



# MISSION COUNCIL

6 - 8 OCTOBER 1992

Minutes of the meeting of the Mission Council, held at High Leigh Conference Centre from 6-8 October 1992, which was constituted by the Moderator, Mrs Ruth Clarke, who presided. Worship throughout the conference was led by the Chaplain, the Revd Paul Quilter, with the assistance of members of the Council.

Day One: 6 Oct '92

2.0 pm  
92/1

ATTENDANCE. The Moderator welcomed members to the new pattern of meetings and apologies for absence were received from Mrs Sheila Tull (Minute Secretary), Mr William McVey, Miss Pamela Harvey and Mr Paul Ashworth. There were 68 members present, together with 8 staff in attendance, Revd Paul Quilter, Chaplain, and Revd Brian Bailey, guest. In the absence of the Minute Secretary, the resolution: **"Mission Council appoints Olive Darke as Minute Secretary for this meeting"**, was approved.

92/2

THE GENERAL SECRETARY, the Revd Tony Burnham, set the scene for the conference, outlining the history of the formation of the Mission Council and describing the procedure for the meetings, which would enable members to meet in small groups and allow time for Bible study and worship and reflection. The Clerk would ensure that business was done in accordance with the Basis of Union, and following the rules of Standing Orders of Assembly so far as possible in the different setting of the Mission Council.

4.45 pm  
92/3

COMMUNICATION. The Revd Donald Hilton opened discussion on the means of ensuring that the Mission Council became the channel through which communication between the National Church and the local church was enabled in both directions. As well as the minutes, it was hoped that the Communications Section would produce a brief report suitable for church newsletters.

After discussion in Synod groups, ideas were shared with the full meeting and the members then moved into Bible study groups.

8.00 pm

BUSINESS.

92/4

Nominations and Elections, etc.

a) Tellers. The resolution:

**"Mission Council appoints Muriel Garrow and Christine Meekison to serve as tellers for the 1992-93 meetings up to the General Assembly, July 1993"**, was agreed.

b) Nominations. The General Secretary proposed the resolution:

**"Nominations for any office to be elected at this meeting of Council be by two members who will have obtained the consent of the person nominated. Nominations should be handed to the Clerk by 7 pm on Wednesday, 7th October. The Clerk will announce the names at the end of the last session that evening. The election will take place by ballot during the first session on Thursday, 8th October."**

This was agreed.

c) Mission Council Advisory Group. Notice was given that four members of the Mission Council should be elected to serve on a four year rotation.

- d) Staffing Group. Nominations of three persons not currently officers of standing committees were sought.
- e) Convener, Assembly Arrangements Committee. The General Secretary moved the appointment of Mrs Wilma Frew, who had already been appointed by the General Assembly with a view to that period before the Mission Council met. This was agreed.
- f) Advisory Group on Grants and Loans. (AGOGAL) The nomination of a secretary was sought.
- g) Nominations Committee Report. The Revd Jessie Clare asked members to note that resolution 4 on page 42 of Assembly reports had been passed, was duly recorded in the master copy of Assembly Minutes and should appear in the Record under line 3 on page 13.

- (1) Approval was sought for the following nominations (noting that alternatives had been listed so that they could be approached if necessary without further delay):
  - (i) National Assessment Board  
For the period 1993-97 the Revd Dr Catherine Middleton, Revd Christine Pinnell and Mrs Margaret Roberts as alternatives.
  - (ii) Homerton College  
Re-appointment of existing Governors, Joan Boulind, Bill Gathercole, John Chaplin, Margaret McKay, for a 3 year period, Jan 1993-Dec 1995; of Mrs Elizabeth Jupp with immediate effect to Dec 1995, and of Mrs Mary Cornick from Jan 1993 - Dec 1995.
  - (iii) Milton Mount Foundation Board  
It was recommended that Mrs Gwen Hall be re-appointed, and that the Revd Erica Beglin be nominated to serve as a new member.
  - (iv) Northern College  
It was proposed that the Revd Helen Drummond be appointed as a Governor with the Revd Brian O'Neill as alternative if she should not be able to accept.

The above nominations were all approved.

- (2) Nominations from Districts and Synods. Mission Council agreed to accept the responsibility to promote the exercise of communication regarding committee vacancies with all Districts and Synods.
- (3) The nomination of an Appointment Group for the posts of Personnel Secretary and Local Ecumenical Adviser was postponed for consideration after the report of the Interim Staffing Group.
- (4) Additional representatives to other Assemblies:  
The following nominations were approved:
  - 1 Church of Scotland 1993 - Revd A G Burnham
  - 2 Church of Scotland 1994 - Revd Donald Hilton
  - 3 Presbyterian Church of Wales 1993 (12-15 July) -  
Mrs Ruth Clarke
  - 4 Congregational Federation (8 May 1993) - Revd Janet Sowerbutts
- (5) Director of Free Church Federal Council. The recommendation "that we appoint the Revd J Johansen-Berg" was approved.
- (6) Finance Department - Adviser on Government Employment Legislation. Council members agreed to seek such a person who could be available for consultation on an informal basis when specific issues arose.

It was noted that Provincial Moderator Review Groups were to include ten members appointed by the Mission Council but that those appointed need not themselves be members of the Mission Council.

92/5 The Minutes of the Executive meeting of 5th March 1992 were placed on the table for approval at the session on Thursday, 8th October, with the amendment to para 7 E (iv) on p.358 as follows:  
"7E (iv) Southern Provincial Synod had agreed to meet the costs of the housing allowance for the National Aids Adviser up to the sum of £4,000 pa for two years to the General Assembly 1994. The Synod urged the Budget Committee to use this two year period to make provision for the payment of all expenses relating to this post to be fully funded from the Ministry and Mission Fund from General Assembly 1994 onwards."

92/6 Loyal Address; A reply had been received from the Home Secretary which was noted.

92/7 Assembly Arrangements Committee. Mrs Wilma Frew reported:  
a) The 1992 Assembly had been successful and much had been learnt from the previous Assembly held at York.  
b) The private member's resolution to the 1992 Assembly regarding Jubilee ministers had been referred by Assembly to the Assembly Arrangements Committee who proposed that part one of the resolution that "Assembly resolves that in future years any ministers present who are celebrating 50 years since their ordination shall be invited to the platform to be greeted by the Moderator", should be accepted, with the inclusion of any celebrating 60 years since their ordination; and that part two: "that, in addition, they will be presented with an appropriate small token commemorating the occasion" should not be accepted.

A proposal by the Revd David Lawrence "that part 2 should be referred back" was rejected and the Committee's proposal:  
"that Jubilee ministers present at Assembly are invited to the platform to be greeted by the Moderator" was approved.

c) The use of group discussion for Provincial Synods was considered valuable and the Committee's recommendation that the arrangement be continued, provided that adequate facilities are available, was supported by the Council.

d) The first proposed outline of the timetable was reported and the Council encouraged the Committee to continue its work. It was noted that detailed work for the Assembly was being undertaken by the General Secretary, the Moderator-elect and the Office and Personnel Manager, as approved by Assembly 1992, but the Assembly Arrangements Committee was being used as a sounding board.

92/8 Windermere Centre. A paper containing proposals from Faith and Life for restructuring the Windermere Policy and Planning Committee and the Programme Committee in order to make economies in the frequency of meetings and the number of persons involved was presented by the Revd Dr Philip Morgan. An amendment to the recommendation contained in the final paragraph of the paper -  
"that the review should be carried out on behalf of the whole church by a group appointed by the Nominations Committee"  
was accepted by the Department and the document was approved.

After closing worship led by the Chaplain, the Council stood adjourned at 9.00 pm.

Day Two: 7 Oct '92

The Mission Council met for prayers at 8.00 am and after breakfast, reassembled in Bible study groups to share thoughts and voice concerns.

At 10.00 am, questions, which had been put in writing to the General Secretary, were circulated and discussed in plenary session. Out of this discussion it was agreed that the Forum Session should take up matters of communication, of spirituality, of representation and of a vision for mission, alongside the papers already offered for Forum consideration.

At 11.30 am. Conveners signalled their concerns.

92/9 Church and Society Convener, Professor Malcolm Johnson, summarised the department's work as covering development, housing and involvement in Europe, speaking more fully on each section and commending the work of the National Housing Adviser, Craig Russell, who was setting up two-day "activities" and contributing to the theology of the group, and also the work of Philip Woods, part-time European issues adviser, who would visit Churches, Districts and Synods. The Revd Peter Brain would raise the issue of overseas aid later.

92/10 World Church and Mission Convener, Mrs Mary Marsden, produced a list of 18 areas of work covered by the department and summarised briefly how each issue was tackled.

92/11 Faith and Life. The Revd Dr Philip Morgan described Faith and Life as being concerned with the nurture of Christians of all ages and with the development of their faith. Groups had been set up in response to need and supportive resources provided in the hope that the need was perceived aright.

92/12 Ministry. The Revd Keith Forecast referred to the never-ending task of covering vocations, training, support and patterns for ministry. Approval was sought for the setting-up of a working group, under the convenership of the Revd Malcolm Hanson, to re-examine the "Patterns of Ministry" document in the light of the relevant Assembly resolutions, to make recommendations, liaise with all departments and to report back after two years - or longer, if necessary.

92/13 Church and Society Issue. The Revd Peter Brain read out the text of a letter addressed to the Prime Minister voicing concern over the possible reduction in the overseas aid budget and asking that other ways of funding the public deficit should be sought. A proposal "that the members of the Mission Council be invited to sign the letter" was moved and the letter was circulated for signatures.

The Revd Chris White proposed that the Council should pass a resolution urging the councils of the church to encourage Synods and Churches to take similar action; this was agreed.

92/14 Comments were made on the conveners' reports and the Treasurer, Mr Alistair Black, was asked to comment in the absence of a report from Finance & Administration. He stated that the Finance and Administration job was to listen, to cost all programmes contemplated and to ensure their acceptance and endorsement where possible by Church members.

2.30 pm

92/15

The Moderator introduced Mr Victor Hughff, convener of the Pensions Sub-Committee, who presented the paper explaining the proposed amendments to the rules of the URC Ministers' Pension Fund. His graphic elucidation of a complex subject was greeted with applause and, after comments and questions, members were invited to signify by show of hands their support for the scheme which would be brought to the 1993 Assembly. There were none against and the Moderator thanked Mr Hughff for his presentation.

4.45 pm

92/16

The Interim Staffing Committee Report was introduced by the Revd Angus Duncan. The committee had been given the task of determining the need for the retention of posts as they became vacant in the light of Assembly's mission priorities. The posts of secretary, Faith and Life, Personnel Secretary and Children's Advocate (as recommended by General Assembly) had required urgent consideration.

a) Secretary, Faith & Life. The resolution:

1. **"Mission Council approves the continuation of the post of Faith and Life Secretary"**

was discussed and an assurance was given that ecumenical co-operation was being explored. Consideration was also given to the Southern Province Synod proposal: "The Mission Council are asked to review National Appointments, ministerial and lay, which are necessary for the resourcing of the Church. Once this review is complete, recommendations for the creation of appropriate posts should be brought to General Assembly. The full costs of such National Appointments should be funded through the National Church Budget." and when put to the vote the Interim Staffing Group resolution was carried with one abstention.

The Revd Michael Hubbard stressed the need for flexibility and the Revd Dr Philip Morgan proposed the resolution: "In the filling of the post, it should be clearly indicated that flexibility is built in, given the nature of the Mission Council's remit." This was seconded by the Revd Michael Hubbard. An amendment was proposed by the Revd Keith Forecast that this should apply to all national posts, i.e. Assembly Appointees - in the terms of the clause 5 on p.1 of the green paper.

This amendment was carried and became part of the substantive resolution. Doubts were raised about the legality of the use of such a clause; the resolution was passed with the words "subject to legal advice" added.

**"In the filling of the post, it should be clearly indicated, subject to legal advice, that flexibility is built in, given the nature of the Mission Council's remit."**

(b) Resolutions:

2. "Mission Council resolves to end the post of Personnel Secretary with effect from the ending of Miss Sheila Rudofsky's term of service."

and

3. "Mission Council resolves to create the post of Ecumenical Secretary with effect from the ending of the post of Personnel Secretary."

were introduced together and the Revd Tony Coates read a statement on behalf of the World Church and Mission staff expressing unhappiness at the lack of dialogue, emphasising the value of the pastoral side of the work of the Personnel Secretary and declaring the proposals to compress the full-time work of four people into three to be unacceptable. The members of staff then withdrew from the meeting while discussion followed.

An amendment was proposed by Mrs Mary Marsden to resolution 3, that: "the words 'Ecumenical Secretary' be replaced by 'World Church & Mission Executive Secretary'. This was seconded by the Revd Nelson Bainbridge. After further discussion the moderator ruled that a decision should be postponed until the next day so that a meeting could be arranged immediately for further discussion between the Staffing Group, the Moderator, the Convener of World Church and Mission, and the staff members concerned. This was agreed and the Council members adjourned to meet in Forum discussion groups at 5.30 pm.

At 8.00 pm The Council reconvened and the groups reported on their discussions as follows:

- 92/17 "Priorities for Mission". A group had discussed the paper from Church and Society in conjunction with the member's concern on vision for mission put by the Revd Angus Duncan and the Revd Eric Allen. The Revd Peter Brain gave notice that a written report would be produced on what authentic mission would look like at the local level.
- 92/18 "Issues of Communication, including the proposal for a Spring Conference". The future of the annual URC Forum and the setting up of a national gathering in the Spring of 1994 had been discussed in conjunction with the member's concern on communication put forward by the Revd David Lawrence. The group proposed that Forum should continue and that the Spring Conference proposals should not be pursued. It was agreed that there was a great need to devise a better strategy for communicating and that further thought must be given to methods.
- 92/19 "Resource Sharing". The discussion papers on the sharing of resources arising out of the WCM study of the report from the WCC consultation at El Escorial, "Guidelines for Sharing", was discussed in three small groups considering people, buildings and finance.
- 92/20 "Charter for the Church", produced by the Urban Churches Support Group was studied by a group with experience of racism and the problems confronting members and churches with black and mixed membership. The group recommended the sharing of such experience with all congregations.
- 92/21 Election of representatives on Mission Council. A question posed by the Revd Brian O'Neill was referred to the Mission Council Advisory Group for consideration.
- 92/22 Holiness/Spirituality within the URC. A group met with the Revd Michael Hubbard who had raised the subject as a member's concern. It was hoped that the topic could form part of a Moderators' report to the General Assembly.
- 92/23 Interim Staffing Committee proposals.  
a) Resolution 4:  
**"Mission Council asks Faith and Life to submit proposals for a Children's Advocate which explore a reduction of other work or the possibility of ecumenical opportunities."**  
was discussed with emphasis on the need for exploring ecumenical possibilities. When put to the vote the resolution was passed with some abstentions.

b) Resolution 5:

**"Mission Council instructs the Mission Council Advisory Group to identify areas of overlap in the work undertaken by Assembly appointed staff and to make recommendations for dealing with these to the Mission Council of March 1993."**

was carried with some against and some abstentions and the Revd Angus Duncan assured the meeting that the committee would note the need for consultation and careful judgement of how much information should be produced in future to enable responsible decision by the Mission Council. The committee was thanked by the Moderator for its work.

92/24 Synod Proposals.

1. The General Secretary moved the appointment of the following as Directors of Trusts:

to URC (Northern Province) Trust Ltd. - Revd Stephen M Thornton  
to Lancashire Congregational Union (Inc.) - Revd Robert Parker  
to Hants Congregational Union (Inc.) - Mr R P Maclean

These appoints were approved.

2. Yorkshire Province's request for a discussion on mid-week meetings of the Council was introduced by the Revd Elizabeth Caswell and the General Secretary moved that the meetings be held at weekends, (Fri-Sun) for the year 1993-94. A vote was taken and a majority agreed.

Provisional dates were fixed for:

Friday, 1st October - Sunday, 3rd October 1993;

Saturday, 15th January 1994;

Friday, 18th March - Sunday, 20th March 1994;

Friday, 30th September - Sunday, 2nd October 1994;

all dates to be confirmed. Suitable places to meet would be sought.

3. The proposal from Mersey Province for a consideration of authority in the URC was referred to the Advisory Group for consideration.

4. On the proposal from the East Midlands Province suggesting a national policy for financing of representatives to General Assembly, a suggestion that Synod Clerks should be consulted by the General Secretary so as to prepare a paper for the next Mission Council was agreed.

5. Wessex Synod reported that their review of ecumenical boundaries was revealing difficulties and continued discussion was encouraged.

6. The Southern Province proposal requesting a review of all appointments was referred, on a proposal by the Revd Dr Philip Morgan, to the Advisory Group for consultation with the Province and report back on a procedure to take the matter forward.

92/25 Nominations for Elections. The Clerk announced that the following nominations had been received for the elections:

a) Staffing group - Revd Angus Duncan, Mr William McVey,  
Revd Elizabeth Scopes.

b) Secretary of AGOGAL - Revd Roger Whitehead.

c) Mission Council Advisory Group - Mr David Butler, Revd Elizabeth Caswell, Revd Sandra Lloydlangston.

A fourth nomination of the Revd Nanette Head had been unsigned and was therefore invalid unless acknowledged. The nomination was later validated.

After prayers the Council stood adjourned at 9.30 pm.

Day Three: 8 Oct 92

Members met for prayers at 8.00 am and business resumed at 9.15 am.

92/26 Ballot papers for the elections were distributed and the tellers took action.

92/27 Executive meeting minutes: With the correction of minute 7 E (iv) on p 358, which should include the substitution of the words "Financial Resources Committee" for "Budget Committee", the minutes were approved and signed as a correct record by the Moderator and the Clerk.

92/28 Interim Staffing Committee Report. The Revd Angus Duncan reported that, with the help the Revd John Waller's contribution to the debate, agreement had been reached by those concerned regarding resolutions 2 and 3 (ref 92/16 (b)). Ecumenical Relations at home and abroad; Mission home and abroad; and International Personnel would be the responsibility of the Secretary and an Executive Secretary of World Church & Mission. The area of Mission Education would be dealt with by the Secretary for Mission Education. The agreed resolution, which replaced resolution 2 and 3:

**"Mission Council resolves to replace the post of Personnel Secretary with effect from 1st September 1993 - or earlier if necessary - with the post of W C and M Executive Secretary".**

was put to the vote and carried unanimously.

Mr Duncan reported that the Staffing Group would welcome guide-lines on consultation, information about posts and expert help, particularly in business management.

The General Secretary asked that comments and thoughts on the Mission Council should be communicated to him.

92/29 Appointment of Directors of Trusts. The General Secretary reported that he had received a letter from the Thames North Province nominating the following as Directors of the Thames North Trust and Hertfordshire Congregational Union Inc.:

Maurice Dyson, Cecil Griffiths, Valerie Hann and Vernon Lane.

The meeting approved these appointments.

92/30 Nominations. The Revd Jessie Clare, on behalf of the Committee, proposed the following for the Appointment Group for the W C and M Executive Secretary: The Revd Keith Forecast (convener), the Revd Tony Coates, the Revd A G Burnham, Mrs Mary Marsden, Mrs Nora Morgans, the Revd Roderick Hewitt and the Revd Dorothy Spence. Mr Hilary Gunn would serve as secretary of the group.

Mission Council approved.

92/31 Advocacy and Stewardship. The Revd Julian Macro spoke to the printed report from the Advocacy Group which put forward proposals formulated in co-operation with Faith and Life for amalgamating the work of advocacy and stewardship. Approval was sought for the formation of a small group to replace the Advocacy Group and the Stewardship Sub-Committee. The Council approved.

A proposal that the creation of the post of full-time staff person to serve the group should be referred to the Staffing Group for consideration was also approved. It was agreed that provision for such a post should be made in the 1994 budget.

The Mission Council Advisory Group was asked to maintain an over-view of the difficulties of management for change.



- 92/32 Mersey Province proposal for a review of the time scale allowed for consultation and discussion of Assembly resolutions at local level would be dealt with at the next Mission Council meeting.
- 92/33 Mersey Province request for clearer financial information was referred to the Treasurer. Mr Clem Frank clarified the question of the underwriting of the Yardley Hastings project but stated that each project had to be dealt with as it arose. Notice should be given to the Finance Department of such questions in future.
- 92/34 Assembly Appointments and Church Affiliation. Comments on the proposals contained in the paper from the previous Nominations Committee should be addressed to the General Secretary; the matter would be taken up at a future meeting.
- 92/35 URC Trust business was postponed.
- 92/36 Elections. The Clerk announced the results of the elections as follows:  
54 voting papers had been returned with the majority in favour of those named in each case. 12 negative votes were received, of which no more than 4 were against any nominee.  
Of the four members elected to serve on the Mission Council Advisory Group in rotation, being eligible for re-election, Revd Nanette Head would retire in 1993; Revd Sandra Lloydlangston in 1994; Mr David Butler in 1995; Revd Elizabeth Caswell in 1996.
- 92/37 The Moderator invited the Revd Brian Bailey, who had been an observer throughout the meetings, to give his reflections on the Mission Council. Mr Bailey summarised his thoughts in the words "enable, decide, encourage, listen, serve, ask". His comments were received with appreciation.
- 92/38 Members were given the opportunity to offer their comments on the conference and a proposal by the Revd Dr Philip Morgan not to hold day meetings but to meet in London with an overnight stay received approval. Accommodation in houses for the January 1993 meeting was sought by the General Secretary.
- 92/39 The Assembly Arrangements Committee convener, Mrs Wilma Frew appealed for offers before the next committee meeting on 17th December 1992 from Provinces who could host the 1995 non-residential Assembly since the East Midlands Province offer had been only exploratory.
- 92/40 The Moderator gave thanks to all present for their responsiveness, patience and good humour and to the General Secretary, the Clerk, the Chaplain, the Revd Brian Bailey, to Mrs Carol Rogers as pianist and to others and the meeting retired to Synod groups to plan for the future.
- 92/41 At 11.45 am the Chaplain conducted the closing worship, including communion, with assistance from members.

The General Secretary declared the Mission Council adjourned to meet again at a time and place still to be determined.

It was subsequently announced that plans were in hand for the meeting to begin at 1.00 pm on 6th January 1993 and end at 4.00 pm on 7th January - precise time, place and hospitality to be notified.



# MISSION COUNCIL

## 6 - 8 October 1992

### PROGRAMME

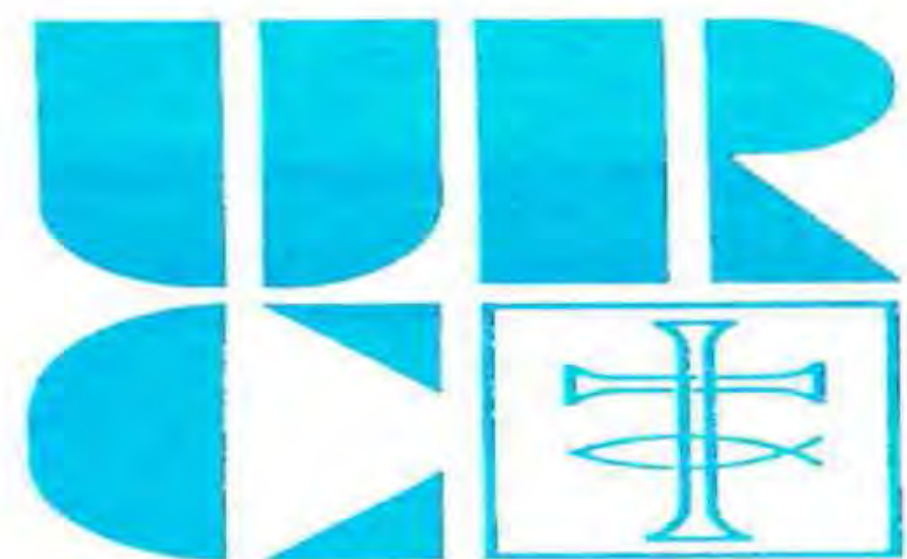
#### TUESDAY

#### WEDNESDAY

#### THURSDAY

\* Paper circulated

	8.00 Prayers	8.00 Prayers
	8.30 Breakfast	8.30 Breakfast
	9.15 Bible Study Groups	9.15 <u>Business:</u> Elections Remaining matters
	10.00 The Conveners briefly signal their concerns - Faith & Life - World Church & Mission - Ministries - Church & Society followed by questions	9.45 Reflections - Brian Bailey
	11.00 Coffee	10.15 Our continuing work
	11.30 FORUM*	10.45 Coffee and meeting in Synod Groups - our continuing work
12.00 Arrivals and check in	12.45 Close	11.45 Worship including Communion
1.00 Lunch	1.00 Lunch	12.45 Close
2.00 Welcome The General Secretary sets the scene	2.30 <u>Business:</u> The Pension Fund* URC Trust ----- Interim Staffing Committee Report* ----- Advocacy and Stewardship*	1.00 Lunch
2.45 Introducing Bible Study and each other		Depart
3.30 An Act of Worship		
4.15 Tea	4.00 Tea	
4.45 Our task of communication - Donald Hilton	4.30 <u>Business:</u> Synod Proposals*	
6.15 Bible Study Groups	5.30 Members' concerns	
6.45 Close	6.30 Close	
7.00 Dinner	7.00 Dinner	
8.00 <u>Business:</u> Elections* Minutes of the Executive 5 March 1992 Mission Council Membership* Report on GA 1992 and 1993 Windermere Committees* Assembly Appointments* Synod proposals*	7.45 FORUM - what next?	
9.00 Prayers	8.45 Prayers	
9.15 Evening Drink	9.00 Evening Drink	



# The United Reformed Church

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General Secretary

The Revd Anthony G Burnham BA

23 September 1992

To Members of the Mission Council  
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Dear Colleagues,

Mission Council, High Leigh, Hoddesdon  
6-8 October 1992

Here are the final papers for our first meeting. The programme is printed on the back of this letter.

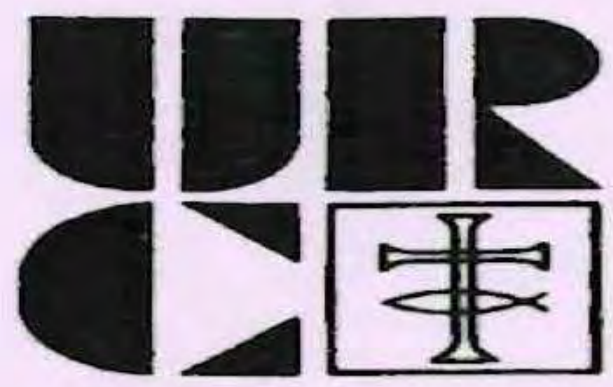
Remember to bring:            Soap and towel  
   A bible  
   Assembly 1992 Reports and Record

The Chaplain, Paul Quilter, is working with a team from the East Midlands Province and with our Moderator, Ruth Clarke, to prepare the worship and bible study. These papers will help you in your own preparation and prayers.

May God bless our work together so that the whole of the URC is renewed for mission.

Yours sincerely,

Anthony G Burnham



# MISSION COUNCIL

6 - 8 OCTOBER 1992

Papers  
for  
Business Sessions

<u>Business Sessions</u>	Tuesday	8.00 - 9.00
	Wednesday	2.30 - 4.00
		4.30 - 5.30
	Thursday	9.15 - 9.45

<u>Contents:</u>	1. Misc Business, including Elections	SALMON
	2. Restructuring the Committees of the Windermere Centre	BLUE
	3. Assembly Appointments and Church Affiliations	YELLOW
	4. Synod Business (on the back of Misc Business)	SALMON
	5. The Pension Fund	WHITE
	6. Interim Staffing Report	GREEN
	7. Advocacy and Stewardship	PINK



# MISSION COUNCIL

6 - 8 OCTOBER 1992

Proposals  
from the  
Synods

1. Appointment of Directors of Trusts

to URC (Northern Province) Trust Ltd.

-

Revd Stephen M Thornton

to Lancashire Congregational Union (Inc)

-

Revd Robert Parker

to Hants Congregational Union (Inc)

-

Mr R P Maclean

2. Future Meetings

Yorkshire request a discussion on whether we ought to meet mid-week.

For information. It was decided by the Executive that the other meetings in 1992-93 will be on

Thursday, 7 January 11.30 - 4.00 at Church House  
Tuesday-Thursday, 2-4 March at High Leigh

We ought to decide about the dates, times and, if possible, places for 1993 and 1994 at this meeting.

3. Mersey: that the matter of Authority in the URC be considered as to what happens or ought to happen to decisions made at Assembly in relation to Ministers and Members of the URC.
4. E Midlands: Financing of representatives to General Assembly. Who pays? Individual Church, District, Province - do we have/should we have a national policy?
5. Wessex wish to give a verbal report on their review of boundaries.
6. Southern: The MC are asked to review National Appointments, ministerial and lay, which are necessary for the resourcing of the Church. Once this review is complete, recommendations for the creation of appropriate posts should be brought to General Assembly. The full costs of such National Appointments should be funded through the National Church Budget.
7. Mersey: that the time-scale allowed for consultation and discussions of Assembly resolutions at local level needs to be reviewed.
8. Mersey: to consider that in the raising and allocation of Financial resources in the URC whether these are (or, if not, ought to be) 'vision' led or 'budget' led.
9. Mersey. that access to financial information be more easily available in an understandable form, e.g. (not denying the importance of Yardley Hastings) some people wondered how the deficit could be underwritten to the extent it has and what other important visions could also be underwritten and from what funds.

- 10) Director - Free Church Federal Council  
Following the retirement of the Revd Bernard Thorogood, it is recommended that we appoint the Revd J Johansen-Berg.
- 11) Finance Department - Adviser on Government Employment Legislation  
Whilst not strictly within our remit the Department has asked if we can find someone working within local government with this expertise who might be available to be consulted on an informal basis when specific issues arise. It was agreed to include the request in the circulation to Districts and Synods.  
Council Members are also asked to seek such a person.

9. Minutes of Executive.

The Minutes of the meeting of 5 March 1992 are available and will be offered for approval at the session on Thursday morning.

7E (iv) Southern Provincial Synod had agreed to meet the costs of the housing allowance for the National Aids Adviser up to the sum of £4,000 pa for two years to the General Assembly 1994. The Synod urged the Budget Committee to use this two year period to make provision for the payment of all expenses relating to this post to be fully funded from the Ministry and Mission Fund from General Assembly 1994 onwards.

10. Loyal Address - a reply:

"Dear Mr Thorogood

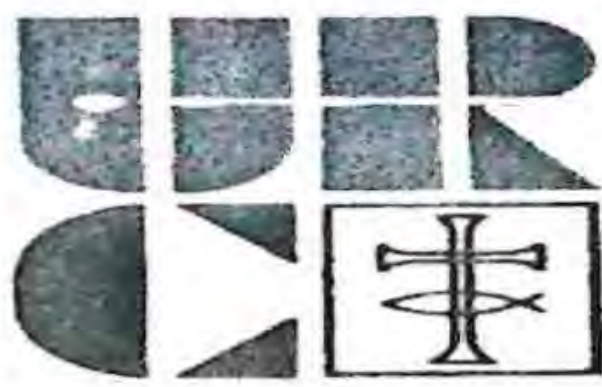
I have had the honour to lay before The Queen the Address adopted by the General Assembly of the United Reformed Church in the United Kingdom at its meeting in York on 4 July 1992 and I have it in Command from The Queen to convey to all members of the Assembly Her Majesty's sincere thanks for the assurances of loyalty which it contained.

Her Majesty is most grateful for the Assembly's continuing warm regard for Herself and for the support afforded by the knowledge of the prayers offered by the Churches represented in the Assembly. She shares the Assembly's commitment to prayer for the well being of the planet and its peoples.

Yours sincerely,

Kenneth Clarke"

- 2) 5th World Conference on Faith & Order - August 1993  
At the request of the WCC it is recommended that we appoint the Revd Martin Cressey.
- 3) Homerton College  
It is necessary to re-appoint the existing Governors Joan Boulin, Bill Gathercole, John Chaplin, Margaret McKay, for a 3 year period, Jan 1993 - Dec 1995.  
  
It is proposed that Mrs Elizabeth Jupp be invited to serve with immediate effect, and that her term of office run until December 1995, and that Mrs Mary Cornick be invited to serve from January 1993 until December 1995.
- 4) Milton Mount Foundation Board  
It is recommended that Mrs Gwen Hall be re-appointed, and that the Revd Erica Beglin be nominated to serve as a new member.
- 5) Northern College  
It is proposed that the Revd Helen Drummond be appointed as a Governor, and that the Revd Chris Warner and Revd Brian O'Neil are nominated as alternatives.
- 6) Provincial Moderators' Review Groups  
With the limited numbers available from the Mission Council the Committee recommends to Mission Council that in future membership of Review Groups should not be limited to Council Members, but that only half (5) must come from the current Mission Council membership.
- 7) Nominations from Districts and Synods  
Given the need to communicate with all Districts and Synods regarding committee vacancies, the Nominations Committee urges Council members to do all in their power to promote this exercise.
- 8) World Church & Mission  
Personnel Secretary & Local Ecumenical Adviser  
The Committee noted the re-appointment of the Secretary for a further one year and establishment of an Interim Staffing Group to consider the future role of the Personnel Secretary and, following the resignation of the Revd P Poulter, the role of the Adviser on Local Ecumenical Affairs.  
  
Whilst their recommendations to Mission Council cannot be anticipated the committee felt it right to nominate again those who had served on the Appointment Group when the Personnel Secretary was reappointed for a further year. Their nomination to be considered only after the Interim Staffing Group report.  
  
The nominations are: Revd K Forecast (Convener), Revd Tony Coates, Revd A G Burnham, Mrs Mary Marsden, Mrs Nora Morgans, Revd Roderick Hewitt.
- 9) Additional representatives to Other Assemblies  
The following nominations are recommended to Council:  
1 Church of Scotland 1993 - Revd A G Burnham  
2 Church of Scotland 1994 - Revd Donald Hilton  
3 Presbyterian Church of Wales 1993 (12-15 July) - Mrs Ruth Clarke  
4 Congregational Federation 8 May 1993 - Revd Janet Sowerbutts



# MISSION COUNCIL

6 - 8 OCTOBER 1992

Misc. Business  
including  
Elections

1. Minute Secretary. Sheila is recovering from an accident. It will therefore be necessary to appoint someone to act.

Resolution:

Mission Council appoints Olive Darke as Minute Secretary for this meeting.

2. Tellers. Resolution:  
Mission Council appoints Muriel Garrow and Christine Meekison to serve as tellers for the 1992-93 meetings.

3. Nominations. Resolution:  
Nominations for any office to be elected at this meeting of Council be by two members who will have obtained the consent of the person nominated. Nominations should be handed to the Clerk by 7 pm on Wednesday, 7th October. The Clerk will announce the names at the end of the last session that evening. The election will take place by ballot during the first session on Thursday, 8th October.

4. Mission Council Advisory Group. (Reports to GA 1992, p 60-1, para 4.)  
Four members of MC to be elected to serve on a four year rotation.

The group consists, so far, of nine persons: Ruth Clarke, Malcolm Hanson, Donald Hilton, Alistair Black, Keith Forecast, Malcolm Johnson (alternate Aubrey Curry), Mary Marsden, Philip Morgan and Tony Burnham. (7 m 2 f; 5 m 4 l).

5. Staffing Group. (Reports to GA 1992, p 62-3, para 6.1 D.)

Three persons not currently Officers of standing committees are to be appointed. As a report was required for this meeting, Assembly Moderator's Advisory Committee appointed Angus Duncan\*, William McVey\* and Elizabeth Scopes to serve in the interim (\* Members of MC).

6. Assembly Arrangements Committee. (Reports to GA 1992, p 63, para 6.2.)

A convener is to be appointed. As the committee had to meet before this Mission Council, Wilma Frew was appointed interim-Convener.

7. Advisory Group on Grants and Loans. (AGOGAL) (Reports to GA 1992, p 64, para 6.5.)

A Secretary is to be appointed.

8. Report of Nominations Committee. The Nominations Committee invites the Mission Council to approve the following nominations:

- 1) National Assessment Board  
For the period 1993-97 the Revd Dr Catherine Middleton,  
Revd Christine Pinnell and Mrs Margaret Roberts as alternatives.





Restructuring the Committees of the Windermere Centre

The Windermere Centre is currently served by three committees:  
The Policy and Planning Committee (meeting twice per year with fifteen members and six ex-officio members);

The Programme Committee (meeting twice per year with up to seven members);

The Management Committee meeting (meeting twice per year with six members and three ex-officio members)

It is the recommendation of the Policy and Planning Committee that the balance between these committees be changed with the following objectives:

- a) to reduce the number of members on the Policy and Planning Committee;
- b) to reduce the number of meetings (and cost) of the Policy and Planning Committee;
- c) to make the Programme Committee more representative of all the areas of the life of the United Reformed Church;
- d) to delegate more management decisions to the Management Committee;
- e) to ensure an appropriate degree of cross membership between the Policy and Planning Committee and the Management Committee.

THE POLICY AND PLANNING COMMITTEE

Meetings: Once per year (in January)

Terms of Reference:

1. To appoint a Programme Committee and a Management Committee as below;
2. to receive reports from the Programme and Management Committees, including reports on income and expenditure and budget provision;
3. to make an annual report to Faith and Life for presentation to Assembly;
4. to approve the annual budget and any suggested capital expenditure;
5. to share in any process set up by the Nominations Committee for the appointment/re-appointment of the Director and to be responsible for the appointment of any other executive post.
6. to oversee the work and make provision for the salary, conditions of service, and the further training and study of the Director as need arises.

Membership

The Convenor, the Director (who shall act as Secretary), the Administrator, the Chairperson of the Management Committee, the Treasurer of the Management Committee; the Convenor of the Programme Committee; a representative of Carver Church, Windermere; three other persons having knowledge of training.

Ex-officio: the General Secretary, the Moderator of Assembly, the immediate past Moderator, the Moderator elect, the Convenor and the Secretary of Faith and Life, the Hon Treasurer of the United Reformed Church and the Chief Accountant.

## THE MANAGEMENT COMMITTEE

Meetings: Twice per year: at the Windermere Centre

### Terms of reference:

To be responsible, along with the Director, for:

1. Ensuring that the building, furnishings and fittings are maintained in accordance with the plans and to the standards laid down by the Policy and Planning Committee.
2. advising the Policy and Planning Committee of any need for and any possibility of extending or altering the building.
3. ensuring that the Centre is maintained in good decorative order.
4. monitoring the monthly statement of income and expenditure and ensuring that adequate services, staffing and building maintenance are kept under regular review.
5. determining the number of, appointing, paying and caring for non-executive staff.
6. keeping under review all matters relating to physical and administrative functions of the Centre.
7. reporting to the Policy and Planning Committee.

### Membership

Six members plus the Convenor of the Policy and Planning Committee, the Director, the Administrator and the architectural adviser.

## THE PROGRAMME COMMITTEE

Meetings: Twice per year: at Windermere

### Terms of Reference

To assist the Director:

1. in discerning the contribution the Centre can make to meeting the training needs of people and local churches, Districts, Provinces, Assembly, departments and committees of the United Reformed Church;
2. by describing and clarifying the contribution the Centre could make in terms of mission to ecumenical discussion, international concern, national and vocational needs;
3. in devising and running a programme to meet those needs, both in the Centre and by extension;
4. in maintaining a list of those most able to assist in the leadership of the programme;
5. in preparing reports for the Policy and Planning Committee.

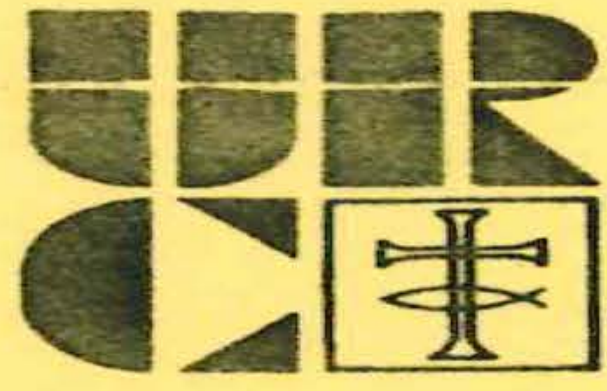
### Membership

A Convenor, the Director, one representative each of Faith & Life, World Church & Mission, Church & Society, Ministries and Finance & Administration; three others having a particular knowledge and concern for training in the church. The Convenor of the Policy and Planning shall be ex-officio and the Administrator of the Centre shall be in attendance.

## EVALUATION OF THE CENTRE

It is recommended that the work of Centre be assessed by using the same sort of review process that the United Reformed Church uses for its theological colleges. It is suggested that the Convenors and Secretaries of Faith and Life recommend the composition of such an assessment group to the Mission Council.

Graham Cook 2.9.92 (Revised 15.9.92)



# MISSION COUNCIL

6 - 8 OCTOBER 1992

A proposal  
from the  
Nominations Committee

## Assembly Appointments and Church Affiliation

1. The Nominations Committee was asked by the Executive Committee to consider whether there should be any restriction on our senior Assembly appointments regarding their church membership. The question has not previously been raised and on several occasions the URC has advertised in other denominational papers. The Executive itself decided that in regard to the Departmental Secretary of Ministries Department the appointee should be a member of the URC. There is already restriction regarding the General Secretary and Provincial Moderators, in that regulations provide that only a URC minister is eligible.

2. Grounds for restriction

The URC is open to ecumenical partners in many ways at all levels of its life and therefore would be disinclined to restrict the selection of its central staff to URC people. There may be much to be gained from a wider basis of recruitment. The area of restricted posts should therefore be as small as possible. The grounds for restriction are:

- 2.1 That certain posts require an understanding of and a commitment to the churchmanship of the URC.
- 2.2 That the Assembly would not wish a large proportion of central posts to be held by persons from other churches, as this would alter the stance of the URC in public.
- 2.3 That we would expect most of the central staff to have a close link with a local URC, as the basis of their worship and fellowship.

3. Restricted posts

It is recommended that two posts be fully restricted to members of the URC:

- Departmental Secretary - Ministries
- Departmental Secretary - Faith and Life.

In both these cases churchmanship is at the core of the activities of the department and the person with oversight needs to be within the tradition of the Church.

4. Semi-Restricted posts

It is recommended that there be another category where the position is open to members of the URC and members of those churches which are within the World Alliance of Reformed Churches or the Council for World Mission.

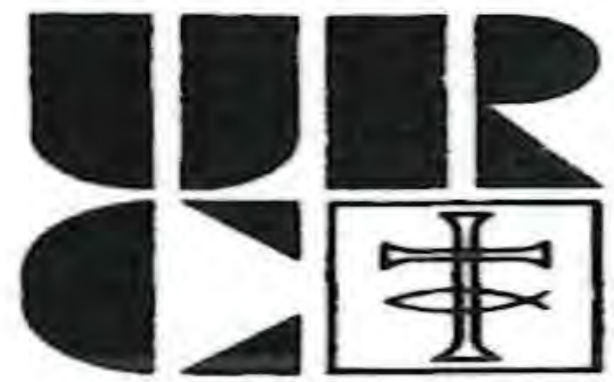
It is recommended that the following posts be on the semi-restricted basis:

Departmental Secretary - World Church and Mission  
Associate Secretary - Ministries  
Principal, Westminster College  
Director, Windermere  
FURY Chaplain.

5. It is recommended that all other central staff appointments should be open to persons of any church affiliation.
6. It is recommended that this policy be accepted for five years, so that the Assembly may then judge what the effect has been on the overall balance of staff, and the balance within each area of our central work.

Bernard Thorogood  
20 March 1992

Resolution: The Mission Council adopts the recruitment policy regarding church affiliation for a period of five years.



# MISSION COUNCIL

6 - 8 October 1992

A background and discussion paper from the Officers of the Pensions Sub-Committee.

## THE FUTURE OF THE UNITED REFORMED CHURCH MINISTERS' PENSION FUND

1. Members of the Mission Council will be aware that the Pensions Sub-Committee wish to amend the rules of the United Reformed Church Ministers' Pension Fund. The full background is set out in Reports to Assembly 1992 pages 105/6 paragraphs 27 - 29. The rule changes will provide for:-

1. A pension based on 1/80th of stipend at the date of the members' retirement, which is an increase on the currently paid level of 100th (see Appendix 1).
2. Pensions subsequently to be escalated by the lower of 5% or the increase in the RPI each year.

2. The two rules which create difficulty are as follows:-

Rule 25 Pension Escalation

On each occasion when the basic stipend is increased all pensions then in course of payment to which this rule applies shall be increased by the substitution of the increased basic stipend for the pensionable stipend used in the calculation of the pension at the date of retirement .....

Rule 34 Alteration to the Rules

..... any member whose pecuniary rights are adversely affected to an appreciable extent by any such change may elect, if he gives notice in writing, to be subject to the rules that were in force prior to the change .....

3. The Pensions Sub-Committee are seeking advice as to the cost of this change. Provisional indications from the Actuary show that the full implementation of these changes could increase the liabilities of the pension fund by a further £4m, which could be amortised by the continuation of our phased programme for a further 4 years.

4. There may be current pensioners "whose pecuniary rights are adversely affected to an appreciable extent", in their judgement, by the changes that we are proposing. It is obviously desirable, for good order that, if rule 34 is to be written out from the rules of the pension fund, that no member gives notice in writing to be subject to the rules that were in force prior to the change.

In order to keep faith with the pensioners, the Pensions Sub-Committee are also proposing that Assembly should be asked to ensure that no pensioners rights are jeopardised, and that supplementary payments be made from the Retired Ministers' Fund to meet any such shortfalls. In order to meet these increased costs the Retired Ministers' Fund would require substantial additional finance, but this requirement has not yet been quantified.

6. Schedules are attached showing the effect of these changes on the pensions of ministers retiring with 30 years service in each of the years shown. With pensions based on the revised basis (of 1/80ths) escalated at the lower of RPI or 5%, compared with the current bases for ministers with service to both the former Presbyterian Church and the Congregational Church (escalated at RPI, assuming stipend escalation is in line with RPI).

7. These examples show that, where RPI is 5% or less, all ministers with 30 years service will be better off under the revised basis, but if RPI (and basic stipend escalation) exceeds 7%, ministers with Presbyterian service retiring in the period 1968 to 1989 receive a lower pension on the revised basis, after 5 years, than if they had elected to remain on the current basis. If RPI is 9%, all ministers with service with the former Presbyterian Church who retired before 1989 will be disadvantaged after 5 years. It is not practical to provide Mission Council with detailed figures for every minister but it is clear that there are a number of ministers who may be adversely effected if RPI exceeds 5%.

8. The next stage in the Committee's thinking will be to continue with the investigations and to draft a letter to members of the pension fund in time for the next meeting of the Mission Council. All members of the Pension Fund will be circularised in February and March to enable any members who wish to do so to elect to be subject to the rules in force prior to any change that may be made. Once the rule is changed, no other members will be able to so elect. The final rule changes to the pension scheme will be brought to Assembly 1993 for adoption.

9. The financial Officers had hoped that it would be possible that the report made on pensions could be debated, and that resolution 7 (Reports page 152) "Assembly encourages the Maintenance of the Ministry Committee to investigate appropriate amendments to the rules of the pension fund to minimise the possibility of similar levels of liability automatically arising in future years", would provide an opportunity for a discussion on the proposals. In the event time precluded a debate of any consequence, and the resolution was passed. The Officers would wish members of Mission Council to comment on whether they support the proposed changes.

10. The consequence of the continuation of the linking of pension escalation to stipends will be a continuation of the very substantial actuarial shortfalls which will arise if basic stipends are increased by substantial levels. The Pensions Sub-Committee trust that the Church will endorse their view that these actuarial shortfalls are unsatisfactory, and are making the pensions of current and future pensioners a charge on the future active membership of the church, and a drag on any future alteration to our stipend structure.

11. If the changes now under consideration are not implemented, a further alternative is to hold the ministers' stipends down to a level that will enable pensions to be contained within the funding already provided. This is a very basic conclusion, but it is clear that the Maintenance of the the Ministry Committee will have to make their decisions with regard to stipends bearing in mind the very considerable continuing burden that will be required to finance the pension fund.

12. It is hoped that, in addition to the Treasurer and the Chief Accountant, Mr Victor Hughff will be at the debate at the Mission Council, and any questions that members of the Mission Council may have should be answered.

13. As advised to Assembly the Directors of United Reformed Church Trust are currently considering their responsibilities with regard to the United Reformed Church Ministers' Pension Fund. A verbal report will be made at Mission Council.

#### Appendix 1

Annual pension payable per year of pensionable service

In respect of service	Presbyterian	Congregational
prior to 31/12/63	1.125%	£69.37
1/1/64 - 31/5/71	1/80th 1.25%	£69.37
1/6/71 - 31/3/78	1/80th 1.25%	1/80th 1.25%
1/4/78 - date	1/100th 1.00%	1/100th 1.00%

In money terms these currently amount to:-

In respect of service	Presbyterian	Congregational
prior to 31/12/63	£129.465	£69.37
1/1/64 - 31/5/71	£143.85	£69.37
1/6/71 - 31/3/78	£143.85	£143.85
1/4/78 - date	£115.08	£115.08

## Appendix 2/3

Appendix 2 (attached) shows how current pensions are computed, and how future pensions may be divided between the Pension Fund, and the Retired Ministers Fund.

Appendix 3 follows on 4 unheaded sheets.

The four sheets show the same information for a minister retiring in each year 1948 to 2007, after 30 years service to each of the Churches which united in 1971. Ministers who served the Churches of Christ prior to the 1982 Union do not have any rights of pension from the URCMPF in respect of pre-union service.

The difference in the four sheets is in the rate of escalation, taken at 3%, 5%, 7%, and 9% respectively.

The assumption made is that basic stipends will increase in line with RPI, but of course, under the proposed basis, post retirement pensions will only escalate at a maximum of 5% pa.

Column A shows the year of retirement.

Column B shows the basic stipend upon which pension computations are made. In respect of ministers retiring before 1992, the basic is £11508, as all pensions are based on current stipend. After 1992 stipends escalate at the rate shown on each page.

Column C shows the amount of annual pension the minister would receive, computed on the revised basis, based on 1/80th of stipend per year of service.

Column D shows the amount of annual pension the minister would receive after 5 years, escalated at the lower of 5% or the increase in RPI.

Column E shows the amount of annual pension the minister would receive, computed on the current basis, if the minister had pensionable service with the Presbyterian Church prior to Union.

Column F shows how this pension would have escalated in line with stipends after 5 years.

Columns G & H show the same information for a minister who had pensionable service with the Congregational Church, prior to Union.



## Examples of Pension Fund pension computations

1) Service 1/1/55-31/12/90  
All pensions based on £11508

Service as currently computed

Period of service	Years	rate pa £	MWOPF pension £	rate pa £	CMPF pension £
1/1/55-31/12/63	9.0000	129.465	1165.19	69.37	624.33
1/1/64-31/5/71	7.4167	143.85	1066.89	69.37	514.49
1/6/71-31/3/78	6.8333	143.85	982.97	143.85	982.97
1/4/78-31/12/90	12.7500	115.08	1467.27	115.08	1467.27
	-----				
	36.0000		4682.31		3589.06
	-----				
Total pension, all service @ 80ths	5178.59				
Payable from PF			4682.31		3589.06
Payable from RMF			496.28		1589.53
			-----		-----
			5178.59		5178.59
			-----		-----

2) Service 1/1/55-31/12/95  
All pensions based on £11508

Service as currently computed, with increase  
to 80ths from 1/7/93

Period of service	Years	rate pa £	MWOPF pension £	rate pa £	CMPF pension £
1/1/55-31/12/63	9.0000	129.465	1165.19	69.37	624.33
1/1/64-31/5/71	7.4167	143.85	1066.89	69.37	514.49
1/6/71-31/3/78	6.8333	143.85	982.97	143.85	982.97
1/4/78-30/6/93	14.2500	115.08	1639.89	115.08	1639.89
1/7/93-31/12/95	2.5000	143.85	359.63	143.85	359.63
	-----				
	40.0000		5214.56		4121.31
	-----				
Total pension, all service @ 80ths	5753.99				
Payable from PF			5214.56		4121.31
Payable from RMF			539.44		1632.69
			-----		-----
			5753.99		5753.99
			-----		-----

Escalation		3 %		Old Basis Presbyterian		Old Basis Congregational	
Year	Basic Stipend	New basis 30 years pension @1/80ths	Annual pension + 5 yrs	30 years + 5 yrs pension	30 years + 5 yrs pension	30 years + 5 yrs pension	30 years + 5 yrs pension
A	B	C	D	E	F	G	H
1948	11508	4316	5003	3884	4503	2081	2413
1949	11508	4316	5003	3884	4503	2081	2413
1950	11508	4316	5003	3884	4503	2081	2413
1951	11508	4316	5003	3884	4503	2081	2413
1952	11508	4316	5003	3884	4503	2081	2413
1953	11508	4316	5003	3884	4503	2081	2413
1954	11508	4316	5003	3884	4503	2081	2413
1955	11508	4316	5003	3884	4503	2081	2413
1956	11508	4316	5003	3884	4503	2081	2413
1957	11508	4316	5003	3884	4503	2081	2413
1958	11508	4316	5003	3884	4503	2081	2413
1959	11508	4316	5003	3884	4503	2081	2413
1960	11508	4316	5003	3884	4503	2081	2413
1961	11508	4316	5003	3884	4503	2081	2413
1962	11508	4316	5003	3884	4503	2081	2413
1963	11508	4316	5003	3884	4503	2081	2413
1964	11508	4316	5003	3891	4511	2081	2413
1965	11508	4316	5003	3906	4528	2081	2413
1966	11508	4316	5003	3920	4544	2081	2413
1967	11508	4316	5003	3934	4561	2081	2413
1968	11508	4316	5003	3949	4578	2081	2413
1969	11508	4316	5003	3963	4594	2081	2413
1970	11508	4316	5003	3977	4611	2081	2413
1971	11508	4316	5003	3992	4628	2087	2420
1972	11508	4316	5003	4006	4644	2162	2506
1973	11508	4316	5003	4021	4661	2236	2592
1974	11508	4316	5003	4035	4678	2311	2679
1975	11508	4316	5003	4049	4694	2385	2765
1976	11508	4316	5003	4064	4711	2460	2851
1977	11508	4316	5003	4078	4728	2534	2938
1978	11508	4316	5003	4085	4736	2601	3016
1979	11508	4316	5003	4071	4719	2647	3069
1980	11508	4316	5003	4057	4703	2693	3122
1981	11508	4316	5003	4042	4686	2739	3175
1982	11508	4316	5003	4028	4669	2784	3228
1983	11508	4316	5003	4013	4653	2830	3281
1984	11508	4316	5003	3999	4636	2876	3334
1985	11508	4316	5003	3985	4619	2921	3387
1986	11508	4316	5003	3970	4603	2967	3440
1987	11508	4316	5003	3956	4586	3013	3493
1988	11508	4316	5003	3941	4569	3059	3546
1989	11508	4316	5003	3927	4553	3104	3599
1990	11508	4316	5003	3913	4536	3150	3652
1991	11508	4316	5003	3898	4519	3196	3705
1992	11508	4316	5003	3884	4503	3241	3758
1993	11853	4445	5153	3986	4620	3369	3906
1994	12209	4578	5308	4082	4733	3507	4065
1995	12575	4716	5467	4173	4838	3654	4236
1996	12952	4857	5631	4266	4946	3811	4418
1997	13341	5003	5800	4361	5055	3979	4613
1998	13741	5153	5974	4457	5167	4159	4821
1999	14153	5308	6153	4556	5281	4349	5042
2000	14578	5467	6337	4656	5397	4552	5277
2001	15015	5631	6528	4758	5516	4758	5516
2002	15466	5800	6723	4862	5636	4862	5636
2003	15930	5974	6925	4968	5759	4968	5759
2004	16408	6153	7133	5076	5885	5076	5885
2005	16900	6337	7347	5186	6012	5186	6012
2006	17407	6528	7567	5298	6142	5298	6142
2007	17929	6723	7794	5412	6274	5412	6274

Escalation		5 %		Old Basis Presbyterian		Old Basis Congregational		
Year	Basic Stipend	New basis 30 years pension @1/80ths	Annual pension + 5 yrs	30 years + 5 yrs pension		30 years + 5 yrs pension		
	A	B	C	D	E	F	G	H
1948	11508	4316	5508	3884	4957	2081	2656	
1949	11508	4316	5508	3884	4957	2081	2656	
1950	11508	4316	5508	3884	4957	2081	2656	
1951	11508	4316	5508	3884	4957	2081	2656	
1952	11508	4316	5508	3884	4957	2081	2656	
1953	11508	4316	5508	3884	4957	2081	2656	
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1956	11508	4316	5508	3884	4957	2081	2656	
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1961	11508	4316	5508	3884	4957	2081	2656	
1962	11508	4316	5508	3884	4957	2081	2656	
1963	11508	4316	5508	3884	4957	2081	2656	
1964	11508	4316	5508	3891	4966	2081	2656	
1965	11508	4316	5508	3906	4985	2081	2656	
1966	11508	4316	5508	3920	5003	2081	2656	
1967	11508	4316	5508	3934	5021	2081	2656	
1968	11508	4316	5508	3949	5040	2081	2656	
1969	11508	4316	5508	3963	5058	2081	2656	
1970	11508	4316	5508	3977	5076	2081	2656	
1971	11508	4316	5508	3992	5095	2087	2664	
1972	11508	4316	5508	4006	5113	2162	2759	
1973	11508	4316	5508	4021	5131	2236	2854	
1974	11508	4316	5508	4035	5150	2311	2949	
1975	11508	4316	5508	4049	5168	2385	3044	
1976	11508	4316	5508	4064	5187	2460	3139	
1977	11508	4316	5508	4078	5205	2534	3234	
1978	11508	4316	5508	4085	5214	2601	3320	
1979	11508	4316	5508	4071	5196	2647	3379	
1980	11508	4316	5508	4057	5177	2693	3437	
1981	11508	4316	5508	4042	5159	2739	3495	
1982	11508	4316	5508	4028	5141	2784	3554	
1983	11508	4316	5508	4013	5122	2830	3612	
1984	11508	4316	5508	3999	5104	2876	3670	
1985	11508	4316	5508	3985	5086	2921	3729	
1986	11508	4316	5508	3970	5067	2967	3787	
1987	11508	4316	5508	3956	5049	3013	3845	
1988	11508	4316	5508	3941	5030	3059	3904	
1989	11508	4316	5508	3927	5012	3104	3962	
1990	11508	4316	5508	3913	4994	3150	4020	
1991	11508	4316	5508	3898	4975	3196	4079	
1992	11508	4316	5508	3884	4957	3241	4137	
1993	12083	4531	5783	4063	5186	3424	4370	
1994	12688	4758	6072	4242	5415	3625	4627	
1995	13322	4996	6376	4421	5643	3846	4909	
1996	13988	5246	6695	4607	5880	4089	5218	
1997	14687	5508	7029	4801	6127	4354	5556	
1998	15422	5783	7381	5002	6385	4643	5925	
1999	16193	6072	7750	5212	6652	4957	6327	
2000	17003	6376	8138	5430	6930	5299	6763	
2001	17853	6695	8544	5657	7220	5657	7220	
2002	18745	7029	8972	5893	7521	5893	7521	
2003	19683	7381	9420	6139	7834	6139	7834	
2004	20667	7750	9891	6394	8160	6394	8160	
2005	21700	8138	10386	6659	8499	6659	8499	
2006	22785	8544	10905	6935	8851	6935	8851	
2007	23924	8972	11450	7222	9217	7222	9217	

Escalation		7 %			Old Basis Presbyterian		Old Basis Congregational	
Year	Basic Stipend	New basis pension @1/80ths	Annual pension + 5 yrs	30 years + 5 yrs pension	30 years + 5 yrs pension	30 years + 5 yrs pension	30 years + 5 yrs pension	
A	B	C	D	E	F	G	H	
1948	11508	4316	5508	3884	5447	2081	2919	
1949	11508	4316	5508	3884	5447	2081	2919	
1950	11508	4316	5508	3884	5447	2081	2919	
1951	11508	4316	5508	3884	5447	2081	2919	
1952	11508	4316	5508	3884	5447	2081	2919	
1953	11508	4316	5508	3884	5447	2081	2919	
1954	11508	4316	5508	3884	5447	2081	2919	
1955	11508	4316	5508	3884	5447	2081	2919	
1956	11508	4316	5508	3884	5447	2081	2919	
1957	11508	4316	5508	3884	5447	2081	2919	
1958	11508	4316	5508	3884	5447	2081	2919	
1959	11508	4316	5508	3884	5447	2081	2919	
1960	11508	4316	5508	3884	5447	2081	2919	
1961	11508	4316	5508	3884	5447	2081	2919	
1962	11508	4316	5508	3884	5447	2081	2919	
1963	11508	4316	5508	3884	5447	2081	2919	
1964	11508	4316	5508	3891	5458	2081	2919	
1965	11508	4316	5508	3906	5478	2081	2919	
1966	11508	4316	5508	3920	5498	2081	2919	
1967	11508	4316	5508	3934	5518	2081	2919	
1968	11508	4316	5508	3949	5538	2081	2919	
1969	11508	4316	5508	3963	5558	2081	2919	
1970	11508	4316	5508	3977	5579	2081	2919	
1971	11508	4316	5508	3992	5599	2087	2928	
1972	11508	4316	5508	4006	5619	2162	3032	
1973	11508	4316	5508	4021	5639	2236	3136	
1974	11508	4316	5508	4035	5659	2311	3241	
1975	11508	4316	5508	4049	5679	2385	3345	
1976	11508	4316	5508	4064	5700	2460	3450	
1977	11508	4316	5508	4078	5720	2534	3554	
1978	11508	4316	5508	4085	5730	2601	3649	
1979	11508	4316	5508	4071	5710	2647	3713	
1980	11508	4316	5508	4057	5690	2693	3777	
1981	11508	4316	5508	4042	5669	2739	3841	
1982	11508	4316	5508	4028	5649	2784	3905	
1983	11508	4316	5508	4013	5629	2830	3969	
1984	11508	4316	5508	3999	5609	2876	4033	
1985	11508	4316	5508	3985	5589	2921	4097	
1986	11508	4316	5508	3970	5568	2967	4162	
1987	11508	4316	5508	3956	5548	3013	4226	
1988	11508	4316	5508	3941	5528	3059	4290	
1989	11508	4316	5508	3927	5508	3104	4354	
1990	11508	4316	5508	3913	5488	3150	4418	
1991	11508	4316	5508	3898	5468	3196	4482	
1992	11508	4316	5508	3884	5447	3241	4546	
1993	12314	4618	5893	4140	5807	3479	4879	
1994	13176	4941	6306	4406	6179	3746	5254	
1995	14098	5287	6747	4679	6562	4046	5675	
1996	15085	5657	7220	4969	6969	4382	6147	
1997	16141	6053	7725	5276	7400	4757	6673	
1998	17270	6476	8266	5602	7857	5175	7258	
1999	18479	6930	8844	5948	8342	5638	7908	
2000	19773	7415	9463	6315	8857	6152	8628	
2001	21157	7934	10126	6704	9403	6704	9403	
2002	22638	8489	10835	7117	9982	7117	9982	
2003	24223	9083	11593	7554	10595	7554	10595	
2004	25918	9719	12405	8018	11246	8018	11246	
2005	27732	10400	13273	8510	11936	8510	11936	
2006	29674	11128	14202	9032	12668	9032	12668	
2007	31751	11907	15196	9585	13443	9585	13443	

Escalation		9 %		Old Basis Presbyterian		Old Basis Congregational		
Year	Basic Stipend	New basis 30 years pension @1/80ths	Annual pension + 5 yrs	30 years + 5 yrs pension	30 years + 5 yrs pension	30 years + 5 yrs pension	30 years + 5 yrs pension	
	A	B	C	D	E	F	G	H
1948	11508	4316	5508	3884	5976	2081	3202	
1949	11508	4316	5508	3884	5976	2081	3202	
1950	11508	4316	5508	3884	5976	2081	3202	
1951	11508	4316	5508	3884	5976	2081	3202	
1952	11508	4316	5508	3884	5976	2081	3202	
1953	11508	4316	5508	3884	5976	2081	3202	
1954	11508	4316	5508	3884	5976	2081	3202	
1955	11508	4316	5508	3884	5976	2081	3202	
1956	11508	4316	5508	3884	5976	2081	3202	
1957	11508	4316	5508	3884	5976	2081	3202	
1958	11508	4316	5508	3884	5976	2081	3202	
1959	11508	4316	5508	3884	5976	2081	3202	
1960	11508	4316	5508	3884	5976	2081	3202	
1961	11508	4316	5508	3884	5976	2081	3202	
1962	11508	4316	5508	3884	5976	2081	3202	
1963	11508	4316	5508	3884	5976	2081	3202	
1964	11508	4316	5508	3891	5987	2081	3202	
1965	11508	4316	5508	3906	6009	2081	3202	
1966	11508	4316	5508	3920	6031	2081	3202	
1967	11508	4316	5508	3934	6053	2081	3202	
1968	11508	4316	5508	3949	6076	2081	3202	
1969	11508	4316	5508	3963	6098	2081	3202	
1970	11508	4316	5508	3977	6120	2081	3202	
1971	11508	4316	5508	3992	6142	2087	3212	
1972	11508	4316	5508	4006	6164	2162	3326	
1973	11508	4316	5508	4021	6186	2236	3441	
1974	11508	4316	5508	4035	6208	2311	3555	
1975	11508	4316	5508	4049	6230	2385	3670	
1976	11508	4316	5508	4064	6253	2460	3785	
1977	11508	4316	5508	4078	6275	2534	3899	
1978	11508	4316	5508	4085	6286	2601	4003	
1979	11508	4316	5508	4071	6264	2647	4073	
1980	11508	4316	5508	4057	6242	2693	4143	
1981	11508	4316	5508	4042	6219	2739	4214	
1982	11508	4316	5508	4028	6197	2784	4284	
1983	11508	4316	5508	4013	6175	2830	4354	
1984	11508	4316	5508	3999	6153	2876	4425	
1985	11508	4316	5508	3985	6131	2921	4495	
1986	11508	4316	5508	3970	6109	2967	4565	
1987	11508	4316	5508	3956	6087	3013	4636	
1988	11508	4316	5508	3941	6064	3059	4706	
1989	11508	4316	5508	3927	6042	3104	4776	
1990	11508	4316	5508	3913	6020	3150	4847	
1991	11508	4316	5508	3898	5998	3196	4917	
1992	11508	4316	5508	3884	5976	3241	4987	
1993	12544	4704	6003	4218	6490	3534	5437	
1994	13673	5127	6544	4572	7034	3869	5954	
1995	14903	5589	7133	4946	7610	4254	6546	
1996	16244	6092	7775	5351	8232	4693	7221	
1997	17706	6640	8474	5788	8905	5193	7989	
1998	19300	7238	9237	6260	9632	5759	8861	
1999	21037	7889	10068	6771	10418	6400	9848	
2000	22930	8599	10975	7323	11268	7124	10962	
2001	24994	9373	11962	7920	12186	7920	12186	
2002	27244	10216	13039	8565	13178	8565	13178	
2003	29696	11136	14212	9261	14250	9261	14250	
2004	32368	12138	15492	10014	15408	10014	15408	
2005	35281	13230	16886	10827	16659	10827	16659	
2006	38457	14421	18406	11705	18010	11705	18010	
2007	41918	15719	20062	12654	19470	12654	19470	



# MISSION COUNCIL

6 ~ 8 OCTOBER 1992

Report with proposals  
from the  
Interim Staffing Committee

1. The Report setting up the Mission Council considered the process of the appointment of senior staff (Reports to GA 1992, p62, para 6.1 D). It envisaged that the Mission Council would appoint a group to consider the posts and report to the Council. When the Council has approved the post an Appointment Group would be set up to act and nominate as at present.
3. Because advice was needed for this meeting, the Assembly Moderator's Advisory Group appointed Angus Duncan, William McVey and Elizabeth Scopes to deal with urgent business. The group met twice, Bernard Thorogood servicing the first meeting and Tony Burnham the second.
3. At the first meeting the discussion ranged over the whole staffing of the central work of the Church since each appointment needs to be made within the pattern which is developing for the whole. As the broad view was described the group sensed five main influences affecting future staffing:
  - Mission priorities - the staff need to be appointed in line with the priorities adopted by the Mission Council and the Assembly, so that they further the mission of the Church and not just the maintenance of present structures.
  - Economy - there is no sign that the Assembly is ready to spend more money on central posts, so any new posts adopted will probably mean cutting down existing ones.
  - Ecumenical possibilities - in every post there will be ecumenical dimensions and these are likely to affect the nature of the job. This factor should be written in to every job description.
  - Decentralisation - some work on behalf of the whole Church can be undertaken through the help of Provincial Synods and may be located outside the central office.
  - Readiness to change - in every post there should be explicit reference to readiness to change the focus of the job in the next few years, for the existing Departmental Structures are likely to be considerably affected by the new Mission Council approach.
4. As this is an exercise in the setting of priorities, the group did not consider the following posts in isolation but looked at each in relation to the others as well as judging the proposals by the criteria listed in the previous paragraph.

5. Faith and Life Secretary. The following mission statement was noted.

The role of the Secretary for Faith and Life is to encourage:

- a) the growth in Christian discipleship throughout life,
- b) the development and preparation for ministries of the people of God within the Church and the world, and
- c) the greater participation of all ages and both sexes in the worship and work of the Church as it serves the mission of God.

In addition, an account of the main tasks was given.

The group i) noted an overlap in the above statement with a possible statement related to the Secretary for Ministries, and ii) believed that the statement ought to contain:

- d) the development of ecumenical co-operation in all the work of Faith and Life.

Believing that a co-ordinating and leadership role is necessary for the work of Faith and Life, the group recommends that the Mission Council approves the continuation of this post. (Resolution 1)

6. Personnel Secretary/Ecumenical Secretary

The Convener of World Church and Mission (WCM) presented a detailed report which noted that: i) The present Personnel Secretary, Sheila Rudofsky, leaves her post before or at the end of August 1993; ii) Peter Poulter has asked to be relieved of the voluntary and part-time post of Adviser on Local Ecumenism; and iii) Tony Coates presently carries responsibility for the work of the Mission and Ecumenical Work (MEW) at Home as well as the MEW Abroad Committees. This involves a major widening of responsibilities.

The argument given was strongly in favour of the creation of the post of Ecumenical Secretary. Ideally the post of Personnel Secretary should be continued; however, if a choice had to be made, then the case was strongest for the ending of the Personnel Secretary post and the creation of the post of an Ecumenical Secretary. The continuing personnel work could be redistributed amongst the WCM staff.

The Group concurred that the need for a stronger staff focus on Ecumenical affairs was in accord with Assembly's priorities, believed that it was appropriate to create this new post by cutting down an existing one, and recognised that it ought to stimulate ecumenical development.

The Group also considered whether the creation of a new post could be justified in the light of other needs, e.g. Children's Advocate. It was noted that if the latter was created then problems would arise for the continuing personnel work, there would still be need for a replacement for the local ecumenical adviser and the work overseen by the MEW at Home and MEW Abroad Committees would be bound to suffer.

The WCM Convener stated that there are overlaps across the departments which need to be examined and the Group noted that one existed between the tasks of the Secretary for Mission Education and the Faith and Life Secretary.

The Group recommends that the Mission Council approves the ending of the post of Personnel Secretary and the creation of the post of Ecumenical Secretary. (Resolutions 2 and 3)

7. Children's Advocate. Assembly in 1992 (Reports p14-16, Record P9) resolved that:

"Seeking to create the post of National Children's Advocate, (Assembly) instructs the Mission Council, as it reviews its budget priorities, to consider how this might be achieved as a matter of urgency."

The Group considered a submission from Faith and Life and in checking with its criteria judged that the post did meet with Assembly's mission priorities. If financed as a whole-time new post it would require new money to be raised, from 1994 of £34,000. Their only suggestion of cutting down an existing post was to link it in five years time with the half-time Master Pilot post. However, the responsibilities listed were clearly full-time. Other suggestions of funding from the Synods are contrary to the view that national posts should be funded from the Ministry and Mission Fund. Nor did the Group believe that this would be a proper use of a Special Category Ministry post, as defined by previous decisions of the General Assembly.

The Group noted that no ecumenical possibilities were seriously discussed. It was also noted that apart from a reference to working with 'the Training Team', there was no working out of the relationship between the Youth Leader Training Officers, the National Youth and Children's Work Training Officer and the Children's Advocate. Considering the work undertaken already and the resulting expenditure, the question must be asked about the relationship and the balance in using our scarce resources in this field.

The Group therefore recommends that the Mission Council refer this matter back for further urgent consideration by Faith and Life so that the Staffing Group can report again in January.

#### Resolutions

1. Mission Council approves the continuation of the post of Faith and Life Secretary.
2. Mission Council resolves to end the post of Personnel Secretary with effect from the ending of Miss Sheila Rudofsky's term of service.
3. Mission Council resolves to create the post of Ecumenical Secretary with effect from the ending of the post of Personnel Secretary.
4. Mission Council asks Faith and Life to submit proposals for a Children's Advocate which explore a reduction of other work or the possibility of ecumenical opportunities.
5. Mission Council instructs the Mission Council Advisory Group to identify areas of overlap in the work undertaken by Assembly appointed staff and to make recommendations for dealing with these to the Mission Council of March 1993.





# MISSION COUNCIL

6 - 8 OCTOBER 1992

A proposal  
from the  
Advocacy Group

## ADVOCACY AND STEWARDSHIP

### INTRODUCTION

The Faith & Life Convener and Secretary met with the Advocacy Secretary and Convener in response to the suggestion in the Mission Council proposals. Prior discussion had taken place in the Christian Education & Stewardship Committee and the Advocacy Group. In the light of these discussions and the experiences of the Advocacy Secretary over the last three years we offer this paper for consideration by the Mission Council.

### BACKGROUND

The Advocacy Group, consisting of one representative from each Province plus the Convener and Secretary were given the dual task of:-

- a. Communicating a picture of the wider work of the Church and sharing the detailed requirements of the Ministry & Mission Fund.
- b. Enabling local churches to plan their lives and challenge their members.

The role of the Provincial Advocates has been to visit local churches with the Secretary providing support and resources, whilst he has visited District councils and Provincial Synods.

Much of the 'enabling' falls under the heading of stewardship and after consultation with the Christian Education & Stewardship Committee it was decided to form a Stewardship Sub-Committee comprising three members of the Advocacy Group and three members of the Christian Education & Stewardship Committee. This has given Stewardship its own agenda as well as providing the Advocacy Group with the opportunity to make a contribution in the provision of resources.

### THE ADVOCACY PROGRAMME

The unique features of the Advocacy Group are:-

- a. its willingness to talk about resources, especially money; and
- b. the way it has enabled local churches to clarify their vision and make it a reality.

### Strengths

1. A greater understanding by local churches of the work made possible through the Ministry & Mission Fund.
2. The support provided for District and local church Treasurers in explaining the detailed requirement of the Fund and how the National Budget is determined.
3. The opportunity provided to local churches to express their concerns and ask questions.



# MISSION COUNCIL

## 6 - 8 October 1992

### PROGRAMME

#### TUESDAY

#### WEDNESDAY

#### THURSDAY

\* Paper circulated

	8.00 Prayers	8.00 Prayers
	8.30 Breakfast	8.30 Breakfast
	9.15 Bible Study Groups	9.15 <u>Business:</u> Elections Remaining matters
	10.00 The Conveners briefly signal their concerns - Faith & Life - World Church & Mission - Ministries - Church & Society followed by questions	9.45 Reflections - Brian Bailey
	11.00 Coffee	10.15 Our continuing work
	11.30 FORUM*	10.45 Coffee and meeting in Synod Groups - our continuing work
12.00 Arrivals and check in	12.45 Close	11.45 Worship including Communion
1.00 Lunch	1.00 Lunch	12.45 Close
2.00 Welcome The General Secretary sets the scene	2.30 <u>Business:</u> The Pension Fund* URC Trust ----- Interim Staffing Committee Report* ----- Advocacy and Stewardship*	Depart
2.45 Introducing Bible Study and each other		
3.30 An Act of Worship		
4.15 Tea	4.00 Tea	
4.45 Our task of communication - Donald Hilton	4.30 <u>Business:</u> Synod Proposals*	
6.15 Bible Study Groups	5.30 Members' concerns	
6.45 Close	6.30 Close	
7.00 Dinner	7.00 Dinner	
8.00 <u>Business:</u> Elections* Minutes of the Executive 5 March 1992 Mission Council Membership* Report on GA 1992 and 1993 Windermere Committees* Assembly Appointments* Synod proposals*	7.45 FORUM - what next?	
9.00 Prayers	8.45 Prayers	
9.15 Evening Drink	9.00 Evening Drink	



# The United Reformed Church

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Fax number 071-916 2021

General Secretary

The Revd Anthony G Burnham BA

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23 September 1992

To Members of the Mission Council  
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Dear Colleagues,

Mission Council, High Leigh, Hoddesdon  
6-8 October 1992

Here are the final papers for our first meeting. The programme is printed on the back of this letter.

Remember to bring:      Soap and towel  
                                    A bible  
                                    Assembly 1992 Reports and Record

The Chaplain, Paul Quilter, is working with a team from the East Midlands Province and with our Moderator, Ruth Clarke, to prepare the worship and bible study. These papers will help you in your own preparation and prayers.

May God bless our work together so that the whole of the URC is renewed for mission.

Yours sincerely,

Anthony G Burnham



# MISSION COUNCIL

6 ~ 8 OCTOBER 1992

Papers  
for  
Business Sessions

<u>Business Sessions</u>	Tuesday	8.00 - 9.00
	Wednesday	2.30 - 4.00
		4.30 - 5.30
	Thursday	9.15 - 9.45

<u>Contents:</u>	1. Misc Business, including Elections	SALMON
	2. Restructuring the Committees of the Windermere Centre	BLUE
	3. Assembly Appointments and Church Affiliations	YELLOW
	4. Synod Business (on the back of Misc Business)	SALMON
	5. The Pension Fund	WHITE
	6. Interim Staffing Report	GREEN
	7. Advocacy and Stewardship	PINK



# MISSION COUNCIL

6 - 8 OCTOBER 1992

Proposals  
from the  
Synods

## 1. Appointment of Directors of Trusts

to URC (Northern Province) Trust Ltd.

- Revd Stephen M Thornton

to Lancashire Congregational Union (Inc)

- Revd Robert Parker

to Hants Congregational Union (Inc)

- Mr R P Maclean

## 2. Future Meetings

Yorkshire request a discussion on whether we ought to meet mid-week.

For information. It was decided by the Executive that the other meetings in 1992-93 will be on

Thursday, 7 January 11.30 - 4.00 at Church House  
Tuesday-Thursday, 2-4 March at High Leigh

We ought to decide about the dates, times and, if possible, places for 1993 and 1994 at this meeting.

3. Mersey: that the matter of Authority in the URC be considered as to what happens or ought to happen to decisions made at Assembly in relation to Ministers and Members of the URC.
4. E Midlands: Financing of representatives to General Assembly. Who pays? Individual Church, District, Province - do we have/should we have a national policy?
5. Wessex wish to give a verbal report on their review of boundaries.
6. Southern: The MC are asked to review National Appointments, ministerial and lay, which are necessary for the resourcing of the Church. Once this review is complete, recommendations for the creation of appropriate posts should be brought to General Assembly. The full costs of such National Appointments should be funded through the National Church Budget.
7. Mersey: that the time-scale allowed for consultation and discussions of Assembly resolutions at local level needs to be reviewed.
8. Mersey: to consider that in the raising and allocation of Financial resources in the URC whether these are (or, if not, ought to be) 'vision' led or 'budget' led.
9. Mersey. that access to financial information be more easily available in an understandable form, e.g. (not denying the importance of Yardley Hastings) some people wondered how the deficit could be underwritten to the extent it has and what other important visions could also be underwritten and from what funds.

10) Director - Free Church Federal Council

Following the retirement of the Revd Bernard Thorogood, it is recommended that we appoint the Revd J Johansen-Berg.

11) Finance Department - Adviser on Government Employment Legislation

Whilst not strictly within our remit the Department has asked if we can find someone working within local government with this expertise who might be available to be consulted on an informal basis when specific issues arise. It was agreed to include the request in the circulation to Districts and Synods.

Council Members are also asked to seek such a person.

9. Minutes of Executive.

The Minutes of the meeting of 5 March 1992 are available and will be offered for approval at the session on Thursday morning.

7E (iv) Southern Provincial Synod had agreed to meet the costs of the housing allowance for the National Aids Adviser up to the sum of £4,000 pa for two years to the General Assembly 1994. The Synod urged the Budget Committee to use this two year period to make provision for the payment of all expenses relating to this post to be fully funded from the Ministry and Mission Fund from General Assembly 1994 onwards.

10. Loyal Address - a reply:

"Dear Mr Thorogood

I have had the honour to lay before The Queen the Address adopted by the General Assembly of the United Reformed Church in the United Kingdom at its meeting in York on 4 July 1992 and I have it in Command from The Queen to convey to all members of the Assembly Her Majesty's sincere thanks for the assurances of loyalty which it contained.

Her Majesty is most grateful for the Assembly's continuing warm regard for Herself and for the support afforded by the knowledge of the prayers offered by the Churches represented in the Assembly. She shares the Assembly's commitment to prayer for the well being of the planet and its peoples.

Yours sincerely,

Kenneth Clarke"

- 2) 5th World Conference on Faith & Order - August 1993  
At the request of the WCC it is recommended that we appoint the Revd Martin Cressey.
- 3) Homerton College  
It is necessary to re-appoint the existing Governors Joan Boulin, Bill Gathercole, John Chaplin, Margaret McKay, for a 3 year period, Jan 1993 - Dec 1995.
- It is proposed that Mrs Elizabeth Jupp be invited to serve with immediate effect, and that her term of office run until December 1995, and that Mrs Mary Cornick be invited to serve from January 1993 until December 1995.
- 4) Milton Mount Foundation Board  
It is recommended that Mrs Gwen Hall be re-appointed, and that the Revd Erica Beglin be nominated to serve as a new member.
- 5) Northern College  
It is proposed that the Revd Helen Drummond be appointed as a Governor, and that the Revd Chris Warner and Revd Brian O'Neil are nominated as alternatives.
- 6) Provincial Moderators' Review Groups  
With the limited numbers available from the Mission Council the Committee recommends to Mission Council that in future membership of Review Groups should not be limited to Council Members, but that only half (5) must come from the current Mission Council membership.
- 7) Nominations from Districts and Synods  
Given the need to communicate with all Districts and Synods regarding committee vacancies, the Nominations Committee urges Council members to do all in their power to promote this exercise.
- 8) World Church & Mission  
Personnel Secretary & Local Ecumenical Adviser  
The Committee noted the re-appointment of the Secretary for a further one year and establishment of an Interim Staffing Group to consider the future role of the Personnel Secretary and, following the resignation of the Revd P Poulter, the role of the Adviser on Local Ecumenical Affairs.
- Whilst their recommendations to Mission Council cannot be anticipated the committee felt it right to nominate again those who had served on the Appointment Group when the Personnel Secretary was reappointed for a further year. Their nomination to be considered only after the Interim Staffing Group report.
- The nominations are: Revd K Forecast (Convener), Revd Tony Coates, Revd A G Burnham, Mrs Mary Marsden, Mrs Nora Morgans, Revd Roderick Hewitt.
- 9) Additional representatives to Other Assemblies  
The following nominations are recommended to Council:
- 1 Church of Scotland 1993 - Revd A G Burnham
  - 2 Church of Scotland 1994 - Revd Donald Hilton
  - 3 Presbyterian Church of Wales 1993 (12-15 July) - Mrs Ruth Clarke
  - 4 Congregational Federation 8 May 1993 - Revd Janet Sowerbutts



# MISSION COUNCIL

6 - 8 OCTOBER 1992

Misc. Business  
including  
Elections

1. Minute Secretary. Sheila is recovering from an accident. It will therefore be necessary to appoint someone to act.

Resolution:

Mission Council appoints Olive Darke as Minute Secretary for this meeting.

2. Tellers. Resolution:  
Mission Council appoints Muriel Garrow and Christine Meekison to serve as tellers for the 1992-93 meetings.

3. Nominations. Resolution:  
Nominations for any office to be elected at this meeting of Council be by two members who will have obtained the consent of the person nominated. Nominations should be handed to the Clerk by 7 pm on Wednesday, 7th October. The Clerk will announce the names at the end of the last session that evening. The election will take place by ballot during the first session on Thursday, 8th October.

4. Mission Council Advisory Group. (Reports to GA 1992, p 60-1, para 4.)  
Four members of MC to be elected to serve on a four year rotation.

The group consists, so far, of nine persons: Ruth Clarke, Malcolm Hanson, Donald Hilton, Alistair Black, Keith Forecast, Malcolm Johnson (alternate Aubrey Curry), Mary Marsden, Philip Morgan and Tony Burnham. (7 m 2 f; 5 m 4 l).

5. Staffing Group. (Reports to GA 1992, p 62-3, para 6.1 D.)

Three persons not currently Officers of standing committees are to be appointed. As a report was required for this meeting, Assembly Moderator's Advisory Committee appointed Angus Duncan\*, William McVey\* and Elizabeth Scopes to serve in the interim (\* Members of MC).

6. Assembly Arrangements Committee. (Reports to GA 1992, p 63, para 6.2.)

A convener is to be appointed. As the committee had to meet before this Mission Council, Wilma Frew was appointed interim-Convener.

7. Advisory Group on Grants and Loans. (AGOGAL) (Reports to GA 1992, p 64, para 6.5.)

A Secretary is to be appointed.

8. Report of Nominations Committee. The Nominations Committee invites the Mission Council to approve the following nominations:

- 1) National Assessment Board  
For the period 1993-97 the Revd Dr Catherine Middleton, Revd Christine Pinnell and Mrs Margaret Roberts as alternatives.





Restructuring the Committees of the Windermere Centre

The Windermere Centre is currently served by three committees:

The Policy and Planning Committee (meeting twice per year with fifteen members and six ex-officio members);

The Programme Committee (meeting twice per year with up to seven members);

The Management Committee meeting (meeting twice per year with six members and three ex-officio members)

It is the recommendation of the Policy and Planning Committee that the balance between these committees be changed with the following objectives:

- a) to reduce the number of members on the Policy and Planning Committee;
- b) to reduce the number of meetings (and cost) of the Policy and Planning Committee;
- c) to make the Programme Committee more representative of all the areas of the life of the United Reformed Church;
- d) to delegate more management decisions to the Management Committee;
- e) to ensure an appropriate degree of cross membership between the Policy and Planning Committee and the Management Committee.

THE POLICY AND PLANNING COMMITTEE

Meetings: Once per year (in January)

Terms of Reference:

1. To appoint a Programme Committee and a Management Committee as below;
2. to receive reports from the Programme and Management Committees, including reports on income and expenditure and budget provision;
3. to make an annual report to Faith and Life for presentation to Assembly;
4. to approve the annual budget and any suggested capital expenditure;
5. to share in any process set up by the Nominations Committee for the appointment/re-appointment of the Director and to be responsible for the appointment of any other executive post.
6. to oversee the work and make provision for the salary, conditions of service, and the further training and study of the Director as need arises.

Membership

The Convenor, the Director (who shall act as Secretary), the Administrator, the Chairperson of the Management Committee, the Treasurer of the Management Committee; the Convenor of the Programme Committee; a representative of Carver Church, Windermere; three other persons having knowledge of training.

Ex-officio: the General Secretary, the Moderator of Assembly, the immediate past Moderator, the Moderator elect, the Convenor and the Secretary of Faith and Life, the Hon Tresurer of the United Reformed Church and the Chief Accountant.

## THE MANAGEMENT COMMITTEE

Meetings: Twice per year: at the Windermere Centre

### Terms of reference:

*To be responsible, along with the Director, for:*

1. Ensuring that the building, furnishings and fittings are maintained in accordance with the plans and to the standards laid down by the Policy and Planning Committee.
2. advising the Policy and Planning Committee of any need for and any possibility of extending or altering the building.
3. ensuring that the Centre is maintained in good decorative order.
4. monitoring the monthly statement of income and expenditure and ensuring that adequate services, staffing and building maintenance are kept under regular review.
5. determining the number of, appointing, paying and caring for non-executive staff.
6. keeping under review all matters relating to physical and administrative functions of the Centre.
7. reporting to the Policy and Planning Committee.

### Membership

Six members plus the Convenor of the Policy and Planning Committee, the Director, the Administrator and the architectural adviser.

## THE PROGRAMME COMMITTEE

Meetings: Twice per year: at Windermere

### Terms of Reference

*To assist the Director:*

1. in discerning the contribution the Centre can make to meeting the training needs of people and local churches, Districts, Provinces, Assembly, departments and committees of the United Reformed Church;
2. by describing and clarifying the contribution the Centre could make in terms of mission to ecumenical discussion, international concern, national and vocational needs;
3. in devising and running a programme to meet those needs, both in the Centre and by extension;
4. in maintaining a list of those most able to assist in the leadership of the programme;
5. in preparing reports for the Policy and Planning Committee.

### Membership

A Convenor, the Director, one representative each of Faith & Life, World Church & Mission, Church & Society, Ministries and Finance & Administration; three others having a particular knowledge and concern for training in the church. The Convenor of the Policy and Planning shall be ex-officio and the Administrator of the Centre shall be in attendance.

## EVALUATION OF THE CENTRE

It is recommended that the work of Centre be assessed by using the same sort of review process that the United Reformed Church uses for its theological colleges. It is suggested that the Convenors and Secretaries of Faith and Life recommend the composition of such an assessment group to the Mission Council.

Graham Cook 2.9.92 (Revised 15.9.92)



6 ~ 8 OCTOBER 1992

Assembly Appointments and Church Affiliation

1. The Nominations Committee was asked by the Executive Committee to consider whether there should be any restriction on our senior Assembly appointments regarding their church membership. The question has not previously been raised and on several occasions the URC has advertised in other denominational papers. The Executive itself decided that in regard to the Departmental Secretary of Ministries Department the appointee should be a member of the URC. There is already restriction regarding the General Secretary and Provincial Moderators, in that regulations provide that only a URC minister is eligible.

2. Grounds for restriction

The URC is open to ecumenical partners in many ways at all levels of its life and therefore would be disinclined to restrict the selection of its central staff to URC people. There may be much to be gained from a wider basis of recruitment. The area of restricted posts should therefore be as small as possible. The grounds for restriction are:

- 2.1 That certain posts require an understanding of and a commitment to the churchmanship of the URC.
- 2.2 That the Assembly would not wish a large proportion of central posts to be held by persons from other churches, as this would alter the stance of the URC in public.
- 2.3 That we would expect most of the central staff to have a close link with a local URC, as the basis of their worship and fellowship.

3. Restricted posts

It is recommended that two posts be fully restricted to members of the URC:

- Departmental Secretary - Ministries
- Departmental Secretary - Faith and Life.

In both these cases churchmanship is at the core of the activities of the department and the person with oversight needs to be within the tradition of the Church.

4. Semi-Restricted posts

It is recommended that there be another category where the position is open to members of the URC and members of those churches which are within the World Alliance of Reformed Churches or the Council for World Mission.

It is recommended that the following posts be on the semi-restricted basis:

Departmental Secretary - World Church and Mission  
Associate Secretary - Ministries  
Principal, Westminster College  
Director, Windermere  
FURY Chaplain.

5. It is recommended that all other central staff appointments should be open to persons of any church affiliation.
6. It is recommended that this policy be accepted for five years, so that the Assembly may then judge what the effect has been on the overall balance of staff, and the balance within each area of our central work.

Bernard Thorogood  
20 March 1992

Resolution: The Mission Council adopts the recruitment policy regarding church affiliation for a period of five years.



**THE FUTURE OF THE UNITED REFORMED CHURCH MINISTERS' PENSION FUND**

1. Members of the Mission Council will be aware that the Pensions Sub-Committee wish to amend the rules of the United Reformed Church Ministers' Pension Fund. The full background is set out in Reports to Assembly 1992 pages 105/6 paragraphs 27 - 29. The rule changes will provide for:-

1. A pension based on 1/80th of stipend at the date of the members' retirement, which is an increase on the currently paid level of 100th (see Appendix 1).
2. Pensions subsequently to be escalated by the lower of 5% or the increase in the RPI each year.

2. The two rules which create difficulty are as follows:-

Rule 25 Pension Escalation

On each occasion when the basic stipend is increased all pensions then in course of payment to which this rule applies shall be increased by the substitution of the increased basic stipend for the pensionable stipend used in the calculation of the pension at the date of retirement .....

Rule 34 Alteration to the Rules

..... any member whose pecuniary rights are adversely affected to an appreciable extent by any such change may elect, if he gives notice in writing, to be subject to the rules that were in force prior to the change .....

3. The Pensions Sub-Committee are seeking advice as to the cost of this change. Provisional indications from the Actuary show that the full implementation of these changes could increase the liabilities of the pension fund by a further £4m, which could be amortised by the continuation of our phased programme for a further 4 years.

4. There may be current pensioners "whose pecuniary rights are adversely affected to an appreciable extent", in their judgement, by the changes that we are proposing. It is obviously desirable, for good order that, if rule 34 is to be written out from the rules of the pension fund, that no member gives notice in writing to be subject to the rules that were in force prior to the change.

In order to keep faith with the pensioners, the Pensions Sub-Committee are also proposing that Assembly should be asked to ensure that no pensioners rights are jeopardised, and that supplementary payments be made from the Retired Ministers' Fund to meet any such shortfalls. In order to meet these increased costs the Retired Ministers' Fund would require substantial additional finance, but this requirement has not yet been quantified.

6. Schedules are attached showing the effect of these changes on the pensions of ministers retiring with 30 years service in each of the years shown. With pensions based on the revised basis (of 1/80ths) escalated at the lower of RPI or 5%, compared with the current bases for ministers with service to both the former Presbyterian Church and the Congregational Church (escalated at RPI, assuming stipend escalation is in line with RPI).

7. These examples show that, where RPI is 5% or less, all ministers with 30 years service will be better off under the revised basis, but if RPI (and basic stipend escalation) exceeds 7%, ministers with Presbyterian service retiring in the period 1968 to 1989 receive a lower pension on the revised basis, after 5 years, than if they had elected to remain on the current basis. If RPI is 9%, all ministers with service with the former Presbyterian Church who retired before 1989 will be disadvantaged after 5 years. It is not practical to provide Mission Council with detailed figures for every minister but it is clear that there are a number of ministers who may be adversely effected if RPI exceeds 5%.

8. The next stage in the Committee's thinking will be to continue with the investigations and to draft a letter to members of the pension fund in time for the next meeting of the Mission Council. All members of the Pension Fund will be circularised in February and March to enable any members who wish to do so to elect to be subject to the rules in force prior to any change that may be made. Once the rule is changed, no other members will be able to so elect. The final rule changes to the pension scheme will be brought to Assembly 1993 for adoption.

9. The financial Officers had hoped that it would be possible that the report made on pensions could be debated, and that resolution 7 (Reports page 152) "Assembly encourages the Maintenance of the Ministry Committee to investigate appropriate amendments to the rules of the pension fund to minimise the possibility of similar levels of liability automatically arising in future years", would provide an opportunity for a discussion on the proposals. In the event time precluded a debate of any consequence, and the resolution was passed. The Officers would wish members of Mission Council to comment on whether they support the proposed changes.

10. The consequence of the continuation of the linking of pension escalation to stipends will be a continuation of the very substantial actuarial shortfalls which will arise if basic stipends are increased by substantial levels. The Pensions Sub-Committee trust that the Church will endorse their view that these actuarial shortfalls are unsatisfactory, and are making the pensions of current and future pensioners a charge on the future active membership of the church, and a drag on any future alteration to our stipend structure.

11. If the changes now under consideration are not implemented, a further alternative is to hold the ministers' stipends down to a level that will enable pensions to be contained within the funding already provided. This is a very basic conclusion, but it is clear that the Maintenance of the the Ministry Committee will have to make their decisions with regard to stipends bearing in mind the very considerable continuing burden that will be required to finance the pension fund.

12. It is hoped that, in addition to the Treasurer and the Chief Accountant, Mr Victor Hughff will be at the debate at the Mission Council, and any questions that members of the Mission Council may have should be answered.

13. As advised to Assembly the Directors of United Reformed Church Trust are currently considering their responsibilities with regard to the United Reformed Church Ministers' Pension Fund. A verbal report will be made at Mission Council.

#### Appendix 1

Annual pension payable per year of pensionable service

In respect of service	Presbyterian	Congregational
prior to 31/12/63	1.125%	£69.37
1/1/64 - 31/5/71	1/80th 1.25%	£69.37
1/6/71 - 31/3/78	1/80th 1.25%	1/80th 1.25%
1/4/78 - date	1/100th 1.00%	1/100th 1.00%

In money terms these currently amount to:-

In respect of service	Presbyterian	Congregational
prior to 31/12/63	£129.465	£69.37
1/1/64 - 31/5/71	£143.85	£69.37
1/6/71 - 31/3/78	£143.85	£143.85
1/4/78 - date	£115.08	£115.08

## Appendix 2/3

Appendix 2 (attached) shows how current pensions are computed, and how future pensions may be divided between the Pension Fund, and the Retired Ministers Fund.

Appendix 3 follows on 4 unheaded sheets.

The four sheets show the same information for a minister retiring in each year 1948 to 2007, after 30 years service to each of the Churches which united in 1971. Ministers who served the Churches of Christ prior to the 1982 Union do not have any rights of pension from the URCMPF in respect of pre-union service.

The difference in the four sheets is in the rate of escalation, taken at 3%, 5%, 7%, and 9% respectively.

The assumption made is that basic stipends will increase in line with RPI, but of course, under the proposed basis, post retirement pensions will only escalate at a maximum of 5% pa.

Column A shows the year of retirement.

Column B shows the basic stipend upon which pension computations are made. In respect of ministers retiring before 1992, the basic is £11508, as all pensions are based on current stipend. After 1992 stipends escalate at the rate shown on each page.

Column C shows the amount of annual pension the minister would receive, computed on the revised basis, based on 1/80th of stipend per year of service.

Column D shows the amount of annual pension the minister would receive after 5 years, escalated at the lower of 5% or the increase in RPI.

Column E shows the amount of annual pension the minister would receive, computed on the current basis, if the minister had pensionable service with the Presbyterian Church prior to Union.

Column F shows how this pension would have escalated in line with stipends after 5 years.

Columns G & H show the same information for a minister who had pensionable service with the Congregational Church, prior to Union.



Appendix 2

Examples of Pension Fund pension computations

1) Service 1/1/55-31/12/90  
All pensions based on £11508

Service as currently computed

Period of service	Years	rate pa £	MWOPF pension £	rate pa £	CMPF pension £
1/1/55-31/12/63	9.0000	129.465	1165.19	69.37	624.33
1/1/64-31/5/71	7.4167	143.85	1066.89	69.37	514.49
1/6/71-31/3/78	6.8333	143.85	982.97	143.85	982.97
1/4/78-31/12/90	12.7500	115.08	1467.27	115.08	1467.27
	-----				
	36.0000		4682.31		3589.06
	-----				
Total pension, all service @ 80ths	5178.59				
Payable from PF			4682.31		3589.06
Payable from RMF			496.28		1589.53
			-----		-----
			5178.59		5178.59
			-----		-----

2) Service 1/1/55-31/12/95  
All pensions based on £11508

Service as currently computed, with increase  
to 80ths from 1/7/93

Period of service	Years	rate pa £	MWOPF pension £	rate pa £	CMPF pension £
1/1/55-31/12/63	9.0000	129.465	1165.19	69.37	624.33
1/1/64-31/5/71	7.4167	143.85	1066.89	69.37	514.49
1/6/71-31/3/78	6.8333	143.85	982.97	143.85	982.97
1/4/78-30/6/93	14.2500	115.08	1639.89	115.08	1639.89
1/7/93-31/12/95	2.5000	143.85	359.63	143.85	359.63
	-----				
	40.0000		5214.56		4121.31
	-----				
Total pension, all service @ 80ths	5753.99				
Payable from PF			5214.56		4121.31
Payable from RMF			539.44		1632.69
			-----		-----
			5753.99		5753.99
			-----		-----

Escalation Year	Basic Stipend	3 % New basis		Old Basis Presbyterian		Old Basis Congregational	
		30 years pension @1/80ths	Annual pension + 5 yrs	30 years + 5 yrs pension		30 years + 5 yrs pension	
A	B	C	D	E	F	G	H
1948	11508	4316	5003	3884	4503	2081	2413
1949	11508	4316	5003	3884	4503	2081	2413
1950	11508	4316	5003	3884	4503	2081	2413
1951	11508	4316	5003	3884	4503	2081	2413
1952	11508	4316	5003	3884	4503	2081	2413
1953	11508	4316	5003	3884	4503	2081	2413
1954	11508	4316	5003	3884	4503	2081	2413
1955	11508	4316	5003	3884	4503	2081	2413
1956	11508	4316	5003	3884	4503	2081	2413
1957	11508	4316	5003	3884	4503	2081	2413
1958	11508	4316	5003	3884	4503	2081	2413
1959	11508	4316	5003	3884	4503	2081	2413
1960	11508	4316	5003	3884	4503	2081	2413
1961	11508	4316	5003	3884	4503	2081	2413
1962	11508	4316	5003	3884	4503	2081	2413
1963	11508	4316	5003	3884	4503	2081	2413
1964	11508	4316	5003	3891	4511	2081	2413
1965	11508	4316	5003	3906	4528	2081	2413
1966	11508	4316	5003	3920	4544	2081	2413
1967	11508	4316	5003	3934	4561	2081	2413
1968	11508	4316	5003	3949	4578	2081	2413
1969	11508	4316	5003	3963	4594	2081	2413
1970	11508	4316	5003	3977	4611	2081	2413
1971	11508	4316	5003	3992	4628	2087	2420
1972	11508	4316	5003	4006	4644	2162	2506
1973	11508	4316	5003	4021	4661	2236	2592
1974	11508	4316	5003	4035	4678	2311	2679
1975	11508	4316	5003	4049	4694	2385	2765
1976	11508	4316	5003	4064	4711	2460	2851
1977	11508	4316	5003	4078	4728	2534	2938
1978	11508	4316	5003	4085	4736	2601	3016
1979	11508	4316	5003	4071	4719	2647	3069
1980	11508	4316	5003	4057	4703	2693	3122
1981	11508	4316	5003	4042	4686	2739	3175
1982	11508	4316	5003	4028	4669	2784	3228
1983	11508	4316	5003	4013	4653	2830	3281
1984	11508	4316	5003	3999	4636	2876	3334
1985	11508	4316	5003	3985	4619	2921	3387
1986	11508	4316	5003	3970	4603	2967	3440
1987	11508	4316	5003	3956	4586	3013	3493
1988	11508	4316	5003	3941	4569	3059	3546
1989	11508	4316	5003	3927	4553	3104	3599
1990	11508	4316	5003	3913	4536	3150	3652
1991	11508	4316	5003	3898	4519	3196	3705
1992	11508	4316	5003	3884	4503	3241	3758
1993	11853	4445	5153	3986	4620	3369	3906
1994	12209	4578	5308	4082	4733	3507	4065
1995	12575	4716	5467	4173	4838	3654	4236
1996	12952	4857	5631	4266	4946	3811	4418
1997	13341	5003	5800	4361	5055	3979	4613
1998	13741	5153	5974	4457	5167	4159	4821
1999	14153	5308	6153	4556	5281	4349	5042
2000	14578	5467	6337	4656	5397	4552	5277
2001	15015	5631	6528	4758	5516	4758	5516
2002	15466	5800	6723	4862	5636	4862	5636
2003	15930	5974	6925	4968	5759	4968	5759
2004	16408	6153	7133	5076	5885	5076	5885
2005	16900	6337	7347	5186	6012	5186	6012
2006	17407	6528	7567	5298	6142	5298	6142
2007	17929	6723	7794	5412	6274	5412	6274

Escalation Year	Basic Stipend	5 %		Old Basis Presbyterian		Old Basis Congregational	
		New basis 30 years pension @1/80ths	Annual pension + 5 yrs	30 years + 5 yrs pension	30 years + 5 yrs pension	30 years + 5 yrs pension	30 years + 5 yrs pension
A	B	C	D	E	F	G	H
1948	11508	4316	5508	3884	4957	2081	2656
1949	11508	4316	5508	3884	4957	2081	2656
1950	11508	4316	5508	3884	4957	2081	2656
1951	11508	4316	5508	3884	4957	2081	2656
1952	11508	4316	5508	3884	4957	2081	2656
1953	11508	4316	5508	3884	4957	2081	2656
1954	11508	4316	5508	3884	4957	2081	2656
1955	11508	4316	5508	3884	4957	2081	2656
1956	11508	4316	5508	3884	4957	2081	2656
1957	11508	4316	5508	3884	4957	2081	2656
1958	11508	4316	5508	3884	4957	2081	2656
1959	11508	4316	5508	3884	4957	2081	2656
1960	11508	4316	5508	3884	4957	2081	2656
1961	11508	4316	5508	3884	4957	2081	2656
1962	11508	4316	5508	3884	4957	2081	2656
1963	11508	4316	5508	3884	4957	2081	2656
1964	11508	4316	5508	3891	4966	2081	2656
1965	11508	4316	5508	3906	4985	2081	2656
1966	11508	4316	5508	3920	5003	2081	2656
1967	11508	4316	5508	3934	5021	2081	2656
1968	11508	4316	5508	3949	5040	2081	2656
1969	11508	4316	5508	3963	5058	2081	2656
1970	11508	4316	5508	3977	5076	2081	2656
1971	11508	4316	5508	3992	5095	2087	2664
1972	11508	4316	5508	4006	5113	2162	2759
1973	11508	4316	5508	4021	5131	2236	2854
1974	11508	4316	5508	4035	5150	2311	2949
1975	11508	4316	5508	4049	5168	2385	3044
1976	11508	4316	5508	4064	5187	2460	3139
1977	11508	4316	5508	4078	5205	2534	3234
1978	11508	4316	5508	4085	5214	2601	3320
1979	11508	4316	5508	4071	5196	2647	3379
1980	11508	4316	5508	4057	5177	2693	3437
1981	11508	4316	5508	4042	5159	2739	3495
1982	11508	4316	5508	4028	5141	2784	3554
1983	11508	4316	5508	4013	5122	2830	3612
1984	11508	4316	5508	3999	5104	2876	3670
1985	11508	4316	5508	3985	5086	2921	3729
1986	11508	4316	5508	3970	5067	2967	3787
1987	11508	4316	5508	3956	5049	3013	3845
1988	11508	4316	5508	3941	5030	3059	3904
1989	11508	4316	5508	3927	5012	3104	3962
1990	11508	4316	5508	3913	4994	3150	4020
1991	11508	4316	5508	3898	4975	3196	4079
1992	11508	4316	5508	3884	4957	3241	4137
1993	12083	4531	5783	4063	5186	3424	4370
1994	12688	4758	6072	4242	5415	3625	4627
1995	13322	4996	6376	4421	5643	3846	4909
1996	13988	5246	6695	4607	5880	4089	5218
1997	14687	5508	7029	4801	6127	4354	5556
1998	15422	5783	7381	5002	6385	4643	5925
1999	16193	6072	7750	5212	6652	4957	6327
2000	17003	6376	8138	5430	6930	5299	6763
2001	17853	6695	8544	5657	7220	5657	7220
2002	18745	7029	8972	5893	7521	5893	7521
2003	19683	7381	9420	6139	7834	6139	7834
2004	20667	7750	9891	6394	8160	6394	8160
2005	21700	8138	10386	6659	8499	6659	8499
2006	22785	8544	10905	6935	8851	6935	8851
2007	23924	8972	11450	7222	9217	7222	9217

Escalation		7 %					
Year	Basic Stipend	New basis		Old Basis Presbyterian		Old Basis Congregational	
		30 years @1/80ths	Annual pension + 5 yrs	30 years + 5 yrs pension	30 years + 5 yrs pension	30 years + 5 yrs pension	30 years + 5 yrs pension
A	B	C	D	E	F	G	H
1948	11508	4316	5508	3884	5447	2081	2919
1949	11508	4316	5508	3884	5447	2081	2919
1950	11508	4316	5508	3884	5447	2081	2919
1951	11508	4316	5508	3884	5447	2081	2919
1952	11508	4316	5508	3884	5447	2081	2919
1953	11508	4316	5508	3884	5447	2081	2919
1954	11508	4316	5508	3884	5447	2081	2919
1955	11508	4316	5508	3884	5447	2081	2919
1956	11508	4316	5508	3884	5447	2081	2919
1957	11508	4316	5508	3884	5447	2081	2919
1958	11508	4316	5508	3884	5447	2081	2919
1959	11508	4316	5508	3884	5447	2081	2919
1960	11508	4316	5508	3884	5447	2081	2919
1961	11508	4316	5508	3884	5447	2081	2919
1962	11508	4316	5508	3884	5447	2081	2919
1963	11508	4316	5508	3884	5447	2081	2919
1964	11508	4316	5508	3891	5458	2081	2919
1965	11508	4316	5508	3906	5478	2081	2919
1966	11508	4316	5508	3920	5498	2081	2919
1967	11508	4316	5508	3934	5518	2081	2919
1968	11508	4316	5508	3949	5538	2081	2919
1969	11508	4316	5508	3963	5558	2081	2919
1970	11508	4316	5508	3977	5579	2081	2919
1971	11508	4316	5508	3992	5599	2081	2928
1972	11508	4316	5508	4006	5619	2162	3032
1973	11508	4316	5508	4021	5639	2236	3136
1974	11508	4316	5508	4035	5659	2311	3241
1975	11508	4316	5508	4049	5679	2385	3345
1976	11508	4316	5508	4064	5700	2460	3450
1977	11508	4316	5508	4078	5720	2534	3554
1978	11508	4316	5508	4085	5730	2601	3649
1979	11508	4316	5508	4071	5710	2647	3713
1980	11508	4316	5508	4057	5690	2693	3777
1981	11508	4316	5508	4042	5669	2739	3841
1982	11508	4316	5508	4028	5649	2784	3905
1983	11508	4316	5508	4013	5629	2830	3969
1984	11508	4316	5508	3999	5609	2876	4033
1985	11508	4316	5508	3985	5589	2921	4097
1986	11508	4316	5508	3970	5568	2967	4162
1987	11508	4316	5508	3956	5548	3013	4226
1988	11508	4316	5508	3941	5528	3059	4290
1989	11508	4316	5508	3927	5508	3104	4354
1990	11508	4316	5508	3913	5488	3150	4418
1991	11508	4316	5508	3898	5468	3196	4482
1992	11508	4316	5508	3884	5447	3241	4546
1993	12314	4618	5893	4140	5807	3479	4879
1994	13176	4941	6306	4406	6179	3746	5254
1995	14098	5287	6747	4679	6562	4046	5675
1996	15085	5657	7220	4969	6969	4382	6147
1997	16141	6053	7725	5276	7400	4757	6673
1998	17270	6476	8266	5602	7857	5175	7258
1999	18479	6930	8844	5948	8342	5638	7908
2000	19773	7415	9463	6315	8857	6152	8628
2001	21157	7934	10126	6704	9403	6704	9403
2002	22638	8489	10835	7117	9982	7117	9982
2003	24223	9083	11593	7554	10595	7554	10595
2004	25918	9719	12405	8018	11246	8018	11246
2005	27732	10400	13273	8510	11936	8510	11936
2006	29674	11128	14202	9032	12668	9032	12668
2007	31751	11907	15196	9585	13443	9585	13443

Escalation Year	Basic Stipend	9 % New basis 30 years Annual pension pension e1/80ths + 5 yrs		Old Basis Presbyterian 30 years + 5 yrs pension		Old Basis Congregational 30 years + 5 yrs pension	
		A	B	C	D	E	F
1948	11508	4316	5508	3884	5976	2081	3202
1949	11508	4316	5508	3884	5976	2081	3202
1950	11508	4316	5508	3884	5976	2081	3202
1951	11508	4316	5508	3884	5976	2081	3202
1952	11508	4316	5508	3884	5976	2081	3202
1953	11508	4316	5508	3884	5976	2081	3202
1954	11508	4316	5508	3884	5976	2081	3202
1955	11508	4316	5508	3884	5976	2081	3202
1956	11508	4316	5508	3884	5976	2081	3202
1957	11508	4316	5508	3884	5976	2081	3202
1958	11508	4316	5508	3884	5976	2081	3202
1959	11508	4316	5508	3884	5976	2081	3202
1960	11508	4316	5508	3884	5976	2081	3202
1961	11508	4316	5508	3884	5976	2081	3202
1962	11508	4316	5508	3884	5976	2081	3202
1963	11508	4316	5508	3884	5976	2081	3202
1964	11508	4316	5508	3891	5987	2081	3202
1965	11508	4316	5508	3906	6009	2081	3202
1966	11508	4316	5508	3920	6031	2081	3202
1967	11508	4316	5508	3934	6053	2081	3202
1968	11508	4316	5508	3949	6076	2081	3202
1969	11508	4316	5508	3963	6098	2081	3202
1970	11508	4316	5508	3977	6120	2081	3202
1971	11508	4316	5508	3992	6142	2087	3212
1972	11508	4316	5508	4006	6164	2162	3326
1973	11508	4316	5508	4021	6186	2236	3441
1974	11508	4316	5508	4035	6208	2311	3555
1975	11508	4316	5508	4049	6230	2385	3670
1976	11508	4316	5508	4064	6253	2460	3785
1977	11508	4316	5508	4078	6275	2534	3899
1978	11508	4316	5508	4085	6286	2601	4003
1979	11508	4316	5508	4071	6264	2647	4073
1980	11508	4316	5508	4057	6242	2693	4143
1981	11508	4316	5508	4042	6219	2739	4214
1982	11508	4316	5508	4028	6197	2784	4284
1983	11508	4316	5508	4013	6175	2830	4354
1984	11508	4316	5508	3999	6153	2876	4425
1985	11508	4316	5508	3985	6131	2921	4495
1986	11508	4316	5508	3970	6109	2967	4565
1987	11508	4316	5508	3956	6087	3013	4636
1988	11508	4316	5508	3941	6064	3059	4706
1989	11508	4316	5508	3927	6042	3104	4776
1990	11508	4316	5508	3913	6020	3150	4847
1991	11508	4316	5508	3898	5998	3196	4917
1992	11508	4316	5508	3884	5976	3241	4987
1993	12544	4704	6003	4218	6490	3534	5437
1994	13673	5127	6544	4572	7034	3869	5954
1995	14903	5589	7133	4946	7610	4254	6546
1996	16244	6092	7775	5351	8232	4693	7221
1997	17706	6640	8474	5788	8905	5193	7989
1998	19300	7238	9237	6260	9632	5759	8861
1999	21037	7889	10068	6771	10418	6400	9848
2000	22930	8599	10975	7323	11268	7124	10962
2001	24994	9373	11962	7920	12186	7920	12186
2002	27244	10216	13039	8565	13178	8565	13178
2003	29696	11136	14212	9261	14250	9261	14250
2004	32368	12138	15492	10014	15408	10014	15408
2005	35281	13230	16886	10827	16659	10827	16659
2006	38457	14421	18406	11705	18010	11705	18010
2007	41918	15719	20062	12654	19470	12654	19470



# MISSION COUNCIL

6 ~ 8 OCTOBER 1992

Report with proposals  
from the  
Interim Staffing Committee

1. The Report setting up the Mission Council considered the process of the appointment of senior staff (Reports to GA 1992, p62, para 6.1 D). It envisaged that the Mission Council would appoint a group to consider the posts and report to the Council. When the Council has approved the post an Appointment Group would be set up to act and nominate as at present.
3. Because advice was needed for this meeting, the Assembly Moderator's Advisory Group appointed Angus Duncan, William McVey and Elizabeth Scopes to deal with urgent business. The group met twice, Bernard Thorogood servicing the first meeting and Tony Burnham the second.
3. At the first meeting the discussion ranged over the whole staffing of the central work of the Church since each appointment needs to be made within the pattern which is developing for the whole. As the broad view was described the group sensed five main influences affecting future staffing:
  - Mission priorities - the staff need to be appointed in line with the priorities adopted by the Mission Council and the Assembly, so that they further the mission of the Church and not just the maintenance of present structures.
  - Economy - there is no sign that the Assembly is ready to spend more money on central posts, so any new posts adopted will probably mean cutting down existing ones.
  - Ecumenical possibilities - in every post there will be ecumenical dimensions and these are likely to affect the nature of the job. This factor should be written in to every job description.
  - Decentralisation - some work on behalf of the whole Church can be undertaken through the help of Provincial Synods and may be located outside the central office.
  - Readiness to change - in every post there should be explicit reference to readiness to change the focus of the job in the next few years, for the existing Departmental Structures are likely to be considerably affected by the new Mission Council approach.
4. As this is an exercise in the setting of priorities, the group did not consider the following posts in isolation but looked at each in relation to the others as well as judging the proposals by the criteria listed in the previous paragraph.

5. Faith and Life Secretary. The following mission statement was noted.

The role of the Secretary for Faith and Life is to encourage:

- a) the growth in Christian discipleship throughout life,
- b) the development and preparation for ministries of the people of God within the Church and the world, and
- c) the greater participation of all ages and both sexes in the worship and work of the Church as it serves the mission of God.

In addition, an account of the main tasks was given.

The group i) noted an overlap in the above statement with a possible statement related to the Secretary for Ministries, and ii) believed that the statement ought to contain:

- d) the development of ecumenical co-operation in all the work of Faith and Life.

Believing that a co-ordinating and leadership role is necessary for the work of Faith and Life, the group recommends that the Mission Council approves the continuation of this post. (Resolution 1)

6. Personnel Secretary/Ecumenical Secretary

The Convener of World Church and Mission (WCM) presented a detailed report which noted that: i) The present Personnel Secretary, Sheila Rudofsky, leaves her post before or at the end of August 1993; ii) Peter Poulter has asked to be relieved of the voluntary and part-time post of Adviser on Local Ecumenism; and iii) Tony Coates presently carries responsibility for the work of the Mission and Ecumenical Work (MEW) at Home as well as the MEW Abroad Committees. This involves a major widening of responsibilities.

The argument given was strongly in favour of the creation of the post of Ecumenical Secretary. Ideally the post of Personnel Secretary should be continued; however, if a choice had to be made, then the case was strongest for the ending of the Personnel Secretary post and the creation of the post of an Ecumenical Secretary. The continuing personnel work could be redistributed amongst the WCM staff.

The Group concurred that the need for a stronger staff focus on Ecumenical affairs was in accord with Assembly's priorities, believed that it was appropriate to create this new post by cutting down an existing one, and recognised that it ought to stimulate ecumenical development.

The Group also considered whether the creation of a new post could be justified in the light of other needs, e.g. Children's Advocate. It was noted that if the latter was created then problems would arise for the continuing personnel work, there would still be need for a replacement for the local ecumenical adviser and the work overseen by the MEW at Home and MEW Abroad Committees would be bound to suffer.

The WCM Convener stated that there are overlaps across the departments which need to be examined and the Group noted that one existed between the tasks of the Secretary for Mission Education and the Faith and Life Secretary.

The Group recommends that the Mission Council approves the ending of the post of Personnel Secretary and the creation of the post of Ecumenical Secretary. (Resolutions 2 and 3)

7. Children's Advocate. Assembly in 1992 (Reports p14-16, Record P9) resolved that:

"Seeking to create the post of National Children's Advocate, (Assembly) instructs the Mission Council, as it reviews its budget priorities, to consider how this might be achieved as a matter of urgency."

The Group considered a submission from Faith and Life and in checking with its criteria judged that the post did meet with Assembly's mission priorities. If financed as a whole-time new post it would require new money to be raised, from 1994 of £34,000. Their only suggestion of cutting down an existing post was to link it in five years time with the half-time Master Pilot post. However, the responsibilities listed were clearly full-time. Other suggestions of funding from the Synods are contrary to the view that national posts should be funded from the Ministry and Mission Fund. Nor did the Group believe that this would be a proper use of a Special Category Ministry post, as defined by previous decisions of the General Assembly.

The Group noted that no ecumenical possibilities were seriously discussed. It was also noted that apart from a reference to working with 'the Training Team', there was no working out of the relationship between the Youth Leader Training Officers, the National Youth and Children's Work Training Officer and the Children's Advocate. Considering the work undertaken already and the resulting expenditure, the question must be asked about the relationship and the balance in using our scarce resources in this field.

The Group therefore recommends that the Mission Council refer this matter back for further urgent consideration by Faith and Life so that the Staffing Group can report again in January.

### Resolutions

1. Mission Council approves the continuation of the post of Faith and Life Secretary.
2. Mission Council resolves to end the post of Personnel Secretary with effect from the ending of Miss Sheila Rudofsky's term of service.
3. Mission Council resolves to create the post of Ecumenical Secretary with effect from the ending of the post of Personnel Secretary.
4. Mission Council asks Faith and Life to submit proposals for a Children's Advocate which explore a reduction of other work or the possibility of ecumenical opportunities.
5. Mission Council instructs the Mission Council Advisory Group to identify areas of overlap in the work undertaken by Assembly appointed staff and to make recommendations for dealing with these to the Mission Council of March 1993.





# MISSION COUNCIL

6 ~ 8 OCTOBER 1992

A proposal  
from the  
Advocacy Group

## ADVOCACY AND STEWARDSHIP

### INTRODUCTION

The Faith & Life Convener and Secretary met with the Advocacy Secretary and Convener in response to the suggestion in the Mission Council proposals. Prior discussion had taken place in the Christian Education & Stewardship Committee and the Advocacy Group. In the light of these discussions and the experiences of the Advocacy Secretary over the last three years we offer this paper for consideration by the Mission Council.

### BACKGROUND

The Advocacy Group, consisting of one representative from each Province plus the Convener and Secretary were given the dual task of:-

- a. Communicating a picture of the wider work of the Church and sharing the detailed requirements of the Ministry & Mission Fund.
- b. Enabling local churches to plan their lives and challenge their members.

The role of the Provincial Advocates has been to visit local churches with the Secretary providing support and resources, whilst he has visited District councils and Provincial Synods.

Much of the 'enabling' falls under the heading of stewardship and after consultation with the Christian Education & Stewardship Committee it was decided to form a Stewardship Sub-Committee comprising three members of the Advocacy Group and three members of the Christian Education & Stewardship Committee. This has given Stewardship its own agenda as well as providing the Advocacy Group with the opportunity to make a contribution in the provision of resources.

### THE ADVOCACY PROGRAMME

The unique features of the Advocacy Group are:-

- a. its willingness to talk about resources, especially money; and
- b. the way it has enabled local churches to clarify their vision and make it a reality.

### Strengths

1. A greater understanding by local churches of the work made possible through the Ministry & Mission Fund.
2. The support provided for District and local church Treasurers in explaining the detailed requirement of the Fund and how the National Budget is determined.
3. The opportunity provided to local churches to express their concerns and ask questions.

4. The provision of resources which have encouraged and enabled local churches to plan their lives and challenge their members.
5. The availability of personnel to visit local churches which have requested assistance - these requests continue to grow.
6. The freedom to relate to all of the Central Departments yet not to be identified with any particular one.
7. The involvement of a full-time staff member.

#### Weaknesses

1. The absence of Stewardship materials, resources, programmes at the outset of the Advocacy Group's work; a problem since rectified.
2. The amount of time Provincial Advocates have been able to offer to local churches because of job and other commitments.
3. An extremely limiting budget for the provision of resources. e.g. production of the leaflet "Double your money" took up the whole of the 1992 budget for materials.

The Group are currently asking District Councils:-

1. to ensure that Pastoral Committees, when conducting oversight visits, encourage local churches to address stewardship issues; and
2. to appoint a person who will encourage churches to adopt such programmes.

#### RECOMMENDATIONS

##### INTRODUCTION

We believe the Advocacy Group, served by a full-time staff member, has demonstrated its crucial enabling role within the Church, and we are convinced its work needs to continue.

The establishment of the Stewardship Sub-Committee has proved to be useful and effective, and convinces us that it would be in the best interests of the Church if the work of Advocacy & Stewardship is amalgamated. This would help overcome the confusion in the minds of some as to what Advocacy and Stewardship mean.

##### THE FORMATION OF AN ADVOCACY & STEWARDSHIP GROUP

##### Purpose:

1. To communicate a vision of the work and needs of the wider church to the local church.
2. To enable the local church to capture a vision of God's mission for itself, to plan its life and challenge its members and communicate local visions and needs to the Mission Council.
3. To help the church at all levels to exercise real stewardship of the gifts entrusted to it.

We believe the purpose will best be achieved by a small, creative group (perhaps a membership of 8 people) served by a full-time staff person, which can be imaginative in developing strategies and resources which it offers to churches through a network of Provincial and District Advocacy & Stewardship Officers.

The communicating role would fit well the need for the Mission Council to communicate with Provinces, District and local churches, again through the network of District Councils, where information can be shared with local churches and their response listened to.

#### RELATIONSHIP TO THE CENTRAL LIFE OF THE CHURCH

As with the Advocacy Group its successor needs to relate to all the Central areas of the Church's life and should be seen as a communicating and enabling resource operating from within the Central Secretariat and responsible to the Mission Council.

#### FULL-TIME STAFF MEMBER

We see this staff member not only servicing the Advocacy & Stewardship Group and maintaining close links with the Provincial and District Advocacy & Stewardship Officers but working closely with the General Secretary and Treasurer of the Church, also being present at sessions of the Mission Council and other appropriate Committees. In this area his/her function would be to communicate and advocate the vision of the mission of the Church as developed by the Mission Council and local churches.

Whilst this arrangement would not give Stewardship the high priority and profile that is given to it by other denominations it would at least maintain the level achieved by the Advocacy Group and Stewardship Sub-Committee.

If it proved practicable we believe much could be gained by the present Advocacy Secretary moving into this structure and role in the remaining period of his term of service.

If Mission Council accepts these recommendations in principle, we believe that it would be most appropriate for these proposals to be put into effect at the earliest practicable date. The Advocacy Secretary supports these proposals, which will need to be implemented in a manner consonant with his appointment.

4th September, 1992.





# MISSION COUNCIL

6 - 8 OCTOBER 1992

A proposal  
from some  
members of staff

## SPRING CONFERENCE

1. The future of the annual URC Forum, held at Swanwick each August, has been questioned. Forum as a mixture of family summer holiday and thematic conference has been run since well before the URC was formed. There has been, however, a steady decline in numbers over the past three or four years, with a significant financial loss resulting. Forum should no longer be regarded as the URC annual conference, though it could continue to meet the needs of some.

2. There is a prima facie case for running a general gathering on a national basis for a large number of members and adherents of the United Reformed Church - other than General Assembly! This could be primarily a conference-style event rather than a quasi-holiday. It would be shorter than the full week of Forum.

3. Secondly, there are a number of sets of URC people (ministers and lay) who meet residentially more or less annually for mutual sharing, learning, encouragement, business, etc. Groups and networks meeting in this way include: Industrial Missioners, Community Centre Churches, Church-Related Community Workers, Non-stipendiary Ministers (in summer school), Trainers, Theological College staffs, SPIN, Silence and Retreats, Youth and Childrens workers, etc. In line with the 'integrated training' approach being promoted within the church and also reflecting the more comprehensive approach symbolised by the formation of the Mission Council, there is an argument for relating these several gatherings to one another in some synchronised and linked way. Standing committees who meet residentially might also consider meeting as part of such an event. 'Departments' planning regional/national consultations might also consider a possible link with such an event.

4. Therefore we are proposing that Mission Council set up a working group to develop a feasibility study, with costings, for an event in 1994 (e.g. the weekend April 30/May 3 or mid-week June 1-3) which would allow several sets of people, meeting in the same place (e.g. Swanwick or High Leigh) to work through their own agendas in parallel and in confidence using their own rooms, with a more general programme also running, such that everyone could share at appropriate points in the programme (e.g. worship and evening plenary sessions as well as meals and general socialising). Such a co-ordinated event might occur every two years. The working group would consult widely, not least with the several groups to whom reference is made above, and should aim to report back not later than March 1993.

Peter Brain  
Michael Diffey  
Terry Oakley



**PRIORITIES FOR MISSION**

**A Statement From The Mission And Community Consultation**

**Introduction**

How should the whole church begin to address the challenge to mission in the closing decade of the twentieth century? This question was addressed by a consultation of those related to urban industrial and rural mission in the URC.

**Context**

Much of the familiar landscape of 1971 has been radically changed. The context for mission is of a more deeply divided society. The role of the state has been radically re-defined and continues to change. Democratic structures allowing alternative views, checks and balances have been eroded. Women and minority groups have borne much of the costs of these changes. On a wider canvas, the changes in Europe, and economic restructuring in the South also have an impact on our context as does the link, now clearly seen, between ecology and economy.

**Mission**

The consultation did not come to a consensus, but wanted to start a debate around the concept of **mission as social transformation** and accompanying structures and strategies. Four strands in mission were identified.

**I/ Mission in Solidarity with the Poor**

Starting with the alignment of the church with God's liberating action for justice and peace. This means a readiness to work in partnership with marginalised people, open to learn from their experience and spirituality. Key words are incarnation and solidarity. Questions are raised about projects - aims, resources and structures as well as about appropriate training and support for diverse ministries.

**II/ Mission with the Affluent**

Many relatively affluent people feel alienated by the values of consumerism and individualism. At the present time economic insecurity threatens many who saw themselves as successful individuals. There are increasing calls for the re-orientation of business values. How does mission engage with these trends and with these people in and around our churches?

**III/ Mission as Social Innovation**

In a world where ideas are pre packaged and marketed, the church should offer a free space for the creation of alternative meanings and visions for life together. It should be a space which nurtures a vision of a new society and sets up innovatory signs of new life (signs of the realm of God). This has a part to play in the renewal of politics and is linked to participation in worship which points to Gods wide vision for humankind.

#### **IV/ Mission as Invitation**

Invitation is essential to mission – invitation to the discipleship with those who follow Jesus and engage in the struggle for human fulfilment. The invitation should be offered in the context of shared struggle and shared searches (dialogue). Both the inviting community and the invitee should be open to change.

Making this understanding of mission a reality implies the church should become more of a movement than an institution – how can the church become an "institution for social transformation".

#### **The Mission Council**

The Mission Council will need to identify clear priorities in line with a vision of mission. We feel there are four priorities which can be briefly stated as follows.

#### **Priority I To develop a Participative Church**

The "central" activities of the URC should work towards the creation of a communication and network system – making connections local–local, local national, and internationally. We need "more communication – less blue prints" and more clusters or partnerships to work on particular tasks. Also church structures should aim to be more inclusive – not just "balanced" but seeking the participation of those who are usually excluded from British society. This is a challenge at all levels of the church.

#### **Priority II To Transform our Understanding of and Resourcing for Mission**

Is it right to focus so much of our resources on Ministry of Word and Sacrament and Pastoral Care? How can we develop more diverse forms of lay ministry related to key tasks. Should we question the ministry for life concept of vocation which inhibits some from offering skills and time? How can we develop skills needed for social and political transformation and learn about this from the international church.

#### **Priority III To Promote a Programme of Tough Advocacy with and for the Poor**

All committees, councils and networks should be challenged to focus resources and engagement (ecumenically where possible) on a programme of advocacy to change the position of the most marginal in Britain.

#### **Priority IV To Promote a Renewed Vision of the Local Congregation**

The vision of the church as an agent of social transformation, as a free space for social innovation and as an inclusive intentional community should be promoted. The principle of being an open affirming and inclusive church should be worked on. Strategies should be developed for the mission of the church, with a bias to those smaller churches where there is a potential for social engagement. Resourcing should be medium rather than short term.

**Tony Addy**  
**Draft – September 1992**

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URBAN CHURCHES SUPPORT GROUP

APRIL 1992



A charter deals with rights and obligations:  
*so why are we having a Charter for the Church?*

In May 1987 the URC General Assembly, after debating various principles regarding racism, adopted the Declaration on Racism (obtainable from 86 Tavistock Place) and commended it for study and action, and as a future point of reference, throughout the Church. In the same year the Urban Churches Support Group took up the challenge and carried out a survey among the churches within Thames North and Southern Provinces, to see how the churches were faring along the line of multi-racial involvement within the life of our Church. The results gave us cause to celebrate the human wealth of our churches ever since then, under the title "Cause for Celebration".

At our third Celebration in 1991, people from some 25 churches of both Provinces met at Golders Green URC and asked where we were going, what had we discovered, what had we achieved. What was discovered was a step on the way, not an arrival, and we were then challenged to prepare a CHARTER FOR THE CHURCH. At the end of our gathering at Golders Green we were presented with an initial Charter from those people present. In January 1992, 40 people from across the Provinces met together and produced a further draft Charter. What is surprising is that, although most of those people were new to the process, they came up with almost exactly the same suggestions, ideas and recommendations as had the people at Golders Green!

Bearing in mind the URC Declaration on Racism, and the pledge to share in action against racism, to monitor and review at regular intervals what progress is being made in Church and society, Cause for Celebration in April 1992 has prepared this CHARTER FOR THE CHURCH for our own growth in non-racial, multi-ethnic discipleship.

In this Charter we speak to ourselves as congregations, Districts and Provinces, as mixed and as monochrome churches, about leadership and membership with black representation at all levels within the URC.

## SUMMARY AND TARGETING

Recognising that progress in non-racial participation in the church is being achieved, in view of the need for that participation to be extended to "management" functions, we ask that:

the structure of agendas and choices made regarding representation at all levels of the Church be reviewed and monitored for discrimination;

there be a review of recruitment processes, and the encouragement of black participation in consultations, committees and councils, and appropriate people enabled to participate, such that the membership reflects, through deliberate choice, the real nature of our churches;

there be a quicker recognition of black people's gifts;

training for recognised ministries be monitored, and leadership from black groups be encouraged and supported.

The churches concerned in this CHARTER hope that the Councils and Departments of the URC take note of what the churches are saying, and act accordingly, and we ask that all local churches and Councils of the Church report their achievements to the Urban Churches Support Group by the end of February 1993, in time for next year's Celebration.

## **BLACK REPRESENTATION AT ASSEMBLY**

General Assembly embodies the unity of the URC and acts as the final authority in matters of doctrine and order and all other concerns of our common life: it is here that decisions and resolutions are made and approved for the running of the life of the URC.

Since the Declaration on Racism was adopted by General Assembly in May 1987, and the promise, pledge and commitment were made that the URC would, in plain words, do something about the lack of involvement of black people in this Assembly, we have found no changes or improvements.

We therefore ask that black representation at the General Assembly of the URC be put on the Assembly agenda for serious consideration and action.

## **LOCAL CHURCHES**

Ministers should be firm in confronting prejudice and fear of change, and should be willing to encourage black candidates to ministry.

More training should be given to black people at all levels of ministry within the URC.

It should be more widely known that money is available for this training equal with that for other candidates applying for training, at whatever level.

Racism is based on assumption, so one must never assume that black people are not willing or capable of doing things in the church.

All people need to be asked and encouraged to join fully in the life of the Church, and local churches need to consider the work patterns and family commitments of their congregations, and ensure that the timing of meetings of all kinds maximises the number of people able to attend.

## BLACK REPRESENTATION AT DISTRICT COUNCIL

The District Council represents the local churches in a District, grouped together for the purposes of fellowship, support, intimate mutual oversight, and united action.

The church members who met at Golders Green in 1991 and at Stockwell Green in 1992 reported that black people are still not sharing in any of the official positions at District Council level, and that some District Councils have no black representation, even though there is a 90% black membership in some of our inner city churches.

We ask that more proportional black involvement and active representation at District level be both a goal and a commitment in all our Districts.

Pastoral Visitation to churches has tended to be from white outsiders, often with little knowledge of the local environment. We ask that steps be taken to address this concern and that black people be involved in pastoral visitations to local churches.

Districts are asked to examine the location, pattern and timing of their Councils in order that the above concerns may be implemented.

## BLACK REPRESENTATION AT PROVINCIAL SYNOD

The Provincial Synod unites and represents local churches and District Councils, and is that gathering within the URC where policies and decisions can be looked at and discussed. Points of decision may also be reached and referred to Assembly, and matters received from Assembly may also be disseminated through the Synod. Representation to Synod is worked on a quota system whereby certain individuals from various churches are elected to attend for a certain period. Ministers have an automatic right to attend.

Synods should monitor representation, and report on this throughout the Province.

Effective information should be circulated about the nature, powers, and conduct of Synod, and about such matters as re-payment of expenses and child care.

Help could also be offered concerning feedback to local congregations, and Church Meetings should ensure adequate preparation, so that their Representative may feel confident in their duties.



# MISSION COUNCIL

6 - 8 OCTOBER 1992

A discussion paper

from

World Church & Mission

## RESOURCE SHARING

The 1989 Assembly commended "to congregations for study and action the World Church and Mission Department's reflections on Guidelines for Sharing the report of the World Council of Churches Consultation on Resource Sharing held in El Escorial, Spain in October 1987." Although Guidelines for Sharing has been widely accepted as offering important targets for the Churches, little has followed from that resolution at any level in the URC.

This paper has been produced within the World Church and Mission Department by a working party, and amended by various groups of people. Its purpose is to stimulate vision and action in response to that report.

The El Escorial statement offers a fundamental challenge to the churches, including our own, to "see the world through God's eyes, offering it in blessing through our own acts of love, sharing and appropriate use". Again, "as the first-fruits of the new humanity, the church is called to stand in solidarity with all people, particularly the poor and oppressed, and to challenge the value systems of this world." We are acutely aware of the gap between such language ("rhetoric") and church life ("realism").

We believe that the URC should constantly test its policy and actions against the highest ideals (Vision). However we also see the need for setting targets which are implementable (Action Points). There are areas where the URC has direct responsibility and this paper seeks to address some of those areas. Action points are targeted at the new Mission Council, Provinces and Districts and seek to offer some suggestions which we believe to be in the spirit of El Escorial. (We suggest that another paper should be prepared which addresses local congregations and individual Christians.)

What follows looks at what we conventionally define as the church's resources - people, buildings and money - but also tries to recognise that, in words from El Escorial, "the resources of creation are spiritual, human, cultural as well as material." Our material resources need to be organised in such a way as to enable the spiritual, human, ethnic and cultural resources within our churches to be shared for the enrichment of our communities and of the whole of God's world.

One final point of introduction must do justice to the central theme of El Escorial: that we all have resources to receive as well as to give, not least from those who are apparently poorest and weakest.

We invite Mission Council, Provinces and Districts to study and discuss what follows and to decide upon appropriate actions to take in response to "Guidelines for Sharing".

The recent Earth Summit has reminded us that the world has finite resources, some of which are fast disappearing; and also that the numbers of those living in abject poverty are increasing while the "developed nations" consume an ever larger proportion of those resources. So even in the limited field of URC resources considered in this paper actions are imperative. Words will not do.

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nd "Integrated Training" should ing the proportion of our resources in the Faith and Life Department in al The Ministry of the Whole People

ways in which financial resources can o support particular lay ministries.

appropriate committees should be asked to suggest guidelines for good practice in the Gospel use of church buildings, wherever possible identifying models.

- ii Consideration should be given to the preparation of material which will enable local churches, Districts and Provinces to think theologically about the appearance, use and control of our buildings. Such material might include bible study and reflection aids, models of good practice and guidance in seeing buildings as others see them. Some material is already available ecumenically such as the Methodist Church Property Division booklet Look and See; and the BCC Report on Christian Stewardship and Church Buildings, "Stewards of God's House".
- iii The URC should accept in principle that resources should be targeted nationally to enable plant to be developed or redeveloped where need and opportunity are greatest.
- iv The URC should plan to have a national register of building resources by the year 2000, so that performance in meeting guidelines and targets may be monitored and assessed.
- v Consideration should be given to working ecumenically, especially with the Methodists on all the above.

**b) Provinces**

- i Every Province should initiate a programme of five-yearly building surveys and keep a database to include estimates of value, routine annual maintenance costs, five-year programme for repairs, usefulness and present use, life expectancy and redevelopment potential. (A simple questionnaire related to the guidelines on church use would be an essential.) Databases should be compatible so that a national survey of resources is possible.
- ii Provinces should establish criteria in line with national policy guidelines [see a) i above] for release of funding for development or redevelopment of buildings.
- iii Where property is held by Provincial Trusts, steps should be taken to see that Trustees include people able faithfully to interpret guidelines for development and use of church buildings.
- iv Provincial Moderators/ecumenical officers should explore with ecumenical colleagues possibilities for planned sharing of resources.

**c) District Councils**

- i Steps should be taken in each District to see that every local church understands how our buildings should reflect in their nature, use and management, the values of the Gospel, the faithfulness of the church and the spirituality of our communities.
- ii District Strategies for Mission should include prioritising for future resourcing of church buildings.

- iii District Consultations (visitations) should include monitoring and appraisal of buildings in line with guidelines of good practice.
- iv District approval of expenditure on buildings should only be given after consideration of national policy guidelines of good practice.

### III FINANCES

- 1) What are the financial resources of the church and how are they used?  
 An overview of the URC's financial resources is complex, and made difficult by the lack of mutual accountability at every level of the church.

Capital funds, owned in some sense by the church, are held on trust by Provinces, by county unions and by the national Finance and Administration Department. A few Districts have funds and there are a number of well endowed local congregations. The sums involved are for the most part published in annual reports but overall figures are not kept. While it is widely recognised that there are considerable variations in wealth and liabilities between Provinces, comparative figures are not readily available, even to those responsible for making allocations from central funds, for example for New Enterprises in Mission.

Income for non-local purposes is determined as each Province makes an "offer" towards the new combined Ministry and Mission Fund requirement for an annual budget, adding to its assessment of its own requirement for maintenance and Diocesan needs. These figures are published and in preparation these represent of the total local income of the church is not accurate. There are considerable differences between congregations in the income represented by local giving, local fund-raising, investment income and income from letting of premises. Sometimes these differences are represented in the M&M assessments made at District level but few real comparative figures are available by which equity may be judged or redeployment considered.

This lack of readily available basic information not only inhibits the most rudimentary planning for sharing of resources, but can lead to rumour and mistrust at every level when deployment of financial resources is considered.

#### 2) Vision:

- a God is creator. All our financial resources belong to God and not ourselves, and our stewardship of them must serve God's mission.
- b Generosity and openness should characterise the financial life of our church.
- c Information and mutual accountability should allow good financial management to be practised alongside a commitment to see that engagement in mission is adequately and appropriately resourced.
- d Financial resources should be shared more equitably and flexibly both within the URC and ecumenically, locally, nationally and internationally. Those to whom history and privilege have given money bear greater responsibility for its just sharing.

- e Good stewardship may mean that we should not be afraid to cut our losses when all the evidence suggests that there is no future for a particular church or piece of work. Closing a church and selling the building can sometimes release resources better used elsewhere.
- f The church's funds should be invested where corporate policy and action take seriously such issues as the environment and fair employment practices particularly in the "Third World".

### 3) Action Points

#### a) Mission Council

- i In discussing financial policy and management Mission Council should face the fact that just sharing of resources will include the transfer of resources from the wealthy to the poor, from the powerful to the marginalised, both within and outside the church.
- ii The URC should accept a degree of central control of funds over and above the central payment of ministers. Transfer of resources between Provinces should not be dependent upon largesse. Mission Council should seek a balance between the central holding of funds and local responsibility for the use of funds.
- iii Finance and Administration Department in consultation with Provinces should be asked to prepare proposals for mutual financial accountability, and should explore together appropriate methods of assessing and accounting for financial resources. Mission Council should determine what financial reporting it requires in order that good financial management may serve the needs of mission and may lead to a more just sharing of resources.
- iv Positive policies for the ethical investment of church funds should be drawn up and implemented, with published criteria and instructions to brokers.

#### b) Provinces

- i Provinces should declare a willingness to share resources both internally and with the wider church.
- ii In formulating policies for the use of Provincial financial resources Provinces should take into account the mission needs, priorities and opportunities within their borders and those of the whole Church.

#### c) District Councils

- i Districts should receive detailed accounts from every local church.
- ii District Strategies for Mission should include plans for advocacy and stewardship so that mission programmes may be adequately and appropriately resourced.



## WE LIVE IN GOD'S WORLD

The URC is a small church in a medium sized nation in God's world, but we are part of a world-wide church family trying to obey God's command to fulfil His mission in the world. How should our URC resources be shared with the World Church? Can we face the challenge of El Escorial that 10% of our resources should be spent ecumenically? Are we doing enough through CWM, WCC, Christian Aid, etc?

Surprisingly the resources we have which the world may most value are not our material resources but our commitment, our spirituality, our care for the marginalised, our generosity, our faith. Equally, we may well find that we also have most to receive of such resources when we are willing to receive from the poor and the weak both within the church and within our communities.

"... Let us put the material resources aside for a while. Putting them first has divided the church between the rich and the poor. They have been the major basis for social as well as class divisions. Let ... - the resource - be us, the human beings. Let us turn to each other first for support and for help to look and see the world anew. The grassroots churches have human and spiritual resources to share. They have information, community traditions, wisdom, organisation and the technology of survival." Sithembiso Nyoni, Keynote address at El Escorial.

This paper has been about areas where the URC has direct responsibility. ~~It is not about the general and global community, even to share them better, there is a very great danger that we give yet more power and control to the Council, the Synod and the District to those who already have power, on the basis that they have experience, they see the overview, they are the ones who are in~~

Much has been said about agreeing policy or setting criteria. It is precisely at those points that we have to hold on to the core messages coming from El Escorial. Those charged with making and implementing policies must ensure that all voices are heard. It is in hearing new voices, setting new policies and holding ourselves to new ways of working that we may truly learn to share.

Finally, El Escorial may suggest a new approach to stewardship at the local and individual level. This paper addresses power structures in the church. There is a need for material for local congregations and individual Christians which sets the challenges of El Escorial in the context of our personal faith commitment and the day to day life of our congregations.

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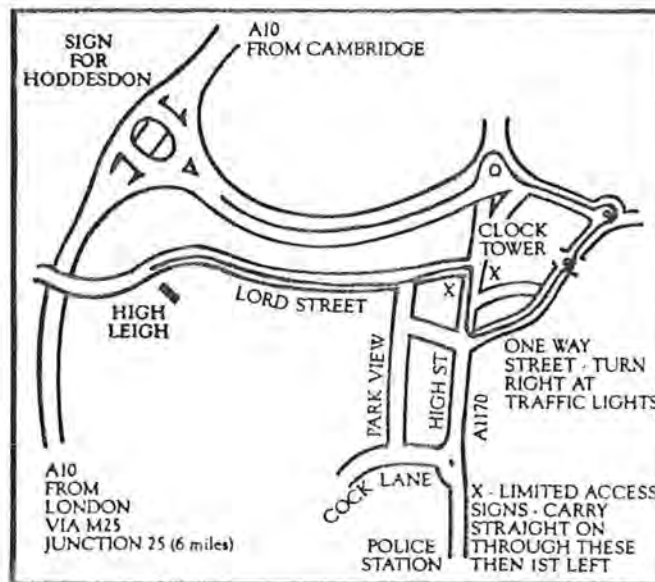
"Sharing Life", the report of the WCC World Consultation at El Escorial on Koinonia: Sharing Life in a World Community", WCC

World Church and Mission Department, Report to Assembly 1989, appendix I, "Ecumenical Sharing of Resources". Assembly Reports 1989, p 75.

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## ■ How To Find Us



### ■ By road

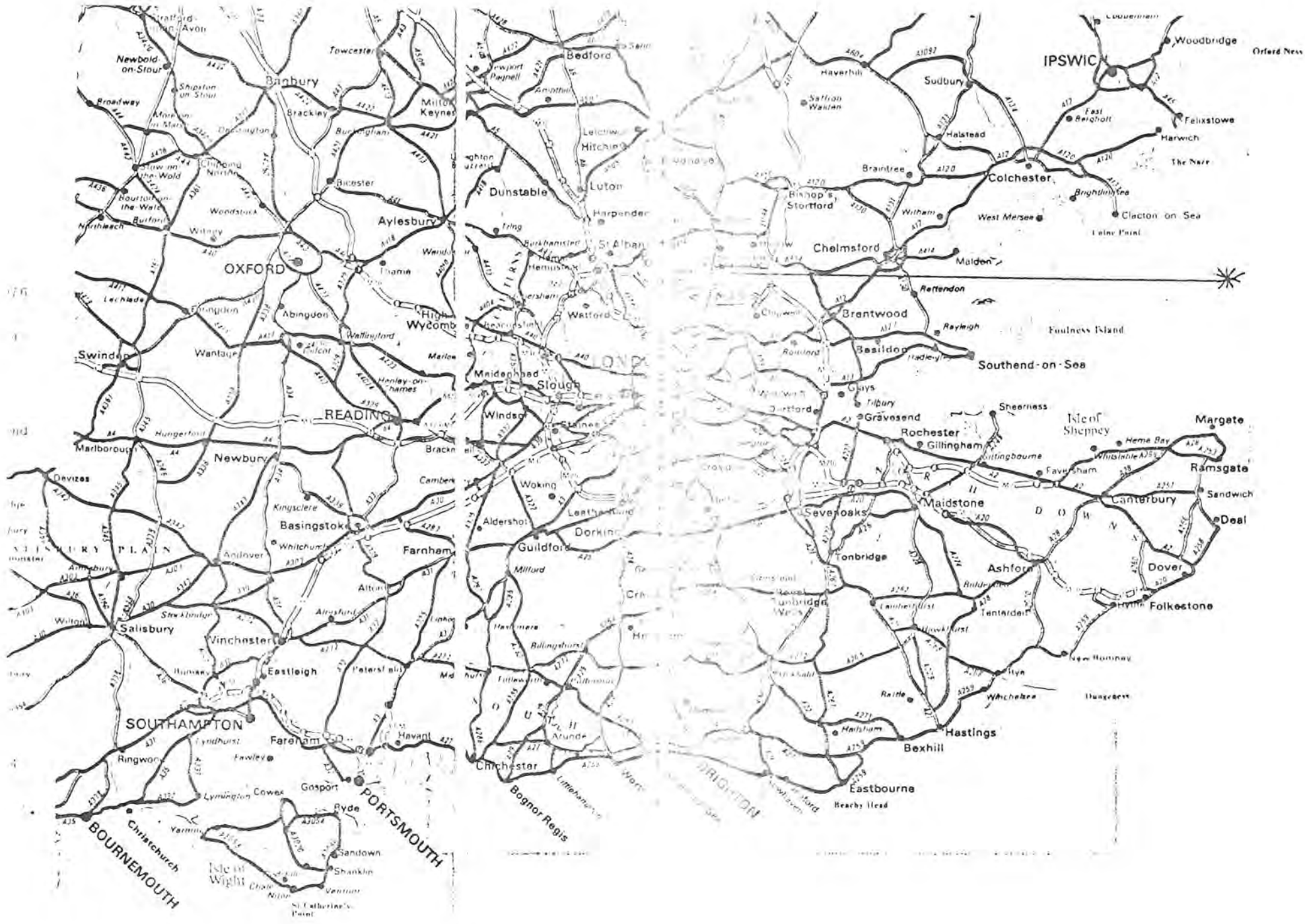
See map above.

### ■ By rail

London Liverpool Street Station to Broxbourne Station. The centre is three miles away from Broxbourne Station and taxis are usually available. The station telephone number is 099246 3616. The taxi company telephone number: Station Forecourt 099246 2277, Swallow Taxis 099246 3207.

### ■ By coach

The Green Line Bus Company runs a service from Eccleston Bridge Victoria, London, which stops at Hoddesdon Clock Tower. Green Line enquiries telephone number 01-668 7261.



## MISSION COUNCIL

At the General Assembly 1992 resolutions were agreed approving the preparations for the introduction of the Mission Council, the arrangements for standing committees in the report and the organisation proposed for the operation and provision of the central programmes of the Church. In addition, page 57, paragraph 1.7 was altered as indicated.

FROM THE BOOK OF ASSEMBLY REPORTS 1992

### The Assembly's Mission Council and Related Matters

#### 1. The Mission Council - its composition

The Assembly in 1991 accepted the view that the composition should remain that laid down for the present Executive Committee. However, there are some questions which needed further thought.

##### 1.1 The present membership is as follows:

Moderator, Moderator-elect, Immediate past-Moderator	3
General Secretary/Clerk	1
Deputy General Secretary, Legal Adviser	2
Departmental Conveners and Secretaries	10
Conveners of Business, Nominations, Advocacy, Forward Policy Group, Communications	5
Secretaries of Business, Nominations	2
Synod Representatives	<u>48</u>
	71
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This listing is subject to amendment as detailed later in this paper.

1.2 We have considered the position of staff members. We propose that Departmental Secretaries should participate fully in meetings of the Mission Council, with freedom to speak on any subject, but should not have a vote. This is because they are the appointed staff of the Assembly and not members of the Assembly. With regard to other executive staff members we propose that they should attend when the appropriate convener and General Secretary consider it right to do so. Staff members will have the costs of their attendance charged to the appropriate Departmental budget.

1.3 As it is important that every Synod is fully represented, alternates may be appointed when a member cannot attend a meeting.

1.4 We have discussed the possible need to co-opt persons with particular skills or representing particular categories. We advise that this be left to the Mission Council itself to decide.

1.5 It is possible that the Mission Council will be helped to have in its membership persons representing other churches, as the Assembly and the Synods have. We suggest that this also be left to the Mission Council to decide. It may be that a representative of an ecumenical council might be co-opted as a member or that a person representing another church be invited for two or three years at a time.

1.6 Synod representatives. It was noted that the Church is seeking people with a deep commitment to do a major piece of work. They will come with wide experience in many fields but will have much common ground in their commitment to the URC and to its calling in the service of the gospel. One Synod has requested examination of the dating of the Mission Council, since people available depend in part on the time of the meeting and the Mission Council will examine whether a move to weekend meetings might be preferable. It is also suggested that a variety of locations be sought for future meetings. (See also 3.1)

1.7 The membership of the Mission Council from September, 1992, taking into account the changes proposed in this paper, will be as follows:

Moderator, Moderator-elect, Immediate past-Moderator	3
General Secretary, Clerk	2
Deputy General Secretary, Legal Adviser	2
Conveners of Finance, Ministries, Faith and Life, World Church and Mission, Church and Society	5
Conveners of Nominations, Communications, Assembly Arrangements, Advocacy	4
Synod Representatives including Provincial Moderators	48
* Non-voting members: Secretaries of Finance, Ministries, World Church and Mission, Church and Society, Nominations (Secretary of Faith and Life listed as Deputy General Secretary)	<u>5</u> <del>69</del> 71
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Together with the Minute Secretary and other members of the Assembly staff in attendance.

The names of the Synod Representatives are listed in the Nominations Committee report.

## 2. The Work of the Mission Council

2.1 The purpose of the Mission Council is to enable the Church, in its General Assembly, to take a more comprehensive view of the activity and the policy of the Church, to decide more carefully about priorities and to encourage the outreach of the Church to the community. Its service is directly towards the Assembly, but its concern is with the whole church and all its members, so it will seek to be aware of the pains and joys, the adventures and hopes of the whole body. As the Assembly is representative of the whole Church, so the Mission Council will listen to and will serve the local churches, to help them in their missionary vocation. It is a Mission Council and so the aim it will have in mind is to ensure that all we undertake centrally and all we are as a denomination is directed towards the mission of God in the world, towards that Kingdom of justice, peace, forgiveness and hope which is true life and which Christ brings in his person. The Council will ask, Is this programme, this appointment, this budget, this grant, this statement designed to further the overall mission, or simply to maintain our human structures of institutional life? It is by such criteria that priorities will have to be assessed, not only when new work is proposed but as the existing work of the Church is reviewed.

\* Added by Assembly :

Insert after "Synod Representatives	48 "
the words "FURY Representatives (from FURY Assembly)	2 "

## EXECUTIVE COMMITTEE

2.2 In future all the Departments and Standing Committees will be reporting to the Mission Council and through it to the General Assembly. But the Council will not require the detailed minutes of all committees, for this would be far too great a load of detail. At its first meeting members will need an introduction to the work undertaken by Departments and Standing Committees; thereafter a brief report in headline form should become the standard practice. There will also be briefing papers when a Department or Standing Committee wishes to introduce a new piece of work or report on a critical situation. As the secretary of the Mission Council, the General Secretary will co-ordinate the flow of papers coming before it.

2.3 The Council is not meeting only to conduct formal business. It is also to listen to the word of God, to pray and to provide the opportunity to meet each other as persons with needs and skills. The timetable will therefore provide adequate time for worship and reflection and will include prayers that arise from the work it is doing. AMAC advises that the Council should have in all its meetings one, or preferably two people who can stand aside from the debate and then reflect on the process in the light of the word of God, so providing a more objective theological critique of the discussion. This may well be the opportunity to invite persons from other Christian traditions or other countries to help us.

2.4 We regard it as essential that the Provincial Synods should be enabled to have adequate time to present their concerns to the Mission Council and to the General Assembly. The first duty of the General Assembly is "to oversee the total work of the church" and not only that work which is undertaken nationally. The Mission Council, therefore, will need to be aware of matters which are of great concern to the Synods.

2.5 Members of the URC are very conscious of the ecumenical context in which they live and witness. This will affect every meeting of the Mission Council. Items will come into the agenda from the ecumenical councils and common work will be reported. The Council will seek to implement the principles of good practice commended in the document "Working Together in the new Ecumenical Instruments", so that there is always an investigation of possible joint action before any new programme is instituted. It should also prove possible to invite ecumenical guests from time to time so that common hopes and problems may be shared.

2.6 In its agenda the Mission Council will expect to have the following elements:

- Receiving information, from Departments, Committees, Provinces, and elsewhere, largely through brief preparatory papers and partly through news shared at the meeting.
- Receiving new ideas and visions, both from the members and from people who are invited to share their particular experience.
- Reflection and prayer in the light of the gospel.
- Discussion of major issues for the future of the church.
- Reaching decisions or recommendations for Assembly.

The agenda for each meeting will be shaped according to the circumstances but can be expected to include these elements.

2.7 Voting. We consider it is important that as often as possible the Mission Council reaches its decisions by consensus. There will be occasions when a vote is necessary. If a vote is evenly balanced that is an indication that the Council has not reached a mind and probably should not act, but seek a further discussion after more thought. If it is necessary to move into the General Assembly on a very divided vote then the voting figures should be reported.

2.8 Style of reporting to Assembly. It will often be helpful for the Mission Council to inform the Assembly of the various options, while expressing a preference for one of them. This enables a variety of views to be heard and respected while helping the Assembly towards a decision. Members of the Mission Council will not be bound to support a Council recommendation to the Assembly. The Council may do well to ask one of its members who happens to be in a minority on an issue to speak to the minority view in the Assembly.

2.9 We would encourage members of the Mission Council to take a close interest in one particular facet of the work of the church. For example members might wish to specialise on the ministry of healing or world development or the Decade of Evangelism. Through meeting with those who currently deal with the special concern, through reading and visiting, the individuals would become a valuable aid to both the Council and its staff members.

### 3. Mission Council and General Assembly

3.1 There will be considerable overlap of membership, with some 30 persons by office on both bodies. Provincial Synods, as they appoint their Mission Council representatives, have kept in mind representation on General Assembly, so that there is some additional overlap. This should enable the Mission Council to be sensitive to the wishes and insights of the Assembly.

3.2 The following timetable is suggested when the Assembly is in early July, and will need to be adapted year to year. For the years '92, '93, and '94 the July date is fixed, but Assembly has not decided the dating beyond that.

Departmental and Committee meetings to prepare reports and recommendations	Up to the 3rd week of February
Provincial Synods	Not later than the 2nd Saturday of March
Mission Council Reports to printer	March
Reports distributed to churches	First week of April
Assembly	First week of May
Mission Council	Early July
	Late September/Early October

This timetable would have two benefits. The work which Provincial Synods wish to bring to the Assembly can be included in the book of Reports. The Reports can be in the hands of the churches two months before the Assembly so as to encourage local participation and involvement and prayerful support. The Mission Council will have a third, one-day, meeting during the year, and this could be either in January or in May. Both dates have advantages. For its first year the Mission Council will meet on the following dates -

6/7/8 October 1992  
 Thursday, January 7, 1993 11.30 - 4.30  
 2/3/4 March 1993

3.3 Report to Assembly. This will take a new format from 1993. We anticipate that the main sections will be:

1. The main report of the Mission Council itself, dealing with broad themes. Responsibility for presenting it to the Assembly will be with the immediate past Moderator and the General Secretary.

## EXECUTIVE COMMITTEE

2. Reports on the work of the past year by the Departments and Standing Committees. These would not be spoken to by presenters. They would be open to question and comment from the floor, the Conveners would answer questions.
3. Issues from Provincial Synods, with recommendations.
4. Papers on special issues about which decisions or major discussions are necessary. These would be introduced by the appropriate Convener and resolutions moved.
5. Appendices will include Accounts and Committee lists.

3.4 **Communicating.** It is notoriously difficult to effect good communication with every local church, but that link is essential if the work of the Assembly is both to sustain the local witness and to represent the local community. Through the Communications Section it is proposed to provide appropriate material to every local church after each meeting of the Mission Council, giving in headline form the main work undertaken. The post-Assembly Hotline publication should be continued as a very rapid means of sharing the experience and decisions, but the number of copies sent to each church should be reviewed. Consideration will be given to a pre-Assembly poster which will alert members to the main issues and seek wider involvement and prayerful support.

We anticipate that the Minutes of the Mission Council will be sent to all District Council Secretaries and Synod Clerks, but the bare minutes may not be sufficient; some background to the decisions may be required. The Provinces are asked to consider how best their Mission Council members may bring forward provincial concerns and encourage discussion in District Councils and local churches. Any church member who wishes to see the minutes of the Mission Council should be directed to the secretary of the District Council.

3.5 The Mission Council will plan the main features of each Assembly so that major issues are given adequate time and there are opportunities for speakers from sister churches or ecumenical bodies (See also 6.2).

## 4. **Mission Council Advisory Group**

4.1 Consideration has been given to the method by which the agenda and the meetings of the Mission Council will be planned. At present the Executive Committee has a small advisory group called the Assembly Moderator's Advisory Committee, which could act as the planning group. But the membership would need to be varied so that there is a broader range of view. At the same time there is no intention to create an executive committee of the Mission Council; care therefore has to be taken of the terms of reference.

4.2 It is therefore proposed that, in place of the present AMAC, there be a Mission Council Advisory Group, with the following membership:-

The Moderator, Immediate Past Moderator, Moderator-elect,  
Departmental Conveners,  
Four members of the Mission Council, elected by the Mission  
Council and serving on a four year rotation. (A total of 13)  
The General Secretary

4.3 The remit of this group will be:

The planning of the meetings of the Mission Council, the timetable,  
themes and speakers.  
The follow-up after meetings to ensure that work is taken forward in  
appropriate ways.  
To give the Moderator and General Secretary personal support and advice,  
particularly as they face new challenges and opportunities.



4.4 The General Secretary will service the group, which is likely to meet two or three times a year.

## 5. Mission Council and the Departments

5.1 We recommend that as far as possible we drop the word 'Departments' which is always a word denoting the separateness of the activity. We recommend that we refer to the Secretary for Faith and Life, the Convener of Church and Society, etc., without the additional word. This may not always be practical but would start us off along the right road.

5.2 Fresh responsibility will rest on Conveners who will be the main spokespersons for the programmes and services to the Mission Council. They will, with the Secretaries, be the focal point for the range of concerns in their area. It is recommended that since Conveners will carry considerable burdens, those appointed from the Assembly of 1992 should be invited to serve for 4 years (in place of the present 6) with a two year extension if requested by the Mission Council. It is also recommended that favourable consideration be given to arrangements by which the load of engagements on the Convener may be shared, probably by appointing an Associate Convener through the normal nomination procedures. The Secretaries will continue to be the budget holders, with responsibility for seeking permission for any expenditure beyond the budget approved by Assembly.

5.3 The ending of the present departmental committees represents a saving in costs. The Mission Council, with two residential meetings, involves an increase in costs. The net increase is estimated at between £3,000 and £4,000 p.a.

5.4 A major element in the new pattern is to discontinue the Central Committees of the Departments, since the reporting by all the specialist committees will now be done to the Mission Council. As a consequence of this, all the present Departments have been examining their way of working. Their proposals have been monitored by the Executive; they seek effectiveness and economy of operation while retaining contact with concerned people throughout the URC. The plans are summarised as follows:

- Finance - Committee structure was revised two years ago and continues in its present form.
- Ministries - To continue the Vocations, Training and Support Committees, with a regular meeting of their conveners and secretaries and occasional consultations with Provincial groups concerned with ministry matters.
- Faith and Life - To continue the present committees for Doctrine and Worship, Christian Education and Stewardship, Youth, Health and Healing, Windermere Policy and Planning, Children's Work and Youth and Children's Work Training. To gather the conveners and secretaries from time to time to co-ordinate the work and to hold consultations on particular aspects with appropriate people in Districts and Provinces.
- World Church and Mission - To continue the committees for Missionary and Ecumenical Work Abroad, Missionary and Ecumenical Work at Home, Mission and Other Faiths, Personnel. To gather the conveners and secretaries as a co-ordinating group, and to hold wider consultation at intervals.

## EXECUTIVE COMMITTEE

Church and Society - To form a new Church and Society Committee with the following initial membership: Convener, Associate Convener, Secretary, link-person with FURY, link-person with CCBI, one person from JPIC Monitoring Group, one person from any other working party, the national AIDS adviser, with up to five others appointed through the normal nominating process to provide that within the total there are a member of the former Central Committee, two members of the Mission Council and three people with specialised skills or experience. (Maximum 13). To hold an annual gathering for concerned people from all parts of the church.

Communications and Supplies - To continue the existing committee.

### 6. Other Committees

#### 6.1 Nominations Committee.

The work of this committee can be viewed as follows:

- A The nomination of persons to serve on the many specialist committees of the national church.
- B The nomination of the Conveners and Secretaries of committees
- C The nomination of URC representatives on other bodies
- D The process towards the appointment of senior staff.

We recommend that these tasks be taken forward in the following ways:

- A. It is proposed that in the formation of the specialist standing Committees of Assembly the District Councils and Synods will be the main source of names. The Nominations Committee Secretary will, at least once each year, list forthcoming vacancies on all standing Committees and will send this to District Council Secretaries, Provincial Moderators and Synod Clerks. The response forms will provide name, address, and relevant experience or skills for each person suggested and will be required by a specified date so that the new appointments to Standing Committees may be made once a year for approval by the Assembly. It will not be necessary to regard this as a matter which the District Council or Synod needs to deal with in plenary session. It is more likely that a small group will prepare the suggestions. Conveners and Secretaries of standing committees will be given the opportunity to comment on names from the point of view of special areas of experience needed. The Nominations Committee will then list proposals which will be made available for the Mission Council which would forward them to the Assembly. It is not intended that the District Council and Synod listings will be the only source of names, for members of the Committee will also bring suggestions.
- B, C continue as at present.
- D needs special consideration. The gap in current procedures is that the church as a whole does not discuss whether a post should be continued but only approves a nominee. We therefore recommend that when an Assembly appointee is retiring, resigning or coming to the end of a fixed term, the first discussion should be about the post and this can be done well in advance of the vacancy. Should the post continue; if so, should there be any variation in

the job description? When the Mission Council has come to a mind about that, the question of the person should be considered. This procedure should be followed with all new appointments but is not to vary existing terms of appointment. It is proposed that the first part of this process, the consideration of the post, be undertaken by three persons not currently officers of standing committees, appointed by the Mission Council, reporting to the Mission Council, serviced by the General Secretary. Once the post is approved the Appointment Group would be set up as now and reporting as at present.

Note: In all the work of nominating persons to serve, the Nominations Committee will continue present policy of seeking to maintain a good balance between lay/ordained, women/men, geographical spread and the range of ages.

Composition: From 1992 we recommend that the Nominations Committee consist of:

A Convener

A Secretary

The Immediate Past Moderator of Assembly.

12 persons appointed by the Provincial Synods

It is stressed that these persons do not need to be officers of the Synod, but people of broad experience who can be in easy contact with the Moderator and Synod Clerk about possible appointments.

This represents a substantial reduction from the present committee.

## 6.2 Business Committee.

It is evident that with the creation of the Mission Council, with its large responsibility for the presentation of material to the Assembly, the tasks of the Business Committee will be radically changed. We recommend that it is concluded and its work undertaken as follows:

- A. The work of planning and budgeting for future Assemblies to be the task of the Assembly Arrangements Committee which will consist of:

A convener appointed by the Mission Council.

The Moderator-elect

One person from the local planning group or

Province where the next Assembly is to be held

One person from the equivalent group in the Province

where the succeeding Assembly is to be held

One person from the local planning group which dealt with the last Assembly

The General Secretary

The Clerk

The Office and Personnel Manager as Secretary

This group would call on the help of the Finance Office, the Communications Section and such other specialists as they require.

- B. The work of revising Standing Orders, advising on the wording of resolutions and similar matters will be in the hands of the Clerk, who may advise the Assembly, the Mission Council, the Synods or the staff.
- C. The work of planning the timetable for the Assembly immediately ahead will be for the Mission Council. The detailed work on this will be undertaken by the General Secretary, the Moderator-elect and the Office and Personnel Manager, but it will be important for the Mission Council

## EXECUTIVE COMMITTEE

to decide what will be the main themes and presentations. During the General Assembly meeting the officers of the Assembly will deal with variations of the programme as they become necessary. The Assembly Arrangements Committee will be responsible for ensuring that timekeepers and tellers are available at each business session.

**6.3 Advocacy Committee.** Since this Committee and its Secretary were appointed for a period of five years (1989-94), we recommend that this runs its course. In the fourth year we request the Convener and the Secretary of Faith and Life to discuss with the Advocacy Committee whether the concern to advocate and expound the responsibility of all our people for the welfare of the whole church may be carried forward by revising the remit of one of their committees.

**6.4 Forward Policy Group.** As the Mission Council will have the task of looking in a comprehensive way at future policy, we recommend that the FPG cease its work at the 1992 Assembly, with thanks for the stimulus it has provided in this whole process of planning. The Mission Council will be free to commission particular pieces of research as the need arises.

**6.5 Advisory Group on Grants and Loans.** In order to help local churches to apply for financial help to the appropriate fund, and to ensure that the use of central funds is directed by our mission aims, it is suggested that there be an Advisory Group with the remit:

To advise the Mission Council and the specialised Committees of Assembly on grants and loans from central funds in support of local ministry or projects which are designed to develop the outreach of the Church and which are applied for by a Provincial Synod or by a local church or District Council with Synod approval.

The Group will have within its consideration:

New Enterprise in Mission UK  
Mission Expenses in UK  
Ministry in Ecumenical Situations  
Industrial Evangelism Fund  
Church Buildings Fund.

The membership of the Group will be:

One person appointed by each of Finance, World Church and Mission, Ministries, Faith and Life, Church and Society.  
The General Secretary as Convener  
A Secretary of the Group appointed by the Mission Council.

Guidelines suggested for this work:

- i. AGOGAL will seek to support and encourage witness and service particularly in those areas which the Mission Council decides are the priorities for the Church.
- ii. Initial grants may be spread over a period of not more than five years, with a review process to be completed before an extension is agreed. Loans may be repaid over a longer period.
- iii. Existing budget holders will continue to have responsibility for funds as at present. AGOGAL will advise them on the use of these funds. Its advice will also be available to the Mission Council.
- iv. The distinctive purposes of the five budget heads mentioned will be retained for the time being so that the Assembly may decide if greater emphasis should be given to one or the other.

The Mission Council will need to review these guidelines from time to time to ensure that mission priorities are being supported.

The Mission Council of the General Assembly  
and Adjacent Matters

1. The Mission Council - its composition

The Assembly in 1991 accepted the view that the composition should remain that laid down for the present Executive Committee. However, there are some questions needing further thought.

1.1 The present membership is as follows:

Moderator, Moderator-elect, Immediate past-Moderator	3
General Secretary, Clerk	2
Deputy General Secretary, Legal Adviser	2
Departmental Conveners and Secretaries	10
Conveners of Business, Nominations, Advocacy, Forward Policy Group, Communications	5
Secretaries of Business, Nominations	2
Synod Representatives	<u>48</u>
	72
	==

This listing is subject to amendment as detailed later in this paper.

1.2 We have considered the position of staff members. We propose that Departmental Secretaries and the Director of the Windermere Centre should participate fully in meetings of the Mission Council, with freedom to speak on any subject, but should not have a vote. This is because they are the appointed staff of the Assembly and not members of the Assembly. With regard to other executive staff members we propose that they should attend when the Departmental Convener and General Secretary consider it right to do so. Staff members will have the costs of their attendance charged to the appropriate Departmental budget.

1.3 As it is important that every Synod is fully represented, alternates may be appointed when a member cannot attend a meeting. The procedure will be that the Synod Clerk will inform the General Secretary in writing at least two weeks before the meeting of the Mission Council.

1.4 We have discussed the possible need to co-opt persons with particular skills or representing particular categories. We advise that this be left to the Mission Council itself to decide.

1.5 It is possible that the Mission Council will be helped to have in its membership persons representing other churches, as the Assembly and the Synods have. We suggest that this also be left to the Mission Council to decide. It may be that a representative of an ecumenical council might be co-opted as a member or that a person representing another church be invited for two or three years at a time.

1.6 Synod representatives. It was noted that the Church is seeking people with a deep commitment to do a major piece of work. **They**

will come with wide experience in many fields but will have much common ground in their commitment to the URC and to its calling in the service of the gospel. One Synod has requested examination of the dating of the Mission Council, since people available depend in part on the time of the meeting. AMAC advises that since a booking has been made for the meetings in October '92 and March '93 this be confirmed but that the Mission Council examine whether a move to weekend meetings might be preferable. AMAC also suggests that a variety of locations be sought for future meetings. (See also 3.1)

## 2. The Work of the Mission Council

2.1 The purpose of the Mission Council is to enable the Church, in its General Assembly, to take a more comprehensive view of the activity and the policy of the Church, to decide more carefully about priorities and to encourage the outreach of the Church to the community. **Its service is directly towards the Assembly, but its concern is with the whole church and all its members, so it will seek to be aware of the pains and joys, the adventures and hopes of the whole body.** It is a Mission Council and so the aim it will have in mind is to ensure that all we undertake centrally and all we are as a denomination is directed towards the mission of God in the world, towards that Kingdom of justice, peace, forgiveness and hope which is true life and which Christ brings in his person. The Council will ask, Is this programme, this appointment, this budget, this grant, this statement designed to further the overall mission, or simply to maintain the status quo of established life? It is by such a criterion that priorities will have to be assessed, not only when new work is proposed but as the existing work of the

2.2 In future all the Departments and Standing Committees will be reporting to the Mission Council and through it to the General Assembly. But the Council will not require the detailed minutes of all committees, for this would be far too great a load of detail. At its first meeting members will need an introduction to the work undertaken by Departments and Standing Committees; thereafter a brief report in headline form should become the standard practice. There will also be briefing papers when a Department or Standing Committee wishes to introduce a new piece of work or report on a critical situation. **As the secretary of the Mission Council, the General Secretary will co-ordinate the flow of papers coming before it.**

2.3 The Council is not meeting only to conduct formal business. It is also to listen to the word of God, to pray and to meet each other as persons with needs and skills. The timetable will therefore provide adequate time for worship and reflection **and will include prayers that arise from the work it is doing.** AMAC advises that the Council should have in all its meetings one, or preferably two people who can stand aside from the debate and then reflect on the process in the light of the word of God, so providing a more objective theological critique of the discussion. This may well be the opportunity to invite persons from other Christian traditions or other countries to help us.

2.4 We regard it as essential that the Provincial Synods should be enabled to have adequate time to present their concerns to the

Mission Council and to the General Assembly. The first duty of the General Assembly is "to oversee the total work of the church" and not only that work which is undertaken nationally. The Mission Council, therefore, will need to be aware of matters which are of great concern to the Synods.

**2.5 Members of the URC are very conscious of the ecumenical context in which they live and witness. This will affect every meeting of the Mission Council. Items will come into the agenda from the ecumenical councils and common work will be reported. The Council will seek to implement the principles of good practice commended by Churches Together in England, so that there is always an investigation of possible joint action before any new programme is instituted. It should also prove possible to invite ecumenical guests from time to time so that common hopes and problems may be shared.**

**2.6 In its agenda the Mission Council will expect to have the following elements:**

- Receiving information, from Departments, Committees, Provinces, largely through brief preparatory papers and partly through news shared at the meeting.
- Receiving new ideas and visions, **both from the members and from people** who are invited to share their particular experience.
- Reflection and prayer in the light of the gospel.
- Discussion of major issues for the future of the church.
- Reaching decisions or recommendations for Assembly.

The agenda for each meeting will be shaped according to the circumstances but can be expected to include these elements.

**2.7 Voting.** We consider it is important that as often as possible the Mission Council reaches its decisions by consensus. There will be occasions when a vote is necessary. If a vote is evenly balanced that is an indication that the Council has not reached a mind and probably should not act, but seek a further discussion after more thought. If it is necessary to move into the General Assembly on a very divided vote then the voting figures should be reported.

**2.8 Style of reporting to Assembly.** It will often be helpful for the Mission Council to inform the Assembly of the various options, while expressing a preference for one of them. This enables a variety of views to be heard and respected while helping the Assembly towards a decision. Members of the Mission Council will not be bound to support a Council recommendation to the Assembly. The Council may do well to ask one of its members who happens to be in a minority on an issue to speak to the minority view in the Assembly.

**2.9** We would encourage members of the Mission Council to take a close interest in one particular facet of the work of the church. For example members might wish to specialise on the ministry of healing or the 1% Appeal or the Decade of Evangelism. Through meeting with those who currently deal with the special concern, through reading and visiting, the individuals would become a valuable aid to both the Council and its staff members.

### 3. Mission Council and General Assembly

3.1 There will be considerable overlap of membership, with some 30 persons by office on both bodies. It will be desirable for the provinces to consider, when they appoint their members of the General Assembly, appointing their Mission Council members.

3.2 The following timetable is probable when the Assembly is in early July.

Departmental and Committee meetings to prepare reports and recommendations	Up to the 3rd week of February
Mission Council	Mid-March
Provincial Synods	Not later than the 2nd Saturday of March
Reports to printer	First week of April
Reports distributed to churches	First week of May
Assembly	Early July
Mission Council	Late September/Early October

This timetable would have two benefits. The work which Provincial Synods wish to bring to the Assembly can be included in the book of Reports. The Reports can be in the hands of the churches two months before the Assembly so as to encourage local participation and involvement and prayerful support. The Mission Council will have a third, one-day, meeting during the year, and this could be either in January or in May. Both dates have advantages. We suggest that in

3.3 Report to Assembly. This will take a new format from 1993. We anticipate that the main sections will be:

1. The main report of the Mission Council itself, dealing with broad themes. **Responsibility for presenting it to the Assembly will be with the immediate past Moderator and the General Secretary.**
2. Reports on the work of the past year by the Departments and Standing Committees. These would not be spoken to by presenters. They would be open to question and comment from the floor, the Conveners would answer questions.
3. Reports from Provincial Synods, with recommendations.
4. Papers on special issues about which decisions or major discussions are necessary. These would be introduced by the appropriate Convener and resolutions moved.
5. Appendices will include Accounts and Committee lists.

3.4 Communicating. It is notoriously difficult to effect good communication with every local church, but that link is essential if the work of the Assembly is both to sustain the local witness and to represent the local community. Through the Communications Section it is proposed to provide appropriate material to every local church after each meeting of the Mission Council, giving in headline form the main work undertaken. The post-Assembly Hotline publication should be continued as a very rapid means of sharing the experience and decisions, but the number of copies sent to each church should be reviewed. Consideration will be given to a pre-Assembly poster which will alert members to the main issues and seek wider involvement and prayerful support.



We anticipate that the Minutes of the Mission Council will be sent to all **District Council Secretaries and Synod Clerks**, but the bare minutes may not be sufficient; some background to the decisions may be required. The Provinces are asked to consider how best their Mission Council members may bring forward provincial concerns and encourage discussion in District Councils and local churches. **Any church member who wishes to see the minutes of the Mission Council should be directed to the secretary of the District Council.**

- 3.5 The Mission Council will be in a position to plan the main features of each General Assembly, so that adequate time is available for the full debate of major issues. (See also 6.2)

4. Mission Council Advisory Group

4.1 The AMAC has considered in detail the suggestion from the November Executive that the two broad areas of AMAC work should be devolved onto two distinct groups, one to deal with Mission Council planning and agendas, one to deal with the personal business of the Moderator and General Secretary. The more this has been investigated the less advantageous it appears. (a) The Assembly Officers, already with crowded diaries, would have two committees to attend, (b) a small steering group with only one or two departmental conveners would inevitably be partial in its discussion of the MC agenda, (c) there is no reason to exclude elected members of the MC from the confidential business when that arises.

4.2 It is therefore proposed that, in place of the present AMAC, there be a Mission Council Advisory Group, with the following membership:-

The Moderator, Immediate Past Moderator, Moderator-elect,  
Departmental Conveners,  
Four members of the Mission Council, elected by the Mission  
Council and serving on a four year rotation.  
The General Secretary (A total of 13)

4.3 The remit of this group will be:

The planning of the meetings of the Mission Council,  
the timetable, themes and speakers.

The follow-up after meetings to ensure that work is taken  
forward in appropriate ways.

To give the Moderator and General Secretary personal  
support and advice, particularly as they face new  
challenges and opportunities.

4.4 The General Secretary will service the group, which is likely to meet two or three times a year.

5. Mission Council and the Departments

5.1 We recommend that as far as possible we drop the word 'Departments' which is always a word denoting the separateness of the activity. We recommend that we refer to the Secretary for Faith and Life, the Convener of Church and Society, etc., without the additional word. This may not always be practical but would start us off along the right road.

5.2 All the central programmes and services of the Church will continue to need the careful supervision that committees have always given. This is a moment when the pattern can be reviewed as the central committees of Departments disappear. AMAC has received preliminary reports indicating how changes may be made in each area. In most cases there is provision for a small group, mainly the conveners and secretaries of specialist committees, to come together to co-ordinate the various interests and programmes; and for occasional (probably annual) meetings of Provincial representatives for the sharing of information and ideas. More precise plans will be known by early 1992.

5.3 Fresh responsibility will rest on Conveners who will be the main spokespersons for the programmes and services to the Mission Council. They will, with the Secretaries, be the focal point for the range of concerns in their area. **It is recommended that since Conveners will carry considerable burdens, those appointed after 1992 should be invited to serve for 4 years (in place of the present 6) with a two year extension if requested by the Mission Council.** It is also recommended that favourable consideration be given to arrangements by which the load of engagements on the Convener may be shared, probably by appointing an Associate Convener. The Secretaries will continue to be the budget holders, with responsibility for seeking permission for any expenditure beyond the budget approved by Assembly.

5.4 AMAC has prepared a budget for the new programme committee pattern there shall be a reduction in general expenditure on committees and this figure should be a definite reduction. The cost of the Mission Council is likely to be about £3,000 p.a. more than the present Executive; the cost of the present Central Committees of Departments is about £5,000 p.a., and our aim is to achieve that reduction.

5.5 The present Departments are still at work to define the style of operation which will best enable their tasks to go forward without the present central committees. The general plan, with variations, is that the officers of specialist standing committees will meet together several times a year to co-ordinate the work and prepare submissions to the Mission Council; and that wider consultations will be arranged, perhaps once a year, of the key people from the Provinces so that local initiatives and suggestions may be aired and information made available. No major change of the present standing committees is currently proposed.

## 6. Other Committees

### 6.1 Nominations Committee.

The work of this committee can be viewed as follows:

- A The nomination of persons to serve on the many specialist committees of the national church.
- B The nomination of the Conveners of committees

C The nomination of URC representatives on other bodies

D The process towards the appointment of senior staff.

We recommend that these tasks be taken forward in the following ways:

**A.** It is proposed that in the formation of the specialist standing Committees of Assembly the District Councils and Synods will be the main source of names. The Nominations Committee Secretary will, at least once each year, list forthcoming vacancies on all standing Committees and will send this to District Council Secretaries, Provincial Moderators and Synod Clerks. The response forms will provide name, address, and relevant experience or skills for each person suggested and will be required by a specified date so that the new appointments to Standing Committees may be made once a year for approval by the Assembly. Conveners and Secretaries of standing committees will be given the opportunity to comment on names from the point of view of special areas of experiences needed. The Nominations Committee will then list proposals which will be made available for the Mission Council which would forward them to the Assembly. It is not intended that the District Council listings will be the only source of names, for members of the Committee will also bring suggestions.

**B, C** continue as at present.

**D** needs special consideration. The gap in current procedures is that the church as a whole does not discuss whether a post should be continued but only approves a nominee. We therefore recommend that when an Assembly appointee is retiring, resigning or coming to the end of a fixed term, the first discussion should be about the post. Should it continue; if so, should there be any variation in the job description? When the Mission Council has come to a mind about that, the question of the person should be considered. This procedure should be followed with all new appointments but is not to vary existing terms of appointment. It is proposed that the first part of this process, the consideration of the post, be undertaken by three persons not currently officers of standing committees, appointed by the Mission Council, reporting to the Mission Council, serviced by the General Secretary. Once the post is approved the Appointment Group would be set up as now and reporting as at present.

Note: In all the work of nominating persons to serve, the Nominations Committee will continue present policy of seeking to maintain a good balance between lay/ordained, women/men, geographical spread and the range of ages.

**Composition:** From 1992 we recommend that the Nominations Committee consist of:

A Convener

A Secretary

The Immediate Past Moderator of Assembly.

12 persons appointed by the Provincial Synods

It is stressed that these persons do not need to be officers of the Synod, but people of broad experience who can be in easy contact with the Moderator and Synod Clerk about possible appointments.

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It is evident that with the creation of the Mission Council, with its large responsibility for the presentation of material to the Assembly, the tasks of the Business Committee will be radically changed. **We recommend that it is concluded and its work undertaken as follows:**

A. The work of planning and budgeting for future Assemblies to be the task of the Assembly Arrangements Committee which will consist of:

The Moderator-elect  
One person from the local planning group or Province where the next Assembly is to be held  
One person from the equivalent group in the Province where the succeeding Assembly is to be held  
**One person from the local planning group which dealt with the last Assembly**  
The General Secretary  
**The Clerk**  
The Office and Personnel Manager  
A chairperson appointed by the Mission Council.

This group would call on the help of the Finance Office, the Communications Section and such other specialists as they require.

B. The work of planning the timing of the Assembly and the wording of resolutions and similar matters will be in the hands of the Clerk, who may advise the Assembly, the Mission Council, the Office and Personnel Manager.

C. The work of planning the timetable for the Assembly immediately ahead will be for the Mission Council. The detailed work on this will be undertaken by the General Secretary, the Moderator-elect and the Office and Personnel Manager, but it will be important for the Mission Council to decide what will be the main themes and presentations. During the General Assembly meeting the officers of the Assembly will deal with variations of the programme as they become necessary. The Assembly Arrangements Committee will be responsible for ensuring that timekeepers **and tellers** are available at each business session.

6.3 Advocacy Committee. Since this Committee and its Secretary were appointed for a period of five years (1989-94), we recommend that this runs its course. In the fourth year we request the Convener and the Secretary of Faith and Life **to discuss with the Advocacy Committee** whether the concern to advocate and expound the responsibility of all our people for the welfare of the whole church may be carried forward by revising the remit of one of their committees.

6.4 Forward Policy Group. As the Mission Council will have the task of looking in a comprehensive way at future policy, we recommend that the FPG cease its work at the 1992 Assembly, with thanks for the stimulus it has provided in this whole process of planning. The Mission Council will be free to commission particular pieces of research as the need arises.

6.5 Advisory Group on Grants and Loans. In order to help local churches to apply for financial help to the appropriate fund, and to ensure that the use of central funds is directed by our mission aims, it is suggested that there be an Advisory Group with the remit:

To advise the Mission Council and the specialised Committees of Assembly on grants and loans from central funds in support of local ministry or projects which are designed to develop the outreach of the Church and which are applied for by a Provincial Synod or by a local church or District Council with Synod approval.

The Group will have within its consideration:

New Enterprise in Mission UK  
Mission Expenses in UK  
Ministry in Ecumenical Situations  
Industrial Evangelism Fund  
Church Buildings Fund.

The membership of the Group will be:

One person appointed by each of Finance, World Church and Mission, Ministries, Faith and Life, Church and Society.  
The General Secretary as Convener  
A Secretary of the Group appointed by the Mission Council.

Guidelines suggested for this work:

- i. AGOGAL will seek to support and encourage witness and service particularly in urban priority areas, in new housing areas and in places of rural deprivation. Attention will also be given to ministry and projects which have an impact on community life and ethnic minorities.
- ii. No commitments will be made for more than 5 years, with a review procedure written in.
- iii. Existing budget holders will continue to have responsibility for funds as at present. AGOGAL will advise them on the use of these funds. Its advice will also be available to the Mission Council.
- iv. Care will be taken to ensure an equitable share of grants to the Provinces.
- v. From the Church Buildings Fund loans will be made rather than grants.
- vi. The distinctive purposes of the five budget heads mentioned will be retained for the time being so that the Assembly may decide if greater emphasis should be given to one or the other.

The Mission Council will need to review these guidelines from time to time to ensure that mission priorities are being supported.

7. This report, as adopted by the Executive Committee, is presented to the General Assembly, with the following resolutions:

1. The Assembly approves the preparations made for the introduction of the Mission Council from the date of the Assembly.

- 2 The Assembly approves the arrangements for Standing Committees of the Assembly detailed in the Report.
- 3 The Assembly approves the organisation proposed for the operation and supervision of the central programmes of the Church.
4. The Assembly thanks all who have served in the committees which are now discontinued.
- 5 The Assembly instructs the General Secretary to make this report available to all members of the Mission Council and to committee members generally who may not be members of the General Assembly so that all may be aware of the interlocking nature of their service.

Bernard Thorogood  
10 February 1992