers in the ministry of Yardley Hastings
  - Ensuring a conscious use of Yardley Hastings Centre in addition to Tavistock Place for central staff meetings, to ensure that there is no risk of fragmentation.
1. **General Assembly thanks God for all who have been involved in the life of the National Youth Resource Centre, Yardley Hastings, for their commitment and inspiration.**
  2. **General Assembly instructs the Youth and Children’s Work Committee, Central Management Committee and their officers to implement the preferred option indicated in this report to operate “The Yardley Hastings Centre for Youth and Children’s Ministry (United Reformed Church)”.**
  3. **General Assembly requests all its committees to contribute to the development of the Yardley Hastings Centre for Children’s and Youth Ministry.**

**APPENDICES**

**APPENDIX 1**

Director job description

**APPENDIX II**

Chaplain job description

**APPENDIX III**

Amendments to Youth Secretary job description

**APPENDIX IV**

Executive Committee's terms of reference

**APPENDIX V**

Budget for Yardley Hastings no longer being used by the Assembly

**APPENDIX VI**

Budget for Yardley Hastings being developed for five-year period

**APPENDIX VII**

Appraisal Offer from the Task Group

## APPENDIX I

### THE UNITED REFORMED CHURCH

#### YOUTH & CHILDREN'S WORK

##### JOB DESCRIPTION

**JOB TITLE**                                      **DIRECTOR, YARDLEY HASTINGS CENTRE  
FOR YOUTH & CHILDREN'S MINISTRY**

**ACCOUNTABLE TO**                              **GENERAL ASSEMBLY THROUGH THE  
YOUTH & CHILDREN'S WORK COMMITTEE  
AND THE DEPUTY GENERAL SECRETARY.  
THE YOUTH AND CHILDREN'S WORK  
SECRETARY HAS RESPONSIBILITY FOR  
CO-ORDINATING ALL STAFF WITHIN THE  
YOUTH & CHILDREN'S DEPARTMENT.**

##### PURPOSE OF THE JOB

- To manage the Yardley Hastings Centre for Youth & Children's Ministry, Yardley Hastings. To ensure that effective and efficient use is made of this resource. To ensure that the services available at this Centre, those services provided "in-house" together with those services provided on an outreach basis serve the local churches.
- 1. To ensure that the Centre is run in accordance with the detail and spirit of the report produced by the Yardley Hastings Task group (March 2003), to ensure that the reviews are held in accordance with that report.
- 2. To ensure that there is a diversity and sufficiency of activities to meet the needs of children and young people, that programmes are produced and developed to meet the ever-changing needs of young people.
- 3. To actively promote the Centre and its services.
- 4. To manage staff, including administrative, domestic, catering and community team members. To ensure that they are adequately supervised, appraised and supported, this to include ensuring arrangements are in hand to deal with their spiritual needs also.
- 5. To work within the youth and children's work team as a full member of that team, sharing in the planning, goal setting and duties to attain the identified objectives. This requires detailed and effective communication with other team members, together with a willingness to share in the team concept.

## DUTIES AND RESPONSIBILITIES

*This is not a comprehensive list of all the tasks which may be required of the post holder. It is illustrative of the general nature and level of responsibility of the work to be undertaken.*

### 1. Management.

- The Director will use their experience and expertise to ensure the business success of the Centre in a style of management that is conducive to good care practice. Staff will be enabled and empowered to promote a good quality of care to children, young people and others who use this Centre.
- The Director will ensure that appropriate programmes are developed for users of the Centre and its services, ensuring that such programmes are implemented.
- The Director will participate in the budgetary process for the Centre, specifying aims and objectives, together with areas of service to be developed and the delegation of responsibilities to staff and volunteers.
- The Director will be responsible for the effective and efficient management of the Centre's budget, balancing income against expenditure and taking early and appropriate action against predicted overspends, in Consultation with the Deputy General Secretary and the Honorary Treasurer and Financial Secretary.
- The Director is responsible for the management and day to day implementation of the health & safety policy and procedures. The Director will carry out risk assessments and ensure that appropriate action is taken to reduce risks to a tolerable level. The Director will be aware of the Fire Policy and the Food Safety policy and procedures.
- The Director will participate in the recruitment and selection of staff in line with best practices and legal requirements.
- The Director will be responsible for the effective allocation of staffing budget hours ensuring that rotas are completed in advance and are in line with relevant legislation (e.g working hours directive)
- The Director will at all times promote good employee relations within the Centre. The Director will develop a motivated team. The Director will deal with problems involving employees at an early stage and will act as advised by the Deputy General Secretary and the Personnel Officer. The Director will be responsible for effective communication within the Centre.
- The Director will ensure that effective induction, regular (not less than monthly) supervision and annual appraisal is conducted of all staff.
- The Director will be responsible for establishing a repair and renewals programme for the Centre, internally and externally. Additionally, for establishing a capital works programme. These shall be submitted through the Deputy General Secretary for amendment/approval.
- The Director will be responsible for the development and implementation of a Quality Assurance programme and establishment and maintenance of Quality Assurance Audits.



## 2. Professional.

- The Director will promote the Centre to a high standard and will develop good relationships within the church and with outside agencies. The Director will maximise every opportunity to develop new contacts and potential service developments
- The Director will be a full and key member of the youth and children's work team, attending meetings as appropriate and sharing duties within the team as appropriate.
- The Director will ensure that effective communication takes place with the Chaplain, having particular regard to the spiritual support and needs of all staff and volunteers.
- The Director will ensure that the administration within the Centre is conducted effectively and efficiently, using IT where available and appropriate.
- The Director will keep regular contact with the Executive Committee and will attend meetings as appropriate.
- The Director will play a leading role in identifying the training and developmental needs of staff and volunteers, promoting continuous development in the workplace. The Director will also assist in the training of staff attending training events.

## 3. Service Delivery

Due to the nature of the service given within and without the Centre, involving children and young people across the wide range spectrum, along with adults there is a requirement for knowledge and understanding of the differing needs of each group, each individual. Some will be vulnerable and require additional care, all will have different needs and experiences.

- ◆ The Director will promote the Christian atmosphere of the home, liaising with the Chaplain to ensure that opportunities for exploration of faith or for personal worship are available for individuals, both within and outside programmes. Also, ensure that worship is conducted on a group sharing basis through the day.
  - ◆ The Director will be required to ensure that the needs of individuals attending the Centre are assessed with resources provided/developed to meet these needs.
  - ◆ The Director will need to ensure that relevant programmes are developed and implemented. Ensuring that feedback is obtained in order to develop/improve programmes.
  - ◆ The Director will be required to ensure that all those attending the Centre are enabled and empowered to participate in decision making which is relevant to their attendance, age and the issue itself.
  - ◆ The Director will ensure that the preparation, cooking and serving of food meets the Food hygiene regulation standards and that menus are prepared which meet the diverse needs of those who come to the Centre.
4. Any other duties appropriate to the skills and experience of the post holder, as instructed by the Deputy General Secretary. However such duties will be reasonable and due discussion will take place.

Prepared by =-----

Date -----

**APPENDIX I (Continued)**Yardley Hastings Centre for Youth & Children's ministry  
**PERSON SPECIFICATION**

Job Title. Director of Yardley Hastings Centre

	ESSENTIAL	DESIRABLE	IDENTIFIED BY
QUALIFICATIONS/ EDUCATION	NVQ 3  Access to a car, current driving licence or equivalent mobility	NVQ 4 Certificate in Youth & Community Work or CQSW or Comparable Degree/qualification in Care	Application form  Application form
EXPERIENCE	Demonstrate management skills in planning and negotiation and contribute to the development of programmes and the service in general		Application form /interview
CHRISTIAN BASIS	In sympathy with the Christian Values and the gospel underpinning the United Reformed Church		Application form/interview
ABILITIES	An ability to implement operational systems and procedures, including finance and sickness and absence.		Application form/interview
	Ability to manage own workload and those of others		Application form/interview
	Ability to communicate effectively both orally and in writing		Application form/interview

	Ability to manage the performance of staff including supervision and appraisal		Application form/interview
	Ability to work as a member of a team, and to work with different groups and organisations		Application form/interview
HEALTH & SAFETY	Knowledge of Health & Safety issues, including food hygiene preparation and handling Regulations		Interview
	An understanding of the needs of children and young people		Application form/interview/ written paper.
	An understanding of group work and programme development		
EQUAL OPPORTUNITIES	Understanding of and commitment to anti discriminatory practice and an awareness of Equal Opportunities		Application form/interview/ written paper
	Ability to demonstrate adaptability to be motivated and to have a flexible approach to work and to problem solving		Application form/interview/ written paper.
	Ability to develop quality as part of the operational work within the service to youth and children.		Interview
	Ability to work in a multi-disciplinary setting		Application form/ interview
	Ability to work independently and as part of a team		Interview

**Appendix II**

***Job Title: YARDLEY HASTINGS MINISTER AND CHAPLAIN***

**MINISTER OF YARDLEY HASTINGS UNITED REFORMED CHURCH &  
CHAPLAIN TO YARDLEY HASTINGS CENTRE FOR CHILDREN'S & YOUTH  
MINISTRY**

This ministry is scoped as a 100% ministry. The appointment to this ministry will be made by the Church Meeting of Yardley Hasting United Reformed Church and the appointment group established through the Children's and Youth Work Committee. The post is open to any minister of Word and Sacraments eligible to seek a call within the United Reformed Church.

This ministry shall be made up of three parts:

- Minister of the Yardley Hastings United Reformed Church
- Chaplain to the Yardley Hastings Centre for Children's and Youth Ministry
- Youth Ministry Consultant

The three elements will and should overlap. Nevertheless it is vital that there is recognition of the three parts. It is important for the life and mission of the local congregation that they know when they are working with the minister, it is important that the minister has significant time with those engaged in the life and ministry of the Centre and it is essential that the denomination recognises the benefits of such research. The Minister/ Chaplain shall seek to continue the deep, special and creative relationship between Yardley Hastings United Reformed Church and the Centre. This relationship is focused in worship during the week and on Sundays, it is focused in the reciprocal support that the one gives the other (congregation/ Centre), it is focused in the many creative and supportive relationships and it is focused in the fact of the very existence of the Centre has been a major factor in the growth of the congregation an in enabling people to continue in their pilgrimage.

**The Minister** of Yardley Hastings United Reformed Church will be scoped as a 25 % ministry. The minister will be called by the Church Meeting and exercise his/ her ministry in partnership with the elders, members and community of Yardley Hastings United Reformed Church. The congregation will have prepared a pastorate profile on the basis of which the suitable candidate will be sought. The Minister will be responsible to the elders and Church Meeting of Yardley Hastings United Reformed Church and will play his/ her part in the Northamptonshire District Council and the East Midlands Synod.

**The Chaplain** of the Yardley Hasting Centre for Children's and Youth Ministry will be scoped as a 50% ministry. The minister will exercise his/ her ministry in accordance to the requirements indicated below:

1. The Chaplain will exercise pastoral care for all those involved in the life and ministry of the Yardley Hastings Centre
2. The Chaplain will exercise care for the spiritual development of the Community Team and for those who use the Centre
3. The Chaplain will have pastoral care for those out-with the Centre, specifically for the community team on placements away from the Centre
4. The Chaplain will be available to support to the Centre on a rota basis alongside other staff
5. The Chaplain will be available to lead events at the Centre on roughly the basis of one per six weeks

### **Youth Ministry Consultant**

In this part of the ministry we are responding to the invitation to the whole church expressed in the review (General Assembly Reports 2002, p200). We recognise that the invitation was delivered to the whole church, but we also recognise that to focus get a difficult task done it helps if the Church declares that it lies on someone's agenda. This consultancy will not solve all problems in relation to the Church's ministry with young people, but it should be so designed as to help us in this most testing of pilgrimages. Integral to the role of Chaplain will be the responsibility to act as consultant in Youth Ministry. The Task Group identifies Youth Ministry as opposed to Children's Ministry as it recognises that, already, the United Reformed Church, through the Youth and Children's Work Committee, is being served excellently by the Children's Advocate and the Pilots' Development Officer. There may be additional duties for the Secretary for Children and Youth Work, to have a consultant as is being suggested will be helpful.

There is need for further exploration. The Task Group believes that between Mission Council and the General Assembly it would be possible to explore this side to the proposed ministry in detail. The minister would need proper support for this, would need to be linked into the work being done by other denominations, further the Task Group recognises that there may well be sources of funding which would provide support for such a ministry. The theology section of the 2002 review is the basis on which this part of the ministry is to be based. The nature of this ministry would depend on the particular skills, experience and personal gifts of the person appointed to the task. The ministry would be designed to help inform and equip the United Reformed Church in this ministry which puzzles so many in these early years of the 21<sup>st</sup> century.

The elements that of this ministry include:

- An effective support, advisory and reflection group
- Partnership wherever possible with other denominations and organisations
- A clear link to a place of study (there are excellent models of how the church as well as the individual concerned can use study in a mutually beneficial way)
- A continuity between the ministry of Chaplain and the Consultancy work
- The Task Group would seek to limit the amount of time the Minister would be away from Yardley Hastings

- This part of the minister's role should relate specifically to FURY council, FURY Assembly and other aspects to the life of FURY as may develop as a result of the 2002 review and as may be agreed with FURY Council

### **Support, Advice and Reflection**

There is always great danger in the creation of posts which are spread over too many responsibilities and which can result in an unfocused ministry which is satisfactory neither for the minister nor for those with whom the minister is called to serve. It is, therefore, planned that there should be one reference point for the minister that brings together the totality of this ministry. This reference point is to be entrusted to a particular group which shall be known as *The Yardley Hastings Minister and Chaplain Support, Advisory and Reflection Group (SAR Group)*.

### **Purpose**

The purpose of this SAR Group is:

- To hold this ministry together.
- To provide a focus for the minister to reflect on the totality of this ministry, to seek advice and insight
- To provide regular opportunity focus where the minister may reflect on the direction and emphases in the total ministry and in the consultancy role in particular

### **Membership**

The Yardley Hastings Minister and Chaplain SAR Group shall consist of:

- 2 representatives of the Yardley Hastings United Reformed Church
- 2 representatives of the Youth and Children's Work Committee
- 2 representatives of FURY Council
- 2 representatives of the overseeing body (to be clarified, possibly a college) for the consultancy side of ministry
- 1 representative of the Yardley Hastings Centre Executive Committee
- 1 representative of the Northamptonshire District Council

*support advisory and reflection group.*

This ~~Executive~~ shall appoint its own Convenor and Secretary. The cost of its meetings will be from within the Centre budget. It will normally meet at the Centre at least once every two months.

### **Funding**

The Yardley Hastings United Reformed Church will finance the 25% ministry.

The 50% ministry of Chaplain will be an Assembly appointment, the stipend coming through the MMF of the United Reformed Church, the expenses coming through the budget of the Yardley Hastings Centre for Children's and Youth Ministry.

The 25% Consultancy ministry will ultimately be the financial responsibility of the Assembly for stipend and the Centre as far as expenses are concerned. But the Task Group believes that there is the possibility of external funding for this work.

(The Centre Treasurer shall handle the funding of the post.)

Wider responsibility

The Yardley Hastings Minister and Chaplain will be an ex officio member of the Centre Executive, and the United Reformed Church's Youth and Children's Work Committee.

Appointment process

If the Assembly accepts the recommendations of this Task Group and the District Council continues to scope Yardley Hastings United Reformed Church at 25% then the Moderators' meeting should immediately seek suitable candidates for this post, making introductions in the usual way.

The Youth and Children's Work Committee in association with those responsible for the appointment of Assembly staff will arrange for an appointment group to be available to interview candidates when one is identified by the Moderators' meeting. If a candidate is acceptable to the appointment group then the candidate can be introduced to the congregation through the interim-moderator in the normal way. If the Church meeting calls the candidate then the District Council along with the Youth and Children's Work Committee and Assembly Secretariat shall arrange for induction service to take place in Yardley Hastings.

Details and cooperation should be worked out before hand between the interim moderator and the Assembly Secretariat.

The Deputy General Secretary should be the line manager for the Minister/ Chaplain

### APPENDIX III

#### Amendments to Youth Secretary's job description

The Job Description recently revised by the Mission Council Staffing Advisory Group Is appended herewith.

The Task Group suggests the following amendments.

- Title to be The Secretary for Youth and Children's Work.
- Additional responsibility - also for co-ordinating the work of all Assembly staff working with children and young people.
- Key Tasks, amend key task number 3, to read, "*As prima or primus inter pares*, to co-ordinate the work of and to collaborate with the Children's Advocate, Pilots Development Officer, The Director and staff of the National Youth Resource Centre, to liaise with the Chaplain."
- Additionally, to be a full active member of the Centre Executive Committee.
- Additionally, to work with the Youth and Children's Work Trainers team to co-ordinate the way in which their General Assembly responsibilities are shared amongst the range of all youth and children's work staff members, including the Yardley Hastings Centre.



### Revised Job Description

*Please read carefully the attached guidance before completing this form.*

**Job title:**

Secretary for Youth Work (SYW)

**Responsible to:**

The Secretary for Youth Work will be responsible to the Youth and Children's Work Committee (YCWC) and to General Assembly through the General Secretary of the United Reformed Church.

**Responsible for:**

The Secretary for Youth Work is responsible for implementing, or enabling implementation of, the policy of the YCWC as it applies to youth work and young people.

**Purpose of the job:**

- To plan, initiate and advocate programmes, projects and events within appropriate structures, which will enable young people and youth workers to respond to the challenge of the gospel.
- To enable young people, youth workers, ministers and the whole church to see the wider needs and expectations of youth within the Church and without and to make a positive response; and to promote theological reflection on current youth and social issues.

**Key tasks:**

1. To inform, support and encourage the Synod Youth Secretaries and District Youth Secretaries.
2. To support the development of FURY and facilitate the work of FURY Council.
3. To work collaboratively with the Children's Advocate, Pilots Development Officer and National Youth Resource Centre Minister.
4. To be responsible for the management and personal development of staff as detailed by the YCWC.
5. To meet with the Youth and Children's Work Training Team and to identify and respond to current issues and training needs in the area of youth work.
6. To encourage the development of communication and networking within the United Reformed Church between young people and between those working with young people.
7. To liaise and work ecumenically, where appropriate, with young people and those working with young people to encourage local ecumenical co-operation.

8. To liaise with youth organisations, including uniformed organisations and appropriate agencies both within the statutory and voluntary sectors.
9. To make applications to the DfES and be responsible for monitoring and evaluating any projects where funding is agreed.
10. To Keep abreast of current youth work practices, including Child Protection and be committed to his/her own on-going training and development.

The post holder must remain open to new patterns of work and to new responsibilities should General Assembly or its appointed Committees so decide.

**Management responsibilities:**

- To provide line management for support staff.
- To ensure personal compliance and that of support staff with statutory obligations relating to health and safety at work in accordance with the appropriate written health and safety policy of the URC.

**Budget control:**

The post holder will be the budget holder for the YCWC, excluding Pilots and the National Youth Resource Centre, but including FURY.

**Relationships:**

The post holder will be expected to work collaboratively with other staff members of the YCWC and other staff at church House as appropriate. He/she will also be expected to work with the Youth and Children's Work training Team and others in the Synods, paid and unpaid, as detailed in the tasks above. Co-operation with colleagues in other denominations and youth organisations is also a feature of the post.

#### APPENDIX IV

##### **Executive Committee - terms of reference.**

1. The Executive Committee has a key role to play in the monitoring and oversight of the Yardley Hastings Centre for Youth & Children's ministry.
2. The Executive Committee has an advisory role to play, it is not in the line management structure, but this is not to minimise its role.
3. The Executive Committee has a membership which includes representatives from the local church (3), The Secretary for Youth & Children's work, The Director of the Centre, a representative from the Youth and Children's Work Trainers (1) together with a representative from FURY council (1). Plus 3 other people chosen by the Youth and Children's Committee for their particular skill(s)/expertise. These appointments will need to live within easy reach of the centre. Additionally, they should be people who will complement the skills of the Director of Yardley Hastings Centre, taking into account the particular skills and attributes of the Director.
4. The Convenor of this Committee will be appointed by the Youth and Children's Work Committee. However the Convenor will not be a member of the Children's and Young Persons staff group.
5. The Executive Committee will ensure that this centre has clearly as its focus the opportunities for children young people and others who use the centre and its services to explore their faith, ensuring that opportunities are readily provided for private and public worship.
6. The Executive Committee will ensure that there is a robust financial monitoring system and will have as one of its key tasks that of income and expenditure monitoring.
7. The Executive Committee should ensure that it is properly informed and aware of the services provided by the centre, both within the centre itself, together with services given to local churches and elsewhere.
8. The Executive Committee is to concern itself with ensuring that all legislative requirements are being met, be these child care, health & safety, Food hygiene, employment related or whatsoever.
9. The Executive Committee is not there to make day to day decisions, nor to usurp or circumvent the role of the Director, or the Secretary for Youth and Children's Work. They are there to complement the skills of the Director and to bring a local, lay element into the planning and performance of the service.
10. The Executive Committee is there to assist the staff, by bringing ideas, views feedback to the centre, to question and be aware of the activities, the programmes, the plans that are being considered.
11. The Executive Committee is a "sounding board" for suggestions, ideas and general "blue sky" thinking on development of services to young people within our church.
12. The Executive Committee will also concern itself with the breadth of service development within an ecumenical context.

13. The Executive Committee is to monitor the service given at the centre, to satisfy itself that the report submitted by the Task group to general Assembly, July 2003, is still relevant and being implemented.
14. The Executive Committee is there to assist the Youth and Children's Work Committee and to bring to the attention of this committee any concerns or problems they perceive.
15. This is in no way to detract from the main role of the Executive Committee which is to work with The Secretary for Youth and Children's work, the Director of the Centre, the Chaplain and all others in ensuring that the best possible service is given to all those who use this centre and its services.

## APPENDIX V

### Budget for Yardley Hastings no longer being used by the Assembly

The following budget has been developed by the Centre Minister and the Local Action Group in support of the option to close and sell the Centre. The costs are those for keeping the property up to the point of sale and agent's fees for preparing proposals for disposal. No value is shown for the proceeds of sale and no costs are shown for re-housing the local church

It seems unlikely that approval will be given for anything other than use for residential accommodation.

The local church assumes that as they gave the old manse to the Centre they will be given use of the new manse.

### EXPENDITURE (£)

	<u>First Year</u>	<u>Subsequent Years</u>	<u>Final Year</u>
Property costs	30000	30000	30000
Redundancy costs	10000		
Administration/management	7000	7000	7000
Agent's fees	10000		
Selling fee			10000
<b>TOTAL EXPENDITURE</b>	<b>57000</b>	<b>37000</b>	<b>47000</b>
<b>INCOME (LOCAL CHURCH)</b>	<b><u>1500</u></b>	<b><u>1500</u></b>	<b><u>1500</u></b>
<b>COST TO DENOMINATION</b>	<b>55500</b>	<b>35500</b>	<b>45500</b>

**APPENDIX VI****Budget for Yardley Hastings being developed for a five-year period**

The following budget has been developed by the Centre Minister and the Local Action Group in support of the option preferred by the Task Group. Income is shown by activity and where possible an estimate has been made of the number of people who will benefit.

<b><u>INCOME</u></b>		<b>£</b>	
UNITED REFORMED CHURCH	£		£
20 internal Jigsaws	(400 people)	16000	
5 Junior Youth Event	(100 people)	14000	
4 Term-time Youth Events	(80 people)	8000	
4 Week-end Youth Events	(80 people)	<u>3200</u>	
	SUBTOTAL	(660 people)	41200
3 FURY Council	(20 people)	2400	
3 Youth Committee	(10 people)	1800	
2 Other Committees	(20 people)	<u>1200</u>	
	SUBTOTAL	(50 people)	5400
20 mobile Jigsaws	(300 people)	<u>5000</u>	
	SUBTOTAL	(300 people)	5000
4 Midweek Adult Courses	(40 people)	2400	
4 Week-end Adult Courses	(40 people)	2400	
12 Evening Meetings	(120 people)	<u>900</u>	
	SUBTOTAL	(200 people)	5700
5 YCWT meetings	(17 people)	2550	
Base for Youth Workers	(10 people)	5000	
5 Synod Workers Meetings	(50 people)		3000
Young Volunteers	(5 people)	3100	
Community Team	(12 people)	5000	
Day Meetings		3000	
Pilots Groups	(140 people)	7350	
Pilots Training	(15 people)	900	
	SUBTOTAL	(249 people)	<u>29900</u>
	TOTAL	(1459 people)	87200

**OTHER CHRISTIAN ORGANISATIONS**

General Courses	3000
2 Roots Courses	2400
Time for God	7500
CWM	<u>3720</u>

<b>SUBTOTAL</b>	16620
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<b>SCHOOLS</b>	38400
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**OTHER**

Commercial Day Meetings	1850
Friends of Yardley Hastings	10000
Local Church	2340
Other	<u>8650</u>

<b>SUBTOTAL</b>	<u>22840</u>
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<b>GRAND TOTAL</b>	<b><u>165060</u></b>
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**EXPENDITURE**

Director	30000
Community Team	20000
Courses	13810
Other facilities	17350
House keeping	19400
Staffing	84000
Charitable Fund	10000
Property Maintenance	32000
Administration	9000
Marketing/development	22100
Other	<u>9500</u>

<b>TOTAL</b>	<b>267160</b>
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<b>Less INCOME</b>	<b><u>165060</u></b>
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<b>INVESTMENT required</b>	<b><u>102100</u></b>
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URC beneficiaries approximately 1400, i.e. approximately £70 per person

**CAPITAL EXPENDITURE**

Office modifications and equipment	20000
Less Resource Centre donation	<u>5000</u>
<b>TOTAL</b>	<b><u>15000</u></b>

**BED OCCUPANCY**

Currently 40 beds are available for visitors. A larger Community Team and the need for more office space could reduce this number to 30. In 2002, 3,331 bed spaces were taken out of a capacity of 13,600, a utilisation of only about 25%. Under the preferred option capacity is reduced and utilisation increased as follows,

Weekend	1640
Capacity	2500
Utilisation	66%
Midweek	3761
Capacity	6000
Utilisation	63%
Total	5401
Capacity	8500
Utilisation	64%



## APPENDIX VII

1. The Task Group is very conscious that the United Reformed Church is not easily governed! The Assembly commissions reports such as this one and it may decide to approve the recommendations. The members of Assembly leave it to others to execute the decisions. Sometimes, as in this present case, the Assembly asks a group of people to do some work, but Assembly is not convinced by their conclusions and so commissions another Group to do study the same material.

2. If Assembly accepts our recommendations there is a sense in which, however responsible the Task Group has been (and we have tried to be very responsible), the Task Group no longer has responsibilities.

3. We have a commitment to what we have recommended. We recognise there is risk. We believe it is necessary to appraise the progress that we recommend with rigour. As an indication of that commitment, recognising that another group exercising the appraisal role would:

- a) need to go through the learning curve we have climbed and
- b) might have different views about the journey which would in the initial period only serve to muddy the waters.

4. We therefore offer ourselves as a Task Group to undertake an appraisal of the Centre's development over the first 36 months, visiting the place and appraising it, after 4 months, 7 months, 12 months and again after 30 months in preparation for the decision that Assembly is called to make in 2006.

5. We would offer to do this not to impose our agenda but give this risk taking venture a chance to prove itself!

6. There is no resolution, as we believe that should not be for us to propose.



**MISSION COUNCIL**  
**25 -27 March 2003**

G

**CO-ORDINATION OF THE CHURCH RELATED  
COMMUNITY WORKER PROGRAMME**

1. Mission Council is invited to resume its discussion of the best way to organise the United Reformed Church's Church-Related Community Worker (CRCW) Programme.
2. Relevant papers include:
  - \* Paper K of March 2002 (light blue)
  - \* Paper A of October 2002 (light blue)
  - \* Attached Appendix giving an updated summary of the current roles of the CRCW Programme Sub-Committee and the CRCW Development Workers.
3. Relevant previous Mission Council minutes include:
  - \* October 2002 minutes 02/72 and 02/76
  - \* January 2003 minutes 03/05 and 02/72
4. The Committee now wishes to propose the following two resolutions on the basis of the material originally presented in Paper K last March. The Clerk of the Assembly has stated that in his opinion both these resolutions are in order.

**Resolution A: Progress on Management Devolution**

Mission Council accepts that the partial devolution model is an appropriate response in current circumstances to the concern expressed in 1998 about the involvement of Synods and Districts in the management of the CRCW programme.

**Resolution B: Removing the Prohibition on Post Renewal**

Mission Council agrees that proposals for a CRCW Development Worker appointment from 2004 can be placed before the Staffing Advisory for assessment by the same criteria as applied to other applications.

**CRCW RESPONSIBILITIES**

**The responsibilities of the CRCW Programme Sub-Committee**

1. Implementing the decisions about the CRCW programme of the URC General Assembly, Mission Council and Ministries Committee into practices, policies and systems.
2. Receiving the final Application Form and assessing whether the Church-in Community has met the required criteria and can be accredited, or whether more work is to be done. This should involve a visit to the church-in-community. If the Committee agrees that the Application is successful, then ensuring that the Vacancy is Declared. *(The Covenant 8iii)*
3. Signing The Covenant on behalf of the URC at Commissioning Services.
4. Acting on behalf of the United Reformed Church who is the CRCWs legal employer. (at present) *(The Covenant 8iv)*
5. Ensuring that Districts & Synods are fully aware of their pastoral responsibilities for CRCWs, for the responsibilities under the Plan for Partnership and the work of the project itself.
6. Receiving and accepting (or asking for further information) the initial 6-month progress review with the church-in-community and CRCW
7. Receiving Annual reports from the different churches-in-community and asking for further information where necessary. *(The Covenant 8viii)*
8. Ratifying the members of each Local Management Committee on an annual basis. *(The Covenant 8v)*
9. Ensuring that a Support Group and then a 'worker orientated' Reflection Group as an aid for theological reflection is in place for the CRCW. *(The Covenant 8vi)*
10. Encouraging CRCWs to undertake in-service training and Continuing Ministerial Education opportunities. *(The Covenant 8vii)*
11. Receiving from District Councils the 4-year review of the project and assessing whether the church-in-community can continue it's work for a further 5 year period.
12. If so, signing The Covenant on behalf of the URC at the re-Commissioning Service.
13. Monitoring the situations where a CRCW post is vacant. *(The Covenant 8iii)*
14. Reviewing the situation of churches-in-community that have been in vacancy for 2 years or more to determine whether they need to be re-accredited.
15. Convening and ensuring that the annual CRCW Consultation Conference takes place, and working within the framework of the strategies suggested by the annual Consultation Conference. *(The Covenant 8ii)*
16. Supporting the meetings of CRCW's including the annual residential event. *(The Covenant 8vii)*
17. Attending the URC Ministries Committee and reporting about CRCW matters.
18. Advising the URC Training Committee on matters pertaining to CRCW training. *(The Covenant 8vii)*
19. Accepting the annual budget for supporting the CRCW Programme.
20. Advocating the CRCW ministry throughout the wider church. *(The Covenant 8x)*
21. Ensuring that the standards of the CRCW Ministry are not compromised (ie. qualifications of CRCW's or church-in-community applications for accreditation) and that models of good practice are documented and shared.
22. Being responsible for the CRCW Grievance & Disciplinary procedures (see CRCW Handbook App. 9.4) or developing revised systems.
23. Annually monitoring the deployment numbers of CRCWs and students-in-training.
24. Supporting individual CRCWs and students-in-training in their ministry and encouraging the longer-term development of their ministries. *(The Covenant 8ix)*
25. Regular attendance at, and full participation in the CRCW Programme Sub-Committee meetings.

26. Writing and submitting an annual report about the CRCW Programme and ministry to General Assembly via Ministries Committee.

#### **The responsibilities of the CRCW Development Worker (s)**

1. Enabling and supporting churches and District Councils to apply for a CRCW ministry; this includes responding to initial enquiries, visiting the local church(es), formulating the vision, advice about resources, local management, budgets, job descriptions & person specification, in order to complete the Application Form in its draft format. Critically appraise and negotiate amendments to the draft application.
2. Ensuring that accredited each Church-in Community appears on the vacancy list sent with payslips to ministers and CRCWs & assisting with the CRCW call and appointment where required.
3. Working with the District Council to ensure that the Commissioning Service is properly conducted
4. Liaison with the District Council, URC Personnel & Finance departments about contractual / Terms of Settlement and Plan for Partnership matters for each CRCW.
5. Checking with Payroll that districts have notified them about the relevant details of new CRCWs-in-commission eg. Housing allowances and that the CRCW is receiving a stipend.
6. Working alongside Districts & Synods so that they fully aware of their pastoral responsibilities for CRCWs, for the responsibilities under the Plan for Partnership and the work of the project itself.
7. Meet with the Local Management Committee before a CRCW is appointed to remind the members of their roles and responsibilities.
8. Conducting and writing an initial 6-month progress review with the church-in-community and CRCW
9. Requesting and receiving Annual reports from the different churches-in-community at the appropriate intervals.
10. Ensuring that the training needs of Local Management Committees are being addressed and delivering training events where necessary.
11. Enabling a Support Group and then a 'worker orientated' Reflection Group as an aid for theological reflection to be in place for the CRCW.
12. Encouraging CRCWs to undertake in-service training and Continuing Ministerial Education opportunities.
13. Requesting and working alongside District Councils to conduct a 4-year review of the project and recommending whether the church-in-community can continue its work for a further 5 year period.
14. If so, ensuring that the re-Commissioning Service is properly conducted.
15. Maintaining contact with situations where a CRCW post is vacant.
16. Reviewing the situation of churches-in-community that have been in vacancy for 2 years or more to determine whether they need to be re-accredited.
17. Supporting potential CRCW candidates by attending Enquirers Conferences, arranging individual interviews, writing references and attending Assessment Conferences.
18. Supporting and regular visits to CRCWs-in-commission.
19. Supporting CRCWs-in-training.
20. Keeping in contact with CRCWs not-in-commission.
21. Organising the annual CRCW Consultation Conference.
22. Supporting the meetings of CRCW's including the annual residential event.
23. Supporting the network of CRCWs including regular mailings, contact and visits.
24. Preparing the agenda & papers for the CRCW Programme Sub-Committee meetings.
25. Writing a regular Development Workers' report for the CRCW Programme Sub-Committee meetings.

26. Supervising and supporting the Personal Assistant for the CRCW Programme.
27. Liaison with, and attendance at meetings where necessary, of Committees and Councils relevant to the CRCW Ministry ie. Ministries, Training, Life & Witness, Youth & Childrens, Church & Society, Racial Justice, Ecumenical, Communications, Maintenance of the Ministry, Studies Panel, Grants & Loans Group, RPAG, Staff Team Meetings, Mission Council, District Councils, Synods and General Assembly.
28. Preparation of papers and providing references for the Accreditation Sub-committee (Ministries) about candidates via the Certificate of Eligibility process.
29. Consulting with the Accreditation Sub-Committee in order to keep the Roll of CRCWs under review, removing the names of those who have not served in post for more than 5 years, after due consultation with the CRCW Central Management Committee and the individual concerned. (Handbook. 3.6)
30. Liaison with the Tutor of Church & Community at Northern College about CRCW training issues and developments and widely promoting the 'Faith in Living' course.
31. Advising the URC Training Committee on matters pertaining to CRCW training.
32. Liaison with the CME Sub-Committee to organise community ministry courses.
33. Liaison with the TLS Sub-Committee to organise a community ministry course.
34. Preparing the annual budget for supporting the CRCW Programme.
35. Providing regular information about Vacancies for Moderators & attendance at Moderators meetings when necessary.
36. Liaison with, and attendance at meetings where necessary, of relevant organisations and conferences eg. Churches Community Work Alliance, Faithworks, Federation of Community Work Training Groups, Community Development Foundation, Greenbelt, etc., representing the CRCW ministry and programme where appropriate.
37. Continually reviewing and amending CRCW documents in light of the developing experiences of this ministry eg. The Covenant, The CRCW Handbook, The CRCW Commissioning Service, the CRCW Application Form, the More Information about CRCW Annual Report Form, the 4 Year Review Form.
38. Producing potential policy papers to develop the CRCW Ministry eg. the Core Competencies of CRCWs, CRCW as a Non-Stipendiary Ministry.
39. Producing publicity materials, displays and resources to raise awareness about the CRCW Ministry.
40. Continually maintaining and updating the CRCW web-pages.
41. Keeping up-to-date with professional developments in the community development work arena.
42. Supporting individual CRCWs and students in training in their ministry and encouraging the longer-term development of their ministries.

Steve Summers  
February 2003



## MISSION COUNCIL 25 -27 March 2003

# H

### Controlling Expenditure: Ministry Implications A Paper from the Ministries Committee

1. The papers for the January 2003 Mission Council included two resolutions from the Resource Planning Advisory Group (RPAG) which arose from their budgetary concerns but which would have affected stipendiary ministers and Church-Related Community Workers (CRCWs). The resolutions were withdrawn in order to allow for further consultations with the Ministries Committee.
2. Those consultations are now complete and the Ministries Committee brings the following resolutions with the support of the Convener of RPAG.
3. The Ministries Committee believes the first resolution should be taken to General Assembly and have framed it accordingly. The second resolution is comparable to CRCW matters that were decided by Mission Council in 1998-9. In the light of the Moderator's procedural ruling at the January Mission Council (see draft minute 03/05 02/72), the Ministries Committee believes that Mission Council is both a competent and appropriate body to make a decision.

#### Resolution A: Trend in Target Number of Stipendiary Ministers

Recognising the current financial difficulties of the United Reformed Church, General Assembly:

- (i) reiterates the call it made in 1992 to church members to give at least 5% of their take home pay to the Church;
- (ii) agrees that for 2004, and until further notice, the target number of stipendiary ministers should be changed from that of the previous year by the same percentage as membership has changed;
- (iii) encourages Synods and District and Area Councils to develop appropriately flexible deployment plans.

#### Resolution B: CRCW Deployment Targets

Mission Council resolves:

- (i) that from 2004 the total deployment quotas for Synods should include both posts for stipendiary ministers and Church related Community Workers;

- (ii) the aggregate United Reformed Church quota should increase by 26 with effect from 2004 to allow for the inclusion of CRCW posts; and
- (iii) from 2004 onwards two posts for each of the 13 Synods should be reserved exclusively for CRCW appointments.

John Ellis  
March 2003



The  
United  
Reformed  
Church

**MISSION COUNCIL**  
**25 -27 March 2003**

**I**

**For Information**

**issued 18<sup>th</sup> March 2003 in the name of  
the United Reformed Church**

## **Iraq War Statement**

On behalf of the United Reformed Church we deeply regret the decision by Her Majesty's Government to join the United States in a war against Iraq.

The United Reformed Church has consistently maintained that war against Iraq could only be accepted as a matter of last resort and that it would need the sanction of the United Nations. In this view we have been joined by most of our ecumenical partners in the United Kingdom and throughout the world. The weapons inspectors have not been allowed to complete their work nor has the United Nations agreed to the use of military force. The present resort to force is morally wrong.

The regime of Saddam Hussein is not one we support, and we believe that its holding of weapons of mass destruction represents a threat to the countries in the region and possibly further afield. However, war will only add to the misery of the Iraqi people, who already suffer greatly. We hope and pray that it will be short-lived.

We urge Her Majesty's Government to work now with the United Nations, the European Union, non-governmental organisations and other relief agencies to prepare for humanitarian aid to be made available to the people of Iraq at the earliest possible opportunity.

At this time we are concerned for all people who will be affected by this war – the people of the region, the military personnel sent to fight there, and all their families and friends around the world – and pray that they will find comfort in the support of friends, family and colleagues and the faith which gives meaning to their lives.

We call upon our members to reach out to those distressed by these events and to offer them whatever support they can.

We join our voices with all people of goodwill urging restraint in response to this war. In particular we resist the view that this war should be seen as a conflict between the Christian West and the Muslim world, and urge all Christians and Muslims to recognise the common grounding of their faith in the God of Abraham who calls us all together to seek the peace of nations.

Looking ahead to the future, we welcome the news that the United States has agreed to the publication of the 'road map' drawn up by the United



Nations, European Union, Russia and the USA in order to reactivate the peace process between Israel and the Palestinians. We urge Her Majesty's Government to be energetic and resourceful in following through on this key development so as to achieve a just and lasting peace that will give security to both peoples and greater stability to the region.

Revd John Waller  
Moderator, United Reformed Church General assembly

Revd Dr David Cornick  
General Secretary, United Reformed Church



# MISSION COUNCIL

## 25 -27 March 2003

# J

### Resources for Training A Paper for Information, from the Training Committee

This paper is offered as a way of letting Mission Council know about a long process of consideration and consultation on which the Training Committee has recently embarked. We are not at this stage inviting correspondence or wide debate, although the time will come when both are appropriate.

The last lengthy discussion in our central councils about resources for training was in the 1999 Assembly of the URCUK, when Assembly voted not to reduce the list of institutions to which it sent trainee ministers. At the Union Assembly in 2000 the united church decided, although without debate, to go on using all of the training institutions that had been used by the two uniting churches - twelve in all. It has been important to live with those decisions for a few years, for they led to planning and commitments in the institutions, which we could not fairly expect to be reviewed hastily. But circumstances change and policies must sometimes change with them. The church has a responsibility to itself and to the training institutions to think carefully about its intentions and to lay proper plans.

This is a complex matter. We expect to consult, and to invite opinion. We want to take due time and opportunity, both to gather the wisdom and to understand the interests of the church. Under the leadership of our incoming convener John Humphreys, we think we may bring resolutions to Assembly in 2005 or 2006. At the moment we expect that the following factors will influence our thinking. They are not listed in particular order of priority, nor are they a closed list; they are simply some significant issues we are aware of at the moment.

1. The 'Cornick Review' of the life of the URC.
2. The ongoing 'Patterns of Ministry' discussions in the URC, led by our Ministries Committee.
3. The developing range of ministries that we have in the church, and their need for appropriate equipping and supporting.
4. The numbers of candidates we expect to come forward for initial ministerial training.
5. The Church's responsibility to its people to make available good lay training programmes.
6. The proportion of the Church's budget available for training.
7. The broad value of training institutions as theological resource for the church.
8. The need for institutions and programmes to be educationally, socially and financially viable.
9. The needs of the people who work within training institutions.
10. The place of ecumenism in training policy - balancing our aspiration to be increasingly United and our character as Reformed.
11. The different opportunities for educational and ecumenical partnership in the three nations we serve.
12. Current Anglican work on the 'Structure and Funding of Ordination Training' (the Hind Report). This has the potential, if endorsed by the Church of England's General Synod, to re-form the English ecumenical training scene. We contribute to this work, though technically in observer status, because of our commitment to ecumenical co-operation, both nationally and in many individual institutions.

So we go forward - thinking, talking, praying. We shall surely be back - to consult, confer, propose, resolve. We shall not be careless. Please pray for us that we may be visionary, sensible and wise.

John Humphreys (Convener-Elect)  
John Proctor (Convener)

Roy Lowes (Secretary)  
March 2003



## JOB DESCRIPTION

Post-holder:	<b>REVD ROY LOWES</b>
Job Title:	<b>SECRETARY FOR TRAINING, including Continuing Ministerial Education</b>
Responsible to:	<b>General Assembly through the Deputy General Secretary and the Convener of the Training Committee</b>
Purpose of Job:	<b>To administer, co-ordinate and develop training opportunities (including Continuing Ministerial Education) throughout the United Reformed Church</b>

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**Preamble:** The Secretary for Training will help to hold together different styles of training, different training courses and institutions and, many individuals, both at the denominational level and beyond. It is especially important that the post-holder is able to co-ordinate the efforts of the different synods to provide training which is consistent and transferable across the national church.

### **Key Responsibilities:-**

1. To act as secretary to the Training Committee and promote its adopted policies
2. To act as a link between the Training Committee, the councils of the Church and the centres used by the Church for initial ministerial education, continuing ministerial education and lay training.
3. To co-ordinate the development of training opportunities throughout the Denomination – lay & ministerial, initial and continuing.
4. To oversee the Training Committee's responsibility towards the Youth and Children's Work Training Programme.
5. To share in ecumenical thinking about theological education and training.
6. To act as budget holder for the Training Committee, working with the Convenors of the Training Committee and its sub committees.
7. To be responsible for the staff of the Training office.
8. To ensure personal compliance and that of support staff with statutory obligations relating to health and safety at work in accordance with the written health and safety policy of United Reformed Church House.
9. To be open to new styles or patterns of working and new responsibilities or tasks as General Assembly or its appointed committees may decide.

### Relationships

The Secretary for Training will work closely with the Convenors of the Training Committee and its sub committees. The post-holder will also provide links between the work of the Training Committee and the Ministries, Ecumenical, Youth and Children's Work, and Life and Witness committees, through co-operation with the appropriate secretaries and convenors. There will need to be liaison with the work of Synods, through synod training officers or their equivalent, and with members of training institutions. Co-operation with equivalent post-holders in other denominations is also important.



**MISSION COUNCIL**  
**25 -27 March 2003**

**K**

## **Report of the Windermere Review Task Group**

### **1. INTRODUCTION**

The Life and Witness Committee asked Mission Council in 2001 to set up a review of the work of the Windermere Centre, recognising that no such review had taken place since the Centre's foundation in 1984.

The terms of reference for the review were agreed by Mission Council in March 2002:

- to review in general terms the operation of the Centre since its opening in 1984/85
- to evaluate its findings against the original (and any later) statements of the Centre's purpose
- to assess the needs for a URC training centre
- to consider the proposals for a closer relationship between the Centre and Carver Church, Windermere
- to make proposals for the future of the Centre.

The group subsequently appointed were: Tony Coates (Convener), Terry Hinks, Pamela Ward, Irene Wren. Details of their meetings and the consultation process are given in Appendix A.

The group now makes its report to Mission Council.

### **2. ORIGINAL STATEMENT OF THE CENTRE'S PURPOSE**

References to the proposed centre are found in Reports to Assembly from 1983 onwards (see Appendix B), but they do not contain a definitive statement of the Centre's purpose. The fullest statement of its purpose appears in the report of the Windermere Centre National Policy and Planning Committee to the General Assembly in 1986 (p.92, para.48):

- to enable the people of the United Reformed Church, along with others, to come together and learn from each other to develop a faith which is relevant to their life and time;
- to enable local congregations to discover their role and functions in the communities in which they are set and in which their people are prepared for mission and evangelism;
- to provide a place where districts, synods, denominational committees and departments can meet to consider policy and where ecumenical planning may take place;
- to provide a place in which vocational consultations may take place, where national

- issues may be considered and international conversations may be initiated;
- to be a place of prayer, refreshment and renewal for the whole church and of reconciliation for the nation.

As far as the group is aware there is no later agreed definitive statement of the Centre's purpose.

### 3. THE OPERATION OF THE CENTRE SINCE ITS OPENING

In regard to the above statement we believe that the Centre has largely fulfilled its objectives and continues to do so (Recommendation 1). The important contribution to the establishment of the Centre by key persons should be recognised. Stephen Thornton, even before he became minister of Carver Church, had the original vision of turning the Carver Church manse into a lay training centre, at a time when there were many colleges for training ministers but no such provision for lay training. Graham Cook, as first Director and advocate for the Centre, was instrumental in turning this vision into reality. The establishment of the Centre was a truly URC-wide enterprise, supported by a URC-wide appeal, and we pay tribute to the many people whose vision and commitment saw through this major project in the life of the United Reformed Church.

From the beginning it was clear that the Centre was to have a distinctive role. It was to be a **training** centre. It was not to be a retreat house, concentrating on personal spiritual growth (of which there were plenty), although that element was included in its remit. Nor was it simply to be a conference centre, available to groups bringing their own programme with them, although such events were included in the remit, and were indeed essential to the Centre's financial viability. The major purpose was to be a training centre, which meant that the Centre itself had to provide a programme. That made the Centre unique. It also created tensions. Graham Cook wrote in an early discussion paper of two balances to be maintained (see Appendix C for the full text):

- a) There is the balance between providing a training programme and being financially viable. From the beginning assurances were made that once the Centre had been established it would not be a charge on the central funds of the church beyond the provision of a director. The problem of keeping this balance has continued throughout the life of the Centre, and still continues. It is evident from the very first programme, which included a course on 'Church Strategies on Housing' and a Christmas House Party. Ground-breaking courses with low take-up were arranged and held, even though they made a financial loss.
- b) The other balance is between groups bringing their own programme, typically local church groups and assembly committees, and the Centre's own training programme. As the Centre has become well known, local church weekends, mainly from churches in the north west, have figured largely in the programme.

We think that the balance between the two types of event has generally been maintained. In our conversations it has, however, become apparent that many feel that in recent years the ground-breaking thinking has not been so much in evidence in the programme. A contributing factor may have been the need to maximise income. That element has

certainly not disappeared entirely from the programme. For instance, consultations on human sexuality during Peter McIntosh's time as Director were particularly valuable in the course of that debate within the United Reformed Church. We are aware of the obligation on the Centre to pay its way, but urge that this should not exclude the more demanding theological and missiological courses, even though they may initially attract fewer participants (Recommendation 4). Lawrence Moore as Director is well qualified to develop this side of the Centre's work, and we would encourage him to do so.

We judge that, with this reservation, the Centre has fulfilled its role. Many people's lives and the effectiveness of their discipleship are the better for it. Many have commented on the high quality of the courses, the welcoming homely atmosphere and the attentiveness of the staff. Key persons in achieving and maintaining this have been Graham and Jean Cook, Peter and Kaye McIntosh, Ruth Clarke and Denise Megson, but also many others, both paid staff and volunteers. Many of the staff have served over a long period, which is in itself indicative of their commitment to the Centre. We thank them for their loyal service.

The Centre has established itself in the URC's consciousness. Until now it has been accepted that there is an element of central church financial support of the Centre, shown every year in the Church's accounts (see Appendix D), and we are recommending that this continue (Recommendation 10). We also wish to commend the Hannah Fund, which is able to give financial assistance to people attending courses and conferences in the form of grants towards course fees and travel. Concern has, however, been expressed to us that it is not satisfactory from a budget perspective simply to allocate an overall sum to Windermere. We thus also recommend that the budget figure be broken down into separate heads (e.g. Director's post, administrative assistance, building maintenance and improvements). That would increase transparency and accountability (Recommendation 11).

#### 4. ASSESSMENT OF THE NEED FOR A URC TRAINING CENTRE

In our conversations, very few have questioned the Centre's existence, but that question has to be asked.

The need for a URC training centre was clear in the mid-eighties. Training needed to be placed higher on the Church's agenda, and the Centre was a response to this. The situation has changed since then. Training is now high on the Church's agenda and synods have training officers (or equivalent). Much training is taking place at regional and local level, in conference centres geographically more convenient for those attending. The establishment of Lomas House, Worthing, by Southern Synod and the support of Sarum College by Wessex Synod are examples of this trend.

In our consultation with the Training Committee officers, they made it clear that their role is to determine the training needs, ministerial and lay, of the church and to see that they are met. They do not see it as their role to maintain premises or to keep them as fully occupied as possible. In the business world training institutions are increasingly being

sold off and premises and personnel are hired for training events as required. Nor is this trend limited to the world of business. The United Reformed Church, with the other participating bodies, closed St Andrew's Hall, Selly Oak. The Church of Scotland, following such a policy, has recently closed its last training centre at St Ninian's, Crieff. So the question must be asked: in the changed training and financial situation, do we still need an assembly-level training centre? Should we not instead buy in premises, and even personnel, for our training work as occasion demands, and cease to use precious resources of money and people to maintain and staff our own residential training centre?

In submissions made to us many have spoken of the spiritual benefit which individuals and local churches have received from attending the Centre. It is a place with a specific atmosphere which people sense on arrival. The Centre's location in the Lake District and its accessibility to the road and rail networks make it an attractive place to come to. There is a widespread sense that the Centre's output is good value for money (see Appendix D). An Assembly training officer laying on training events all over the country (if a person could be found to do such a job!) could hardly be as effective as the Director of the United Reformed Church Training Centre. Each of the Directors has had a major impact on the United Reformed Church as a whole from their base in Windermere.

We consider that the overall training operation of the United Reformed Church would suffer if the Windermere Centre ceased to exist. We are recommending that the Windermere Centre be kept and developed (Recommendation 2). We believe that there are many overwhelming reasons for its continuance.

##### 5. PROPOSALS FOR A CLOSER RELATIONSHIP BETWEEN THE WINDERMERE CENTRE AND CARVER CHURCH, WINDERMERE

From the beginning there has been a close relationship between Carver Church and the Windermere Centre. Carver Church made over its manse so that the Centre could be established. Carver's ministers have had a role in the Centre, sharing in leading conferences; and Centre Directors have had a role in Carver Church. Carver members serve on the Windermere Advisory Group and the Management Committee and act as volunteers. People on weekend courses often attend Sunday morning worship at Carver Church. The debt of the United Reformed Church to Carver Church is incalculable.

There have recently been discussions on strengthening the relationship and an Interim Joint Council has been formed. A proposal was made to integrate the Windermere Centre and Carver Church into one operation and to demolish and rebuild Carver Church hall to provide a suitable venue for church and centre activities. That proposal met with considerable criticism and was rejected by the Lancaster District Council. Carver Church has now thought further and concluded that the Church and the Centre have distinct missions: Carver Church's mission is to the village, to tourists, and to the Centre, while the Centre's mission is to the whole United Reformed Church and beyond. Carver Church is now discussing ways to change its church building. While it does not belong to our remit to comment on this, we are glad that this discussion is taking place.

However, the abandonment of the proposal to integrate Church and Centre should not mean an end to their close relationship. We are glad that there has been and is such a close relationship and ask both church and centre to be alert to discovering further opportunities for cooperation (Recommendation 8).

## 6. THE FUTURE OF THE CENTRE.

We have been particularly grateful to Lawrence Moore, the Director, for sharing with us his vision for the Centre's future. He sees the Centre as playing an active role in the present reorientation of the life and witness of the United Reformed Church. He writes:

‘ [It] should become the institutional space within the United Reformed Church where the Church can explore actively how to reconnect with society and plan for and manage the resultant changes. It has the resources to enable the church to:

- understand and engage critically with contemporary society and culture;
- develop missiological thinking, theology, practice and structures;
- coordinate communication throughout the United Reformed Church and share thinking and best practice;
- facilitate ecumenical engagement and thinking;
- be exposed to leading thinkers and practitioners in different fields;
- develop a spirituality that will nourish and sustain life-in-mission’.

We welcome this vision and our recommendations reflect this. We consider that the Centre with its present Director can thus play a key role in the Church generally and also in the process initiated by Mission Council in October 2002 relating to the mission of the Church and the use of resources and finance.

In recognition of this role of the Centre, on the suggestion of the Windermere Advisory Group, we recommend a change in the name of the Centre to 'The United Reformed Church Windermere Training and Development Centre', although, of course, it would still be known popularly as 'The Windermere Centre' (Recommendations 3 and 5).

We have been concerned to learn of the difficulties associated with the housing of the present Director. We are, however, glad that considerable progress has been made in resolving this issue.

We have learned from Lesley Hesselbee (at the time Acting Principal, Northern College, during the Principal's sabbatical) and from Lawrence Moore himself of proposals for increased cooperation between the Centre and the College, particularly in the area of Continuing Ministerial Education. We recommend that further thought be given to this possibility, together with the Secretary for Training (responsible for CME), so that the scheme can be implemented as soon as possible (Recommendation 7). However, while this emphasis on Continuing Ministerial Education is welcome, we would not wish sight to be lost of the original vision of a centre for lay training, training for the whole people of God.



## 7. THE NEED FOR DEVELOPMENT OF THE CENTRE'S PREMISES

Irrespective of any future developments in programme, two deficiencies in the accommodation provided by the Centre are becoming increasingly evident. First, those involved in training courses have spontaneously and unanimously pointed out the inadequacies of the Conference Room, despite the extension and the newly installed equipment. As anyone who has attended a capacity conference at the centre is aware, the Conference Room is an awkward shape and at most can accommodate around 25 comfortably for conference sessions. That means that the residential capacity of the centre (33) is in excess of the number that can be comfortably accommodated for training sessions. A more suitable main meeting room would be desirable.

Secondly, there is the issue of the number of single rooms and the number of en-suite rooms. When the Centre began in the mid-80s, en-suite bedrooms in such centres were a rarity and not expected by most participants. Apart from washbasins in the bedrooms, there were common shower cubicles, WCs and one bathroom. Now people have higher expectations, and many value and will pay for en-suite accommodation. There is evidence that some groups do not come to the centre because there are not enough en-suite rooms. Similarly, apart from local church weekends with their higher proportion of families and couples, when the Centre first opened singles attending for training courses were generally willing to share. Now, people attending alone are less willing to share, and double and triple rooms are underused.

It is partly because of these two factors that participants are sometimes boarded out in nearby bed and breakfast establishments, resulting sometimes in lower occupancy, financial loss to the centre, and a reduced feeling of togetherness in the conference.

We recognise these shortcomings in the present provision of residential and conference accommodation at the Centre, but for many events the accommodation available is entirely appropriate, and we thus urge that Assembly, synods, districts and local churches continue to use the Centre as much as is possible, consistent with the needs for geographical accessibility and adequate conference facilities (Recommendation 6).

The Windermere Advisory Group is aware of these issues and through the Interim Joint Council has investigated the possibility of increasing the number of en-suite rooms and of single rooms, and of moving the main conference room and some other accommodation over to the Carver Church site. A briefing paper was prepared and three architects were invited to submit outline plans and provisional costings. The Windermere Advisory Group and the Carver Church Meeting have each independently expressed their preference for the plans presented by Clifford Patten. They provide for a conference room on a newly created first floor in Carver Church Halls; and in the Centre provide en suite facilities in every bedroom, increase bedspaces from 33 to 34, and increase single bedrooms from 10 to 18, with a corresponding reduction in double bedrooms. We have seen the outline plans and are glad that such visionary thinking for both the Centre and Carver Church is taking place. We are aware that the Centre's share in such adaptations

would cost a considerable amount of money and that the present financial situation of the United Reformed Church prevents major capital expenditure. We do, however, urge that the present programme of increasing the number of en suite rooms be continued, but now within a wider context as the first phase of the implementation of Clifford Patten's proposals. Alterations to the first floor would produce five more en suite rooms (Recommendation 9).

Beyond that, we urge that the Centre, in cooperation with Carver Church, through the Interim Joint Council, investigate possible sources of funding from outside the United Reformed Church, so as to enable further phased implementation of the project (Recommendation 8). In the meantime, once the Carver Church has been refurbished with chairs, we suggest that the Centre might hire the church for larger conferences. We believe that such developments are essential. The Centre must continue to improve its facilities, but in phases rather than in one operation.

## 8. REGULAR REVIEWS

We realise that we were given a near impossible task in reviewing the life of the Windermere Centre over a period of nearly 20 years from its beginning to the present. We are aware of the gaps in this report. We recommend that in the future there be a review of the Centre's work every five years, with a follow-up visit one year after each review. That means a follow up visit to this review in 2004 (Recommendation 12).

## 9. CONCLUSION

In presenting this report to Mission Council, we express our thanks to the many who have helped us in our task by giving their time to engage in conversation with us; to the even more who wrote to us with their comments and proposals; and to the Windermere Centre and Church House for their hospitality for our meetings. We invite Mission Council to give thanks to God for what has been achieved by the Centre over the years and for the way in which God has used it to our blessing and God's glory.

Tony Coates, Terry Hinks, Pamela Ward, Irene Wren

## RECOMMENDATIONS:

1. That appreciation be expressed to all who have contributed to the Windermere Centre in the years since its inception enabling it largely to achieve the objectives for which it was founded.
2. That the United Reformed Church continue to regard the Windermere Centre as its assembly-level ('national') training centre and a training resource for the whole Church.
3. That the Director be encouraged to continue to implement his vision for the Windermere Centre as a place where the future pattern of life and witness of the United Reformed Place can be explored.
4. That, as far as possible, a balance be maintained between essential activities aimed at

assisting the Church corporately to develop its mission and the more popular activities aimed at personal spiritual development and fellowship.

5. That the Centre be renamed 'The United Reformed Church Windermere Training and Development Centre', popularly 'The Windermere Centre'.
6. That Assembly and synods be encouraged to use the Windermere Centre as much as possible for committee meetings, consultations and training events.
7. That the Windermere Centre and Northern College continue to explore the possibility of joint work, particularly in the area of Continuing Ministerial Education, and implement it as soon as possible.
8. That the Windermere Centre and Carver Church together through the Interim Joint Council give further consideration to the building project and investigate possible sources of funding from outside the United Reformed Church.
9. That the ongoing programme of alterations to provide more en-suite and more single bedrooms be continued.
10. That the annual central church financial support for the Windermere Centre be maintained.
11. That the budget figure for the Windermere Centre in the central United Reformed Church accounts be clarified by being divided into specific headings.
12. That a review of the work of the Centre be initiated by Mission Council in 2007 and thereafter every five years.

## APPENDICES

### APPENDIX A – THE CONSULTATION PROCESS

The group met five times, three times within the day at Church House and twice residentially at the Windermere Centre. All members attended all meetings. They had face-to-face conversations with 17 individuals, with the Windermere Advisory Group, and also with the conveners and secretaries of the Training Committee and the Life and Witness Committee. The Convener also had telephone conversations with key persons. They received (in response to letters sent and a letter in Reform) written submissions from 10 synods, Westminster and Mansfield Colleges (there was a face-to-face conversation with the Acting Principal of Northern College), 14 districts, and 8 local churches and individuals. Most letters were circulated to the group prior to meeting. All letters were read and discussed by the whole group and have been acknowledged. Some points on details have been taken up directly with the Centre. The review will have cost the Mission Council budget approximately £1200.

### APPENDIX B – EARLY STATEMENTS

In 1983 the Christian Stewardship Committee stated: 'A resource the URC lacks for the purpose of helping the local 'In Christ Community' to explore its mission, engage in training programmes and participate in vocational consultations is that of a ministerial and lay training centre. The committee supports the project currently being explored at Windermere...'

Assembly in 1984 received and passed a resolution from the North Western Province: 'The Assembly, noting the preliminary work done by the North Western Province and consultations held with Assembly Departments, supports the establishment of a residential lay training centre at Windermere to serve the whole United Reformed Church'. The same Assembly received a report from the National Projects Advisory Group recommending the launch of a URC-wide appeal for funds for the Centre and stating that it considered that 'the post of interim Director should be supported by Maintenance of the Ministry...' A subsequent letter commending the Appeal from the Assembly Moderator, Philip Morgan, and General Secretary, Bernard Thorogood, read:

'The 1984 General Assembly of the URC approved the creation of a training centre at Windermere, to serve the whole United Reformed Church.

'Its purpose will be to focus on the life and mission of the Church, locally, nationally and ecumenically, in order particularly to discover the role and function of local United Reformed churches in today's world. It will also help their individual members, adherents and enquirers to grow in faith, in confidence and in witness.

'Our expectation is that the Windermere Centre will be a focus of renewal and training, which will enable us to become a more effective, committed and witnessing Church.'

Assembly 1985 noted the appointment of Graham Cook as the first Director and 'noting the progress of the Windermere Appeal, authorised the Policy and Planning Committee to proceed with the alteration and the adaptation of the building and the development of the centre.'

The Windermere Centre National Policy and Planning Committee in its report to Assembly in 1986 included the statement of purpose given in the body of this report.

#### APPENDIX C – THE NECESSARY BALANCES: GRAHAM COOK'S PAPER

Extract from a paper by Graham Cook on 'Some issues to be taken into consideration when planning the programme for the Windermere Centre':

'The balance between providing a training programme and being economic. Assurances have constantly been given to Assembly that once the Centre is properly on its way it will not be a charge on the church. This means that in devising courses a very real consideration has to be whether people will be prepared to spend their money on them. This will provide a healthy restraint on the temptation to provide courses of an esoteric nature. Nevertheless this consideration must never be allowed so to dominate thinking that it prevents the provision of courses that may break new ground, even if they may only appeal to few people in the first instance. The whole question of balance between responding to expressed needs of the churches and taking some new initiatives is of vital importance to any concept of moving the church on.

The balance between conferences and programme.

The Centre will be used by churches and other groups as a place to hold self-programming conferences. This has always been one of its purposes. But the Centre has deliberately dropped 'Conference Centre' from any title. Its major purpose is perceived as training and that assumes the provision of a programme. General Assembly made a conscious decision to appoint a Minister as Director presumably on the grounds that the task was something different than that of hotelier or manager.'

#### APPENDIX D – FACTS AND FIGURES

The cost of the Windermere Centre to central church finances, as shown in URC annual accounts:

1998	£46,000
1999	£72,000
2000	£65,000
2001	£47,000
2002	£45,000 (budget, final figure TBA)
2003	£40,000 (draft budget)

Note: The higher figures in 1999-2000 relate to the period when the Director was Moderator of the General Assembly.



## MISSION COUNCIL 25 -27 March 2003

# L

### Mission Council Advisory Group

1. **Moderator of General Assembly:** In the context of the increasingly tense international situation, the Moderator represented the United Reformed Church at a meeting organised by the Churches Together in Britain and Ireland with Church leaders representing the National Council of Churches in the United States. There followed a meeting with the Prime Minister, and subsequently the Moderator travelled to Beirut to brief Christians in the Middle East.
2. **Time for Action:** Mission Council Advisory Group, on the instruction of January Mission Council, received nominations from various Assembly committees to consider the Church's response to the CTBI report *Time for Action*, under the convenership of the Revd Bill Mahood. MCAG therefore appointed Stuart Brock, Rowena Francis, Rosemary Johnston and Roy Lowes to serve on the group. MCAG would suggest to the convener that others may be co-opted, and that advice on this might be sought from the Churches Agency for Survivors of Sexual Abuse.
3. **Assembly Commission:** The Mission Council Advisory Group has met twice since receiving the report from the Assembly Commission appointed by Mission Council in March 2002. The Commission's report has sought to clarify some complex issues and procedures, and to advise Mission Council how to proceed to a resolution of the case of a minister who has had an ongoing complaint against the church for a considerable period of time.

Mission Council shall meet in a closed session during this agenda item, attendance and participation being restricted to voting members only. Staff and other non-voting persons normally in attendance have been informed of this.

Mission Council Advisory Group, aware of the demands made on members of Mission Council in dealing with this matter in council, encourages those who need to discuss the issues to do so confidentially with the Moderator's chaplain (who happens also to be a representative, voting member of Mission Council). For legal reasons, and in order to protect the minister and others involved in the case, papers shall be issued only at Mission Council to voting representatives and shall be collected in again afterwards.

4. **Membership of MCAG:** Ken Woods and Roberta Rominger will come to the end of their period of service on MCAG at its May meeting. Simon Thomas completes his service as a representative for Wessex Synod at the March Mission Council. Thanks are due to them all for their contribution to MCA. Three replacements need to be elected.



**MISSION COUNCIL  
25 -27 March 2003**

**M**

**ETHICAL INVESTMENT ADVISORY GROUP**

Assembly 2002 passed the following Resolution:

General Assembly agrees with Mission Council that the present URC guidelines on ethical investment cannot be a 'final position' and welcomes the commitment of the Ethical Investment Advisory Group to take the lead in further work.

Assembly requests the Ethical Investment Advisory Group:

- (i) to give particular attention to:
  - (a) the more detailed research and policies of some sister churches;
  - (b) the scope for greater URC participation in relevant ecumenical bodies;
  - (c) the option of the day-to-day investment decisions being given to managers explicitly committed to a Christian ethos.

and

- (ii) to bring recommendations to the 2003 meeting of the General Assembly through Mission Council.

In response to this Resolution, Mission Council called for the Ethical Investment Advisory Group (EIAG) to be re-constituted. The current members of the Group are: The Rev Ray Adams (Convener); Mr John Ellis; Mr Tony Hardy; Mr Richard Nunn; Mr Matthew Prevett; Ms Avis Reaney; and Mrs Fiona Smith. The Secretary for Church and Society acts as secretary to the Group. This Group has met twice since Assembly.

In following up the intent of the Assembly Resolution the EIAG has considered whether responsibility for the management of the Church's trusts could be transferred to Epworth Investment Management, a sister body of the Central Finance Board of the Methodist Church. Mr Bill Seddon, Investment Manager of the Central Finance Board, has drafted a paper setting out how this might be achieved, and this is being circulated within the Methodist Church. The Board of the URC Trust meets on 20 March and will decide about the management of its

investments then. Whether further discussions are held between the URC and the Methodist Church will depend on the outcome of this meeting.

It is important to stress that decisions relating to the investment of funds held by the Church's trusts can only be made by the trustees of those funds: as its name implies, an EIAG can only act in an advisory capacity. That having been said, an EIAG can have an important role to play vis-à-vis the trusts in terms of gathering information and offering advice. A body reflecting on ethical issues 'at arm's length' from fund managers could very usefully complement the work of the trustees. However, if Mission Council were to approve the appointment of a standing EIAG with this sort of remit there would be resource implications for the Church in terms both of money and personnel. To do its work effectively the EIAG will need to work ecumenically and perhaps become part of the Church Investors Group.

The present EIAG would like to suggest that any future Group see its role as primarily positive - stressing the constructive nature of investments and their function as an expression of the Church's concern to be good stewards - rather than limited simply to identifying companies in which the Church should not be investing. The Scriptures encourage us to use what is entrusted to us in constructive ways: Genesis 2.15 notes that humankind was placed on the earth 'to till it', to use its resources productively, and our Lord suggests that stewardship of another's money is to be undertaken in a positive and creative spirit (Matt. 25. 14-30). So while an EIAG will offer advice concerning activities it feels the Church should not be investing in, the very avoidance of those activities could be seen also as creating the potential for the Church's resources to be used in ways that promote 'life in all its fulness'.





## MISSION COUNCIL 25 -27 March 2003

# N

### Resource Planning Advisory Group Budget Papers

Over 60 people attended RPAG's annual District and Synod Treasurers' Consultation at Swanwick in February. It was helpful that those who have such a major role in raising Ministry and Mission contributions from local churches could share in the thinking that lies behind the draft 2004 Budget.

This Budget is based on a number of assumptions and it is important that all concerned recognise that if these assumptions are not realised there could be a major problem.

The assumptions include:

- That a declining budget deficit can be accepted for 2004 and 2005 provided that we can see we are on track to break even thereafter.
- That the target number of stipendiary ministers will track membership from 01/01/2004. *Initially the number on the payroll will exceed this tracking figure, but projections show that within a few years numbers will be on track. Indeed it is vital to continue to encourage all suitable candidates for stipendiary (as well as non-stipendiary) service.*
- That Ecumenical & International and Communications & Editorial will be able to put into effect the substantial savings that they have most helpfully offered, and that other expenditure will be within budget.
- That General Assembly does not agree to any additional expenditure not fully matched by reductions in expenditure already budgeted.
- That the increase in contributions needed for the Ministers' Pension Fund does not exceed 3%. *This is the biggest area of financial concern. We recommend that of the increase needed two-thirds be met by the Church as employer and one-third by ministers as employees. If the total increase needed is more than 3% this has major budgetary implications.*

If the resolution about stipendiary minister number tracking being brought by *Ministries Committee* is accepted, and we are prepared to accept (declining) deficits in the next two years then the consensus of those at the Treasurers' Consultation was that we should aim for M & M increases of 4% in 2004 (the year in which we have to take the double hit of a full year's National Insurance increase and the additional Pension Fund contribution). 3% in 2005 (the year we hope to get to "break even") and 2% in 2006. We would hope thus to keep the United Reformed Church stable financially while David Cornick and his colleagues are working on their review of our life.

However where membership declines the actual increase per member will be a higher percentage and the actual target of each Synod will be affected by that Synod's additions to M & M to fund its own work.

We realise that this presents a further major challenge to our congregations, but as *Ministries Committee* properly remind us if we all take the issue of proportionate giving seriously and do give 5% of our "take home pay" to our church (and a further 5% to appropriate causes), then we shall be able not only to fund what we do at present, but also to extend our work and witness.

Julian Marco  
March 2003



**MISSION COUNCIL**  
*25 -27 March 2003*

O

**Additional Business**

**1. Nominations Committee's Report**

1. Revd Derek Hopkins has accepted nomination as Secretary Elect of the Equal Opportunities Committee.
  2. Youth and Children's Work – Secretary: exceptionally it was agreed to accede to the Y&CW committee's request for Soo Webster to be granted a one year extension in recognition of the present time of uncertainty and change.
- 

**2. Correction to Paper C and Further Information**

- a) Simon Thomas completes his term of service as a representative of Wessex Synod at this March Mission Council. He will, therefore, have to be replaced as a member of MCAG. Mission Council needs to appoint **3 new members to serve on MCAG.**
- b) Details of the **Section O Process Working Party** (below) should have been included in Paper C. The group was formally established by the October 2002 Mission Council, and therefore this for information only.

Convener	Tony Burnham	2006
Secretary	Hartley Oldham	2006

Ex officio:

Secretary of Commission Panel	Brian Evans	2005
Convener of Commission Panel	Helen Brown	2005 (co-opted)

The General Secretary

The Clerk to the Assembly

The Secretary for Ministries

The Legal Adviser is in attendance

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**3. Resolution to accompany the Training Committee Report relating to Westminster College, Cambridge**

*(see The Manual (2000): Section B: The Structure of the United Reformed Church, page B13, section vi).*

There are two respects in which Function (vi) of the functions of the General Assembly as laid down in the Structure of the United Reformed Church and

which apply to Westminster College is now out of date. The Board of Governors feel that the time is right to amend it to reflect the present situation. They concern the Board of Studies and the Bursar.

Function (vi) of the General Assembly in The Structure of the United Reformed Church reads as follows:

‘to make regulations respecting Theological Colleges belonging to the United Reformed Church, to appoint the Principal, Professors and other members of the teaching staff, Board of Studies, and Bursar, and to superintend their work’.

### **Bursar**

When the United Reformed Church was formed, the Bursar of Westminster College was an honorary post, essentially corresponding to a Treasurer for the College. In the Presbyterian Church of England, this had been an Assembly appointment and this is why it remained so after 1972. This situation applies only to Westminster College and it has remained unamended since 1972.

In the 1980s the nature of the post was changed to become a salaried position, though never completely full-time. The appointment of subsequent post-holders has not been made by the General Assembly, though they have been on the Church House, rather than the College, payroll.

The Governors are currently reviewing the nature of this post, as it is vacant, but it is clear that the good running of the College could be significantly affected if appointments to it had to go through the Assembly, or even Mission Council, because the normal notice required on resignation is less than three months. Here the Governors feel it appropriate to propose that the words ‘and Bursar’ be deleted from Function (vi); and at the same time, they would propose that in future the post should be on the College payroll.

### **Board of Studies/Governors**

In 1978 the General Assembly approved a new system of governance for Westminster College which, among other things, transferred the responsibility for appointing eight members of the Board of Studies to the Ministerial Training Committee, and introduced two new members appointed by the Governors of Cheshunt. Function (vi) was not amended to reflect this change. In 1995 the General Assembly established a Board of Governors for Westminster, and the full terms of reference for it approved by the Assembly in 1996 made the Governors responsible for the appointment of the Board of Studies. Function (vi) remained unamended. Seven years on the Governors feel it appropriate to propose that the words ‘Board of Governors’ be substituted for ‘Board of Studies’ in Function (vi).

The Governors also hope that, if these proposals find favour with Mission Council and the General Assembly, there would be no insistence that the

present Function (vi) be followed to the letter until the end of General Assembly 2004!

**Resolution:**

**Mission Council recommends to General Assembly that it makes the following changes to the Structure of the United Reformed Church:**

**Delete 'and Bursar' from General Assembly function (vi) and replace 'Board of Studies' with 'Board of Governors' in that same function so that it reads:**

**'..to make regulations respecting Theological Colleges belonging to the United Reformed Church, to appoint the principal, professors and other members of the teaching staff, Board of Governors, and to superintend their work'.**

---

**4. Background information to Paper G: Co-ordination of the Church Related Community Worker Programme**

The following references, extracted from Mission Council Minutes are referred to in Paper G:

**02/72: Development of the Church Related Community Work Programme (Paper A and Paper K from March 2002 Mission Council)** Mr John Ellis, convener of Ministries, presented this paper. The Revd Graham Cook raised a point of order as to whether the proposals being brought were matters for Mission Council or General Assembly. The matter was deferred while the Clerk and General Secretary sought guidance.

**02/76: Development of the Church Related Community Work Programme (Paper A and Paper K from March 2002 Mission Council) *Continued from Minute 02/72***

The Clerk advised that it would appear that the Committee should take the matter direct to General Assembly for decision but suggested that deferring a decision until the January Mission Council would allow time for outstanding questions to be answered. The motion **that it be deferred to the January Mission Council Meeting** was proposed by Mr Ian Chalmers and seconded by Mr Simon Rowntree. This was carried. Members were asked to take any further questions to the convener of the committee outside of this meeting.

**03/05: Matters Arising**

**02/72 Development of the CRCW Programme**

The Clerk reported on a point of order raised at October Mission Council regarding Ministries Committee. He stated that the situation was unclear and therefore asked the Moderator to rule on the question. The Moderator ruled that as the initial discussions in 1999 took place at Mission Council it was in order for Mission Council to determine the matter.

---

## 5. Resolution from Yorkshire Synod

**The Yorkshire Synod, in the light of the significant decline in the number of ministers, calls on Mission Council to reconsider the number of lay and/or ordained members of General Assembly as set out in paragraph 2 (5)(a) on page B11 of the Manual, and to bring an appropriate resolution to General Assembly.**

This resolution originated in the Wakefield and Dewsbury District where the problem of the imbalance that has arisen in representation between lay and ordained representatives became very real in 2001 and 2002 when some places allocated to ordained people could not be filled except by substitutes from other Districts. The resolution self-evidently seeks to rectify this situation which is recognised by other Yorkshire Districts. We believe it very likely applies to other Synods of the United Reformed Church though our local experience is coloured by the carrying in recent years of unusual numbers of vacancies. It is logical that the topping-up to equal numbers would also cease.

---

## 6. Proposed dates and venues for future meetings of Mission Council

2003	Friday 3 – Sunday 5 October	Ushaw College, Durham
2004	Saturday 24 January	Arthur Rank Centre, Stoneleigh Park
	Friday 19 – Sunday 21 March	Hayes Conference Centre, Swanwick
	Tuesday 4 – Thursday 6 October	All Saints Pastoral Centre, St Albans
2005	Saturday 22 January	Arthur Rank Centre, Stoneleigh Park
	Friday 11 – Sunday 13 March	All Saints Pastoral Centre, St Albans
	Tuesday 4 – Thursday 6 October	Ushaw College, Durham



**MISSION COUNCIL**  
*25 -27 March 2003*

**P**

**STRICTLY CONFIDENTIAL TO VOTING**  
**MEMBERS OF MISSION COUNCIL**

**Assembly Commission**

The Mission Council Advisory Group proposes that Mission Council accepts the recommendations of the Assembly Commission in the accompanying report, and (accepting the convention used in the report to preserve the anonymity of those involved) agrees them in the following terms:

**1. Mission Council agrees that the Section O process be used to consider minister "A"'s fitness for ministry, given her mental health problems, as soon as possible.**  
*(report pages 18-20; paragraphs 49-54)*

**2. Mission Council agrees that the complaint against "D" should be considered with a view to either dismissing it or addressing it through the section O process.**  
*(report page 20; paragraph 56)*

*(Note 1: If the first two resolutions are passed by Mission Council, they shall be implemented according to the normal processes of Section O)*

**3. Mission Council asks the MCAG to consider how to initiate a process for handling any further complaints made in connection with this issue.**  
*(report page 21; paragraph 57)*

**4. Mission Council agrees that attempts to organise the review agreed in July 2001 should not be revived.**  
*(report page 21; paragraphs 58-59)*

**5. Mission Council instructs the Mission Council Advisory Group to establish terms of reference for a review to consider the lessons for the United Reformed Church from this case and to appoint a review group. Mission Council further undertakes to consider all recommendations emerging from this review.**  
*(report pages 22-24; paragraphs 60-65)*

**6. Mission Council agrees that when the above processes are complete, the whole case shall be regarded as closed.**

*(report page 24; paragraph 66)*

*(Note 2: If these resolutions are passed by Mission Council it is intended that a paragraph shall be included in the Mission Council Report to General Assembly recording the setting up of a Commission, and that Mission Council has made a decision in consequence.*

*There shall be included a statement expressing profound regret that nearly 30 years ago a minister behaved improperly and abusively to an ordinand working under the minister's direction and pastoral care; that the Church has investigated this matter and is instigating a review of all present practices and procedures to ensure that such things do not occur in the future.)*

**Paper P : Alterations:**

- 1. Mission Council agrees that the .....**
- 2. Mission Council agrees that the complaint against "D" should be considered with a view to either dismissing it or addressing it through the Section O Process** (report page 20; paragraph 56)

*(Note 1: If the first two resolutions are passed by Mission Council, they shall be implemented according to the normal processes of Section O)*

**(reference after recommendation 3)** (report page 21; paragraph 57)

- 5. Mission Council instructs the Mission Council Advisory Group to establish terms of reference for a review to consider the lessons for the United Reformed Church from this case and to appoint a review group. Mission Council further undertakes to consider all recommendations emerging from this review.**  
(report pages 22-24; paragraphs 60-65)

**(take out 6: 7 then becomes 6)**

*(Note 2: If these resolutions are passed by Mission Council it is intended that a paragraph shall be included in the Mission Council Report to General Assembly recording the setting up of a Commission, and that Mission Council has made a decision in consequence.*

*There shall be included a statement expressing profound regret that nearly 30 years ago a minister behaved improperly and abusively to an ordinand working under the minister's direction and pastoral care; that the Church has investigated this matter and is instigating a review of all present practices and procedures to ensure that such things do not occur in the future.)*

*Check that numbers are emboldened .*



**ray adams**

---

**From:** "wrpadams" <wrpadams@onetel.net.uk>  
**To:** "John Ellis" <EllisJ@methodistchurch.org.uk>; "john waller" <jandmwaller@btinternet.com>  
**Cc:** "ray adams" <ray.adams@urc.org.uk>  
**Sent:** 16 March 2003 07:12  
**Attach:** 0303 Paper P revisions.doc  
**Subject:** Fw: Mission Council

as from [ray.adams@urc.org.uk](mailto:ray.adams@urc.org.uk)

If my comments (below) seem slightly out of kilter with John W's final reply on 15/3 @08.42, it is because I sent it before receiving John's. Nonetheless, I think I shall stick with what I have written and leave it to others to amend. It errs on the side of saying less than more - but there is still time to alter it if you wish to, before printing.  
Good wishes

Ray

----- Original Message -----

**From:** "wrpadams" <wrpadams@onetel.net.uk>  
**To:** "John Ellis" <EllisJ@methodistchurch.org.uk>; "john waller" <jandmwaller@btinternet.com>  
**Cc:** "ray adams" <ray.adams@urc.org.uk>  
**Sent:** Sunday, March 16, 2003 6:47 AM  
**Subject:** Re: Mission Council

> Dear Johns both

>

> Thank you for your advice. I have taken on board the comments about the  
> earlier recommendations, have shelved recommendation 6 and have formulated  
> a

> footnote almost exactly worded in terms of the January MCAG minutes (to  
> which no member of MCAG objected). This allows ( as John E suggested) a  
> third way, indicating the direction a statement might take, but allowing  
> the

> discussion at MC to add or subtract specific words. I have taken the point  
> that MC's regret refers specifically to the events of the 1970's rather  
> than comment on subsequent developments. I have also omitted the word "  
> apology" at this stage, because, though I am sure someone will insist we  
> add

> it, I am mindful of the potential legal implications of its insertion ,and  
> it would be good to have legal advice on the floor of MC before making it

> a

> substantial proposal.

>

> I understand John E's concern about paragraph references - but MCAG seemed  
> to need them - and the summary recommendations refer only to the  
> recommednations as spelt out under " the way forward".

>

> I will work on terms of reference for the review, and will produce them if

16/03/03

- > we get that far in the discussion. Though Paper P will not be sent out to
- > Mission Council reps ( and in theory I have more time to consider its
- > preparation) the photocopying and binding of the whole report will take
- > time, and I would like to include Paper P with them. I enclose attached
- the
- > alterations I have made at home and will add to the existing paper when I
- > get to the office on Monday, subject to any other comments you may have.
- >

ray adams

---

**From:** "jandmwaller" <jandmwaller@btinternet.com>  
**To:** "John Ellis" <EllisJ@methodistchurch.org.uk>; "Ray Adams" <ray.adams@urc.org.uk>  
**Sent:** 15 March 2003 08:42  
**Subject:** Re: Mission Council

Ray and John,

This Moderator is glad to see that at least one person was well brought up!

I would be happy for my statement to be amended so that it began by expressing deep regret over events in the early 1970s and their lasting impact on a number of people, before going on to widen the sentence. I would also be happy with John's suggestion that we could wait to see the mood of Mission Council, and then try to put it into words.

I have both moral and legal objections to using the word "apology" at this point in time.

Now we must leg it for the Isle of Man!

John

----- Original Message -----

**From:** "John Ellis" <EllisJ@methodistchurch.org.uk>  
**To:** "Ray Adams" <ray.adams@urc.org.uk>  
**Cc:** "jandmwaller" <jandmwaller@btinternet.com>  
**Sent:** Friday, March 14, 2003 7:14 PM  
**Subject:** RE: Mission Council

> Ray -

>

> Thank you for this.

>

> I agree with the Moderator (being well brought up) but would add as follows:

>

> (i) Neither of the versions of 6 are quite what the Commission had in mind and I was not clear MCAG had made a clearly contrary decision (although

> of course it is entitled to do so). The Commission thinking was that the resolutions from the Report recommendations could appear to offer no comfort

> to A. Something the Commission were confident Mission Council would agree about was that the A & B episode in the mid-1970s contained elements that were clearly wrong and could unequivocally be renounced. It would therefore

> do no harm and might do some good for MC to say so now. By focusing on the mid-1970s incident exclusively, such a statement would not have to address the more controversial matters affecting the later players (including some members of MC). I thought MCAG had reshaped that into a proposal that MC would promise now to make such a statement to Assembly. Your formulation of

- > 6 (not giving any clue on dates) appears to cover the whole of A's ministry
- > and implies an acceptance of fault on the Church's behalf for all the more recent events, which of course the report does not. I would not have a problem with John's formulation, but it generalises the apology and regret away from A specifically and so is even less likely to be perceived by her as helpful. A possible third route would be to make only a very general statement on the bottom of the sheet handed out and choose the emphasis only
- > after hearing the MC discussion: it could veer towards specific regret for A's benefit or general regret for the Church's multiple pain. That option would, however, give one more task to the Moderator in chairing the discussion which he may well not want.
- > (ii) I retain my nervousness that adding paragraph numbers brings temptations to consider conclusions separate from backing arguments, but nonetheless that is what MCAG decided. Presumably then Resolution 3 should have a reference attached too.
- > (iii) In R2 line 3 "Section" not "section".
- > (iv) In R2 & R3 embolden the number.

> I believe the Manx three legs are supposed to be able to stand upright whatever assaults they have to endure. A parallel for Mission Council in there somewhere I think.

> Regards

> John G Ellis  
 > Secretary for Business and Economic Affairs  
 > Methodist Church House  
 > 25 Marylebone Road  
 > London  
 > NW1 5JR  
 > Tel 020 7467 5297 Fax 020 7467 5282  
 > E-mail [ellisj@methodistchurch.org.uk](mailto:ellisj@methodistchurch.org.uk)

> -----Original Message-----

> From: jandmwaller [SMTP:jandmwaller@btinternet.com]  
 > Sent: 14 March 2003 17:37  
 > To: Ray Adams  
 > Cc: [EllisJ@methodistchurch.org.uk](mailto:EllisJ@methodistchurch.org.uk)  
 > Subject: Re: Mission Council

> Dear Ray,

> Thank you for this.

> I wonder if resolution 1 should begin, "Mission Council agrees...?"

> For the sake of consistency resolution 2 should start, "Mission Council agrees that..."

> You could add to each resolution, "and instructs.....to take the necessary action". Or you could add a note after 2 to the effect

> that if  
> the first two resolutions are passed, they will be implemented  
> according to  
> the normal processes of Section O.  
>  
> Suggest a change to 5: "..... establish terms of reference for a  
> review to  
> consider.....this case and to appoint a review group, and it  
> undertakes....". (This is unless you have drafted terms of  
> reference and  
> will be putting them to Mission Council.)  
>  
> I am not very happy about making a resolution of 6. My preference is  
> for a  
> note to be added at the bottom of this sheet to the effect that, if  
> these  
> resolutions are passed, the intention is for a very brief paragraph  
> to be  
> included in the report to the Assembly recording the setting up of  
> a  
> Commission and the Mission Council having made decisions as a  
> consequence  
> . Included in the paragraph would be a sentence to the effect that  
> the  
> events considered covered a period of about 30 years and it is a  
> matter of  
> deep sadness that they have caused prolonged hurt and distress to a  
> number  
> of people.  
>  
> We are off to the Isle of Man in the morning but we should be home  
> by lunch  
> time on Monday.  
>  
> All best wishes,  
>  
> John  
>  
> ----- Original Message -----  
> From: "Ray Adams" <[ray.adams@urc.org.uk](mailto:ray.adams@urc.org.uk)>  
> To: "John Ellis" <[EllisJ@methodistchurch.org.uk](mailto:EllisJ@methodistchurch.org.uk)>; "John Waller  
> (Moderator)" <[jandmwaller@btinternet.com](mailto:jandmwaller@btinternet.com)>  
> Sent: Friday, March 14, 2003 4:58 PM  
> Subject: RE: Mission Council  
>  
>  
>> Apologies - the enclosed ( now with paragraph numbers included) is  
> what I  
>> mean to send earlier to be attached to the front of the Assembly  
> Commission  
>> Report.  
>> Ray <<paper p-assembly commission.doc>>  
>>  
>>> -----Original Message-----  
>>> From: John Ellis [SMTP:[EllisJ@methodistchurch.org.uk](mailto:EllisJ@methodistchurch.org.uk)]

16/03/03

>>> Sent: 14 March 2003 16:27  
>>> To: Ray Adams  
>>> Subject: RE: Mission Council  
>>>

>>> No attachment received.  
>>>

>>> John G Ellis  
>>> Secretary for Business and Economic Affairs  
>>> Methodist Church House  
>>> 25 Marylebone Road  
>>> London  
>>> NW1 5JR  
>>> Tel 020 7467 5297 Fax 020 7467 5282  
>>> E-mail [ellisj@methodistchurch.org.uk](mailto:ellisj@methodistchurch.org.uk)  
>>>

>>> -----Original Message-----

>>> From: Ray Adams [SMTP:ray.adams@urc.org.uk]  
>>> Sent: 14 March 2003 16:21  
>>> To: '[EllisJ@methodistchurch.org.uk](mailto:EllisJ@methodistchurch.org.uk)'; John Waller (Moderator)  
>>> Subject: Mission Council  
>>>

>>> Dear John (both E & W)  
>>>

>>> Sorry to send this now, but I wonder if you could look at the  
>>> attachment I  
>>> am preparing for Mission Council to "front" the Commission  
> Report.(

>>> I have  
>>> yet to add the paragraph references)  
>>>

>>> \* Is there anything more specific I should say about 2?  
>>> \* I feel it ought to say who will deal with it.  
>>> \* You may have comments on the others;  
>>> \* and is 6 the kind of thing I should be putting in a  
>>> resolution? It  
>>> reflects what I heard MCAG say, but are you content with it? I  
>>> realise there  
>>> are many more people to whom the URC ought to be expressing  
> "deep  
>>> regret" in  
>>> this matter.  
>>>

>>> I shall have to send this out on Monday at the latest, but I  
> would  
>>> value any  
>>> comments by then if possible.  
>>>

>>> Thanks  
>>>

>>> Ray  
>>>

>>>  
>>>  
>>>

> \*\*\*\*\*

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## MISSION COUNCIL 25 -27 March 2003

# Q

### **Youth and Children's Work report**

General Assembly 2002, Resolution 43:

*General Assembly asks Synods and District/Area Councils to consider and, as necessary, to implement the recommendation in the review report regarding their work and to report back to Mission Council in March 2003.*

Responses to date (20<sup>th</sup> March 2002):

Northern – no response

North Western – no response

Mersey – no response

Yorkshire – no response

East Midlands –

- Mission Means Me – three heavily subsidised youth weekends
- development of website
- Synod Praise Party for under-11s, again subsidised
- establishment of youth and children's work budget, to cover events and on-going training
- Synod Youth and Children's Work Policy Group

West Midlands – no response

Eastern – no response

South Western – no response

Wessex –

Development plan for youth and children's ministry:

- stated goals, including commitment to prayer, encouraging local churches to develop their own strategies, advocating Pilots, establishment of a FURY Assembly and Council
- paid posts – YCWTD, Synod Y&CW secretary/Regional Pilots Officer, one day a week District support
- start-up grants of up to £150 per church and training grants of up to £100 per church
- joint training programme with Winchester Diocese



Thames North –

- continuation of YCWDO post
- emphasis on District strategies and support
- basic youth workers training course
- specific budget of £5000

Southern –

Turn the Tide strategy

- stated goals for local churches, districts and synod
- Synod Youth and Children's Forum
- £120,000 available annually towards employment of youth/children's workers based in local churches

Wales –

Task group set up:

- to formulate a policy for youth and children's work in the synod
- to explore funding options

Scotland – no response

Responses also received from the following districts:

- South Yorkshire
- Leeds
- Wakefield and Dewsbury
- Birmingham
- Guildford
- St Albans
- West Wales

Kathryn Price  
20<sup>th</sup> March 2003

MISSION COUNCIL  
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ASS

## GENERAL ASSEMBLY RESOLUTIONS

- Ecumenical ( resolution on the international situation) – *in preparation*
- Ecumenical ( resolution re-affirming the Belonging to the World Church Programme)
- Ecumenical (resolutions responding to the Anglican – Methodist Covenant and Conversations on the Way to Unity ) – *in preparation*
  
- Racial Justice Committee :      Refugee and asylum seekers
  
- Church and Society:              Faith Schools  
   Millennium Development Goals (2015)
  
- Yorkshire Synod                      Grant aid for historic buildings

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### Racial Justice Committee

#### Refugees & Asylum Seekers

General Assembly, noting the strength of feeling on the issue of refugees and asylum seekers in our society today, urges all members of the United Reformed Church to:

- a) acknowledge the unequivocal call of the Bible to care for the stranger in our midst and to respond to the needs of strangers in our own neighbourhoods with compassion and practical friendship;
- b) seek to address our own attitudes towards refugees and asylum seekers with honesty and in ways that reflect the quality of our faith and commitment to our caring God;
- c) seek to live out the gospel in relation to refugees and asylum seekers through challenging the selfishness and racism that their presence has exposed, and by resisting any attempts to make this racism socially acceptable, whilst being aware that honest attempts to do so may lead to ridicule by many in British society.

The Committee for Racial Justice is deeply concerned about the growing tension over the issue of Refugees and Asylum Seekers in our society as a whole. The Committee is also aware that misinformation and exaggeration largely spread by the news media have successfully played on people's fears and prejudices. Through its racial justice networks and the racial justice advocacy scheme, the Committee hopes to address some of the fears on this issue that many in our communities and churches feel.

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### Church and Society

#### 1. Faith Schools

The issue of 'faith schools' has been much in the news. The Government has publicly stated its desire to see more established, and while in some quarters this is welcomed

because of the emphasis such schools place on promoting a religious worldview, others see these schools as contributing to existing divisions within society. Some have a fear that they will help to erode our multi-cultural experience at a time when greater understanding and dialogue between different faith communities is more vital than ever. How is the United Reformed Church to respond to this development?

One way forward in the debate might be to separate the fact that Roman Catholic and Church of England schools exist (and have a rich heritage) from the issue of whether further such schools should be established. It appears to be the question of *increasing* the number of church schools that is proving divisive, rather than whether such schools should exist at all. One compelling argument in favour of allowing the number of faith schools to increase is that putting a block on their development would be an act of discrimination against minority faith groups, which currently have only a mere handful of schools. Withdrawing the right of parents to educate their children according to their religious beliefs would also raise questions about the kind of society we live in, a point made by the former Secretary of State for Education, Estelle Morris, in her presentation to the General Synod of the Church of England in March 2002. Thus the question would seem to be whether the new schools will continue the trend adopted by many existing church schools of welcoming pupils of different traditions and faiths, for then the argument that they will foster divisiveness will be seen to have less weight.

But there are other issues to be taken into account. What signal would be given to schools with no faith basis if, as a result of the popularity of denominational schools, more of the latter were to be given the go-ahead? Might this not suggest that, as a society, we were giving up on non-faith schools? We might remember that, such was the commitment of the free churches to the principle of state education in the last century, they gave up many of their own schools. And given that church schools tend, at least as a consequence of the exercise of parental choice, to be selective, would not the move to develop more such schools be a worryingly retrogressive one? The danger is that, by placing so much emphasis on the importance of the 'faith dimension' in schools, we lose sight of the fact that education is primarily about setting children off on the path of lifelong learning. If schools should primarily be places where young people are stimulated to study, ask questions and pursue knowledge and understanding, and not to be nurtured in the faith, state schools might be better able to provide a 'good' education than religious ones. Ofsted has encouraged the teaching of Religious Education in schools, so should we not call upon churches to support people teaching RE in state schools, not to see their contribution as just supporting church schools.

That being said, the role of the local community in deciding the nature of their school must be underlined. The type of school found in any community will clearly depend upon the local context – for example, whether it is rural or urban – and the religious and ethnic composition of the community. If schools are genuinely to reflect their local community then we must recognize that some, especially in inner-city and urban areas, will be predominantly of one faith or of one race. We affirm, however, that the best form of education is a school for the whole community.

While acknowledging the demands this places on the teacher-training process, we continue to hold to the ideal of state schools providing high quality education, including religious teaching appropriate to a society in which many different faith positions are held. However, where local communities and congregations consider that these demands can be met within the context of a school of a particular faith tradition, the right of that community so to act should be fully respected. We acknowledge the many opportunities

that exist for Christians to influence education, not least as school governors or through the Standing Advisory Committees for Religious Education, and encourage Christians of all ages to consider seriously the vocation of teaching.

#### **Resolution:**

**General Assembly views with concern the Government's commitment to increasing the number of 'faith schools' in England and Wales.**

**While affirming the right of local communities to decide the nature of their school, and regretting the lack of 'faith input' and promotion of a religious worldview to be found in some state schools, Assembly's concern is that schools promoting a particular faith position may contribute to an erosion of our multi-cultural experience at a time when greater understanding and dialogue between faith communities is more vital than ever.**

**Welcoming the affirmation given by OFSTED to the teaching of Religious Education in schools, Assembly calls upon churches to support people teaching RE in state schools and encourage others**

## **2. Millennium Development Goals (2015 targets)**

Two-thirds of the world's children still live in abject poverty. 183 million are malnourished. 113 million, two-thirds of them girls, receive no schooling. 30,000 die unnecessarily every day. Child poverty is the morally unacceptable result of our failure to overcome injustice in our world.

To tackle the worst excesses of poverty, governments across the world, including the UK's, together with the United Nations, the World Bank, the International Monetary Fund, non-governmental organisations, churches and faith groups have signed up to the Millennium Development Goals. These goals provide a benchmark by which efforts to overcome poverty and improve the quality of life for the world's poorest people can be measured. The need for more debt relief for the poorest countries is seen as essential if the targets are to be realised, while the Trade Justice Movement campaigns to enable poor producers to have the opportunity to trade their way out of poverty.

Specifically the Millennium Development Goals aim to:

1. eradicate extreme poverty and hunger by halving, between 1990 and 2015, the proportion of people whose income is less than one dollar a day and the proportion of people who suffer from hunger;
2. achieve universal primary education in all countries;
3. promote gender equality and empowering women by eliminating gender disparity in primary and secondary education, preferably by 2005, and to all levels of education no later than 2015;
4. reduce by two-thirds the mortality rates for infants and children under five;
5. reduce by three-quarters maternal mortality;
6. combat HIV/AIDS, malaria and other diseases;
7. ensure environmental sustainability, including halving by 2015 the proportion of people without sustainable access to safe drinking water and by 2020 to have achieved a significant improvement in the lives of at least 100 million slum dwellers; and
8. develop a global partnership for development.

As a church with a long record of campaigning for justice through Commitment for Life and other programmes, the United Reformed Church should publicly endorse these goals. We should pledge ourselves, with other faith groups and non-governmental organisations, to see these goals

achieved through campaigning, lobbying, awareness raising and monitoring. Specifically we should campaign actively for trade rules to work in the interests of poor countries as a vital step towards the achievement of the first Millennium Development Goal.

## **Resolution**

**Assembly therefore:**

- (i) welcomes and endorses the Millennium Development Goals;**
- (ii) pledges itself to work, with others, to see that they are achieved by the year 2015.**
- (iii) reaffirms its commitment to the Trade Justice Movement and encourages congregations to support the campaign actively by writing to their MP and taking other relevant actions.**

## **Resolution from Yorkshire Synod**

**Yorkshire Synod, being aware of the heavy responsibility laid on churches to care for buildings they have inherited, especially those listed as being of historical and architectural interest;**

- a) notes that properly discharging this responsibility incurs significant additional costs, and that in the case of listed buildings, the additional costs may rise from decisions of bodies other than the churches themselves;**
- b) urges Mission Council and General Assembly, through the Churches Main Committee, to open discussions with appropriate government agencies with a view to obtaining:**
  - i) adequate assistance with the extra costs or securing a more equitable distribution of the grant aid already made available for the maintenance of historical church buildings and**
  - ii) a relaxation of the regulations surrounding the granting of "change of use" for redundant places of worship.**

This paper is an amended version of one provided for the Yorkshire Synod Executive Committee and for Synod by the Secretary of the East Yorkshire District Council. Whilst it details a case in point, it is by no means a single, local issue because the problem it illustrates is shared by many churches in this Synod and others.

St Andrew's Scarborough is a Grade 11\* Listed Building and, whilst exceptional in its grading, is typical of many Listed Buildings within the Synod insofar as it experiences problems that have led to this resolution. It has a minister and congregation of eighty adults, who are struggling under the burden of having to maintain a very expensive edifice. Repairs and maintenance, along with high insurance costs mean that congregations such as this have to dig deep into their pockets just to keep their heads above water. If, of course, they want to do something constructive or imaginative with the building, vast sums of money have to be found which are beyond their reach. Churches like this are often mission-orientated, but they cannot move forward with such a building around them.

What often happens is that the building falls into disrepair, through no fault of the local congregation, and then large sums of money have to be found, often from Synod sources, just to maintain the status quo. Some churches, because of high maintenance costs and prohibitive insurance premiums, even think about locking the door and leaving the building to fall down. Of course, insurance premiums still have to be paid. No one will want to buy the building because it is listed, so often it is left to crumble. This gives the United Reformed Church and the Christian Church generally, a bad reputation and the purpose of listing this so-called historic building fails. The whole process benefits no one. Of course this is not just a problem for the URC, it effects all denominations and other owners of listed buildings.

The East Yorkshire District Council, encouraged by St Andrew's Scarborough, initiated a resolution which Synod Executive Committee considered carefully and then brought to Synod. It asks Mission Council to look seriously again at the whole issue of listing church buildings.

It is most unreasonable to ask the churches to maintain such buildings to certain standards when the authorities know the churches do not have the finances, and very little financial help is offered.

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**MISSION COUNCIL**  
*25 -27 March 2003*

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## **FURTHER GENERAL ASSEMBLY RESOLUTIONS**

### **The National Synod of Scotland**

#### **Resolution 1.**

**General Assembly endorses the resolution passed by the National Synod of Scotland accepting and approving the six recommendations of the Scottish Church Initiative for Union Proposal.**

#### **Resolution 2.**

**General Assembly endorses the resolution passed by the National Synod Scotland agreeing that, in the event of any other partner church or churches rejecting the Scottish Church Initiative for Union Proposal, the United Reformed Church should proceed in the process with those partners willing to do so.**

#### **The supporting statement:**

The Scottish Church Initiative for Union Proposal represents seven years of work (building on 25 years of work done by the Multilateral Conversation). The partner churches involved have been the Church of Scotland, the Scottish Episcopal Church, the Methodist Church and the United Reformed Church (before the union of 2000 both the URC and the CUS were involved.)

The remit of the group, at the initial invitation of the Scottish Episcopal Church, was to prepare a Basis and Plan for Union. The Proposal offers a model of unity which could, in time, lead to full union. For the present, it outlines only the general direction, the possibility of local piloting, the encouragement of a closer working relationship between the partners, and a commitment to go on developing the model.

At its March meeting, the National Synod of Scotland carefully considered the Scottish Church Initiative for Union Proposal. The full text, including the six recommendations, appears in **Appendix (?)** Each of the recommendations was considered separately and passed. The responses of the other partners will be known by the time General Assembly meets.

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### **Synod of Scotland**

#### **Resolution on 'the New Warfare'**

**Mindful that in recent decades military technology has developed substantially, that definitions and terminology for various acts of warfare have been evolving, and that the politics of conflict has moved into a new, post-Cold-War era,**

the General Assembly of the United Reformed Church asks its Church and Society Committee to explore and prepare a report on the ethics of warfare for the twenty-first century.

The report should take account of:

- a) an understanding of terrorism, suicide bombing and state sponsored assassination
- b) weapons of mass-destruction, including nuclear, chemical, biological and multi-kiloton [conventional] bombs
- c) weapons which continue to cause death and suffering in a post-conflict era, e.g. land-mines, unexploded cluster-bombs, depleted uranium dust.
- d) the argument that a perceived threat is justification for a pre-emptive attack, or that "regime change" is a legitimate objective for armed aggression.
- e) other matters germane to the concept and practice of 'Total War'

In whatever methodology it adopts the Committee is encouraged to take account of past General Assembly resolutions and to consult ecumenically and internationally.



Section O Process  
Part One.  
Proposed Changes

At the Meeting of the Section O Advisory Group held on Wednesday March 19<sup>th</sup>. it was agreed to propose additional changes either to Part One of the Section O schedule or to the Structure itself to Mission Council.

In terms of changes to the Section O Document there are two. The first is an addition to the rewording of Paragraph 12.1 where the current proposal states A Convener who shall be a member of the United Reformed Church with legal and/or tribunal experience....

It is suggested that for clarity this be replaced by

**A Convener who shall be a member of the United Reformed Church (but not necessarily a member of the General Assembly) with legal and/or tribunal experience....**

The second change is longer.

There is a concern that changes in statute or case law could bring parts of the Section O process into conflict with the Law. Should the problem lie in Part One it could take two years to bring about any necessary changes.

It is therefore proposed that the old Paragraph 22, which will, should the other changes proposed be agreed become Paragraph 21, be replaced with.

- 21.1 Save only as provided in Paragraph 21.2, this Part I of the Section O Process is subject to Paragraph 3(1) of the Structure.**
  
- 21.2 Mission Council acting in the name of General Assembly has authority by single resolution of that Council to make as and when necessary and with immediate effect such changes to Part 1 as are, on the advice of the legal advisers to the United Reformed Church, required to bring the Section O process into line with the general law of the land consequent upon any changes in legislation and/or case law.**
  
- 21.3 All such changes to the Section O Process as are made by Mission Council under Paragraph 21.2 shall be reported to the next annual meeting of the General Assembly.**

The proposed changes to the Structure are intended to clarify the situation with regard to the resignation of Ministers and in particular to assist District Councils in distinguishing between Ministers who seek to resign while under the Section O Process and Ministers who seek to resign for other reasons. They are contained within a paper prepared by the Convener and Secretary of the Section O Advisory Group which should be read alongside this paper.

J.Breslin( Clerk)  
25 March 2003