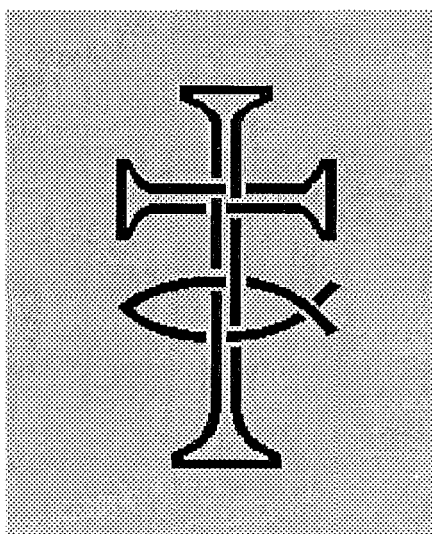


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**The United Reformed Church**  
IN THE UNITED KINGDOM

**GENERAL  
ASSEMBLY  
1993**



July 5th ~ 9th  
**Portsmouth**

**Annual Reports &  
Background Papers**

## From the General Secretary

The title on the cover will tell you that there are some changes from the usual ASSEMBLY REPORTS. These all stem from the setting up of the Mission Council by the 1992 Assembly. In ASSEMBLY REPORTS 1992 the new format was outlined:

1. the main **report of the Mission Council** including some resolutions with supporting papers;
2. **reports** on the work of the past year by standing committees. *Please read these with more than usual care because they will not be spoken to by presenters.* However, they are open to questions and comments from the floor, to which conveners will respond;
3. **resolutions** with supporting and background papers. These are no longer part of the report of that committee. This year some **resolutions** printed in the book stand in the name of a Synod;
4. **presentations** which are neither reports of past work, nor always leading to a resolution; and
5. **appendices** which will include accounts and committee lists.

*Some of the reasons for this format will only become clear as we meet in Assembly.* Our aim in producing this book of **Annual Reports and Background Papers** is to help members of Assembly participate as fully as possible in the life of the Assembly.

**Anthony G Burnham**

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# MISSION COUNCIL

## Our first meeting

It was unlike any other Assembly Committee meeting most of us had ever attended. In the past, some of us had met in a similar sized group (a maximum of 81 including staff) in the old Executive. But that was only for three hours and the business, though necessary, was often dull. Some of us had attended residential central committee meetings but they were smaller groups, together for only twenty four hours and then everyone present had some experience of the business. So it was with a mixture of excitement and apprehension that we gathered for a first meeting at High Leigh, Hoddesdon. Was the group too large? Would we know anyone else? How could we replace five central committees and one executive? What was our task?

We unpacked our bags, fingered the large pile of papers sent out in advance and remembered the decision of the Assembly in 1992.

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

For a full description of the composition and work of the Mission Council and its relationship with the General Assembly see Assembly Reports 1992 pp 55-64. One paragraph, in particular, set out our task. (Assembly Reports p 57)

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

No wonder we were anxious!

## Who we are

The Council comprises Assembly officers, departmental and committee conveners, provincial moderators and three others from each Synod. In addition, some staff attend as non-voting members and others come to help in the business. There has been an average attendance of seventy two including eight members of staff.

The representatives from the Synods have been chosen in different ways. Some were elected, some appointed. Balance between ministers (43) and lay members (29) and women (26) and men (46) is difficult to achieve when so many are present because of their office or by selection in the Synods. Nevertheless this is an improvement on the balance of the former Executive. A significant number of those appointed by Synods were not previously involved in the Executive or on Central Committees.

## Our style of meeting

A larger proportion of our time is given to worship and bible study than is usual in Assembly committees. The Moderator's Chaplain, Paul Quilter, led us in this. Bible study has been mainly in groups and we continue to experiment to find effective methods. At each Council meeting a guest sits with us listening and observing. His last act has been to report to us on our process 'in the light of the word of God'. The Revd Brian Bailey of the Congregational Union of Scotland, The Revd Ronald Blakey

of the Church of Scotland and Bishop Victor Premasagar of the Church of South India have been our guests. Their perceptive words have encouraged us to do better the next time.

## **Listening**

At our first meeting, we soon realised the importance of listening : to the word of God, to each other and to the Churches through the Synods. By the time of our third meeting, we had began to know each other better and had a clearer idea of our task. This allowed us to do more work in groups of eight to ten people. In this way we tried to overcome the disadvantage of the Council's size while taking advantage of the gifts of so many people. The value of this approach is already causing some of us to ask questions about the style of the meetings of District Councils, Synods and the Assembly.

## **Our Agenda**

We have at least three distinct roles which have not made our first year an easy one :

- (i) acting on behalf of the Assembly in matters of urgency;
- (ii) co-ordinating the work of the Synods, departments and committees in preparation for the Assembly; and
- (iii) offering leadership to the Assembly about the mission of the whole Church.

All members are disappointed that, as yet, we have not fully faced our responsibilities for leadership in mission. This is not because of any lack of will, nor is it because members are committed to maintaining our life as it is. There are three main reasons. First, we needed to discover how such a cumbersome body could work effectively. Second, we had to prepare for this Assembly. Third, we needed to take some first steps in co-ordinating the Assembly's work. This involved us in spending most of our first year in dealing with posts, committee structure and budget matters.

## **At the end of the year**

If we began the year feeling excited and apprehensive, at its end our apprehension is replaced by a sober realisation that the task given to us by last year's Assembly is large and difficult. However, there is also a modest satisfaction that in the spirit of our three meetings, learning from our mistakes and building on what was good, the task is not impossible. Our excitement remains, for we are still convinced that the Mission Council can be a tool through which the whole Church 'is directed towards toward 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' .

## **Mission Council Committees**

- i) **Advisory Group.** This consists of the Assembly Moderators, present, past and elect, Departmental Conveners, the General Secretary and four members of Mission Council. The following were elected : Elizabeth Caswell, David Butler, Sandra Lloydlangston and Nanette Head.
- ii) **Staffing Advisory Group.** This consists of three persons who are not currently officers of Standing Committees. The following were elected: Angus Duncan, William McVey and Betty Scopes.
- iii) **Advisory Group on Grants and Loans** has one person appointed from each Department and is convened by the General Secretary. Roger Whitehead was elected as Secretary.

## The Mission Council at work

1. It was agreed that meetings in 1993-94 should be held at weekends.
2. Council members are well aware that the ending of central committees has left a void in the link between Synods and Assembly Committees. They are also aware of the need to review our whole committee structure. Preliminary steps have already been taken and it is intended that during 1993-94 the Council will consult widely before bringing proposals to the Assembly.
3. The Council is aware of the relatively large resources that the URC puts into training. Apart from Westminster College and the Youth and Children's Leadership Training programme, there are also the appointments made by some Synods and Districts. In these circumstances, a small group, convened by The Revd Julian Macro, has been appointed to advise the Council on how a review of training policy, staffing and finance might be undertaken.
4. Amongst other items on the Council agenda are :
  - i) the preparation of a Mission Statement for the URC
  - ii) a full examination of the implications if we were to hold an Assembly only in alternate years.
5. **Windermere Policy and Planning Committee.** At the request of Faith and Life, it was agreed to restructure this Committee in order to make economies in the frequency of meetings and the number of persons involved. The membership will be : Convener, the Director (Secretary), Administrator, Convener and Treasurer of the Management Committee, Convener of the programme Committee, a representative of Carver Church, Windermere, three other persons having knowledge of training and ex-officio members.
6. **Authority in the URC.** A proposal from the Mersey Synod asking for a consideration of this subject was referred to the Doctrine and Worship Committee. A joint working party, set up by the Synod and the Committee, will present a report to the Mission Council.
7. **Clerk to the Assembly.** It was agreed that in the event of the Clerk's absence from the Mission Council, Mrs Wilma Frew would be asked to deputise during her membership of the Council.
8. **Children's Advocate.** In 1992 Assembly 'seeking to create the post of National Children's Advocate, instructs the Mission Council, as it reviews its budget priorities, to consider how this might be achieved as a matter of urgency' .

This matter was first discussed at the Mission Council's October meeting. As a result Faith and Life was asked ' to submit proposals for a Children's Advocate which explore a reduction of the work or the possibility of ecumenical opportunities' . At the January meeting there was a report from Faith and Life through the Staffing Group giving evidence that work reduction and ecumenical opportunities had been explored but that no solution had been found in those directions. At the March meeting, the budget for 1994 was agreed and, in the light of the offers received from the provinces, it was not possible to fund this new post. However, it was agreed to 'add the costs of the post of Children's Advocate to the budget of 1995 even if the training review (see above para 3) is not complete'.

9. **Faith and Life Secretary.** On the recommendation of the Staffing Advisory Group, Mission Council approved the continuation of the post of Faith and Life Secretary.

10. **World Church and Mission Executive Secretary.** Mission Council resolved to replace the post of Personnel Secretary with effect from 1st September 1993 - or earlier if necessary - with the post of World Church and Mission Executive Secretary.

The proposal for the change was originally presented to the Staffing Advisory Group by the Department. The reasons for the change was the decline in numbers of missionaries serving overseas since the post was first created and the more recent increase in ecumenical work at home.

11. **Advocacy and Stewardship.** The Council approved a proposal to form a small group to replace the Advocacy Group and Faith and Life's Stewardship Sub-Committee.

12. **Secretary for Advocacy and Stewardship.** On the advice of the Staffing Advisory Group, the Council agreed that the post of Secretary for Advocacy and Stewardship be continued for a further five years beginning in 1994 because it was agreed that (i) there was evidence that the work undertaken so far had been effective (ii) so far only a small proportion of our Churches had adopted a stewardship approach, therefore the original task was not complete and (iii) while this has sometimes appeared to be a service to raise central funds, it is primarily directed at local churches and their opportunities for mission.

13. **Westminster College Staff.** On the advice of the Staffing Advisory Group, it was agreed that the post of Director of New Testament Studies be continued for a further five years until 1998 and that, in the event of the resignation of the present Director of Old Testament Studies, the post may continue for a further four years, or for a period until 31st August 1998, whichever is the lesser.

**RESOLUTION**

The Assembly receives this Report for debate.



## RESOLUTIONS

## MISSION COUNCIL

14. The officers of the General Assembly, to whom reference was made in the report to the 1992 Assembly setting up the Mission Council, are currently the Moderator, the Clerk and the General Secretary. The Assembly Arrangements Committee advised the Mission Council (of which it is a sub-committee) that there was need for an officer to take up the role, formerly given to the Convener of the Business Committee, of advising the Assembly on how, when and for how long a piece of Assembly business shall be considered. The Mission Council proposes that the Convener of the Assembly Arrangements Committee, who is appointed by the Mission Council, should be elected an officer of the Assembly with this role.  
**Resolution 1a.**

The opportunity is also taken of confirming under the new arrangements for the General Assembly the position of the Deputy General Secretary as an officer of the Assembly. **Resolution 1b.**

**Resolution**

- 1** The General Assembly acting under its powers to elect officers (URC Structure 2(5) general description of elections and appointments) and to add such of them as it determines to its membership (URC Structure para. 2(5)(b),
  - (a)** elects the Convener of the Assembly Arrangements Committee of the Mission Council to be an officer of the Assembly and grants to the Convener membership of the General Assembly under para.2(5)(b) of the Structure of the United Reformed Church, with the duty of advising the Assembly and its Moderator on questions of how, when and for how long items of Assembly business shall be considered:
  - (b)** confirms that the Deputy General Secretary is an officer of the Assembly with membership of the General Assembly under para. 2(5)(b) of the Structure of the United Reformed Church, with the duty of deputising for the General Assembly, in close consultation with the other officers of the Assembly, in any emergency which made it impossible for the General Secretary to carry out Assembly duties.

**15. Amendments to Structure of the URC**

The Assembly is asked to ratify the decisions taken in July 1992 about the membership of District Councils and Synods (**Resolution 2**), the membership of CRCWs of Synods (**Resolution 3**) and the change from Executive Committee to Mission Council (**Resolution 4**). No objection to any of these matters has been received from Synods. However, it has been noted that the amended paragraph 6.2. 2(4)(c) does not make provision for a 200 member church. This is the explanation of the amendment in **Resolution 5**.

## Resolutions

- 2** The Assembly ratifies its decision made in July 1992 to amend the URC structure as follows:  
6.1 2(3)(c) Representatives of the local churches within the District who shall normally be members of the elders' meeting of the local church and who shall be appointed by the church meeting of such local church, the number of such representatives to be decided by the Provincial Synod according to the needs of each District and in consultation with the District Councils, provided that the range for each church shall be from one to three;  
and  
6.2 2(4)(c) Representatives of the local churches within the Province who shall normally be members of the elders' meeting of a local church and who shall be appointed by the church meeting of such local church, the number of such representatives to be, under 200 members 1 representative; over 200 members 2 representatives.
- 3** The Assembly ratifies its decision made in July 1992 to include CRCWs in the membership of Synods by amending the URC Structure as follows:  
2. (4)(a) All ministers, deaconesses, registered local pastors and church related community workers who are for the time being members of District Councils within the province.
- 4** The Assembly ratifies its decision made in July 1992 to amend the URC structure as follows:  
2 (5)(i) Delete Executive Committee; insert Mission Council,  
2 (5)(p.26) Delete Executive Committee; insert Mission Council.
- 5** a) The Assembly gives its first approval to the following amendment to the URC Structure:  
6.2 2(4)(c) .....the number of such representatives to be, 1-200 members 1 representative; over 200 members 2 representatives.
- b) The Assembly sets the 31st January 1994 as the date by which Synods may inform the General Secretary of objections to this amendment.

### 16. Future meetings of the Assembly

Assembly was informed of the place and dates of the residential Assembly for 1994 in the report of the Business Committee in 1992. The Assembly Arrangements Committee has reported to the Mission Council that the Southern Province has invited the Assembly to meet non-residentially in Eastbourne in 1995 and that bookings have been made for residential meetings at either York or Lancaster University in 1996.

## Resolution

- 6** The Assembly resolves to meet in 1994 at Lancaster University from Thursday 7 July to Monday 11 July  
and  
in 1995 at Eastbourne from Monday 3 July to Friday 7 July.

17. **The Use of Westminster College**

The Council believes that it is time that the General Assembly considers future policy regarding the use made of Westminster College. **(Resolution 7)**. Westminster is the only one of our recognised theological colleges which belongs to the church. It has played a significant part in our church's life, largely through the training of ministers.

18. The last major review was by the Presbyterian Church of England in 1967 when the teaching staff consisted of four Professors, appointed with the same tenure and inducted in the same way as a Minister in pastoral charge, together with a tutor, normally an ordinand who stayed at the college as a licentiate for one or two years. The Professors covered four classical areas of theological teaching: (i) Old Testament; (ii) New Testament; (iii) Church History and Worship; and (iv) Systematic Theology and Apologetics (including Ethics). Pastoral Studies were covered by whichever Professor was Principal. After 1967 Cheshunt College gradually merged its teaching with Westminster and from 1975 has become the Cheshunt Foundation. The tutorship ceased, a Cheshunt Chair of Pastoral Studies was added and the Cheshunt Foundation agreed fully to fund one of the five teaching posts. The Professors became known as 'Directors of Studies'.

19. A later development has been the significant co-operation through the Federation (Westminster, Westcott, Wesley and Ridley) and now all the main teaching courses are ecumenical. The Federation employs one staff member. In recent years Westminster has appointed a half-time Bursar, a quarter-time Librarian and a part-time Chaplain.

20. The number of students in the current year is 37 of whom 29 are training for the ministry. Apart from developments at Westminster and through the Federation since 1967, the union has sought other possibilities for ministerial training through Mansfield and Northern. There has also been the recognition of Queens and the development of the Courses.

21. In the light of these developments over the past 26 years, and the present high cost of ministerial training, the Mission Council makes the following reconciliation :

**Resolution**

- 7 Assembly resolves that the Mission Council be authorised to take such steps as are necessary to recommend to the General Assembly a future policy regarding the use made of Westminster College and to report to the Assembly not later than 1995.

22. **Payment of Supplements**

The Mission Council, receiving the report of the Maintenance of the Ministry Committee with the resolution about a significant increase in the basic stipend, also noted a reference to the end of the payment of supplements. The Council believes that the Maintenance of the Ministry was right to state that the attainment of the new stipend level removes the necessity for local pastorates to pay extra supplements to their ministers and believes that these payments should be discontinued. The Council also endorses the wish of the Committee to end the present practice of allowing supplements to be paid through the central payroll.

## Resolutions

- 8 Assembly believes the continued payment of special stipend supplements by some churches is no longer justified and calls upon ministers and churches to bring an end to this payment as soon as possible.
- 9 Assembly agrees to discontinue the payment of supplements through the central payroll from 1st October 1993.

## Retirement from full-time Stipendiary Ministry

23. The present rules, as agreed at the 1982 Assembly, provide a procedure whereby a minister may continue in pastoral charge beyond normal ministerial pension age (i.e. 65), subject to agreement of the church(es) and the District Council. This extension may be for up to three years after which requests for further extensions will be dealt with according to the same procedure. At the present time there are about 11 ministers employed on full stipend over the age of 65. It should also be noted that the Rules of Procedure state that Provincial Moderators "shall not be eligible to hold office after the end of the calendar year in which they shall have attained the age of sixty-seven .....". At the present time no Moderators are over the age of 65.

24. The Financial Resources Committee referred to the March meeting of the Mission Council the task of making cuts in the 1994 budget in order that expenditure should balance the promised giving. This is reported by the Financial Resources Committee. **See Finance Resolutions 3.1.e.** The Council had to decide on various options that were suggested by the Financial Resources Committee and amongst them were a number of options to reduce the number of stipendiary full-time ministers. These options included :

- (i) reducing stipends to all ministers over the age of retirement by the amount of their pension;
- (ii) lowering the maximum entry age of stipendiary ministers;
- (iii) limiting the number of ministers transferring from other denominations;
- (iv) reducing the numbers accepted for training for the stipendiary ministry (including CRCWs); and
- (v) the retirement of full-time stipendiary ministers at the age of 65.

After considerable discussion in small groups and in plenary session, it was agreed to reject options i, ii, iii and iv.

25. Amongst the arguments in favour of ending paid full-time service at the age of 65 were the savings of about £50,000 in 1994 and about £220,000 in a full year, it being assumed that all existing agreements made before this Assembly would be honoured. It was also said that part of the Church's difficulty in paying what the Maintenance of the Ministry regard as the proper stipend is that we have too many stipendiary ministers. However against the proposal it was suggested that even if we have too many ministers, the criteria should be effective ministry and not age.

Nevertheless, on balance Mission Council recommends that stipendiary full-time ministerial service be ended at the age of 65.

## **Resolutions**

- 10** Assembly resolves that Ministers should retire from full-time stipendiary service not later than the end of the calendar year in which they shall have attained the age of sixty-five.
- 11** Assembly authorises the Maintenance of the Ministry Committee to honour all agreements made between Ministers, churches and District Councils before the 5th July 1993.

### **26. Mission Council Staffing Advisory Group**

The Group was set up by the Assembly in 1992 dealing with the process of the appointment of senior staff. Previously the church had only discussed a nominee to fill the post. Under this proposal a decision had to be taken as to whether or not the post should be continued. It was decided that "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 Assembly".

Experience has revealed that three persons are not enough to provide for anyone's absence. Mission Council requests the Assembly to authorise the appointment of an additional person to the Group.

## **Resolution**

- 12** Assembly authorises the Mission Council to increase the Staffing Advisory Group to four persons, not currently officers of standing committees.

# ADVOCACY REPORT

**Convener:** Revd Julian Macro

**Secretary:** Revd Bill Wright

## INTRODUCTION

1. The work of the Group has focussed on three areas:-

Resources, the needs of local churches and future work.

## RESOURCES

2.1 **TRIO** (The Responsibility Is Ours), the financial challenge programme, has been used with great success by many local churches in widely different settings. On average direct giving has increased by 40% and the number of people who have given the church permission to reclaim income tax has multiplied beyond all expectations. It is no coincidence that in a year when many major charities have had difficulty increasing their income, the most successful have concentrated on convincing their supporters of the benefits of Covenant giving. Whilst we in the URC have begun to take greater advantage of this source of income, we are a long way from exhausting it. We urge the very many local churches which have not used TRIO to do so in the course of the coming year.

2.2 "**Yours, Lord**" is a handbook of Christian Stewardship written by Michael Wright at the request of the Churches Together in Britain & Ireland Stewardship Network. Moderator of General Assembly, Ruth Clarke, writes in the foreword of the book, "*This book, in challenging the people of God to full Christian stewardship, could be life-changing for individuals and for congregations. No church should be without a copy. As many Christians as possible should read it - if they dare!*" We commend it to all who have a concern for the Mission of the Church and with releasing the resources which enable the Church to engage in its Mission.

2.3 We have continued to co-operate with the Christian Education and Stewardship Committee through the Stewardship Sub-Committee. We are grateful to the various people who have written articles in **REFORM** exploring the themes on the Stewardship leaflet which was produced last year. Consideration is being given to using the articles as the basis for a Bible Study series on the theme of Stewardship.

## RESPONDING TO THE NEEDS OF LOCAL CHURCHES

3.1 We are greatly encouraged by the number of local churches which are beginning to seek a vision of what God is calling them to be and do; by those which are thoughtfully and prayerfully planning their lives; and not least by those which are challenging their members to provide the human and material resources which enables visions to be realised and plans achieved.

3.2 We have been delighted to receive so many invitations to visit local churches to run vision workshops, lead Stewardship Seminars, introduce **TRIO** and lead worship. We look forward to receiving invitations from those churches which have yet to make use of the skills and expertise which have been developed by members of the Advocacy Group.

3.3 It has been heartening that the challenge 'to give in proportion to what God has given' has been taken up in so many churches even if such churches remain in the minority. We urge all who are leaders in local churches to share the Biblical basis of giving with their congregations.

## **FUTURE**

4.1 In co-operation with the Church of England we propose to hold a joint working party, to which other denominations will be invited, to produce a broad based stewardship programme suitable for use in all branches of the Church.

4.2 All Churches should have received information about **GOOD WILL SUNDAY** which is being sponsored by six Christian Charities, including the Council for World Mission. We invite local churches to observe 31st October as **GOOD WILL SUNDAY** and to encourage members of our Congregations to make wills which include legacies to the Church and Christian Charities.

4.3 Proposals will be brought to Assembly by Mission Council about the future of Advocacy & Stewardship. We hope they will receive full support and enable us to continue to meet the increasing demand from local churches in assisting them to release the resources which enable them to realise God's Mission.

## **CONCLUSION**

5.1 During the last year we have welcomed three new members to the Group - Revd Stephen Thornton (Northern Province), Mr Ian Livingston (North Western Province) and Mr Dennis Jolley (East Midlands Province). We were sorry to lose Mr Michael Harrison (East Midlands) but are immensely grateful for the contribution he made and know he will retain a keen interest in our work.

### **RESOLUTION**

The Assembly receives this Report for debate.

# ASSEMBLY PASTORAL REFERENCE COMMITTEE REPORT

**Convener:** The Revd Cyril Franks

**Secretary:** The General Secretary

This has been a quieter year for the committee. We began with fifteen persons on our list but over the months this reduced to six. A pleasing number of those leaving our agenda were ministers returning to a pastorate.

As most of the business is confidential, details cannot be reported to the Assembly. The committee works closely with Provincial Moderators, the Welfare Committee, the Maintenance of the Ministry office and in some cases, officers of district councils. This year there are no general lessons from our experience that we wish to draw to the attention of the Assembly.

Finally, the committee wish to place on record their gratitude to Cyril Franks for his experienced and caring pastoral leadership.

## **RESOLUTION**

The Assembly receives this Report for debate.



# CHURCH AND SOCIETY

**Convener:** Professor Malcolm Johnson  
**Secretary:** Revd Peter Brain

## 1 WORKING NATIONWIDE

1.1 The demise of the Departmental Central Committee meant that a direct link with Provincial Church and Society representatives was broken. We therefore sought to enrol individuals, including post-holders at Province and District levels, onto a new **national Network**. Subscribers receive a short mailing three times a year and are honour-bound to do something with most of it(!). New subscribers will be welcome.

1.2 Another way of keeping in touch is to meet. So the first **annual Gathering** is planned for May 8 in Birmingham, with a market-place format plus displays and sales; a service of worship will round off an inspirational as well as an informative occasion.

1.3 We have developed the **link with FURY** by having a member of the Church and Society committee on the FURY Programme committee and by attendance at FURY Assembly where concern over abolition of wages councils, introduction of the FairTrade mark, Sunday trading and levels of overseas aid were subjects of resolutions.

1.4 One theme dominated the first two meetings of the new Church and Society committee, the relatively low level of awareness across the church (- not only the United Reformed Church of course) over **relating social issues and Christian faith**. We need to lead people better to understand the corporate, social dimension to the gospel, away from the twin caricatures of Church and Society work, namely that "the social gospel is the only gospel" or "the social gospel ignores the personal gospel". It was agreed among us that this was a **priority for our work** and that our next part-time Adviser should address this, rather than be simply focussed on one particular policy area like housing or Europe.

1.5 Similarly, the **National AIDS Adviser**, Revd Hazel Addy, has been developing a model of engagement with HIV/AIDS issues which combines local pastoral experience with education and training work across the country. She is available to any group or individual where there is pastoral need and/or serious intent to face the challenges to faith raised by HIV/AIDS. Her service of recognition at Chorlton Central church last October was a moving occasion, bringing together a congregation from many local churches, representatives of the national church and HIV/AIDS organisations. The new Management Committee, currently chaired by Revd Graham Cook, has a north-west bias both in terms of membership and meetings and Hazel has an office in the Manchester Diocesan Board of Social Responsibility.

## 2 SAVING THE EARTH

2.1 As the memory of the 'Earth Summit' at Rio last summer fades, so apparently does the conviction of those world leaders who attended that the **twin challenges** of world poverty and environmental degradation were to be top of everyone's agenda for the remainder of this millenium. The chronic and scandalous poverty of so many millions, while attracting a rising amount of relief aid from official and charitable sources, still festers while underlying causes remain to be tackled.



2.2 On one of these causes, the British Government has developed proposals for alleviating the burden of **debt owed by the South to the North** and is to be commended for trying if not for succeeding. But even if this programme (known as the 'enhanced Toronto terms') is implemented, the relief will be too little and the vicious spiral of arrears will continue, leading to loss of creditworthiness, leading to increased vulnerability, leading to greater suffering on the part of the poorest people in those poor countries. This is incidentally a cycle of experience with which many mortgage-holders in Britain who are made redundant will readily identify. Our membership of the ecumenical Debt Crisis Network helps us to campaign more effectively on this issue.

2.3 On the more technical questions, such as the **GATT** renegotiations and their implications for developing countries, we look to bodies such as World Development Movement and their current campaign on behalf of the textile co-operatives of Bangladesh; we also look to the European Ecumenical Organisation for Development (EECOD) in Brussels to issue briefings and advice.

2.4 As to the more general issue of the Rio summit, namely whether it could ever be economically and politically possible to tackle **both** crises, environmental and human, we held a useful weekend at Windermere, led by two leading contemporary Christian scientists John Biggs and David Gosling, with ecumenical participation including people from Scotland and Wales and the Church of England. We are publishing a report of those discussions, with some related material including an update on the debt crisis, in a booklet "*The earth is the Lord's*".

2.5 The NGO Global Forum planned for Manchester in September (to run parallel to the Government's own post-Rio consultation there) has been deferred; the churches will be involved if it does take place next year.

### 3 COMMITMENT FOR LIFE

3.1 Last autumn every local church was sent a set of the *Commitment for Life* material, the update of the 1% appeal which last year's Assembly welcomed and endorsed. This news has not reached everyone who needs to know - including the minister who rang us in December enquiring about "the rumour that the 1% was changing"(!). It is up to **us** to redouble our efforts to communicate; one way has been to involve Janet Davies (a former Christian Aid Regional Organiser) in promotion of the programme.

3.2 Reactions have varied from welcoming "this imaginative approach" to lamenting "the demise of the 1%". There is truth in the criticism that the new programme **was** geared more towards the 75% of churches that had not supported the previous appeal, with insufficient recognition of the transitional problems on the part of churches that had, to a greater or lesser degree, 'done the 1%'. *Commitment for Life* is the 1%, renewed for the 1990s.

3.3 Some points of detail:

- ◆ We hope to have at Assembly a display of some made-up pulpit falls showing different designs made up from Pamela Pavitt's basic kit.
- ◆ There has been a welcome for the designation of three 'core partners' about whom we shall be hearing more over the next few years; the three organisations will feature prominently on the 1993 poster.
- ◆ Though the receipts dipped in the autumn, as compared with 1991 figures, they have now picked up.
- ◆ A report on where the funds have been used will, as usual, be sent to all participating churches and to anyone requesting a copy.

3.4 There have been complaints that the integral leaflet/envelope is unsuitable for cash collections. We can report that envelopes will be available this year! Nevertheless, we must repeat that *Commitment for Life* is **not** another collection for disaster relief (to which we should all be giving anyway) but an opportunity to give on the stewardship principle for longer-term development work, whether this means a small or larger amount; and there is the emphasis on giving time and energy as well as money. It is understandable that Romanian or Bosnian orphans are more appealing than Zimbabwean or Palestinian irrigation schemes, as well as being easier to film or visit; but surely that must not be our Christian criterion for prioritising funding.

3.5 We shall keep the programme and the materials under constant review but remain persuaded that *Commitment for Life* was worth Assembly's endorsement, a response to the Lord who "came that we might have life ... in all its fulness".

## 4 HOUSING AND HOMELESSNESS

4.1 The timeliness of the churches' current emphasis on housing issues was born out by the success of the national lobby of Parliament on the issue last December, the most visible fruit of the Churches National Housing Coalition (CNHC) which the United Reformed Church has been active in forming, resourcing and guiding.

4.2 Our own involvement was largely through the person of our Housing Adviser, Craig Russell, who was able to spend the equivalent of a day a week on CNHC work on our behalf (half his 2-days-a-week URC time), in four ways. He served and continues on the CNHC Steering Committee; he convenes the Theology and Housing working group; he has helped CNHC build alliances with those in housing need (working **with** not merely **for**); and he has shared in the formation of some CNHC regional networks.

On his other day a week, more specifically for the United Reformed Church and URC bodies such as Provincial committees, Craig was able to facilitate and/or contribute to events in Birmingham, Liverpool, Wirral, Sheffield, Hampshire, Cumbria and Wales. He co-authored the Bible Study booklet '*On the Doorstep*' with Baptist colleagues. To strengthen the understanding of our ministers, Craig explored the possibility of developing some 'Theology and Housing' work with ordinands at Mansfield and Northern colleges, though the former has so far come to nothing.

We owe a great deal to Craig for his 'second mile' approach to this short-term, part-time contract as Housing Adviser; his work has justified the decision to appoint such specialist Advisers to serve in Church and Society.

4.3 We have urged local churches and Councils of the church to fulfil the terms of the 1992 Assembly resolution, especially in affiliating to CNHC, and have continued to make representations to Government and others.

4.4 This is perhaps the point to refer to the phenomenon of **begging**, almost always by apparently homeless people. The dramatic rise in the number of such callers at our own URC offices at 86 Tavistock Place and the increasing cost in staff time and meal vouchers led to a decision to ration the time and the money available. This experience is by no means confined to central London and big cities, but is becoming a feature of almost every town and city and village (not excluding Ambridge), a sad comment on a nation intended to be "at ease with itself".



Each of us must make a personal response to face-to-face requests. But beyond that, we are called to speak out about the evident suffering implied and the continuing impoverishment of our fellow-citizens.

The search for justice and peace begins very near to home. For this reason CNHC describes itself as "an expression of Christian concern about poverty in Britain".

## 5 INTERNATIONAL AFFAIRS

5.1 The call to "**remember Africa**" from the CCBI 1992 Assembly has been followed in the limited time and attention that Church and Society can give to international affairs.

Several times during the year we have made representations over the deteriorating situation in **Malawi**, guided by colleagues in the Church of Scotland. We supported the ecumenical delegation who went to demonstrate solidarity with church leaders there (with the Roman Catholic bishops to the fore) who have spoken out so bravely against a worsening human rights situation.

We have supported the visits made by three delegations of British church leaders to Mozambique, Kenya and Ethiopia, very different countries with a lot to teach us as well as needing our help.

We have been involved in the lengthy discussions that have resulted in the Ecumenical Monitoring Programme in **South Africa**, though not in the group managing the UK end of things. The past three years have been a time of alternating hope and fear as the several parties, factions and tribes jockey for position in advance of the forthcoming elections, against a backdrop of horrific violence and economic decline.

5.2 The International Affairs Liaison Group continues to provide a vital occasion for sharing the experience and insights of staff in CCBI partner churches with an 'international affairs' remit. And in our own office we receive direct briefings from partners in Hong Kong, East Timor, the Philippines, central America and the Middle East (including the Gulf); we should be only too pleased to share this wealth of first-hand material with anyone in the church.

5.3 The Church and Society committee is encouraging those responsible for examining the areas of overlap between 'departmental' remits to give early attention to the way in which as a national church we should address international affairs. The current division of responsibility between Church and Society and World Church and Mission reflects an earlier era when religion and politics were kept firmly apart; some rethinking of this distinction is overdue.

## 6 PENDING TRAY

6.1 In the midst of all this, there are inevitably many major topics left relatively unaddressed. Some are being addressed by ecumenical partners whose wisdom we hope to share in due course.

On the '**family**', anticipating the UN Year of the Family in 1994, the Church of England General Synod Board of Social Responsibility has embarked on a major enquiry; our departmental convener is a consultant to the BSR Social Policy Committee. Their findings will assist URC preparations for the Year in Church and Society and elsewhere, including any presentation(s) at Assembly.

On **(un)employment**, we are encouraging the efforts of Church Action on Poverty and others in addressing the issue in terms of public policy. As to caring for unemployed people, we shall continue to encourage local churches to become aware of, and more involved in, what is being done in their community.

On **reforms in the National Health Service**, we have encouraged the re-formation of the NHS Monitoring Group of the Free Church Federal Council and have offered two names to serve; but there is no progress to report yet.

On the **Education Bill**, we have again relied on the FCFC whose Education Committee, in co-operation with the ecumenical Churches Joint Education Policy Committee, has made representations to the Secretary of State, including a response on the matter of religious education.

6.2 On **Nestlé**, the task of following up the resolutions which Assembly passed in 1992 on baby-milk and Nestlé products (Record p35) fell to Church and Society, though we had chosen not to bring any resolution on the matter ourselves. Various correspondence has been exchanged and meetings held with local churches, the company and the campaigners. At the time of writing, the Church and Society committee had no reason yet to bring a further resolution to lift the decision taken by Assembly last year encouraging a boycott of Nescafé and other Nestlé products, not least because it takes time for such action to be made known.

Following the Assembly resolution, the Financial Management committee decided to dispose of the small shareholding in Nestlé held by United Reformed Church Trust. Church and Society welcomed this and the willingness of Finance to participate in an informal inter-departmental group on **ethical investment** which is looking at the guidelines and procedures for URC Trust investments.

## 7 CHURCH AND GOVERNMENT

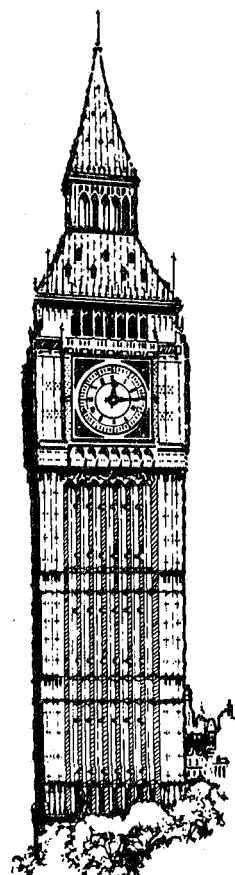
7.1 During this year the churches have been more than usually interested in the passage (or otherwise) of **Parliamentary bills**. We have made specific representation on four, two introduced by government and two by private members. At the time of writing none of these has received the Royal Assent and we may need to offer a brief update on their progress to Assembly in July. Meanwhile we have briefing material available on all four.

On the **Asylum and Immigration Appeals Bill**, the churches pressed for changes during private and public meetings at Westminster and elsewhere. In particular we contested the fingerprinting of would-be refugees, even of infants, which seems to signal their unworthy criminalisation, and the removal of the right of appeal from certain casual visitors (in effect if not in intention a racist move) which will prevent family reunions which most people take for granted. This Bill is in Lords Committee at time of writing.

On the **Lottery Bill**, we have not taken the absolutist negative stance which might have been simpler but, in line with many other churches and the National Council for Voluntary Organisations, have protested at the spirit of and several of the provisions in the Bill.

On Ray Powell's Bill to reform **Sunday Trading**, Mission Council in January passed a resolution of support which was widely used across the church; the Bill received a substantial majority at Second Reading and is in Commons Committee at time of writing.

On Mark Fisher's **Freedom of Information Bill**, we joined in a broad-based successful lobby for Second Reading; this is also in Commons Committee at time of writing.



## 8 VALUES

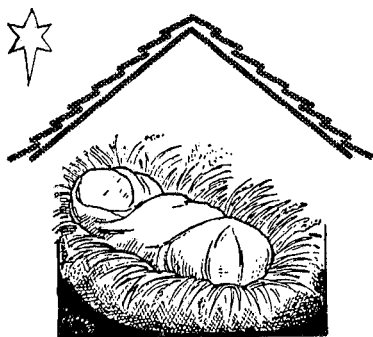
8.1 The first two meetings of the new Church and Society committee were remarkable for the time it was possible to devote to seeing the wood for the trees. A dominant theme has been, not surprisingly, the crisis of 'values' (intentionally in inverted commas) in private relationships or in public life and the nature of the link between those two. We are establishing a working group on this matter, after consultations with ecumenical partners.

8.2 There is a widely-held sense that the fabric of **family life and personal relationships** has been torn and patched so often that maybe it is now beyond repair. Is it nostalgia or authentic spiritual disquiet that mourns the passing of the 'gift relationship' and its replacement with the 'contract culture', a state characterised or maybe caricatured as one where the benefit to participants is somewhat selfishly calculated between partners - and even between the generations where the basic relationship is, after all, hereditary? Carelessness readily declines into indifference and on to violence. What price love...?

8.3 Parallel to this focus of disquiet over 'family' and 'belonging' (fuelled at the time of writing by the awful murder of James Bulger) there is the sense of **public malaise**. Contributions to the debate from various church leaders make this very clear. Social responsibility staff have shared some fascinating off-the-record conversations with politicians and other public figures. So many people share the general level of concern felt within the churches about the shifting ground - some might say sand - on which our society now stands.

8.4 Thus we may be agreed that there **is** such a thing as society, but the set of values and common assumptions which might define or sustain it becomes increasingly elusive, as does any description of it as Christian. Growing homelessness, unemployment and alcohol-related violence are symptoms of a society in deep trouble.

8.5 Nor can traditional 'establishment' institutions be looked to for **public cohesion**. The monarchy, as Royal Family or as institution of government, raises ever more questions; the judicial system from police to courts suffers disrespect; the concept of sovereignty in a European and in a United Kingdom context is in transition; government ministers seem to take very little, personal or professional, as matters of honour; the crisis in the Church of England is not confined to the admission of women to the priesthood; even the armed services are unsettled in their new 1990s role; and the media stirs the pot as ever.



8.6 We are "no longer at ease here, in the old dispensation". Our Reformed tradition does encourage us not to return to Herod's court but rather to press on with such wisdom as we are given towards a Kingdom that is not **of** the world, even though it is certainly **in** it.

### RESOLUTION

The Assembly receives this Report for debate.

# COMMUNICATION AND SUPPLIES

## COMMITTEE

**Convener:** Mr Christopher Wright

**Secretary:** Mrs Carol Rogers

### PUBLICATIONS

#### 1 REFORM

If statistics mean what they appear to say, one URC member in every seven buys *Reform*, so that in theory maybe one member in three has the chance to see and enjoy the URC's national monthly magazine. In practice a lot of subscribers keep their copy to themselves, though many of them tell us how much they enjoy it. We are always delighted when a satisfied reader not only shows *Reform* to non-readers but invites them to subscribe.

And other readers we have which are not of this denomination - members of other British Churches and (among those who have written to the editor in the past year) a Jewish rabbi and a magistrate in the Philippines. The letters columns alone offer an education in what people feel most strongly about; *Reform* gives them a unique place to express it.

While the meaning of a 21st birthday may be questioned, *Reform* will celebrate the 21st anniversary of its first issue (in November 1972) with a separate picture supplement (free to all subscribers) showing 'A year in the life of the URC' through the lenses of local church photographers. In fact that could be the sub-title for a year's subscription to *Reform*, a year shown in words as well as pictures.

We continue to be deeply grateful for the commitment and effort of our voluntary distributors in all the churches which take *Reform*, a vital link in the URC's chain of communication.

#### 2 YEAR BOOK

The Year Book for 1993 was published on January 1st. For the first time it appeared in two formats, perfect bound and a loose leaf version with an appropriate binder. The intention for future years being that the contents only will be available at a reduced price. The change in publication date will result in the book being current for a calendar year. The production of 'in house' camera ready art-work has led to a much later cut off date for changes and additions, but we are aware that there are still gaps in the information, especially regarding ministerial lists and we should be grateful for details, in order to make these correct. Information received from churches, mainly from Church Returns Forms and individuals is constantly updated, but even so some movements do slip through the system and we aim to remedy this in future years.

#### 3 DIARY

The URC pocket diary was published in August and all copies were sold by early December. The diary which incorporated some new features, was generally well received. The diary for 1994 will be available in August 1993 and some changes to the contents will be made.

## **4 ANNUAL BOOK**

"Straws in the Wind" the annual book for 1992 has proved to be popular, giving as it does, a concise history of the first twenty years of the United Reformed Church, together with stories of both success and failure. Two previous books, "Don't Ask Me Why" by Kathleen Hendry, and "Children of the Wilderness" by David Jenkins and Stephen Thornton continue to be requested, both from within the URC and through Christian Bookshops, nationwide.

## **5 DESIGN AND IN HOUSE PRINTING**

The design and production of URC material is under constant review. During the past few years the introduction of desk top publishing had led to a much higher standard of production and a more recognizable style. At present 95% of work is produced camera-ready. This is then sent to commercial printers when lack of space and finishing equipment makes it impossible for the work to be undertaken internally. Updating both the computer hardware and software has led to more work being accepted on disc, not only from within Church House, but from those working in their own localities.

## **6 DISTRIBUTION AND SUPPLIES**

The distribution of URC material by mail order is working efficiently. It is rare for orders to take longer than 2 days to be processed and despatched, although during the peak time of October to January, this may be extended up to four days. URC material is supplied for special events and for provincial synods on a "sale or return" basis. The Windermere Centre, the National Youth Resource Centre and the Arthur Rank Centre are also supplied with URC material and books. A range of church requisites is available and the section continues to administer Free Will Offering envelopes on behalf of John Tomlinson and Sons Limited A catalogue of all URC material and church requisites is sent annually to each church in the Information Service, with regular up date sheets in subsequent mailings. Churches should note that following the instructions of General Assembly 1991 that less paper should be used, only a limited number of copies are printed and replacements are not readily available.

## **7 INFORMATION SERVICE**

The Information Service continues to be sent to each church three times each year. Although the weight of information may seem somewhat daunting, it has not yet been possible to find a more economic or effective way of sharing information. The volunteers who help to collate and pack the material provide an immense service to the church and are much appreciated. They in turn, have appreciated the introduction of folders rather than plastic bags, the minimal cost of which has been offset by the reduction in time taken for collating and despatching and therefore in volunteers expenses.

## **8 PRESS AND P.R.**

The resolution to General Assembly 1992 recommending that Provinces be asked to appoint a Communications Officer, has met with some success. The appointment of a Press and P.R. Officer who is available in Church House on a regular one-day-a-week basis, has had advantages in establishing contacts in the media. This has ensured that the work and activities of the United Reformed Church receive recognition, and that the expertise of its ministers and members is made known and available. However, the limitations of the work that can be undertaken in one day each week are recognised, and the committee continues to seek to find ways in which this work can be looked at realistically.



## **9 COPYRIGHT**

Churches continue to seek help in obtaining copyright clearance for special services and for supplements of hymns and songs in regular use. Churches are also reminded that the laws of copyright also cover Performing Rights and to ensure that the use of their premises does not contravene the law.

## **10 VIDEO**

Several new titles have been added to the video library, which continues to be well used.

## **11 ECUMENICAL BODIES**

The Secretary continues to serve as a member of the Church Advisory Council for Local Broadcasting and the Media Awareness Project. All local churches are encouraged to make full use of the opportunities available in local and community radio stations.

<b>RESOLUTION</b>
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The Assembly receives this Report for debate.
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# FAITH & LIFE

**Convener:** Revd Dr Philip Morgan

**Secretary:** Revd Terry Oakley

The words of the hymn: *The Kingdom of God* offer key phrases for the work of Faith & Life:-

**Christian Education & Stewardship** works for '*justice and joy*';  
**Children's Work** poses a '*challenge and choice*';  
**Youth** are part of the church today as well as '*heirs of the kingdom*';  
**The Training Committee** work so that '*hope is awakened*';  
**The Windermere Centre** urges us to '*believe the Good News*';  
**Health & Healing** offers '*mercy and grace*';  
**Doctrine & Worship** brings '*the gift and the goal*'.  
**SPIN's** aim is '*The Kingdom of God*', for both women and men  
**Pilots** invite our children and young people '*God's banquet to share*';  
**The Silence and Retreat Group** remind us that '*all things cry glory, to God, all in all*'.

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## CHILDREN'S WORK COMMITTEE

**Convener:** The Revd Stephen Thornton

**Secretary:** Mrs Rosemary Johnston

### Challenge and Choice

Did you know that, throughout Europe only 12% of adults and 8% of children have any connection with a faith community? These were the grim statistics offered at the 1992 meeting of the European Conference on Christian Education, which deals with the Christian nurture of children.

Representatives from Eastern Europe, fresh from forty years of isolation and persecution, then asked the churches of Western Europe for advice as to how to nurture faith in children, 'for you have been free to do it for generations!'

Free indeed, but 8% belonging to a faith community the result. We hardly felt able to recommend the Sunday School model which is the most common in the west, but shared visions of the church as a truly all-age community as one to strive for, having to admit that our own churches are slow to catch the vision.

This challenge and this vision has been the foundation of our work throughout this past year.

### The Children' Advocate

Of course, the Committee were very saddened and dismayed, that the Mission Council has not yet been able to allow the appointment of a Children's Advocate, despite the urgent request from last year's Assembly, and the proven case. We look forward to 1995.

## Training

To help with the Training Resolution last year, asking that all new workers be encouraged to undertake training, and all established workers renew theirs, we welcome the ecumenical training course, *Kaleidoscope*. We share in the plans of the Youth & Children's Work Training Committee to ensure that training is available for people in every congregation, with trained tutors in every area.

## The Children Act and Taking Care

Although much of the legislation about a safe environment for our children is not mandatory for churches, the guidelines issued by the Home Office are good practice for all engaged in work with children. We commend them to all our congregations, and ask each to see that they follow them in their work, or some others which are even better. It is important that all who have substantial access to children should complete a form for Volunteer Helpers. This coming year we are to produce a pack to help churches with these issues, which will include a sample form, guidelines and other resources.

## Publications

We are very glad that the two leaflets already produced in the 'Journey Begins' series have been well used. They have prompted debate in many congregations about the different routes into the church, and the proper care of the young.

More leaflets are on the way, including *the Development of the Cradle Roll; The Creche;* and *Carers and Toddlers Groups*.

The *Charter for Children* is now produced and used in many churches across the world, in many languages. Many of our own congregations have used it, and others have never heard of it. A further leaflet is to be produced to enable congregations which have used it to assess and develop their progress, and to help those for whom it is yet new, to begin the process.

A book is to be published to help an adult and young children to talk together about communion. When it is ready, we will then plan another for use with older children.

To encourage the church to be truly an all age community, we are producing a *Church Year Poster*, to be hung in a prominent place in local churches, recording the key events of church life as they happen. This is to be used in addition to, and not instead of the church registers. Events recorded might include baptisms, services of thanksgiving, dedication and blessing, weddings, inductions, projects, outings, and meals together, and space will be available for photographs. We encourage congregations to use it, and to think of using it instead of the *Cradle Roll* if they have one.

## Tavistock Place Foyer

The lively displays of work by groups involving children and adults has continued to greet people as they enter our London offices. This is a visible sign that children are a vital part of our church. Contributions from your church are welcome.

## Networking

We are very grateful to our Secretary, Rosemary Johnston, for the amazing and efficient work she is doing in establishing a network of people responsible for Children's Work in every Province and District. Having made contact, she then keeps everyone informed of issues, ideas and resources, through *URCHIN* and the 'Children Matter' mailing. All congregations and all interested individuals are encouraged to become part of this ever-widening family of concern, by contacting Rosemary at 53, South Hill Road, Bromley, Kent BR2 ORL.

Pat Shapland has agreed to act as Link for the Province Children's Work Secretaries, and a support pack for new Children's Work Secretaries has been produced.

## **Out of Touch**

Realising how out of touch the church is with children, and children with the church, we have spent time struggling with the challenge of changing the situation.

Suggestions for initiatives are legion, and there is evidence of exciting developments in different areas of the country.

Seaford URC finds that their "main children's work is done through our Community Club which meets after school on Thursdays".

Dorking URC have developed a **Wide Awake Club** for all ages before their Sunday morning worship.

Bromley District held a day for those concerned to think about how the gospel was relevant to them in their daily lives and how these issues also affected children. How that knowledge might change their sharing with children was quite challenging.

Wimbledon District spent a day thinking "How Children Learn".

The Convener took part in a local community pantomime and met many children from outside the life of the local church.

The challenges will not go away. There are no pat answers. Each congregation is challenged to look at its life and work and see how they can respond to the situation creatively.

## **11-14's**

The last Assembly agreed that the responsibility of 11-14's should pass to the Youth Committee. You will see from the Youth Report that this has happened and progress is being made in seeking to service this age group.

## **Integration**

At many points, our work complements that of the Youth Committee, and by cross representation, the meeting of Conveners and Secretaries, and the Youth & Children Training Committee, communication and co-operation is being achieved.

## **The All Age Community**

The church is visibly an all age community in most situations, but often children are not helped to feel a part, and their gifts and contributions are not appreciated. Through the Consultative Group on Ministry Among Children (which covers the British Isles); the European Conference on Christian Education, and the Council for World Mission, we discover that many churches understand that the integration of children is a key issue, and are struggling with the implications.

How to integrate children into worship and adults into learning, and how to enable children and adults to help each other in all that it means to be Christian is a major question for us all.

### **RESOLUTION**

The Assembly receives this Report for debate.

## **PILOTS PANEL**

**Convener:** Mr Terry Clements  
**Master Pilot:** The Revd Derek Gardiner

We give thanks to God that we continue to enjoy growth within PILOTS. There are now 220 companies with a particular increase in the work with 5 and 6 year olds (Deckhands). We are encouraged by the continuing interest in PILOTS. There are, on average, two enquiries every week from churches who are considering the possibility of PILOTS in their children's work.

We express our thanks to the many dedicated Officers who seek to fulfil the aims of PILOTS through weekly programmes of infinite variety and by personal example. We are grateful for the work done by our Provincial Pilot Officers and would wish to record our thanks to our sponsoring denominations, the United Reformed Church and the Congregational Federation, for their support and encouragement.

This has also been a year of change! Revd Chris Baker has completed his term of office as Master Pilot and we would wish to express our deep gratitude to him for all he has done for PILOTS. He has served as Master Pilot with dedication and enthusiasm, producing much of the new material which has restructured the PILOT movement. We wish him well in his new ministry. We welcome the Revd Derek Gardiner as the new Master Pilot.

We congratulate the 43 Pilots who, during the past year, have received their Mariners Awards for five or more years service.

We are concerned to encourage all Officers to undertake a continuing programme of training and are working within the Youth and Children's Training Committee to produce helpful guidelines for all those working with children and young people.

For the majority of the children and young people who share in PILOTS every week it is their only contact with the Church.

We would wish to restate our aims:

- a) To help children and young people to grow physically, mentally and spiritually through programmes of discovery, play, organised activities and projects.
- b) To foster the sense of belonging to the Church locally, regionally and world-wide.
- c) To lead children and young people towards commitment of themselves to the Lord Jesus Christ.

As the Church seeks ways of reaching the children in our communities who are 'out of touch' we believe that PILOTS has much to offer the Church in this work through its balanced programme and stimulating material. The PILOTS PANEL commends the work of the PILOT movement and gives thanks for the opportunity it affords to serve our Lord Jesus Christ through our work with children and young people.

### **RESOLUTION**

The Assembly receives this Report for debate.

## **YOUTH COMMITTEE**

**Convener:** Mrs Ruth Clarke  
**Secretary:** Mr Paul Franklin

### **FURY**

**FURY assembly** - Pamela Harvey presided over the FURY Assembly in January. Forty nine of the districts were represented. The six motions carried this year will be followed up by the new FURY Council. Paul Ashworth is FURY Chair for 1993 and Andrew Jackson was elected for 1994. Wording of the motions can be obtained from the Youth Staff at Assembly.

**FURY Council** - had its first meeting in February. There is now a continuing voice between FURY Assemblies for young people in the United Reformed Church. It is beginning to work with other committees, councils and groups on issues important to young people, including full participation within the life of the church and many areas of social concern.

**Belonging and Commitment and Community Network Mailings** - The plan to support young people in the local church is now being put into practice. An introductory pack has been prepared and piloted and will soon be launched. This will enable young people to explore their own faith in relation to their commitment in the local church and in the community. It is envisaged that a leader/minister/friend will help them to work through this material. It will be followed by further Community Network Mailing from time to time.

**FURY National** - We are grateful to Sarah Houlton for being Acting Editor for a year during which the Editor, Andrew Jackson, undertook further study.

**Sounds of FURY** - Revd Donald Hilton is editing this book which is to be published as the URC Book for 1994. It will be an anthology of writing by young people and those working with them.

### **YOUTH PROGRAMME**

**The Programme Committee** - is responsible for national youth events, many of which take place at the National Youth Resource Centre at Yardley Hastings. The programme, **The Walk of Life** provides more events than in the past but mainly for fewer participants. This means there can be greater flexibility and more variety. The committee is also developing support for provincial events and those in districts. It is important that young people are not prevented from taking part in events because of cost. Some money has always been available to subsidize individuals and groups, and this fund is being formalised. Rachel Burnham convened the Programme Committee most ably during its initial stage but resigned in 1993. Another convener is being sought.

**World Affairs** - The second half of the JAMAICA/GRAND CAYMAN/GUYANA/UK EXCHANGE took place in the summer of 1992 with nearly thirty participants, spending nearly a month in Britain visiting various centres and projects. The UK participants will continue to be involved with those who came from Jamaica, Grand Cayman and Guyana, sharing information and responses.

Various concerns about World Affairs have already been incorporated into the national youth programme. Some whole events obviously have a world affairs focus but participants on all events should experience some aspects of life and resources from across the world.

**CONNECT 93** - is to be held in London from 22/24th October for those aged 13-25. The theme is 'Faith Links' and will use many resources within London for practical 'workshops', as well as the activities which all will share.

**11/14's** - Although FURY still covers the age-range 14-25, the National Youth Committee has now taken responsibility for the work with 11-14's. Many local churches have youth groups for people aged eleven upwards and national events for this age group are proving popular.

## **NATIONAL YOUTH RESOURCE CENTRE**

### **'of clowns and councils, candles and committees'**

Since the eye-opening, tele-viewing, record-breaking Centre Opening at Pentecost, 1992, life at the National Youth Resource Centre is beginning to settle down and the vital ministry of equipping young people and their leaders to live out the Christian faith is now under way. As expected, attendance of events and other group bookings were low during the first few months. However, in its first year the Centre has hosted national youth events, retreats, training events, overseas exchanges, holidays and educational visits.

The Community Team of six young people continues to work well, helping to run the Centre and also mixing valuable contributions to local churches and youth groups. In the early days, requests for the team to visit local churches were few, but these are increasing. The first overseas community team member came in February: she is Polus Ibolya from Hungary. We are also looking forward to welcoming Grace Giddings from Guyana who will come in November for twelve months - thanks to CWM sponsorship.

Together with the Chaplain, Martin John Nicholls, the full-time Cook/Domestic Supervisor, Karen Davis, and the Centre Administrators, firstly Sheena Munro and then Janet Nicholls, the team has quickly established a warm, welcoming and worshipful atmosphere which has been much appreciated by our many visitors and guests. The considerable gardens and grounds are being slowly transformed by Derek Edwards and his band of volunteers into an area of rural beauty and recreation. Our grateful thanks go out to all those who have worked so hard and so willingly through what has been a very wet and muddy year.

As well as the prayers of the staff and Community Team at 8am each day, the Centre Chapel also rings to the praises of the local URC congregation who meet for worship every week together with the Community Team and any visitors and guests. The varied diet of worship and the wonderful facilities afforded by the Centre have given a new lease of life to the local church which is growing steadily, both in number and in spirit. Many of the local congregation are actively involved in the pastoral support and practical work of the Centre.

By the grace of God, and a lot of tolerance on the part of the staff, most of the teething problems have been dealt with as professionally as possible and the future for the work of the Centre looks very promising indeed. There are bookings for much of 1993, and also on into 1994. The Centre has adopted the National Youth Mailings and is creating a number of very helpful resources - many generated by the young people themselves, for the use of youth groups and their leaders in local churches. We extend our heartfelt thanks to all those who have continued to support this important element of the new FURY.

## **ECUMENICAL AND OTHER LINKS**

### **English Churches Youth Service**

We are taking part in discussions with the Church of England, the Catholic Youth Service, the Methodist Association of Youth Clubs and the Baptist Union to explore the possibility of establishing a more formal Joint Churches Youth Service in England.

## **Fired-Up**

The URC is working together with other churches for the Pentecost 1994 event, which will be a contribution to the Decade of Evangelism. 'Fired Up' is the parallel youth event and the URC is involved in the planning.

## **MAYC/URC Links**

A joint weekend on the same scale as CONNECT is planned in Liverpool from 21-23 October 1994. It will be called 'All Aboard for 1994'. Also some joint work is taking place so that articles and new stories can be shared by MAYC and FURY publications.

## **British Youth Council**

The BYC offers young people the opportunity of debating with others from many political, social and religious organisations. FURY is playing a very active role in the Council. We thank Deborah Clayton for her able leadership of the delegation. The new delegation leader is Josey Twine.

## **Mission Council**

Two FURY representatives have attended meetings and FURY is delighted that Mission Council has decided to meet at weekends.

## **District and Provincial Youth Secretaries' Consultation**

More people attended in 1992 for information, training and discussion. Further training needs are being considered. The 1993 consultation took place in May.

## **Integration with Children's Work Committee**

It is important that the work of the church which is concerned with the 0 - 25 year age group should share the same aims and general approach. Through cross-representation on committees, meetings of Conveners and Secretaries at the Youth and Children's Work Training Committee, some measure of integration is being achieved.

## **Department for Education**

Programme funding for 1992/3 from the DFE was £52,000. This sum covers two programmes, one for developing youth work in rural areas and the other to enhance the participation of young people in the URC including the new FURY. In 1993/4 £54,000 will fund another two programmes, the development of the new FURY Council including training - and the participation of young people in local youth forums.

## **GINGER Groups 1985 - 1991**

A booklet on the development, progress and activities of the Ginger Groups is to be published. It will be of particular interest to participants, to churches who both supported and benefited from their work and also to provinces and other bodies who are interested in developing similar opportunities for young people to serve the churches.

## **Staff**

The post of Assistant Secretary in Faith and Life ended early in 1993, when the Department for Education funding finished. We are very grateful for the contribution Jenny Bunce has made in this role and previously as Personal Assistant to the National Youth Secretary.

### **RESOLUTION**

The Assembly receives this Report for debate.



## **YOUTH AND CHILDREN'S WORK TRAINING COMMITTEE**

**Convener:** The Revd John Oldershaw  
**Secretary:** Mrs Eileen Sanderson (NYCTO)

The work of the Y&CW Training Team, which now covers all twelve Provinces of the URC, continues to offer opportunities for adults working with children and/or young people to learn, grow and develop their expertise in their chosen area of involvement. Many of these adults later become active and competent workers in other areas of church life. Some of this begins in the developmental training work with Province Youth Secretaries and Committees carried out by all Team members. Special concentration on this area has been given by Ann Martin, Wendy Walker and Ivan Andrews as they develop a joint consultation process in their three provinces to share ideas and strategies. (Wessex, Southern, South Western)

Wallie Warmington (West Midlands) and Sandra Ackroyd (Thames North) have completed the return leg of the Youth Exchange with the group of young people, alongside their continuing Province work. Sandra continues her involvement in the WCC working group in the Programme Unit on Justice and Service. Jayne Scott (North Western & Mersey) has been offering guidance and support as North Western Province establishes its own Ginger Group, alongside the development of ecumenical working in both Provinces.

Also developing ecumenical work, especially Methodist/URC is Colin Capewell in Wales Province. His joint appointment with the South Wales Methodist district is encouraging ecumenical ventures throughout Wales as the URC youth work training involvement grows.

John Quilter (East Midlands and Eastern), has with Sandra Ackroyd begun work with students at Westminster College on a regular basis as well as working with Janet Turner (Northern), helping staff and volunteers at Yardley Hastings to reflect on their Team approach.

Janet Turner is currently producing some distance learning material to support the isolated workers. The element of Department for Education funding allocated to Youth work in rural areas has been part of the work of Ivan Andrews in South Western Province. Valuable new initiatives have been stimulated by some detailed practical research and development work. The recording process of this action research project also formed a basis for a dissertation which enabled Ivan to gain his MSc degree at Surrey University (This degree was funded by South Western Province, in-service training monies from Youth and Children's Work Training budget and by the Officer himself).

The Staff Development Policy is now accredited by the National Youth Agency. Included in the Policy is the recognition of the need for professional rates of pay for the Team and the National Youth & Children's Work Training Officer. (This has been recognised by General Assembly but not implemented, at the request of Faith and Life.) The Youth and Children's Work Training Committee now feel it is time to implement this decision for the Team and NYCTO in recognition of their need for parity with other workers in other denominations and other similar areas of work. It is also to enable members of the team to continue their professional careers after service in the URC since all team workers, including the NYCTO are employed on five year contracts.

All team members are carrying out Youth Worker training using Spectrum, the ecumenically produced and managed training package now in its fourth year of usage. Contributions have been made towards the review of this material currently under way with a commitment to re-production late in 1994. The URC, through Eileen Sanderson, NYCTO, is fully involved in the management of the process by the Spectrum Management Group and it is hoped some team members will be included in the review process.

As usage of Kaleidoscope and Spectrum is developed and increased, the tutor-training process will be of increasing importance to enable Youth and Children's Workers greater ease of access to training opportunities. A Tutor Training Policy is currently being drafted in order to offer in the future a co-ordinated approach across the provinces.

A further area of development is in the work with students in the theological colleges training for ordination in the UK. Eileen Sanderson, Ivan Andrews, Jayne Scott, Sandra Ackroyd, and John Quilter are currently offering regular (though for different lengths of time) opportunities to explore issues and develop skills in Adult Education, and ministry among children and young people. This takes place in Northern College, Westminster College and Mansfield College, with further developments envisaged at Mansfield.

This report can only give a broad sweep of the work being done and can in no way cover the regular training and support being offered all across the Provinces and at National level beyond the URC by the Youth and Children's Work Training Team and the NYCTO. Tribute is due to the team for their dedication and commitment to the excellent work they do and for the generosity of time, expertise and experience with all with whom they work. Thanks also needs to be expressed to the many volunteers whose commitment makes the work more manageable and more effective, especially to those who give of their time in Strategy Groups in all Provinces.

#### **RESOLUTION**

The Assembly receives this Report for debate.

### **WINDERMERE POLICY AND PLANNING COMMITTEE**

**Convener:** Mrs Rosalind Goodfellow

**Director and Secretary:** The Revd Graham Cook

1992 was a good year. For the first time we achieved more than 40% bed-nights. If translated into room occupancy it means that an average of 71.62% of the rooms were occupied during the year. The financial consequences of this are, of course, also pleasing. It means that in addition to setting aside over £5000 to cover depreciation, there was still an income over expenditure of over £3000.

This has been achieved at a time of deep national recession which has caused real problems at other church centres and is a matter of considerable satisfaction. We believe that this is the direct result of Assembly's decision to run the Windermere Centre as the United Reformed Church's Training Centre rather than a general conference centre. It has given the Centre a role and purpose at the heart of our church's thinking and exploration.

In view of the heartening level of use of the Centre we thought it appropriate that Assembly should share some of the unsolicited comments we have received during the year.

INNER PATHWAYS TO GOD: 'Excellent, we became a little community, enriched by our prayer together. An experience to be remembered and built on.'

BANNERS FOR BEGINNERS: 'Thank you for an enjoyable and instructive course.'

MINISTERS REFRESHER COURSE: 'Excellent and enjoyable - an opportunity to share troubles and experiences and to get advice and hear the problems of others.' 'The best short course I have attended.'

'Graham Cook led the course superbly. The course achieved exactly what it was intended to do. I have returned with a number of ideas relevant to elders as well as to myself.'

PRE-RETIREMENT COURSES: 'A very helpful and caring experience - full of valuable information, provided before we had begun asking questions, so it will save a lot of floundering in the dark. The sense of careful provision for the unknown days to come in the pension and housing fields was very heartening.'

ECUMENICAL ADVENT RETREAT: 'Many thanks for a profound experience in your lovely Centre - the morning prayers are most helpful and will be used many times.'

SO YOU ARE DIVORCED: 'Since returning from Windermere I feel so much more positive and confident about the future.' 'Thanks for a very helpful week-end at Windermere, members of the group are continuing to be a great support and source of strength.'

GENERAL COMMENT:

'We are grateful for the Hannah Fund which enabled us to come to the Centre.'

'We send the appreciation of our three churches for a wonderful Windermere Week-end.'

'The course was stimulating and challenging, the fellowship warm and caring, the Centre extremely comfortable, the food very good and served in a delightful manner, the staff efficient and friendly yet unobtrusive.'

'We are indeed fortunate to have such a marvellous resource as Windermere.'

We met with representatives of Yardley Hastings and together we prepared a document setting out the distinctive roles of the two Centres. This document is available for anyone who has questions as to which of the Centres should be booked for their particular event.

During the year the Mission Council agreed to a re-structuring of the Windermere committees with the purpose of reducing the number of meetings of the Policy and Planning Committee, of making the Programme Committee more representative of all the areas of the life of the United Reformed Church and delegating more management decisions to the Management Committee.

Early 1993 saw the 100th Anniversary of the birth of Muriel Paulden, pioneer trainer of lay missionaries and founder of St Paul's House, Liverpool. Former students and friends raised a fund to present to the Centre some teaching equipment in her memory.

We were also glad to receive the gift of a video camera, as well as a number of monetary donations both to the Hannah Fund and directly to the Centre itself.

#### **RESOLUTION**

The Assembly receives this Report for debate.

## **CHRISTIAN EDUCATION AND STEWARDSHIP COMMITTEE**

**Convener:** The Revd Bill Mahood  
**Secretary:** Mr Carew Satchwell

During the past year it has seemed strange as we have continued our work in much the same pattern as before but without a clear sense of the wider pattern into which we fitted. There has no longer been a Faith and Life Committee with representatives from all the Provinces. A valuable source of knowledge about the needs of the church and a way of disseminating information about our work was no longer there. We are confident that this will be met by the work of the Mission Council but a new process always takes time to be effective. We have had the sense of working in a time of "settling down" and of uncertainty about roles and procedures. Nevertheless it is a year in which we have seen progress in our work.

### **Members Together**

We have been conscious for some time of the need for new material for use in membership preparation. Work on it has been in progress for over 2 years including testing in churches and subsequent revisions. We are happy to have completed this task and to be able to make it available to our churches at this General Assembly. Our hope and prayer is that it will stimulate congregations as they think about the commitment involved in membership of the church and will help them in preparing people of all ages for this important step of faith.

### **Integrated Training**

We have continued to co-operate in the development of integrated training for our denomination. We welcome the stress on the need to continue growing in the knowledge of our faith and that this is more than being trained for specific jobs within the church. Discipling is for everyone and everyone can be an explorer of faith.

We are aware that there is already a great deal of training undertaken within the URC for a wide variety of tasks. We have much to learn from each other and there is expertise that can be shared. Integrated training will help us to do this. We have been especially grateful for the contribution of Eileen Sanderson, leader of the team of YLTOs/YCWTs, who is a member of our committee. She has helped us to be more aware of the work being done by her team and that, when anyone begins to serve the church in any capacity, they are always faced with questions about the Christian faith and their own understanding of it. It is an opportunity for growth and we have to help in this process.

### **Stewardship**

Our sub-committee has worked closely with the Advocacy Group in the preparation of material. Within the next year we expect this area of our work to be moved from us and placed more firmly in partnership with advocacy. We welcome this but believe that we have had an important part to play in ensuring that stewardship is seen as reflecting the wide concerns of discipleship and is not simply about money.

### **SPIN**

There is a fuller report about the work of SPIN at the back of the Book of Reports. However, it is important to say that we are glad to continue our support for their work. We welcome the publication of the results of the Women's Research Project. We are also co-operating with Janet Lees and SPIN in the preparation and

publication of a set of Bible Studies which we hope will be of help of many churches as they continue to consider the Community of Women and Men in the church.

We believe that to be Christians and members of the church is not a passive role. It is a dynamic activity in which we need help and support and through which we can grow to a greater sense of faith and fulness of life. We pray that the work of our committee assists in this.

### RESOLUTION

The Assembly receives this Report for debate.

## DOCTRINE & WORSHIP COMMITTEE

**Convener:** Dr David Thompson

**Secretary:** The Revd John Taylor

### The Basis of Union

Prime attention has been given to the revision of Schedule C (Affirmations to be made by Ministers at Ordination and Induction) and, with the valuable assistance of several Districts and correspondents, the committee offers the Assembly fresh proposals as set out elsewhere in the Book of Reports.

We are now turning our attention to Schedule D and one or two other parts of the Basis of Union which lack inclusive language.

The Mersey Province has raised an issue of fundamental importance in the Church. It concerns the nature of authority among us. They ask, 'What happens or ought to happen to decisions made at Assembly in relation to Ministers and Members'. We feel there is a vital need for the Church at all levels to examine its understanding of mutual commitment and therefore we look forward to assisting the Province in promoting this discussion.

### Ecumenical Involvement

Maintaining links with other Churches in the fields of doctrine and liturgy takes up much of our time.

- a) In August the WCC Faith and Order Conference on *The Faith we Share* takes place at Santiago de Compostela. The URC will be represented by the Revd Principal Martin Cressey and the Revd Susan Durber. Members of the committee have written a commentary on *The Church as Koinonia*, the statement emanating from the Canberra Assembly, on which Santiago is to build, and this is available on request.
- b) The committee has responded to the Leuenberg statement on Baptism, drawing attention in particular to our dual-track polity.
- c) We have sent responses to our friends north of the border concerning *Who goes where?* and *Deacons for Scotland?* From Wales has come *Christian Baptism* and *Church Membership* and a draft *Joint Induction* for ministers going to URC-PCW charges and we have, we hope, made some points of value about these.
- d) Joint Induction Services are also on the agenda of the Joint Liturgical Group on which the Revd Dr Colin Thompson and the Revd Susan Durber represent the URC. Colin has served for a long while and now feels he should retire. We are grateful to him for all his work.
- e) Churches Together in England has set up a Theology and Unity Group to co-ordinate work. It plans a major five year exercise *Called to be One*. Mr Bert Worrall takes care of this area of our activity.

- f) Several members of the committee looked at proposals for an *Agreed Syllabus of the National Curriculum Council* at the request of the Revd Dr Stephen Orchard of the Christian Education Movement.
- g) The Churches Group on funerals asked the URC if its ministers would conform with the Anglican practice of not asking for fees for the funerals of infants up to one year old. The committee did not think our ministers did expect fees in such circumstances but undertook to make this matter known.

## **Responding to Your Needs**

In the course of a year we receive letters from churches, Districts and individuals requesting information or advice and we try to answer these as promptly as possible. We also had a request to visit the East Midlands Province to discuss several topics troubling them. The Convener and Department Secretary went, and said afterwards that they wished similar meetings with other Provinces might take place.

## **Worship**

A second instalment of Festival Services is expected to be ready in time for the Assembly and this should add seven more services to the loose-leaf book. Providing there are no hold-ups there should be a Carol Service (Carolyn Brock); Services for Epiphany (Edmund Banyard), Ash Wednesday (Betsy King), Easter Vigil (Terry Oakley), Trinity Sunday (Mary Frost), Harvest (Betsy King), and Church Anniversary (Stephen Thornton).

A Worship Reference Group to encourage a discriminating use of modern music and other liturgical aids to worship has been set up with representation from the Musicians' Guild.

## **A Tribute to the Moderators**

Assembly should be aware that the three Moderators of Assembly entitled to attend our committee, Mrs Ruth Clarke, the Revd Malcolm Hanson and the Revd Donald Hilton, have been present at both our meetings and for most of the time. Their wide experience, different churchmanships and above all their enthusiasm has enriched our proceedings and we are very grateful to them for their time and interest.

### **RESOLUTION**

The Assembly receives this Report for debate.

## **HEALTH & HEALING COMMITTEE**

**Convener:** The Revd Robin Hine  
**Secretary:** The Revd Jim Hollyman

Some of those people with a long involvement in the ministry of healing felt that the Morris Cerullo campaign in London in 1992 set back their cause by many years. On television we saw some disturbing pictures, more of frenzy and sensationalism than of love and compassion. Many disabled people were hurt and angry at the sort of advertising posters on display. They felt these undermined their whole worth as persons. Health became an area of controversy.

Health is more often an area of conflict than people like to admit. Health is also a political issue. Sometimes the narrow focus on the individual, becomes an excuse for not looking at a broad map. The committee tries to serve both those involved in the compassionate committed personal care we understand as integral to a ministry of healing, and those who see the need to fight a battle for justice and peace.

The annual lecture to the Churches' Council on Health and Healing in 1992 was given by Revd Howard Booth with the title 'Living on a large map'. His concerns were that we have maybe failed to communicate what true Christian healing is.

Health is elusive. Dr Michael Wilson put it this way. "Health cannot be ensured. Like love and truth 'it resents approaches that are too intense.' We can only pay attention to the things which make health possible. Health comes as a surprise. The guest, whose room has been prepared, arrives: but unexpectedly. Health is a gift, a grace." (*Health is for People DLT 1975*)

In what we say of health and healing we need a proper humility.

## **Regional Events**

The network of Provincial Consultants remains our link to different parts of the country. Since July 1992 the Methodists have been appointing Methodist District Secretaries for Health and Healing, and we hope to strengthen regional links there. There have been a variety of conferences and training days in Provinces and Districts. The committee is concerned to encourage and support such events.

## **Training**

Concern that the healing ministry should be included in basic training courses of the Church has continued. As well as a visit to Mansfield College, and a contribution to the North East Ordination Course, preliminary contact has been made with those overseeing the training of Non-Stipendiary Ministers.

## **Study Kit on Health and Healing**

Work continues on a set of learning material, in a format that allows flexibility in use. The aim is to produce the first and second stages of this by the summer of 1994.

## **Disability**

One of the committee's concerns has been the way we provide for and value disabled people. A study pack on Disability has been prepared by a disabled member of the committee. This course challenges us to examine the ways both church and society have frequently isolated or patronised disabled people. We commend the pack to the use of local churches.

## **Hymns on a healing theme**

A leaflet has been published that explores the hymns in Rejoice and Sing which are useful for worship in healing services. The thesis is that the theme of healing is already present in the worship we offer. At the request of one of our observers, equivalent hymn numbers for the most recent Methodist and Baptist hymnbooks are also included.

## **Occult**

A brief paper on the occult was received by the committee. This subject too raises all sorts of questions touching on wholeness and healing. The difficulty is in saying anything without seeming either sensational or silly. The paper is an attempt to at least start conversation on this area. As additional reading the Methodists have a position paper written by Revd Howard Booth, which we commend to those wishing to think further about a difficult and controversial topic.

## **CCHH**

The Churches' Council on Health and Healing has been able to appoint a full-time Director, who took up his post in January 1993. We have said farewell to the acting director, Revd David Howell, and welcomed Mr Bernard Cartwright, a Roman Catholic layman, as the incoming Director.

### **Community Care**

From April 1st the long heralded Community Care plans have come into operation. These represent a major change in the way that care is provided for many people - elderly people, disabled people, mentally ill and learning disabled people, and others. We share concerns about the pressures on staff implementing new policy, and on users of the services. There is wide-spread concern that finance will not go far enough. The changes in the way funding is administered will affect many people.

We ask local churches to be aware of the contributions they can make to Community Care. In some local churches several members will be professionally involved in supplying services. They need your understanding, prayer and support.

Churches can be involved in partnership with voluntary and statutory organisations in providing care. Churches can foster meeting points that help the building of community. There are specific areas of advocacy and help in times of transition in which members can be trained. It is important that the support offered is committed and reliable.

As we write there is great uncertainty and some anxiety about what lies ahead. We would welcome any personal accounts, affirmative or critical, of the ways that community care is working out in practice. These can be sent to the committee secretary.

### **The Health Service**

There is continuing concern about stress and strain in a changing NHS. We are encouraged to hear that both the Free Church Federal Council and the Methodist Church are attempting to monitor and respond to such change. As a small group faced with many concerns we will continue to value the information and perspectives our ecumenical partners can provide.

#### **RESOLUTION**

The Assembly receives this Report for debate.

## **PRAYER HANDBOOK**

**Secretary:** Revd Terry Oakley

The 1993 book, the first to be edited by Kate Compston is entitled **Encompassing Presence** and contains prayers in a Celtic style by Kate McIlhagga as well as quotations and meditations. Thanks are also due to Sara Broughton for the illustrations in the book and for the cover design.

The 1994 book, entitled **Edged with fire**, has prayers written by Bob Warwicker and Janet Lees, and again uses the new Joint Liturgical Group's four year lectionary, and the prayer cycle of the world Council of Churches.



## **INTERNATIONAL YEAR OF THE FAMILY - 1994**

1994 has been designated **United Nations International Year of the Family**.

A co-ordinating group for England has been established through FLEEP (Family Life Education Ecumenical Project), and Churches Together in England. It is organised by Pauline Butcher of the Free Church Federal Council.

Members of 25 interested bodies including all the main churches and a number of child/family agencies with church connections are committed to planning and working together for the year.

Plans are underway as to how worship can be shared. A large scale Ecumenical Service is planned. Other ecumenical services around the country are being encouraged. Local churches, especially, are being asked to consider developing their own special service or adapting ready published material.

The Church of Scotland has produced a report **The future of the Family** which makes interesting and thought provoking reading. £2.50 St Andrew's Press. Very good at making the reader consider their own reaction to new trends in family life and how helpful, or not, are the church's responses.

### **FORUM**

**Co-ordinator:** Revd Terry Oakley

The 1992 FORUM was **Roots and Branches'** our European Heritage and Hope. About 200 people experienced, a weaving of worship from Reformed, Celtic, and Taize traditions. They shared in stimulating Bible Study on St Mark's Gospel; and through prayer, music, art, embroidery, and in many more ways explored the European theme, in Church, and community.

**FORUM 1993** will celebrate the 21st Anniversary of the URC and look forward to the 21st Century with the theme of **Journeying**. Donald Hilton will lead Bible Study; Liz Byrne will lead worship; and a series of speakers will open up the themes within the URC story and amongst them will be: David Thompson, Edmund Banyard, and Tony Burnham. Forum will be from 21-27th August at The Hayes Conference Centre, Swanwick.

### **FAITH AND LIFE - CONVENER'S POSTSCRIPT**

As Convener of Faith & Life I am conscious that all the work described above would have been impossible without the dedicated and persistent service of many people, both staff and non salaried committee members, secretaries and conveners. I would wish to record the church's gratitude to them. In particular, we are remarkably well served by Terry Oakley, Secretary of Faith & life, who co-ordinates and contributes to the whole of this work. We, his colleagues, are grateful for his commitment and glad that he will be taking a full sabbatical leave this year before undertaking a further period of service to the church.

## FINANCIAL MANAGEMENT COMMITTEE

**Convener:** Mr Alistair Black

**Secretary:** Mr Clem Frank

1. The Financial Management Committee provides oversight of the finances of the Church, investments and other assets of the Church. It also acts as an advisory committee to the Treasurer and the Chief Accountant. At its meetings the Committee receives detailed income and expenditure accounts of the general funds of the Church.

2. It has delegated authority from the Trustees for the control and supervision of investments relating to the URC Ministers' Pension Fund and the Pool, with the Investment Sub-Committee reporting to it. These responsibilities will revert to the Trustees under the restructuring proposals which are being recommended to General Assembly.

3. This Committee undertakes any work which does not fit conveniently within the responsibilities of other Finance Committees of the Church.

### Church Buildings Fund

4. The Financial Management Committee supervises the Church Buildings Fund which provides loans and grants to churches undertaking modifications, extensions, etc to their buildings. During 1992 loans of £279,000 and grants of £44,000 were made.

### Legacies

5. In view of the immense value to the work and mission of the Church of the legacies which are received each year from the estates of URC members it is appropriate to acknowledge these gifts with deep gratitude and they are recorded in on **page 27** of the accounts in **Appendix II**.

#### RESOLUTION

The Assembly receives this Report for debate.

## FINANCIAL RESOURCES COMMITTEE

**Convener:** The Revd Alasdair Walker

**Secretary:** Mr Clem Frank

1. The main responsibility of this Committee relates to the supervision of the Ministry and Mission Fund and the creation of a budget taking into account anticipated expenditure and income which is principally sourced from Provincial contributions.

2. In creating the budget the central expenditure of the Church is subject to scrutiny and approval and each Province indicates their likely level of contribution. The objective is to establish a balanced budget for submission to the Mission Council and General Assembly.

3. During 1992 the Committee was preoccupied with considering the financial implications of the Maintenance of the Ministry's request to pay a stipend of £13,200 in July 1993 against the likely aggregate of Provincial contributions. The number of ministers serving the Church was shown to be a key and unpredictable influence within the Church's total costs.

#### RESOLUTION

The Assembly receives this Report for debate.

## MAINTENANCE OF THE MINISTRY COMMITTEE

**Convener:** Mr Michael Harrison  
**Secretary:** Mr Alan Taylor

### Personalia

1. Mr Alistair Black, who had served as Convener since May 1990, resigned in March 1993 following his appointment as Treasurer; the Committee wishes to record its gratitude for the wisdom, skill and industry of his leadership. The Committee is pleased that Mr Michael Harrison who has served the Committee for four years agreed to take over as Convener.

### Ministers holding Assembly appointments

2. Details of stipends and conditions of service from 1st July 1992 were circulated at last year's General Assembly, and for ease of reference are shown in **Appendix III**.

### Stipends

3. Whilst the Committee is pleased with the progress which has been made during 1992 and 1993 in establishing ministerial stipends at a more realistic and appropriate level, it is disappointed that the full attainment of the second agreed stage of £13,200 will not prove possible in 1993, especially as this figure was strongly supported by so many church members. As a result stipends will increase to £13,000 per annum with effect from 1st July 1993.

4. The Committee considers it is important to emphasise that the Church's commitment to the stipend improvement programme, which was widely endorsed by General Assembly 1991, will not have been honoured until a stipend of £13,200 at July 1993 equivalent prices has been achieved. It is necessary to clarify the current situation over the responsibility vested in the Committee to determine the level of stipend (vide Record of Assembly 1984).

5. The Committee supports the view that the continued payment of supplements by any church is no longer justified in the light of the new level of stipend payable from July 1993.

### Pensions

6. The Committee has been heavily engaged in considering the changes to the United Reformed Church Ministers' Pension Fund, which were introduced to last year's General Assembly. If agreed, the changes now being brought to General Assembly will bring about a more rational and stable environment against which to consider future stipend and pension policy.

7. The Committee is especially grateful to the Pensions Sub-Committee, under the energetic leadership of Mr Victor Hughff, for the enormous amount of detailed work involved in the production of the new proposals.

8. The Committee also strongly endorses the proposed restructuring of the United Reformed Church Trust to create a new Pension Trust which will simplify the objective of conforming to current good practice in the administration of the fund and its investments, as well as preparing for the surge of new pensions legislation which is expected to be introduced in the next few years.

#### RESOLUTION

The Assembly receives this Report for debate.

## RETIRED MINISTERS' HOUSING COMMITTEE

**Convener:** The Revd David Hannen

**Secretary:** Mr Bob Carruthers

1. During the year 1992, 12 retiring ministers and three ministers' widows were assisted with housing. There were no delays in the provision of capital for property purchase and all qualifying applicants were assisted.

In addition five tenants were rehoused in localities/properties more suited to their needs.

Number of properties as at 1 January 1992	262
Number of properties purchased in 1992	19
Number of properties received on Transfer of Engagements during 1992	2
Number of properties received as legacies	1
Number of properties rented during 1992	2
	-----
	286
<i>Less</i> number of properties sold	8
	-----
Number of properties as at 31 December 1992	278
	-----
OF WHICH	
Properties not occupied	0
Properties for sale	4
Properties occupied by	
Retired ministers	175
Ministers widows	87
Sitting tenants or other Non URC tenants	12
	-----
	278
	-----

2. Two applicants were housed by Memorial Hall Trust during the year.

3. All the properties sold during the year and those for sale at the year end were in areas in which no known applicant wished to reside at the time of sale.

4. At the year end three properties were in the process of purchase and three applicants were seeking properties.

5. It is anticipated that during 1993 housing will be provided for 18 applicants and 4 or more tenants will be rehoused.

6. As stated in the report for 1991, the Committee purchase ceilings for the year 1993 are based on "County" average prices for semi-detached properties in the county in which the property is situated. Information about the ceilings which apply for particular counties is available from the Secretary of the Committee.

It should be noted that the Committee has reverted to a joint purchase ceiling of the county average plus one-half with the applicant providing not less than the excess above the county average.

7. Once again the Committee draws attention to

1. The "purchase cost" of a property must be within the ceiling which applies: purchase cost is the purchase price plus the cost of repair, improvement, extension identified as necessary at the time of survey of the property prior to purchase.

2. The Committee maximum contribution is not provided as of right to each applicant. The Retired Ministers' Housing Society may provide less than its

maximum: an applicant's contribution towards the purchase of a property depends upon the amount of capital available to the applicant and spouse.

3. An applicant who wishes to have a retirement property costing in excess of the joint ceiling should consult with the Secretary of the Committee.

4. Joint purchases will be made normally by the Society and the applicant.

8. In 1992 rental income was based on a standard monthly rent of £48.00. The standard rent was increased to £50.00 per month from 1st January 1993.

9. The Committee is grateful to those Churches and Members who in 1992 contributed £104,000 in gifts and donations to the Society, and for the amount of £296,000 received in cash OR property in legacies during the year. These amounts included £71,633 made available out of the proceeds from the re-development of a church, and a bequest made by the late Revd Tim Healey, a past Chairman of the United Reformed Church Retired Ministers Housing Society, of his property in Cambridge.

10. The Committee is grateful to those members of the Denomination who provide oversight to the retirement properties and the ministers and widows who reside in them. During 1992 they were responsible for maintenance and repairs to properties costing over £86,000. In the year 1992 the Principal Officers made visits to 4 applicants, 48 tenants and 10 properties untenanted.

11. In November 1992 two Pre-Retirement Courses were held at the Windermere Centre. Participation in these courses by the Principal Officers and those retiring ministers seeking assistance with housing has brought about a better understanding of the retirement housing scheme. The Committee recommends that all ministers who are approaching retirement whether or not they need assistance with housing make every endeavour to attend one of these courses.

#### **RESOLUTION**

The Assembly receives this Report for debate.

## **WELFARE & EMERGENCIES COMMITTEE**

**Convener:** Mr Ray Heritage  
**Secretary:** Mrs Judy Stockings

1. It would be possible to look through Assembly Reports for previous years and see that in presenting the report for the Welfare & Emergencies Committee, little changes. The confidentiality of the work we do means that we are only able to report in general terms.

2. During the last year we have done our best to endeavour to disburse the eight funds from which our finances come, as fairly as possible: for example we have made Christmas gifts to 587 widows/widowers to the value of £29,250. It is gratifying that we have been able to meet most of the requests for help that have been received and which come within the terms of the different trusts.

3. As always we have been most grateful for the help that we have received from the Provincial Moderators which has been of great value, and for which we thank them.

#### **RESOLUTION**

The Assembly receives this Report for debate.

# INTEGRATED TRAINING WORKING PARTY

1. **The remit of the working party.** In 1989 the Ministries and Faith and Life Departments agreed, following consultation, to explore the possibilities of integrated training because of the need to re-examine and revise 'Exploring the Faith' and other courses, the developing of a training network, and possible gaps in the provision of training, such as for elders and church members. A full report of the need for training, the present picture of training, the nature of Christian training, and issues in training was given in the 1991 Reports to Assembly, together with recommendations about its future development.

2. The following resolution was passed in 1991:

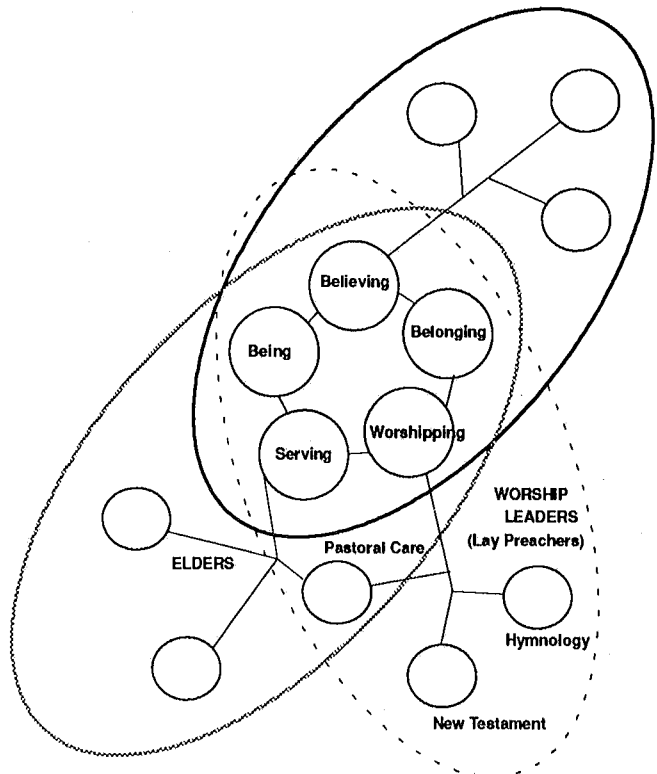
- (i) Assembly commends the Policy Statement for discussion throughout the church, with comments and responses to be made by Easter 1992.
- (ii) Assembly asks the Ministries and Faith and Life Departments, in consultation with the Church and Society and World Church and Mission departments, to establish a group
  - (a) who would produce and develop the use of integrated training courses for the URC, and
  - (b) search for and stimulate greater collaboration of training personnel including support for the training network.

Several responses were received, which helped the group continue its thinking.

3. Work has been undertaken to produce new a membership course, 'Members Together' which is available at this Assembly.

## 4. **Developing Discipleship**

The working party has also been working on post-membership material, called, 'Developing Discipleship'. This material consists of a series of five basic modules, for those who want to explore their faith. It is also proposed that there could be add-on modules to serve various groups within the church, such as elders, youth and children's workers, ministers, and other worship leaders, leaders of women's and men's groups and house groups, pastoral workers, community workers and for members' service in the world. (see diagram).



5. Some people may use the material because they want to develop their discipleship. Some may be reflecting on where they are now, and what they need in the future. Some may need accreditation for future service or training, eg, lay preachers and those requiring a foundation for ordination training. We know that there is an urgent need to replace the 'Exploring the Faith' course for lay preachers, to review the URC course for non-stipendiary ministers, and to provide a foundation course for ordination training.

## 6. Content

The 'Developing Discipleship' programme will contain five "core areas", the main themes of which are set out below. The basic modules will provide material which can be re-visited in further study, as add-on units for those studying to be lay preachers, etc.

### (a) **Being**

Aim: To explore where we are on Life's journey

*Core areas:*

- \* Understanding God's activity in human experience (sin and redemption)
- \* Understanding ourselves
- \* Self-awareness
- \* Relationship building
- \* Discernment - Discerning the influences on our being

### (b) **Believing**

Aim: To discover what it means to believe

*Core areas:*

- \* Statement of faith - creeds
- \* The language of faith
- \* Bible
- \* How people come to faith
- \* Expressing, sharing, claiming faith: Testimony

### (c) **Belonging**

Aim: To explore what it means to belong to the church

*Core areas:*

- \* The church's story
- \* The URC story
- \* Who's in, who's out
- \* Rites of entry: Baptism, Communion etc.
- \* How groups work
- \* How to be part of the church today

### (d) **Worshipping**

Aim: To understand how and why we worship

*Core areas:*

- \* The structure of worship and sacrament
- \* The Christian year
- \* The nature of worship and sacrament
- \* Preparing worship

### (e) **Serving**

Aim: To discover what it means to be part of a serving community

*Core areas:*

- \* Stories - Personal  
Community  
Political  
Practical
- \* Bible: God who serves; who is my neighbour?

## 7. Consultation

The working party has consulted many groups with these ideas: Mission Council, District Councils, Provincial Directors of Training, the Training Network, the YCWT and YLTO team, the Youth and Children's Work Training Committee, the Christian Education and Stewardship Committee, the Doctrine and Worship Committee and various tutors. Note has been taken of their comments, and the work redrafted. We have especially taken note of requests that we consider ecumenical courses already in existence. The idea is not to replace these, but to provide a course for those who find other courses inaccessible.

## 8. **Methods**

A variety of methods would be used, suitable for *individual* study, eg visits, projects, journalling, writing, reading, and for *group* study, eg drama, role play, debate, discussion. Some work would be done together, other work could be led by a tutor, yet further work could be unsupervised.

There will be a connection between philosophy of the course and its methodology. The course will be sufficiently demanding to have integrity but not so hard as to be off-putting.

## 9. **Writers**

Teams of writers from five provinces have been asked to write one module each between Easter 1993 and 1994. The aim is that these teams should pilot test their work, and that all five modules will be launched at the 1994 General Assembly and introduced on a limited scale in the autumn of 1994.

## 10. **Time Commitment**

It is suggested that the five modules could be taken in one year, and that each module might take about 20 hours of individual study plus five hours in group work. Half way through each module, the student would meet with a tutor or local support group.

## 11. **Accessibility**

Access to the course will be made as easy and as flexible as possible, with groups meeting in the locality of the participants and work designed for the local church setting. Tutors will be available across the country, recruited from those with experience of tutoring other courses, as well as those trained specifically for this course. It was considered that the right personnel were needed with appropriate enabling skills and a common philosophy.

There already exists a variety of personnel in Districts, Provinces and nationally, who can be drawn upon: Provincial Directors of Training, Provincial Training Officers, the Youth and Children's Work Training Team, tutors for Exploring the Faith, Equipped to Teach etc. It is, however recognised that some tutors are already heavily committed.

## 12. **Assessment**

- (i) Where assessment is necessary it was suggested that any project material, essays etc. be completed early enough so that assessment may take place before any courses may be taken the following September.
- (ii) It is suggested that individual groups (eg: Lay Preachers Committee, Theological Colleges) are to decide what add on courses (if any) are required to meet assessment requirements.

## 13. **Costs**

It is hoped that the production of this material will be self-financing. A final decision has not yet been made about fees, but costs of materials, tutors expenses and meeting costs will need to be met. If fees are charged then funds could be made available from local churches, and/or a national lay training fund.

### **RESOLUTION**

The Assembly receives this Report for debate.



# MINISTRIES

**Convener:** The Revd C Keith Forecast  
**Secretary:** The Revd Dr Lesley Husselbee

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## VOCATIONS COMMITTEE

**Convener:** Revd Derek Gill  
**Secretary:** Revd Michael Diffey

1. Apart from our steady on-going work of considering individual applications for transfer from other churches, a wide variety of interesting questions with a bearing on entry into our ministry have come on to our agenda in the past year. The most important of these are also matters on which it is difficult to see the way ahead with any clarity. Our progress is detailed in the paragraphs that follow.

### NUMBER OF MINISTERS AND RECRUITMENT

2. We are subject to opposing pressures on the rightness of an active recruitment policy. On the one hand there are those who rightly look at the opportunities for mission in new situations, and who want us to be able to deploy ministers to encourage new growth as well as to provide leadership in existing congregations. To seek all the ministers we could usefully employ implies a very active recruitment policy. On the other hand the difficulty of raising enough money to pay the current number of ministers at the rate that Assembly believes we should, counsels caution. This is reinforced by the fact that compared to other denominations we have an unusually low ratio of members to ministers. At the moment we have a situation in which our own number of ministers employed is falling slowly. This trend seems certain to continue in the immediate future, with retirements exceeding ordinations.

3. The truth is that we have never successfully answered the question of how many ministers we should be employing in the URC. We need, but lack, a clear idea of the number we require not just for maintenance but for mission, due regard being paid to the resources available in our denomination.

4. The conclusions approved by Assembly on the report of the current working party on 'Patterns of Ministry' should clarify our collective mind on this issue. We believe that we should draw conclusions for long term recruitment policy after that document returns to Assembly, but are asking the working party to keep us informed of the trend of their thinking as it impinges on the number of ministers likely to be required in the future. In the meantime we believe that we should maintain our current positive recruitment policy, with the implication that the current downward trend in the number of ministers is likely to continue.

5. In the meantime we are rightly being pressed to avoid wastage of our resources in every way we can. In particular there is concern about the high cost of training ministers who can expect to give relatively few years of service. We are in the process of considering the implications of this and are consulting with the Working Party on Patterns of Ministry.

6. To help the process of budgeting we have been asked to provide the most accurate forecasts we can of the number of ministers likely to be employed over the next two years. This indicates a likely reduction of at least 20 by the end of 1994 on the end of 1992 figure of 708.

## **ASSESSMENT BOARD**

7. The Board continues to provide a national standard of assessment. Its advice helps substantially in ironing out local and regional differences in criteria and standards of assessment, thus ensuring greater fairness for all candidates. A programme of training for members of the Board has been initiated. It is hoped to share this with members of Provincial Committees who have responsibility for the final decision on candidates.

## **VOCATIONS SUNDAY**

8. Material was produced by a group in Tottenham for use on Vocations Sunday or on another appropriate Sunday. Although we are aware of a number of our churches which observed Vocations Sunday in November, we suspect that the challenge of ministry is not as widely presented as it deserves to be.

9. We have been trying for some time to co-ordinate our Vocations Sunday with that in the Methodist Church. United Churches are unlikely to observe both. We have now agreed that Vocations Sunday will normally be *Epiphany 2*, when the readings in the Joint Lectionary are appropriate. In 1994 this will be January 16th. We will alternate with the Methodist Church in producing the material to be provided for churches. We hope that we may achieve wider ecumenical co-ordination in the future, but this is as yet a distant dream.

## **APPEALS PROCEDURE**

10. The suggestion we made last year was referred back for further consideration. Taking note of what was said in Assembly and some other representations made to us since, we have concluded that a separate appeals procedure would be a mistake. We are now looking at alterations to the whole process of candidating to make appeals less likely to be needed, and intend to bring proposals to the Assembly in 1994.

## **THE SUSPENSION AND RESIGNATIONS OF MINISTERS - A PASTORAL MEASURE**

11. It has been pointed out to us that the Pastoral Measure does not mesh well at all points with the responsibilities of the councils of our church. We intend to bring alterations to the Assembly in 1994 to ensure that the procedures suggested are consistent with these responsibilities at all points as well as being as pastorally helpful as possible.

12. On a number of important issues, therefore, work is continuing and proposals will be brought to Assembly as soon as possible.

## **ROLL OF MINISTERS**

(From 1st March 1992 - 28th February 1993)

### **13. ADMISSION TO THE ROLL OF MINISTERS.**

#### **By Ordination - stipendiary:**

Eric Massey, Anne Wilson, Philip Nevard, John Campbell, Norma Leveridge, Alison Hall, Christine Haward, Paul Stokes, Peter Cruchley-Jones, Simon Walking, Duncan Goldie, David Haslam, Robert James Brown, Ranald MacDonald, Geoffrey Clarke, Neil Thorogood, Geoffrey Davis, Keith Brown, Brian Shenk, George Watt, Heather MacLeod, Kristin Ofstad, Frances Kissack, James Kissack, Keri Eynon, Lythan Nevard, Norman Vivian.  
David Fraser (for service overseas through CWM).

#### **By Ordination - non-stipendiary:**

Linda Elliott, Heather Pencavel, Timothy Huc, Maureen Ponsford, Valerie Price, Myra Dillistone, Margaret Tilley, Barbara Flood-Page, Birgitta Johnson, Ann Collins,

Jeremy Priest, Muriel Jeffrey, Betty Chadwick, Brenda Sugden, Keith Green, Robert Lithgow, Laurence Coutts, Stephen Gilbert

**By transfer from other churches:**

Revd Mark Dunn (Uniting Church, Australia) Revd Graham B Robson (Baptist Union)  
Revd Rodney Ward (Baptist Union).

**Transfer within the Roll of Ministers**

Non-Stipendiary to Stipendiary - Revd Roger Woodall, Revd Gillian Brown.

**Certificates of Eligibility**

Revd Dr Roland White, Revd William Colville Thomas, Revd Paul Baker,  
Revd Robert McGaha, Revd James Selden Harris Jr., Revd Margaret Dodds,  
Revd Richard Dodds.

**Ministers of Other Churches serving the URC**

Revd William Francis, Revd Barry Thorley, Revd James Wesley Cernohlavek,  
Revd Brian Bailey.

**DELETIONS FROM THE ROLL OF MINISTERS**

**By transfer to other churches**

Revd Peter Adgie to Presbyterian Church, USA  
Revd Ian Sellers to Methodist Church  
Revd John S. Bremner to Waldensian Church, Italy  
Revd Louise Drake (retired) to United Church of Christ, USA  
Revd Keith McNicol to Church of England  
Revd Clive Thompson to Church of England  
Revd Dr Roger Newell to Presbyterian Church, USA  
Revd Dr Alan Sell to the Presbyterian Church of Wales  
Revd Paul Ellis to the Baptist Union  
Revd Dr Bernard Thorogood to the Uniting Church of Australia

**Roll of Accrediting CRCWs**

Miss Bethan Galliers.

We note with sadness that 42 ministers have died during the past year and tribute is paid to them during the Assembly.

**RESOLUTION**

The Assembly receives this Report for debate.

**TRAINING COMMITTEE**

**Convener:** Mrs Elisabeth Jupp  
**Secretary:** Revd Dr Lesley Husselbee

**CRITERIA FOR MINISTRY**

1. Work is continuing on a paper to provide criteria for Ministry, both of the whole people of God and in particular for the Ministry of Word and Sacrament. Once we are clear what we expect of ministers, it should be easier to devise and monitor better ways of training them.

**NORTHERN COLLEGE REVIEW**

2.1. Arising from the recommendations in its report *Enhancing Effective Ministry*, Northern College is working with its partners in the Northern Federation for Training

in Ministry on a new course structure. Hitherto the academic component of the training has meant working for a qualification at the University of Manchester. Other aspects of training at the College or in church and community placements have had to be fitted around the academic work, and students have not always been able to see the relation between the different parts of their training. The proposed new course aims to integrate the different components of education and training. From the outset of the student's time at college, the academic and other work will run concurrently with that undertaken in a local church and community by means of a series of placements throughout the entire course. The course has in mind a partnership involving the college, the university, local churches and various statutory and voluntary bodies. The objective is a ministry which will bring the gospel to bear upon contemporary situations and not shirk the challenge which the contemporary world addresses to the Christian tradition.

2.2. The college is recommending the use of agreed criteria for evaluating competence for ministry.

2.3. The Report lays emphasis on the recognition of education and training undertaken by the students before entering college for the purpose of determining the appropriate training at college. It recommends that the Church consider making a pre-college Foundation course compulsory.

2.4. The Report also asks the church to consider the possibility of making post-ordination training compulsory.

2.5. The Ministries Training Committee welcomes the work done by Northern College in producing the Report and encourages the college to move towards a new course structure to start in September 1994 in accordance with the principles set out in (30) above.

2.6. The committee asks Northern College (a) to share the Report and recommendation with other training institutions, and (b) after further consideration to bring its consideration to the committee for report to a future Assembly concerning the following issues:-

- (a) The advisability of there being a compulsory foundation course.
- (b) The advisability of there being a scheme for compulsory post-ordination training, consisting of continued academic study and short residential courses, developing particular skills and understanding of the needs of particular ministries.
- (c) That the appropriate committees and groups within the URC take steps to develop a comprehensive and coherent scheme, including finance for training for different ministries and define the role of the colleges and courses within it.

## **STUDENT CONCERNS**

3. The Committee is considering students' need for support. It can be difficult for Provinces to give proper care to students who have moved away for training while the students remain the responsibility of their sending Provinces.

4. Concern has been expressed to the Committee about the difficulties which may cause stress within student marriages, as a consequence of one partner studying for the ministry. We are looking into ways in which we might help.

5. It has been agreed that there will be no further written confidential reports on students to Moderators.

## **ALTERNATIVE PROGRAMME**

6. We have now 13 students working under the Alternative Programme for Training. Students on this course are normally attached to recognised Colleges, but are able to work in ways more suited to their particular home circumstances. We continue to monitor the progress of this programme.

7. The One Year Rule. We are continuing to examine the present requirement whereby all candidates for the stipendiary ministry must spend at least one year on a College-based course. The situations of candidates are complex and we are not yet in a position to report to Assembly.

## **'A WAY AHEAD' REPORT**

8. The House of Bishops in the Church of England published its report on theological colleges and courses, "A Way Ahead", in October 1992. Although the report has not been fully accepted as a whole within the Church of England, we welcomed its ecumenical thrust - the Revd Michael Dunford and the Revd John Taylor (Methodist) having been full members of the report committee - and the proposals that colleges and courses work more closely together. We also welcomed the suggestion that there should be a development in collaborative ministry of the whole people of God in the colleges and courses, and an emphasis on the life-long aspects of development and training. We look forward to further participation.

## **PROVISION OF FUTURE SCHOLARS**

9. The initiatives noted in the Committee's last report have continued. Guide-lines have been considered, together with possible funding arrangements to encourage ministers to consider the need of further study for the benefit of the Church, their congregations and themselves. It is proposed that a URC scholarship fund may be set up for which applicants would be sought. The URC may also suggest areas of desirable research.

## **MINISTERIAL TRAINING FUND**

10. The Ministerial Training Fund continues to respond to requests for funding by students. Particular requests for assistance have been considered very carefully, personally and on a pastoral basis. We have noted the financial strains put on dependent families and have tried to ease some burdens and relieve anxieties. Recent legislation and difficulties in obtaining employment during vacations have caused problems for students which we have tried to mitigate.

## **LAY PREACHING COMMITTEE**

11.1. **Publications.** The Committee has produced 'More about the Ministry of Lay Preaching' to complement companion booklets about other URC ministries. We are reviewing all existing URC publications aimed at Lay Preachers to determine the need for revision or replacement.

11.2. **Training.** We welcome initiatives in several parts of the country towards the fully ecumenical training of Lay Preachers and are seeking to encourage further work on this. Within the URC we are examining the scope for more in-service training of Lay Preachers to be undertaken jointly with ministers.

11.3. **'Exploring the Faith'.** The administration of this course is now undertaken from Westminster College by Mr Andrew Armour in an honorary capacity. Administration for Lay Preaching at Church House is being undertaken by the new Ministries' assistant, Mr Frank Blackburn.

## PERSONALIA

12. The Committee would like to extend its grateful thanks to the Revd Robert Latham, who has faithfully served the Church as Convener of the Ministerial Training Fund Committee for many years until July 1992, and we welcome the Revd Julian Macro as convener of this sub-committee. In particular, we would like to thank Mrs Elisabeth Jupp, who completes her term as convener of the Training Committee this July. Elisabeth has given much of herself to this task over the last six years. In addition we note three outstanding pieces of ministry: Dr Jack McKelvey retires from his post as principal of the Northern College, a post he has held since his return from South Africa in 1979, the Revd Roger Tomes retires as Old Testament lecturer at the Northern College where he has been since 1977, and Mrs Doreen Dunford has left after no less than 33 years in the church's employ as personal assistant to a succession of Assembly Officers from Miss Dorothy Biggs through Dr Robert Latham and the Revd Michael Dunford to Dr Husselbee. We know the whole church joins us in celebrating those achievements and in wishing the people concerned every blessings as they continue their Christian service elsewhere.

### RESOLUTION

The Assembly receives this Report for debate.

## SUPPORT COMMITTEE

**Convener:** Revd Dr David Cornick

**Secretaries:** Revd Michael C Diffey & Revd Dr Lesley Husselbee

1. The Support Committee's business is to encourage ministry in those areas which are not necessarily regarded as priorities. Consequently, ministry in education, in the armed services and in new communities, within urban and industrial settings and alongside the poorest as well as the privileged to enable a Christian presence to be experienced and a prophetic voice to be heard in these areas. To enable this, the United Reformed Church allocates considerable resources. The Support Committee is responsible to ensure that these are well used in God's service. These include thirty 'special category' ministry posts and a budget heading of £110,000 to enable grants to be made to local ecumenical work in which the URC is involved (Ministry in Ecumenical Situations Grants).

2. Twenty eight 'special category' ministries posts are approved, including two new ones during the past twelve months. £80,000 has been allocated to ecumenical work and the unexpended amount is reserved to enable the URC to contribute to the growing number of ecumenically appointed regional ecumenical officers.

3. Few institutions in our society are changing as rapidly as those of higher and further education. Polytechnics have become universities, student numbers have dramatically increased, grants have become loans. The need for a Christian presence on 'campus' has never been greater. We are able to continue to support chaplaincy at Aston, Bedford, Bristol, Humberside, Keele, Leeds, Liverpool, London, Manchester, Nottingham, Southampton and Warwick. To our knowledge there are 4 URC ministers involved in full-time chaplaincy and over 100 in part-time.

4. Kevin Swaine continues to co-ordinate this work. He also administers the student Link-Up Scheme by which URC students going into higher or further education can, on request, be put in touch with the URC chaplain. Churches, or individuals, wishing to use this service are invited to write to Kevin Swaine at the Office at Tavistock Place.

5. The CRCW programme has been through a transitional year. Graham Ghaleb has taken up the reins as CRCW Development Worker. The Covenant, by which workers, local projects and the Central Management committee (formerly the Ministries in the Community Sub-Committee) agree to work together is now in place and all existing and new projects are invited to sign. Ernest Cruchley concludes his term of office as convener of the Central Management Committee and the church owes a debt of gratitude to Ernest for his care, his patience, his persistence, and above all his belief in the programme and community ministry. We wish him well.

6. There are eight CRCW posts around the country and five students in training. Discussions continue to ensure that these important pieces of work are continued during the inevitable interruptions caused by maternity leave and vacancies.

7. The pre-retirement courses for ministers and spouses run for the committee by the Windermere Centre are held annually. Last year, due to the high number of retirements, it was necessary to run two courses and it may be necessary to do the same this year. We continue to receive many expressions of appreciation from those attending for these courses which makes all the effort so worth while.

8. The Committee has three working parties in process. We are co-operating with the North Western Province who are exploring the issues of 'Women in Ministry', we have set up a small group to review 'special category' ministries and, we have established a small group to suggest methods of appraisal appropriate to the URC. We hope to bring an interim report to Assembly next year, and present proposals in 1995.

#### **RESOLUTION**

The Assembly receives this Report for debate.

## ***PATTERNS OF MINISTRY***

In 1992, Assembly referred back the many issues raised by the report **Patterns of Ministry** for further work. With the approval of the Mission Council a working party has been set up under the convenership of the Revd Malcolm Hanson to arrange for those and other related matters to be examined in depth and for a major report to be made to a future Assembly. The working party is aware of the need to produce a report which combines theological depth, acceptable practices and concern for ecumenical relationships. At the same time, there is a need for some urgency since the issues have wide ranging implications for the work of the church. We hope it may be possible for an interim report to be available in 1994 but the final report will take much longer. Meanwhile members of the church and its councils are invited to alert the working party to issues which seem to require its attention and to make submissions for its consideration.

# REPORT OF NOMINATIONS COMMITTEE

1. The Nominations Committee has been involved in a learning process during the past year, as, with new officers, a smaller committee, new ways of collecting names of possible nominees for vacant posts, we have sought to do justice to the terms of reference laid down for us at last year's Assembly, within the structure of the Mission Council. We are greatly indebted to Districts and Provinces who have responded to our request for names of people who might serve the URC in a variety of ways. The officers have also consulted with Committee Conveners and Secretaries who have been given the opportunity to comment both on posts and the gifts needed for those posts. We have followed the proposal for discussions within Mission Council regarding the continuance of any post, and, as a consequence of this some changes are being made, namely, the post of Personnel Secretary World Church and Mission is to cease on August 31st and be replaced by the post of Executive Secretary from 1st September. The post of Advocacy Secretary is being widened to include Stewardship from 1st April 1994. It is anticipated that nominations for both these posts will be included in a Supplementary Report to Assembly.

The bulk of the work falls on our Secretary, the Revd Arnold Harrison, to whom we are greatly indebted.

2. *Provincial Moderators* - five Review Groups will be meeting during the autumn (Northern, Yorkshire, Merseyside, Southern and South Western) and the finding of 5 Conveners and 45 group members has been a further difficulty for us this year.

3. *Standing Committees* - the following Convenerships and Secretaryships have been appointed during the year and approved by Mission Council.

Maintenance of the Ministry - Mr Michael Harrison - Convener  
 Editorial and Management Board of Reform - Revd Brian Baker - Convener - for a further three years.

We are indebted to those Conveners and Secretaries retiring this year-

Mrs Elizabeth Jupp - Convener - Training Committee.  
 Revd John Taylor - Secretary - Doctrine and Worship Committee.  
 Revd Bill Mahood - Convener - Christian Education and Stewardship.  
 Revd Alasdair Walker - Convener - Financial Resources Committee.  
 Mr Alastair Black - Convener - Maintenance of Ministry Committee.

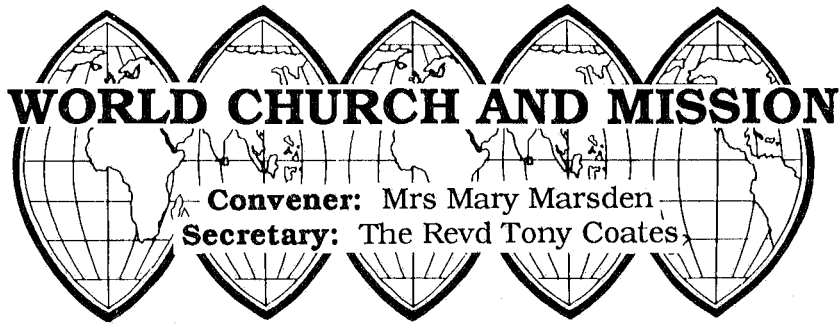
4. *Other Appointments made since last Assembly*

- (a) 5th World Conference on Faith and Order - August 1993 - the Revd Martin Cressey has been appointed to attend at the request of the WCC.
- (b) Director, Free Church Federal Council - the Revd John Johansen-Berg has been nominated in place of the Revd Bernard Thorogood.

## RESOLUTION

The Assembly receives this Report for debate.





## MISSIONARY AND ECUMENICAL WORK AT HOME COMMITTEE

**Convener:** The Revd Murdoch MacKenzie  
**Secretary:** The Revd Tony Coates

1 This year millions of people listening to **The Archers** shared part of the Committee's agenda as they heard a discussion about **Country Way**. This new magazine serving rural communities across the country reflects the intention of our missionary and ecumenical work in enabling people to use new ideas at the local level. **Country Way** is available at £5.00 per annum from The Arthur Rank Centre, National Agricultural Centre, Stoneleigh Park, CV8 2LZ

2 **We congratulate the Arthur Rank Centre** as it celebrates its 21st anniversary during the week of the General Assembly. Our Rural Consultant, Revd Michael Cruchley, as a member of the ecumenical team at the Arthur Rank Centre is involved with others in establishing helplines and support services for a farming community under increasing stress. Links have been established with rural ministers and elders in USA and Canada, and a 'five continent' International Conference is being held at the Arthur Rank Centre at Stoneleigh in June 1993. The Centre offers courses for those entering, or involved in, rural ministry. Amongst other groups, the Cambridge Theological Colleges Federation is offered an introductory course for students. The Rural Consultant will be happy to speak or preach in your church on the subject of 'Life and Faith in Rural Britain'. The Centre has been leading the way in the formation of a new **Ecumenical Rural Church Group** which will become the only ecumenical committee with a main concern for rural areas.

3 **Urban Rural Mission Group** The final Report of this group appears elsewhere but we wish to take this opportunity of congratulating Revd Charles Brock and the group for challenging the URC to engage in mission which addressed poverty and division and their causes. We commend the book 'Sightings of Hope' to all wishing to use new ideas at the local level. One of the most important papers produced by the group is that on **Resource Sharing** which is still being worked on under the auspices of the Mission Council.

4 **Decade of Evangelism Working Group** aims to enable people to use new ideas at local level. It seeks to do this via a decade person in each of the 75 districts. Already over 60 such people have been identified and three training conferences have been organised at regional level. A consultation at Barnes Close, **Consulting for Mission**, on how districts are developing the mission dimension of their visits/consultations had been oversubscribed and a more extended course on evangelism, **Breakthrough in Mission**, is being considered. Further to all this a weekend at Windermere was held in May under the title **Unpacking the Decade of Evangelism**. Various papers relating to evangelism are available via your district decade person or from Muriel Garrow at Church House. Recommended reading is John Finney's **Finding Faith Today** available from the Bible Society at £6.95.

4.1 **'Church Planting'** One way of reaching people at the local level is to enable new Christian cells to develop. By recognising Mission Projects the way is clear for new initiatives to take place.

4.2 **ON FIRE** is an ecumenical initiative for the celebration of Pentecost 1994. On Saturday 21st May 1994 local churches will be encouraged to hold a party to which the whole community will be invited. Full details are available from: **Peter Staley, Haddon Hall, 22 Tower Bridge Road, London SE1 4TR.**

4.3 **Commitment for Life** In the firm belief that justice is mission Church and Society's **Commitment for Life** programme will enable people at local level to be involved in evangelisation and hopefully it will be widely used.

4.4 **Evangelism Enabler** The possibility of using one of the WCM Special Ministries to enable someone from a partner church to come and work as a full-time Evangelism Enabler in an area of the URC is being explored.

4.5 **DEWG Convener** We wish to thank Revd Peter McIntosh for his inspiration. His place as Convener has been taken by Revd Murdoch MacKenzie. Revd John Parry has also resigned from the group and we thank him for his invaluable work over several years.

5 **Wales** Among interesting ecumenical developments in Wales over the past year we especially welcome:

- a) under the auspices of Churches Together in Wales (CYTUN) a group preparing **worship resources** for the churches,
- b) the gathering of responses to the Commission of Covenanted Churches (ENFYS) **experimental rite of baptism** and
- c) **increasing cooperation between URC Districts and Methodist Circuits** in several areas.

6 **Scotland** We note the proposals under discussion for restructuring the Congregational Union of Scotland and welcome Augustine United Church in Edinburgh as a local church of the URC. In consultation with the Doctrine and Worship Committee a response has been prepared to the Report from the Multilateral Church Conversation in Scotland **Who Goes Where?**

7 **Ireland** We received an excellent report from Revd Martin Manley on his visit to the General Assembly of the Presbyterian Church in Ireland. We have valued the input of Revd Jim Campbell from the PCI in keeping us up to date with events in Ireland.

8 **England** We wish to thank Revd Peter Poulter, the URC Adviser on Local Ecumenism, for the tremendous amount of work he has done in the past few years. Since January 1993 his position has been occupied temporarily by Mr Desmond Curry. From 1st September the work will be done by the new Executive Secretary working from Church House.

8.1 **Churches Together in England** have launched a five-year initiative under the title **Called to be One**. It is a major ecumenical exercise to discover the kind of unity God wills for the Church now. Copies of the document are available and the URC is participating fully.

9 **Council of Churches for Britain and Ireland** We receive reports from the Church Representatives Meeting and take action where necessary.

10 **The Nature of the Unity we seek.** A group set up by MEWH is at work and will report to Assembly in 1994. The agenda overlaps with that of CTE outlined above. The Koinonia Document of the World Council of Churches has been rewritten in simpler language and copies are available from Mr Desmond Curry, 68 The Mount, Court Farm Road, Hove BN3 7QR

11 **Methodist/URC Liaison** In accordance with the decision of last year's Assembly, the Secretary of the Methodist Conference and the General Secretary of the United Reformed Church arranged a meeting of those with executive responsibility for the central work of the two churches on 21st January 1993 at Wesley's Chapel, City Road, London. A useful initial exchange took place, relationships were renewed and formed, and much was learnt. The next meeting is already planned and a fuller report of progress will be given at a future Assembly.

12 **Free Church Federal Council** A further meeting has been held with URC/FCFC representatives and the objectives outlined in last year's Report are being followed up.

13 **Grant Making** Further work by Revd Roger Whitehead and members of the Advisory Group on Grants and Loans (AGOGAL) has enabled good progress to be made. The group is still working on the formulation of 'mission principles' to encourage the Mission Council to identify 'mission priorities'. The **New Enterprise in Mission Fund** made grants to 21 projects in 1992 and has a budget of £34,000 in 1993. A similar budget is available to the **Mission Expenses Support in the UK Fund** which is currently committed to 13 projects.

#### RESOLUTION

The Assembly receives this Report for debate.



## MISSIONARY AND ECUMENICAL WORK ABROAD COMMITTEE



**Convener:** The Revd Clabon Allen  
**Secretary:** The Revd Tony Coates

1 The ongoing challenge for this committee is to help keep alive the relationships with churches abroad. It is easy for relationships to get in a rut. It is even easier for relationships to fade away because of pressures here in Britain. Despite the flood of information on television and radio and in the newspapers about situations abroad, it is easy for all of us to be wrapped up in our own concerns. Some churches have extremely lively relationships abroad but a far larger number have a rather perfunctory connection with the Ministry and Mission Fund and no living connection with any individual or church outside Britain. Our task is to enable churches to be aware of the great variety of ways to relate to the World Church.

### 2 ASSEMBLY VISITORS

2.1 Every Assembly has a wide range of visitors from other churches and this gives every member of Assembly a chance to make contact with some of these individuals. There will be special meetings to enable you to hear them speak, but the visitors may prefer even more that you talk to them individually and build up some personal rapport.

2.2 One of the tasks of this committee is to give invitations to a range of denominations in different countries, trying to make sure that no-one is forgotten because certain other relationships are strong. There is also a concern to keep a balance between Europe and the rest of the world. Naturally travel is cheaper and it is easier to keep up our relationships with European churches (especially in Western Europe). However, we also try to have some representatives from elsewhere. This year we hope to have some people returning from the June CWM Council in Jamaica. In the Assembly handbook you will find the final results of our efforts.

2.3 The other side of these relationships is that we get invitations to attend Assemblies of other churches. Thus we advise the Moderator on his/her proposed visits and appoint others to represent us. These visits can be important symbols of our ongoing connections. As well as these official relationships, there are also many more personal contacts. Sometimes the first experience of a church situation abroad can be a life-changing experience and lead on to a continuing contact between 'grass-roots' Christians.

### 3 **CWM SWANWICK CONFERENCE**

Another place where personal contacts can be made is the CWM Swanwick conference. We are pleased that this conference of the European Region is still thriving. Last year 370 people attended, of whom 217 were from the URC. Swanwick is more than a holiday; it is a chance to see the World Church in microcosm.

### 4 **CHURCHES' COMMISSION ON MISSION**

4.1 This new body is gradually finding its feet as it takes over from the old Conference for World Mission of the Council of Churches for Britain and Ireland. New 'Forums' on Africa, Asia, Latin America, China etc. are being set up with URC representation

4.2 As an example of the operation of these Forums, we can look at two countries in Africa which are going through particular crises. Malawi is struggling to find a democratic way forward. Madagascar has had a long strike to achieve fairer voting in elections. In both countries the churches are actively involved and we have links through CWM. The role of the Africa Forum is to co-ordinate the efforts of the British churches in relation to these two countries. Through our representatives we can make a contribution to the development of all the newly created Forums.

### 5 **REPORTS ON VISITS**

This committee hears reports, both written and spoken, from those who have been appointed to attend Assemblies and conferences. One very significant report was from the Revd Elizabeth Welch as she told of her first full meeting of the World Council of Churches Central Committee. The WCC has elected a new General Secretary, Konrad Raiser, and is coming through its financial difficulties.

### 6 **CHAPLAINCIES**

6.1 We are all aware that Britain is now very much a multi-racial country. For this committee, this is expressed in our support of two chaplaincies. The Chinese Chaplain has had many years of experience of helping Chinese to settle into our society and using this work as a sensitive way of communicating Christian compassion.

6.2 The Ghanaian Chaplain changes every five years and seeks to minister to the needs of the Ghanaians, many of whom have a lively faith and active church connections. Many congregations, especially in London, have a significant number of Ghanaians. The Chaplain strives to find a balance between relating them to local churches and offering some sense of Ghanaian identity.

### 7 **IN CONCLUSION**

The formal report of the Council for World Mission appears as an appendix. The work of the European Co-ordinators is to be presented more directly as a major theme to this Assembly. The world Church will not come alive until we learn that there is a wealth of experience to be offered by churches abroad in order to help to reform and renew our churches in Britain.

#### **RESOLUTION**

The Assembly receives this Report for debate.



## MISSION AND OTHER FAITHS COMMITTEE

**Convener:** The Revd John Sutcliffe

**Secretary:** The Revd Brenda Willis

### 1 RACISM

1.1 Racial tension and intercommunal violence in many parts of the world during the past year have highlighted the need for understanding between people of different faiths as a prerequisite to peace. This has been the background to the Committee's work.

1.2 The Committee drew the attention of the 1992 Assembly to the increase in racism reported by the four major faith consultants. It noted that Jews and young Asians in particular had been subjected to abuse and physical attacks. During 1992-93 there has been evidence of increasing racism and exclusivism in Britain, throughout Europe and in other parts of the world. Often this has taken the form of violence between people of one faith or denomination and another. Documentation and the production of case studies of the growth in racism would require more space than is available in this Report, but the Committee would draw attention to the

- official statistics showing that racist attacks take place every 28 minutes in Britain;
- violation of Jewish graves in Britain and Germany;
- strong electoral support given to the British National Party in Tower Hamlets;
- want of empathy between black and white Christian congregations;
- institutionalisation of racism in the immigration laws;
- activity of the Ku Klux Klan in Britain;
- fighting in Yugoslavia and intercommunal violence in India;
- rise of the far right in Germany and its opposition to Turkish and other immigrants;
- conflicts between Muslims and Christians in several parts of the world;
- antagonism shown towards gypsies.

1.3 All these will be familiar to readers of newspapers. Racism and xenophobia originate among people of all ethnic, racial and religious backgrounds. We are aware of the ethos of apathy and disinterestedness which in large measure prevented the church from actively opposing exclusivism in the 1930s and led eventually to the holocaust. Similarly it would be easy for us now to feel that anything we were able to do would make no impact on so complex and vast a problem. We reject this view and urge churches in both urban and rural areas to

- 1.3.1 undertake a programme of education which addresses inherent prejudice;
- 1.3.2 campaign for a law which penalises racial harassment;
- 1.3.3 study and act on the report, 'Liberty to the Captives', [Iona Community, available on the bookstall];
- 1.3.4 study and act on the 'Charter for the Church' [available from the bookstall].

### 2 CO-PRESENCE OF CHRISTIANS AND MUSLIMS IN THE UK TODAY

2.1 Many non-Muslims, including some members of our churches, feel threatened by Islam. Similarly many Muslims feel threatened by Christianity. Observation suggests that antagonism begets antagonism, hostility breeds hostility

and misrepresentation leads to misrepresentation. We believe there can be no true progress unless the causes of tension are addressed honestly. People of all faiths have to be penitent for the sins of the past and for imperfections in current attitudes and behaviour. Practically we should try to understand Islam and build up good relations between ourselves and Muslim people; good local relations must in some measure compensate for fighting between Muslims and Christians in other parts of the world. We must learn how to answer those claims made by Islam which are unacceptable to Christians, eg that the Qur'an contains the whole and final truth from God or that Jesus did not die, in ways which are honest and humble and do not break relationships; and we should recognise the missionary imperative uttered in the name of the one God in the Qur'an and re-think our efforts in communicating our faith. At a deeper level we need to ask, what is God saying to our Muslim and Christian communities about our co-presence not only with each other, but with God, in our land?

2.2 The Committee plans to arrange a Windermere consultation with Muslim contributors at which some of these issues will be discussed.

### **3 NEW AGE MOVEMENT**

3.1 During this year the Committee's advice has been sought about New Age teachings. Many of these arise historically from the western interest in spirituality which at the end of the last century was associated with the Theosophical movement. This part of the New Age believe that the age of Pisces [Christianity] is coming to an end, and a new age of spiritual enlightenment [the age of Aquarius] is beginning. These ideas are often accompanied by a belief or interest in such areas as astrology, reincarnation and the expectation of a New Age messiah. Some strands of this 'hard core' New Age are antipathetical to Christianity and it is important for Christians to be aware of this.

3.2 On the other hand, many of the issues raised by New Age [in the wider sense of the term] are of common concern to Christians. These include a reaction against the growing secularism of much of modern western society, and concerns for such issues as ecology, peace, health and wholeness. In sections of the Christian church the labelling of such issues as 'new age' sometimes allows Christians to avoid giving them sufficient positive theological consideration.

3.3 We suggest a double approach to the phenomenon of New Age: on the one hand being informed about the philosophical background of much of the movement; on the other hand, being open to those areas of interest and insights from which Christians might have something to learn and in which we ought to be actively involved.

### **4 SIKH/CHRISTIAN DIALOGUE**

The Committee recommends the pamphlet, 'Guidelines for Sikh/Christian Dialogue', published by the URC and available on the bookstall.

### **5 JEWS/CHRISTIANS AND MUSLIMS IN ISRAEL**

The Committee has given grants from the Jewish Account to three projects which, we believe, are making significant contributions to peace in Israel. These are the 'Open House Day Centre' in Ramle which is used by people of all faiths; Tabeetha School, run by the Church of Scotland, at which Margaret Crawford, a member of the URC serving overseas, is on the staff; and the Israel/Palestine Centre for research and information.

## 6 OTHER MATTERS

### 6.1 Schedule C

The Committee responded to the request of the Doctrine and Worship Committee for comment on its proposals for the revising of Schedule C. This raises the fundamental question of the inclusiveness or exclusiveness of the phrase, 'the people of God'.

### 6.2 Network

Plans are in hand for setting up a network of members of the URC who are interested in or working with people of other faiths.

### 6.3 Worship with people of other faiths

Following its report to last year's Assembly, the Committee was invited to comment on 'Multi-faith Worship', published by the Inter-Faith Group of the Church of England. We hope this will mark the beginning of new ecumenical collaboration.

#### RESOLUTION

The Assembly receives this Report for debate.



## PERSONNEL COMMITTEE

**Convener:** The Revd Ray Adams  
**Secretary:** Miss Sheila Rudofsky



1 1992-93 has been a year of review for the Committee, not least in learning to adapt to new structures and time constraints brought about by the creation of the Mission Council.

### 2 INTERVIEWING

With a modest but steady flow of people enquiring about long-term service overseas through CWM, the Committee has reviewed its methods of interviewing missionary candidates, and has drawn up new guidelines. The discussion has taken into account both UK equal opportunities policy and the different cultural expectations of CWM partner Churches, on whose behalf the Personnel Committee interviews URC candidates and recommends appointment. CWM partner Churches have been invited to contribute to the discussion.

### 3 INFORMATION

The Committee has updated its booklet of Information and Conditions of Service for URC Missionaries serving in CWM Partner Churches Overseas. This revision, based on CWM's own guidelines, presents in a readable and comprehensive way what is involved in becoming a missionary through CWM. Copies are available on request from the World Church and Mission office.

### 4 WELCOME

4.1 The Committee welcomes two new volunteer placements which have been established in the last year, for people from Churches outside the UK.

4.2 Ms Hope Evans from the United Church in Jamaica and the Cayman Islands has taken a year's leave from her job to become a volunteer in the community work team at Penrhys in the Province of Wales.

4.3 The National Youth Resource Centre at Yardley Hastings has established a place in its resident team for a volunteer from outside the UK, alternating between continental Europe and the rest of the world. The present volunteer, Pólus Ibolya from the Reformed Church in Hungary, will be followed in 1994 by Grace Giddings from the Guyana Congregational Union.

## 5 AN OPPORTUNITY

5.1 Two visitors from the United Congregational Church of Southern Africa and two from the Presbyterian Church of Southern Africa spent six weeks in the UK during April and May, hosted by the URC and the Congregational Union of Scotland. This was the first part of an exchange organised by the four participating Churches meeting in Johannesburg in 1991.

5.2 It was agreed to provide in-depth programmes around issues identified by the Churches, for a team of lay or ordained people who are *not* Church leaders, but who would gain personal enrichment from the visit, and be able to share their experience with their own local and regional churches on their return home. The international travel costs would be met by CWM.

5.3 The Yorkshire and Northern Provinces arranged the 1993 part of the programme for the URC, and Augustine United Church in Edinburgh for the CUS, focussing on issues of particular interest to the visitors - ecumenism, AIDS, urban and rural deprivation, youth and city centre ministries.

5.4 The second part of the exchange will take place in April/May 1994, a team of four being sent from the URC and CUS to Southern Africa. THE PERSONNEL COMMITTEE INVITES APPLICATIONS FROM INDIVIDUALS WITHIN THE URC who would like to be part of the team, who meet the criteria [see para 5.2 above] and who have a special interest in issues related to Southern Africa. In order to strengthen links already made during the 1993 exchange, the Committee especially encourages people from Northern and Yorkshire Provinces to apply. Detailed information and application forms are available from the Personnel Secretary. Applications must be returned to the World Church and Mission office by 31 August 1993 and interviews for the three URC places will take place in September.

5.5 The CWM European Region World Mission Conference at Swanwick in August 1993 will focus on Southern Africa. The theme, 'Journey to Justice', should provide excellent background to any interested in the Southern Africa exchange.

## 6 AMITY

The Amity Teachers Programme, which sends teachers of English to China, supports 60 teachers in any one year, mainly from the US but also from a few European countries. The URC is a co-sponsor through the Council of Churches for Britain and Ireland. Thirteen teachers are at present in China from British Churches, and we are being encouraged by the Amity Foundation in Nanjing to provide more. Though the URC supports this venture through the Personnel Secretary and CWM funding, there have been no URC applicants for some time. Any experienced teachers of English who are interested should contact the Personnel Secretary.

## 7 THANKS

7.1 Sheila Rudofsky comes to the end of 11 years' service as Personnel Secretary in August 1993. The Committee wishes to acknowledge the enormous debt of gratitude owed to her by the whole Church within the UK, within CWM and beyond, for her commitment to partnership in mission. She has helped the URC and partner Churches in CWM re-define their relationship since the formation of the new CWM in 1977, and has been persistent in fulfilling the spirit and practice of CWM's new ways of thinking.



7.2 Sheila has been creative in helping the URC develop new models for sharing personnel, most recently consolidating links with churches in Hungary and Romania. Through her promotion of exchange visits she has helped the URC at different levels discover a new vitality for the World Church.

Her efficiency and attention to detail have been for many missionaries, volunteers and scholarship holders the best possible expression of her concern for their well-being. She has won the trust and affection of many colleagues throughout the world, and has served our Church well. The members of the Committee, in conveying their thanks and good wishes, know how much they will miss her.

## 8 PEOPLE APPOINTED TO SERVE OVERSEAS

### Short-term experience:

The Revd John Bremner - one year at the Agape Ecumenical Centre with the Waldensian Church in Italy.

Mr John Fenemore - one year at Oradea with the Reformed Church of Romania.

Mrs Ingjerd Ofstad - one year at Debrecen with the Reformed Church in Hungary.

Miss Kate Wigglesworth - 6 months in Budapest with the Reformed Church in Hungary.

## 9 MISSIONARIES WHO HAVE COMPLETED THEIR SERVICE

with Churches overseas through CWM:

The Revd Robin and Mrs Muriel Sleight, South India, June 1992.

Mr Peter and Mrs Agnes Storey, Nepal, June 1992.

Mr Anthony and Mrs Susan Gay, Papua New Guinea, September 1992.

The Revd Jim and Mrs Pamela Pelling, Zimbabwe, February 1993.

## 10 PEOPLE RECRUITED FROM OVERSEAS CHURCHES

through World Church and Mission:

10.1 The Revd Derrick Sena and Mrs Phyllis Dzandu-Hedidor: Evangelical Presbyterian Church, Ghana - London Ghanaian Chaplaincy.

The Revd Dineka Ferwerda: Reformed Churches in the Netherlands - pastoral ministry with the King's Hall Interfaith Project, Southall [through CWM].

The Revd Hakim B Singh Rahi and Mrs Annie Rahi: Church of North India - ecumenical ministry at Winson Green, Birmingham [through CWM].

The Revds Bengt and Lotta Storbacka: Swedish Mission Covenant Church/ Swedish Lutheran Church - 2 year pastoral ministry in Roding District of Thames North Province.

10.2 Ms Hope Evans: United Church in Jamaica and the Cayman Islands - 1 year volunteer community work at Penrhys Uniting Church, Province of Wales [through CWM].

## 11 PEOPLE FROM OVERSEAS RECEIVING SCHOLARSHIP SUPPORT

from the URC:

11.1 The Revd Joshua Christian Sackey Aryee: Presbyterian Church of Ghana.

Mr Miroslav Cejnar: Evangelical Church of Czech Brethren [summer term 1993].

The Revd Chung Byung Kwon: Presbyterian Church in the Republic of Korea.

The Revd Eva Halamová: Evangelical Church of Czech Brethren [spring term 1993].

Mrs Anne Lampe: Berliner Missionswerk [autumn term 1992].

Miss Judit Margit Nagy: Reformed Church of Romania.

The Revd Pavel Pokorny: Evangelical Church of Czech Brethren  
[autumn term 1992].

The Revd Christoph and Mrs Johanna Sehmsdorf: Evangelische Kirche der  
Union [spring term 1993].

Mr José Teca: Evangelical Reformed Church of Angola.

All at St Andrew's Hall, Selly Oak, Birmingham.

11.2 The Revd Albert Nagy: Reformed Church of Romania [shared scholarship with  
Northern College, Manchester].

11.3 The above information is correct at 31 March 1992.

12 A full list of missionaries appears in the Year Book.

**RESOLUTION**

The Assembly receives this Report for debate.

# PROVINCIAL MODERATORS' REPORT

## *RICHES OF DIVERSITY*

1 Last year the Moderator of General Assembly challenged the Church to open its doors. In October this year the United Reformed Church will reach that age when, traditionally, it receives the key of the door. From these first 21 years what features are to be noted which have particular relevance for the present and future life of the whole denomination?

2 Overall, it is a disparate picture which emerges, revealing both strengths and weaknesses, inviting fresh challenges to commitment, and with all twelve Provinces continuing to develop in different and distinctive ways. A great deal of change is taking place - but it is by no means all decay! Statistics may indicate a further decline, but falling membership figures represent only part of the story. In many places there are growing numbers of people actively engaged in vibrant Sunday worship and in involvement with the local community.

3 **Spirituality.** In a large number of individuals and churches there is a longing to discover or to rediscover a richer spirituality. For some it is a spirituality which leads them to a deeper prayer life, biblical reflection and silence; for others it is to be found in engagement with people in their suffering and need. In some places it has led to the development of flourishing mid-week Services; in others it has resulted in elders or members going away together on retreat. In several Provinces production of daily devotional material for seasons of the Christian year has revealed a genuine thirst for the sharing of experience, life and faith.

In each instance it has to do with discovering the depths of being, and it emphasises the need in this busy world for time spent with God and with others in quietness, reflection and prayer.

4 **Ministry.** The emergence of new patterns of ministry in recent years - non stipendiary ministry, ecumenical ministries, and a greater emphasis on the ministry of elders and of the whole people of God - has resulted in new life within some local churches. It has also brought confusion to some ministers and lay people as they wrestle with the changing roles expected of them.

Many differing factors need taking into account:

- Wrong expectations of ministry have led some pastorates to believe that their salvation will come with the departure of their present minister or with the call to a new minister.
- Some pastorates seek a minister whom they see primarily as their personal chaplain. Others are glad that their minister should also be working with them or representing them in the wider community, even when such ministry does not necessarily result in more people being present at worship.
- In latter years the vastly improved provision of ministers' retirement housing has made it more difficult to find ministers for part-time pastorates.
- An increasing shortage of stipendiary ministers calls for wider consideration of the clustering of churches and of the establishment of team ministries. Any growth in the number of team ministries also places greater emphasis on the development of collaborative skills required both in the foundation training for ministry and on other courses.

- Note of such training requirements needs to be taken not only by those involved in the provision of college courses, but also by those with responsibility for in-service training and for other ministry training programmes.
- Across the whole denomination it should be added, perhaps with a sense of pride, that the ministry exercised by women and young people has a more significant place in the United Reformed Church than in most other denominations, and is a continuing source of encouragement and inspiration.

Thus the present ministry scene, taking also into account the financial and ecumenical implications, leads both to challenge and confusion, to exasperation and excitement. It calls for mutual listening, patience and an openness to hear what the Spirit is saying to the churches.

5 **Outreach.** As with ministry, so with mission and service many varieties and styles are to be witnessed and welcomed throughout the United Reformed Church. To speak out the good news of Jesus Christ, to stand with the homeless or the unemployed and to challenge governments to just action are all part of that call given to the individual Christian and to the various councils of the Church to make real the Kingdom of God.

It is encouraging to see how this call, particularly as it is heard in relation to the Decade of Evangelism, is being taken seriously, with a great diversity of evangelistic styles and often with a new ecumenical thrust and enthusiasm.

Ventures in community service and outreach have brought new life to local churches, and the imaginative refurbishment of old buildings has facilitated mission. In some places it has been the discovery of life and witness without buildings which has been an encouragement to growth.

Many people in our churches are slowly discovering a new confidence in sharing their faith. But a vision of the local church reaching out into the world still has to be caught in some places, not least where the concern to maintain things as they are has smothered the spirit of adventure and mission in Christ's name.

6 **Ecumenism.** On the ecumenical front the United Reformed Church continues to make a contribution far in excess of its size. This is true at local, intermediate and national levels, where it is often our denomination which takes initiatives, provides resources and personnel, and retains an openness to others when the going is hard.

Despite its smallness in size, the United Reformed Church in Wales has the highest number of ecumenical involvements of any denomination. Many, also, are the success stories surrounding the union of local churches and of the benefits which have ensued.

But it is not all sweetness and light. Some joint churches have failed, a number are under strain, in yet others the office of elder has disappeared, and ignorance of one another's denominational procedures has led to misunderstanding and confusion. There is call for a steady commitment, in fellowship with all other churches, to pray and work for that visible unity of the Church which Christ wills.

7 **Diversity.** The diversity of theological stance and outlook throughout the Church presents both a challenge and a warning. There can be no place for spiritual arrogance in the Body of Christ. Moderators too often encounter church situations where relationships are strained to breaking point. Yet there is strength to be found in diversity and disagreement, notably where there is desire and effort to work through problems to resolution and reconciliation.

Furthermore, the affirming of one another as female and male, black and white, charismatic or liberal is fundamental if the Church is to have a message of love and reconciliation to share with the world. Paul's words to the church in Rome, Romsey or Rochdale remain the same: "Accept one another as Christ accepted us" (Romans 15:7, Revised English Bible). An openness towards understanding relationships is required in all who follow Christ, for the Spirit's way is to hold together diversities in such a way that they contribute to the greater whole rather than cause division.

8 There are a few people who see the United Reformed Church as a small denomination which has lost its vision and its way as it sinks slowly beneath a sea of papers and reports, with members, ministers and moderators struggling for breath as they are sucked into a whirlpool of unceasing activity. That is a part of the story which we need to hear as a corrective to our life.

The other part of the story is about individuals and churches who are growing in their discipleship and outreach, expressing the love of Christ to those around them, and offering hope to a needy world.

So this report has sought to identify what we may justifiably celebrate as a Church as well as what we have yet failed to receive and enjoy from our life together in Christ. Our calling to move on to adulthood and to greater maturity is not for the faint-hearted, for it demands commitment, courage, compassion and openness to the Holy Spirit. As a small denomination we seek to rise to the challenge Christ sets before us.

9 Finally, as provincial moderators we are part of the Church in all its diversity, recognising that something of the richness of that diversity is reflected within our own meeting together. During this year we have been glad to be joined by Keith Forecast and Malcolm Hanson with the particular experience and gifts which they bring to the North Western and East Midland Provinces and to us all. Eric Allen and John Waller have benefited from sabbatical leave, and we have welcomed Angus Duncan and John Slow who have stood in for them on behalf of the Mersey and West Midland Provinces. We offer our support and good wishes to one of our number, Donald Hilton, during this year in which he holds office as Moderator of General Assembly.

**RESOLUTION**

The Assembly receives this Report for debate.

# FINAL REPORT OF THE URBAN/RURAL MISSION GROUP

**Convener:** The Revd Charles Brock

**Secretary:** The Revd Tony Coates

## **We made an interim report to Assembly in 1990 stating what we had set out to do in 1987:**

*(Numbers in brackets refer to the report we made to Assembly in 1990)*

**Our broad aim** - "to promote the liberation of poor people in urban and rural Britain through and within the life of the United Reformed Church" (18.1)

**Our objectives** were "to help the people of the United Reformed Church to engage in mission which addresses poverty and division and their causes" (20)

We saw that "any future strategy must take further the willingness of the United Reformed Church as a whole to move its gifts and resources to the frontiers of mission engagement" (21.1)

We set ourselves **two tasks:**

- 1 "to provide a listening post for the concerns of people about poverty and deprivation", and
- 2 "to act as a pressure group that works for the achievement of the set objectives" (22.1)

## **We linked these tasks to specific areas of central church work:**

**Integrated Training:** "working with Faith and Life on how mission beginning with the poor can inform the equipping for membership and eldership" (22.2.1)

**Justice, Peace and Integrity of Creation:** "working with Church and Society on the idea of the Just Peace church" (22.2.2)

**Mission Pursuit:** "to provide complementary materials, chiefly by way of giving a relevant account of local church work that begins with the poor" (22.2.3)

**Ministerial Training:** "assisting Ministries in its quest to provide opportunities for ordinands to experience work in deprived areas and to receive education in social and economic analysis, community organising and racial awareness" (22.2.4)

**Decade of Evangelism:** "to place special emphasis on 'being with' rather than 'doing for', i.e. to share with and to learn from the poor as far as possible and to let the gospel be heard through them" (22.2.5)

## **What we have been doing:**

**Against our broad aim** we have sought to engage in a wide-ranging dialogue, giving encouragement, stimulating new approaches, sharing insights.

### **More specifically:**

We have contributed to the Integrated Training programme and 'Members Together'. We made a significant contribution to the planning for and conduct of the February 1992 consultation on Mission/Community convened by Church and Society.

We sponsored the production of the 'Sharing Resources' paper for consideration by Mission Council.

We have produced for publication at Assembly 1993 a book of case-studies called 'Sightings of Hope'.

We held a consultation with the teaching staff of the church's theological colleges.

We made an input into the Mission Pursuit programme.

**In the spirit of our broad aim we welcome:**

- the publication of 'Faith in the Countryside', the report of ACORA (the Archbishops' Commission on Rural Areas).
- the establishment of the Mission Expenses Support Fund.
- the creation of Mission Council and its apparent appreciation of our broad aim as its own.
- the production of a 'Charter for the church' by the (London-based) Urban Churches Support Group.
- the formation of a few 'broad-based organisations' (such as Communities Organised for Greater Bristol).

**We are therefore asking Assembly and its Mission Council**

- to formulate the priorities of the church in line with the broad aim and objectives of the URM Group.
- to ensure that the process evidenced at the Mission/Community consultation is developed further to enrich the whole church.
- to press the Integrated Training working team to continue to evaluate its work against the broad aim and objectives of the URM Group.
- to make proper provision to review the work already done on 'Resource Sharing' and 'Priorities for Mission' and to bring proposals for implementation to Assembly.
- to promote 'Sightings of Hope' in a way that will stimulate all our churches to discover for themselves what it means to 'come alongside the poor'.
- to press the Training Committee to continue the dialogue with college staff initiated by the URM Group.
- to share in the work arising from ACORA and any appraisal of the earlier 'Faith in the City' in the light of rapid change in British society, rural and urban.

**We are therefore asking local churches:**

- to consider what it might mean for them to see local mission and ministry in the light of the broad aim of the URM Group, quoted above.
- to keep the values of a church dedicated to the pursuit of Justice Peace and the Integrity of Creation central to their agendas.
- to continue to explore, and to demand, ways of improving their basic mission skills.
- to recognise their role as central contributors to the ongoing debate about the church's ministerial training programme.
- to explore what it means to be involved in the evangelism/evangelisation process, in particular the two-way process that seeks to 'learn from' as well as to 'declare to' the community, and seeks ways of enabling the fulfilment of the broad aim of the URM Group.

some resources for local churches:  
'Sightings of Hope'; URC  
'Everything's possible'; Methodist Property Division\*  
'Charter for the Church'; URC  
'Mission Pursuit'; URC

\*Renewal through buildings in rural Methodism;  
from publishers, Central Buildings, Manchester M1 1JQ

**Resolutions**

- 13** Receives the Final Report of the Urban/Rural Mission Group;
- 14** Notes the requests addressed to Assembly and urges Mission Council and local churches to take up the concerns indicated; and
- 15** Discharges the Urban/Rural Mission Group.





# **RESOLUTIONS**

**GENERAL  
ASSEMBLY  
1993**

## RESOLUTIONS

## NEW CHURCHES

### Resolution

- 16** Assembly receives the Church of the Good Shepherd, Battle Hill, Newcastle, as a local church of the United Reformed Church.

*Proposer:* Ann F Jackson  
*Seconder:* James Breslin

Battle Hill is a large housing estate on the north side of Wallsend. The Church of the Good Shepherd began in the community centre twenty-five years ago and fifteen years later the church building was erected jointly by the Church of England, the Methodist Church and the United reformed Church. The vicar, the Revd Brian Hurst, is also recognised and regarded as the Methodist minister and the Revd Stephen Thornton is the link person with the Newcastle District of the United Reformed Church.

Warm fellowship, lively worship and strong community involvement are marks of this church.

### Resolution

- 17** Assembly receives Oakwood, Derby as a local church of the United Reformed Church.

*Proposer:*  
*Seconder:*

The fellowship began to meet together on the Oakwood estate in the middle of the eighties. A house had been purchased by the Church of England and a deaconess stationed there with the specific task of gathering together Christians living on Oakwood. From the beginning, folk of all denominations came. After some years, the fellowship outgrew the house and moved its place of worship to the chapel of a local Anglican religious community, the Convent of the Holy Name. By now, the people of the Church on Oakwood included Anglicans, Methodists, members of the United Reformed Church, Baptists, Pentecostalists, Roman Catholics, committed Christians of no denomination, and a good many denominational don't knows.

In the autumn of 1992, the foundations were laid for a new church building, right at the heart of Oakwood, which is the largest private housing estate in Europe. The new church building will be officially opened at Pentecost 1993.

### Resolution

- 18** Assembly receives Horeston Grange Ecumenical Church as a local church of the United Reformed Church.

*Proposer:* John Waller  
*Seconder:* Wilma Frew

Opened in May 1990, Horeston Grange Ecumenical Church is a purpose-built community church adjacent to a small shopping centre on a new estate of privately-built housing. Beginning with no members, it has grown to a membership of forty-five, of whom approximately thirteen would claim to belong to the Reformed tradition. Scoped for half-time ministry, for the last eighteen months it has been served by a Methodist minister, the Revd Neil Bishop, the other half of whose ministry is devoted to the Coventry and Warwickshire Ecumenical Council.

## Resolution

- 19 Assembly receives Christ Church Chineham as a local church of the United Reformed Church.

*Proposer:* George H Thomas  
*Seconder:* Margaret Carrick Smith

Christ Church Chineham was opened on 7th June 1987 with the inauguration of the LEP and the signing of the Constitution by representatives of the Church of England, the Methodist Church and the United Reformed Church. Chineham is a new development north east of Basingstoke and the Rev John Robinson gives ministry on behalf of the URC on a regular basis to the church.

## Resolution

- 20 Assembly receives the Peachcroft Christian Centre as a local church of the United Reformed Church.

*Proposer:* George H Thomas  
*Seconder:* A Peter Peirce

The Peachcroft Christian Centre is an Ecumenical Project on a new estate in Abingdon and comprises the Baptist Church, the Church of England, the Methodist Church and the United Reformed Church. The sanctuary was given to the community, but this building is now far too small for the needs of the area and a large extension is soon to be built. The URC is likely to be involved in spending money towards this extension, as well as the other denominations involved in the project. The community itself is also involved in raising finance. The Revd Richard Taylor conducts a URC Communion Service at Peachcroft six times a year and as Chairman of the joint committee, is involved in the life of the church there. There is a Sharing Agreement. The Church includes members of the URC.

## Resolution

- 21 Assembly receives the Mustard Seed Church, Windsor Meadows, Slough as a local church of the United Reformed Church.

*Proposer:*  
*Seconder:*

The "Mustard Seed Church" was the title adopted for the ecumenical pioneering work, inaugurated in January 1989, on the Windsor Meadows development at Slough, Berks., by the Anglican, URC and Methodist denominations. In February 1990, Revd Pat Thomas, an Anglican Deacon, was appointed as minister.

The Windsor Meadows area of Slough is to the west just off the M4 motorway with a current population of 7,000 but a further expansion could take this up to 10,000.

This church is the only one on the development. Its base is a pair of houses provided jointly by the Anglican Diocese and the URC Province, 9 and 11 Cooper Way, one of which is used as a church building and the other to house the minister. The Cooper Way house is used extensively as a meeting place where people may find fellowship and friendship. Communion services are held monthly according to the rites of the participating visiting minister, often being held in the hall of the local community centre where attendance is in excess of 60.

The cost of the minister is shared by the Anglican denomination and URC Thames North Province and the draft constitution provides for alternating ministry.

## RESOLUTIONS NOMINATIONS COMMITTEE

### Resolutions

- 22** The Assembly re-appoints the Revd Terry Oakley as Secretary for Faith and Life for a further term of five years with effect from 1st September 1993.
- 23** The Assembly appoints the Revd Sheila Maxey as Executive Secretary for World Church and Mission for a term of five years with effect from 1st September 1993.
- 24** Assembly appoints Committees and Representatives of the Church as set out below.

### Staff Appointments

The Revd Terry Oakley completes seven years as Secretary, Faith and Life, and the Appointment Group meeting in November 1992 gave happy and enthusiastic support to his re-appointment for a further five years from 1st September 1993. The group does not envisage a further period of service in this post, and also recommends that the Revd Terry Oakley take his due sabbatical leave in 1993, as distinct from any period of in-service training. **Resolution 22**

The post of Personnel Secretary, World Church and Mission is to cease on 31st August 1993. An appointment group was set up to seek an appointee for the replacement post of Executive Secretary. As a result of this work the nomination of the Revd Sheila Maxey is brought. **Resolution 23**

## COMMITTEES AND REPRESENTATIVES

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

### MINISTRIES

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

### VOCATIONS

**Convener:** Revd Derek Gill - 1997  
**Secretary:** The Secretary for Ministries

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

### TRAINING

**Convener:** vacant  
**Secretary:** The Secretary for Ministries

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

together with one stipendiary ministry student (Mr Mark Ambrose).

### NATIONAL ASSESSMENT BOARD

**Convener:** Mr Raymond Clarke - 1997

Revd Brian Treharne	Revd Alan Dunstone	Mr Michael Harrison
Mrs Gwen Hall	Revd Elizabeth Caswell	Revd Alan Frost
Revd Dr Stephen Orchard	Revd John Waller	Mr Alan Hart
Revd Dr Leslie Green	Dr Peter Clarke	Revd Janet Sowerbutts
Dr Ron Lyle	Revd Jean Forster	Revd Lesley Charlton
Revd Graham Long	Mrs Edith Tolley	Revd Christine Craven
Mr Peter Richards	Mr Alan Thompson	Revd John Humphreys
Dr Fionna Liddell	Revd Dr Catherine Middleton**	

### Panel for Assessment Conferences - CRCW Sub-Section

Mrs Daphne Beale, Revd Peter Loveitt, Kate McIlhagga, Vaughan Jones,  
Mrs Ann Sutcliffe.

together with a CRCW.

### **Nominations to Teaching Staff (Westminster College)**

**Convener:** Mrs Elizabeth Jupp - 1993  
**Secretary:** The Secretary of the Training Committee

Principal, Westminster College	Dr Clyde Binfield <sup>b</sup>	Miss Ann Phillips
Professor Graham Stanton	Revd Robert Way	

### **SUPPORT**

**Convener:** Revd Dr David Cornick - 1996  
**Secretary:** Executive Secretary for Ministries

Revd Hazel Addy	Mrs Barbara Brettell	Mrs Margaret Tait
Mrs Fiona Woods	Mrs Doreen Courtney	Revd Chris White
Mrs Dorothy Dean	Revd John Humphreys	

## **FAITH AND LIFE**

**Convener:** Revd Dr Philip Morgan - 1995  
**Secretary:** The Secretary for Faith and Life

### **DOCTRINE AND WORSHIP**

**Convener:** Dr David Thompson - 1997  
**Secretary:** Revd Dale Rominger\*\*

Revd Elizabeth Brown	Revd Alan Sell**	Mr Tony Cheer
Revd Betsy King	Revd Susan Durber	Revd Margaret Nuttall
Revd Alan Gaunt**	Revd Wendy Baskett**	Mr Bert Worrall Professor
Graham Stanton	Revd Donald Norwood**	Revd David Fox
(1 vacancy)		

### **CHRISTIAN EDUCATION**

**Convener:**  
**Secretary:** Mr Carew Satchwell - 1998\*\*

Revd Tom Arthur	Revd Harry Undy	Revd Jean Forster
Revd Jim Wilkinson	Revd Tresna Fletcher**	Miss Ruth Norton
Mrs Barbara Martin	(3 vacancies)	

### **YOUTH**

**Convener:** Mrs Ruth Clarke - 1995  
**Secretary:** The Youth Secretary

CHAPLAIN (National Youth Resource Centre)	Revd Martin Henninger
FURY Chair	Revd Ian Ring
FURY Chair Elect	Revd Hilary Collinson
Two Elected Members of FURY Council	
(25 or under)	Mr Nick Ragget
Two Elected Past Members of FURY Council	
(25 or under)	Convener, Management Committee
Convener, Programme Committee	
Ex.Officio: -National Youth and Childrens	
Training Officer	Convener, Training Committee

## **CHILDREN'S WORK**

**Convener:** Revd Stephen Thornton - 1998

**Secretary:** Mrs Rosemary Johnston - 1998

Mrs Elizabeth Crocker  
Revd Joan Grindrod  
Mr Maurice Gardner

Mr Richard Johnson  
Mrs Patricia Hubbard

Revd Duncan Wilson  
Mrs Sheila Flett

together with the Master Pilot.

## **YOUTH AND CHILDREN'S WORK TRAINING**

**Convener:** Revd John Oldershaw - 1996

**Secretary:** National Youth & Children's Work Training Officer

Mrs Kate Breeze  
Mrs Maureen Thompson

Revd Ian Ring

Mr Doug Fletcher

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

## **HEALTH AND HEALING**

**Convener:** Revd Robin Hine - 1996

**Secretary:** Revd Jim Hollyman - 1998

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

Dr Eileen Gorrod  
Revd John Jenkinson  
Revd Brian Coward

Revd Eglannd Graham  
Dr Allan Carswell  
Revd Kate McIlhagga

## **WINDEMERE POLICY AND PLANNING COMMITTEE**

**CONVENER:** Mrs Rosalind Goodfellow - 1995

**Secretary:** The Director

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

## **WORLD CHURCH AND MISSION**

**Convener:** Mrs Mary Marsden - 1995

**Secretary:** The Secretary for World Church and Mission

## **MISSIONARY AND ECUMENICAL WORK AT HOME**

**Convener:** Revd Murdoch Mackenzie - 1996

**Secretary:** The Secretary for World Church and Mission

Revd David Arthur\*\*  
Revd David Fox  
Mr Bill Thomas  
Revd Rudy Dixon

Mr Desmond Curry  
Revd Dorothy Spence  
Revd Roger Whitehead

Mrs Claudette Binns  
Mrs Mary Hambly  
Revd Patricia Wardle

together with the Rural Consulatant

## MISSIONARY AND ECUMENICAL WORK ABROAD

**Convener:** Revd Clabon Allen - 1997

**Secretary:** The Secretary for World Church and Mission

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

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

Revd Froukien Smit  
Revd Philip Woods  
Mr Ernest Dale

## MISSION AND OTHER FAITHS

**Convener:** Revd John Sutcliffe - 1995

**Secretary:** Revd Brenda Willis - 1998

Revd Gillian Boorne  
Mrs Joyce Killick  
Dr Jack Thompson

Miss Jose Robins  
Rev Malcom Hanson

Revd Dr David Bowen  
Mrs Cynthia Bailey\*\*

Consultant:- Revd Ron Lewis

The Revd Dr Clinton Bennett and John Parry are co-opted Members.

## PERSONNEL

**Convener:** Revd Ray Adams - 1994

**Secretary:** The Personnel Secretary

Revd David Helyar\*\*  
Mrs Haro Horsfield  
Mrs Muriel Sleight\*\*  
Revd Bernard Collins

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

Mrs Barbara Martin  
Rev Ken Graham\*\*  
Revd Mia Kyte

## CHURCH AND SOCIETY

**Convener:** Professor Malcolm Johnson - 1996

**Associate Convener:** Mr Aubrey Curry - 1995

**Secretary:** The Secretary for Church and Society

## COMMITTEE

Revd David Morgan\*\*  
Mrs Val Morrison

Revd Molly Kenyon  
Revd Raymond Singh\*\*

Revd Ermal Kirby

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



## **FINANCE**

**Convener:** The Honorary Treasurer  
**Secretary:** The Secretary for Finance

### **FINANCIAL RESOURCES**

**Convener:**  
**Secretary:** The Secretary for Finance

#### **Provincial Representatives**

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

together with Full voting Members:-

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

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

### **FINANCIAL MANAGEMENT**

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

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

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

### **MAINTENANCE OF THE MINISTRY**

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

#### **Provincial Representatives**

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

**NOMINATIONS  
RESOLUTIONS**

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

**WELFARE AND EMERGENCIES**

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

Revd Tom Stiff  
Mrs Jackie Harris\*\*

Revd Basil Bridge  
Revd John Williamson

Mrs Ann Tomlinson\*\*

**RETIRED MINISTERS HOUSING**

**Convener:** Revd David Hannen  
**Secretary:** Mr Bob Carruthers

Mr John Gilbey  
Revd Michael Hubbard  
Mr Martin Ballard  
Mr Brian Vaughan

Revd Fred Hill  
Mr Geoff Parkinson  
Mr Bill Winter  
Mr Brian Gould

Mr George Anderson  
Revd George Hooper\*\*  
Mrs Barbara Williams  
(1 Vacancy)

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

**OTHER COMMITTEES**

**MISSION COUNCIL**

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

**Provincial Representatives:**

The Moderator of each Province and:

- I - Revd Peter Poulter, Miss Janet Turner and Miss Sheila Fairbairn
- II - Revd Joan Grindrod, Revd Brian O'Neill and Mrs Elspeth Smith
- III - Revd Jean Forster, Revd Angus Duncan and Revd David Lawrence
- IV - Revd Elizabeth Caswell, Revd Duncan Wilson and Mrs Angela Hughes
- V - Revd Christopher White, Mrs Muriel Garrow and Mrs Maureen Buxton
- VI - Mrs Wilma Frew, Mrs Jennifer Shaffery and Revd Steve Sawyer
- VII - Revd Richard Church, Revd Sheila Maxey and Mr William McVey
- VIII - Revd Sandra Lloydlangston, Mrs Joan Trippier and Mr Ivan Andrews
- IX - Revd George Thomas, Mrs Christine Hardwick and Mr David Butler
- X - Mr Vernon Lane, Mrs Mary Stacy and Mrs Marlene Hunter
- XI - Mrs Christine Meekison, Revd Raymond Singh and Mrs Daryl Sinclair
- XII - Revd Nanette Head, Revd Henry Gordon and Revd David Morgan

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

**ASSEMBLY ARRANGEMENTS**

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

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

**NOMINATIONS**

**Convener:** Revd Jessie Clare - 1998  
**Secretary:** Revd Arnold Harrison - 1998

**Provincial Representatives**

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

together with the immediate past Moderator.

**COMMUNICATION AND SUPPLIES**

**Convener:** Mr Chris Wright - 1996  
**Secretary:** Secretary of Communication and Supplies

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

**EDITORIAL AND MANAGEMENT BOARD OF REFORM**

**Convener:** Revd Brian Baker - 1996

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

Youth Representative: Miss Sarah Houlton

**ASSEMBLY PASTORAL REFERENCE**

**Convener:**  
**Secretary:** The General Secretary

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

**UNITED REFORMED CHURCH TRUST**

**Convener:** Mr Alan Cumming  
**Joint Secretaries:** Mr Tony Lodde and Mr Ian Neilson

Mr Desmond Davies	Mr Bob Carruthers	Revd John Clague
Revd Tony Burnham	Mr Clem Frank	Mrs Janet Gilbert
Mr Robert Hardie	Revd Gordon Hearne	Mr Alistair Black
Mr Harold Kempton	Mr Ron Masser	Mr William McVey
Mr Ron Martin	Revd Richard Wiggins	

## ADVOCACY AND STEWARDSHIP GROUP

**Convener:** Revd Julian Macro - 1996

**Secretary:** Revd Bill Wright - 1994

Revd Stephen Thornton  
Mr Stanley Griffiths  
Revd Bob Maitland

Miss Janet Turner  
Revd David Netherwood  
(1 Vacancy)

Mr Keith Webster  
Mrs Babara Martin

## REPRESENTATIVES OF THE UNITED REFORMED CHURCH ON OTHER BODIES

### 1. OTHER ASSEMBLIES

Church of Scotland

The General Secretary\*

Mr Alistair Black\*

Revd David Jenkins\*

Mrs Mary Marsden\*

Revd Angus Duncan\*

Revd David Jenkins\*

Revd Janet Sowerbutts\*

Revd Ivor Rees\*

Mrs Ruth Clarke\*

Revd Paul Quilter

Revd Vaughan Jones\*

Revd Fleur Houston\*

Mrs Ruth Clarke\*

Mr Raymond Clarke\*

Revd Donald Scofield\*

Revd John Bremner\*

Mrs Ruth Clarke\*

Mr Raymond Clarke\*

Revd Tony Burnham\*

Mrs Ruth Clarke\*

Revd Martin Cressey\*

Presbyterian Church in Ireland

Congregational Union of Scotland

Congregational Federation

Union of Welsh Independents

Presbyterian Church of Wales

Methodist Conference

United Presbyterian Church of Brazil

Swiss Protestant Church

Presbyterian Church (USA)

Reformed Church of France

Waldensian Church

Evangelical Church of the Palatinate

Conference of European Churches

Inaugural Synod, Uniting Church

in Jamaica & The Caymen Islands

(Representing WCC. F&O Commision)

General Synod of Church of England

Revd Graham Cook\*

### 2. CHURCH BODIES

#### Churches Together in England - Forum

Revd David Helyar

Mrs Sheila Brain

Revd Roderick Hewitt

Ms Rachel Burnham

Revd John Johansen-Berg

Mr David Butler

Revd Richard Mortimer

Mrs Fran Kissack

Revd Peter Poulter

Mrs Carol Rogers

Revd Barbara Gates

Revd Elizabeth Welch

#### Churches Together in England - Enabling Group

Vacant

#### Council of Churches for Britain & Ireland - Assembly

Revd Martin Cressey

Ms Rachel Burnham

Revd John Humphreys

Revd Greta Morgan

Mr David Butler

Revd Murdoch Mackenzie

Revd Peter Poulter

Dr Mary Ede Revd

Dr Peter Arthur

Mrs Mary Marsden

Revd Tony Burnham

Revd Elizabeth Welch

#### Council of Churches for Britain & Ireland - Church Representatives Meeting

Revd Tony Burnham

Dr Mary Ede

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

**Action of Churches Together in Scotland:**

Miss Isobel Kidd

Revd Dr Peter Arthur

**CYTUN: Assembly**

The Provincial Moderator, Mrs Kirsty Lehnert,  
Ecumenical Officer, Miss Mary Jones,  
Revd Peter Trow

**Council**

The Provincial Moderator, Synod Clerk,

**Steering Committee:**

Revd Michael Gudgeon  
The Ecumenical Officer

**Free Church Federal Council**

Revd Peter Beaman, Tony Burnham,  
Norman Healey and Eric Wollaston (1 vacancy),  
Mrs Rosalind Goodfellow

**Chaplaincy Board:**

Revd Peter Beaman, Brian Holroyd and  
Raymond Royston-Bishop

**Education Committee:**

Dr Mary Ede and Mrs Joan Oakley,  
(Mr Michael Harrison and Revd Aubrey Lewis,  
Dr Stephen Orchard and John Sutcliffe also  
serve as co-opted members)

**Joint Education Committee:**

Dr Mary Ede

**Women's Council:**

Mrs Ruth Clarke

**Methodist/URC Liaison Committee:**

Revd Susan Henderson, Michael Hubbard,  
Peter Poulter, Val Reed, Miss Betty Vickerton and  
Mr David Butler

**3. OTHER COMMITTEES AND NATIONAL ORGANISATIONS**

**Aged and Infirm Ministers Fund:**

Revd Kenneth French, Robert Richards  
and Geoffrey Satchell and Mr Laurence  
Macro (Honorary Treasurer) Certificate  
for Training in Ministry

**Programme Committee:**

Revd Dr Lesley Husselbee

**Christian Education Movement Council:**

Revd Terry Oakley

**Churches Commission for Racial Justice:**

Mrs Sandra Ackroyd\*

**Churches' Community Work Alliance:**

Revd Tony Addy (Trustee),  
Revd Vaughan Jones (Management  
Committee)

**Churches' Main Committee:**

Mr Clem Frank, Mr Hartley Oldham,  
Mr Bill Nutley.

**Congregational Fund Board:**

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Shaw, Revd Aubrey Lewis\*, John Taylor  
and Geoffrey Satchell

**Joint Liturgical Group:**

Revd Susan Durber, Dr Colin Thompson

**Methodist Faith and Order Committee:**

Revd Kim Fabricius

**National Christian Education Council:**

Revd Keith Forecast, Terry Oakley

**National Council of Voluntary**

**Organisations:**

Revd Peter Brain

**National Ecumenical Agency for**

**Further Education:**

Revd Michael Diffey, Kevin Swaine

**Scottish World Day of Prayer:**

Mrs Molly Glen

**Society for the Ministry of**

**Women in the Church:**

Revd Florence Frost-Mee

**United Navy, Army and Air Force Board:**

Revd Michael Diffey, Dennis Friend, John  
Paull, Philip Schofield, Tony Burnham

**NOMINATIONS  
RESOLUTIONS**

United Reformed Church History Society: Mrs Mary Davies, Revd Peter Jupp,  
Mrs Carol Rogers, Revd Eric Wollaston  
(Dr David Thompson also serves)  
Mrs Betty Taylor

Wharton Trust:

Widows' Fund of the Three  
Denominations:

Revd Kenneth French, Robert Richards  
and Geoffrey Satchell and  
Mr Laurence Macro  
Mrs Ruth Bowyer

Women's World Day of Prayer:

**4. COLLEGE AND SCHOOL GOVERNORS AND COUNCILS**

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

**5. COUNCIL FOR WORLD MISSION**

Mrs Marlene Hunter Revd Tony Coates  
Revd Mia Kyte Revd Clabon Allen

**6. CONGREGATIONAL MEMORIAL HALL TRUST**

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

**7. NEW COLLEGE LONDON FOUNDATION TRUSTEES**

Mr John Smethers

Revd Dr Robert Latham

Revd John Pugh\*

**REPRESENTATIVES APPOINTED BY COMMITTEES**

**MULTI-LATERAL CHURCH CONVERSATION IN SCOTLAND:** Revd Raymond Bade  
Revd James Breslin  
Revd John Paull

**METHODIST COMMITTEE FOR LOCAL ECUMENICAL DEVELOPMENT:**  
The adviser for Local Ecumenism (Pro Tem): Mr Desmond Curry

**OTHER COMMITTEES AND NATIONAL ORGANISATIONS**

BBC Central Religious Advisory Committee: Revd Tony Burnham  
Church Hymnary Trust: Mr G R Barr

Churches' Commission on Overseas Students: Revd Kevin Swaine  
Churches' Consortium on Industrial Mission: Revd Michael Diffey  
Churches' Council for Health & Healing: Revd Robin Hine

Churches' Advisory Council for Local Broadcasting: Mrs Connie Bunker  
Churches' Commission for Inter-Faith Relations: Revd Michael Playdon  
Council of URC Boys' Brigade Companies: Mrs Carol Rogers

Funerals, Cremations & Crematoria: Revd Brenda Willis  
Guides' Religious Advisory Panel: Revd Michael Rees  
International Bible Reading Association: Mr Paul Franklin  
Media Awareness Project: Revd Betsy King  
Scout & Guide Fellowship (URC): Revd Gillian Bobbett  
Scouts' Religious Advisory Group: Revd Terry Oakley  
Mrs Carol Rogers  
Mr Paul Franklin  
Mr D Marshall-Jones

## RESOLUTIONS

## North Western Synod

### Resolution

**25** Assembly, concerned with the poverty, homelessness and unemployment of millions of people in our country, calls upon the government to reflect on the Christian belief that the strong should help the weak; and to give precedence to increase investment in jobs, homes, health and education, with the aim of reducing the danger of the disintegration of society, even at the cost of higher direct taxation.

*Proposer:* George Lewis  
*Seconder:* Pamela Ward

*The resolution was proposed at Synod by a representative of Wilmslow United Reformed Church with the following argument:*

- 1 The gap between the very poor and those who are not poor has become too big and it must be narrowed, with the strong giving greater regard to the less strong and, particularly, the desperate. Christian teaching is that the strong offer comfort to the weak.
- 2 There is a danger of the society established within our country being weakened to the point of collapse. It must evolve with time, and accept change, to remain stable. Progress this century has been relatively for good, but with some bad. For too many people retrospection is taking precedence. There is a retreat to the bad.
- 3 The report of the N.W. Province 'Into the Nineties' Commission called "The next rung down" includes too much evidence on homelessness and poverty for our church to avoid concern.
- 4 Single voices, single churches, single denominations, cannot be persuasive in calling for action. The joined voices of Anglicans, Catholics, Methodists and all other religious bodies may bring about the changes of policy which are essential to reorganise a proper balance.
- 5 Charity is not enough; charitable donations are getting less, whilst demand is increasing. The problem must be dealt with through taxation, direct taxation. Indirect taxation is inflexible and relatively unfair. Direct taxation meets more of the canons of taxation; it is equitable, fair, easy to collect, and can be quickly changed to meet changing condition. It can also be placed upon those whose incomes are very high compared with average incomes.



## RESOLUTIONS MISSION AND OTHER FAITHS

1 The Committee has reported at length in its report to Assembly on the problem of racism and has considered what action could be taken by the United Reformed Church. It is aware that good community relations must be built and maintained. There are some common values between the various major world faiths which could helpfully be asserted in today's society and could be asserted without denying the differences between them. To this end the Committee believes that the General Assembly can make a contribution by inviting leaders, usually local leaders, of other major world faith communities to visit Assembly, to be greeted by the Moderator and asked to take the greetings of the URC to their people as an appropriate act of goodwill.

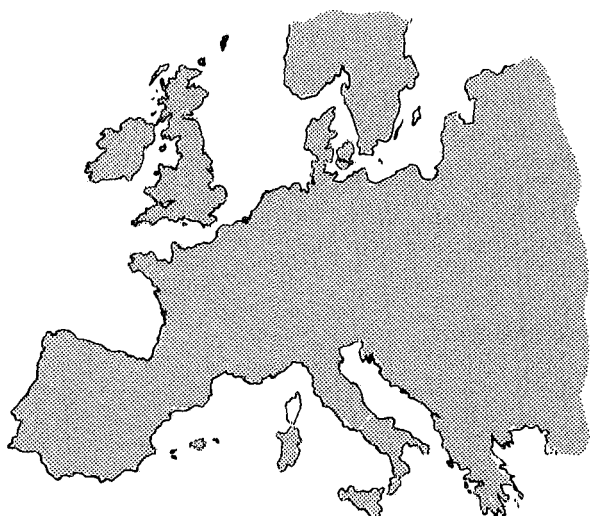
The Committee therefore presents the following resolution:

### **Resolution**

- 26** The Assembly resolves that as an act of goodwill leaders of other major world faith communities should be invited to the 1994 and subsequent Assemblies, that they should be received by the Moderator, and that they should be asked to take to their communities the greetings of the URC.

## EUROPE

The term 'Europe' can be used to mean one of several realities:



**geographically**, the area as a whole or the area west of the former 'Iron Curtain' - or (by us) the continental mainland across the Channel;

**politically**, the total of nation states or regions in the whole area or in the west or in NATO or in the Council of Europe or in the EC;

and more subtly, it can refer to a complex but recognisable **cultural** tradition deriving from the Renaissance and the Graeco-Roman civilisation of long ago.

Mission Council agreed that it would be good to have a focus on 'Europe' at General Assembly with a cluster of complementary resolutions. These are brought by the interim Europe Co-ordinating Group which operates under the joint auspices of Church and Society and World Church and Mission because, for the church, there is both a given relationship with the pan-European church scene and also a necessary engagement with issues that must be addressed in this wider context. The Group comprises Mrs Sheila Brain (church links), Revd Geoffrey Roper (faith and order) and Revd Philip Woods (church and society), together with staff from Church and Society and World Church and Mission.

The text supporting the resolutions comprises abridged extracts from a publication which the Co-ordinating Group has in hand, to be called 'The United Reformed Church: a European church'; this will be published later in the year. It will incorporate any resolutions which Assembly passes; an outline of the contents is printed in the 'Europe' appendix in this Book of Reports.

## Resolutions

### 27 URC involvement:

- a) Assembly encourages local churches to foster links with continental churches, and to seek involvement especially where civic twinnings or parish church links are being made.
- b) Assembly requests Mission Council to establish a policy for our relations with churches in continental Europe, so that our limited resources may be used to best effect.
- c) Assembly welcomes the establishment of the interim Co-ordinating Group for Europe and requests Mission Council, in the course of its review of central church structures, to examine the need for a body specifically to oversee, co-ordinate and develop the church's involvement with continental Europe.
- d) Assembly encourages local churches, Districts and Provinces to make use of the many people in our churches who have personal experience of working on the continent and the members of the Co-ordinating Group; and invites each Province to appoint a 'Europe link' person.

### 28 Faith and Order developments:

Assembly welcomes the call of the European Protestant Assembly (Budapest 1992) for closer fellowship between historically separated denominations and encourages the Reformed, Lutheran and United churches which are linked through the Leuenberg Agreement to take the initiative in seeking deeper fellowship with Methodist and Anglican churches.

### 29 Public policy:

- a) Assembly encourages local churches, in the run-up to the 1994 European Parliamentary elections, to participate in local meetings with prospective candidates on social and political issues.
- b) Assembly encourages the Church and Society Committee, in association with CCBI, to produce briefing material on Europe-wide issues such as poverty and social division, growing racism and xenophobia, the unity and disintegration of nation-states, the environment and relations with developing countries.

## 1 DIRECT LINKS

1.1 The many links which the URC has with other European churches are expressed in different ways: joint conferences and holiday events, exchange visits by groups and individuals, exchange of ministers, representation at Assemblies and Synods, etc. These contacts go on at all points of church life. From informal friendships greater links often develop, with significant results for European co-operation and understanding. This is true of many of the partnerships/twinning which have developed between local congregations, some going back over many years. Many twinings are with congregations in the Palatinate as a result of the official link between the URC and the Evangelische Kirche der Pfalz; there are many other local links with a range of European countries.

1.2 Local church twinings are to be encouraged and may take a variety of forms: regular visits, joint conferences, choir exchanges and concerts, sponsorships, exchange of information through magazine articles, etc. Official town twinings open up extra possibilities; or an Anglican parish link through their Meissen Accord with the EKD in Germany can be adapted to recognise the long-standing Reformed links. (See also 'Faith and Order developments' below).

In some cases there are links with more than one country which can be particularly fruitful. Many churches have strong and regular links, with frequent visits and activities; for others this may be difficult and only occasional visits may be affordable, but the link is nonetheless real and alive. However, it is also important to be able to recognise when a nominal link is no longer active and to bring it to an end if appropriate.

1.3 District Council and Provincial links are also valuable: they enable a wider range of contacts in an area or country and may allow more people to be involved without laying an impossible burden of expectation on one local church.

1.4 There are a number of URC ministers who are serving congregations in other European countries and we welcome ministers and lay-workers from several of our sister-churches who have come to work here in Britain.

1.5 There are many possibilities for young people in particular to gain experience of other European countries through visits, conferences, workcamps etc. FURY has developed a number of contacts to increase these opportunities. World Church and Mission oversees a programme of short-term work placements and scholarships.

1.6 The strength of URC links with other European countries, European institutions and pan-European organisations is reflected in the number of URC individuals who are actively involved in leading roles in such bodies; some of these are listed in the Appendix.

1.7 The opening up of Europe, east and west, means increased mobility for European citizens with considerable implications for our church life. More and more people are moving to other countries, particularly within the EC, in connection with their work or to look for employment in the first place. For URC members who may be planning to live and work abroad, World Church & Mission has information about church contacts in that country; or you can consult the *Christian Directory of Europe\** which also lists English-language services. This is a two-way process; we can also look forward to our fellow European citizens arriving in our own neighbourhoods to take up work. We need to remember that they may feel strange and awkward at first and that the warmth and fellowship of a welcoming church could make all the difference to their life here. This new situation raises some questions about the way we approach church membership which are being addressed by World Church and Mission.

\*Published by CHRISTIANS ABROAD, 1 Stockwell Green, London SW9 9HP.

## 2 FAITH AND ORDER DEVELOPMENTS

2.1 The United Reformed Church is a **European Church**. Historically a part of Western Christendom, it was shaped by the Reformation and the two streams that flowed from it, the Lutheran and the Reformed. Our choice of the word "Reformed" in the URC's title reaffirmed our identification with that aspect of the Reformation inheritance associated with Switzerland and Scotland and emphasizes our links to the world- wide family of Reformed churches.

2.2 We were able to take part in the bridging of differences between Lutheran and Reformed churches in Europe by signing the epoch- making **Leuenberg Agreement** in 1973 which established pulpit and table fellowship between many Reformed, Lutheran and United Churches in Europe. We can play our full part in realizing the church fellowship established by that agreement, affirming our communion with continental Reformed and Lutheran congregations with which we have contact through town twinnings, inter-church links and exchange visits.

2.3 Through the **Conference of European Churches** (CEC) we have had contact and collaboration with a wider spectrum of European Christianity including other familiar denominations and the Orthodox churches. In most other European countries we do not, however, find the same commitment to close ecumenical co-operation that we are discovering in Britain. In some parts of Europe, Catholics and Protestants are still apprehensive strangers rather than recognizing each other as fellow pilgrims on the path to unity.

2.4 It was partly in reaction to the high-profile Roman Catholic manifestations in central and eastern Europe and to the Orthodox assumption of primacy in various countries (though also to the incursions of high-powered Evangelical missions and "New Age" influences from the west) that the **Protestant Assembly** was called to take place in Budapest in March, 1992. The historic protestant denominations find their unity around the Reformation's assertion of justification by faith with three slogans "faith alone", "grace alone", and "Christ alone". The idea of a European protestant synod and been floated but by the time of the Budapest Assembly, where we were represented by our moderator, Ruth Clarke, it was no longer pursued.

2.5 What **was** sought was that "the process in implementing full communion among churches of the Reformation tradition should be pursued without delay". The appeal was addressed firstly to the Leuenberg fellowship:

*"We request the churches of the Leuenberg Agreement to take appropriate measures at Executive Committee meetings and at their General Assembly in Vienna in 1994. We suggest, for instance the convening of a special conference to draw consequences for those European churches that in recent years issued declarations of church fellowship between Lutheran and Reformed churches on the one hand and Anglican and Methodist churches on the other. Equally our relations to the Moravian church should be examined anew in common conversations."*

The Budapest Assembly thus addressed the question of relationships with the churches on our doorsteps, the very churches with whom an attempt to make a covenant in England fell short of success in 1982. The United Reformed Church should take a leading role in the process they commend and give an unmistakable signal that we would support the initiative.

2.6 NOTE: Our sister churches in Britain have varying relationships with continental partners.

The Church of England has a diocese of Europe and has also established a link with the German Evangelical Churches (the Meissen Agreement) making possible communion with them in the same sort of way that the ecumenical canons permit with the Free Churches in England. Methodist churches in Britain and Europe are linked together; in Italy the Methodists work in close partnership with Waldensians and in Germany they have an agreement for fellowship with the Evangelical Churches. Baptists across Europe are linked within the European Region of the World Baptist Federation. The Roman Catholic Bishops' Conferences in the UK are members of the CCEE (Council of European Bishops' Conferences).

### 3 PUBLIC POLICY

3.1 After the years of the cold war with the range of hopes and fears within churches across Europe, today the challenges are different. New freedoms and new fears threaten our quest for a Europe at peace with itself and with the world. Our apparent coming together in recent years could now all too easily be shrugged off in fresh assertions of nationalism and economic independence.

3.2 For us Europe is the *context*, the background against which we are experiencing increasing outbursts of racism and xenophobia, business failures and rising unemployment, and the continuing decline of rural communities. It is also the background against which in western Europe we are experiencing fresh efforts by the EC, especially the Commission, to protect the environment, to promote trade and to redirect resources to support disadvantaged peoples and communities.

3.3 But there is also Europe the *issue*. What sort of Europe do we want, west, east or as a whole? Should the European Community be enlarged? Are the countries of eastern and central Europe to be invited in as full partners with the western nations or held at arms length for as long as possible?

3.4 However, Europe is not just about geographical or institutional boundaries. Increasingly people on the margins of society in west and east are finding that the Europe we are constructing has no place for them - people who are unemployed, people discriminated against because of their ethnic identity, their gender, or because of some disability, people who are legally resident but lack a European citizenship or nationality, small farmers and others. Christians, with their understanding of **community (koinonia)**, should have something to say about this.

3.5 There are also wider issues, such as the environment and relations with the rest of the world. As *context and issue*, Europe provides us with a large agenda, an ethical agenda, an agenda which cries out for the witness of a people who know the love of God and who can translate that into the claims of God's kingdom in the world today.

3.6 *In an appendix we spell out some of the crucial issues of public policy which will feature in the Assembly presentation and debate: poverty and social division, racism and xenophobia, the unity and disintegration of nation-states, the environment, relations with developing countries.*

3.7 Beyond these issues, however, we cannot evade the crucial question for the 'new' Europe, west, east or as a whole: who is in and who is out - who is it **for**? It is a geographical question and a social question, an economic and an ecological question. It is also a deeply theological question to be wrestled with by people of faith; it reflects our longing for a new heaven and a new earth where God's **shalom** can be realised. (*see Isaiah 65, 17-23*).

3.8 Europe conceived of as our 'common home' must find ways of delivering peace and justice for all its peoples and of bringing healing to the brokenness of the whole world environmentally, economically and politically.

## RESOLUTIONS

## FINANCE

### 1. Accounts

#### 1.1 Comment

The full set of audited accounts covering United Reformed Church central funds for 1992 are given in **Appendix II**.

### Resolution

**30** Assembly adopts the Accounts for 1992.

### 2. Ministry and Mission Fund

#### 2.1 Comment

a) It is pleasing to note that a surplus was achieved in 1992 with unbudgeted increases being offset by parallel reductions mainly as a result of the number of ministers falling below estimates coupled with lower Community Charges.

b) Once again there was a heartening response from the Provinces, Districts and local churches in raising their contributions in 1992 by 22% and we are grateful for their efforts.

### Resolution

**31** Assembly gratefully acknowledges the giving of the churches in 1992 to the Ministry & Mission Fund.

### 3. Budget 1993/Budget 1994

#### 3.1 Comment

a) General Assembly's endorsement of the challenge to churches to raise contribution levels to the Ministry & Mission Fund budget in 1993 to enable stipends to be increased to £13,200 in July, led to the Financial Resources Committee reviewing the situation at its end year meetings.

b) In its review the Committee noted that although the Provincial responses had risen by 14% over 1992, they fell short of meeting the challenge budget. However, it was also noted that the significant fall in the number of ministers, as compared with budget estimates, had materially reduced anticipated costs in 1993 and as a result the budgetary requirements attached to a £13,200 stipend, appeared to be within reach.

c) It was also understood that a number of churches were still in the process of challenging members to increased giving.

d) In the circumstances, the Financial Resources Committee were convinced that it was right to make the appropriate adjustments to the 1993 budget to provide for the payment of a stipend of £13,200 and to recommend this course of action to the Mission Council. The Mission Council agreed.

e) However at a subsequent stage when the Provincial contributions for 1994 were tabled, it became clear that there would be a shortfall of approximately £500,000 due to Provincial contributions averaging 4% against the required 7%. In the circumstances, a range of options was presented by the Financial Resources Committee to the Mission Council so as to balance the budget. Mission Council chose principally to reduce the stipend increase in 1993 to £13,000 and to operate a standstill on stipend throughout 1994.

f) The revised budget for 1993 and the proposed budget for 1994 incorporating these changes are detailed on **page 28** of the accounts (**Appendix II**).

### **Resolution**

- 32** Assembly notes the revised budget for the Ministry & Mission Fund for 1993 and approves the budget for 1994, which calls for total expenditure of £16,047,000 and contributions from the churches of £15,629,000, an increase of 4.5% over 1993.

#### **4. Alteration to date of annual stipend increases**

##### **4.1 Comment**

It is proposed to alter the date of annual stipend increases from 1st July to 1st January so as to fit in with the financial year for the majority of churches. As a result of the decision of Mission Council to maintain stipends at their July 1993 level throughout 1994, it is proposed to bring in this change as from 1st January 1995.

### **Resolution**

- 33** Assembly agrees to alter the date for annual changes in stipends from 1st July to 1st January to take effect from 1st January 1995.

#### **5. Plan for Partnership**

##### **5.1 Comment**

It is proposed to delete paragraph 6.4 of the Plan for Partnership referring to Community Charges now that local churches have responsibility for meeting ministers' Council Tax. It has been decided to increase Resettlement Grants, Ordination Loans and the maximum weekly payment to students, as detailed in **Appendix IV**.

### **Resolution**

- 34** Assembly deletes paragraph 6.4 of the Plan for Partnership in Ministerial Remuneration referring to Community Charge supplements and amends paragraph 6.3.1 and Appendix B paragraph 4 a. 1 as follows:-

Paragraph 6.3.1 to commence "House, free of rent, rates (where payable), *Council Tax* etc: .....".

Appendix B paragraph 4 a. 1 to read "rates (where payable), *Council Tax*"

#### **6. Proposed amendments to Rule 34 of existing URC Ministers Pension Fund Rules**

##### **6.1 Comment**

As there is a possibility that some ministers may choose to be covered by the existing Rules rather than the new Rules it is proposed to amend Rule 34 to conform to the revised edition in the new Rules. (**See 7.1 (g)**).



## Resolution

- 35** Assembly agrees to clarify Rule 34 of the existing Rules of the United Reformed Church Ministers' Pension Fund by amending it to read  
*".... any member whose pecuniary rights are adversely affected to an appreciable extent by any such change may elect, if before or within three months of the coming into effect of any such change in the Rules such member gives notice in writing to the Pension Trustee, to be subject to the Rules that were in force prior to the change."*

(Changed wording in italics).

### 7. Proposed adoption of new URC Ministers' Pension Fund Rules

#### 7.1 Comment

a) Last year's report to General Assembly drew attention to the rise of £8 million in United Reformed Church Pension Fund liabilities, which occurred in 1992, due to the unusual Rule which links pensions to stipends. The report also alluded to our desire to raise the accrual rate for starting pensions from 1/100ths to 1/80ths for each year of service and at the same time to delete the Rule (paragraph 34), which allows all members an individual right of exemption from any Rule change which adversely affects the member's pecuniary rights to an appreciable extent.

b) Extensive discussions over the past six months have reaffirmed the Committee's view that it is important for the United Reformed Church to break the automatic link between pensions and stipends. However, it transpires that it would be too costly at the present time to introduce 1/80ths for all past service. Whilst this remains our goal, it is necessary to introduce it on a partial basis now, subject to our ensuring that everyone receives an improvement in their pension.

c) In brief, the proposals now brought to General Assembly for a decision are:-

#### **Pension benefits**

i) *for those whose service commenced after 1st April 1978* to raise their starting pension from 1/100ths to 1/80ths of the stipend in payment at normal pension age or at the time of their retirement for each of these years of service. Those already retired, who have service within this period, will have their pension adjusted based on the new stipend of £13,000 applicable at 1st July 1993.

ii) *for those with service before 1st April 1978* - to raise their starting pension at normal pension age or at the time of retirement if earlier or their existing pension, for those already retired, by approximately 10%, for each of these specific years of service, except for any years for which they may already qualify for 1/80ths.

#### **Pension increases**

Pension increases will no longer automatically be linked to stipends, but will be tied to the UK rate of inflation, ie RPI, subject to a maximum of 5%. This exceeds obligations common in the commercial sector. Assembly will have the power to grant bigger rises but not to grant less.

d) Individual letters have been sent to each Pension Fund member in order to i) enclose an explanation of the proposed changes, ii) provide personal details of the effect of the changes and iii) seek their provisional views by 31st May as to whether they are likely to accept the pension changes as individuals (**see Appendix VI**).

Members have been informed that the provisional views they give will not be binding. If General Assembly approves the changes, individual members will have a formal period until 12th October to decide whether they wish to retain the Old Rules, *if* they consider their "pecuniary rights are adversely affected to an appreciable extent". It is proposed to provide General Assembly with some feed back as to these provisional views of Pension Fund members before a decision is taken.

Those members who ultimately elect in writing by 12th October 1993 to remain under the Old Rules will not receive the pension benefit changes listed above under i) and/or ii) and will have their pensions adjusted in future at the same time and by the same proportion as basic stipends are amended.

- e) Assembly is requested to accept the new Rules in their entirety for the following reasons:-
- a) they have been framed as a package after a long period of discussion with the Church's legal Advisors and Actuaries and,
  - b) they are subject to Inland Revenue approval in the amended form now presented to Assembly.

### **Retired Ministers' Fund**

f) Discretionary grants paid from the Retired Ministers' Fund, which are not covered by Pension Fund Rules will increase in most cases by 5% in July 1993. In addition, a special increase of 10% will be paid in November 1993, *providing the New Rules are adopted.*

g) After legal advice it has been decided to retain within the new Rules, current members' existing rights to set aside a Rule change if the member considers their "pecuniary rights are adversely affected to an appreciable extent". However so as to remove the ambiguity in the present wording as to when the right has to be exercised, it is intended to amend the paragraph to clarify the situation by stipulating that it has to be exercised within three months of a rule change.

h) In respect of ministers qualifying for membership after 10th July 1993, it is proposed not to preserve the unusual rights which are presently embodied in this paragraph.

i) Last year, General Assembly were informed that the link between pensions and stipend had resulted in an exceptional increase of £8 million in the Pension Fund deficit due to the rise in stipends to £11,508 and that this would increase to approximately £10 million with the rise in stipends to £13,200. Neither the amendment of the stipend increase to £13,000 nor the proposed changes in Rules will appreciably affect this estimated level of liability.

## **Resolution**

**36** Assembly adopts the new Rules of the United Reformed Church Ministers' Pension Fund as set out in **Appendix V** to apply to:-

- a) those members who do not elect by 12th October 1993 to be covered by the old Rules,  
and
- b) all ministers qualifying for entry to the URCMPF after the 10th July 1993;

and authorises the Pension Trustee to make any minor amendments to these Rules as maybe required to obtain Inland Revenue approval.

## 8. Restructuring of URC Trust

### 8.1 Comment

- a) Following on the Maxwell pension scandal there is a growing recognition throughout the country of the need to ensure that Pension Fund investments are properly controlled by Trustees, who should include Trustees appointed to represent Pension Fund members. The most effective way of the United Reformed Church achieving this is to operate two Trusts. A new Trust is therefore being established covering the Pension Fund and its investments whilst leaving the present Trust responsible for United Reformed Church property and non Pension Fund investments.
- b) So far as the new URC Pension Fund Trust is concerned, it is intended to appoint the General Secretary, Treasurer, Chief Accountant, Convener of Maintenance of the Ministry Committee and the Convener of the Pensions Sub-Committee as ex-officio Directors (Trustees). In addition four Directors are to be appointed from retired and serving Pension Fund members and four Directors from Church members, with the Directors electing the Convener. A Secretary will also be appointed by the Directors.
- c) The term of office for the Directors will normally be six years, although the initial terms will be staggered to provide continuity.
- d) United Reformed Church Trust has sixteen existing Directors including the General Secretary, Treasurer, Chief Accountant and Secretary of the Retired Ministers' Housing Committee in an ex-officio capacity. The other Directors, including the Convener and two Joint Secretaries, are prepared to continue as Directors, but will stagger their retirements over a period between 1997 and 2002.
- e) The present and new Directors have been advised in writing of the important legal and moral responsibilities they bear, both individually and collectively. These are sufficiently onerous for many Trust Bodies to ensure that the Trustees are given some measure of protection except in the event of fraud and or blatant disregard of the interests of members and beneficiaries of the Fund. This protection may be obtained either through costly special insurance cover or through a suitably worded indemnity within the Trust Deed. Following consultation with our Lawyers, we are adopting the latter course as being the more appropriate method for the church. It is noted that Charity Commissioners approval may be required in respect of the indemnity.
- f) It is intended that both Trusts will in future provide a report to General Assembly and that the Pension Fund Trust will also make a report annually to Pension Fund members.
- g) The revised documentation for United Reformed Church Trust and the new Pension Fund Trust Company have been drawn up by the URC Lawyers, Towns Needham & Co. and copies are available for inspection.

## Resolution

- 37 a)** Assembly appoints The United Reformed Church Ministers' Pension Trust Limited to take over from United Reformed Church Trust responsibility for the United Reformed Church Ministers' Pension Fund and its investments, with the United Reformed Church Trust continuing its responsibility for property and other investments.

**37 b)** General Assembly recognising the personal commitment to the Church of those who serve as Directors of The United Reformed Church Ministers' Pension Trust Limited and of United Reformed Church Trust, resolves (subject to any necessary consents) as follows:-

1. That the Church will not hold any Director of either Company personally liable for any loss suffered to the assets of the Church or the Pension Fund in the hands of the Company, provided that that Director has not been guilty of fraud or a blatant disregard of the interests of members and beneficiaries of the Fund, knowingly or recklessly committed by him or her.
  2. That the Church will indemnify any such Director and his or her estate in respect of all actions, claims, costs and expenses made against or falling upon that Director in his or her capacity as Director of either Company, or against his or her estate, provided that he or she has not been guilty of fraud or blatant disregard of the interests of members and beneficiaries of the Fund knowingly committed by him or her.
  3. That two persons representing the United Reformed Church shall execute a Deed of Indemnity in favour of present and future Directors of each of the Companies in the form attached to this resolution. **Appendix VII**
- c)** Whilst not excluding its own power of nomination Assembly delegates to Mission Council the power to nominate persons for membership of the United Reformed Church Ministers' Pension Trust Limited and the United Reformed Church Trust.

## RESOLUTIONS

## Eastern Synod

### **Resolution**

**38** Assembly, recognising the significant achievement of a stipend of £13,000 from 1 July 1993, compared to the £12,000 which was budgetted prior to the challenge to the churches, resolves

- a) to set an objective of £13,200 plus inflation, for stipend levels on 1 January 1995
- b) to challenge the churches to bridge the remaining gap in contributions to the Ministry & Mission Fund, and in particular to encourage those churches who have held back from the previous challenge to re-assess their position.

*Proposer:*

*Seconder:*

## Resolution

- 39** The Assembly gives its first approval to the revised version of Schedule C submitted by the Doctrine & Worship Committee.

## Review of Schedule C

(Affirmations made by Ministers at Ordination and Induction)

The General Assembly of 1991 approved a resolution from the North Western Provincial Synod asking for a review of Schedule C, and asked the Doctrine and Worship Committee to undertake this review as soon as possible. After inviting comments from District Councils, the Moderators and a number of recently ordained ministers, the Committee prepared a revised version of the Schedule and circulated it to District Councils for comment. The earlier responses had indicated a wish for only minimal change, and the revised version was approved by an overwhelming majority of the District Councils which replied. There was a particular welcome for the alternative affirmative form, modelled on that in Schedule A for admission to the full privileges and responsibilities of membership.

Various detailed comments on the wording were made, and these have all been considered. The Committee is well aware that a small number of individuals would prefer more radical changes to be made in the text. However, in view of the clearly stated wish by Districts in 1991 for minimal change and the general support given to the version submitted last year, the Committee has made only minor changes. The revised version is now submitted to the Assembly for its approval. *In the text printed below the most significant changes or insertions are underlined; other changes of syntax that do not affect the substance are sidelined.* If approved by the requisite majority, it will be referred to synods prior to final approval at the Assembly of 1994. A Commentary on the proposed changes is appended to the proposed new version.

## Proposal for an amended Schedule C

NOTE: The service will also include the reading of the Statement contained in Schedule D, and provision will be made for a statement to be made concerning the circumstances of the call. Ministers may also make a personal statement about their faith and sense of calling.

After the statement has been read the presiding minister shall then ask the following questions:

- 1 A.B., Do you confess anew your faith in one God,  
Father, Son and Holy Spirit?  
**I do.**
- 2 Do you believe that the Word of God in the Old and New Testaments,  
discerned under the guidance of the Holy Spirit,  
is the supreme authority for the faith and conduct of God's people?  
**I do.**
- 3 Do you believe that Jesus Christ,  
who was born of Mary, lived our common life on earth, died upon the  
cross, and who was raised from the dead and reigns for evermore,

is the gift of God's very self to the world?  
Do you believe that through him God's love and mercy are revealed  
and forgiveness, reconciliation and eternal life are offered to all people?  
And will you faithfully proclaim this gospel?

**By the grace of God, this I believe and this I will proclaim.**

4 | Do you believe that the Church is the people gathered by God's love to  
proclaim the reconciliation of the world to God through Jesus Christ?

**I do.**

5 | Are zeal for the glory of God, love for the Lord Jesus Christ,  
obedience to the Holy Spirit and a desire for the salvation of the  
world, so far as you know your own heart, the chief motives which  
lead you to enter this ministry?

**They are.**

6 | Do you promise to live a holy life,  
and to maintain the truth of the gospel,  
whatever trouble or persecution may arise?

**Relying on the strength of Christ, I do.**

7 | Do you promise to fulfil the duties of your charge\* faithfully,  
to lead the Church in worship,  
to preach the Word and administer the Sacraments,  
to exercise pastoral care and oversight,  
to take your part in the councils of the Church,  
and to give leadership to the Church in mission to the world?

**By the grace of God, I do.**

8 | Do you promise as a minister of the United Reformed Church  
to seek its well-being, purity, and peace,  
to cherish love towards all other churches,  
and to endeavour always to build up the one, holy, catholic and  
apostolic Church?

**By the grace of God, I do.**

9 | Will you undertake to exercise your ministry in accordance with the  
statement concerning the nature, faith and order of the United  
Reformed Church?

**I will, and all these things I profess and promise  
in the power of the Holy Spirit.**

The following alternative form of questions and answers is also authorised for use:

1 | A.B., will you confess anew your faith?  
**I confess anew my faith in one God, Father, Son and Holy Spirit.  
I believe that the Word of God in the Old and New Testaments,  
discerned under the guidance of the Holy Spirit,  
is the supreme authority for the faith and conduct of God's people  
I believe that Jesus Christ, who was born of Mary,  
lived our common life on earth, died upon the cross,  
and who was raised from the dead and reigns for evermore,  
is the gift of God's very self to the world.  
I believe that through him God's love and mercy are revealed and  
forgiveness, reconciliation and eternal life are offered to all people.  
And by the grace of God I promise to proclaim this gospel faithfully.  
I believe that the Church is the people gathered by God's love to  
proclaim the reconciliation of the world to God through Jesus Christ.**

2 What leads you to this ministry?

**So far as I know my own heart,  
I believe that zeal for the glory of God,  
love for the Lord Jesus Christ,  
obedience to the Holy Spirit  
and a desire for the salvation of the world,  
are the chief motives which lead me to enter this ministry.  
Relying on the strength of Christ,  
I promise to live a holy life,  
and to maintain the truth of the gospel,  
whatever trouble or persecution may arise.**

3 Will you faithfully fulfil the duties of your charge?\*

**By the grace of God I promise to lead the Church in worship,  
to preach the word and administer the Sacraments,  
to exercise pastoral care and oversight,  
to take my part in the councils of the Church,  
and to give leadership to the Church in mission to the world.  
As a minister of the United Reformed Church  
I promise to seek its well-being, purity, and peace,  
to cherish love towards all other churches,  
and to endeavour always to build up the one, holy, catholic and  
apostolic Church.  
I undertake to exercise my ministry in accordance with the statement  
concerning the nature, faith and order of the United Reformed Church.  
All these things I profess and promise in the power of the Holy Spirit.**

\* The presiding minister (after appropriate consultation) may modify the wording of question 7 or the answer to question 3 to fit the kind of ministry to which the candidate has been called.

## **Note concerning Local Ecumenical Projects**

When either of these forms are used at an ordination in a Local Ecumenical Project, the full form should be used together with any additional questions or statements that the ecumenical nature of the Project may require. When either of these forms is used at an induction in a Local Ecumenical Project the presiding minister (after appropriate consultation) may modify the wording of questions and answers or omit certain questions to avoid repetition of material covered in the ecumenical forms agreed for use in the Project concerned.

## **Commentary**

Some have suggested that the form for inductions could be shorter than that for ordinations. The Committee considered this suggestion carefully but decided not to recommend any change. Several ministers testified to the significance they attached to the opportunity of renewing their ordination vows at the induction to a new charge; and congregations, which may never have called a newly ordained minister, also spoke of the impact which those questions and answers made upon them.

There is some evidence to suggest that the purpose of the minister's personal statement (which is, of course, optional) may have been misunderstood. Opportunity has been taken to use the wording in the 1989 *Service Book* to indicate that the scope of such a statement is intended to relate to the call to the ministry rather the call to a particular charge. Some have complained about the length of the questions and answers. When the revised version was read aloud in dialogue form at the Committee's meeting, it lasted for three minutes.



**Question 1** remains unchanged.

In **question 2** 'all God's people' has been changed to 'God's people'. The Mission and Other Faiths Committee has raised the question of the authority of the Christian scriptures for those of other faiths and in particular has expressed concern that the phrase 'all God's people' can be heard as an 'imperialistic' claim for Christianity. The Doctrine and Worship Committee considered this point at considerable length. The question of who God's people are is a fundamental theme in scripture: Paul wrestled with the relation between Jews and Christians in Romans 9-11, and was reluctant to come to the conclusion that God had finally rejected the Jews. The belief that all are God's people is an essential basis for continuing dialogue with those of other faiths. The Committee did not wish the claim for the authority of scripture to give unnecessary offence to those of other faiths who might well be present. Since it understood 'all' in the existing version to be emphatic, and since the question makes perfect sense without 'all', it is proposed to omit it. If this recommendation is accepted by the Assembly, a corresponding amendment should also be made in paragraph 3 of Schedule D.

The first part of **question 3** has been divided into two to make it easier to read. The participles in the existing version are a mixture of past and present and have been replaced by a relative clause. The words 'born into this world, living our human life among us' have been replaced by words taken from the Approach to Communion in the Second Order of Worship in the 1989 *Service Book*. Both statements are concerned with the way in which Jesus shared our humanity; the first locates Jesus in history by referring to his mother (cf Galatians 4:4), whilst the second by using the word 'common' refers specifically to that which we share. The phrase 'God's very self' has been used in deference to those who prefer to restrict the use of 'his', 'himself' etc for God as such to the minimum.

**Question 4** has been rephrased in the interests of inclusive language.

There has been much discussion of **question 5**. Some wished to change the word 'zeal' and others questioned whether any reference to motives was appropriate. The Committee was not persuaded to abandon reference to 'zeal'. Nor did it feel that reference to motives was inappropriate, but a reference to 'obedience to the Holy spirit' has been included to indicate the significance of the sense of call. The alternative ending for inductions has been omitted as unnecessary.

The order of the next two questions has been reversed to improve the progression of the whole. Some have questioned the use of the phrase 'holy life', but the Committee feels that this should be retained and opportunity be taken if necessary to explain the true meaning of holiness. Others have wondered whether anyone can promise to maintain the truth of the gospel in trouble and persecution. One member of the Committee spoke movingly of the significance of this question in her own experience, but in recognition of its difficulty a reference to the strength of Christ has been included in the response.

In **question 7** 'faithfully' has been substituted for 'with all fidelity' for the sake of clarity. A reference has been included to participation in the councils of the Church at the request of the Moderators and the Executive Committee. 'Its' has been omitted before 'mission', since the mission is properly that of God rather than of the Church.

For the avoidance of ambiguity "the United Reformed Church" has been substituted for "this church" in **question 8** 'well-being' has been substituted for 'true prosperity', in order to avoid misunderstanding. Some have questioned whether it is possible or desirable to love all other churches. The Committee believes that 'to cherish love' implies an effort to nurture love, however, difficult that may be, because of the character either of the church of the minister; but if a gathering of god's people is recognised as a church, there can be no avoiding the obligation to cherish love towards it.

**Question 9** is the old preliminary question transferred to the end, so that the promises of the minister are set in the total context of the statement on the nature, faith and order of the United Reformed Church.

The answers to questions 3, 7 and 8 have been strengthened by references to the grace of God.

Provision is made for the content of question 7 to be varied where the ministry is not the pastorate of a local congregation. This proposal was included in the Committee's Report to Assembly 1991, but was not acted upon. Provision is also made to ensure that when an ordination takes place in a Local Ecumenical Project, all the questions are asked, together with any additional questions that the nature of the Project might require.

## RESOLUTIONS

## MISSIONARY AND ECUMENICAL WORK AT HOME

### 'CHURCH PLANTING'

1 During the past 10 years the URC has been involved in a series of initiatives in evangelism and mission. In recent years questions have been raised about URC policy on 'Church Planting'. In February 1992 CHALLENGE 2000 was launched in England as an initiative to help plant 20,000 new churches by the year 2000. This initiative is called **DAWN** which stands for **Discipling A Whole Nation**.

2 In 1992 the Methodist Conference passed a Resolution in the following terms:

The Conference calls upon every Circuit in the Connexion seriously and prayerfully to consider ways in which God is calling it to growth; to explore in co-operation with its ecumenical partners the possibility of planting at least one new congregation by the year 2000; and to report on its plans to the District Policy Committee.

3 On 18 March 1993 a broad-based DAWN Advisory Committee was constituted together with representatives from all the major protestant denominations and groups in England.

4 Already in places such as St Helens co-operative 'church planting' on an ecumenical basis is taking place. We now propose that the United Reformed Church expresses its commitment to this process in terms of the following resolution:

#### **Resolution**

**40** The Assembly, recognising the increasing interest in and commitment to 'church planting', calls upon every district council of the URC to engage with ecumenical partners in research aimed at placing a body of Christian people in every locality and to set up new Mission Projects or Congregations where appropriate.

The Assembly recommends the '10 DAWN Principles for Responsible Church Planting' (**Appendix I**) as a useful guide to this end.

## APPENDIX I

**Ten DAWN Principles for Responsible Church Planting** have been drawn up and they are as follows:

- \* **Responsible Pluralism:** A given area may have more than one group ministering in it.
- \* **Mutual Respect:** A participating body considering the possibility of entering a locality where there are existing churches, will consult with representatives of those churches with an attitude of respect.
- \* **Proximity and Density:** When a group considers entering a locality, it will evaluate and minimise any possible adverse effects due to proximity to an existing group. A dense population may reasonably allow different groups to be closer together than in sparsely populated areas.
- \* **Unity with Diversity:** There is an intrinsic unity of the Holy Spirit in the Body of Christ. There is legitimacy for diverse structural and doctrinal distinctives within the churches/ denominations/groups that co-operate together.
- \* **Team Spirit and Fellowship:** Workers from different participating bodies working in a given locality are encouraged to arrange for communication and fellowship, to create a team spirit.
- \* **Sharing Resources:** Each participating body in an area is encouraged to make their resources available to support evangelistic and church planting efforts.
- \* **Reaching the Unreached:** Participating bodies are encouraged to give priority to areas or groups where there is no resident gospel witness or church.
- \* **Reconciliation:** Every effort should be made to resolve conflicts between participating bodies consistent with Matt.18:15-17 and 1 Cor.6:1-8.
- \* **Church/Parachurch Relationship:** The centrality of local church life is emphasised, and the supportive ministry of parachurch organisations recognised. Consultation between the two groups is encouraged.
- \* **Common Planning:** Common Planning amongst participating bodies should be done periodically, and each group's plans shared.

## **MISSION PROJECTS - RECOGNITION**

The General Assembly 1992 passed a resolution on Mission Projects, giving first approval to additions to 'The Structure of the United Reformed Church'. No objections to that resolution having been received, final approval of the resolution is requested.

### **Resolution**

- 41** The Assembly, noting the need for flexibility in situations of mission and church growth, gives final approval to the following additions to 'The Structure of the United Reformed Church' (Manual, section 2) (additions in *italics*):
- 2(3) Functions of District Councils (Manual, p 21)
    - (x) to promote church extension within the area and to submit proposals to the synod for the establishing of new causes *and the recognition of mission projects*:
  - 2(4) Functions of Provincial Synods (Manual, p 24)
    - (iii) to promote church extension within the province and decide upon proposals submitted by district councils for the establishment of new causes *and the recognition of mission projects*:

## **MULTIPLE CONGREGATIONS FORMING ONE LOCAL CHURCH**

The General Assembly 1992 passed a resolution on Multiple Congregations forming one Local Church, giving first approval to additions to 'The Structure of the United Reformed Church.' No objections to that resolution having been received, final approval of the resolution is requested.

### **Resolution**

- 42** The Assembly gives final approval to the following additions to The Structure of the URC:
- 1) At the end of paragraph 2(3)(d) (Manual, p 20) insert:  
(Where a local church, whether a local ecumenical project or a local church organised according to the second sentence of para 1(1), comprises two or more congregations worshipping in separate locations, the Provincial Synod may, on the advice of the District Council, authorise that local church to appoint representatives to the District Council from each constituent congregation to such number as would be permitted by the above rule if each congregation were a separate local church).
  - 2) At the end of paragraph 2(4)(c) (Manual, p 22) insert:  
(Where a local church, whether a local ecumenical project or a local church organised according to the second sentence of para 1(1), comprises two or more congregations worshipping in separate locations, the Provincial Synod may authorise that local church to appoint representatives to the Synod from each constituent congregation to such number as would be permitted by the above rule if each congregation were a separate local church).

## **'WHO GOES WHERE?' - REPORT FROM THE MULTILATERAL CHURCH CONVERSATION IN SCOTLAND, 1992**

(NOTE: The Missionary and Ecumenical Work at Home Committee considers it unnecessary and wasteful to distribute a copy of the report to every member of Assembly (it runs to 34 pages). **The following introduction should set the report in context and clarify the issues on which the Assembly is invited to decide.** Nevertheless, any member of Assembly who requests a copy of the full text of the report from the World Church and Mission Office will be sent one.)

1 In 1985 the Multilateral Conversation produced a report 'Christian Unity: Now is the Time,' which invited the participating churches to instruct it to go ahead with the preparation of a Basis and Plan of Union. Four of the six participating churches issued this instruction, but with a number of caveats and questions. The current report 'Who Goes Where?' attempts to answer some of those questions and also asks whether the churches still wish it to work out a scheme of organic union or whether the recent developments in the ecumenical scene have led us to see other forms of unity as preferable.

2 It should be noted that the report is therefore partial and incomplete. It sets out where the Conversation has got to and attempts to show an outline of what a united church might look like. In the language of architecture it is not a 'Plan' but a 'Feasibility Study'. There are parts of the document which contradict one another and other areas which are by no means fully worked out. Indeed there are references to problems to which the Conversation has not produced a satisfactory answer, and it should be remembered that a great deal of work remains to be done if a Basis and Plan of Union is to be produced. A major reason for returning to the churches now has been the fact that the Conversation feels it necessary to obtain reassurances from the participating churches before beginning the long and detailed work of producing a complete scheme. On page 20 of the report it is noted that neither the Church of Scotland Basis of 1929 nor the URC Basis of 1972 can be used as a measure of the size and complexity of a final report and scheme of union. Depending on the final answers to some of the questions still being posed the bringing about of a church union in Scotland could necessitate not merely legislation to alter and amend trusts etc. such as we have been familiar with in our own URC Acts but also legislation to alter the Accession Oaths taken by the Monarch. The uniting of a national church with free churches from other Christian traditions has never happened before and the complexity of such a union has been greatly underestimated by the Church at large.

3 However, the report begins with a general preamble which seeks to pose the questions to be answered, to recapitulate the history of the Conversation and to set the Conversation in the current ecumenical scene, in particular by defining its relationship to Action of Churches Together in Scotland (ACTS). The rest of the report begins to deal with the questions raised in that preamble.

4 The sections on the Controlling Principles and the Responses of the participating churches likewise set out the questions to be addressed and the framework within which the Conversation works.

5 Therefore the first main area of the report is a section headed 'Some Issues about Episcopacy'. The basic problem to be addressed here has been the fact that the Scottish Episcopal Church has said that it would not abandon episcopacy for the sake of unity while Reformed churches either would not adopt episcopacy for the sake of unity or would accept it for the sake of unity and in respect for the convictions of others, but not because it has proved to be the right way of organising ministry. The Conversation has therefore attempted to re-examine the whole question of *episcopate* in an attempt to see whether these positions are as intractable as they might appear. It has been said that in exploring this question too great an emphasis has been placed upon the exercise of a *personal episcopate*, and not enough

on the values and ideas of *corporate episcopate*. This is to a certain extent balanced by the Structures section of the report which deals in part with questions of superintendence at parish and regional level.

6 The Structures section is an outline of the kind of church organisation that the Conversation envisages. The changes between the pattern outlined in 1972 in the interim report of the Conversation and the pattern outlined in the current report are partly a result of more detailed examination of those early proposals. Equally, and this is an area where the experience of the URC has proved very valuable, the Conversation was convinced that wherever possible local areas should be left to evolve structures that suit local conditions and therefore no attempt has been made to define how tasks shall be addressed, but rather simply to set out what the responsibilities of different levels of the church organisation might be.

7 There is a general presupposition of a continuation of a reformed eldership in the united church but this is not addressed in any part of this report. This probably should be spelt out more fully, particularly as there are several different understandings of the nature and function of eldership in our reformed churches and a statement about this might have been helpful both to them and to those churches without elders.

8 Of the Appendices, Appendix A is in fact a section from the report of the Covenanted Churches in Wales, and sets out the ideas they had for the reconciliation of ministries. Appendices B, C, D and E likewise set out some general background material. Appendix F notes down in full the responses of the churches to 'Christian Unity: Now is the Time'.

9 Appendix G attempts to answer in detail a question posed by the Church of Scotland concerning the Articles Declaratory and what changes would be needed. 'The Articles Declaratory of the Constitution of the Church in Matters Spiritual' were drafted in order to bring about the Union of the Church of Scotland with the United Free Church of Scotland in 1929 and describe the Church, its history, its government and its theology. There are similarities between them and the URC's 'Schedule D'. There are also differences, the chief one being that the Articles Declaratory are much longer! They describe a church which has a national responsibility, is established and is yet free in the spiritual sphere to determine for itself all questions concerning doctrine, worship and government. The Articles Declaratory were recognised by Parliament in the Church of Scotland Act of 1921; this recognition did not confer freedom on the church but acknowledged that the church possessed spiritual freedom as a church of Christ. This legal recognition would probably have to be continued in any formulations of a General Constitution for a United Church. The Report points out where expansion would be needed but suggests that only Article 8 would need to be completely rewritten.

The following resolution is therefore placed before Assembly:

### **Resolution**

43 The Assembly of the United Reformed Church makes the following response to 'Who Goes Where?', the report of the Multilateral Church Conversation in Scotland 1992:

1[a] Having been part of the Conversation from the beginning we are thankful for all that has been done over the years. We appreciate all the hard work that has been put in by many people and have found the various publications informative and at times challenging. We think especially of 'Christian Unity: Now is the Time' in 1985. Our response to that report meant that we were one of the four churches who said 'Continue with the aim of producing a Basis and Plan of Union.'

[b] We are now being asked 'WHO GOES WHERE?'

- [c] First we ask ourselves how far have we come over the past 25 years? We began the Conversation as Churches of Christ and continued after our Union in 1981 as the United Reformed Church. Previous to that Union we had talks with the Congregational Union of Scotland (CUS) which, although not pursued to producing a Basis and Plan of Union, brought our Churches closer together in co-operation. More recently we voted in favour of a plan of Union with the CUS and were sorry when this did not materialise. This has, however, brought us much closer together with the CUS/URC Liaison Group. A local union was effected in June 1992 to form the Augustine United Church in Edinburgh (CUS and URC). Throughout the UK exploratory talks have taken place between the Methodist Church and ourselves and although in the short term this is unlikely to proceed to a Plan of Union, it will bring us closer together and further the growth of Local Ecumenical Projects in which we are both involved, which already number over 250 in the UK. We have also shared in the discussions and fruits of the 'Reformed Churches Group' in Scotland. As a church we remain committed to striving for the goal of visible unity. This is expressed in our Basis of Union and is reaffirmed at every ordination and induction service.
- [d] The visible unity of the whole church is an elusive goal but worth aiming for for the sake of society as a whole. We see the pursuance of this goal either as a full 'Conversation' or bi-laterally as part of the whole. The 1990's have begun ecumenically on a wider front with the Scottish Churches Council giving way to Action of Churches Together in Scotland (ACTS). We see this as a proper progression and note with satisfaction the welcome given in the report to the advent of ACTS. This wider front within ACTS is not, however, we believe, a complete substitute for the Multilateral Conversation unless the particular concerns which brought the Conversation into being are fully taken under the wing of ACTS. It may be that ACTS could be the enabler for the Conversation and as such play a greater part.
- [e] The growing number of Local Ecumenical Projects is an important development towards the goal of visible unity and indeed is already an expression in some measure of that unity. We hope that this development will continue to receive encouragement from all the churches participating in the Conversation.
- [f] We make brief comments on two particular sections of the report:
- i) EPISCOPACY - Here we would stress the collective oversight (*episcopate*) exercised by elders in the councils of the church and the superintendence exercised by provincial moderators in all our provinces and their synods. This whole area is inevitably an important and also difficult one and needs to be got right in any scheme of union.
  - ii) ARTICLES DECLARATORY - We are appreciative of the work done by the Structures Group. We understand the situation much better now and the comments are very helpful. Being put into a clearer perspective the Articles Declaratory do not appear to present as big a hurdle as they once did.
- [g] In conclusion we believe that it is always right to look at the 'Controlling Principles' which brought the Multilateral Conversation into being. We hope that we shall move forward together.
- 2 The General Assembly of the United Reformed Church therefore reaffirms the response of the Missionary and Ecumenical Work at Home Committee reported to Assembly in 1986 encouraging the Multilateral Church Conversation in Scotland to proceed with the preparation of a Plan of Union and gives authorisation to the Conversation to continue its work.



## RESOLUTIONS

## East Midlands Synod

### Resolution

- 44** Since District Councils may make gifts to students for stipendiary ministry towards the purchase of books, etc. without such gifts affecting any grants made to such students by the URC Assembly agrees that similar gifts may also be made to students for non-stipendiary ministry without affecting any grant made to them by the URC.

*Proposer:*

*Secorder:*

Students for non-stipendiary ministry have to buy as many books, at the same cost, as those bought by students for stipendiary ministry, yet the two are treated differently with regard to funding.

Funding for non-stipendiary ministry training is made through Form 2(a), which deducts all grants, including book grants from local churches and charities, from the total cost of training. The balance, if any, is the amount paid by the URC.

Students for stipendiary ministry receive a book grant in addition to the balance of the cost of training. This province urges Assembly to adjust the rules so that students for non-stipendiary ministry receive the same book grant benefits as students for stipendiary ministry, in support of the principal of equality of ministry.

## **Resolution**

- 45** In view of the widespread use of computers/word processors in pastorates, at District and Provincial level to store lists of names and addresses of members, Assembly resolves that application be made to the Data Protection Registrar for "blanket" cover for all such use within the URC, to comply with the Date Protection Act 1984.

*Proposer:*

*Secunder:*

## **ELECTRONIC DATA PROTECTION ACT 1984:**

Under this Act, Data Users and Computer Bureaux are required to register certain details with the Data Protection Registrar.

It is a criminal offence to hold personal data without being registered as a Data User (unless you are entitled to an exemption) or to provide bureau services without being registered as a Computer Bureau.

The Act is concerned with information about living individuals which is processed automatically (i.e. in computer systems); with those who undertake the processing and with the individuals to whom the data relate.

In the booklet Guideline 6, 'The Exemptions', issued by The Data Protection Registrar and Revised March 1992, Para A.2.4. states:

"The exemption will not apply to an individual who keeps records on behalf of a club, church or voluntary organisation. Then, the organisation rather than the individual will usually be the data user. The individual will merely be controlling the contents and use of the data as servant or agent of the organisation. The individual need not registrar but the organisation may need to do so."

Exemptions include:-

Personal data held for domestic or recreational purposes; Information that the law requires to be made public; National Security; Payroll, Pensions and Accounts Purposes; Unincorporated Members' Clubs; Mailing Lists. With each of these are conditions to be complied with otherwise the exemption is lost.

The Methodist Church has a Group Scheme of Registration which operates for its Churches/Circuits. Their Registration fee for a four year period is £5. UR Churches at present, unless they are involved/united with Methodist Churches, have to register with the Office of the Data Protection Registrar, (Wycliff House, Waterlane, Wilmslow, Cheshire SK9 5AF) and the Registration fee at June '91 was £75. The fee is the same whether one registers for one, two, or three years, (if not stipulated it will be 3 years).

The process of registering is complicated. The Registrar issues Form DPR.1 Part A - for information about the applicant and other details covering the whole application - and Part B - on which one has to describe a purpose for which data are held or used. The Registrar also issues Guideline booklets:

- |                                  |                                   |
|----------------------------------|-----------------------------------|
| 1. Introduction to the Act       | 2. The Definitions                |
| 3. The Register and Registration | 4. The Data Protection Principles |
| 5. Individual Rights             | 6. The Exemptions                 |
| 7. Enforcement and Appeals       | 8. Summary for Computer Bureaux   |

If the URC had a Group Registration Scheme, like that of the Methodist Church, the process of Registration would be much simpler, and cheaper, and, those Churches and individuals, not registered, and presently storing electronic data, would be helped to be within The Data Protection Act 1984.



# **APPENDICES**

**GENERAL  
ASSEMBLY  
1993**

# APPENDIX II

THE UNITED REFORMED CHURCH

Central Office - 86, Tavistock Place, London WC1H 9RT.

ACCOUNTS FOR THE YEAR ENDED 31ST DECEMBER 1992

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APPROVAL OF FINANCIAL STATEMENTS

ACCOUNTS - PAGE 2

We confirm on behalf of the Financial Management Committee our approval of the accounts as set out on pages 3-26 .

A K Black  
Treasurer  
30th March 1993

C M Frank  
Chief Accountant and Financial Secretary

The reports on pages 24-26 are extracted from the full accounts of the United Reformed Church Ministers' Pension Fund and the United Reformed Church Retired Ministers' Housing Society Limited. Copies of these full accounts may be obtained from the Finance Office of the Church.

REPORT OF THE AUDITORS TO THE UNITED REFORMED CHURCH

We have audited the accounts on pages 3 to 23 in accordance with Auditing Standards.

In our opinion these accounts give a true and fair view of the state of the funds as at 31st December 1992, and of the income and expenditure for the year ended on that date.

We have also audited the accounts, in accordance with Auditing Standards, of the United Reformed Church Retired Ministers' Housing Society Limited on which we have given an unqualified opinion, and the United Reformed Church Ministers' Pension Fund, on which we have qualified our audit on the basis that we have been unable to inspect share certificates relating to overseas investments valued at £2.96 million, being 10.2% of the Accumulated Fund, as these certificates are held overseas, by the Fund Managers' Nominees.

186 City Road  
London EC1V 2NU

30th March 1993

ROBSON RHODES  
Registered Auditor  
Chartered Accountants

## ACCOUNTING POLICIES

### 1. Scope

These accounts comprise those funds administered in the central office of the United Reformed Church on behalf of United Reformed Church Trust or the United Reformed Church Retired Ministers' Housing Society Limited. They do not therefore include funds administered by Provincial and other officers.

### 2. Basis of preparation.

The accounts, which should be read in conjunction with the report of the Finance Department to Assembly 1993, have been prepared under the historical cost convention, as modified by the inclusion of investments at market value in the Investment Pool on page 22, and the United Reformed Church Ministers' Pension Fund on page 24. These accounts are also prepared in accordance with the Accounting Standards Committee Statement of Recommended Practice, No. 2, - 'Accounting by Charities' and comply with this in all material respects.

### 3. Classification of funds

The capital accounts are permanent endowment accounts. The General Fund is for "furthering the religious and other charitable work of the United Reformed Church". All other funds are more particularly restricted, as indicated by the respective fund titles.

### 4. Income.

Contributions to the Ministry and Mission Fund are brought into account on a receipts basis, with the inclusion of receipts in the early part of 1993 relating to 1992. However, where a Province had remitted more than the agreed contribution to the Fund by 31st December 1992, the excess is carried forward as an advance payment on account of the contribution for 1993. Legacies are credited on a receipts basis to the fund designated by the donor or to the General Fund if no fund is designated.

### 5. Depreciation

#### Property

No provision for depreciation is made on freehold or leasehold buildings. The Financial Management Committee considers that the requirement of the Statement of Standard Accounting Practice No 12 that freehold and leasehold buildings should be depreciated is not appropriate for the Church, because the Church's policy is to ensure that the buildings are maintained to such a standard that depreciation is negligible. Properties shown in Note 5 at £5 million are insured for £10 million.



Cars, furniture and equipment

Depreciation is provided on cars, furniture and equipment so as to write off the relevant assets over their expected useful lives at the following rates per annum:-

Cars	30% on cost
Major Equipment	
Computers	25% on cost
Printing Machinery	20% on cost
Other furniture and equipment	10% on cost

6. Investments

Investments held for the United Reformed Church Ministers' Pension Fund and the Investment Pool, are stated at market value.

Investments held for other funds are stated at cost. Units held in the Investment Pool are stated in the accounts of the investing funds at the cost of the units to those funds. The cost is based on quarterly market valuation of the underlying listed investments at the time of purchase. No account is taken of the excess of unrealised gains over unrealised losses in specific investments, having regard to the long term purpose of the investment funds.

Income from investments, including the associated tax credit, has been included to the extent that it was received during the year.

7. Stock

Stock consists of books and materials purchased for resale in the Communication and Supplies Section. The stock is stated at the lower of cost and net realisable value.

8. Westminster College

With the exception of certain improvements, bequests and purchases between 1983 and 1992, the buildings and contents of Westminster College are not included in the Central Funds balance sheet, since the College was originally a gift to the Church, the value of which cannot readily be ascertained. The College buildings are insured for £13.4 million.

9. United Reformed Church Ministers' Pension Fund

The full accounts of the United Reformed Church Ministers Pension Fund, an extract from which is shown on page 24, deal with the resources at the disposal of the trustees and short-term liabilities. Long-term liabilities for pensions and other benefits, which are expected to arise in the future, are not reflected in the accounts. The long-term financial position of the fund is dealt with in the actuarial report. A copy of the full accounts of the United Reformed Church Ministers' Pension Fund may be obtained from the Finance office of the Church.

The fund is a defined benefit pension scheme. The assets are invested and managed independently of the finances of the Church.

The Church currently contributes, from the Maintenance of the Ministry Fund, at the rate of 10.65% of basic stipend in respect of members, and makes further payments towards the actuarial deficit, as indicated by the Consultant Actuary.

The triennial valuation of the pension fund is performed by the Actuary, using the attained age method, assuming that the rate of return achieved by the fund will exceed the rate of stipend increase by 3% pa. The last valuation was at 1st January 1991, which indicated an actuarial shortfall of £1.65 million. The Church has been advised by the Actuary that as the result of the increases in the basic stipend to £13,000 from July 1st 1993, the unfunded past service liability will be increased from £8 million to approximately £10 million. To meet this increased shortfall, the Maintenance of the Ministry Committee have taken steps which, if carried out, will eliminate this shortfall in about 10 years, based on the actuarial assumptions.

The contributing members of the fund are not contracted out of the State Pension Scheme.

CENTRAL FUNDS

BALANCE SHEET AS AT 31ST DECEMBER 1992

THE CENTRAL FUNDS OF THE CHURCH		1992		1991	
	Note	£'000	£'000	£'000	£'000
Capital Accounts	1		2,631		2,612
Income and Expenditure Accounts	2		<u>14,240</u>		<u>13,090</u>
Total	3		<u>16,871</u>		<u>15,702</u>
REPRESENTED BY					
Fixed Assets					
Property	5	4,995		4,419	
Cars, furniture and equipment	5	<u>242</u>		<u>214</u>	
			5,237		4,633
Investments	6		8,224		8,044
Loans and Advances	7		<u>2,787</u>		<u>2,583</u>
	4		16,248		15,260
Current Assets					
Stock		58		40	
Debtors		450		618	
Cash	8	<u>1,942</u>		<u>1,485</u>	
		2,450		2,143	
Creditors		(1,277)		(1,257)	
Advance contributions to the Maintenance of the Ministry Fund		<u>(550)</u>		<u>(444)</u>	
Net Current Assets			<u>623</u>		<u>442</u>
			<u>16,871</u>		<u>15,702</u>

ACCOUNTS - PAGE 7

NOTE 1 - CAPITAL ACCOUNTS

	Balance 31/12/92 £'000	Balance 31/12/91 £'000
General Fund	310	310
Maintenance of the Ministry Fund	289	289
Ministerial Training Fund	45	45
Westminster College Funds	479	469
Church Buildings Fund	184	184
Homes for Retired Ministers Funds	355	355
Welfare Fund	68	68
Retired Ministers' Aid Fund	40	40
Other Funds	778	769
World Church and Mission Funds	<u>83</u> <u>2,631</u>	<u>83</u> <u>2,612</u>

Changes in Capital Accounts are capital donations, and a legacy.

NOTE 2 - INCOME AND EXPENDITURE ACCOUNTS

	Page	Balance 31/12/92		Balance 31/12/91	
		£'000	£'000	£'000	£'000
General Fund	13	3,567		3,476	
Maintenance of the Ministry Fund	13	<u>1,434</u>	5,001	<u>1,230</u>	4,706
Ministerial Training Fund	14		1,243		1,255
Westminster College Funds	16		399		364
Church Buildings Fund	16		2,031		1,898
Homes for Retired Ministers Funds	17		883		858
Welfare Fund	17		164		160
Retired Ministers' Aid Fund	18		210		165
Memorial Hall Trust Grants Fund	18		1,620		1,347
Other Funds	18		1,484		1,357
World Church and Mission Funds	19		337		311
Windermere Funds	20		329		325
Yardley Hastings Centre Fund	21		<u>539</u>		<u>344</u>
			<u>14,240</u>		<u>13,090</u>

NOTE 3 - INVESTMENT OF FUNDS AS AT 31ST DECEMBER 1992

	Total £'000	Property £'000	Cars Furniture & Equipment £'000	Invest- ments £'000	Loans £'000	Current Assets £'000
General Fund	3,877	1,948	105	3,257	175	(1,608)
Maintenance of the Ministry Fund	1,723	-	-	1,410	123	190
Ministerial Training Fund	1,288	-	-	534	-	754
Westminster College Funds	878	537	2	287	-	52
Church Buildings Fund	2,215	436	-	425	853	501
Homes for Retired Ministers Fund	1,238	1,243	-	-	-	(5)
Welfare Fund	232	-	-	201	-	31
Retired Ministers' Aid Fund	250	-	-	235	-	15
Memorial Hall Trust Grants Fund	1,620	-	-	-	1,620	-
Other Funds	2,262	62	47	1,536	16	601
World Church & Mission Funds	420	-	-	339	-	81
Windermere Funds	329	297	21	-	-	11
Yardley Hastings Centre Fund	<u>539</u>	<u>472</u>	<u>67</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>16,871</u>	<u>4,995</u>	<u>242</u>	<u>8,224</u>	<u>2,787</u>	<u>623</u>
Note		5	5	6	7	

ACCOUNTS - PAGE 9

NOTE 4 - STATEMENT OF INCREASE IN CENTRAL RESOURCES  
in the year ending 31st December 1992  
and their disposal.

	1992		1991	
	£'000	£'000	£'000	£'000
<b>INCOME IN THE YEAR</b>				
Ministry and Mission Fund Contributions		13,145		10,767
Dividends and interest		984		1,193
Grant from Memorial Hall Trust		385		350
Grant from New College, London, Trust		196		196
Legacies		106		165
Proceeds of Yardley Hastings Appeal		195		344
Other income		<u>249</u>		<u>296</u>
		15,260		13,311
<b>EXPENDITURE IN THE YEAR</b>				
Cost of Central Departments	1,917		1,764	
Costs of Maintenance of the Ministry	9,683		7,984	
Costs of Ministerial Training	658		623	
Grants				
From MoM fund	299		183	
From Church Buildings Fund	44		14	
To CWM	550		493	
Other	317		371	
Appropriation to the URCMPF	<u>636</u>	<u>14,104</u>	<u>1,524</u>	<u>12,956</u>
Net increase in resources in year		<u>1,156</u>		<u>355</u>
<b>DISPOSAL OF SURPLUS</b>				
Property purchased				
Yardley Hastings Centre				
Funded from special appeal	130		342	
Funded from Church Buildings Fund	167		-	
Purchase of houses	361		222	
Proceeds of houses sold	(121)		-	
At Westminster College (overprovision)	<u>(24)</u>	513	<u>261</u>	825
Equipment purchased				
Cars	49		116	
Proceeds of cars sold	(11)		(32)	
Computers	7		6	
Other Furniture and equipment	<u>75</u>	120	<u>11</u>	101
Investments made				
Purchases	1,133		1,098	
Sales	<u>(955)</u>	178	<u>(1,350)</u>	(252)
Loans made				
From Church Buildings Fund	279		273	
From Retired Ministers' Housing Fund	273		300	
Other	57		95	
Loans repaid in year	<u>(445)</u>	<u>164</u>	<u>(441)</u>	<u>227</u>
Total sums invested		<u>975</u>		<u>901</u>
Increase in net assets				
At January 1st 1992	442		988	
At December 31st 1992	<u>623</u>	<u>181</u>	<u>442</u>	<u>(546)</u>

NOTE 5 - FIXED ASSETS

	Balance at 1/1/92	Additions	Disposals	Balance at 31/12/92
	£'000	£'000	£'000	£'000
Property (at cost or original valuation)				
Freehold Property:				
Central Office	106	-	-	106
Houses	2,696	360	(58)	2,998
Westminster College additions	358	(24)	-	334
Yardley Hastings	<u>342</u>	<u>298</u>	<u>-</u>	<u>640</u>
	3,502	634	(58)	4,078
Leasehold Property:				
Long Leases				
Windermere Centre	297	-	-	297
Other	<u>530</u>	<u>-</u>	<u>-</u>	<u>530</u>
	4,329	634	(58)	4,905
Investment Property				
Freehold Ground Rents	28	-	-	28
Shop Property	<u>62</u>	<u>-</u>	<u>-</u>	<u>62</u>
Total property	<u>4,419</u>	<u>634</u>	<u>(58)</u>	<u>4,995</u>
Cars, Furniture and Equipment				
Cost				
Motor Cars	211	49	(16)	244
Furniture and Equipment	168	75	-	243
Computer Equipment	<u>96</u>	<u>7</u>	<u>-</u>	<u>103</u>
	<u>475</u>	<u>131</u>	<u>(16)</u>	<u>590</u>
Cars, Furniture and Equipment				
Depreciation		Charged	Released	
Motor Cars	67	63	(16)	124
Furniture and Equipment	112	19	-	131
Computer Equipment	<u>82</u>	<u>11</u>	<u>-</u>	<u>93</u>
	<u>261</u>	<u>93</u>	<u>(16)</u>	<u>590</u>
Net Book Value of cars, furniture and equipment	<u>214</u>			<u>242</u>

NOTE 6 - INVESTMENTS

	1992		1991	
	Cost	Market Value	Cost	Market Value
	£'000	£'000	£'000	£'000
Units in Investment Pool	6,041	9,714	5,894	8,434
Other Listed Investments	<u>2,036</u>	<u>2,226</u>	<u>2,003</u>	<u>2,015</u>
	8,077	11,940	7,897	10,449
Unlisted Investments at cost	<u>147</u>		<u>147</u>	
Total investments	<u>8,224</u>		<u>8,044</u>	

ACCOUNTS - PAGE 11

7 - LOANS AND ADVANCES

	1992 £'000	1991 £'000
To the URC Retired Ministers' Housing Society Limited		
from General Fund	140	186
from General Fund (interest free)	35	35
from Homes for Retired Ministers Fund	-	180
from Memorial Hall Trust Grants Fund	1,620	1,347
from Other Funds	<u>16</u>	<u>16</u>
	1,811	1,764
To Churches from Church Buildings Fund	853	715
To Ministers from Maintenance of the Ministry Fund	<u>123</u>	<u>104</u>
Total loans	<u>2,787</u>	<u>2,583</u>

Loans are interest free except that interest is charged at 1% below the Midland Bank base rate on the General Account loan to the United Reformed Church Retired Ministers' Housing Society, and generally at 7% per annum on loans from the Church Buildings Fund for building work, and for professional fees after the loan has been outstanding for two years.

NOTE 8 - CASH AT BANK

	1992 £'000	1991 £'000
Cash on call and short term deposit	5,890	4,261
Cash at bank and in hand	<u>92</u>	<u>64</u>
	5,982	4,325
Less Sums held for other funds, Provinces, and Congregations	<u>4,040</u>	<u>2,840</u>
Total cash	<u>1,942</u>	<u>1,485</u>

NOTE 9 - ASSETS HELD IN TRUST FOR OTHER BODIES

At 31st December 1992 United Reformed Church Trust held the following assets on behalf of Provinces and Congregations.

	1992 £'000	1991 £'000
Investments (at cost or valuation)	10,100	9,503
Money specifically invested externally at short notice	-	805
Loans	26	29
Cash on deposit	3,592	2,805
Other cash	<u>202</u>	<u>130</u>
	<u>13,920</u>	<u>13,272</u>

These assets are the property of and held to the order of the Provinces and Congregations concerned.

NOTE 10 - COMMITMENTS

At 31st December 1991 contracts for £485,000 had been placed for the building of the Yardley Hastings Centre, of which £144,000 had not been paid. A further cost of £230,000 for professional fees, fittings etc., was expected to be required to complete the development. The cost in excess of the appeal made for this work was met by the Church Buildings Fund. All costs relating to the Yardley Hastings Centre have now been provided for. The United Reformed Church Retired Ministers Housing Society Ltd had contracted to purchase property for £108,000 at 31st December 1992. (1991 nil) The Housing Society has given approval for the purchase of further property to the value of £320,000 (1991 £217,000). These acquisitions will be funded from the unexpended income of the Church or from the proceeds of properties currently unoccupied and for sale. From its General Fund the Church has agreed to lend to the Housing Society any shortfall. The Officers of the Church Buildings Fund have authorised loans amounting to £130,000 (1991 £80,000) which were not paid at 31st December 1992.



THE MINISTRY AND MISSION FUND  
INCOME

	1992		1991	
	Ministry and Mission Fund	Total	Maintenance of the Ministry Fund	Unified Appeal
	£'000	£'000	£'000	£'000
Province 1 Northern	923	774	642	132
2 North Western	1,200	975	780	195
3 Mersey	885	710	570	140
4 Yorkshire	875	711	565	146
5 East Midlands	860	684	550	134
6 West Midlands	979	828	685	143
7 Eastern	1,105	889	719	170
8 South Western	837	685	553	132
9 Wessex	1,387	1,124	935	189
10 Thames North	1,588	1,288	1,032	256
11 Southern	1,990	1,660	1,355	305
12 Wales	516	438	382	56
Non provincial contributions	-	<u>1</u>	-	<u>1</u>
Total receipts	<u>13,145</u>	<u>10,767</u>	<u>8,768</u>	<u>1,999</u>

Note: With the amalgamation of the Unified Appeal and the Maintenance of the Ministry collections from local Churches as from January 1st 1992, the accounts of the General Fund and the Maintenance of the Ministry Fund have been combined, and are shown on page 13. The comparative figures have been re-ordered to reflect this change.

ACCOUNTS - PAGE 13 INCOME AND EXPENDITURE ACCOUNTS FOR 1992

MINISTRY AND MISSION FUND

	1992		1991	
	£'000	£'000	£'000	£'000
INCOME				
Ministry and Mission Fund		13,145		10,767
Other Income				
Dividends on Investments	231		307	
Interest (net of allocation to other funds)	183		264	
URC Insurance Co. Ltd.	35		32	
Sundry Income	<u>22</u>		<u>35</u>	
		<u>471</u>		<u>638</u>
TOTAL INCOME		<u>13,616</u>		<u>11,405</u>
EXPENDITURE				
CENTRAL OPERATIONS				
Central Secretariat	96		78	
General Church costs	87		104	
Assembly	59		62	
Ecumenical Grants	81		63	
Moderators	287		256	
Ministries	140		116	
Faith & Life	322		292	
World Church & Mission	377		333	
Church & Society	60		53	
Finance	164		156	
Professional Fees	45		36	
Communications & Supplies	99		114	
Advocacy	40		34	
Information Service	10		5	
Central Office costs	<u>143</u>		<u>134</u>	
	2,010		1,836	
ALLOCATION				
Council for World Mission	550		493	
Ministerial Training Fund	206		196	
Welfare Fund	<u>20</u>		<u>25</u>	
		2,786		2,550
COSTS OF MAINTENANCE OF THE MINISTRY				
Costs of Ministers in local appointments				
Basic Stipends	7,799		6,374	
Other stipend costs	306		380	
Church Related Community Workers	65		65	
Employers contributions for Pension and National insurance	1,513		1,165	
Appropriation to URCMPF	615		600	
Grants and other costs	<u>299</u>		<u>183</u>	
	10,597		8,767	
Special Appropriation to URCMPF	-	10,597	900	9,667
TOTAL EXPENDITURE		<u>13,383</u>		<u>12,217</u>
NET SURPLUS FOR YEAR		233		(812)
Profit on sale of properties		46		-
Profit on sale of investments		-		207
Legacies and major donations		<u>16</u>		<u>143</u>
		295		(462)
INCOME AND EXPENDITURE ACCOUNT				
Balance at 1st January		4,706		5,168
Balance at 31st December		<u>5,001</u>		<u>4,706</u>

MINISTERIAL TRAINING FUND

INCOME	1992		1991	
	£'000	£'000	£'000	£'000
Ministry and Mission Fund		206		-
General Fund		-		196
Dividends and Interest		93		97
Allocation from				
New College, London, Trust		197		196
Memorial Hall Trust monies		100		-
Other Donations		<u>50</u>		<u>54</u>
		646		543
EXPENDITURE				
Grants to Colleges				
Westminster College				
Bursary Fund		194		197
General Account (See Page 15)		<u>4</u>		<u>(6)</u>
		198		191
Mansfield College				
Bursary Fund		115		122
Northern College, Manchester				
Bursary Fund		158		131
Queens College, Birmingham				
Bursary fund		40		47
Other Colleges		<u>12</u>		<u>6</u>
		523		497
Cost of Training for the				
Non-Stipendiary Ministry		71		84
Other Costs		<u>64</u>		<u>42</u>
		<u>658</u>		<u>623</u>
NET (DEFICIT) IN YEAR		(12)		(80)
INCOME AND EXPENDITURE ACCOUNT				
Balance at 1st January		<u>1,255</u>		<u>1,335</u>
Balance at 31st December		<u>1,243</u>		<u>1,255</u>

NOTE: As shown on page 8 investments costing £534,000 (1991 £984,000) are held for the Ministerial Training Fund, and these are valued at £654,000 at 31st December 1992 (1991 £1,028,000)

WESTMINSTER COLLEGE - GENERAL ACCOUNT

	1992		1991	
	£'000	£'000	£'000	£'000
<b>INCOME</b>				
Students' Fees	171		179	
Conference Fees	30		15	
Federation Catering Receipts	<u>5</u>		<u>5</u>	
		206		199
Net Property Rents	12		13	
Donations and Sundry Income	<u>2</u>		<u>3</u>	
		14		16
Endowment Income	15		16	
Grant from Cheshunt Foundation*	<u>4</u>		<u>4</u>	
		<u>19</u>		<u>20</u>
		<u>239</u>		<u>235</u>
<b>EXPENDITURE</b>				
Lecturers' stipends	63		56	
Lecturers' accommodation costs	3		6	
Chair Endowments	(13)		(14)	
Allocation from the Maintenance of the Ministry Fund	(50)		(41)	
		3		7
Staff Salaries	85		85	
Household Expenses	38		38	
Water, light, heat and insurance	33		34	
Maintenance	<u>35</u>		<u>25</u>	
		191		182
University & Federation Fees, Internship Programme	22		17	
Library	<u>4</u>		<u>8</u>	
		26		25
Office costs	7		7	
Sundry expenses	<u>16</u>		<u>8</u>	
		<u>23</u>		<u>15</u>
		<u>243</u>		<u>229</u>
NET (DEFICIT)/SURPLUS IN YEAR transferred from/to the Ministerial Training Fund		(4)		<u>6</u>

\* In addition to this grant, the Cheshunt Foundation supports the College by contributing to office costs, maintaining one Lecturer and by giving bursaries to students.

WESTMINSTER COLLEGE FUNDS

	1992	1991
£'000	£'000	£'000
INCOME		
Other receipts	31	2
Dividends and Interest	<u>41</u>	<u>57</u>
	72	59
EXPENDITURE		
Bursary Account Grants	7	7
Chair Endowments	13	14
General Endowments	15	16
Other Grants	<u>2</u>	<u>18</u>
	37	55
NET SURPLUS IN YEAR		
	35	4
Profit on sale of investments	-	39
Legacies	<u>-</u>	<u>13</u>
	35	56
INCOME AND EXPENDITURE ACCOUNT		
Balance at 1st January	364	308
Balance at 31st December	<u>399</u>	<u>364</u>

CHURCH BUILDINGS FUND

	1992	1991
£'000	£'000	£'000
INCOME		
Donations	2	2
Dividends and Interest	132	134
Income from houses	5	5
Income from Ground Rents	<u>24</u>	<u>26</u>
	163	167
EXPENDITURE		
Grants	<u>44</u>	<u>14</u>
NET SURPLUS IN YEAR		
	119	153
Proceeds of sale - Bangor properties	<u>14</u>	<u>107</u>
	133	260
INCOME AND EXPENDITURE ACCOUNT		
Balance at 1st January	1,898	1,638
Balance at 31st December	<u>2,031</u>	<u>1,898</u>

ACCOUNTS - PAGE 17

HOMES FOR RETIRED MINISTERS FUNDS

	1992		1991	
	£'000	£'000	£'000	£'000
INCOME				
Special rents	1		1	
Sundry dividend	-		-	
Income from Harrison Longhurst Will Trusts	<u>7</u>		<u>8</u>	
NET SURPLUS IN YEAR		8		9
Surplus on sale of properties		<u>17</u>		<u>-</u>
		25		9
INCOME AND EXPENDITURE ACCOUNT				
Balance at 1st January		<u>777</u>		<u>768</u>
Balance at 31st December		<u>802</u>		<u>777</u>
PROPERTY MANAGEMENT				
Rents received		21		19
Less Property Costs	19		20	
Estimated management expenses	<u>2</u>		<u>3</u>	
		<u>21</u>		<u>23</u>
NET (DEFICIT)/SURPLUS IN YEAR		-		(4)
Balance at 1st January		(18)		(14)
Balance at 31st December		(18)		(18)
FUND Balances at 31st December				
General Income and Expenditure Account		802		777
Property management account		(18)		(18)
Nidalla Account		<u>99</u>		<u>99</u>
		<u>883</u>		<u>858</u>

WELFARE FUND

	1992		1991	
	£'000	£'000	£'000	£'000
INCOME				
Donations		2		2
Dividends and Interest		19		20
Allocation from General Fund		<u>20</u>		<u>25</u>
		41		47
EXPENDITURE				
Grants		<u>37</u>		<u>34</u>
NET SURPLUS IN YEAR		4		13
INCOME AND EXPENDITURE ACCOUNT				
Balance at 1st January		<u>160</u>		<u>147</u>
Balance at 31st December		<u>164</u>		<u>160</u>

RETIRED MINISTERS' AID FUND

	1992		1991	
	£'000	£'000	£'000	£'000
INCOME				
Investment Income		37		39
Allocation from the Sir William Dunn Trust		<u>2</u>		<u>1</u>
		39		40
EXPENDITURE				
Grants Paid	23		16	
Allocation to Ministers' Pension Fund	<u>21</u>		<u>24</u>	
		<u>44</u>		<u>40</u>
NET (DEFICIT)/SURPLUS IN YEAR		(5)	-	
INCOME AND EXPENDITURE ACCOUNT				
Legacy		50		-
Balance at 1st January		<u>165</u>		<u>165</u>
Balance at 31st December		<u>210</u>		<u>165</u>

MEMORIAL HALL TRUST GRANTS FUND

	1992		1991	
	£'000	£'000	£'000	£'000
INCOME				
Grants from the Memorial Hall Trust		385		350
EXPENDITURE				
Grants		<u>112</u>		<u>50</u>
NET SURPLUS IN YEAR		273		300
INCOME AND EXPENDITURE ACCOUNT				
Balance at 1st January		<u>1,347</u>		<u>1,047</u>
Balance at 31st December		<u>1,620</u>		<u>1,347</u>

OTHER FUNDS

		1992		1991
		£'000		£'000
INCOME				
Dividends and Interest		202		213
Donations and Other Receipts		<u>59</u>		<u>49</u>
		261		262
EXPENDITURE				
Grants		<u>166</u>		<u>177</u>
NET SURPLUS IN YEAR		95		85
Profit on sale of investments		2		-
Legacies		30		9
INCOME AND EXPENDITURE ACCOUNT				
Balance at 1st January		<u>1,357</u>		<u>1,263</u>
Balance at 31st December		<u>1,484</u>		<u>1,357</u>

ACCOUNTS - PAGE 19

WORLD CHURCH AND MISSION FUNDS

	1992		1991	
	£'000	£'000	£'000	£'000
<u>GENERAL FUND</u>				
INCOME				
Dividends and Interest	52		54	
Donations	<u>2</u>		<u>-</u>	
		54		54
EXPENDITURE				
Contribution to Departmental Expenditure	30		26	
Grants	<u>6</u>		<u>13</u>	
		<u>36</u>		<u>39</u>
NET SURPLUS IN YEAR		18		15
INCOME AND EXPENDITURE ACCOUNT				
Balance at 1st January		<u>220</u>		<u>205</u>
Balance at 31st December		<u>238</u>		<u>220</u>
<u>OTHER WCM FUNDS</u>				
INCOME				
Dividends and Interest		14		15
EXPENDITURE				
Grants		<u>6</u>		<u>-</u>
NET SURPLUS IN YEAR		8		15
INCOME AND EXPENDITURE ACCOUNT				
Balance at 1st January		<u>91</u>		<u>76</u>
Balance at 31st December		<u>99</u>		<u>91</u>
FUND Balances at 31st December		<u>337</u>		<u>311</u>



WINDERMERE FUND

	1992		1991	
	£'000	£'000	£'000	£'000
INCOME				
Donations and Other Receipts		-		-
INCOME AND EXPENDITURE ACCOUNT				
Balance at 1st January		<u>325</u>		<u>325</u>
Balance at 31st December		<u>325</u>		<u>325</u>

THE WINDERMERE CENTRE GENERAL ACCOUNT

	1992		1991	
	£'000	£'000	£'000	£'000
INCOME				
Fees	107		92	
Budgeted appropriation towards salary costs	30		-	
Sundry receipts	<u>11</u>		<u>11</u>	
		148		103
EXPENDITURE				
Director's and Administration salary costs	31			
Secretarial, Office and General costs	28		33	
Centre Costs	<u>85</u>		<u>83</u>	
		<u>144</u>		<u>116</u>
NET SURPLUS/(DEFICIT) IN YEAR		4		(13)
Net deficit balance brought forward				-
Net deficit transferred to General Fund				<u>(13)</u>
Balance carried forward		<u>4</u>		-
Total Windermere Funds		<u>329</u>		<u>325</u>

ACCOUNTS - PAGE 21

YARDLEY HASTINGS CENTRE FUND

	1992		1991	
	£'000	£'000	£'000	£'000
INCOME				
Donations and other receipts, less fund raising costs		195		344
INCOME AND EXPENDITURE ACCOUNT				
Balance at 1st January		<u>344</u>		-
Balance at 31st December		<u>539</u>		<u>344</u>

THE YARDLEY HASTINGS CENTRE - GENERAL ACCOUNT

	1992	
	£'000	£'000
INCOME		
Fees	19	
Budgeted appropriation towards salary costs	8	
Sundry receipts	<u>5</u>	
		32
EXPENDITURE		
Chaplain's and Administration salary costs	14	
Secretarial, Office and General costs	18	
Centre Costs	<u>34</u>	
		<u>66</u>
NET SURPLUS/(DEFICIT) IN YEAR		(34)
Net deficit transferred to General Fund		(34)
Balance carried forward		<u>-</u>

INVESTMENT POOL

BALANCE SHEET at 31st December 1992

	1992		1991	
	1000 Units	£'000	1000 Units	£'000
CAPITAL				
Units in issue				
at 1st January	5,181	18,779	5,311	19,684
Units issued in year	248	943	209	800
Units cancelled in year	(81)	(311)	(339)	(1,285)
Management fees		(23)		(32)
Underwriting commission		-		7
(Loss) on sale				
of investments		<u>(1,143)</u>		<u>(395)</u>
At 31st December	<u>5,348</u>	18,245	<u>5,181</u>	18,779
Unrealised Surplus in Market				
Value of Investments				
against Cost		<u>4,577</u>		<u>740</u>
		<u>22,822</u>		<u>19,519</u>
REPRESENTED BY				
	Cost	Market Value	Cost	Market Value
Investments	<u>17,142</u>	21,719	<u>18,380</u>	19,120
Cash and Short Term Deposits		1,349		1,360
Net balance with the				
United Reformed Church		<u>(246)</u>		<u>(961)</u>
		<u>22,822</u>		<u>19,519</u>

Based on the underlying market value of investments and uninvested cash, the value of each unit in issue was

£4,2674

£3.7672

Distributions in respect of all investment income in the year were made as follows:-

	Rate per Unit	£'000	Rate per Unit	£'000
3 months ended 31st March	7.42p	390	5.80p	309
30th June	5.01p	267	6.68p	356
30th September	7.40p	396	7.64p	412
31st December	<u>7.34p</u>	<u>392</u>	<u>8.31p</u>	<u>451</u>
Total income distributed	<u>27.17p</u>	<u>1,445</u>	<u>28.43p</u>	<u>1,528</u>

Note: All the share certificates for investments in the Investment Pool are designated for United Reformed Church Trust in the name of the nominee company of James Capel Fund Managers Limited - MSS Nominees Limited. The Trustee is advised of all changes in investment, and quarterly schedules of investments held are issued by the Fund Managers, and reconciled to records maintained.

THE UNITED REFORMED CHURCH RETIRED MINISTERS'  
AND MINISTER'S WIDOWS' AND WIDOWERS' FUND (The Retired Ministers' Fund)

BALANCE SHEET at 31st December 1992

	1992		1991	
	£'000	£'000	£'000	£'000
ACCUMULATED FUND				
Sums credited to date in the terms of the will of the late H. N. Clarke		-		116
Sums received on termination of G. H. Lea will trust		-		1
Net deficit in year		(187)		(100)
Loss on realisation of CIF units		-		(1)
Legacies received		<u>1</u>		<u>-</u>
		(186)		16
Balance at 1st January		<u>3,250</u>		<u>3,234</u>
Balance at 31st December		<u>3,064</u>		<u>3,250</u>

REPRESENTED BY

	Market Value		Market Value	
Investments at Cost	<u>3,234</u>	2,888	<u>3,041</u>	3,075
Investment property		137		201
Net balance with the United Reformed Church		<u>62</u>		<u>5</u>
		3,087		3,281
Less Provision for possible claims from other churches		<u>23</u>		<u>31</u>
		<u>3,064</u>		<u>3,250</u>

INCOME and EXPENDITURE ACCOUNT for  
the year to 31st December 1992

INCOME

Investment Income (net of interest paid)		210		252
Allocation from the Harrison Longhurst Will Trust	22		21	
Income from the Clarke estate	1		39	
Sundry Income	<u>4</u>		<u>3</u>	
		<u>27</u>		<u>63</u>
		237		315

EXPENDITURE

Grants Paid		<u>424</u>		<u>415</u>
NET DEFICIT IN YEAR		(187)		(100)

UNITED REFORMED CHURCH MINISTERS PENSION FUND

Resources of the Fund as at 31st December 1992

	1992	1992	1991	1991
	£'000	£'000	£'000	£'000
<b>INCOME</b>				
Contributions from ministers and central funds	1,084		839	
Transfer values received	<u>3</u>	1,087	<u>-</u>	839
Investment Income	1,192		1,292	
Underwriting Commission	<u>1</u>	1,193	<u>9</u>	1,301
Allocation towards the actuarial deficit	640		626	
Donations	<u>5</u>	<u>645</u>	<u>1</u>	<u>627</u>
		2,925		2,767
<b>EXPENDITURE</b>				
Benefits Paid	1,895		1,443	
Transfer Values paid	<u>27</u>		<u>28</u>	
	1,922		1,471	
Management expenses	<u>102</u>		<u>90</u>	
		<u>2,024</u>		<u>1,561</u>
NORMAL INCREASE IN RESOURCES IN YEAR		901		1,206
Special subvention from MoM fund		-		900
Realised (Loss)/Profit on Sale of Investments		(805)		757
Increase in Unrealised Surplus on Investment Revaluation		<u>4,348</u>		<u>278</u>
TOTAL INCREASE IN RESOURCES IN YEAR		4,444		3,141
Balance of Resources at 1st January		<u>25,748</u>		<u>22,607</u>
Balance of Resources at 31st December		<u>30,192</u>		<u>25,748</u>
<b>Represented by</b>				
Investments		28,362		23,683
Net Current Assets		<u>1,830</u>		<u>2,065</u>
		<u>30,192</u>		<u>25,748</u>

Accounting policy 9 on page 5 forms an integral part of the accounts of this fund

Funds held for  
HOUSING RETIRED MINISTERS

A consolidated account of the Homes for Retired Ministers Funds  
of the United Reformed Church  
and the United Reformed Church Retired Ministers Housing Society Limited.

BALANCE SHEET  
as at 31st December 1992

	1992		1991	
	£'000	£'000	£'000	£'000
Property at cost or valuation		8,387		7,521
Current Assets				
Cash	539		41	
Current Liabilities	(504)		(9)	
Net Current Assets		<u>35</u>		<u>32</u>
		<u>8,422</u>		<u>7,553</u>
FINANCED BY				
Loans		1,817		1,590
Revenue Reserves	6,250		5,608	
Capital Reserves	<u>355</u>		<u>355</u>	
		<u>6,605</u>		<u>5,963</u>
		<u>8,422</u>		<u>7,553</u>

This account is a summarised and consolidated account of the Homes for Retired Ministers Funds of the United Reformed Church, with the United Reformed Church Retired Ministers Housing Society Limited. The accounts of the Homes for Retired Ministers Funds shown on page 17 of this book, and the accounts of the Society are available from the Central Office of the Church.

Funds held for  
HOUSING RETIRED MINISTERS

A consolidated account of the Homes for Retired Ministers Funds  
of the United Reformed Church  
and the United Reformed Church Retired Ministers Housing Society Limited.

PROPERTY MANAGEMENT ACCOUNT

Income and Expenditure for the year ended 31st December 1992

	1992 £'000	1991 £'000
Rents	134	126
Less Property costs	<u>107</u>	<u>102</u>
Net Surplus from property	27	24
Less Administrative costs	<u>19</u>	<u>18</u>
NET SURPLUS IN YEAR	8	6
Balance at January 1st	<u>13</u>	<u>7</u>
Balance at December 31st	<u>21</u>	<u>13</u>

GENERAL REVENUE ACCOUNT

Income and Expenditure for the year ended 31st December 1992

	1992 £'000	1991 £'000	1992 £'000	1991 £'000
Donations, Dividends, and Sundry Income	119		54	
Legacies and gifts of houses	297		292	
Profit on property sold	<u>217</u>		<u>116</u>	
		633		462
Less Professional fees	5		5	
Committees	1		2	
Rents paid	4		-	
Interest on money borrowed	<u>(11)</u>	<u>(1)</u>	<u>15</u>	<u>22</u>
NET SURPLUS IN YEAR		634		440
Balance at January 1st		<u>5,595</u>		<u>5,155</u>
Balance at December 31st		<u>6,229</u>		<u>5,595</u>
<u>TOTAL REVENUE RESERVES</u>		<u>6,250</u>		<u>5,608</u>

ACCOUNTS - PAGE 27

LEGACIES

The Church acknowledges, with gratitude, the receipt of the following legacies:

	£	£
<u>General Fund</u>		
The late J. W. Hillary (additional)	149	
J. M. Haymes (additional)	1,815	
M. Runtz	1,081	
M. Martin	500	
E. Elkington (additional)	1,468	
W. Noble	<u>10,840</u>	
	15,853	
<u>Less tax not recovered on 1990 legacy</u>	<u>116</u>	15,737
<u>World Church and Mission Funds</u>		
The late M. Brook Wells		500
<u>Westminster College</u>		
The late J. H. Barlow		10,000
<u>Retired Ministers Aid Fund</u>		
The late A. Peter		50,000
<u>The Retired Minister's Housing Fund.</u>		
The late L. M. Nash		201
<u>Church and Society</u>		
The late E.M. Skinner		<u>30,284</u>
		106,722
<u>The Retired Ministers Fund.</u>		
The late D. M. Dannant		500
<u>The United Reformed Church Retired Ministers Housing Society Ltd.</u>		
The late K. Hutchin	130,000	
D. L. Brind	1,884	
G. M. Busby (additional)	1,866	
S. M. Hawkins (additional)	27,569	
M. S. V. Browne (additional)	1,678	
M. K. Gray	2,115	
W. H. Glen	2,000	
K. Walker	3,767	
A. M. Hockaday	500	
F. G. Healey house valued at	75,000	
V. A. Todd	<u>50,000</u>	
		296,379
Total		<u>£403,601</u>



MINISTRY AND MISSION FUND BUDGET FOR 1994

	Actual 1992 £'000	Budget 1992 £'000	Revised Budget 1993 £'000	Draft Budget 1994 £'000
<b>INCOME</b>				
Ministry and Mission Fund	13,145	13,176	14,957	15,591
Sundry income	<u>471</u>	<u>419</u>	<u>419</u>	<u>418</u>
<b>TOTAL INCOME</b>	<u>13,616</u>	<u>13,595</u>	<u>15,376</u>	<u>16,009</u>
<b>GENERAL EXPENDITURE</b>				
Central Secretariat	96	86	91	97
General Church costs	87	92	105	115
Assembly	59	56	62	65
Ecumenical Grants	81	83	99	99
Moderators	287	270	330	354
Ministries	140	132	253	264
Faith and Life	322	295	369	394
Advocacy	40	37	41	44
World Church and Mission	377	397	373	395
Church and Society	60	69	74	80
Finance	164	168	171	178
Professional Fees	45	37	41	42
Communication and Supplies	99	121	137	133
Information Service	10	5	5	7
Central Office costs	143	143	141	148
Savings to be made				(20)
	<u>2,010</u>	<u>1,991</u>	<u>2,292</u>	<u>2,395</u>
<b>Less</b> Maintenance of the Ministry Fund contributions to Ministerial Staff salaries	<u>-</u>	<u>211</u>	<u>-</u>	<u>-</u>
	<u>2,010</u>	<u>1,780</u>	<u>2,292</u>	<u>2,395</u>
<b>ALLOCATIONS</b>				
Council for World Mission	550	530	576	591
Ministerial Training Fund	206	206	270	302
Welfare Fund	<u>20</u>	<u>20</u>	<u>20</u>	<u>20</u>
<b>TOTAL GENERAL COSTS</b>	<u>2,786</u>	<u>2,536</u>	<u>3,158</u>	<u>3,308</u>
<b>MAINTENANCE OF THE MINISTRY EXPENDITURE</b>				
Cost of Ministers' stipends	8,105	8,476	9,289	9,623
Saving on cost of ministers over age 65	-	-	-	(50)
Employer's contributions to National Insurance and Pension Schemes	<u>1,513</u>	<u>1,527</u>	<u>1,813</u>	<u>1,901</u>
	9,618	10,003	11,102	11,474
Church Related Community Workers	65	150	120	142
Grants and other costs	299	291	208	215
Grants to Ministers' Pension Fund	<u>615</u>	<u>615</u>	<u>825</u>	<u>908</u>
<b>TOTAL MoM EXPENDITURE</b>	<u>10,597</u>	<u>11,059</u>	<u>12,255</u>	<u>12,739</u>
<b>TOTAL EXPENDITURE</b>	<u>13,383</u>	<u>13,595</u>	<u>15,413</u>	<u>16,047</u>
<b>NET SURPLUS/(DEFICIT) IN YEAR</b>	<u>233</u>	<u>-</u>	<u>(37)</u>	<u>(38)</u>

## APPENDIX III

### MINISTERS HOLDING ASSEMBLY APPOINTMENT STIPENDS AND CONDITIONS OF SERVICE FROM JULY 1992

1. Provincial Moderators, Staff Secretaries and Academic Staff at Westminster College, receive a basic stipend of £11,508 per annum. In addition all ministers holding Assembly appointments receive a compensation allowance of £2,400 per annum.

2. Assembly appointed ministers are provided either with a house free of maintenance costs, or with a housing allowance in lieu. Travelling expenses, telephone costs etc, in connection with Church business are refunded.

3. Provincial Moderators and Staff Secretaries are provided with a car, maintenance and running costs being met by the Church subject to an adjustment for private use. Alternatively, a mileage allowance is payable if a privately owned car is used. Academic Staff at Westminster College are not provided with a car.

#### Preaching Fees and Travelling Expenses

4. Where Moderators and Staff Secretaries visit a church or attend a meeting in the course of their official duties, any fee or reimbursement of travelling expenses paid to the Officer is accounted for to the central funds of the Church.

## APPENDIX IV

### APPROVED RATES UNDER THE PLAN FOR PARTNERSHIP IN MINISTERIAL REMUNERATION AS AT 1/7/93

para 6.1.1	Basic Stipend, whole time Maximum Stipend, part time	£13,000 75% of whole time
para 8.1	Resettlement grant	£2,036
para 8.2	Ordination loan	£2,036
para 8.3	Retirement removal grant	Actual removal costs up to £1,018
para 9.1	Maximum weekly payments to students Maximum weeks for which payment made	£55 10
para 10.	Pulpit Supply costs (not generally payable from the MoM Fund except in cases of ministerial illness or sabbatical leave)	maximum refund per service: £20 plus appropriate travelling expenses.

# APPENDIX Va

## THE UNITED REFORMED CHURCH MINISTERS' PENSION FUND

### *Rules:*

### *Schedule of Amendments*

<u>Current Rule Number</u>	<u>Any Change in Rule</u>	<u>Nature of Change</u>
Definitions	Yes	Substituted version; as amended previous order retained for ease of comparison
1.	No	
2.	Yes	Re-wording & refer to "relevant benefits" as in legislation; and to refer to surviving spouses, children and dependants instead of widows and orphans
3.	Yes	Re-worded to make the role of the Pension Trustee as administrator of the fund clear
4.	Yes	Old rule relating to appointment and removal of trustee of the fund deleted to be dealt with in Trust Deed only. Entirely new rule substituted giving URC power to close fund to new entrants
5.	Yes	Rationalisation of appointments of officers of the fund
6.	Yes	Substantial re-wording to provide in one clause and clarify power of the Pension Trustee to invest and the nature of those investments in view of the Financial Services Act 1986 and generally
7.	Yes	Old rule removed as incorporated in 6 above New rule setting out the Pension Trustees borrowing powers
8.	Yes	Minor re-wording arising from definition of the Auditor
9.	Yes	The Pension Trustee and not the Maintenance of the Ministry Committee is to report
10.	Yes	Amendment to meet legal requirements (3 years 6 months no longer 5 years); and generally by way of clarification
11.	No	

PENSION FUND  
APPENDIX Va

12.	Yes	Deletion of reference to Re-formed Association of Churches of Christ
13.	No	
14.	Yes	Re-forming of paragraphs and placing discretion in the Pension Trustee not the M.O.M Committee. Amendment of position relating to part-time service and limited membership
15.	Yes	Reference to percentages deleted as these regularly vary as determined by Assembly. Legal requirement as to 12 months at a rate inserted
16.	No	
17.	Yes	Re-forming of paragraphs for clarification; insertion of legal requirements, provisions as to investment clarified
18.	Yes	Effective replacement of rule to new calculation of Pension entitlement
19.	Yes	Effective replacement of rule arising from new calculation
20.	Yes	The Pension Trustee not the M.O.M Committee to be satisfied; further provision in case of full or partial recovery
21.	Yes	Deletion of reference to proviso in latter part of rule 20
22.	Yes	Re-wording for clarification and up-dating of figures and calculation
23.	Yes	Re-wording as above
24.	No	
25.	Yes	Effective replacement on new calculation
26.	Yes	Minor re-wording
27.	No	
28.	Yes	Re-paragraphing for clarification
29.	Yes	Legal requirement of 2 years substituted for 5 years. Re-wording and paragraphs for clarification
30.	Yes	Discretion placed in Pension Trustee instead of M.O.M Committee. Re-wording for clarification
31.	Yes	Minor re-wording
32.	No	
33.	No	

34.	Yes	Re-paragraphing for clarification. In addition there are two changes, the first clarifies the nature of the written notice to be given using a reasonable period for the purposes of the operation of the fund; and secondly the right to elect to be subject to the prior rules does not apply to members joining the scheme after 10th July 1993 There is a further sub-clause to clarify the position as to accrued rights
35.	Yes	Amendment of sequence of priority to clarify the nature of the provisions and to clarify the position of Additional Voluntary Contributions. Replacement of the M.O.M Committee by the Pension Trustee in applying the fund
36.	Yes	Replacement of the M.O.M Committee by the Pension Trustee
37.	Yes	Re-paragraphing and re-wording to meet legal requirements
38.	Yes	Replacement of M.O.M Committee by Pension Trustee
39.	No	
40.	No	
41.	Yes	Re-wording to clarify that the rule includes also leaving service of the URC; and clarifying also those entitled to come into the fund
42.	Yes	Re-wording for clarification
43.	Yes	Effective replacement of the rule with a new rule and associated schedule. There have been substantial legislative changes and for easier reference the Inland Revenue limits which are maxima are now set out in the schedule.
44.	New	Additional rule re augmentation
45.	New	Additional rule re exercise of powers
46.	New	Any individual director's own pension benefits not affected
47.	New	Date of commencement

Minor re-wording re gender throughout.

# APPENDIX Vb

## THE UNITED REFORMED CHURCH MINISTERS' PENSION FUND

### *Trust Deed and Rules*

**THIS TRUST DEED** is made the 16th day of September One thousand nine hundred and eighty-six **BETWEEN THE UNITED REFORMED CHURCH** acting by Raymond Arthur Heritage and The Reverend Bernard Thorogood being respectively the Moderator and Clerk of the General Assembly of the United Reformed Church and duly authorised by the General Assembly to execute this Deed on behalf of the United Reformed Church of the one part and **UNITED REFORMED CHURCH TRUST** whose Registered Office is at 86 Tavistock Place London W.C.1 (hereinafter called "the Pension Trustee" which expression shall where the context so permits include the trustees or trustee for the time being hereof whether original or substituted) of the second part.

#### **W H E R E A S :-**

- (A) This Deed is supplemental to a Trust Deed (hereinafter called "the Interim Deed") dated the 29th day of May One thousand nine hundred and eighty and made between **THE RIGHT REVEREND JOHN JOHANSEN-BERG** and **THE REVEREND ARTHUR LEITCH MacARTHUR** (being the Moderator and Clerk respectively of the General Assembly at the date of the Interim Deed) and the Pension Trustee (under its former name of The Presbyterian Church of England Trust) of the other part providing for the establishment of a pension scheme known as "United Reformed Church Ministers Pension Fund" for the purposes of providing retirement and other benefits for Ministers and other employees of the United Reformed Church and whereby the United Reformed Church and the Pension Trustee undertook that they would within twenty-four months from the date of the Interim Deed execute a Definitive Deed and rules providing for the constitution and administration of the said Scheme and
- (B) The United Reformed Church and the Pension Trustee are now desirous of executing this the said Definite Deed
- NOW THIS DEED WITNESSETH AND IT IS HEREBY AGREED AND DECLARED** as follows:-

1. **THE** United Reformed Church hereby confirms the establishment as from the 30th May 1980 of The United Reformed Church Ministers Pension Fund affected by the Interim Deed and the appointment of the Pension Trustee as trustee of the said Pension Scheme for the purposes of the Interim Deed and this Deed.
2. **THE** object of the said Pension Scheme is to provide such relevant benefits as are defined in the Income and Corporation Taxes Act 1988 s.612(i) as amended and for such persons as are stated in the rules set out in the Schedule hereto to be eligible therefore by way of pensions on retirement and ancillary benefits in accordance with the rules.
3. **ALL** contributions made under the rules and all property forming part of the said Pension Scheme shall be vested in the Pension Trustee who shall stand possessed thereof upon irrevocable trust to hold apply and dispose of the same as provided by the trust deeds and the rules.

4. **THE** rules annexed hereto are hereby adopted as the rules governing the administration of The United Reformed Church Ministers Pension Fund as at the date hereof and the same shall for all purposes be deemed to have come into operation as from the 30th May 1980 or such later date as upon which the General Assembly of the United Reformed Church gave approval to any particular alteration of rule.

5. **THE** Pension Trustee may act by its proper officer or officers and employ and pay any agent or agents to transact any business required to be done for maintaining and administering the said Pension Scheme without being responsible for the default of any agent employed and shall be allowed all charges and expenses incurred by them.

6.1 **WITHOUT** prejudice to any right to an indemnity by law given to trustees and subject to any consents which may be legally required the Pension Trustee shall be indemnified by the United Reformed Church in respect of all liabilities and expenses properly incurred in the execution or purported execution of the trusts of the said Pension Scheme or of the trust duties and powers or discretions vested in the Pension Trustee under the same and against all actions proceedings costs expenses claims and demands in respect of any matter or things made done or omitted in any way relating to the said Scheme.

**PROVIDED THAT** no trustee shall be indemnified against any breach of trust arising out of fraud or deliberate disregard of the interests of the beneficiaries under the said Scheme knowingly or recklessly committed by it or him/her.

6.2 **THE** Pension Trustee (and where the Pension Trustee comprises or includes a corporate body the officers and employees of any such body) shall not be liable for any breach of trust of whatever nature whether committed or omitted by any person save that any such Pension Trustee or person shall be liable (but only he/she shall be liable) in respect of any breach of trust arising out of fraud or deliberate disregard of the interests of the beneficiaries under the said Scheme knowingly or recklessly committed by it or him/her.

6.3 **THE** Pension Trustee shall not be obliged to bring or defend any legal proceedings in relation to the said Scheme and shall not be chargeable with any breach of trust in any way in connection with any such omission.

6.4 **THE** Pension Trustee (and where the Pension Trustee comprises or includes a corporate body the officers and employees of any such body) shall not be liable in respect of any payment or payments to any person or persons erroneously made by it or them.

7. **THE** Pension Trustee shall be entitled to remuneration for its services as such trustee in accordance with such terms as the United Reformed Church and the Pension Trustee shall from time to time mutually agree. Such remuneration shall be free from deductions and shall be paid or retained out of any part of the fund available for the purposes of the Scheme at the Pension Trustee's discretion.

8. **TRUST** moneys may be invested in any manner authorised by the rules for the time being of the said Pension Scheme.

9. **WITH** the consent of the Pension Trustee the United Reformed Church acting in General Assembly may at any time alter or modify all or any of the provisions of this Deed.

10. **THE** power of appointing new trustees or a new trustee of the Scheme shall be vested in the United Reformed Church (acting in General Assembly) which may by deed remove any trustee from office.

11. **UNLESS** otherwise determined in accordance with the rules the Trusts created by the Interim Deed and this Deed shall continue for a period of 80 years from the date of the Interim Deed or for such further period as may be lawful.

12. **THIS** Deed and the rules hereunder will be read and construed in accordance with the laws of England.

**IN WITNESS** whereof the Moderator and Clerk have hereunto set their respective hands and seals and the Pension Trustee has caused its Common Seal to be hereunto affixed the day and year first before written.

**SIGNED SEALED AND DELIVERED** by the said  
**RAYMOND ARTHUR HERITAGE** in the presence  
of:

**CLEMENT McBEAN FRANK** of  
36 Backwoods Lane, Lindfield,  
Haywards Heath, West Sussex.

Chartered Accountant

**SIGNED SEALED AND DELIVERED** by the said  
**BERNARD GEORGE THOROGOOD** in the presence  
of:

**CLEMENT McBEAN FRANK** of  
36 Backwoods Lane, Lindfield,  
Haywards Heath, West Sussex.

Chartered Accountant

**THE COMMON SEAL** of  
**UNITED REFORMED CHURCH TRUST**  
was hereunto affixed in the  
presence of two directors.

Director

Director



# UNITED REFORMED CHURCH MINISTERS PENSION FUND

## RULES

### DEFINITIONS

1. **URC**  
means the United Reformed Church.
2. **The Committee**  
means the Maintenance of the Ministry Committee of the URC.
3. **The Fund**  
means the United Reformed Church Ministers' Pension Fund.
4. **The Congregational Fund**  
means the Congregational Ministers' Pension Fund, established under a Trust Deed dated the first day of June nineteen hundred and fifty-nine and amended by Deeds of Amendment dated the tenth day of November nineteen hundred and sixty-one; the twenty-second day of November nineteen hundred and sixty-two and the fifteenth day of November nineteen hundred and seventy-seven.
5. **The Presbyterian Fund**  
means the Ministers & Widows & Orphans Pension Fund of the former Presbyterian Church of England.
6. **Normal Pension Age**  
means age 65 for men and women.
7. **Basic Stipend**  
means the appropriate minimum annual stipend as determined under the authority of the General Assembly and operative at any given time.
8. **The Assembly**  
means the General Assembly of the URC
9. **Pensionable Stipend**  
means the "basic stipend" operative on the normal pension date or the date of retirement if earlier.
10. **Pensionable Service**  
comprises:
  - 10.1. all service while a contributory member of the Fund or the Congregational Fund or the Presbyterian Fund;  
together with
  - 10.2. Any service after age 21 but before joining the Congregational Fund which was recognised pastoral service rendered to churches within the former Congregational Church in England and Wales.
11. **Participating Bodies**  
means such United Reformed Churches or any other body admitted to membership of the Fund, and the participating body in relation to any minister means that participating body he/she is serving.
12. **Qualifying Service**  
in respect of a person means the aggregate of any periods of service in membership of the Fund or the Congregational Fund or the Presbyterian Fund together with any periods of service pensionable in any other pension scheme or arrangement for which a transfer value has been received by the Fund provided that there shall be deducted from Qualifying Service any such service as aforesaid which precedes an interval between two successive periods of membership if:-

- 12.1. the period of such service before the interval is no longer than two years after deduction of any period in respect of which a refund of contributions or a transfer value has been paid out, and
- 12.2. the interval itself is
- 12.2.1. one during which such person aforesaid was neither a member nor a pensioner of the Fund and
- 12.2.2. not coterminous with an interval in the service of such person which is brought to an end by exercise of a right to return to work under Section 45(1) of the Employment Protection (Consolidated) Act 1978 (or the equivalent of that sub-section in previous or subsequent legislation) and
- 12.2.3. longer than a month.
- 13.1. **1973 Act**  
means the Social Security Act 1973.
- 13.2. **1975 Act**  
means the Social Security Pensions Act 1975.
- 13.3. **1988 Act**  
means the Income and Corporation Taxes Act 1988.
14. **Administrator**  
means the person appointed to meet the requirements of the Board of Inland Revenue under the 1988 Act.
15. **Permitted Maximum**  
means in relation to any year of assessment the amount described in Section 590 C of the 1988 Act.
16. **The Pension Trustee**  
means United Reformed Church Trust or other the trustees or trustee for the time being of the Fund whether original or substituted.
17. **Disclosure Regulations**  
means regulations made under Section 56A and 56E of and paragraph 14(3) of Schedule 1A to the 1975 Act.
18. **Inland Revenue Limits**  
means the limits and restrictions set out in the Schedule or such other limits and restrictions as may from time to time be necessary to obtain and/or maintain approval.
19. **Relevant benefits**  
means any pension lump sum gratuity or other like benefit given or to be given on retirement or on death or in anticipation of retirement or in connection with past service after retirement or death or to be given on or in anticipation of or in connection with any change in the nature of the service of the member in question except that it does not include any benefit which is to be afforded solely by reason of the disablement by accident of a person occurring during his/her service or of his/her death by accident so occurring and for no other reason.
20. **Relevant Scheme**  
means any other scheme approved or seeking approval under Chapter I of Part XIV of the 1988 Act.
21. **Trust Deed**  
means the trust deed of the 16th day of September 1986 (as amended from time to time) to which these rules are scheduled.
22. **Approval**  
means approval of the Scheme by the Board of Inland Revenue under Chapter 1 Part XIV of the 1988 Act.
23. **Discretionary Trusts**  
means that in regard to any sum directed to be held thereon in respect of a deceased member, the Pension Trustee shall have power to pay or apply the whole

or any of such sum to or for the benefit of all or any of the Relatives and Dependants of the deceased member in such shares and in such manner as the Pension Trustee in its absolute discretion thinks fit and whether in a lump sum or by instalments. If and so far as the Pension Trustee fails to exercise such powers within twenty four months of the death of the member the Pension Trustee shall hold the said sum on trust for the personal representatives of the member in relation to any deceased member and if at the time of death there are no Relatives or Dependants and the sum has not been paid to the personal representatives the sum concerned shall revert to the Fund.

24. **Relatives**

means and includes:

the surviving spouse of the member

any child or remoter issue (whether lawful or adoptive) of the member and the spouse or the surviving spouse of such child or remoter issue

the father or mother (whether lawful or adoptive) of the member and the surviving spouse of such father or mother.

any person (except such member and his/her issue) who is the child or the remoter issue (whether lawful or adoptive) of such father or mother of the surviving spouse of any such person.

25. **Dependant**

means any person (whether or not such a Relative as aforesaid) who in the opinion of the Pension Trustee was at the time of the member's death dependant upon such member or his/her spouse for the provision of all or any of the ordinary necessities of life.

In these rules:

the masculine gender will include the feminine gender; words in the singular will include the plural and vice versa; the reference to any statutory amendment modification or re-enactment thereof the headings and sub-headings are for ease of reference only and do not form part of the rules.

1. **Name of Fund**

In accordance with Section 22 of The URC Act 1972, as from June 1st 1980 (hereinafter called "the amalgamation date"), the Presbyterian Fund and the Congregational Fund shall be combined as one Fund, the United Reformed Church Ministers' Pension Fund, known hereinafter as "The Fund" (as in Definition 3).

2. **Purpose of Fund**

2.1. The main purpose of the Fund shall be provision of pensions and other relevant benefits for members of the Fund on retirement at a specific age, and for the surviving spouses children and dependants of the deceased members of the Fund. The Registered Offices of the Fund shall be at 86 Tavistock Place, London WC1H 9RT.

2.2. The income of the Fund shall be derived from regular annual contributions by and on behalf of its members, supplemented by donations, legacies, congregations' collections and other voluntary sources, and by any special contributions from church resources which the Actuary certifies are necessary to secure the solvency of the Fund, together with income arising upon the Fund's investments.

3. **Administration**

3.1. The Administration of the Fund shall be vested in the Pension Trustee and the Pension Trustee shall be the person appointed to meet the requirements of the Board of Inland Revenue under the 1988 Act and shall give any necessary undertakings.

3.2. The Pension Trustee may (but without prejudice to the provisions of rule 6.) delegate the day-to-day management of the Fund to such officers bodies or committees of the URC as they may in their discretion from time to time determine.

4. **Closure to New Entrants**

The URC may at any time by notice in writing to the Pension Trustee direct that membership of the Fund shall be closed to new entrants and from then on no person shall be entitled to become a member without the consent of the URC.

5. **Secretary and Actuary**

5.1. The Financial Secretary for the time being of the URC or such other person as the Pension Trustee may from time to time think fit to appoint, shall be the Secretary of the Fund:

5.2. The Pension Trustee shall appoint an Actuary of the Fund who shall be a Fellow of the Institute of Actuaries or of the Faculty of Actuaries or a firm of such fellows.

5.3. The Committee shall appoint an Auditor of the Fund who shall have the prescribed qualifications.

6. **Investment Powers**

6.1. All the investments assets and money for the time being constituting the Fund shall subject as hereinafter provided be held under the legal control of and by or in the name of the Pension Trustee **provided that** such investments assets and money may in the absolute discretion of the Pension Trustee be held in the name of or under the control of such body corporate as they shall from time to time determine.

6.2. The Pension Trustee may delegate the day to day management of the investment of the Fund whether or not any part of such investment is held outside the United Kingdom to such person or persons and on such terms as the Pension Trustee shall in its absolute discretion think fit **provided always** however that any person or persons to whom any such discretion may be delegated shall be duly authorised to act as an investment manager pursuant to the Financial Services Act 1986. The Pension Trustee may enter into such management agreement with such investment manager for such period and on such terms as the Pension Trustee may from time to time think fit and any such management agreement may make provision for further delegation of day to day management of the investment of the Fund.

6.3.1. The Pension Trustee may retain in any bank account or any account with a banking house in the United Kingdom or elsewhere such money as is considered proper and subject thereto invest or apply all money received on account of the Fund in any investments or assets which it could make if it were absolutely and beneficially entitled to those moneys or in any investments or assets which it can make as trustee of a retirement benefits scheme approved under the 1988 Act.

- 6.3.2. The Pension Trustee may from time to time in writing authorise such person or persons as it shall think fit to draw cheques on any banking account whether in the name of the Pension Trustee or any other person or to endorse cheques or to give receipts and discharges for any money or other property payable transferable or deliverable to the Pension Trustee and every such receipt or discharge shall be as valid and effectual as if it were given by the Pension Trustee.
- 6.3.3. The production of a written authority of the Pension Trustee as mentioned above shall be a sufficient protection to any debtor or any other person taking such receipt or discharge as mentioned above and unless such debtor or other person shall have received express notice in writing of the revocation of such authority he/she shall be entitled to assume and act on the assumption that the authority remains unrevoked.
- 6.4. Without prejudice to the generality of the foregoing provisions trust money may be invested or applied as follows:
- 6.4.1. In the purchase of freehold or leasehold land in the United Kingdom or elsewhere
- 6.4.2. In the purchase from any insurance company of any annuity or annuities for the life or lives of any person or persons or for any period or periods whether depending upon or calculated by reference to life or not
- 6.4.3. In effecting or paying premiums in respect of any policy or policies or life assurance and in the underwriting or sub-underwriting or guaranteeing the subscription of any funds securities bonds debentures stocks or shares which may from time to time be investments authorised by or pursuant to the provisions of this rule
- 6.4.4. In the purchase of assets of a non-income producing nature and any transaction calculated in the opinion of the Pension Trustee to offset or reduce any risk of loss to the Fund and so that the Pension Trustee may deal in foreign currencies (either at the official rate of exchange or any other rates) options traded options and traded futures whether for present or future settlement.
- 6.5. The Pension Trustee shall have power to participate in any common investment Fund or Scheme for the investment of trust funds exempt from tax under the 1988 Act and may in this connection enter into any agreement arrangement or compromise and accept such consideration valuations appropriations and apportionments in respect of all or any of the rights under such Fund or Scheme as it may think fit.
- 6.6. The Pension Trustee may sell convert vary or transpose any of the investments or assets of the Fund and shall have power to surrender any policy on such terms as it thinks fit.
- 6.7.1. The Pension Trustee may insure any freehold or leasehold land held or acquired by it or arrange such other insurance cover as it may deem appropriate in respect of any investments or property of whatsoever nature whether held in its name or in the name of any other person.
- 6.7.2. The Pension Trustee may pay (out of capital or income as in its discretion it shall think appropriate) any insurance premium properly payable in respect of any such insurance referred to in rule 6.7.1.
7. **Borrowing Powers**
- 7.1. The Pension Trustee may raise or borrow money on such terms as it thinks fit but in no circumstances shall the total amount borrowed by the Pension Trustee at any one time exceed 1% of the capital value of the Fund. Money so raised or borrowed shall be applied for all or any of the purposes of the Fund including (without prejudice to the generality of the above) the purchase of any asset or investment authorised by the rules.
- 7.2. The Pension Trustee may secure any such borrowings on the whole or any part of the Fund.
- 7.3.1. The Pension Trustee shall not exercise the foregoing powers of borrowing and securing such borrowing except to meet short term current expenditure commitments of the Fund or
- 7.3.2. In an emergency.
8. **Audit**
- The Pension Trustee shall, once in every year, cause to be prepared a statement of accounts of the Fund for the year to 31st December and a Balance Sheet as on that day, which accounts and Balance Sheet shall be audited by the Auditor.

9. **Report**

The Pension Trustee shall submit to the Assembly annually a full report of its accounts and transactions for the year ending 31st December preceding the meeting of the Assembly.

10. **Actuarial Investigation**

10.1. No less than once in every period of three years and six months an actuarial investigation of the assets and liabilities of the Fund shall be made and after each investigation a report (which shall satisfy the Disclosure Regulations and the requirements of the Board of Inland Revenue) as to the financial condition of the Fund shall be furnished by the Actuary to the Pension Trustee. The Pension Trustee shall, after consultation with the Actuary, consider what action (if any) should be taken, either to render the Fund solvent in the event of the valuation disclosing a deficiency, or to apply any surplus disclosed by the valuation. It shall recommend to the Assembly any amendment of rules necessary. No change shall be made in the rate of contribution and pensions except on the advice of the Actuary and by authority of the Assembly.

10.2. Following such advice and such authority during any period in which the URC makes special annual contributions to meet a deficiency disclosed by actuarial valuation the participating bodies shall also make special annual contributions at such rates and for such a period as the Pension Trustee on the advice of the Actuary shall deem to be appropriate to the membership of each particular participating body.

11. **Management Expenses**

The expenses of the management of the Fund may be provided out of the income of the Fund.

12. **Membership**

Members of the Fund shall consist of the following persons:

12.1. Ministers of the URC who on the amalgamation date were members of the Presbyterian Fund or of the Congregational Fund.

12.2. Missionaries who prior to 5th October 1972 were in the service of the former Presbyterian Church of England and who on the amalgamation date were members of the Presbyterian Fund.

12.3. Such other ministers of the URC in the service of the Church other than in local churches as the Assembly shall appoint.

12.4. All ministers of the URC admitted after the amalgamation date as is provided in rule 14.

12.5. Ministers of the URC who are serving Participating Bodies approved by the Committee.

13. **Contributing or non-contributing**

13.1. Members shall be either contributing or non-contributing members.

13.2. Members in full-time service of the URC either in a local church or as appointed by the Assembly and who have not reached the pension age shall normally be contributing members.

13.3. Members who cease to be in the service of the URC but who retain an interest in the Fund under rule 29. shall be non-contributing members.

13.4. Those members of the Presbyterian Fund who on 1st January 1972 were members of the Widows and Orphans (Continuing Liability) Fund shall be non-contributing members.

14. **Admission to Membership**

14.1.1. Every minister under the age of fifty years at the date of ordination or induction to stipendiary service remunerated under the Plan for Partnership in Ministerial Remuneration may at the time of ordination or commencement of such stipendiary service become a contributing member of the Fund and his/her contribution shall commence from the first day of the month following such ordination or induction.

14.1.2. If a minister serving a local church is inducted to part-time service whilst under the age of fifty years or being a contributing member of the Fund reduces his/her commitment to that of part-time service whilst under normal pension age, his/her entry to the Fund or his/her continuing contributory membership to the Fund shall be regarded as limited membership. In such cases contributions due and the

benefits available in respect of the period of limited membership shall be based upon the proportion of basic stipend being paid for the part-time service and not on the full basic stipend. The Pension Trustee may however having regard to the length of any previous full-time service, to the age and health of the minister, to the fraction of basic stipend being paid and to the purpose and pensionability of any other employment allow full membership of the Pension Fund in appropriate cases contributions then being payable on the full basic stipend.

- 14.2. Every minister who has ceased to be a contributing member under rule 13.3. and who whilst under normal pension age is re-admitted to full-time service in the URC shall become a contributory member of the Fund as is provided in the previous rule. At the time of re-admission the Pension Trustee shall have discretion to aggregate for the purposes of rules 18-23 that minister's previous period or periods of membership with the minister's latest period of membership PROVIDED that the minister waives his/her right to any deferred pension and surviving spouses pension under rule 29. in respect of such previous period or periods of membership and repays to the Fund an amount equal to the sum of
- 14.2.1. any cash refund or refunds previously received by him/her under rule 29. and
- 14.2.2. any deduction previously made under rule 29.3. in calculating such refund or refunds.

15. **Contributions**

- 15.1. The contribution of each contributing member shall be a fixed percentage of the basic stipend, such percentage being determined by the Assembly from time to time on the advice of the Actuary. No rate of contribution determined under this rule may be altered before the expiry of 12 months from the date on which the first payment at the current rate became due without the specific agreement of the Board of Inland Revenue
- 15.2. The participating bodies shall also contribute, and where the member is engaged directly in the service of the URC, a further contribution shall be made from the funds administered by the Committee the amounts of these contributions being determined by the Assembly from time to time on the advice of the Actuary.
- 15.3. Where limited membership only has been granted under rule 14.1.2. the contributions referred to in paragraphs 15.1. and 15.2. of this rule shall apply only in relation to the proportion of the basic stipend being paid.

16. **Cessation of Contributions**

The contribution of a contributing member will cease from the first day of the month following his/her attainment of normal pension age.

17. **Additional voluntary contributions**

- 17.1. Any member may pay voluntary contributions into the Fund in order to secure additional benefits not exceeding Inland Revenue Limits subject to the following limitations:
- 17.1.1. the voluntary contributions shall be limited to a sum which:
- 17.1.1.1. when added to all other contributions in respect of his/her membership of the Fund would provide benefits not exceeding Inland Revenue limits and
- 17.1.1.2. when added to the contributions (if any) of the member to this and all other retirement benefits schemes that have received or are capable of receiving Approval under the 1988 Act does not exceed 15% of the member's total annual remuneration for that year.
- 17.1.2. the member may suspend reduce or terminate his/her voluntary contributions and
- 17.1.3. the voluntary contributions shall be of an amount that is acceptable to the Pension Trustee.
- 17.2.1. Except where rule 17.2.2. applies the benefits secured by additional voluntary contributions shall be calculated and fixed at the time of retirement or earlier transfer from the Fund in the light of the financial experience of the Fund and the advice of the Actuary provided that in respect of contributions commenced prior to 1st June 1992 the benefits shall not be less than those provided under a table certified by the Actuary.
- 17.2.2. Voluntary contributions may at the absolute discretion of the Pension Trustee be invested in a suitable fund selected by the Pension Trustee and in such event the additional benefits provided by such voluntary contributions will be such as may be provided by the proceeds of such investment and will be in such form as the Pension Trustee having consulted with the member shall determine.

- 17.3. Where voluntary contributions are made on or after 8th April 1987 any additional benefits so secured must be in the form of non-commutable pension except in relation to the commutation of trivial pensions or commutation of pensions on the grounds of serious ill-health.
18. **Normal Retirement Pensions**  
Subject to rules 18.3. and 18.4. all pensions are based on stipend at date of retirement or normal pension age whichever is the earlier.  
A member retiring in respect of whom all due contributions have been made shall be entitled to a pension based on years and months of service. The pension will be proportionately reduced in respect of any year of limited membership granted under rule 14.1.2. The amount of pension at retirement shall be:-
- 18.1. One eightieth of pensionable stipend for each year of pensionable service after May 1971 up to the attainment of normal pension age or date of earlier retirement.
- 18.2. For each year of pensionable service prior to June 1971 either:-
- 18.2.1. Where the member belonged on the 31st May 1971 to the Congregational Fund £69.37 (Sixty nine pounds, thirty seven pence) or such higher sum as may from time to time be authorised by the Committee; or
- 18.2.2. Where the member belonged before the amalgamation date to the Presbyterian Fund, one eightieth of pensionable stipend for each year completed.
- 18.3. Ministers who are on the 1st November 1993 drawing pension shall be paid a pension calculated in accordance with rules 18.1. and 18.2. as appropriate but based on the basic stipend as at 1st November 1993.
- 18.4. Ministers who on 1st November 1993 are older than normal pension age but have not commenced drawing their pension and are continuing in the service of the URC or a participating body shall when they retire, be paid a pension calculated in accordance with rules 18.1. and 18.2. as appropriate based on the stipend paid at 1st November 1993 but increased as provided by rule 19.
19. **Late Retirement**
- 19.1. A member on retirement after attaining normal pension age shall be entitled to late retirement escalation as follows:-
- 19.1.1. Where rule 18.4. applies, the amount of the pension shall be increased as provided in rule 25. by such increases as would have applied as from 1st November 1994 had retirement occurred on 1st November 1993.
- 19.1.2. Where rule 18.4. does not apply, the amount of the pension shall be increased as provided in rule 25. by such increases as would have applied from normal pension age had retirement then occurred.
- 19.2. In addition to any escalation under rule 19.1.1. or rule 19.1.2. there shall be a further increase of pension of such amount as the Actuary shall advise to be appropriate having regard to the period of postponement from normal pension age to the date of retirement.
20. **Ill-health Retirement**  
In the event of the retirement of a member before normal pension age on account of incapacity duly certified to the satisfaction of the Pension Trustee, he/she shall be entitled to an immediate pension which shall be calculated as provided in rule 18. but with the substitution of the date of retirement for the attainment of normal pension age provided always that when the period of pensionable service completed up to the date of retirement is less than twenty years, the amount of pension will be calculated on the basis of:
- 20.1. The number of years of pensionable service completed up to the actual date of retirement plus
- 20.2. The number of uncompleted years of pensionable service between the actual date of retirement and either:
- 20.2.1. The date of normal pension age; or if earlier
- 20.2.2. The date of completion of twenty years pensionable service.
- 20.3. If a member at the time of ill-health retirement is a limited member under rule 14.1.2. any uncompleted years under paragraph 20.2 above shall be reduced to the proportion that the number of pensionable years under rule 18. bears to the number of years membership of the Fund.
- 20.4. The Pension Trustee may vary or suspend any pension under this rule if the member makes a full or partial recovery before normal pension age.



21. **Early Retirement**

A member may retire within ten years before normal pension age; he/she will then become entitled to an immediate pension based on the actual years of pensionable service and the amount of pension so calculated shall then be reduced on the advice of the Actuary having regard to the age of the member at the date of retirement.

22. **Death in Service before normal Pension Age**

In the event of the death of a contributing member in service before normal pension age, there shall become payable the following benefits:

- 22.1. To be held by the Pension Trustee upon the Discretionary Trusts a lump sum equal to two year's basic stipend at the date of death; save that in the case of a limited member who has at no time during membership of the fund been paid the full basic stipend, the lump sum shall equal only a proportion of two year's basic stipend at the date of death. In such a case the proportion shall be equal to twice the greatest proportion of basic stipend which has in any year been paid to him/her during membership of the Fund.
- 22.2. To the surviving spouse a pension for life of an annual amount equal to one half of the pension to which the member would have been entitled if the member had attained normal pension age plus in the case of the spouse of a member of the Congregational Fund £17.34 or one quarter of the amount authorised from time to time under rule 18.2.1. per annum for each year of pensionable service prior to June 1971 provided always that the total annual amount of such pension shall not be less than £200 (Two hundred pounds). The pension will be subject to reduction on the advice of the Actuary if the surviving spouse is more than ten years younger than the member. In the case of a member who is at the time of his/her death a limited member under rule 14.1.2. the pension to which the member would have been entitled had he/she attained normal pension age shall be calculated by assuming the same average proportion for each future year as the entitlement in years at date of death bears to the number of years membership of the Fund.
- 22.3. When a member leaves one or more children below the age of eighteen years, a pension of fifty pounds per annum in respect of each child until he or she attains the age of eighteen years.

23. **Death after Retirement**

- 23.1. In the event of death of a member who has retired on pension and who leaves a spouse whom he/she married before attainment of normal pension age, a pension will become payable for life to the spouse. The annual amount of such pension shall be half of the pension the member would have been entitled to had he/she lived on the assumption that he/she had not made an election under rule 26. plus in the case of the spouse of a member of the Congregational Fund £17.34 or one quarter of the amount authorised from time to time under rule 18.2.1. For each year of pensionable service prior to June 1971. The pension will be subject to reduction on the advice of the Actuary if the spouse is more than ten years younger than the member.
- 23.2. In the event of death occurring within five years of retirement there shall be raised out of the Fund and held upon the Discretionary Trusts a sum equal to the number of monthly pension payments paid deducted from sixty multiplied by the current monthly pension at the date of death. Should however the death of a member who retired on ill-health under rule 20. occur after 10th May 1986 and within one year of retirement and under normal pension age the sum held upon the Discretionary Trusts shall be equal to that payable under rule 22.1. less any pension amounts already paid where such a sum would exceed that available under this sub-paragraph.
- 23.3. If a member has continued in the service of the URC or any participating body after normal pension age and dies before retirement he/she shall be deemed for the purposes of Sections 23.1. and 23.2. above to have retired on the day before his/her death.

24. **Widow's Pension**

In the event of the death of a member who formerly belonged to the Presbyterian Fund and who on the 1st January 1972 was a member of the Widows and Orphans (Continuing Liability) Fund (rule 13.4.) there shall also become payable to his widow a further pension of £150 per annum, such pension may cease in the event of her re-marriage, at the discretion of the Pension Trustee.

25. **Pension Escalation**

- 25.1. Every year on 1st November commencing on 1st November 1994 all pensions then in course of payment to which this rule applies shall be increased by the lesser of the amount that the Retail Price Index (the general increase of retail prices published by the Central Statistical Office) has increased since the date of the last increase in pensions in payment or 5% per annum. This shall apply to pensions payable in the terms of rules 18, 19, 20, 21, 22, 23 and 29.
- 25.2. The increase in the Retail Price Index shall be calculated by checking the Retail Price Index for the month which is published in the September immediately preceding the 1st November in any year and that figure shall be compared with the index published for the same month twelve months earlier. In the event of any change in the basis or composition of the Retail Price Index the Pension Trustee on the advice of the Actuary shall make such adjustments as may be appropriate.

26. **Commutation of Pension**

- 26.1. Immediately before the commencement of the pension payment a member may elect by written notice to the Pension Trustee to take it or part of it in the form of a lump sum payable at commencement of benefit. The lump sum will be limited to that which is consistent with Approval and in any case (except as next provided) will be limited to one and one half times the basic stipend. The consequent reduction in pension will be determined by the Pension Trustee on the advice of the Actuary. Provided that if the pension payable does not, with the pension equivalent of any retirement benefit or benefits not in pension form to which the member may become entitled, exceed £104 per annum, or such other sum as would not prejudice Approval or if the member is in exceptional circumstances of serious ill-health, the Pension Trustee may if it thinks fit pay to the member such lump sum as the Actuary may advise, subject to a reduction appropriate under rule 40.
- 26.2. No commutation may be made in respect of any pension benefit arising from Additional Voluntary Contributions made under arrangements first entered into by the member after the 7th April 1987.
- 26.3. No commutation of pension is permitted which will allow for a payment which will exceed the maximum allowed under paragraph 43.3.

27. **Payment of Pension**

All pensions shall be payable monthly in advance.

28. **Transfer to Other Churches**

- 28.1.1. Where a former member of the Presbyterian Fund accepts a call before 1 June 1982 to a congregation in any Church which prior to the amalgamation of the funds was regarded for pension purposes only as being on terms of mutual eligibility, he/she may become a non-contributing member but shall, nevertheless, be entitled at normal pension age to a pension in respect of his/her contributory service calculated as in rule 18.
- 28.1.2. The provisions of rule 24. and 25. shall apply to such pension.
- 28.2. On and from 1 June 1982 the benefits of any contributing member accepting a call to a congregation of any other church will be dealt with at his/her option under rule 29. or rule 41., save that in the case of a former member of the Presbyterian Fund a call accepted to a congregation of the Church of Scotland shall include the additional option to chose the benefits of the first paragraph of this rule provided that such option is exercised in writing within 6 months of ceasing to be a contributing member.

29. **Leaving Service**

- If a member leaves the qualifying service of the URC without becoming entitled to a pension and his/her benefits are not dealt with under either rule 28. or rule 41. then:
- 29.1.1. If the member has not completed two years qualifying service, then he/she shall be entitled to a cash refund of his/her contributions (including any voluntary contributions) to the Fund and to his/her former Fund with compound interest thereon at 3 per cent per annum, subject to the deductions referred to in 29.3 below. In lieu of this cash refund (before any deductions) such member may elect to receive either a deferred pension from normal pension age of such amount as the Actuary deems to be of equivalent value at the time of withdrawal to the said cash

refund (before any deductions) or a transfer payment equal to the said cash refund direct to the pension Scheme of his/her new employer (provided that the said Scheme is willing and able to accept it).

- 29.1.2. In the event of the member taking a deferred pension or a transfer payment if he/she has completed 10 years in ministerial service he/she shall, and in other circumstances may at the Pension Trustee's discretion, be granted such further deferred pension or transfer payment as shall, in the opinion of the Actuary, absorb the whole of his/her interest in the Fund at the time of withdrawal.
- 29.2.1. If at the date of withdrawal the member has completed two years qualifying service he/she shall pursuant to the Social Security Act 1973, have the right to be granted a retirement pension (and spouses pension on death after retirement in the case of a married member). The benefits in these circumstances would be in accordance with rules 18. and 23.1. and based upon the member's basic stipend at leaving and the member's pensionable service completed up to the date of leaving and on any additional contributions paid under rule 17. or of greater amount if such, in the opinion of the Actuary is necessary to ensure that the total value at withdrawal of the benefits granted is equivalent to the cash refund (before any deductions) described in sub-rule 29.1. of this rule.
- 29.2.2. In lieu thereof, the member may choose a transfer payment direct to the pension Scheme of his/her new employer (provided that the said scheme is willing and able to accept it) of an amount certified by the Actuary to be equivalent in value to the aforementioned benefits. The member may, however, as an alternative to either of the benefits described above elect to take a cash refund of all his/her contributions paid to his/her former Fund before 5th April 1975, together with such paid up benefits in accordance with rules 18. and 23.1. as are provided from 5th April 1975, or if greater, as are provided by his/her contributions since that date. The cash refund is subject to the deductions referred to in 29.3. below.
- 29.3. There will be deducted from any cash refund of members' contributions an amount equal to the Pension Trustee's tax liability on the cash refund.
- 29.4. If the member leaves before 6th April 1980 and has at any time contributed to the Fund in respect of a basic stipend in excess of £5,000 per annum such member cannot be paid a refund of any of his/her contributions. The member must in such circumstances be awarded one of the alternatives to receive a refund described in paragraphs 29.1.1 and 29.1.2 and 29.2.1 and 29.2.2 above.

### 30. **Assignment or Commutation**

#### Alienation of Benefit

- 30.1. If any person when he/she becomes entitled to or while he/she is in receipt of a pension under these rules shall be or become bankrupt his/her pension shall be forfeited.
- 30.2. Every pension payable under these rules shall be strictly personal. No member or other person entitled to such a pension shall assign charge or alienate it or any part of it, and if any act not hereby authorised shall have been done or any event shall have happened whereby the pension would if belonging absolutely to the pensioner have become vested in or charged in favour of some other person or persons it shall be forfeited.
- 30.3. Where a member or other beneficiary has forfeited a pension under the provisions of 30.1 or 30.2 above the Pension Trustee may at the absolute discretion of the Pension Trustee in cases of hardship pay or apply the pension or any part thereof to or for the benefit of such one or more exclusively of the others or other of the following persons namely, the member or other beneficiary or his/her spouse or dependants in such manner as the Pension Trustee shall from time to time think fit provided always that no payment shall be made to an assignee.

### 31. **Evidence of Age**

A member shall be required to produce evidence of age in respect of himself/herself, his/her spouse, or his/her children and any documents required in support thereof.

### 32. **State Scheme**

Any benefits receivable under the State Social Security Scheme are additional to and independent of the benefits of the Fund.

33. **Personal Liability**

No personal liability shall be incurred by members of the Committee or of the Assembly.

34. **Alteration of rules**

34.1. The rules and any other rules made pursuant to this power, may subject to rule 34.3. from time to time be revoked, added to, or altered by the authority of the Assembly but no such change shall be made until a report on its financial effect on the Fund has been obtained from the Actuary.

34.2. With the exception of amendments of rules necessitated by changes in the State Pension Scheme, or by Inland Revenue requirements any member who became a member before 10th July 1993 whose pecuniary rights are adversely affected to an appreciable extent by any such change may elect, if before or within 3 months of the coming into effect of any such change in the rules such member gives notice in writing to the Pension Trustee, to be subject to the rules that were in force prior to the change.

34.3. No such revocation, addition, alteration or new rule shall be made which would have the effect of

34.3.1. altering the main purpose of the Fund from that of providing pensions and other relevant benefits for members of the Fund or

34.3.2. providing for the return of contributions or transfer of any part of the Fund to local Churches, Committees or any other financial authorities, other than any residual balance on the Fund being wound up in accordance with rule 35.1. or

34.3.3. prejudicing Approval.

34.4. No change in the rules may have the effect of reducing pension rights accrued prior to the change.

35. **Winding-up of Fund**

35.1. If the Pension Trustee shall at any time be of the opinion that the objects for which the Fund was established no longer exist or that the administration thereof can no longer be conveniently carried on it shall have power with the consent of the Assembly to determine the Fund whereupon the trusts upon which the assets of the Fund were formerly held shall cease.

35.2. Subject to the payment out of the Fund of all costs, charges and expenses of such winding-up and to provision, as the Fund will admit, for the continued payment of any pensions that are then payable, ascertained as at the date of determination, and contingent pensions to surviving spouses children and dependants payable, the balance of the Fund, if any, shall be applied by the Pension Trustee in making provision for pensions on retirement for the remaining members, or on death to their surviving spouses and dependants as if such members had become subject to rule 29. immediately prior to the Fund being wound up. Provided always that in making any such provisions as aforesaid whether for the continued payment of pensions or for pensions on retirement and otherwise the Pension Trustee with the advice of the Actuary shall apply so much of the Fund as is attributable to Additional Voluntary Contributions made by members in or towards pensions (including pensions to surviving spouses and dependants) for those members of the Fund who have contributed the same. If the assets of the Fund shall exceed the amount required to meet in full the liabilities specified in this rule, the excess assets shall be applied under actuarial advice to increase the aforesaid pensions and benefits having regard to the respective interests of the various recipients in the Fund, provided that no such pension provision for or in respect of any member or spouse or dependant shall be so great in amount as to exceed any limits (which the Pension Trustee shall at the commencement of winding-up of the Fund ascertain from the Board of Inland Revenue) currently in force in connection with the approval of the Fund as an exempt approved scheme under the 1988 Act. Any balance remaining shall be returned to local Churches, Committees or any other financial authorities in such proportions as the Assembly shall on the advice of the Actuary determine.

35.3. Instead of determining the Fund in the manner provided in sub-rule 35.1. of this rule the Pension Trustee shall have power subject to the approval of the Board of Inland Revenue to amalgamate the Fund with any other fund which is exempt approved under the 1988 Act. Such amalgamation shall be on such terms as the Pension Trustee acting on actuarial advice and with the consent of the Assembly shall think fit. On any such amalgamation becoming effective the Pension Trustee

shall transfer the assets of the Fund to the trustee for the time being of such other fund as aforesaid and thereafter shall be free from all responsibility with regard thereto.

36. **Provision for Transfer to Assurance Company**

The Pension Trustee, if so authorised by the Assembly, may at any time or times make arrangements with any insurance company or companies to which the Insurance Companies Act 1974 applies and which is authorised by or under Section 3 or 4 of that Act to carry on long-term business as defined in the Act, to undertake the whole or any part of the liabilities of the Fund, and in particular to issue policies to members providing for benefits equivalent to those provided for by these rules, and such policies shall be accepted by members in substitution for their claims against the Fund.

37. **Rules, Accounts and Reports for members**

37.1. The Pension Trustee shall provide formal Fund documentation and basic Fund information as required by the Disclosure Regulations to any member of the Fund or other person so entitled.

37.2. In so far as not otherwise herein provided every member of the Fund shall, on demand, be entitled to be supplied with one copy of the rules of the Fund, and of all amendments thereof and of the latest statement of accounts, Balance Sheet, and actuarial report prepared in accordance with these rules, and to inspect a copy of the Trust Deed.

37.3. This rule shall not entitle any person to information that is not relevant to his/her rights under the Fund.

38. **Disability**

If any member or other beneficiary under these rules shall become of unsound mind or in the opinion of the Pension Trustee otherwise incapable of managing his/her own affairs the Pension Trustee may at its absolute discretion and without being liable to account therefore pay or apply as provided in rule 30.3. any such sum which otherwise would have been payable to him/her.

39. **Information required by the Pension Trustee**

Every member and every person for the time being entitled to any pension or allowance under these rules shall from time to time give to the Pension Trustee such information as it may require as to his/her postal address and generally all such information as may be relevant for the purposes of the administration of the Fund including dates and full particulars of all births, marriages, deaths and other events and including where necessary the production of birth, marriage and death certificates and in the case of a pensioner or other beneficiary or potential beneficiary evidence of continued survival. No benefit under these rules shall be paid to a member or other beneficiary unless and until evidence of his/her age satisfactory to the Pension Trustee has been produced.

40. **Income Tax**

If in respect of a sum payable under the provisions of these rules or of the Trust Deed the Pension Trustee is liable to the Board of Inland Revenue for the payment of any income tax the Pension Trustee shall deduct from such sum the income tax for which it is liable.

41. **Leaving Service of the URC or of a Participating Body**

41.1.1. If a member within twelve months of ceasing to serve the URC or a Participating Body without receiving an early retirement pension or other benefit enters the service of an employer who operates an approved fund as hereinafter defined the Pension Trustee shall if such member so requires and subject to the next sub-clause transfer to that fund (hereinafter called "the other fund") the sum which in the opinion of the Actuary is equivalent in value at the date of cessation of service to the benefits calculated in accordance with rules 18. and 23.1. and based upon the member's basic stipend at leaving and his/her pensionable service up to the date of leaving and on any additional contributions paid under rule 17. or of greater amount if such in the opinion of the Actuary is necessary to ensure that the total value at withdrawal of the benefit granted is equivalent to the cash refund (before any deduction) under rule 29.1.

- 41.1.2. On or before making any such transfer the Pension Trustee shall;
- 41.1.2.1. obtain an assurance from the administrator of the other fund that no more of the sum transferred than the amount certified as next mentioned could consistently with the rules and Trust Deed of the other fund be treated in the other fund as employee's contributions and
- 41.1.2.2. by their proper officer certify to the administrator of the other fund the amount of the sum transferred which represents contributions paid to the Fund by the member concerned.
- 41.1.3. If the member's service ceases before the 5th April 1980 and the total annual stipend of the member has ever exceeded £5,000 (or whatever other sum then disables such member from obtaining from the Fund on leaving service a return of his/her contributions) the Pension Trustee shall notify the administrator of the other fund accordingly, and obtain an assurance that the amount certified as last mentioned will not be refunded to the member in any circumstances whatsoever during such member's lifetime.
- 41.1.4. After any such transfer the member concerned shall not be entitled to any benefit from the Fund.
- 41.2.1. If a person whose employer operates an approved fund leaves that employment to become a Minister or other person entitled to membership under rule 12. the Pension Trustee may receive from that fund such amount as may be payable in that event under the constitution of the fund and shall obtain from the administrator of the fund a certificate corresponding to the certificate required under 41.1.2. above.
- 41.2.2. The person on whose behalf the said sum is received shall be entitled to such benefits from the Fund as the Pension Trustee shall on the advice of the Actuary decide PROVIDED that
- 41.2.2.1. no more of the sum received than the amount so certified shall be treated as contributions paid by such person;
- 41.2.2.2. any restriction on a refund of such contributions on leaving service notified by the trustees or administrator of the approved fund is complied with.
- 41.2.3. For the purposes of this clause an approved fund is one which is approved by the Board of Inland Revenue under the 1988 Act and treated as an exempt approved scheme or is approved by the Board of Inland Revenue and the Occupational Pensions Board for the purposes of a transfer.
42. **Death of Deferred Pensioner before age 65**
- 42.1. Where a member who has elected under rule 29.1. to receive a deferred pension from normal pension age dies before reaching such age, there shall be raised out of the Fund and held upon Discretionary Trusts a sum equal to the member's own contributions with compound interest thereon at 3 per cent per annum.
- 42.2. Where a member who has elected under rule 29.2. to receive a deferred pension from normal pension age dies before reaching such age without leaving a spouse to qualify for a pension under paragraph 42.3. of this rule, there shall be raised out of the Fund and held upon Discretionary Trusts a sum equal to that part of such member's own contributions not already returned under rule 29.2. together with compound interest thereon at 3 per cent per annum.
- 42.3. Where a member who has elected under rule 29.2. to receive a deferred pension from normal pension age dies after 1st May 1981 before reaching such age leaving a spouse there shall be payable to the spouse a pension for life of an amount equal to one half of the deferred pension plus in the case of a former member of the Congregational Fund an amount equal to one quarter of such sum as he/she would have been entitled to receive under rule 18.2.1. for each year of pensionable service prior to June 1971 during which he/she paid that part of his/her own contributions not already returned under rule 29. The pension will be subject to reduction on the advice of the Actuary if the spouse is more than ten years younger than the member.
43. **Maximum Benefits**
- 43.1. The Inland Revenue limits on benefits apply to the Fund and are set out in the Schedule hereto.
- 43.2. The benefits payable under the Fund shall in no circumstances exceed the Inland Revenue limits set out in the Schedule to these rules but nothing in the Schedule shall operate to increase any of the benefits or entitlements conferred under any of the provisions of the rules and shall not operate to confer any benefit or entitlement not thereby granted.

44. **Augmentation and Provision of Further Benefits**

- 44.1. The Pension Trustee may having considered the advice of the Actuary and having obtained the consent of the Assembly do one or both of the following
- 44.1.1. augment the benefits of any person (or class of persons) entitled under the Fund or
- 44.1.2. Provide benefits from the Fund for persons not otherwise entitled under the Fund but in neither case may benefits be provided which would prejudice Approval.
- 44.2. Where the Pension Trustee exercises its powers under this rule the URC and the Participating Bodies shall pay such further contributions into the Fund and in such proportions which the Actuary recommends as necessary to provide the additional benefits.

45. **Exercise of Corporate Powers**

- 45.1. Any power right or discretion conferred by the provisions of the Fund on a company (such as the Pension Trustee) shall be exercisable by or by the authority of that company's board of directors or by a committee of that board appointed for the purposes of the Fund.
- 45.2. Except where the provisions of the Fund expressly require a deed a copy resolution of the board or committee (as referred to in rule 3.1. above) signed by the Chairman of the meeting shall be sufficient evidence of the exercise of the power right or discretion involved.

46. **Trustees may Benefit**

Any person shall be entitled absolutely to his/her benefits under the Trust Deed and the rules regardless of whether he/she is a trustee or a director employee or a member of a corporate trustee of the Fund.

47. **Commencement**

These rules shall take effect on and from 1st November 1993.

## THE SCHEDULE

### DEFINITIONS

In this Schedule the following expressions shall have the meanings ascribed to them.

1. **Act**  
shall mean the Income and Corporation Taxes Act 1988 and any statutory amendment modification or re-enactment thereof.
2. **Aggregate Retirement Benefit**  
shall mean the aggregate of
  - (i) the Member's pension under The United Reformed Church Ministers Pension Fund (hereinafter referred to in this Schedule as "the Scheme") and any Associated Scheme and
  - (ii) the pension equivalent of the Member's Lump Sum Retirement Benefit.
3. **Approval**  
shall mean approval of the Scheme by the Board of Inland Revenue under Chapter 1 Part XIV of the Act.
4. **Associated Employer.**  
An employer is associated with another employer if one is controlled by the other or both are controlled by a third party. Control has the meaning in Section 840 of the Act, or in the case of a close company, section 416 of the Act.
5. **Associated Scheme**  
shall mean any Relevant Scheme providing benefits in respect of Service.
6. **Class A Member**  
shall be any Member who is not a Class B or Class C Member.
7. **Class B Member**  
shall mean any Member
  - (a) who, on or after 17 March 1987 and before 1 June 1989, joined the Scheme being a scheme which commenced before 14 March 1989, or
  - (b) who the Board of Inland Revenue have agreed in writing to be a Class B Member by virtue of previous membership of a Relevant Schemeand, in either case, has not opted to be a Class A Member.
8. **Class C Member**  
shall mean any Member who joined the Scheme before 17 March 1987 or who joined subsequently and who the Board of Inland Revenue have agreed in writing to be a Class C member by virtue of previous membership of a Relevant Scheme and, in either case, has not opted to become a Class A Member.
9. **Connected Scheme**  
shall mean any Relevant Scheme which is connected with the Scheme in relation to the Member i.e. if
  - (a) there is a period during which the Member has been the employee of 2 Associated Employers;
  - (b) that period counts under both schemes as a period in respect of which benefits are payable; and
  - (c) the period counts under one scheme for service with one employer and under the other for service with the other employer.



10. **Controlling Director**  
shall mean a Member who, at any time on or after 17 March 1987 and in the last 10 years before the Relevant Date has, in relation to the Employer, been both within the definition of a director in section 612(1) of the Act and within paragraph (b) of section 417(5) of that Act.
11. **Dependant**  
has the meaning attributed to it in the rules.
12. **Final Remuneration**  
shall mean the greater of
- (a) the highest remuneration upon which tax liability has been determined for any one of the 5 years preceding the Relevant Date being the aggregate of:
- (i) the basic pay for the year in question, and
  - (ii) the yearly average over 3 or more consecutive years ending with the expiry of the corresponding basic pay year, of any Fluctuating Emoluments provided that Fluctuating Emoluments of a year other than the basic pay year may be increased in proportion to the increase in the Index from the last day of that year up to the last day of the basic pay year. Remuneration that is received after the Relevant Date and upon which tax liability has been determined will be treated as a Fluctuating Emolument (providing it was earned or qualified for prior to the Relevant Date). In these circumstances it may be included provided the yearly average of 3 or more consecutive years begins no later than the commencement of the basic pay year; or
- (b) The yearly average of the total emoluments from the employer which are assessable to income tax under Case I or II of Schedule E and upon which tax liability has been determined for any 3 or more consecutive years ending not earlier than 10 years before the Relevant Date. Where such emoluments are received after the Relevant Date but are earned or qualified for prior to that date, they may be included provided that in these circumstances the yearly average of 3 or more consecutive years begins no later than the commencement of the year ending with the Relevant Date.

Provided that -

- (i) remuneration and total emoluments do not include any amounts which arise from the acquisition or disposal of shares or any interest in shares or from a right to acquire shares (except where the shares or rights etc which give rise to such an amount liable to tax under Schedule E had been acquired before 17 March 1987) or anything in respect of which tax is chargeable by virtue of Section 148;
- (ii) in relation to a Controlling Director, final remuneration shall be the amount ascertained in accordance with (b) and (a) above shall not apply;
- (iii) in relation to any employee whose remuneration in any year subsequent to 5 April 1987 used for the purpose of calculating benefits has exceeded £100,000, (or such other figure as may be prescribed by the Treasury), final remuneration shall not exceed the amount ascertained in accordance with (b) above and (a) above shall not apply, unless the individual chooses to adopt £100,000 (or such other figure as may be prescribed by the Treasury);
- (iv) for Class A Members final remuneration shall not exceed the Permitted Maximum;
- (v) for the purpose of calculating the maximum lump sum retirement benefit of Class B Member final remuneration shall not in any event exceed £100,000 (or such other figure as may be prescribed by the Treasury);

- (vi) an employee who remains, or is treated as remaining, in service but by reason of incapacity is in receipt of a much reduced remuneration i.e. under a sick pay or permanent health insurance scheme, for more than 10 years up to the Relevant Date, may calculate the final remuneration under (a) or (b) above with the final remuneration calculated at the cessation of normal pay and increased in accordance with the Index;
- (vii) the total amount of any profit related pay (whether relieved from income tax or not) may be classed as pensionable remuneration and treated as a Fluctuated Emolument;
- (viii) an early retirement pension in payment from the Employer may not be included in final remuneration.

13. **Fluctuating Emoluments**

are any part of an employee's earnings which are not paid on a fixed basis and are additional to the basic wage or salary. They include overtime, commission, bonuses or benefits in kind as long as they are assessable to tax under Case I or II Schedule E and profit related pay (see proviso (viii) to definition of Final Remuneration).

14. **Incapacity**

shall be construed in accordance with Rule 20 of the Scheme.

15. **Index**

shall mean the Government's Index of Retail Prices.

16. **Lump Sum Retirement Benefit**

shall mean the total value of all retirement benefits payable in any form other than non-commutable pension under this and any Associated Scheme.

17. **Pensionable Service**

shall have the meaning ascribed to it by paragraph 3 Schedule 16 Social Security Act 1973.

18. **Permitted Maximum**

is to be construed as defined in section 590C(2) of the Act.

19. **Relevant Date**

shall mean the date of retirement, leaving Pensionable Service or death as the case may be.

20. **Relevant Scheme**

shall mean any other scheme approved or seeking approval under Chapter 1 Part XIV of the Act and in respect of a Class A Member who is a Controlling Director also any retirement annuity contract or trust scheme approved under Chapter III Part XIV or any personal pension scheme as approved under Chapter IV Part XIV of the Act insofar as it provides benefits secured by contributions in respect of service.

21. **Remuneration**

in relation to any year shall mean the aggregate of the total emoluments for the year in question from the Employer and which are assessable to Income Tax under Schedule E but excluding any amounts which arise from the acquisition or disposal of shares or any interest in shares or a right to acquire shares or anything in respect of which tax is chargeable by virtue of section 148 of the Act. Provided that for a Class A Member there shall be disregarded any emoluments in excess of the Permitted Maximum.

22. **Retained Death Benefits**

shall any mean lump sum benefits payable on the Member's death from:

- (a) retirement benefits schemes approved or seeking approval under Chapter 1 Part XIV of the Act or relevant statutory schemes as defined in section 611A thereof.

- (b) funds to which section 608 of the Act applies
- (c) retirement benefits schemes which have been accepted by the Inland Revenue as "corresponding" in respect of a claim made on behalf of the Member for the purposes of section 596(2) of the Act
- (d) retirement annuity contracts approved under Chapter III Part XIV of the Act, or
- (e) personal pension schemes approved under Chapter IV Part XIV of the Act
- (f) transfer payments from overseas schemes held in a type of arrangement defined in (a) (d) and (e) above.

in respect of previous employments or periods of self-employment (whether alone or in partnership). If the Retained Death Benefits do not exceed £2,500 in total they may be ignored.

23.

**Service**

shall mean service with the Employer or an Associated Employer or, except in relation to a Class A Member who is a Controlling Director of either employer, an employer who is associated with the Employer only by virtue of a permanent community of interest.

## PART 1

### INLAND REVENUE LIMITS

#### CLASS A MEMBERS

Notwithstanding anything to the contrary in the Scheme provisions

- (i) any term used in the Scheme as a measure of the annual earnings of a Class A Member for the purpose of calculating benefits is to be interpreted as though those earnings are no greater than the Permitted Maximum. The benefits so calculated may be augmented up to the maximum limits in (ii) below.
- (ii) the benefits payable to a Class A Member or his/her Dependants or other beneficiaries in respect of him/her shall not, when aggregated with all benefits of a like nature provided under all Associated Schemes, exceed the limits set out below:
  1. The Member's Aggregate Retirement Benefit shall not exceed:-
    - (a) on retirement at any time between attaining age 50 and attaining age 75, except before Normal Retirement Date on grounds of incapacity, a pension of 1/60th of Final Remuneration for each year of Service (not exceeding 40 years) or such greater amount as will not prejudice Approval;
    - (b) on retirement at any time before Normal Retirement Date on ground of Incapacity a pension of the amount which could have been provided at Normal Retirement Date in accordance with paragraph 1 (a) above, Final Remuneration being computed as at the actual date of retirement;
    - (c) on leaving Pensionable Service before attaining age 75, a pension of 1/60th of Final Remuneration for each year of Service prior to leaving Pensionable Service (not exceeding 40 years) or such greater amount as will not prejudice Approval. The amount computed may be increased by 5% for each complete year or if greater, in proportion to any increase in the Index which has occurred between the date of termination of Pensionable Service and the date on which the pension begins to be payable. Any further increase necessary to comply with Social Security legislation is also allowable.
    - (d) Benefits for a Class A Member are further restricted to ensure that his/her total retirement benefit from this scheme and from any Associated Scheme or Connected Scheme does not exceed a pension of 1/30th of the Permitted Maximum for each year of service, subject to a maximum of 20/30ths. For the purpose of this limit, service is the aggregate of Service and any period of service which gives rise to benefits under a Connected Scheme provided that no period is to be counted more than once.
    - (e) For the purpose of calculating the Aggregate Retirement Benefit or the total retirement benefit in (a) to (d) above, the pension equivalent of any Lump Sum Retirement Benefit is one twelfth of its total cash value.
  2. The Member's Lump Sum Retirement Benefit shall not exceed:-
    - (a) on retirement at any time between attaining age 50 and attaining age 75, except before Normal Retirement Date on grounds of Incapacity, 3/80ths of Final Remuneration for each year of Service (not exceeding 40 years) or such greater amount as will not prejudice Approval;
    - (b) on retirement at any time before Normal Retirement Date on grounds of Incapacity the amount which could have been provided at Normal Retirement Date in accordance with paragraph 2(a) above; Final Remuneration being computed as at the actual date of retirement;

- (c) on leaving Pensionable Service before attaining age 75, a lump sum of 3/80ths of Final Remuneration for each year of Service prior to leaving Pensionable Service (not exceeding 40 years) or such greater amount as will not prejudice Approval. The amount computed may be increased in proportion to any increase in the Index which has occurred between the date of termination of Pensionable Service and the date on which the benefit is first paid.
3. The lump sum benefit (exclusive of any refund of the Member's own contributions any interest thereon) payable on the death of a Member while in Service or (having left Service with a deferred pension) before the commencement of his pension shall not, when aggregated with all like benefits under Associated Schemes, exceed the greater of:-
- (a) £5,000, and
- (b) four times the annual rate (subject to the Permitted Maximum) of the Member's basic salary or wages at the date of death together with the yearly average of Fluctuating Emoluments received in the 3 years (or the whole period of Service if less) up to the date of death or leaving Pensionable Service.

### CLASS B OR C MEMBERS

Notwithstanding anything to the contrary in the Scheme provisions, the benefits payable to a Class B or a Class C Member or to his/her Dependants or other beneficiaries in respect of him/her shall not when aggregated with all benefits of a like nature provided under all Associated Schemes exceed the limits set out below.

1. The Member's Aggregate Retirement Benefit shall not exceed:-
- (a) on retirement at or before Normal Retirement Date, a pension of 1/60th of Final Remuneration for each year of Service (not exceeding 40 years) or such greater amount as will not prejudice Approval;
- (b) on retirement on grounds of Incapacity the amount calculated in accordance with paragraph 1(a) above as if the Member had remained in Service until the Normal Retirement Date, Final Remuneration being computed as at the actual date of retirement.
- (c) on retirement after Normal Retirement Date, a pension of the greatest of:-
- (i) the amount calculated in accordance with paragraph 1(a) above on the basis that the actual date of retirement was the Member's Normal Retirement Date
- (ii) the amount which could have been provided at Normal Retirement Date in accordance with paragraph 1(a) above increased either actuarially in respect of the period of deferment or in proportion to any increase in the Index during that period, and
- (iii) where the Member's total Service has exceeded 40 years, the aggregate of 1/60th of Final Remuneration for each year of Service before Normal Retirement Date (not exceeding 40 such years) and of a further 1/60th of Final Remuneration for each year of Service after Normal Retirement Date, with an overall maximum of 45 reckonable years.
- Final Remuneration being computed in respect of (i) and (iii) above as at the actual date of retirement
- (d) on leaving Pensionable Service before Normal Retirement Date, a pension of 1/60th of Final Remuneration for each year of service prior to leaving Pensionable Service (not exceeding 40 years) or such greater amount as will not prejudice Approval. The amount computed may be increased by 5% for each complete year or if greater, in proportion to any increase in the Index which has occurred between the date of termination of Pensionable Service and the date on which the pension begins to be payable. Any further increase necessary to comply with Social Security legislation is also allowable.

2. The Member's Lump Sum Retirement Benefit shall not exceed:-
- (a) on retirement at or before Normal Retirement Date, 3/80ths of Final Remuneration for each year of Service (not exceeding 40 years) or such greater amount as will not prejudice Approval;
  - (b) on retirement on grounds of Incapacity the amount calculated in accordance with paragraph 2(a) above as if the Member had remained in Service until the Normal Retirement Date. Final Remuneration being computed as at the actual date of retirement;
  - (c) on retirement after Normal Retirement Date, the greatest of:-
    - (i) the amount calculated in accordance with paragraph 2(a) above on the basis that the actual date of retirement was the Member's Normal Retirement Date.
    - (ii) the amount which could have been provided at Normal Retirement Date in accordance with paragraph 2(a) above together with an amount representing interest thereon, and
    - (iii) where the Member's total Service has exceeded 40 years, the aggregate of 3/80ths of Final Remuneration for each year of Service before Normal Retirement Date (not exceeding 40 such years) and of a further 3/80ths of Final remuneration for each year of Service after Normal Retirement Date, with an overall maximum of 45 reckonable years.

Final Remuneration being computed in respect of (i) and (ii) above as at the actual date of retirement

- (d) on leaving Pensionable Service before Normal Retirement Date, a lump sum of 3/80ths of Final Remuneration for each year of (service prior to leaving Pensionable Service not exceeding 40 years) or such greater amount as will not prejudice Approval. The amount computed as aforesaid may be increased in proportion to any increase in the index which has occurred between the date of termination of Pensionable Service and the date on which the benefit is first paid.
3. The lump sum benefit (exclusive of any refund of the Member's own contributions and any interest thereon) payable on the death of a Member while in Service or (having left Service with a deferred pension) before the commencement of his pension shall not, when aggregated with all like benefits under Associated Schemes, exceed the greater of:-
- (a) £5,000, and
  - (b) four times the annual rate of the Member's basic salary or wages at the date of death together with the yearly average of Fluctuating Emoluments received in the 3 years (or the whole period of service if less) up to the date of death or leaving Pensionable Service.
4. The preceding provisions of this Rule shall be modified in their application to a Member who is a Controlling Director as follows:-
- (a) the amount of the maximum Aggregate Retirement Benefit in paragraph 1 and of the maximum Lump Sum Retirement Benefit in paragraph 2 shall be reduced, where necessary for Approval, to take account of any corresponding benefits under retirement annuity contracts or trust schemes approved under Chapter III Part XIV of the Act or under personal pension schemes approved under Chapter IV Part XIV of the Act
  - (b) where retirement takes place after Normal Retirement Date but not later than the Member's 70th birthday paragraph 1(c) (ii) and (iii) and paragraph 2(c) (ii) and (iii) shall not apply, and if retirement is later than the attainment of that age, the said paragraphs shall apply as if the Member's 70th birthday had been specified in the rules as his Normal Retirement Date, so as not to treat as Service after Normal Retirement Date any Service before the Member reaches the age of 70.

## PART 2

### OTHER CONDITIONS RELATING TO CLASS A MEMBERS

- A. **Member's Contributions** (Contributory Scheme)
- (a) Each Member is required to contribute at such a rate as determined by the Employer and notified in writing to the Member. No rate of contribution determined under this sub-rule may be altered before the expiry of a period of 12 months from the date on which the first payment at the current rate became due without the specific agreement of the Board of Inland Revenue.
- (b) In addition the Member may take voluntary contributions to the Scheme to secure additional benefits for himself/herself and/or his/her Dependants. Any retirement benefits so secure must be in the form of non-commutable pension except to the extent to which the provisions of the Scheme allow commutation of trivial pensions or on the grounds of serious ill health.
- (c) The contributions paid to the Scheme by a Member in a year of assessment shall not exceed either:
- (i) when aggregated with the Member's contributions to any other exempt approved schemes, 15 per cent of the Member's remuneration, or
  - (ii) when aggregated with the Member's contributions to any schemes which are Associated or Connected Schemes, 15 per cent of the Permitted Maximum.
- B. **Continued Life Cover**
- Any provision in the rules to provide a lump sum benefit on the death of a Member occurring after retirement on pension (other than a payment under a guarantee of pension provisions) shall be restricted in respect of a Member who joined the Scheme on or after 1 October 1991 to exclude any provision other than on death occurring before the Normal Retirement Date and after retirement on grounds of Incapacity. The amount of the benefit shall not exceed the amount payable had the Member died immediately before retirement increased in proportion to any increase in the Index between the date of the Member's retirement and the date of death.
- C. **Payment Of Retirement Benefits**
1. The payment of a Member's retirement benefits shall not commence earlier than the Member attained age 50, except on retirement on grounds of Incapacity, nor later than attaining age 75.
2. No part of the Member's retirement benefits is to be paid in advance of actual retirement except as necessary to comply with paragraph C1 above or to the extent necessary to comply with the requirements of the Social Security Pensions Act 1975.

## PART 3

### OTHER CONDITIONS RELATING TO CLASS B OR C MEMBERS

- A. **Member's Contributions** (Contributory Scheme)
- (a) Each Member is required to contribute at such a rate as determined by the Employer and notified in writing to the Member. No rate of contribution determined under this sub-rule may be altered before the expiry of a period of 12 months from the date on which the first payment at the current rate became due without the specific agreement of the Board of Inland Revenue.

- (b) In addition the Member may make voluntary contributions to the Scheme to secure additional benefits for himself/herself and/or his/her Dependants. Where such contributions commence on or after 8 April 1987 any retirement benefits so secured must be in the form of non-commutable pension except to the extent to which the provisions of the Scheme allow commutation of trivial pensions or in the grounds of serious ill-health.
- (c) The total contributions paid by the Member in a year of assessment to this and any Associated Scheme shall not exceed 15% of his Remuneration for that year.

**B. Transfers**

1. Any retirement benefits arising by virtue of the receipt by the Scheme of a transfer value (other than from another scheme providing benefits in respect of Service) shall not be capable of commutation unless and then only to the extent that a certificate has been obtained from the administrator of the transferring scheme showing the maximum lump sum payable from the transfer value. The amount so certified may be increased in proportion to any increase in the Index since the date the transfer payment was received.
2. When, on or after a transfer having been made to another occupational pension scheme, the administrator of that Scheme request such a certificate as if referred to in paragraph B.1 above, the Administrator shall calculate as at the date of the transfer the maximum lump sum payable on retirement from the transfer value and certify that amount to the receiving scheme.

## **PART 4**

### **OTHER CONDITIONS RELATING TO ALL MEMBERS**

**1. Dependant's Pensions**

Any pension for a Dependant, when aggregated with the pensions, other than those provided by surrender or allocation of the Member's own pension, payable to that Dependant under all Associated Schemes, shall not exceed an amount equal to 2/3rds of the maximum Aggregate Retirement Benefit payable to the Member immediately before death under Part 1 above. Where the death of the Member occurs whilst in service before Normal Retirement Date the maximum is that appropriate had the Member retired on grounds of Incapacity on the date of death entitled to no retained benefits from previous employments.

**2. Increases Of Pensions In Payment**

The maximum amount of a pension ascertained in accordance with Part 1 or Part 2 of this Rule less any pension which has been commuted for a lump sum or the pension equivalent of any benefits in lump sum form and any pension surrendered to provide a Dependant's pension may be increased by 3% for each complete year or if greater, in proportion to any increase in the Index since the pension commenced.

**3. Surplus Avcs**

Where the application of the limits in this Rule requires the quantum of the Aggregate Retirement Benefit to be restricted and the Member has paid additional voluntary contributions to supplement scheme benefits, that restriction shall first be effected on those supplementary benefits so as to permit the repayment of the surplus additional voluntary contributions subject to section 599A of the Act.



4. **Transfers**

- (a) The benefits arising on retirement from a transfer value shall not be capable of commutation nor shall they be paid in lump sum form if the transfer is accompanied by a certificate from the administrator of the transferring scheme to the effect that the transfer value is not to be used to provide benefits in lump sum form.
- (b) When making a transfer to an approved personal pension scheme the Administrator shall provide a certificate of the maximum lump sum payable on retirement from the transfer value if the transferring member:
- (a) was aged 45 or more at the time that the transfer payment was made or
  - (b) has at any time within the 10 years preceding the date on which the right to the cash equivalent being transferred arose, been, in respect of any employment to which the transfer payment or any part of it relates, either
    - (i) a Controlling Director or
    - (ii) in receipt of annual remuneration in excess of £60,000 or, if greater, the allowable maximum (i.e. the equivalent for pension schemes of the Permitted Maximum) for the year of assessment in which the date of transfer falls or
  - (c) is entitled to benefits included in the transfer payment which arises from an occupational pension scheme under which the normal retirement age is 45 or less.

## APPENDIX VI

Paper circulated to all members of the URCMPF in March 1993

### PROPOSED PENSION CHANGES

#### 1. THE OBJECTIVE

Assembly 1992 gave us the task, following the creation of a large deficit of £8 million in the Pension Fund, as a consequence of the stipend change in July 1992, to "minimise the possibility of similar levels of liability automatically arising in future years." We are hoping to use this opportunity also to improve starting pensions.

In the proposals set out below we are seeking to:-

- \* Remove the link between pensions in payment and the current level of basic stipend
- \* Raise the level of starting pensions
- \* Keep the cost of the pension improvements within the liability faced at present if no changes are made.

#### 2. THE PROPOSALS - effective from 1st November 1993

##### Pension Benefits

i) *For qualifying service after 1st April 1978* - to raise the starting pension or the existing pension for those already retired from 1/100ths to 1/80ths of the basic stipend in payment at the time of retirement for each year of service within this period. Those who are already retired will have their pension similarly adjusted using the new stipend figure of £13,000 agreed for July 1993.

ii) *For qualifying service before 1st April 1978* - to raise the starting pension or the existing pension for those already retired, by approximately 10% after adjustment for the new July 1993 stipend, for each year of service within this period except for those years which already qualify for 1/80ths.

##### Pension Increases

After applying any increases due in July 1993, future increases will no longer be linked automatically to basic stipend. Instead they will match the UK annual rate of inflation, ie, RPI, subject to a maximum of 5%. This compares favourably with obligations usually applicable in the private sector.

We hope that you will welcome these proposals.

#### 3. WHO WILL DECIDE UPON THE RULE CHANGES?

The General Assembly, which meets between the 5th-9th July 1993, will decide whether to proceed with these proposed changes. However, Assembly will be interested to know the view of the majority of all Pension Fund members before reaching a decision, and it would therefore help if you could complete and return the enclosed slip by 31st May 1993. This provisional response will **not** affect the need for you to make a definitive choice after Assembly's decision as detailed in paragraph 4.

#### **4. WHAT ARE YOUR RIGHTS?**

If General Assembly approves the New Rules the new pension benefits will apply from 1st November 1993, and pensions in payment will be adjusted annually thereafter.

It is the right of each Pension Fund member whose "pecuniary rights are adversely affected to an appreciable extent" to ask for the Old Rules to continue to apply to that member.

You will be informed of the decision of General Assembly in July, and at that time if you choose to remain under the Old Rules your formal written request must be sent to the Trustees to arrive by the 12th October 1993.

Those who choose to be subject to the Old Rules will not participate in the increases shown under 2 i) and ii), and will continue to have their pensions linked to basic stipend.

#### **5. HOW WILL YOU DECIDE?**

- 1) Examine: The enclosed statement which shows how your pension will change under the New Rules.  
This is the only firm information which is available.
- 2) Consider other relevant factors, looking far into the future, i.e.
  - a) how often UK annual inflation is likely to exceed 5%,  
and
  - b) the URC's future stipend policy and practices, after the increase in July 1993,  
if the pension linked commitment remains.Factors 2a) and 2b) are the uncertainties which no one can reliably predict.

#### **6. IF YOU HAVE A QUERY WHAT SHOULD YOU DO?**

- i) If your query concerns the attached statement of your own personal benefits, please write to Mrs Judy Stockings at 86 Tavistock Place, London, WC1H 9RT.
- ii) If your query concerns the proposed rule changes please contact your Provincial Representative, whose name appears on the attached list.

#### **7. WHAT HAPPENS ABOUT DISCRETIONARY GRANTS?**

Those who are receiving discretionary grants which are not governed by the Pension Fund Rules will receive separate advice on their situation.

The Maintenance of the Ministry Committee  
The United Reformed Church  
86 Tavistock Place, London, WC1H 9RT

# APPENDIX VII

## DRAFT DEED

**THIS DEED OF INDEMNITY** is made the            day of  
1993 **BETWEEN**  
of the United Reformed Church ("the Church") and

of the Church ("the Church Representatives") of the first part and the persons whose names and addresses appear in Part I of the First Schedule to this Deed ("the Pension Directors") being the Directors of the United Reformed Church Ministers' Pension Trust Limited ("the Pension Company") of the second part and the persons whose names and addresses appear in Part II of the First Schedule hereto ("the Trust Directors") being the Directors of United Reformed Church Trust ("the Trust Company") of the third part.

### **WHEREAS :-**

- 1. ON** the        day of July 1993 the General Assembly of the Church passed the Resolutions set out in the Second Schedule hereto and the purpose of this Deed is to give contractual effect to those Resolutions
- 2. THE** Church Representatives enter into this Deed in a representative capacity only in order to bind the Church and do not in so doing incur any personal responsibility or liability of any kind.
- 3. THE** expressions "the Pension Directors" and "the Trust Directors" shall extend to include not only the persons listed in the First Schedule hereto but all persons who become Pension Directors and/or Trust Directors during the period of indemnity hereinafter defined

### **NOW THIS DEED WITNESSETH** as follows :-

- 1. SUBJECT** as mentioned in Clause 4 hereof the Church hereby undertakes with the Pension Directors and the Trust Directors collectively and with each one of them individually that during the period of indemnity as defined in Clause 3.1 hereof the Church will not hold any Pension Director or Trust Director or his or her estate personally liable for any loss suffered to the assets of the Church in the hands of the Pension Company or the Trust Company provided that he or she has not been guilty of fraud and/or blatant disregard of the interests of the members or beneficiaries under the Fund operated by the Pension Company or under the Trusts held by the Trust Company as the case may be
- 2. SUBJECT** as mentioned in Clause 4 hereof the church will during the period of indemnity indemnify any Pension Director and Trust Director and his or her estate in respect of all actions claims costs and expenses made against or falling upon that Pension Director or Trust Director in his or her capacity as Director of the Pension Company or the Trust Company or against his or her estate provided that he or she has not been guilty of fraud and/or blatant disregard of the interests of the members or beneficiaries under the Fund operated by the Pension Company or under the Trusts held by the Trust company as the case may be
- 3.1 THE** period of indemnity before referred to shall be the period commencing on the        July 1993 (the date of the passing of the said Resolutions by the General Assembly) and ending with the date of any future General Assembly at which Resolutions shall be passed the effect of which shall be to withdraw in whole or in part the Undertakings and/or the indemnities provided by such Resolutions

**3.2 IN** respect of any partial withdrawal of the said Undertakings and indemnities the period of indemnity shall be terminated only in respect of such parts of the same as are withdrawn

**3.3 THE** undertakings and indemnities provided by the Church under Clauses 1 and 2 of this Deed shall remain in full force and effect in respect of all losses actions claims costs and expenses arising during the period of indemnity notwithstanding that the circumstances under which the same arose were not known and could not have been known during the period of indemnity

**4. COMPLIANCE** with the undertakings and indemnities herein contained are subject to the approval of the Charity Commissioners

**5. THE** protection afforded by this Deed shall extend to Pension Directors and Trust Directors who during the period of indemnity cease to hold office and to their estates

**6. IT** is envisaged that from time to time other persons will be appointed Pension Directors and Trust Directors and the parties hereto record their intention that the provisions of this Deed shall operate for the benefit of all such persons and their respective estates as fully and effectively as if they had themselves been parties to this Deed

**THE FIRST SCHEDULE** before referred to  
**PART I**

Names and Addresses of the Pension Directors

**PART II**

Names and Addresses of the Trust Directors

**THE SECOND SCHEDULE** before referred to

Resolutions of General Assembly passed  
on the day of July 1993

Assembly recognising the personal commitment to the Church of those who serve as Directors of the United Reformed Church Ministers' Pension Trust Limited and of United Reformed Church Trust, resolves (subject to any necessary consents) as follows :-

1. That the Church will not hold any Director of either company personally liable for any loss suffered to the assets of the Church or the Pension Fund in the hands of the Company, provided that that Director has not been guilty of fraud or a blatant disregard of the interests of members and beneficiaries of the Fund knowingly or recklessly committed by him or her.

2. That the Church will indemnify any such Director and his or her estate in respect of all actions, claims, costs and expenses made against or falling upon that Director in his or her capacity as Director of either Company, or against his or her estate, provided that he or she has not been guilty of fraud or blatant disregard of the interests of members and beneficiaries of the Fund knowingly committed by him or her.

3. That two persons representing the United Reformed Church shall execute a Deed of Indemnity in favour of present and future Directors of each of the Companies in the form attached to this Resolution.

**REF: DEED**  
**5 April 1993**

# APPENDIX VIII

## EUROPE

### 1 The United Reformed Church: A European Church

In the autumn the interim Europe Co-ordinating Group will be publishing an introductory guide to Europe, its church and political institutions, and the URC's involvement with these bodies. It will be a wide-ranging publication covering church links, faith and order questions and issues of social responsibility. As a reference tool and handy resource it will help people pick their way through all the initials and acronyms which surround our involvement with Europe. More significantly, we hope that it will enable people to begin to understand some of the many issues which are being worked out in Europe today, concerning both the future of the church and of society. Once published, full details will be circulated with the Information Service.

### 2 Glossary

A brief and by no means exhaustive guide to some of the terminology, initials and acronyms which go with talk about 'Europe' and the churches' role.

**2.1 European Community (EC):** Sometimes still known as the EEC (European Economic Community) it comprises the twelve nations of Ireland, United Kingdom, Netherlands, Denmark, Germany, Belgium, Luxembourg, France, Spain, Portugal, Italy and Greece.

**2.2 Council of Europe:** Much larger than the EC, the Council of Europe now includes as full members some of the countries of eastern and central Europe, with others seeking membership; criteria for membership include democratic government and a respectable human rights record.

**2.3 CEC (Conference of European Churches):** A pan-European body bringing together churches from all the main Christian traditions except Roman Catholic.

**2.4 CCEE (Council of European Roman Catholic Episcopal Conferences):** A body bringing together Roman Catholics across the whole of Europe.

**2.5 EECES (European Ecumenical Commission for Church and Society):** An ecumenical agency with offices in Brussels and Strasbourg, relating to the European Community and to the Council of Europe.

**2.6 CCME (Churches' Committee for Migrants in Europe):** Brussels-based ecumenical agency dealing with issues of migration, racism and xenophobia in Europe.

**2.7 EECOD (European Ecumenical Organisation on Development):** Brussels-based agency handling issues of world development, in particular EC policies on aid and trade; includes Protestant and Roman Catholic member churches and organisations.

**2.8 ECG (European Contact Group for Urban and Industrial Mission):** A church-sponsored body linking communities engaged in the struggle for justice; it is developing links with rural communities.

**2.9 EAEE (European Association of Adult Education):** A forum for churches and organisations concerned with issues of adult education.

**2.10 Ecumenical Forum of European Christian Women:** Bringing together Christian women from across Europe to explore common issues and concerns.

**2.11 Ecumenical Association of Academies and Laity Centres in Europe:** A network for places like the Windermere Centre, although in some parts of Europe it has more the characteristics of a movement.

**2.12 Leuenberg:** The Agreement signed in 1973 between Lutheran, Reformed and United Churches in Europe.

**2.13 Meissen:** The Agreement signed between the Church of England and the Evangelische Kirche in Deutschland (EKD).

**2.14 CAFE (Christianity and the Future of Europe):** A British organisation keen to promote church concern for Europe.

**2.15 CEWERN (Churches East-West Relations Network):** A formal network of CCBI bringing together people from the churches with a special concern for the churches and countries of eastern and central Europe.

### **3 Public Policy Issues**

#### **3.1 Poverty and Social Division**

3.1.1 In the mid-1980s fifty million people in the European Community (15.4% of the population) lived in poverty (EC Report on the Second Poverty Programme 1985-89). Even more disturbing is the fact that the number of people in poverty is increasing and that the most vulnerable are children and elderly people.

3.1.2 How is this poverty defined? The EC Council of Ministers define the poor as "persons whose resources (material, cultural and social) are so limited as to exclude them from the minimum acceptable way of life in the member state in which they live", so that "poverty is the extreme of inequality." This is then given substance by defining the poor as those living on or below 50% of average income in their country; the Institute of Fiscal Studies calculates that 12m Britons live below this line.

3.1.3 Whether the coming of the Single Market will improve this situation no one knows. Some forecasters predict an increase in overall employment of between 1.8m to a maximum 5.7m, though these figures have a wide margin of accuracy. Others are far more pessimistic: Sir John Harvey Jones has "predicted that by the year 2000 more than half of Europe's factories could be closed and half its companies could disappear or be taken over" (quoted in, *Changing Europe*, Sean Baine, John Bennington and Jill Russell, NCVO/CDF, 1992).

3.1.4 What happens inside the EC is only part of the picture. The huge dislocation being experienced in the economies of the former communist countries in eastern and central Europe is creating social misery not experienced since the post-war years. Pensioners are going hungry whilst others are finding themselves unemployed for the first time in their lives and young people leaving schools and colleges have little or no hope of finding employment. Embracing capitalism was supposed to bring about western affluence; the immediate experience is something else. Western aid is little more than window-dressing in the face of the challenges facing these countries. The European Community offers assistance programmes with one hand while with the other it denies access to its markets for products readily exported by countries like Poland and Hungary.

3.1.5 Until these matters are tackled there is already a 'two speed' Europe: a fast lane for a few who will reap whatever benefits are to be had from the Single Market and a slow lane for the rest of us where some benefit may accrue over time. And there is the 'other' Europe, a hard-shoulder where those who can no longer compete are left stranded "to await assistance"; only there is little sign that help is coming.

#### **3.2 Racism and Xenophobia**

3.2.1 Witnessing the fire-bombing of refugee hostels in Germany in the last year was a shocking experience. Coupled with the rise of far-right nationalist politicians in countries like France and Austria there are general grounds for concern about European tolerance for ethnic minorities, refugees and asylum seekers; xenophobia (fear or hatred of foreigners) is replacing hospitality.

3.2.2 Within the European Community there are about 15 million people who are black or from Third World countries (*Changing Europe*, p.94), out of a total population of around 345 million people. Different EC member states have hugely varying ways for accounting for such

people; for example in several states, they are counted as foreign regardless of country of birth, whilst in the UK we would mainly count those as born in the UK as British citizens. Thus in the UK there is a significant group of people from ethnic minorities who are accorded greater EC rights than would be the case for similar people in other EC countries.

3.2.3 This is the tip of the iceberg. For while up to the 1970s European countries had relatively liberal immigration policies in a bid to recruit cheap labour, the trend is now reversed and the goal is to stem the flow of migration into Europe. Discussions about EC immigration policies take place in relatively unaccountable forums such as the Trevi Group and the Ad Hoc Working Group on Immigration. The effect is to make it more difficult for potential immigrants and asylum seekers to gain entry to the EC. Hence the coining of the term *fortress Europe*.

3.2.4 Outside the EC the striving after national identity brings its own problems seen in the violent displacement of persons in the several 'ethnic' regions of the former Yugoslavia and across the Commonwealth of Independent States in what used to be the Soviet Union. (See also below on disintegration of nation-states)

3.2.5 In this climate Gorbachev's concept of a common European home seems remote and idealistic. Other continents have had to cope with tremendous movements of peoples, especially in Africa. What is it about Europe that causes us to stand so aloof from the struggles of those around us, to turn our backs on those who are turning to us for refuge. Could it be that the more one has, the less one is willing to share?

### 3.3 Unity and Disintegration

3.3.1 The founding fathers of the European Community, figures like Robert Schuman and Jean Monnet, were looking for mechanisms which could ensure lasting peace in Europe. Thus they proposed some kind of federation through creating "an economic state of affairs capable of resulting in political consequences that could not be obtained in a direct manner." ("The European Community - Introduction and History", Gerard Markhoff, in *The New Challenges of the European Community: Questions from the Churches*, EECCS, 1991). While only embracing part of Europe their experiment has achieved its purpose; the old enemies, France and Germany, are perhaps the chief architects of the western Europe of today. The edifice of the European Community was built against the perceived threat of communist territorial ambitions. Now that threat is removed, what of the future?

3.3.2 While in the East we see the more blatant displays of nationalist fervour, with peoples laying claim to new frontiers in bloody conflict as in the former Yugoslavia or Nagorno-Karabakh, we cannot say that this has not been a feature of western society - witness the conflicts in Northern Ireland and the Basque region of Spain.

3.3.3 With the collapse of communism in the East an opportunity has emerged to extend the vision of Schuman and Monnet to embrace the whole of Europe. The experience of Germany, however, points to the enormity of that task. More disturbing though is the sense that there is a loss of direction and a lack of political will to move the "Europe project" on.

### 3.4 The Environment

3.4.1 "The European Community, as a geographical entity, is relatively modest in size (2,366,000 km<sup>2</sup>), but owing to the restricted area it occupies, its situation and extremely favourable natural conditions, it is a densely populated part of the world (345 million inhabitants, i.e. an average density of 146 inhabitants per km<sup>2</sup>) engaging in intense economic activity." (*Europe in Figures*; Eurostat, 1992)

3.4.2 This highlights the dilemma the Community faces. The driving force for the EC is its economic strategy designed to achieve ever higher levels of growth in member states. However, when, rather late in the day, the EC commissioned a study on the environmental impact of the Single Market it was (not surprisingly) discovered that there would be a number of serious negative consequences, including an increased amount of road freight, air pollution and waste. This is alongside the growing recognition of existing environmental damage evidenced in the pollution of the Rhine and the prevalence of acid rain.



3.4.3 The response of the EC has been to talk about *sustainable growth* (in marked contrast to the universally accepted term "sustainable development") highlighting the dualism inherent in so many of the EC's policies. The concerns of environmentalists are recognised but the goal of economic growth remains unquestioned. The Single European Act itself speaks in generalities which critics of EC environmental policies believe amount to very little, especially when compared to the real challenge of creating a globally sustainable society. To achieve this an "80 per cent reduction in non-renewable resource use per unit of industrial output and a 90 per cent cut in pollution per unit of output over the next century is required." (*Reinventing Europe*, p.11, The New Economics Foundation, 1992)

3.4.4 Beyond this are the huge environmental problems of eastern and central Europe where decades of neglect have left large tracts of land poisoned and useless, perhaps most famously epitomised in the nuclear wasteland surrounding Chernobyl. Again the EC is offering some technical assistance but short-term human needs of transforming these societies has taken priority over the development of environmental policies and meaningful responses to past catastrophes.

### 3.5 Europe and the Developing World

3.5.1 It is estimated that in 1987 there were 2,800m people in the world with an annual per capita GDP (Gross Domestic Product) of less than 252 ecu. In contrast, the 324m inhabitants of the EC had a per capita GDP of 46 times that amount in the same year. (*Europe in Figures*, Eurostat, 1992).

3.5.2 This picture of gross inequality must be the starting point for any Christian consideration of Europe's relations with the developing world. Of course, the EC is not the whole of Europe, but here the contrast is sharpest and the issues most pointed. Prior to 1989 the eastern bloc countries were themselves providers of development aid as East and West sought to establish relations with nations around the world in pursuit of their foreign policy objectives. Now that has all changed and not only are the energies of these eastern and central European countries directed towards their own internal problems, but they are competing with the developing world for aid and trade agreements. Thus the prospect of Europe turning in on itself rears its head again.

3.5.3 Europe's relations with the developing world comprise a number of important components:

- Foreign policy
- Development aid policy
- Migration policy
- Trade policy
- 

All of these are interlinked and, as most critics would argue, are weighted towards the preservation of the status quo; they do little to tackle global disparity and add to the notion of 'Fortress Europe'.

3.5.4 To tackle the fundamental issue of inequality it is arguable that development aid policy followed by a liberal trade policy should be the controlling features and allow the other factors to drop into place. Peter Crossman (General Secretary of EECOD) writes: "Appropriate development policies will primarily envisage the correction of global disparity and will therefore respond de facto to the root cause of migration."

3.5.5 Then there are other policies and programmes which indirectly affect the developing world. The Council for World Mission (CWM) identifies the Common Agricultural Policy and the Single European Act (which created the internal market which came into effect on the 1st January 1992) as having a detrimental effect. (*The European Community and Third World Relations*, CWM, 1992).

Against this background it is not surprising that developments in Europe are viewed with concern by the governments and churches in the developing world.

## **4 Report on the Conference of European Churches (CEC) Assembly,**

**Prague, 1-11 September 1992**

*(report agreed by those attending)*

*Delegates:* Ruth Clarke and Tony Burnham.

*Attending from the URC Europe Co-ordinating Group:* Sheila Brain, Geoffrey Roper and Philip Woods.

*Other URC Participants:* Tony Coates and Fred Kaan (Translators), John Reardon (CCBI), Tony Addy (European Contact Group), Ceri Lewis (YMCA), and Geoffrey Beck (CEWERN - Churches East-West Relations Network).

### **4.1 Introduction**

4.1.1 The Assembly comprised 845 people in total (300 delegates, plus 545 others including observers, staff, stewards, journalists and visitors). The last Assembly was held in Stirling (Scotland) in 1986. It was thus a significant occasion with the events of 1989 behind us and the present day conflicts, social issues, inter-confessional concerns and other related matters before us.

4.1.2 The assembly worked in plenary sessions (reports and hearings on European issues and concerns, and the implementation of the programme adopted at the last Assembly; and for the purpose of making decisions) and in working groups and committees. Alongside this there were hearings arranged by CEC's partner organisations, a visitors programme, and worship. Together this made for a very full schedule.

4.1.3 During the middle weekend of the Assembly there were opportunities to visit and share in the worship of local congregations throughout the Czech and Slovak Republics.

### **4.2 CEC**

The Conference of European Churches comprises 120 churches from Protestant and Orthodox traditions (assuming Protestant to mean churches which are neither Roman Catholic nor Orthodox - a rather loose definition!). It is estimated that these churches together represent around 250 million Christians in Europe. The membership of CEC is drawn from all parts of Europe (in the past there was a rider, dropped at this Assembly, of "except Albania").

### **4.3 Relations with the Roman Catholic Church**

These peaked in May 1989 with the first European Ecumenical Assembly held in Basel on the theme of Justice, Peace and the Integrity of Creation. This was co-convened by CEC and CCEE (the Roman Catholic Council of European Bishops Conferences). Representatives of CEC and CCEE continue to meet together, and there was a delegation present at the Assembly from CCEE including their President and General Secretary. Both bodies have pledged themselves to convene a second European Ecumenical Assembly before the end of the century. However, in the various contributions by the President of CCEE (Cardinal Martini of Milan) there were no clear expressions of when this would be. It is judged that this is not a problem created either by CEC or CCEE who, by all accounts, would like to be working more closely together. This is seen, for example, in their collaboration over the situation in the former Yugoslavia.

### **4.4 Assembly Business**

4.4.1 Working in five languages (the four official languages - English, German, French and Russian - plus Czech) and with people representing so many different national and confessional interests the business of the Assembly was slow and ponderous.

However, a gradual sifting process of proposals, draft reports and revised statements produced the following outcomes:

4.4.2 A new constitution, bye-laws and standing orders for CEC (necessary due to the new political situation in which the organisation now works).

4.4.3 The election of a 35 person Central Committee to govern CEC for the six years to the next Assembly (the British members elected were: John Arnold - Dean, Durham Cathedral; Rachel Stephens - International Affairs Secretary, Methodist Church; and Pauline Huggan - Pastor, Shiloh Church). There was considerable controversy over this regarding the lack of young members (people under 30 years of age), women and black people in the first list of nominations. This was somewhat corrected in the final list causing another controversy because none of the above came from Scotland, leading the Scottish delegates to unsuccessfully challenge the nomination of the one person on the list from Ireland.

4.4.4 Statements on:

- (a) Situations of War and Conflicts in Europe;
- (b) Racism and Discrimination;
- (c) The 500th Anniversary of the Presence of Europeans in America;
- (d) The Crisis in Africa.

4.4.5 A message from CEC to all churches in the former Yugoslavia

4.4.6 An Assembly Message.

4.4.7 A statement on CEC's finances which called for members to significantly increase their contributions and in addition to pay a further one sixth to enable CEC to build up a reserve for the next Assembly.

#### **4.5. Future policy**

4.5.1 Policy priorities for CEC were agreed and grouped under the following headings:

4.5.2 Towards Unity in Mission

- \* Mission
- \* Unity
- \* Councils of Churches
- \* CEC and CCEE
- \* Inter-Faith Dialogue
- \* Spirituality

4.5.3 Church and Society

(for Justice, Reconciliation and Responsibility Towards God's Creation)

- \* Proposal for a European Ecumenical Arbitration Commission
- \* Racism in Europe
- \* Human Rights and the CSCE Process
- \* Reconciliation

4.5.4 JPIC and the Second Ecumenical Assembly

- \* JPIC - Conciliar Process
- \* Towards a Second European Ecumenical Assembly
- \* Responsibility Towards God's Creation

4.5.5 Diakonia - Christian Service

- \* Diakonia as an Expression of Justice
- \* Poverty in Europe

4.5.6 Solidarity with Women - The Ecumenical Decade

4.5.7 Structural Questions

4.5.8 Communication

(The full statement is available on request).

#### **4.6 Issues for the URC**

4.6.1 Given the variety of topics and concerns covered by the Assembly (mission and evangelism, church and society, faith and order, relations between churches, the role of ecumenical agencies, women and youth) there is almost certainly something for everyone.

This, therefore, begs the larger question: How seriously is the URC willing to take its European context?

4.6.2 Of course our primary work exists in one part of Europe, namely Great Britain, but to what extent are we willing to learn from and share with our European brothers and sisters beyond these shores? Many of the issues and concerns are common to us regardless of location; others are more particular, but by their very nature may demand our concern and interest (e.g. situations of conflict, or churches responding to new mission opportunities).

4.6.3 By the creation of a Europe Co-ordinating Group and ensuring that its officers, along with our delegates, were present at this Assembly may be a statement of intent. However, good intentions will not be seen as enough by our colleagues in the rest of Europe. If we can afford to participate fully in such European gatherings, then we must consider finding the resources to support CEC and its related agencies in their ongoing life and witness. With the exception of the Church of England and the Church of Scotland British contributions (including our own) to these agencies are very poor and consequently British contributions as a whole are well below what they should be if the budget were to be proportionately shared. As part of a growing commitment to Europe we need to address this.

4.6.4 The Europe Co-ordinating Group comprises three advisers (Church & Society; Faith & Order; and Church Links) along with the secretaries for World Church and Mission, and Church and Society. They will act on the issues arising from the CEC Assembly which concern them. However, it is unlikely that between them they are in touch with all the European work and contacts engaged in by the URC centrally or through the Provinces (let alone Districts and local churches), nor all our current concerns and issues which have (or might have) a European dimension. An awareness of the totality of the URC's engagement with the rest of Europe and European agencies (including how much money is already allocated to such activity) will assist us in determining the priority this aspect of our life and witness should have. Perhaps this could be addressed by a joint meeting of the Europe Co-ordinating Group and the other programme secretaries?

4.6.5 With this information we might then move towards formulating and acting on the following so that events like this Assembly and the ongoing relationships which we have with European ecumenical agencies and continental European churches has a clear context within our own life and witness:

A statement of the URC's position on -

- (a) relations with churches in continental Europe
- (b) involvement with European ecumenical agencies;

A financial commitment in line with the terms and intentions of the above statement;

Clear lines of communication between those working in the national and those working in the European context.

#### 4.7 Concluding Remarks

4.7.1 There was much at the Assembly which had a direct bearing on the current concerns and programmes of the URC. More than that it came home to us that we have much to learn from, and a good few things to offer our brothers and sisters in the rest of Europe. Clarifying our position in this respect can only help that process.

4.7.2 In the meantime those of us present are committed to share our impressions and experiences of what was a momentous Assembly as we heard the stories of people across Europe expressing all the joy and pain of Europe's recent past and uncertain future.

4.7.3 In particular we are submitting material for use by *Reform* and are available to speak at Provincial Synods. Beyond that we will do what we can to bring the European dimension to bear more fully in the life of the URC.

# APPENDIX IX

## WESTMINSTER COLLEGE, CAMBRIDGE

1. This year's report is based on the Principal's letter in the College's Annual Report circulated chiefly to the Friends of Westminster and Chestnut Colleges and to others who are former students. It seems useful on this occasion to share more widely the theme chosen for the letter, namely "Validation". The Concise Oxford Dictionary defines "valid" as "sound, defensible, well-grounded" and "validate" as "make valid, ratify, confirm". The first item is literally about validation.

2. **The Certificate in Theology for Ministry.** The first certificates on the new basis of validation by the University Faculty of Divinity were awarded in June, 1992. It is a source of great satisfaction to the Cambridge Federation of Theological Colleges that its programme of studies has thus received academic recognition without losing any of its practical training features and pastoral/mission relevance. Studies completed before coming to Westminster College, eg. in a religious studies degree course, can be recognised and allow greater flexibility in the courses taken here, so that repetition is avoided. Students who take the Tripos as part of their programme receive from it both a degree and "points" towards the Certificate, since the latter "certifies" the bringing together of intellectual, pastoral and mission skills. Those who take all their courses in the Federation receive a validated award. The Faculty representatives on the committee have shown wise discretion in helping the committee deal with problems arising in the transitional year, so that no one was deprived of having the new certificate for purely technical reasons arising from having begun their studies before the rules were finalised. So all the signs are good for a "sound, defensible, well-grounded" programme.

3. **Sound Buildings.** Following up the successful completion of work on the residential wing, the College Management Committee asked our architect to bring up to date the general survey of the buildings which originally led us to set a priority for the residential wing. In the long term we still hope to carry out some development of the far side of the site, behind the main block, but that will need careful negotiation with the planning Authority, who have not liked our ideas so far. Meanwhile we aim to strengthen our position by a programme of works on all the buildings, carrying out maintenance tasks which in these days are very expensive but will become even more so if neglected. This programme will be one aspect of the preparations for the 150th anniversary of the founding of the college of the Presbyterian Church in England in 1844; other aspects of the proposed celebration are set out in the penultimate paragraph of this report. Our forward planning has been greatly helped by a very generous legacy in the will of Professor Healey, not directly for these purposes but strengthening the general financial position of the college.

4. **Defensible Courses.** The validation of the Certificate is only part of the assessment of our training programme. Wider debates such as that about the report "Patterns of Ministry" affect the colleges as well as calling for our own contribution to the theological reflection on ministries of the people of God. Ecumenically staff members have participated in conferences on such themes as the contribution to training of the residential factor or the provision of training which is accessible to all candidates (last year in the Federation there were two blind ordinands and one confined to a wheelchair). Not least of our responsibilities is the making clear to the students themselves why we follow the programmes set for them. We never claim perfection but we do think our courses are valid, in the sense that they can be shown to have relevance and effectiveness for the central concerns of ministry. A new development is the Worship Resources Centre, bringing together in the Cheshunt Room the library's collection of books on worship, current music, tapes and videos and audio-visual equipment. We are grateful to Kristin Ofstad for her initiative in this project.

5. **Well-Grounded Ordinands.** It is a satisfying moment when the Convener of the Board of Studies hands to an ordinand the commendation to the church for ordination. Each year we declare that such "leavers" have completed the course prescribed by the Board of Studies in accord with the regulations of the General Assembly, that they have kept the appropriate member of terms in college, that their conduct and diligence have been satisfactory to the Senatus and they are commended to the church for ordination, thus "well-grounded". Sixteen so commended have settled in pastorates, one with his wife being commissioned for service with CWM in Jamaica. We received seven new entrants to URC

training, two transfers from non-stipendiary training, two Danish Lutherans for further study, one exchange student from Columbia Seminary, Decatur, Georgia and two private students, one getting ready for candidature in the USA.

6. **Confirming History.** Westminster College has begun to plan a celebration of the 150th Anniversary mentioned above, of the founding in London of the theological college of the Presbyterian Church in England, (opened on November 5th 1844). In June 1994, there will be Reid Lectures by Professor Gerd Theissen of Heidelberg and a lecture by Dr Cornick on the early years of the College. In November 1994 the actual sesquicentenary weekend will be marked, 4th-6th November. Commemoration Day, June 9th 1993 has the annual Commemoration Lecture by the Very Revd Dr Robert Davidson of Glasgow and the chapel sermon by the Revd Elizabeth Welch.

7. **Farewells and Welcomes.** The death of 'Tim' Healey has brought many expressions of deep gratitude for his life and ministry. We have expressed warm thanks and farewell to Stephen and Janet Mayor, glad that they are still living in Cambridge; we welcome David and Mary Cornick, Andrew and Peter, as David takes over the care of the Cheshunt Foundation and church history. Welcome also is Andrew Armour, the new administrator of "Exploring the Faith" programme; both he and the course are "suitable lodgers" we are glad to have here, though we are not directly in charge of them! Hugo de Waal has left Ridley Hall on becoming Bishop of Thetford (another friend still nearby) and the new Principal at Ridley is the Revd Graham Cray, who comes from being Vicar of St Michael-le-Belfrey, York (and a founder of the Greenbelt Festival).

## MANSFIELD COLLEGE, OXFORD

1. There are 27 ordinands in training, including 6 who are on the Alternative Course. As ever, they are a lively crew and hold out much promise for the future of the URC. The staff feel privileged to be in on their development, and the stimulation gained working with them is immense.

2. For many years we have used the University Certificate in Theology as the main basis for structuring the training course. It was designed specifically for ministerial training and provides a solid base with academic, spiritual, and practical components interlinked. This year the University declared that it is now degree status and those already entered will finish with the new B.Th. It is a three year course, and those doing the two year course will receive a Certificate. The Internship Year is in addition to the University courses.

3. The twelve theological colleges have formed an arrangement for working closer together called the *Oxford Partnership for Theological Education and Training* (OPTET).

4. This includes the Oxford Diocesan Training Course in which Mansfield plays a part by having students in the course as well as being represented on the Board by the Revd Tony Tucker. Relations with all the theological colleges continue to move forward. The Revd Charles Brock is Chair of the Colleges on behalf of the University and is on the Board of Studies of Ripon College, Cuddesdon. New arrangements with St Stephen's House are well in hand for sharing courses, prayers, and meals. As one of our college houses for ordinands is close to St Stephen's, this is very useful for furthering relations and working together in East Oxford for mission in the community.

5. Much is happening in the college itself. The *Oxford Centre for the Environment, Ethics and Society* is off the ground and two appointments are in hand. The first is a 5 year post for Animal Welfare which Revd Dr Andrew Linzay has taken up, and the second is a Junior Research Fellow to be appointed in the Spring. The Centre is linked in with much environmental work going on in the University, but we are the first college in Britain to deal with environmental ethics in an integrated way.

6. Plans to link with Rhodes House next door (where Bill Clinton made an impression) are being looked at for a University Centre of American Studies. We keep close links with America from the beginning of the college's history and have a Chapel window commemorating the Founders - mainly Congregationalists of course. At present there are 30 American students at Mansfield for their Junior Year Abroad programme and they are integrated with the British students in many ways including accommodation.

7. Following on with the American links, the Director of Ministerial Training and Chaplain, the Revd Charles Brock, started a new effort in America last summer and formed the *Society for the Reawakening of the American Dream*. The idea is to have small groups working all over America on a bottom-up theology/politics looking at the origins of America, especially the ideological and religious roots in English Puritanism and comparing that to today's world. There will be a large conference in New York for 1994.

8. The Revd Charles Brock is also putting the finishing touches on a book edited for the URC on Urban & Rural Mission as the Committee he has convened for 6 years winds up its work. He is grateful to the URC for putting him in that job as it has helped greatly to reshape the training course at the college. The whole committee met with the URC related training colleges' teachers in June to discuss the training of ministers.

9. The staff team of the Revd Tony Tucker, the Revd Dr John Muddiman, Dr Donald Sykes, Dr Peggy Morgan, the Revd Dr Scott Ickert continues to work well together and enjoy each others company. We have a lively Cell Group and an annual staff retreat. The Revd Chris Ball joined us for a year as Acting Assistant Chaplain and helped in the Internship Programme. All are active in numerous ways in the University as well as Mansfield and do much for their respective denominations and local churches. We continue to use many other tutors from the one hundred member University Theological Faculty and the theological colleges for valued teaching. We also are very grateful to the churches where our Internship students are placed.

10. We are still considering how to fund a permanent Assistant Chaplain post, and give it a bit more distance from the ordination training programme for the sake of the rest of the college. We are thinking about a half-time research post along with the chaplaincy, and it would be good if we could offer it to a third-world woman from the Reformed tradition.

11. Interesting Spirituality classes this year included a term's work each on Orthodox, Celtic, and Jewish spiritualities with experts in the fields giving their time and effort. The Ministry class included some sessions on *The Gospel and our Culture* which caused much discussion.

12. The General Appeal stands at £485,478. The Yvonne Workman Fund stands at £7,000 and had its first Annual Dinner in October. The Speaker was Mr Martin Palmer, adviser to the World Wildlife Fund for Nature on theological and religious concerns. The George Caird Memorial Fund stands at £104,103 and sponsored a fund-raising concert at Claydon House. The Caird family with their many interests continue to help substantially. The Ordination Training Fund stands at £45,064 and contributions are always most welcome to any of these appeals.

13. Miss Elaine Kaye has been appointed the Chair of the Ministerial Training Committee replacing the Revd Bernard Thorogood who has retired to Australia. His work was much appreciated, and we welcome Elaine to the post. As College Historian and active lay person she will have much to offer.

## NORTHERN COLLEGE, MANCHESTER

1. The report **Enhancing Effective Ministry** is keeping various groups in the college and Federation busy. The recommendations have also been forwarded to the URC. Based on a wide canvassing of opinions and a sustained piece of work on the part of the Review Group, the report aims to set the agenda for the college into the next century. Central to the recommendations is an integrated course of education and training. The intention is to shape learning into a coherent whole, in the different disciplines of spiritual formation, ministerial skills and knowledge of the Christian faith and in the different contexts of community, college and church, ensuring that intellect, experience and practice all contribute to the outcome, which is the perception of this coherence in the life of the student. If our recommendations meet with a positive response in the churches and in the Federation and the university, we hope to have new integrated degree and certificate courses running at Manchester from the Autumn of 1994.

2. Two part-time training courses operate from Luther King House with a total of 130 students. One caters largely for ordinands of the Church of England (the Northern Ordination Course), the other for Free Church students, some of whom are lay people who have no

thoughts of ordination (the Christian Leadership Course). A joint working party, along with representatives of the Roman Catholic church, is undertaking a feasibility study which has in mind a fully ecumenical course of learning in both lay and ordained ministry in the context of local congregations and secular work.

3. The increasing co-operation in the Northern Federation for Training in Ministry has led naturally to the Federation becoming a Local Ecumenical Project. The inaugural service was held on the 6th October 1992. It is our hope that this will further strengthen relationships within the Federation and serve to prepare students better for serving as ministers of LEPs.

4. The college community continues to benefit from contacts with the world church. Links have been formed with the Moravian church of Western Tanzania through an exchange which led to the college collecting tools for the Sikonge Training Centre and a Manchester church funding the drilling of a well to improve water supplies. This session we have the Revd Albert Nagy from the Reformed Church in Romania and the Revd Laurent Ramambason of the Church of Jesus Christ in Madagascar. Two of our own students will also be going to work in the Third World this summer.

5. The Revd John Parry is the new Mona Powell Fellow. A former student of the college, John is researching in Sikh-Christian Relations with a view to producing a non-polemical Christian apologetic to Sikhs.

6. This year sees the retirement of Principal R J McKelvey and the Revd Roger Tomes. Both have given long and valuable service to the college. We pay a particular tribute to Jack McKelvey for his leadership during the move from Whalley Range to participation in the Federation at Luther King House and in the development of the college's work, notably through the introduction of internship and the integrated pattern of training.

7. The college is now in the process of filling other staff vacancies. The Principal elected is David Peel. He has been a member of the staff since 1988. His academic ability and his experience of pastoral ministry and community involvement have enabled him to make a valuable contribution in the life and work of the college.

8. In the meantime, and with particular responsibility for training students engaged in theological reflection on community placements, Fr Edward Birmingham, SJ is being employed by the college on a part-time basis.

9. A system for the evaluation of staff is now operating at the college.

10. A new system of evaluating services of worship conducted by students in churches is now fully operational. A band of lay people is assisting staff and students. The reports which we are receiving impress us by their care and candour. This year's mission will be in Chorlton, Manchester, and involve URC, Methodist and Anglican churches. The college team will once again involve students and staff from both Northern College and Hartley Victoria College.

11. Increasing use is made of the summer vacation for training. This summer students will be undertaking courses in hospitals in Manchester, industrial mission in Sheffield and rural ministry in North Yorkshire.

## **QUEEN'S COLLEGE, BIRMINGHAM**

1. Student numbers have decreased somewhat from the peak of 1990/91 -84 in 1991/2 and 78 at the beginning of the current academic year. (This compares with an average for the last five years of 79). There are six URC students at present.

2. Queen's has maintained its overseas links within the student body: the exchange programme with the Tamilnadu Theological Seminary has continued; students have gone both to the WCC Ecumenical Institute at Bossey and the English College at Rome; and one student spent last year at the United Theological Seminary in Dayton, Ohio, while two are spending part of this year at the United Theological College of the West Indies in Kingston.

3. Staff travels have included sabbatical visits by the Principal, the Revd Dr James Walker, to Israel, Malawi and Zambia, and by the Revd David Butler to Rome. The latter used



his sabbatical to complete the manuscript for a book on John Wesley and the Catholic Church. The Revd Dr Stephen Dawes during his sabbatical prepared a book on Psalm 103. Stephen has now left Queen's to become the Chairman of the Cornwall Methodist District, and was replaced as Old Testament Tutor in September 1992 by Dr Stuart Weeks, a Methodist lay person from Oxford. The Revd Bridget Woollard also left the staff during 1991/2, to work for the Telford Christian Council as Churches' Officer for Industry and Commerce. Mr Robert Beckford has taken over much of her teaching in Mission and Pastoral Ministry, but the major thrust of his work is as Tutor in Black Theology. This is a new post, which we hope will not only develop the College's Black Christian Studies programme but also provide a stimulus to theological education and ministerial training among members of the black British community. Robert is himself black, is from Birmingham and is a member of a Pentecostal church. Research Fellows at Queen's have been the Revd Canon Dr Timothy Yates (1991/2), working on a book for CUP on Christian Mission in the Twentieth Century, and, this year, the Revd Timothy Naish, who is working on the theme of "Displacement" as a Metaphor for Christian Mission.

4. The new Queen's Diploma, instituted in 1990, is becoming well-established; it provides a foundation year followed by one or two years' more specialised work. All our present URC students, however, are (or have been) involved in degree courses, three at the University of Birmingham, and three on the new BTheol course. This is an ordinary degree taught at Queen's (and also at the neighbouring Selly Oak Colleges) but validated by the University, with the possibility of further study leading to an Honours degree.

5. In 1991/2 Queen's celebrated its twenty-first anniversary as an ecumenical college. Highlights of the year were the Thanksgiving Service held in October in Birmingham Cathedral, when the preacher was the first Principal of the united college, now the Archbishop of York, and a Conference held in April 1992 under the title "That the World May Believe": Ecumenism & Mission', at which speakers included Jurgen Moltmann and Lesslie Newbigin. Former students enjoyed a series of reunions during the year, and the College also held an Open Day, jointly with the West Midlands Ministerial Training Course, who share the Queen's site with us.

6. Theological education is entering a period of some uncertainty at the moment, with the evaluation of Anglican theological colleges and courses currently under way, and a more general examination among the churches of the proper balance to be struck between college and course training, and between training for the church as a whole and for the ordained ministry in particular. We are convinced of the contribution Queen's has to make as an ecumenical college (and are glad that this has been recognised in the Anglican document, 'A Way Ahead'); and we are seeking to develop, alongside our partners in the West Midlands Ministerial Training Course, an appropriate pattern for the changing training of the churches we serve.

7. A highlight was the visit of ALL the URC Moderators (except one who was on sabbatical and who knows Queen's well), to a Day Conference on ministerial training as undertaken at Queen's. Among areas particularly addressed was the curriculum (at Queen's and at Birmingham University), worship, spirituality, Black theology and the Queen's Handsworth/Frankley Projects with some students living in houses in these communities. Queen's wishes to express its deep appreciation to the Moderators for giving this time to us, for the probing questions asked and for the interest displayed.

# **APPENDIX X**

## **BOARD OF STUDIES FOR NON-STIPENDIARY MINISTRY**

1. The number of students in training for the non-stipendiary ministry is around 70, a slight drop since last year.
2. We are encouraged that nearly 60% of URC NSM students are training on recognised courses around the country (Appendix iv). The Report to the House of Bishops of the Church of England on theological colleges and courses, 'A Way Ahead', published in October 1992, encourages further ecumenical working together on these courses, which we welcome. We are pleased to see that the United Reformed Church is represented on a large number of these courses, as tutors and/or on Boards of management.
3. In order to supplement ecumenical training, we have produced some material on 'Our Heritage of Faith' and we are continuing to work on a unit of training material on this subject, which hopefully, may have wider use than on the Preliminary unit of NSM training.
4. We welcome links with the development of Integrated training material and are following developments with great interest, since they may affect the revision of the URC Course of training for Non-Stipendiary ministers. Revision of the Preliminary course is high on our agenda.
5. We continue to use the courses and facilities of the Windermere Centre.
6. The committee has been delighted to issue (15) certificates of completed study during the last year. (1992)

## APPENDIX XI

### CHURCH RELATED COMMUNITY WORKER TRAINING REPORTS

#### (a) SALFORD URBAN MISSION TRAINING PROGRAMME

The Salford Urban Mission Ecumenical Training Programme is now well established and in its third year of operation. There are seven full time participants on the programme, including four United Reformed Church CRCW's, working alongside Anglican and Methodist participants. The Training programme is developed in a way which allows local people involved in church and community work to benefit from particular modules of the course, and for students from other colleges or courses to be involved where this is felt appropriate. Salford Urban Mission has also been able to offer sabbatical study programmes to some ordained people wishing to spend some time reflecting on Community Ministry and Urban Mission. These various elements bring a valuable breadth of experience to the programme which has become in itself an initiative for mission, supporting church and community work in seven different areas of Salford and Manchester.

The training programme leads to a Salford Urban Mission Certificate in Community Work and Theological Reflection, and incorporates a nationally recognised Certificate in Community Work from the Greater Manchester Accreditation Unit.

#### (b) SELLY OAK TRAINING OPTION

St Andrew's Hall

We continue to offer a three year programme for the training of CRCW's, in partnership with Westhill College. All the courses through Westhill lead to a professional qualification validated by the University of Birmingham. They include the Diploma in Higher Education in Community and Youth Work and the Post Graduate Certificate in Community and Youth Studies, B.Phil (Ed.). It is a practice-based course giving professional qualification after 2 years, with an option of a third research-based year on topics related to community and youth studies. The studies offered through St Andrew's include a wide range of theologically related courses, leading to a Certificate of Studies, and access to programmes on the degree in Applied Theology, the Diploma in Mission, the Certificate in Mission and others available through Selly Oak Colleges.

The West Midlands provides a variety of urban and rural opportunities for practical experience, with its multi-racial and socially mixed population, together with a wide range of statutory and voluntary agencies. Students are placed with such agencies, including church related projects, for 50% of their course, with professional supervision.

St Andrew's Hall community and the wider Selly Oak Colleges Federation provide a stimulating and unique international and ecumenical context for training.

At the moment we have a very mixed community of participants, but amongst them only one CRCW in training, David Gray. At the end of last year we farewelled Bethan Galliers and David Twine.

## APPENDIX XII

### STUDENTS IN TRAINING 1992/93

#### NORTHERN PROVINCE

##### Stipendiary

Peter Grey (Northern), Neville Husband (Alt. NEOC/Northern), Norma Johnson (Westminster), Timothy London (Alt. NEOC/Northern), James McAulay (Westminster), Alan Morris (Alt. NEOC/Northern), Geoffrey Rodgers (Westminster) Duncan Tuck (Northern).

##### Non-Stipendiary

Arthur Banister (URC), Suzanne Hamnett (NEOC), Stanley Johnstone (URC/NEOC), Steven Orange (NEOC).

#### NORTH WESTERN PROVINCE

##### Stipendiary

Paul Brewerton (Northern), Janet Calderley (Westminster), Peter Colwell (Mansfield), Pauline Elliott (Alt. MCI/Northern), Peter Jordan (Northern), Hamish Temple (Alt. MCI/Northern), Richard West (Northern).

##### Non-Stipendiary

Shirley Farrier (MCI), David Ireland (MCI), Brenda Moore (MCI), Michael Storr (MCI), Christopher Tonge (MCI), Jane Weedon (CDTI), Ronald Wilson (MCI).

#### MERSEY PROVINCE

##### Stipendiary

Andrew Dawson (Northern/Mansfield), John Downing (Northern), Heather Gabbott (Alt. MCI/Northern), Graham Knights (Northern), Jean Seddon (Alt. MCI/Northern), Ivor Smith (Northern), Pamela Smith (Northern).

##### Non-Stipendiary

Barbara Exley (MCI), Bill Fraser (URC/MCI), Graham Mercer (MCI), Ian Prentice (MCI), Ronald Reid (MCI).

#### YORKSHIRE PROVINCE

##### Stipendiary

Allan Blue (MCI/Westminster), Elaine Dunn (Mansfield), Philip Hanson (Northern).

##### Non-Stipendiary

Sandra Griffiths (MCI), Nancy Haslam (MCI)

#### EAST MIDLANDS PROVINCE

##### Stipendiary

Adam Britten (Northern), Michael Burrell (Westminster), Simon Helme (Northern), Robert Jones (Westminster) Kathryn Louch (EMMTC/Westminster), Sally Martin (Northern), Ian Smith (Westminster).

##### Non-Stipendiary

Paul Burton (EMMTC), Maureen Buxton (URC), Barry Drake (EMMTC), Leslie Gill (EMMTC), Edward Landon (URC), John New (URC), Brian Russell (EMMTC), Geoffrey Townsend (URC), Douglas Watson (URC).

#### WEST MIDLANDS PROVINCE

##### Stipendiary

David Cassidy (Northern), Barrie Cheetham (Queen's), David Coleman (Mansfield), Kevin Jones (Mansfield), Timothy Key (Northern), Stephen Lewis (Queen's).

##### Non-Stipendiary

John Bassett (MCI), Mary Buchanan (WMMTC), Deidre Lee (WMMTC), Jean Spragg (WMMTC), Aileen Walker (WMMTC).

## **EASTERN PROVINCE**

### Stipendiary

Mark Ambrose (Westminster), Peter Balls (Westminster), David Coote (Westminster), Donald Macalister (Queen's), Ruth Maxey (Mansfield), Neil Messer (Westminster), Anne Oliver (Alt. Mansfield/URC), Nicholas Percival (Westminster), Rosemary Tusting (Westminster).

### Non-Stipendiary

Irene Hinde (URC), Colin Hunt (OHMTC), Mary Irish (URC), Owen North (SADMTS).

## **SOUTH WESTERN PROVINCE**

### Stipendiary

Tim Clarke (Mansfield), Graham Hoslett (Northern), Peter Phillips (Northern).

### Non-Stipendiary

Pat Cemlyn-Jones (SWMTC), John Evans (SDMTS), Ivan Fowler (West of England Ministerial Training Course), Geoffrey Glead (SDMTS), Rosalind Harrison (SWMTC), David Mapp (SWMTC), Maureen Roberts (SDMTS), Dinah Whittal (SDMTS).

## **WESSEX PROVINCE**

### Stipendiary

Vernon Broomfield-Payne (Westminster), Gwen Collins (Mansfield), Barry Griffin (Queen's), Kate Pryde (Mansfield).

### Non-Stipendiary

Alan Clarredge (SDMTS), Robert Damer (SDMTS), Christopher Dean (SDMTS), Gillian Jackson (SDMTS), Peter Norris (SDMTS), Philip Osborn (SDMTS), Margaret Tilley (SDMTS).

## **THAMES NORTH PROVINCE**

### Stipendiary

Richard Alford (Westminster), Pauline Barnes (Mansfield), Janet Conway (Mansfield), Nigel Douglas (Westminster), Mark Elvin (Westminster), Richard Goldring (Queen's), Brian Harley (Westminster) Maggie Hindley (Alt. Mansfield/Kings), Trevor Jamison (Mansfield), Alastair Jones (Westminster), Janet Lees (Mansfield), Alex Mabbs (Northern), David Miller (Westminster), Andrew Sellwood (Westminster), Rosalind Spencer (Alt. Mansfield/OMC), Margaret Thomas (Mansfield), Norman Vivian (Westminster - Michaelmas term).

### Non-Stipendiary

Wilf Bahadur (URC), Robert Calderan (URC), Elizabeth Davies (URC), Hugh Graham (SOC), Jonathan Hyde (OHMTC), Ann McNair (SOC), Roger Orme (SADMTS), David Simpson (URC), David Skipp (URC), Anne Stokes (URC).

## **SOUTHERN PROVINCE**

### Stipendiary

Seth Brown (Westminster), John Gordon (Northern), Peter Henderson (Mansfield), Carol Lanham (Westminster), David Littlejohns (Westminster), Adrian Skelton (Queen's), Martin Smith (Mansfield), John Young (Westminster).

### Non-Stipendiary

Meriel Chippindale (URC), Margaret Collins (URC), Jose Finlayson (SDMTS), Susan Marsh (URC), David Sturt (URC), Bryn Thomas (URC), Jean West (SOC), Maureen Wilson (SOC).

## **PROVINCE OF WALES**

Ruth Ball (Mansfield), Jennifer Davies (Alt. Mansfield/URC), Alison Davis (Northern), Ian Kirby (Mansfield), Shelagh Pollard (Alt. Mansfield/Cardiff), Kirsty Thorpe (Alt. Mansfield/Cardiff).

### Non-Stipendiary

Martyn Evans (URC), Peter Gaskell (Aberystwyth).

## **CHURCH-RELATED COMMUNITY WORKERS**

### Selly Oak:

David Gray.

### Salford Urban Mission:

Diane Benson, Malcolm Breeze, Andy Edwards, Janine Maddison.

## APPENDIX XIII

### Recognised Courses for Non-Stipendiary Training

CDTI	Carlisle Diocesan Training Institute
MCI	Manchester Christian Institute
EMMTC	East Midlands Ministry Training Course
NEOC	North East Ordination Course
OHMTC	Oak Hill Ministerial Training Course
SADMTS	St Albans Diocese Ministerial Training Scheme
SDMTS	Southern Dioceses Ministerial Training Scheme
SOC	Southwark Ordination Course
SWMTC	South West Ministerial Training Course
EAMTC	East Anglian Ministerial Training Committee
WMMTC	West Midlands Ministerial Training Course
URC	Non-Stipendiary Ministry Training Programme

## APPENDIX XIV

### TRAINING STATISTICS

	Students in training February 1992	Students in training February 1993	Anticipated entry into URC service			
			1993	1994	1995	1996+
<b>Stipendiary Colleges</b>						
Westminster	36	27	6	12	2	7
Mansfield	24	24	7	5	8	4
Northern	27	28	7	11	10	1
Queen's	7	6	1	1	2	2
	94	85	21	29	24	14
<b>Non-Stipendiary Courses</b>						
	80	71	27	23	13	8
<b>Church-related Community Workers</b>						
Selly Oak	3	1	1	1		
Salford	2	4	1	1	2	
	179	161	50	54	39	22

## APPENDIX XV

### COUNCIL FOR WORLD MISSION

**General Secretary:** Dr D Preman Niles

1 At the time of writing, we are preparing for the CWM Council meeting in Ocho Rios, Jamaica, which will be held from 9-23 June 1993 with the theme 'Beyond ourselves'. We have been fortunate in persuading two very distinguished theologians, Prof José Miguez-Bonino from the Argentine and Prof Kwok Pui Lan from Hong Kong, to lead our Bible studies; expect great things!

2 In May last year, the CWM Executive Committee met in Soesterberg as guests of the Reformed Churches in the Netherlands. The Church took that opportunity to reaffirm its commitment to CWM after a period in which it had explored in depth the meaning of its membership.

3 Since then, I have attended in the UK the Assemblies of the URC, the Congregational Union of Scotland and the Union of Welsh Independents, as well as the European Regional Consultation. At that meeting, RCN challenged the other Churches (all British) to make the Region less UK-orientated; a challenge echoed by a plaint from the Welsh Churches against the exclusive use of the English language in meetings and worship.

4 Elsewhere in the CWM family, plans for regionalisation are proceeding and we have also been able to take steps towards closer co-operation with our sister organisation, the Communauté Évangélique d'Action Apostolique.

5 The meeting of the CWM Executive Committee in Johannesburg last November did not take place in the circumstances we had hoped for when the invitation from the United Congregational Church of Southern Africa and the Presbyterian Church of Southern Africa was accepted. During 1992 violence had increased and, with no signs of an interim government taking control, international sanctions remained in place. Moreover, despite our best efforts and intervention on their behalf by UCCSA and PCSA, two members of the Committee were unable to obtain visas from the South African government in time to attend the meeting. Nevertheless, the meeting had highlights: the sermon preached at our opening service by the Revd Naledi Mpaphalele, Moderator of the Presbyterian Church of Southern Africa, and the address given by the Revd Dr Frank Chikane, General Secretary of the South African Council of Churches.

6 At that meeting too, we were at last able to make a recommendation to the CWM Council on the appointment of a Director for Communication, and Dr Andrew Morton took up post in time to start work on publications for the Jamaica Council meeting.

7 In my report last year, I said we would be challenging the Churches to consider their sharing of the material costs of CWM. I am happy to be able to tell you that, despite the world recession and competing demands on resources, all but two member Churches have responded favourably by increasing or maintaining the level of their contributions to the common purse. Nevertheless, the URC remains our major contributor even when figures are adjusted to take account of the comparative GNP of countries of member Churches.

8 In Jamaica, we shall be seeking to pursue further the CWM commitment to the full partnership of women and men in mission. I feel that it is a hopeful sign that, for the first time, nearly a third of the members of Council will be women.

8.1 Three days during the meeting will be used for an Education in Mission exposure programme when all members will be able to examine how the United Church in Jamaica and the Cayman Islands expresses its commitment to ministry and mission within Jamaican and Caymanian societies.

8.2 On the business front, we shall need to make arrangements for the Six-Yearly Review due in 1995. The keynote speaker will be the Revd Maitland Evans, General Secretary of UCJCI, who will be stepping down at the meeting after four years as Chairman of CWM and a direct involvement with CWM which goes back over many years.

## APPENDIX XVI

### ST ANDREW'S HALL MISSIONARY COLLEGE

**Principal:** The Revd David Grainger

1 In April 1992 the Selly Oak Colleges Department of Mission Consultation took place, bringing together staff and sponsors. It gave support to a new curriculum which came into effect in September last year. This introduced a higher degree of integration and includes core courses on key themes, such as Evangelism, Gospel and Culture, the Gospel and the Poor, on Monday mornings and group tutorials on Friday mornings. Our tutorial staff and all our mission students play a full part in the new arrangements. The next stage is to further develop placements and reflection on experience which form a key part of the new curriculum.

2 It is good to receive steady numbers of participants through the URC, [averaging 8 per term], including folk undertaking the new Diploma in Mission and others from Central and Eastern Europe studying English. We have had some mission candidates in the year and a small number of ministers on sabbatical and missionaries returning to spend periods of reflection and study. Apart from meeting particular needs and expectations of those involved, it greatly enriches the learning community in which we live and work. That community is further enhanced by the variety of participants sent to us through the Selly Oak Colleges. We now hold a termly reception service at which all new arrivals and existing members of the community are greeted by representatives of the local churches and the sponsors. The January reception was held at Weoley Hill URC.

3 The College Bursar left in December 1992 and we are trying a period of sharing the bursarial function with our neighbouring College, Crowther Hall. As part of that we have asked Selly Oak Colleges to undertake our accounts work. Both the Bursar and the Domestic Bursar of Crowther are helping us. The arrangement, which will be reviewed later this year, ought to bring economies and efficiencies and may open the way for other patterns of cooperation between the Colleges.

4 I visited Jamaica in May last year to take part in discussions on the TIM programme and in August was in Hawaii at the Conference of the International Association of Mission Studies (IAMS), aided partly by a grant through URC. My colleagues have also travelled. Verna Cassells took part in a Consultation of Third World Personnel in Germany, and last term was in the Sudan. John Burgess was in Zambia in July at the All Africa Conference of the Girls' Brigade.



# **INFORMATION**

**GENERAL  
ASSEMBLY  
1993**

## SCHOOLS LINKED WITH THE URC

1. In 1992 Heads, Governors and members of the teaching staffs of the Six Schools met for their Annual Conference which was held at Taunton School in October. The Conference's theme was "The Role and Responsibilities of the Churches with Respect to the Six Schools" and the theme was addressed by three speakers: Mrs Rosalind Goodfellow, Chairman of Governors of Wentworth Milton Mount; the Revd Dr Stephen Orchard, General Secretary of the Christian Education Movement; and Dr Clyde Binfield, Chairman of Governors of Silcoates School.

2. Grants made by the United Reformed Church from its share of the Memorial Hall Trust and by the Milton Mount Foundation allow the schools to exercise their responsibility to the wider Free Church community. These grants contribute particularly to the education of children of serving ministers and missionaries as well as those of women and men preparing for ordination.

3. Acknowledgement is also made of the grant made to the Six Schools by the Leverhulme Trade Charities Trust towards sixth-form scholarships.

4. The Schools, in acknowledging their particular relationship with the United Reformed Church, would draw attention to the range of bursaries and allowances which it is often possible for them to make to members of the URC. Enquiries are always welcomed, for each school seeks to share the continuing opportunity for Christian education with the churches which provided its founders.

5. **Caterham School:** The name "Memorial Hall" is a familiar one within that part of the denomination which has its roots in Congregationalism. Caterham School has its Memorial Hall, opened in 1926 by the 2nd Viscount Leverhulme, then President of the school. The Hall is a memorial to the old boys of the school who lost their lives in the First World War. Presently it is "home" to the Maggs Library, a modern well equipped library.

The basement was completely refurbished a little time ago. A superb small chapel aptly called the "Memorial Chapel" now exists where there was once just a storeroom. On Remembrance Sunday, that chapel became home for a fine book, inscribed in which are the names of all the old boys of Caterham School, many of them sons of Congregational Ministers, who died in the wars of the twentieth century. At the Service all those names were solemnly read out by the President of the Old Caterhamians' Association and the Chaplain, the Revd Derek Lindfield then spoke about two of the young men killed.

It was good to have our school organ used by members of the URC Musicians Guild who held their meeting here in March. At our joint evening service with the local churches held at the school in the Spring Term, we had a large congregation to listen to Archbishop Trevor Huddleston talk about South Africa. We were pleased to welcome the Revd Malcolm Hanson as our guest preacher on Founders Day.

The Cultural life of the school remains strong. The Elizabethan play *Friar Bacon and Friar Bungay* by Robert Greene was well performed by members of the school with Chris Adams, son of our Purley minister, taking the lead role. On the four-hundredth anniversary of the playwright's death, this little-known play, provided audiences with much amusement.

On the sporting front, David Sales played cricket for England Schools under 14's against South Africa, scoring a century.

The European Dimension has not gone unnoticed this year. Beside school exchanges and visits to France and Germany, and starting Spanish, we entertained our Member of the European Parliament and had, as our Chief Guest at Speech Day, Mr Michael Hart, Education Consultant to the European Commission and former Headmaster of Mill Hill School.

The number of ministers and missionaries children at present in the school is nineteen, comprising of thirteen URC, three Baptists, two Methodists, one Evangelical and one Anglican.

6. **Eltham College:** The school's one-hundred-and-fiftieth Anniversary year has recently drawn to a close. There were many successful events, including a visit by Prince Edward to name the new Performing Arts Centre and to inspect the recently opened Technology Studio. A Thanksgiving Service in Westminster Chapel was attended by 3,000 people and proved a moving occasion. A special programme of drama and an anniversary concert in the Fairfield Halls, Croydon, in which 300 pupils participated, represented the continuing fine work of those departments, while sporting success was reflected in a cricket match against the MCC and a special international "All Stars" demonstration game of Rugby.

"A" level and GCSE results this year were outstanding, and the school's fine academic tradition was preserved. However, active participation in all aspects of the school's life is encouraged, with numerous excursions and educational trips abroad, including exchanges with schools in France, Germany, Italy, Russia and Estonia. Lady Ryder addressed the two-hundredth meeting of the College Society, while the Guest of Honour at Speech Day was Lord Templeman.

Daily assemblies in Chapel are complemented by periodic services in the Autumn, at Christmas, Easter and in July. The evangelist Eric Delve visited the school for a week during Lent, and we have been very pleased to welcome a series of speakers in Chapel. There are currently eight sons of ordained ministers in the school, with four missionaries' children. We are confident that the spiritual, as well as the academic, sporting and cultural development of our young people is being suitably encouraged.

7. **Silcoates School:** It has been a busy year after the announcement in 1991 of momentous changes. A dedicated staff has responded discerningly to the bombardment of paperwork from the various sets of initials which attempt to run our lives. Members of the Common Room have found time not only to teach well but also to maintain and increase the wide range of extra-curricular opportunities. The development of full co-education has proceeded smoothly; there are now over 60 girls in the School. A new tutorial system has enhanced the quality of pastoral care, and the small boarding unit has flourished congenially.

Academic. At "A" level the pass rate was 84%. The same percentage of A to C grades at GCSE was attained. 85% of Upper Sixth leavers were accepted on university degree or art foundation courses. The new building and refurbished departments have boosted the academic momentum. It is good to record that an unprecedented number of library books have been withdrawn - and returned.

Some personalities. Mr M Elford, Deputy Headmaster, took up his appointment as Headmaster of Rishworth School in September. Mr H Smith retired after twenty-seven years at Silcoates. Nicholas Jones, son of the Chaplain, achieved his LLCM on the flute. And to add a dash of muscular Christianity, or muscularity at least: Silcoates was the only school to be represented by two players, Timothy Stimpson and Jonathan Shepherd, in the England 18 group international Rugby team.

Silcoates is thus at an exciting stage in its history, with the development of co-education, with all the opportunities offered by greatly enhanced academic and recreational facilities, and with a further burgeoning of the performing arts. It gives no-one any pleasure to see the decline in boarding, but it is good to record that we shall be retaining a small weekly boarding unit for senior boys. This will help us to retain the precious ethos of a boarding school and the richness of a full, all-round education which such a school is uniquely able to provide.

There are at present nine ministers' children in the school. Four of these are from the United Reformed Church, two are from the United Congregational Church of Southern Africa, two are from the Church of England and one from the Chinese Rhenish Church.

8. **Taunton School:** It is always difficult to compress the year's activities of the three schools that comprise Taunton School into a small space and to decide what were the outstanding events, but undoubtedly the most distinguished visitor was Douglas Hurd, the Foreign Secretary, who opened the Junior Boys' School's European Week; and the saddest loss was the death of Freddie Dowell, who had served the School as a member of staff and as a Governor more or less continuously since 1917 until his death shortly before his ninety-third birthday.

The Junior Boys' School also enjoyed at its Parents' Day a speech from Terry Pratchett, who is currently on the best selling list of two books, and the Senior School's Speech Day was memorable for the vote of thanks given by the School's English Speaking Union Scholar.

On the games front an unbeaten season was achieved by the Girls' First XI Hockey, with two girls representing England, though the highlight of the year may well have been the Boys' Hockey team playing Macau in the aftermath of a typhoon when they were billed as "England v. Macau".

The School continued to maintain its good debating record with Robert Norris and Rowena Smith winning classes in a competition in Winnipeg; and we were very proud that Rachel Thomson, the RSM of the Combined Cadet Force, was chosen to carry the banner at the Service of Remembrance in the Royal Albert Hall.

The musicians were as active as ever, again broadcasting a live BBC Daily Service, and making a recording for Sunday Half-Hour, but the pick of the Chapel Choir's year was taking over the Services in St. George's Chapel, Windsor in the Autumn half-term when the resident choir was on holiday.

Academically the School produced good results giving it a creditable place in a wealth of league tables though undoubtedly the most nerve-racking part of all was waiting to see if eight pupils holding Oxford and Cambridge offers would fulfil them. They did. The first small group of pupils pioneering a BTEC course in independent schools also fared excellently.

The Headmaster continued to strengthen the link between the Liceul Andrei Saguna in Brasov which had been initiated by the Revd Ray Avent, Congregational Minister in North Street, Taunton by teaching History in the School for one week during the Easter holidays. This may not have improved his Romanian but he hopes it improved the Romanian students' English.

The Representative Governors continue to meet termly.

Twenty-two pupils in the Senior School and a further ten in the two Junior Schools receive Ministerial Bursaries. One son of the Manse, Matthew Avent, distinguished himself by becoming the Somerset Under-18 indoor and outdoor Archery champion.

9. **Walthamstow Hall:** This has been a momentous year for Walthamstow Hall. In September St. Hilary's School merged with us, all their senior girls joining our seniors and the Junior School moving to their delightful premises half a mile away. This has given the Juniors really excellent facilities: their own laboratories, art block with design and technology and pottery studios, computer centre and spacious woodland grounds and garden.

A year of careful planning and cooperation between the two staffs, governors, parents and girls resulted in a smooth, swift integration. For the girls especially, a smart new uniform was the highlight.

In spite of all the extra activity due to the merger, the usual busy programme of events took place, including major concerts and drama productions, much work for charities both at home and abroad, and successes in sport - notably the winning of the Kent Schools Lacrosse Championships at both senior and under-fifteen levels. Pass-rates of over 95% in public examinations proved that the girls had also found time for their academic work.

Our missionary links were strengthened by the interest aroused when our school gardener succeeded in germinating some seeds that had been collected in 1881 from Dr Livingstone's grave - or rather, where his *heart* was buried - in Chitambo. Much media coverage brought letters from all over England and Africa, and contact with the Livingstone family.

We were glad to be represented at the Six Schools Conference hosted by Taunton School, where stimulating speakers, discussion and worship reinforced our sense of shared heritage and commitment.

There are the daughters of four missionaries and one URC minister at present in the school.

10. **Wentworth Milton Mount:** There are 280 girls at present in the school, nine of whom are daughters of URC ministers.

In the summer the fifth form, comprising 60 girls, achieved good GCSE results - four obtained A grades in all nine subjects. However, it was our Advanced level pass rate of 94% which gave us particular satisfaction. With an UVI of 27, we did not feature in any of the summer's national league tables. This was a pity as we would have ranked higher than many well-known and well-regarded schools.

Former members of the 1991-92 UVI have now moved on to Higher Education - most to universities including Edinburgh, Cardiff, Loughborough, Nottingham, UCL and the LSE - to follow degree courses as varied as Architecture & Quantity Surveying, Economics & International Relations, History, Law, Mathematics, Medicine, Psychology and Town & Country Planning. These represent a whole range of interesting and worthwhile career prospects for yet another generation of leavers.

Among our other achievements are:

- the 46 certificates awarded for success in the Associated Board of the Royal Schools of Music Examinations - with four at grade 8: one on each of the French Horn and Alto Saxophone and two on the Piano.
- The 100% pass rate in the LAMDA examinations again this year; one of the LVI took the part of Desdemona in the Brownsea Open Air Theatre Company's summer production of *Othello*, while over 50 girls entered the Bournemouth Festival.
- One of form V won first prize in a national competition by designing a poster promoting healthy and hygienic living; the School's share of her prize has been used to equip the new Design Studio.
- One of form III won a poetry competition and now has her poem "Ozone Friendly" included in the Poetry Now Young Writer *Go Green Anthology*.
- Six senior girls have been selected as county lacrosse players, one of whom is the team captain; one form IV girl has been promoted to full membership of the Dorset U16 County Badminton Squad, while a member of the LVI became a leading member of the Great Britain Ski Team and another senior girl has represented England in Show Jumping.
- The Duke of Edinburgh's Award Scheme has more girls participating in it than ever before and the Outdoor Education Department has continued to promote self-confidence by introducing girls to a variety of exciting activities including caving, climbing and canoeing. It is to extend the range of available activities that we are currently working on raising money for a school sailing boat.

# UNITED REFORMED CHURCH HISTORY SOCIETY

1. The Revd John Taylor has been elected to succeed Revd Dr Buick Knox as President of the Society. Tribute was paid to Dr Knox at the Annual Meeting, not only for the scholarly contributions he had made to the life of the Society but for his leading of its worship, his faithful attendance at meetings of the Society even after his retirement to Northern Ireland, and the care and courtesy he had shown to members.

2. A Study Weekend was held at the University of Nottingham from 18-20 September 1992, where the annual lecture was given by Dr David Wykes of Leicester University. There was the usual happy mix of members' papers and visits to local churches. It is fascinating how what is planned as a visit to a place of historic interest takes on pastoral overtones as we share the common concern to build effective Christian life and witness on the base of our inheritance, whether it be a church of recent or ancient foundation. The conference worshipped with the congregation of Friary URC, West Bridgford, on Sunday morning and was entertained for lunch at the church.

3. The 1992 Annual Meeting increased the annual subscription to £7.50 in line with the policy of recovering the whole costs of printing and distributing the Journal from the subscriptions. We continue to look for more local congregations and individuals to express their support for the Society and its concerns by taking out an annual subscription.

4. The life of the Society is impoverished by the death of Mr Fred Keay, who had acted as honorary research secretary for almost twenty years. He attended the Library at 86 Tavistock Place twice a week and dealt with enquiries and met visitors. He has helped many congregations with their historical queries and great numbers of individuals.

5. Consequent upon the death of Fred Keay the Society has been reviewing the voluntary services it provides for the Church. Mrs Mary Davies has kindly agreed to visit the Library once a week to keep the enquiry service going. The conservation of the archives, as distinct from answering enquiries, has become a matter of urgent concern and is beyond the scope of voluntary labour. There is a growing need to determine an archive policy for the URC itself, which now has twenty years of accumulated records. The Library is the property of the Church and we have been well served by volunteers who have carried out the normal maintenance tasks for us.

# URC MUSICIAN'S GUILD REPORT

The last year has been over-shadowed for the Guild by the resignation, illness and subsequent death of Don Gray who had been our devoted honorary General Secretary since November 1978. His service to the Guild is to be commemorated in a memorial gift to Ponders End United Reformed Church where he was Organist and Choirmaster for some thirty years.

The activities of the Guild have however continued and regular meetings have been held in the various Branches. The Annual General meeting and national Day of Celebration was held this year at Emmanuel United Reformed Church, Cambridge and included workshop sessions for singers and instrumentalists who prepared music which was used in the Service at the conclusion of the day. This event and the numerous Branch meetings have continued the pattern of providing training and education in both singing and playing with opportunities for worship and the enjoyment of music for worship.

The Guild Review, published three times a year, continues to provide interesting and informative reading on all aspects of Church music including reviews of new publications and reports of Branch activities. The Guild is in touch with many other bodies concerned with music in worship - for example the Royal School of Church Music, the Methodist Church Music Society and CHIME (The Churches initiative for music education). In particular the Guild is very pleased to have been invited to be represented on the Worship Reference Group set up by the Doctrine and Worship Committee.

The Organ Advisory Service continues to offer advice on an expenses only basis to Churches wishing or needing to take some action in relation to their Organ and where there may be no readily available expertise or where some independent advice might be useful. The Service is being re-organised on a regional basis and strengthened by the inclusion of new Advisers. The Guild also keeps a list of redundant Organs and of Churches seeking second-hand instruments and is often able to help in this way.

The Guild has a membership of about 400 and is seeking to increase this by making its activities more widely known through posters and other publicity. Our newly appointed honorary General Secretary, John L Harding of 105, Humber Doucy Lane, Ipswich IP4 3NU would be pleased to give information on any aspect of the work of the Guild to any persons or groups who might be interested. It is felt that there may be many people in our Churches, both active musicians and those who gain inspiration and help from music in worship, who would be interested in becoming members of the Guild and joining in its activities. We ask for your support and encouragement as we seek to enrich our acts of worship through worthy music.

# SILENCE AND RETREAT GROUP

**Convener:** The Revd Henry Gordon

**Secretary:** Dr Joan Holliday

The past twelve months has seen the group continue to try to develop an awareness within the URC for a place for meditation and reflection within our tradition. We have been heartened to learn of the increase of quiet days and weekend retreats planned by local congregations and Provinces and would be delighted to hear from any such groups as to their successes/failures that they may care to share and pass on, so that we too can further encourage and develop a resource pool of information.

It is hoped that the Starter Pack - **Exploring Stillness** which is being prepared to help and encourage congregations and individuals, will be available at Assembly. We are deeply indebted to Revd Keith Green, a member of our group who, as part of his final assessment prior to ordination, collected and presented much of the material. We have also been further encouraged and delighted to learn of material produced within Provinces (ie the North Western Province's Programme of Christian Studies have produced "Spirituality" as one of their "Growbags"). **WINDOWS**, is our Newsletter, and the 1993 Prayer Handbook **Encompassing Presence**, both edited by Revd Kate Compston with prayer material in the latter by Revd Kate McIlhagga, contains excellent articles and pointers for all levels of participant.

Recently, we have had as part of our meetings, a guest speaker to introduce us to various aspects of spirituality, one was about Journalling, which involves keeping a "Prayer Diary" or "Spiritual log". Another was on Dream-work, how reflection on our dreams can possibly aid our discernment of God's activity in our lives. Both of these are tools which can be used as effective instruments for personal and spiritual growth. Thus we have increased our own understanding and hope to be able to help others.

It would be good if we could have a correspondent in every Province to promote and encourage the work. We have most Provinces covered now, but would appreciate those who do not yet have a correspondent to try and appoint someone and help develop our network. Meanwhile, on the ecumenical front, the Retreat Group in the Methodist Church and ourselves hope to explore if there are ways by which together we can share and participate in each other's work and draw on each other's skills. Retreat work is a very valuable tool in the ecumenical workshop as is testified by the National Retreat Association to which we are affiliated. In June (19th) the NRA promoted a National Quiet Day encouraging churches and groups to take time out for reflection/quiet stillness. Over and over again, people discover that retreats and quiet days transcend many of the barriers still to be found and can help forge new levels of co-operation as we learn from each other.

## SPIN

**(Sharing People in Network)**

**Joint Co-ordinators:** Janet Lees

Peter Colwell

1993 is the halfway mark in the WCC Ecumenical Decade for Churches in Solidarity with Women. As one of SPIN's aims is to monitor that decade, this report will concentrate on ways in which decade aims have been met over the past year. There are three main aims for the decade:

- a) Women's full participation in church and community
- b) Women's perspective and commitment to justice, peace and the integrity of creation
- c) Women doing theology and sharing spirituality across the whole church.

SPIN was one of the co-sponsors of the *URC Women's Research Project*. It collated views of over 200 women from Thames North and Yorkshire Provinces of how they viewed their participation in church and society. It has begun to generate a good deal of interest throughout the URC. Its conclusions and recommendations highlight further work for the rest of the decade.



Our Annual Gathering was held at Warden Hill URC, Cheltenham Spa, in November. About 40 people, women and men, attended to hear Ruth Clarke, the Moderator of General Assembly, and a SPIN member, speak about some of her experiences of that role. Hilary Ineson, Adult Education Officer, from the Church of England, helped us to explore confidence building, and there were opportunities for members to share their experiences.

At General Assembly 1992 in York, we sponsored SPIN Space for the first time. The idea grew out of the reports of the WCC Canberra Assembly. We thought it would be valuable to provide people with space to explore women and men issues, both informally and with some discussions. As a result we hope to have SPIN space again at Assembly 1993.

Also at General Assembly 1992 we held our first pre-Assembly Briefing. Planned very much with the success of FURY **What Do You Think** event briefing in mind, it brought together a small group to look at women and men issues coming up in Assembly business, and to support each other in striving to express these concerns. It is also hoped to run a similar event before Assembly 1993.

We have been encouraged by collaborative working with other committees during the year, as we work towards sharing theology and spirituality throughout the whole church. Doctrine and worship are looking at the 'language and liturgy' issue we highlighted a few years ago using a report to this year's Methodist Conference entitled *Inclusive Language and Imagery about God*. Christian Education and Stewardship have supported our proposal for the publication of a series of bible studies. We also hope to update a series of resources for use by local women's meetings.

SPIN is among the 93 organisations listed the Council of Churches for Britain and Ireland in its newly published *Directory of Women's Groups and Organisations* in churches and ecumenical bodies in Britain and Ireland which has been edited by Lavinia Byrne.

There have been some changes in the Core Group with Rowena Francis and Dale Rominger standing down as joint co-ordinators. We welcome Peter Colwell and Brigitte Wedderburn as new members of the Core Group. The network has continued to grow slowly. Gift tokens are available if you wish to make a gift of a year's subscription to someone you know.

## WOMEN'S WORLD DAY OF PRAYER

**URC Representative:** Mrs Ruth Bowyer

The National Committee for England, Wales and Northern Ireland was the host for the Women's World Day of Prayer Regional Conference held at High Leigh, Hoddesdon on July 13th to 21st 1992. More than eighty women of different denominations came together from twentyfive European countries. The theme was **Europe 1992 'That we may be one' in Christ** ... Personnel, reaching out to community, Europe and the World.

Every day was filled with Prayer, Bible study, special speakers, discussions, workshops and cultural evenings. The three languages used were French, German and English. The Lord's Prayer was spoken in each person's own language, a moving experience.

Delegates stayed on for a week in England in Christian homes and visited churches before returning to their own countries. Grateful thanks to all United Reformed Churches who gave or helped in any way. The final thoughts were ...

LISTEN to each other  
LEARN from each other  
LOVE one another  
PRAY for one another.

A lead up to and preparation for the 1993 Women's World Day of Prayer services on March 5th was a live television service on Independent Television for the Morning Worship on Sunday 7th February, 11am to 12 noon. It took place in the Great Hall, Queen's House, Greenwich. The 1993 theme 'God's People, Instruments of Healing' was written by the women of Guatemala. Services on the Day itself were well attended throughout the country.

Day conferences are held through the year in many parts of the country by local branches. These consist of background work on the country, Bible study on the subject, music sessions and meditations.

All information can be found in the 'Together in Prayer' booklet, which can be obtained from the W.W.D.P. Office, Commercial Road, Tunbridge Wells, Kent TN1 2RR.

# STANDING ORDERS OF THE ASSEMBLY

**Note:** These standing orders are amended in accordance with the resolutions of the 1992 Assembly, particularly the one setting up the Mission Council. A revised set of standing orders will be presented next year in the light of experience with the new ways of presenting business to the Assembly.

## 1. The Agenda of the Assembly

At its meetings the Assembly shall consider reports and draft resolutions prepared by its Departments and Committees, resolutions submitted by Provincial Synods, and resolutions and amendments of which due notice has been given submitted by individual members of the Assembly.

The Mission Council, through its Assembly Arrangements Committee, shall prepare, before each meeting of the Assembly, a Draft Order of Business, and submit it to the Assembly as early as convenient in the programme.

The resolutions arising from any report or section thereof shall be taken in the following order:

- (i) resolutions of the Department or Committee of which due notice has been given.
- (ii) any relevant Synod resolutions.
- (iii) duly seconded resolutions submitted by individual members of the Assembly.

If notice has been given of two or more resolutions on the same subject, or two or more amendments to the same resolution, these shall be taken in the order decided by the Moderator on the advice of the Clerk.

## 2. Presentation of Business

- 2a. All reports of Departments and Committees, together with the draft resolutions arising therefrom, shall be delivered to the General Secretary by a date to be annually determined, so that they may be printed and circulated to members in time for consideration before the date of the Assembly meeting.
- 2b. A Provincial Synod may deliver to the General Secretary not less than six weeks before the commencement of the annual meeting of the Assembly notice in writing of a motion for consideration at the Assembly. This notice should include the names of those appointed to propose and second the motion at the Assembly. If the motion introduces new business to the Assembly, the Synod may, subject to the agreement of the General Secretary and the Convener of the Assembly Arrangements Committee and at its own expense, circulate a statement in support.
- 2c. A local church or District Council wishing to put forward a motion for consideration by the General Assembly shall submit the motion to its Provincial Synod for consideration and, if thought fit, transmission to the Assembly, at such time as will enable the Synod to comply with Standing Order 2b above. In the case of a local church the motion must be submitted to the Synod through the District Council.
- 2d. A member of the Assembly may deliver to the General Secretary not less than 21 days before the date of the meeting of the Assembly a notice in writing of a motion (which notice must include the name of a seconder) to be included in the Assembly agenda. If the subject matter of such a notice of motion appears to the General Secretary to be an infringement of the rights of a Synod or District Council through which the matter could properly have been raised, the General Secretary shall inform the member accordingly and bring the matter before the Assembly Arrangements Committee which shall advise the Assembly as to the procedure to be followed.
- 2e. Proposals for amendments to the Basis and Structure of the URC, which may be made by the Mission Council or a Department or Committee of the General Assembly or a

Provincial Synod, shall be in the hands of the General Secretary not later than 12 weeks before the opening of the Assembly.

The General Secretary, in addition to the normal advice to members of the Assembly, shall, as quickly as possible, inform all Synod Clerks of the proposed amendment.

### **3. Resolutions**

- 3a. When a report has been presented to the Assembly the first motion on the report shall be "That this Report be received for debate". On this being passed, and before any consequent recommendations are proposed, any member may speak to a matter arising from the report which is not the subject of a motion. It shall not be in order to move an amendment or a reference back motion to this motion. The passing of this motion shall not be deemed to commit the Assembly to the acceptance of any matter contained in the report.
- 3b. During the meeting of the Assembly and on the report of a Department or a Committee, notice (including the names of proposer and seconder) shall be given to the Clerk of any new resolutions which arise from the material of the report, and of any amendments which affect the substance of resolutions already presented. The Moderator shall decide whether such resolution or amendment requires to be circulated in writing to members before it is discussed by the Assembly. During the course of a debate a new motion or amendment may be stated orally without supporting speech in order to ascertain whether a member is willing to second it.
- 3c. No motion or amendment shall be spoken to by its proposer, debated, or put to the Assembly unless it is known that there is a seconder, except that resolutions presented on behalf of a Department or Standing Committee, of which printed notice has been given, do not need to be seconded.
- 3d. A seconder may, if he/she then declares the intention of doing so, reserve his/her speech until a later period in the debate.
- 3e. It shall not be in order to move a resolution or amendment which:
- (i) contravenes any part of the Basis of Union, or
  - (ii) involves the Church in expenditure without prior consideration by the appropriate committee, or
  - (iii) pre-empts discussion of a matter to be considered later in the agenda, or
  - (iv) amends or reviews a decision reached by the Assembly within the preceding two years unless the Moderator, Clerk and General Secretary together decide that changed circumstances or new evidence justify earlier reconsideration of the matter
  - (v) is not related to the report of a Department or Committee and has not been subject of 21 days' notice under 2d.

The decision of the Moderator (in the case of i, ii, iii & v) and of the Moderator with the Clerk and General Secretary (in the case of iv) on the application of this Standing Order shall be final.

- 3f. An amendment shall be either to omit words or to insert words or to do both, but no amendment shall be in order which has the effect of introducing an irrelevant proposal or of negating the motion.
- 3g. If an amendment is carried, the motion as amended shall take the place of the original motion and shall become the substantive motion upon which any further amendment may be moved. If an amendment is rejected a further amendment not to the like effect may be moved.

- 3h. An amendment which has been moved and seconded shall be disposed of before any further amendment may be moved, but notice may be given of intention to move a further amendment should the one before the Assembly be rejected.
- 3i. The mover may, with the concurrence of the seconder and the consent of the Assembly, alter a motion or amendment he/she has proposed.
- 3j. A motion or amendment may be withdrawn by the proposer with the concurrence of the seconder and the consent of the Assembly. Any such consent shall be signified without discussion. It shall not be competent for any member to speak upon it after the proposer has asked permission to withdraw unless such permission shall have been refused.

#### **4. Speeches**

- 4a. Speeches made in presentation of the report and resolutions of any Department and its committees shall not in aggregate exceed 45 minutes, and speeches made in support of the report and its resolutions of any other non-departmental committee having direct access to the Assembly shall not in aggregate exceed 20 minutes, save by the prior agreement of the officers of the Assembly. The proposers of any other motion of which due notice has been given shall be allowed an aggregate of 10 minutes, unless a longer period be recommended by the officers of the Assembly or determined by the Moderator. Each subsequent speaker in the debate shall be allowed 5 minutes unless the Moderator shall determine otherwise.
- 4b. When a speech is made on behalf of a Department or Committee, it shall be so stated. Otherwise a speaker shall begin by stating his/her name and accreditation to the Assembly.
- 4c. Secretaries of Standing Committees and full-time officers of Departments who are not members of the Assembly may speak on the report of the Department when requested by the Convener concerned. They may speak on other reports with the consent of the Moderator.
- 4d. In each debate, whether on a motion or on an amendment, no one shall address the Assembly more than once, except that at the close of each debate the proposer of the motion or the amendment, as the case may be, shall have the right of reply, but must strictly confine himself/herself to answering previous speakers and must not introduce new matter. Such reply shall close the debate on the motion or the amendment.
- 4e. The foregoing Standing Order (4d) shall not prevent the asking or answering of a question which arises from the matter before the Assembly or from a speech made in the debate upon it.

#### **5. Closure of Debate**

- 5a. In the course of the business any member may move that "The question under consideration be not put". Sometimes described as "the previous question" or "next business", this resolution takes precedence of every motion before the Assembly and as soon as the member has explained his/her reasons for proposing it, and it has been seconded, the vote upon it shall be taken, unless it appears to the Moderator that such a motion is an unfair use of the rules of the Assembly. Should the motion be carried the business shall immediately end and the Assembly proceed to the next business.
- 5b. In the course of any discussion, it is competent for any member to move that the question be now put. This is sometimes described as "the closure motion". Unless it appears to the Moderator that this motion is an abuse of the rules of the Assembly, the vote shall be taken upon it immediately it has been seconded. When an amendment is under discussion, this motion shall apply only to that amendment. To

carry this motion, two-thirds of the votes cast must be given in its favour. The mover of the original motion or amendment as the case may be retains the right of reply before the vote is taken on the motion or amendment.

- 5c. During the course of a debate on a motion any member may move 'That decision on this motion be deferred to the next Assembly meeting.' The motion requires a seconder. The motion then takes precedence over other business, the mover explains the reasons for its introduction and, unless the Moderator considers that the motion is an unfair use of the rules or would have the effect of annulling the motion, the vote upon it shall be taken and a two thirds majority of those present and voting shall be required for its approval. At the discretion of the Moderator, the General Secretary may be instructed to refer the matter for consideration by other councils of the Church. The General Secretary shall provide for the deferred motion to be re-presented at the next meeting of the General Assembly.
- 5d. The resolutions described in Standing Orders 5a and 5b above are exceptions to Standing Order 3c, in that they may be moved and spoken to without the proposer having first obtained and announced the consent of a seconder. They must, however, be seconded before being put to the vote.

## **6. Voting**

- 6a. Voting on any resolution whose effect is to alter, add to, modify or supersede the Basis, the Structure and any other form of expression of the polity and doctrinal formulations of the United Reformed Church, is governed by paragraph 3(1) and (2) of the Structure.
- 6b. Other resolutions before the Assembly shall be determined by a majority of the votes of members of the Assembly present and voting as indicated by a show of voting cards, except
- a) If the Assembly decides before the vote that a paper ballot be the method of voting
  - or
  - b) if, the show of cards indicating a very close vote, the Moderator decides, or a member of Assembly proposes and the Assembly agrees that a paper ballot be the method of voting.
- 6c. To provide for voting in the case of a paper ballot, and to assist in taking a count of votes when the Moderator decides that it is necessary, the Nominations Committee shall appoint Tellers for each Assembly.

## **7. Questions**

- 7a. A member may, if two clear days' notice in writing has been given to the General Secretary, ask the Moderator or Convener of any Department or Committee any question on any matter relating to the business of the Assembly to which no reference is made in any report before the Assembly.
- 7b. A member may, when given opportunity by the Moderator, ask the presenter of any report before the Assembly a question seeking additional information or explanation relating to matters contained within the report.
- 7c. Questions asked under Standing Orders 7a and 7b shall be put and answered without discussion.

## **8. Points of Order, Personal Explanations, Dissent**

- 8a. A member shall have the right to rise in his/her place and call attention to a point of order, and immediately on his/her doing so any other member addressing the Assembly shall cease speaking until the Moderator has determined the question of order. The decision on any point of order rests entirely with the Moderator. Any member calling to order unnecessarily is liable to the censure of the Assembly.

- 8b. A member feeling that some material part of a former speech by him/her at the same meeting has been misunderstood or is being grossly misinterpreted by a later speaker may rise in his/her place and request the Moderator's permission to make a personal explanation. If the Moderator so permits, a member so rising shall be entitled to be heard forthwith.
- 8c. The right to record in the minutes a dissent from any decision of the Assembly shall only be granted to a member by the Moderator if the reason stated, either verbally at the time or later in writing, appears to him/her to fall within the provisions of paragraph 10 of the Basis of Union.
- 8d. The decision of the Moderator on a point of order, or on the admissibility of a personal explanation, or on the right to have a dissent recorded, shall not be open to discussion.

## **9. Admission of Public and Press**

Members of the public and representatives of the press shall be admitted to the Assembly unless the Assembly otherwise decides, and they shall occupy such places as are assigned to them.

## **10. Circulation of Documents**

Only documents authorised by the General Secretary in consultation with the Convener of the Assembly Arrangements Committee may be distributed within the meeting place of the Assembly.

## **11. Records of the Assembly**

- 11a. A record of attendance at the meetings of the Assembly shall be kept in such manner as the Mission Council may determine.
- 11b. The minutes of each day's proceedings, in duplicated form, shall be circulated on the following day and normally, after any necessary correction, approved at the opening of the afternoon session. The minutes of the closing day of the Assembly shall normally be submitted at the close of the business and, after any necessary correction, approved.
- 11c. A signed copy of the minutes shall be preserved in the custody of the General Secretary as the official record of the Assembly's proceedings.
- 11d. As soon as possible after the Assembly meeting ends, the substance of the minutes together with any other relevant papers shall be published as a "Record of Assembly" and a copy sent to every member of the Assembly, each Synod, District Council and local church.

## **12. Suspension and Amendment of Standing Orders**

- 12a. In any case of urgency or upon motion made on a notice duly given, any one or more of the Standing Orders may be suspended at any meeting so far regards any business at such a meeting, provided that three-fourths of the members of the Assembly present and voting shall so decide.
- 12b. Resolutions to amend the Standing Orders shall be referred to the Clerk of the Assembly for report before being voted on by the Assembly (or in case of urgency, by the Executive Committee). The Clerk of the Assembly may from time to time suggest amendments to the Standing Orders, which shall be subject to decision by the Assembly.