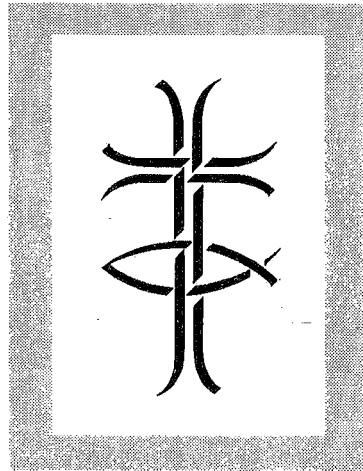

The United Reformed Church

IN THE UNITED KINGDOM

GENERAL ASSEMBLY

1994



July 7th ~ 11th
Lancaster

**Annual Reports,
Resolutions & Papers**

From the General Secretary

The layout of the book of Annual Reports, Resolutions and Papers follows the pattern set last year:

- 1 the main **report of the Mission Council** including resolutions with supporting papers;
- 2 **reports** of the work of the past year. One difference is that there are short reports from each synod in addition to those from standing committees. These will be dealt with as last year. In other words, they will not be spoken to by presenters. However they are open to questions and comments from the floor, to which representatives of the synods and conveners of committees will respond;
- 3 **resolutions** from synods and committees with supporting and background papers;
- 4 **appendices** including accounts and committee lists.

Anthony G Burnham

CONTENTS

	<i>Page No</i>		<i>Page No</i>
UN International Year of the Family	4	Charter for the Church	108
MISSION COUNCIL		Racism	110
REPORTS & RESOLUTIONS	5	Churches - Changes	111
ANNUAL REPORTS		Student Grants	114
Synods	16	Ministry	116
Advocacy and Stewardship	29	Finance	117
Assembly Pastoral Reference Committee	31	Assembly Costs	119
Church and Society	32	Good Practice	120
Communications and Supplies	39	Arms and the Arms Trade	121
Children's Work Committee	41	Amnesty	123
Pilots panel	43	Missionary and Ecumenical Work Abroad	124
Youth and Children's Work Training	44		
National Youth Committee	47	APPENDICES	
Christian Education & Stewardship	53	I Methodist/URC Relations	126
Windermere	55	II Procedures	128
Health and Healing Committee	57	III Committees of the General Assembly	134
Doctrine and Worship Committee	59	IV Accounts	147
Faith and Life	61	V Ministers Holding Assembly	
Financial Management Committee	62	Appointment Stipends	177
Financial Resources Committee	63	VI Approved rates under the	
Maintenance of the Ministry Committee	64	Plan for Partnership	177
Retired Ministers' Housing Committee	65	VII Colleges	178
Welfare and Emergencies Committee	67	VIII Board of studies for	
United Reformed Church Trust	68	Non-Stipendiary Ministry	184
URC Ministers' Pension Fund Trust Ltd	68	IX CRCW Training Reports	184
Integrated Training Working Party	69	X Students in Training 1993/94	185
Vocations Committee	70	XI Non-Stipendiary Training Courses	188
Training Committee	72	XII Training Statistics	188
Support committee	75	XIII Special Category Ministries	189
Patterns of Ministry	77	XIV St Andrew's Hall Missionary College	190
Nominations Committee	80	XV Rural Consultancy Objectives	191
Missionary and Ecumenical Work at Home	81	XVI Council for World Mission	193
Missionary and Ecumenical Work Abroad	83		
Mission and other Faiths Committee	85	INFORMATION	
Personnel Committee	86	a) Schools linked with the URC	196
Provincial Moderators' Report	89	b) History Society	200
		c) Musicians Guild	201
RESOLUTIONS & BACKGROUND PAPERS		d) Silence and Retreat Group	202
Nominations	94	e) Spin	203
Equal Opportunity Policy	105	f) Women's World Day of Prayer	203
Equal Opportunities - Monitoring	107		
		STANDING ORDERS - Resolution 1	206

1994: United Nations International Year of the Family



1 The Year

1.1 The declaration of this Year, in recognition of concern felt in every corner of the world, has drawn a range of response from churches in this country. The emblem, reproduced here, reflects the family at the heart of society.

1.2 An ecumenical group including representatives of 25 Christian churches and bodies, in consultation with the official IYF Committee, has produced a leaflet (sent to every local URC) and arranged an inaugural service (reported in REFORM). Churches and church bodies are producing special materials on aspects of marriage and parenting, abuse and counselling, stress and celebration. The secretary to the URC Children's Work committee has been active in this group and can advise on the ideas and the materials.

1.3 Church and Society's work on 'values' runs close to this agenda. The committee has been kept aware of the progress of the working party on the family within the Board for Social Responsibility of the Church of England General Synod, which is expecting to produce a report in early 1995.

2 The Assembly

2.1 It has been agreed to focus on the family during Assembly in three sessions on successive days. On the first day there would be appropriate *presentation in plenary*, probably including a public figure and a church leader to speak about their perceptions of the family, along with some less formal input. On the second day there would be *small group discussion* of issues raised by the presentation and of the experience of Assembly members; some preparation for this is suggested below. On the third occasion there would be opportunity for *Assembly in plenary*, to discern and determine what tasks are to be given, or issues referred, to the various constituent parts of the church; this will mean some work for Assembly committees, some for local churches, some for regional working groups, some for non-URC bodies, etc.

2.2 This will allow Assembly in 1994 to listen and learn; it will be an agenda-setting rather than a policy-making approach. Certain policy issues might well come back in 1995.

3 The Family

3.1 The term 'family' can trigger many different, even contrasting, memories and feelings, thoughts and ideas. It certainly exposes a number of moral and theological dilemmas. For example:

3.2.1 Is it possible or desirable to seek to *define* 'the family' when history and the social sciences highlight the great variety of ways of being family?

3.2.2 How can we speak of Christian *ideals* of family life and marriage in a manner which does respect the often painful realities of family and home life?

3.2.3 We can speak of Christian *values* (such as love, neighbourliness, friendship, fidelity, forgiveness) which ought to find expression in all domestic and sexual relationships. Can we also speak about standard Christian *teaching* on structures and traditions such as marriage, monogamy, family?

3.3 Members of Assembly are invited to come with minds and hearts prepared. The small groups will probably be asked to produce a note of, say, three hopes and three fears which they have concerning 'the family' arising from their discussion and sharing of experience.

**MISSION COUNCIL
REPORTS &
RESOLUTIONS**

**GENERAL
ASSEMBLY
1994**

MISSION COUNCIL

1 OUR SECOND YEAR

1.1 We have begun to understand our task and to learn how sixty nine members, with staff in attendance, can reflect, discuss, debate and decide on matters of varying importance. We have discovered the value of doing our work in small groups of about eight people. There has only been a small turnover in membership and so we have got to know each other and are better at listening and speaking. The Council has met residentially over a weekend on two occasions and, in addition, for one day.

1.2 This is all set in the context of worship and bible study, in which we have been led by the Moderator and Duncan Wilson, the chaplain. Jenny Carpenter, a field officer with Churches Together in England and Elizabeth Caswell have helped the members to reflect on how we have responded to our remit:

"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."

The volume and range of the business, shown by this report and our resolutions, reveal some of our response though we have some way to go. In an attempt to help the Assembly discover some of the pains and joys, adventures and hopes of the whole church, we have commissioned a series of reports from the twelve synods.

1.3 A vision for the URC has been on our agenda. The Mission Council is not without vision but we recognise that the source of a vision for the URC lies with all of us - local churches, district councils, provincial synods - and not with the Mission Council alone. Within the Mission Council some have argued for a single Mission Statement : others claim that paragraph 11 of the Basis of Union and the statement of our nature, faith and order are all we need. All members recognise that we need to identify our role in God's mission within the ecumenical family in the United Kingdom at the present time. They argue that the URC needs to express more sharply what we stand for and the direction in which we believe God is calling us to go. However, we are agreed that Mission Council cannot provide a vision for every local church, district and synod. Most would claim that in the work which has begun as a result of our two years existence, we are engaged in choosing those priorities which will equip the church better for mission. The Mission Council is searching for a common mind, building its work on the basic conviction that we are a reformed, trinitarian and conciliar church.

2 RESPONDING TO THE ASSEMBLY

2.1 **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'.

As reported last year, an exploration had failed to discover a way forward either by a reduction in other work or by ecumenical cooperation. Nor had it been possible to put the post in the 1994 budget. It was also reported that the Mission Council intended to add the costs to the budget of 1995. This has now been done and provision is included in the budget presented for next year.

2.2 **Correction to Assembly Record 1993.** On page 37 after resolution 42, it was agreed that the words 'The resolution was carried' had been omitted from the printed record in error.

2.3 **Appointment of Deputy General Secretary.** At the 1993 Assembly the General Secretary, in responding to a question about the procedure that would be followed in the appointment, agreed to consult the Mission Council and report to the 1994 Assembly.

Mission Council noted that in the recent appointment there had been no change in the role, which is to cover for any significant absence of the General Secretary. In so far as no change in the person of Deputy General Secretary is in view, it was not necessary at present to define the procedure. However before any change is made, or at the time of the committee restructuring, both the role and the method of appointment will be reviewed.

In the event, therefore, of the Assembly agreeing to the new committee structure, Mission Council will consider this matter again.

2.4 **The Use of Westminster College.** In 1993, Assembly resolved 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, due regard being given to the relationship of other centres of training to the Assembly; and to report to the Assembly not later than 1995'.

As a first step, it has been decided to employ CAFcert Consultancy Services, a highly regarded specialist body working in the voluntary and charitable field to undertake the task of making inquiries, meeting the relevant people, receiving submissions and preparing a report with recommendations for the initial consideration of Mission Council. The terms of reference and the two consultants were approved. A small reference group was also appointed. It is hoped that this stage of the work will be completed by the autumn of 1994.

2.5 **Methodist/URC Relations.** Assembly in 1992, committed to the process of cooperation outlined in the Report on Methodist/URC Relationships (Assembly Reports 1992, p87), instructed the Mission Council to report in 1994 on progress towards the integration of our denominational policies and programmes. The report is printed as **Appendix I.**

3 **ACTIONS ON BEHALF OF THE ASSEMBLY**

3.1 **Westminster College - Chair of Old Testament.** Mission Council, acting on behalf of the General Assembly, appointed the Revd Dr Janet E Tollington, BA (Bristol), D.Phil (Oxon) Minister of Keynsham Baptist Church, Bristol, and part-time tutor of Bristol Baptist College, to the Glendyne Chair of Old Testament Language, Literature and Theology for a four year period from 1 January 1994 to 31 December 1997.

3.2 **Westminster College - Director of Pastoral Studies.** The Assembly in 1990 appointed the Revd W W Mahood for an initial five year period until 31 August 1995, renewable for a further period of up to two years. The Nominations to Teaching Staff (Westminster College) Committee had recommended that the two years extension be granted. Mission Council agreed that the appointment of the Revd W W Mahood be extended to 31 August 1997.

3.3 **Mersey Synod Moderator.** After receiving a recommendation from the nominating group it was agreed that 'the Mission Council, acting on behalf of the General Assembly, appoints the Revd Graham J Cook BA, as Moderator of the Mersey Synod for a period of seven years from 1 September 1994'.

3.4 **South Western Synod Moderator.** After receiving a recommendation from the nominating group it was agreed that 'the Mission Council, acting on behalf of the General Assembly, appoints the Revd W Raymond P Adams BA as Moderator of the South Western Synod for seven years from 1 September 1994'.

3.5 **National Assessment Board.** The Vocations Committee requested that in view of recent difficulties in finding sufficient assessors for a particular conference, the number of members be increased from 16 to 18. In view of the urgency, it was "agreed to the appointment of two further members of the Assessment Board".

3.6 **Certificate of Eligibility.** At the request of the Ministries Department it was agreed 'to grant a certificate of eligibility to the Revd John Buratt Macaulay'.

3.7 **Number of Stipendiary Ministers.** At the meeting in March 1994, the resolution given below was agreed. The background to the decision is found later in Mission Council Resolutions related to the expenditure in 1994 and the budget for 1995.

"Mission Council, acting for the General Assembly in the light of the potential large overspend for 1994 on the Ministry and Mission Fund and the consequent difficulty in establishing the 1995 budget, resolves that from Monday, 21st March 1994 until the 1994 General Assembly, no one who is not already on the URC roll of ministers or CRCWs shall be introduced or inducted to a stipendiary pastorate or a CRCW post in the United Reformed Church except (a) students completing a course of training for URC ministry in a college or course, (b) ministers of other churches who have at the 21st March 1994 already been introduced to a URC pastorate with a view to a call. Any question of interpretation of this resolution shall be settled by the General Secretary in consultation with the appropriate Synod Moderator."

3.8 **Appeals to the Assembly.** In the event of any appeal being made to the Assembly this year and if both parties agree to accept the decision of a committee, it was resolved that a special commission be set up in readiness. This would consist of the Assembly Moderator, or a former Moderator, a provincial moderator, a district secretary and two members of Mission Council, to be appointed by the officers of the Mission Council.

4 **OTHER ACTIONS**

4.1 **Forum.** In the light of the continued decline in numbers attending the annual holiday conference at The Hayes, Swanwick and the resulting increasing financial loss, it was agreed that the August 1993 Forum would be the last one to be held. However, after consulting the Faith and Life Department, an independent group had met and decided to run a 'Forum Holiday' 20-26 August 1994 at The Hayes.

4.2 **Training Review** It has been agreed to set up a Task Group to take an overview of all training done in the URC. The intention is to identify the training undertaken, to discover the resources used, including the costs at local, provincial and Assembly levels. Monitoring, assessment and their standards; methods; the use of ecumenical and secular resources; and effectiveness will also be surveyed. The group will consist of five people appointed by the Nominations Committee.

4.3 **The Sharing of Resources.** A task group has been appointed to prepare for the Mission Council a preliminary report suggesting a practical, radical and staged approach to resource sharing within the URC at local, district, provincial and Assembly level, which has prospects of acceptance in all the councils of the church. Subject to its endorsement by Mission Council, a full consultation process with all councils of the

church will be undertaken prior to presentation to General Assembly. The members of the task group are Mr Alistair Black, Mr David Butler, Mrs Fiona Smith and the Revd Roger Whitehead.

4.4 **Ministerial Appraisal.** A recommendation from the Vocations Committee that the URC adopts a scheme of self-appraisal for stipendiary and non-stipendiary ministers was discussed. However it was decided to begin by using as a pilot scheme, a self-appraisal scheme already set up by the West Midlands synod.

4.5 **Guidelines on Provincial Moderators' Reviews.** These were agreed by the Assembly in 1986. During the past year five reviews have taken place. This experience presents Mission Council with an opportunity to look at the guidelines with a view to considering improvements in the procedures. A report on this will be made to the Assembly in 1995.

4.6 **South Western Moderator.** A report from the review group was received in which it expressed gratitude to the Revd Michael F Hubbard for his service over the past 16 years, which ends on 31 August 1994. The group did not propose an extension to this date. Mission Council also expressed its gratitude to Mr Hubbard for his ministry.

4.7 **Rural Consultant.** It was agreed that this post, based on the Arthur Rank Centre at Stoneleigh, be continued full-time for a further five years, or until the present incumbent, if his service is continued, resigns.

4.8 **Director Windermere Training Centre.** The Officers of the Assembly, acting as a matter of urgency on behalf of Mission Council, agreed that, following the notice given by the present Director because of his new appointment, the post be continued.

4.9 **Editor REFORM and Media Officer.** Mr Norman Hart will retire as Editor of REFORM in September 1995. It was agreed that the post of Editor of REFORM and Media Officer be created as from September 1995.

4.10 **Resolutions** on matters tabled by Church and Society were agreed as listed below.

4.10.1 'Mission Council supports the initiative of **the World Court Project** seeking from the International Court of Justice an advisory opinion on the legality under existing international law of the development and deployment of nuclear weapons and the threat to use them; and calls upon Her Majesty's Government to support the request for such an opinion which is to come before the next session of the United Nations Assembly.' (January 1994)

4.10.2 'Mission Council welcomes the proposal to establish a **Churches Commission on Unemployment and the Future of Work** and authorises the convener and secretary for Church and Society, in consultation with the General Secretary, to seek suitable nominations for a United Reformed Church representative on the Sponsoring Group.' (March 1994)

4.10.3 'Mission Council authorises the convener and secretary, in consultation with the General Secretary, to submit a response to the Government Green Paper on "**Access to Local Authority and Housing Association Tenancies.**"' (March 1994)

RESOLUTIONS

Mission Council

5 **Standing Orders.** New standing orders taking account of the changes resulting from the creation of the Mission Council are printed at the back of this book. At their head is **Resolution 1.**

6 **Constitutional Change (1)**

Resolution

2 The Assembly ratifies its decision made in July 1993 to amend the URC Structure as follows:

2 (4) (c) the number of such representatives to be, 1-200 members
1 representative; over 200 members 2 representatives.)

6.1 No synod had given notice by the due date 'that the proposal be not proceeded with'.

7 **Constitutional change (2)**

Resolution

3 The Assembly confirms its approval of the revised version of Schedule C submitted by the Doctrine and Worship Committee as amended by the Assembly in July 1993.

7.1 Less than one third of the synods informed the General Secretary by the due date that a motion 'that the proposal be not proceeded with' has been passed by a majority of members present and voting at a duly convened meeting.

8 **Constitutional change (3)**

Resolution

4a) The Assembly resolves to amend the Basis and Structure of the United Reformed Church as follows:

Paragraph 2 (4) in the note on Moderators of Synods, delete the second sentence. The first sentence shall read: 'There shall be a moderator for each provincial synod being a minister appointed from time to time by the General Assembly according to its rules of procedure and responsible to the General Assembly'.

b) The Assembly sets the 31st January 1995 as the date by which synods may inform the General Secretary of objections to this amendment.

8.1 The purpose of this amendment is to remove the reference to moderators serving to the age of sixty-seven years. At the same time, other references which are repeated in the rules of procedure (parts 6 and 7) are deleted from this paragraph..

9 **Rules of Procedure**

Resolution

- 5 The Assembly, by its powers under 2 (5) (xii) of the Structure of the United Reformed Church alters the rules for the conduct of its own proceedings in the manner shown in **Appendix II**.

9.1 The rules of procedure require alteration to take account of the changes resulting from the creation of the Mission Council. The opportunity has been taken to make other changes at the same time.

10 **Financial Resources**

Resolution

- 6 "The Assembly instructs Ministries in consultation with Synod Moderators, the Patterns of Ministry working party and Finance (and with power to consult more widely) to submit to the General Assembly, or the Mission Council, regulations for stipendiary ministry, including any necessary revision of the Plan for Partnership in Ministerial Remuneration, which shall
- a) enable a more accurate estimate of future numbers of ministers available for call,
 - b) ensure that (with some possible tolerance for small and temporary variation) there cannot at any time be an excess of ministers and CRCWs to be paid from the Maintenance of the Ministry account over the full time equivalent number used in calculating the current year's budget; and
 - c) to consider any other relevant issues not covered by the Patterns of Ministry working party.

10.1 At their March 1994 meeting, the Mission Council were concerned to learn from the Financial Resources Committee that the action taken at last year's Assembly to restrict the budget deficit in 1994 in the Ministry and Mission Fund to £38,000 had been negated by an unexpected rise in the number of full time stipendiary ministers on the URC payroll, which was likely to add over £300,000 to budget costs in 1994.

10.2 Moreover, the Financial Resources Committee had experienced difficulties in formulating a 1995 budget due to the limited rise of 3.39% in Provincial contributions to the Ministry and Mission Fund combined with the projected continuation of the higher number of stipendiary ministers currently in service.

10.3 This situation led to a decision to supplement the income of the Ministry and Mission Fund by the special transfer of £248,000 in 1994 and £235,000 in 1995, from the annual Memorial Hall Trust grant, coupled with a restriction on certain items of expenditure and grants in both years to the 1993 level. The Financial Resources Committee believed these steps should lead to the deficit being limited in 1994 to £53,000 and in 1995 to £90,000, **providing immediate action was taken by Mission Council to avoid any further rise in the estimated number of ministers included within these figures**. The Financial Resources Committee urged such action to avoid the church being overwhelmed by a financial crisis in the near future.

10.4 In considering the situation the Mission Council noted the following URC statistics:-

YEAR	MEMBERS	STIPENDIARY MINISTERS	MEMBERS/MINISTER RATIO
1989	120,000	815	147
1990	117,000	820	142
1991	115,000	815	141
1992	111,000	807	138
1993	108,000 (est)	792	137

10.5 Whilst Mission Council shared the deep concerns of the Financial Resources Committee, they did not feel able to take immediate action beyond introducing a limited moratorium on the addition of ministers from other churches pending discussion of all the issues involved at Assembly. (See Mission Council Report para 3.7) It was also agreed that it was necessary to avoid numbers of ministers paid being greater than that allowed for in the budget. (**Resolution 6**)

10.6 Mission Council also instructed Ministries to begin the process of consultation described in Resolution 6. If the appropriate regulations cannot be prepared in time for the Assembly, the Mission Council officers were instructed to propose an extension of the moratorium, with whatever additions, exceptions or other changes that seem appropriate; such an extension to take effect until Mission Council or Assembly can adopt such regulations.

10.7 The stewardship programme TRIO was presented to the Mission Council together with evidence of the beneficial results to the finances of churches which had used it. Members agreed to encourage its use by local churches.

11 **Committee Structure**

Resolutions

- 7 General Assembly accepts the report of the Mission Council on Committees of the General Assembly and agrees to its implementation by 31 December 1994.
- 8 In Clause 2 (5) (f) of the Structure of the United Reformed Church Assembly resolves to delete 'two representatives of the Church and Society Department' and add 'the convener of each of the following task groups: Advocacy and Stewardship, Mission and Other Faiths, and Health and Healing'.
- 9 Assembly resolves that membership of the Mission Council will be as follows: Moderator, Moderator-elect, immediate past Moderator, General Secretary, Clerk, Legal Adviser, Deputy General Secretary, conveners of standing committees (except the Pastoral Committee) conveners of the following task groups: Advocacy and Stewardship, Mission and Other Faiths, and Health and Healing and four representatives of each synod including the provincial moderator.
- 10 Assembly instructs the Mission Council to consult with synods on the future pattern of provincial and district committees.

11.1 The full report is printed as **Appendix III**.

12 **Appointment of Trust Directors**

Resolution

- 11 In exercise of the power conferred by section 7(2) of the United Reformed Church Act 1972, the General Assembly delegates the power of appointing directors of any incorporated association named in schedule 1 to that Act, to the Synod of the Province to which the particular incorporated association relates, provided that for so long as an incorporated association relates to local churches in more than one Province the appointment to that incorporated association shall be made by the Mission Council.

For the avoidance of doubt, each incorporated association to which appointments are to be made by a Provincial Synod shall on the first such occasion provide to the General Secretary and the Synod Clerk a statement that it is not the trustee for any local church outside the Province.

12.1 The Assembly at its first meeting in 1972 delegated the power of appointing directors of incorporated associations to the Executive. Consultation between the synods, and our Legal Adviser has resulted in the above proposal. the Mission Council is grateful to Mr Vernon Lane of the Thames North Synod for his assistance in the process of consultation.

13 **Assembly Moderator - election**

Resolution

- 12 Assembly receives the report of Mission Council on guidelines for the election of the Moderator of General Assembly and instructs the General Secretary to implement them.

13.1 At the Assembly in 1993 Mission Council was asked to review and amend the process to make more information about the persons nominated for the office of Moderator available to the members so that they may make a more informed decision.

13.2 After considering other possibilities in the procedure, it is recommended that no major change ought to be made. However the following guidelines are proposed:

13.3 **Guidelines for the Election for the Moderator of the General Assembly**

These are to be used alongside the rules of procedure for such an election.

- 1 A general job description will be made available to encourage synods to nominate appropriate persons. Some elements of the office are the same each year but the role does change according to the gifts of an individual and the needs of the church in a particular year.
- 2 Nominees will be informed by the synod clerk that it is proposed to put their name before the synod.
- 3 Synod clerks will be guided as to the kind of information to be given in the description of the nominee. This will include references to the person's skill in relation to the needs of the office.

RESOLUTIONS
MISSION COUNCIL

- 4 Voting will take place early in the Assembly probably during the first morning session.
- 5 The result will be given as soon as possible. The moderator-elect, if present, would be greeted but would not speak.
- 6 The moderator-elect would briefly address the Assembly at the final session.

**ANNUAL
REPORTS**

**GENERAL
ASSEMBLY
1994**

SYNODS

NORTHERN

We think we have some good stories to tell of creative thinking and planning, and of our learning how to become a council of the Church with a pattern of operation appropriate to our current task.

MODERATOR

The Province was heartened by the review of David's appointment and his nomination for further service. He has broadened our vision and encouraged us to be more imaginative in our celebration, structures and planning.

The process has sharpened our thinking about how to share the Province's ministry in a creative way that makes the best use of a Moderator's own skills and gives opportunity for the contribution of Councils and other individuals. This was given immediate emphasis by plans for David to take a sabbatical at the end of the year.

STRUCTURES

Our Province is organised so that areas of work, largely reflecting the former Church House Departments, are the responsibility of correspondents and committees who relate to relevant workers in each District. Correspondents and conveners, along with District Council representatives comprise the Planning, Mission and Resources Committee which exercises leadership in preparing plans and policy for Synod.

We have come to regard as established the experimental pattern by which the autumn Synod meets on two days. This creates space and ambience to explore patterns of life and work and major issues in the Province and wider Church in market-place or workshop mode, as well as conduct the necessary business in formal session.

PLANS

We have some creative ideas coming to fruition, along with their attendant risks. Synod has agreed proposals for a Development Team of five people to work for five years to provide support, challenge and encouragement to local churches and Districts across a wide range of church life. There will be two full-time appointments - a *Development Officer* to help local churches and groups of churches develop a vision of their mission, life and work, and a *Youth and Children's Work Trainer*.

Part-time volunteers will be sought for a *Skills Agent*, to co-ordinate the attracting and release of skills and talents across the Province, an *Adult Training Officer*, and a *Creativity Officer* to co-ordinate and stimulate creative activity including crafts, music, dance and drama.

The Province has encouraged Northumberland District Council in its plans for the creative development of St Cuthbert's United Reformed Church, Holy Island into a visitors' centre and study base, thereby contributing to the distinctive mission Lindisfarne continues to exercise in the tradition of Cuthbert. The *Holy Island Project* was launched on March 20, St Cuthbert's Day. Folk are working hard to ensure that there will be a warm welcome and exciting programme when *Connect* comes North in 1995.

RELATIONSHIPS

We are in the process of developing links that we think will have great value and significance in the future at different levels of our life.

Conversations over the last two years with the *United Protestant Church in Belgium*, almost identical in number of congregations, members and ministers to the Northern Province, have yielded possible areas for widening our experience and working together. We are currently considering a draft Declaration of Intent and detailed proposals for activities relating to local churches, Districts and the Province in the short, medium and long-term future.

We are still working out how to balance relationships with the two Congregational bodies in Scotland. Currently, we are engaged with the *Scottish Congregational Church* in two main areas. Our two Ministries Committees are working together, not least over a Vocations Day in early 1995, focussing on a number of regional centres in Northern England and Scotland. There will also be a shared Province Day celebration of the common inheritance of LMS/CWM.

Our local partnerships with Methodist churches have often encountered difficulties occasioned by misunderstanding of each other's patterns of work and thinking. This situation has been helped by the establishment of a *Northern Province/Newcastle District Methodist/United Reformed Church Liaison Committee*.

This year's report indicates part of the continuing agenda whereby the Province seeks to broaden horizons, challenge imagination and work creatively on the issues of sharing and mutual responsibility that will enable and support District Councils and local churches in their tasks for the kingdom of God in our time and place.

NORTH WESTERN

GINGER GROUP

Building on the national experience, the Province set up its own Ginger Group in September 1993. It is managed by a Committee consisting principally of young adults under the guidance of the YLTO. The first group has been an international one, with participants from Sweden, Germany, Yorkshire and Cumbria. It has been well received and is proving to be an invaluable training opportunity. Plans are well advanced to put the second group in place for the year beginning September 1994.

COMMISSIONS

Two of three years ago, under the theme 'Into the 90's', discussion/action starters were prepared on such subjects as Pastoral Care, The Elderly, Ministering in Life's Crises, and Church Growth. This year three more have been commissioned: Town Centre Ministry, Music in Worship and Small Churches. Meanwhile, the report of one such commission on poverty and unemployment, entitled 'The Next Rung Down', has been widely acclaimed and used.

PARTNERS

Our largest church, Wilmslow, set in affluent surroundings, has forged an imaginative partnership with churches in three Urban Priority Areas: East Manchester, Wythenshawe and Penrhys in South Wales. A genuine interchange of resources in mission seems to have been experienced, for mutual benefit.

SALFORD URBAN MISSION

This bold ecumenical attempt to 'be church' in an inner city area where the 'traditional church' has all but disappeared, celebrates its tenth birthday. It can demonstrate a good deal of success and is highly regarded both within and beyond the Christian denominations. Church Related Community Workers for ministry in the URC are trained here. At a time of change, we rejoice in the ministry of the Revd Chris Warner and miss him greatly now that he has moved to Norfolk. His successor in this Special Category Ministry post is to be the Revd Keith Argyle, who has been with SUM since its inception, though in a different role.

TOWARDS RENEWED EFFECTIVENESS

While at Assembly level the Church is seeking a new committee structure, the Province is in the throes of its own restructuring. The aim is to increase the effectiveness of both pastoral care and mission in both District and Province. Whether the aim is achieved will depend upon co-operation and commitment at all levels.

MERSEY

Every office has its "IN", "OUT", and "PENDING" trays: new challenges, matters brought to completion, and those being attended to. Mersey Province is no exception, and we invite Assembly to look through ours.

THE "OUT" TRAY

The *most obvious* item in our "OUT" tray is our Moderator! Eric Allen retires after serving the Province with vision, enthusiasm and cheerfulness for seven years. He and Joan have the Province's good wishes for retirement.

The *largest* item in our "OUT" tray was 15,000 teddy bears, knitted by folk in the Province, brought to a very successful Celebration Day at Chester in June, and sent to Romania and Bosnia via "Operation Christmas Child".

The *furthest* the Province went OUT was when eleven members travelled by minibus and car to consolidate fraternal relations between the Province and the Hungarian Reformed Church in Hungary and Romania.

Also completed are the establishment of an Ecumenical Certificate in Religious Studies with other denominations through the Merseyside and Region Ecumenical Assembly; and the substitution in Cheshire District of a District Pastoral Consultation Scheme to replace District visitations which were found to be inadequate.

THE "PENDING" TRAY

As usual this is the fullest tray! What we actually *do* about "Patterns of Ministry" seems to pend for a long time. The Province Mission Council is working on a Strategy for Mission which involves District Councils and the revision of church visitations; involving opportunities for "church planting" and the allocation of Provincial resources with discrimination.

The *most practical* matter concerns the Provincial Building Survey Scheme. After a full five year trial this is being assessed. This scheme allows for the professional survey of every church in the Province through a contract with a firm of surveyors, the cost being met jointly by the Province and annual (modest) payments by each church involved.

Much that is pending is *ecumenical*. Links with the Presbyterian Church of Wales and the Presbyterian Church in Ireland are maintained and extended. Churches Together in Cheshire have been planning a campaign, "Knock on a Door in '94", with attractive leaflets for house visitations. The City Centre Ecumenical Team Ministry, based at Liverpool Parish Church, has chaplaincies to business and commerce. A new venture has been established at the popular tourist attraction, the Albert Dock: the "Churches' Anchorage" aims to provide a visible Christian presence as well as "a centre and shop window of welcome and friendship." We are much taken up with JUMP (Joint URC-Methodist Project) of co-operation on Provincial committees, Synods and District Councils; and every Synod and Province committee starts with the awareness of "Ecumenical Questions" - "In our business what must we hear from, and say to, our ecumenical partners?"

THE "IN" TRAY

The *most difficult* matters which have dropped into our "IN" tray will require hard decisions. These relate to Deployment of Ministry, and the fact that we face shortages of almost everything: members, money, people and effective structures to serve church and community, and candidates for the ministry.

The *most exciting* item in our "IN" tray is our new Moderator! Graham Cook will bring different gifts, will live in a different place (Warrington, rather than Birkenhead) and will have a high profile induction - an ecumenical occasion in an ecumenical setting, Liverpool Cathedral, on 17th September. With his help we look forward confidently to processing the contents of our "PENDING" and "IN" trays and adding more satisfactory conclusions to the one labelled "OUT", for the building of the Kingdom and the glory of God.

YORKSHIRE

There is a renewed sense of confidence amongst us and there is much that is exciting. Whilst there have been amalgamations of churches, often achieved with much pain, they have produced a newness and freshness. We do not believe in the inevitability of decline.

We have sought to turn the tide of despondency and low morale in some of our churches where members feel negative about the future. A small group of members of our Provincial Executive Committee have met with representatives from 6 volunteer churches to share their good stories and encourage one another. Last October, members of Synod talked to one another in group discussion and discovered that there are signs of optimism showing in a multitude of ways. So far, we have been working through a process rather than producing programmes or schemes but it is in the meeting that we find much to thank God for and keep on working at.

Exciting building developments have taken place or are taking place in our churches as they seek different ways of expressing their mission. In April 1993, Holme URC, Bradford, a church in a housing estate of high deprivation reopened its Holme Christian Care Centre which had been extended and refurbished with the aid of a grant of £300,000 from City Challenge monies. The Centre provides a training centre for the unemployed and a nursery for the under-5s. The money was used to develop these and, also, to give a well-equipped stage for use by the community. In any one week, over 1,000 people use the premises.

In May 1993, Christ Church U/M, Halton, Leeds, officially opened a new church, costing in excess of £500,000 built on the former Methodist Church site. Christ Church U/M, Ilkley, has ambitious development and refurbishment plans for the church and ancillary buildings, estimated to cost about £700,000. At the present time, Phase 1, at an estimated cost of £378,000 is being implemented.

At Herringthorpe URC, Rotherham, subsidence damage to the buildings, with the cost of reinstatement to be borne by British Coal, has given the church an opportunity to improve and extend its buildings at the same time.

Subsidence damage at Norristhorpe URC, near Wakefield, has also given the church the opportunity to repair and update its buildings.

We have sought to wrestle with the whole understanding of ministry - the ministry of the membership, the deployment and funding of paid ministry and the size of ministry we need as we approach the 21st Century. It is hoped that such reassessment will lead local churches to take a more positive attitude to a "vacancy", seeing it as an opportunity for reassessment and for the development of the use of members' own gifts.

We have sought to respond to an expressed need for help for folk involved in or wishing to be involved in leading worship. Twenty tutors and seventy students, members of congregations throughout the Province, are this year piloting a course entitled "Starting to Lead Worship", using material written by members of our Provincial Ministries Committee. The material was produced in response to an unsatisfied need for well-trained lay preachers and comprises nine modules, designed to be covered within a year. It was originally hoped that many would be encouraged to go on to the more demanding Exploring the Faith course but it has been found that, at this stage, most have no wish to become lay preachers. Typically, they are church members who are already involved in leading worship within their own fellowships, or in smaller groups or organisations, and who wish to develop their understanding, knowledge and skills. As a result of participating in the course, the experience of the participants will be a source of enrichment to the worship of many congregations.

Most students are following the course in groups of up to 12 or more, under the leadership of a tutor. It is hoped that, with the experience drawn from the pilot this year, an increasing number will wish to take part in the future. A full launch is planned for the autumn of 1994.

The Province does, of course, have its problems and the ever-increasing financial demands are causing concern. Nevertheless, there is so much happening that is exciting as we respond to the challenges and opportunities.

EAST MIDLANDS

Continuing growth in population and in the number of households; the decline of heavy industry such as coal mining and the development of research, service and leisure industries; uncertainty over future local government boundaries and responsibilities; severe deprivation in some places and considerable affluence in others are some of the facts of life in the East Midlands Province. The geographical spread from Grimsby to Buckingham, Buxton to Wisbech and the haphazard and scattered geographical placing of our congregations outside the cities makes it difficult for many churches to relate to each other or to the province in any meaningful way and also means that it is difficult to formulate a province policy that will be relevant across such diverse areas.

The re-launch of a province news-sheet, published twice a year; the Moderator's fund for Croatia and a planned Province Family Day at Lutterworth on 3 September have all been widely welcomed. Commitment has been made to a major church building project at The Ortons, Peterborough for which national support will also be requested. A province Europe link person has been appointed. Detailed discussion of the purpose and method of district visits to churches is in progress.

Developments in ministry are interesting: with a much lower vacancy rate than previously the province deployment policy is under review: it is province policy to declare vacancies for non stipendiary ministers and then seek candidates and Districts are taking this up; we note a flow of ministers both into and out of the denomination which sometimes causes surprise or hurt; a vocations day for any considering the next step on their way has been held and a formal Candidates Committee has been set up for the first time. The whole area of chaplaincy to colleges, universities and industry is of concern and the Nottingham Trent University Chaplaincy is being formally recognised as a Local Ecumenical Project and this may prove a model for others. A link person for chaplains in the health service has been appointed.

A wide-ranging debate is taking place about the use of very limited provincial trust funds for training, evangelism, administration, local lay workers, professional property survey and maintenance, new buildings and so on; this leads to concern that we should act together as a church not just in provinces but throughout the denomination. With the co-operation of the Sherwood Church the province offices have been re-fitted to provide a self contained suite of rooms with better facilities and security.

The desire to grow in every way is strong among us. We are helped through national campaigns, the province Evangelism Team, provincial resources such as the booklet "Going for God" but most of all by the effective ministry of every church, church member and minister. Therefore we recognise the importance of training and have called Revd Elizabeth Nash as our first full time provincial training officer from September 1994. Our youth and childrens work is patchy; we have had the services of Mrs Muriel Bridge for four years as a voluntary Childrens Officer but are finding it hard to replace her; after some years without a Provincial Youth Officer we have appointed a minister to this post but at the time of writing the way forward for the appointment of a Youth Leadership Training Officer or Youth and Childrens Work Trainer for the Province is not clear and is causing much anxiety.

The ecumenical dimension of all we do remains paramount within the province. The need to both build up personal relationships across denominations and get correct and helpful local covenants, sharing agreements and so on leads us to look for a person to be a part-time province Ecumenical Officer to support the District Ecumenical Officers and Churches Together Officers and assist and sometimes represent the Moderator.

WEST MIDLANDS

Three major topics have preoccupied the West Midlands Province during the past year - Patterns of Ministry, relationships with the Methodists and a substantial review of our financial structures.

Because of the strongly held view of some members of Synod that the "Patterns of Ministry" document submitted to the General Assembly in 1992 had not been sufficiently debated, a Provincial working party was set up to look into the subject in some detail. The results of its work were presented to the Synod in October last, and, accompanied by a record of the Synod debate, the fifteen-page report was sent on to the national working party as our contribution to their consultation process.

In the months following the "Next Steps" report on Methodist/URC relationships at the same Assembly the West Midlands was one of two Provinces approached with a request that they try to produce a plan for implementing a closer relationship between the two denominations within their area. Our main focus for this co-operation has been with the Birmingham District of the Methodist Church, which occupies a large area straddling the middle of our Province. This has caused its own problems of sensitivity and communication, and it has been the task of the joint working party looking at this subject to produce a plan which maintains the vision and avoids detailed discussions on the specifics of boundaries. Currently we are sifting responses from the local churches to proposals which could lead to 'common structures and a sharing of resources' over a five-year period. Early indications suggest muted support rather than overwhelming enthusiasm, with fear of Methodist 'bureaucracy' high on the list of concerns, together with frequent reminders that we must be looking wider than just to the Methodists in our talks.

Not being a wealthy Province our horizons are sometimes frustratingly limited by financial constraints. At our Spring Synod we had to prioritise the renewal of our full-time YCWT post, the offer of a mission enabler from CWM at modest cost to the Province, and the desirability of appointing a full-time Director of Training, while reassessing the proportion of our budget we allocate to 'people' as opposed to grants and loans to churches for necessary repairs or imaginative developments work with their buildings. For some time now a working party has been looking at all our financial structures with a view to centralising the Trust Funds, computerising the office etc. (While we categorically deny that this report was written with a quill pen, we would have to admit that the West Midlands is probably not the most technologically aware Province in the URC.) A major presentation on Finance is planned for the Autumn Synod.

A report to the October Synod describing the latest visit to Northern Ireland led by the Moderator, John Waller, was followed by an invitation to the Presbyterian Church in Ireland to send a group to the West Midlands later this year or in 1995. This approach has been warmly received and we are awaiting further developments.

Other issues we have promoted in Synod during the year include poverty, homelessness, Christian Aid and Fair Trade, concern for the debt burden on students because of poor funding and our continuing efforts to forge links with the Evangelical Church of Portugal. We have rejoiced in receiving six new students for the stipendiary ministry and the accreditation of seven lay preachers, and expressed some concern at the reduction in the number of candidates for the non-stipendiary ministry - seven at the start of the year, currently only one. And in March Mr Harold Kempton retired after eight valued years as our Treasurer. He has been succeeded by Mr David Hibbard, Deputy Group Chief Accountant with GKN until his recent early retirement, and an elder at Sutton Coldfield URC.

EASTERN

The Eastern Province stretches from the Wash in the north to the Thames Estuary in the south; from the holiday resorts of the East Coast North Sea to and beyond the technological revolution around Cambridge in the west. A few large urban centres and much in the way of scattered rural communities. Life as a London commuter, the quiet of a farm on the edge of the Broads, the danger of life on a North Sea gas platform, and study at the frontiers of knowledge - all aspects of our life in the province with which the church is involved.

To encompass such a wide diversity of life the church responds with vigour and imagination. The Church & Society Committee of the province have held a number of study days on "The New Technologies: Christian Vision and Response", "Agriculture and Rural Life: Issues and Gospel" and other topics; from this has come a series of pamphlets "Being the Church in East Anglia and Essex", to aid us in focussing our church life. Many individual churches within the province have taken leading roles in local projects for night-shelters - providing finance, staff or premises - a bus-project to take the good news to people rather than wait for them to come to us, and provision for youth that begins to include work in the areas of drugs and AIDS.

Being the church in East Anglia also means being close to our neighbours in an easterly direction as well - to the "hervormde" (Netherlands Reformed Church) and the "gereformeerde" (Reformed Churches in the Netherlands - a partner church in CWM), denominations which work closely together. This relationship is focussing on some of the major topics facing our members today - unemployment, housing, racism etc, and how we in the church can respond to these issues of personal and social justice. Individually too, churches in the Eastern Province have links with many partner churches abroad; from the rest of Europe to Asia, and America - indeed some of our churches have enjoyed the benefit of ministry by someone from our CWM partner churches. All of these emphasise and encourage our understanding of the world-wide fellowship of the Church, and the part which we in the URC play nowadays.

To further all this work, the province has recently decided that "people should be the priority" in the use of our provincial funds. Consequently we are now building an integrated team, of people with appropriate gifts and skills. Provincial Moderator, Life & Mission Development Officer, Youth Leadership Training Officer, Childrens' Work Trainer, Finance Officer - these form the basis of a thoroughly professional team of enablers, which with the extensive resources available to them, can further the work of the church in every area. We are also fortunate in the expert and willing partnership enjoyed between the Province and Westminster College in Cambridge. Through this, resources are being shared - both written material and personal input - in a way which we hope benefits both partners in the arrangement.

Of course there are also many other people in the churches playing important roles in their particular sphere, amongst whom are the hospital, university and industrial chaplains for example; these too will form part of our provincial resource to enable the work of the church.

However many experts we have, and however much money is available, we rely eventually on the grace of God and the faith and commitment of our people. We struggle with the frustrations of scattered rural communities, and inconvenient denominational boundaries which sometimes inhibit better ecumenical co-operation, but we rejoice in that which God enables us to do, and what we are being led to do in His name.

SOUTH WESTERN

For many in the South Western Province this past year has been dominated by the review of the Moderator, Revd Michael F Hubbard, and its consequences.

Since learning that his term of office was not to be renewed for his final 4 years before retirement, the Moderator has received over two hundred letters of support. Many have expressed dissatisfaction of the review process and the Synod GP were pleased to learn that Mission Council had requested a review of the Guidelines for Provincial Moderator Review Groups.

The South Western Province has been fortunate in having Michael as its Moderator for 17 years and is grateful for his leadership and vision and for the tireless way he has undertaken his duties. Our love and prayers go with him and Patricia.

MINISTERIAL DEPLOYMENT

The October Synod reaffirmed its support for all pastorates in the provision of ordained ministry and resolved to aim to meet the full local costs of stipendiary ministry in the Province, together with wider ministry and mission costs. The Moderator and the Provincial Stewardship Advocate were asked to meet with all District Councils to challenge churches about their MMF contributions. The choice facing Districts is either to increase financial contributions or reduce the number of deployed ministers.

WISCONSIN LINK

The Province continues to benefit from its link with the United Church of Christ in America (Wisconsin Conference) with exchange visits of ministers. This year, for the second time, groups of young people will make exchange visits. The Province is grateful to the YCWT, Ivan Andrews, who is heading up the planning for these events.

PROPERTY MATTERS

Malcolm Johnston continues to help and advise churches in these matters. Churches are required to have all their buildings (including any manse) surveyed every five years. Half the costs of such surveys are met by a grant from Synod. If a church agrees to deal with all matters identified by such a survey the Synod will make a 50% grant towards the costs - up to a maximum of £10,000 from Synod funds. "Project Facelift" grants continue to be a valued help to local churches.

SYNOD COMMITTEES

These have experienced a difficult time since "central committees" were discontinued and we wait to discover what national pattern will be adopted. Increasingly Church & Society matters are discussed ecumenically in Anglican Diocesan committees with representation from the URC and other churches. We welcome this new co-operation.

WESSEX

The Wessex Synod covers a fairly large area and is divided up into five Districts, some of which are comparatively small, while others are very large, but scattered. At the moment, we are keeping the similar structures to those previously used in the United Reformed Church centrally, but we are waiting to see how the Assembly structures change before bringing in new structures altogether.

Through our Departments, we have representation from each of the Districts and try to build on the opportunities to be involved in the creation of a family. There does seem to be a good response to the efforts within the Province as our Synod meetings are very well attended and seem to be at least informative in putting across the central truths of the Christian faith and the gospel of Jesus Christ. Over the past year we have had a consultation with Bishop Lesslie Newbigin on the Gospel as Public Truth, and a Health & Healing conference, which brought forth a very large response. The Rt Revd John Finney is leading a day conference on "Finding Faith Today" which has been our focus regarding the Decade of Evangelism in the last year.

We have recently produced a training and study pack on the Eldership: **Elders - How we choose them, how we train them.** This has been prepared to help raise the standard of Eldership in the churches and to realise its full potential. Another recent development has been a Quiet Day for ministers' spouses, alongside ministers' Quiet Days, which have become an established part of the life of the Province. In the field of Church & Society, the Arms Trade has taken up considerable time; something which affects many areas within the Wessex Province. At a recent Synod a lively presentation was made on the Hitchhikers' Guide to the Gospel. All this helps to bring the issues of the church to the individual churches we try to serve.

Ecumenically, considerable work continues to be done within the Province in connection with church planting and trying to bring about more ecumenical work in rural areas. We have also taken up with our ecumenical partners the problem of our different boundaries, but while others have acknowledged the problem, there seems little readiness to do anything about it! In conjunction with the Southern Province, we have tried to be concerned for the European issue and have built up a close relationship with some of the reformed churches in France. A high point in this process will be a cross-Channel Provincial Day type celebration in Calais in May.

Much of the work of the Province has come about as a result of a Strategy Group which was set up by the Revd Nelson Bainbridge soon after he became the Provincial Moderator. The paper was produced entitled "Towards 2000 and Beyond", and as a result of this, we have adopted a strategy to care for our church buildings and inspection of these is taking place at the moment.

It was a privilege for the Province to host the General Assembly in 1993 and we are glad to be involved with many of our church members and ministers in the wider affairs of the URC, we are also pleased to have the opportunity to present this report of some of our activities over the past twelve months.

THAMES NORTH

The Province has vigorously pursued the art of listening during the past year in order to involve as many minds as possible in determining God's will and mission for us all. We have worked to empower the local churches as the point at which the gospel is preached and sought to match this by the right support from Province and Districts through information, pastoral help and advice from committees. A thorough review of the method of working within the Province started and the Provincial Council and Executive were replaced by a simpler structure that will be able to react to local needs a lot better and allow more productive representation.

Synods were lively and tackled issues in new ways. Following small groups discussion at Synod a number of priorities for churches were identified and one of these, ministry, was taken as a subject for church and elders' meetings to review, then for detailed discussion at Synod, then to develop resolutions for Synod debate. The result has been a challenging and quite radical look at where we need to be going to ensure that local churches continue to make progress and lead Christians old and new into the Kingdom.

The Province contains a rich diversity of human life and experience and set out during the year to engage with the realities of the world within its wide-spread patch. At Synod in March an exhibition of local church projects on the theme of "Outreach to the Community" was mounted, showing an encouraging picture of how churches are involved with their communities in direct Christian social actions with all ages. March also saw our solidarity with anti-racism moves as Synod put its commitment behind resolutions for action within the URC and several of our churches joined those marching in East London.

Planning for "Pentecost 95", a London-wide ecumenical celebration gathered pace led by a largely URC project team. There are many innovative ideas flowing from this activity and it will be a highly visible London event next year.

There is much to be encouraged about in the reports from churches large and small, urban, suburban and rural within the Province. We will continue to ask difficult questions, work together to decide on the answers and then implement activity to ensure our mission is accomplished in those areas that God has put into our care.

SOUTHERN

Recent developments in the life of the Province have ranged from restructuring of committees to the appointment of a half-time evangelism enabler, all with the purpose of bringing greater effectiveness to the mission of the Church. The newly formed Provincial Council, which includes representatives from the seven District Councils and all major areas of provincial work, determines policy and oversees and co-ordinates the total work of the Province. Faith and Life now brings together those appointed to serve the Province as Youth Secretary, Children's Contact Person, Pilots Officer, Women's Work Co-ordinator, Youth and Children's Work Trainer, Health and Healing Contact, so that they may together share their experiences and co-ordinate their work. World Church and Mission meets in three groups relating to Ecumenism, Evangelism and World Mission, with a central Co-ordinator and a system of networking throughout the Province.

Some growth points have been:

The annual Province Weekend, attended by 85 people and with the theme "Towards Wholeness" was ably led by John Johansen-Berg in an exploration of healing in the church, reconciliation in society and healing in the world.

An increasing interest in and commitment to the aims and purposes of the Fairmile Fellowship, an association of people in the Province, ministerial and lay who, in response to the grace of God, wishing to love God with heart and mind and strength and their neighbour as themselves, seek to encourage each other in so doing by leading a more disciplined life of Prayer, Silence, Study, Work and Recreation, alone and in fellowship together. An annual two day Retreat is held at Fairmile Court, Cobham.

The continuing link established between the North Normandy Synod of the French Reformed Church and the Wessex and Southern Provinces. A working group has looked together at the whole area of catechism and confirmation, with particular reference to children and young people.

On Trinity Sunday a Celebration in Calais is planned for the three Synods.

The introduction of a "story" at each Synod relating to some aspect of new work or witness in a local church or district. Already these have proved to be a highlight of the day.

At the March Synod representatives made a journey round six presentations of resources for "Developing the Faith" which included "TRIO", "Hitch-Hiker's Guide to the Gospel" and "Good Practice".

Looking to the future there is planned:

A Finance and Property Consultation Day, to which are invited two representatives from every church in the Province. These have proved both informative and well attended in the past, dealing with such subjects as: Insurance for Churches; Financing Building Projects; Health and Safety for Churches; the Children Act and the Church; Build and Design or Conventional Building; Where does the Money Go; Quinquennial Surveys and their Benefits; MoM and the Local Church.

Pentecost 95 a London-wide ecumenical Celebration to mark the half-way point of the Decade of Evangelism. Well-Spring 95 - an ecumenical Celebration for all the churches of Kent. The United Reformed Church is fully involved in the planning of both events.

WALES

The Province consists of 153 congregations, with 5581 members, 2534 adherents, and 3160 under-25's. About 70% of the membership is along the M4 corridor into Pembrokeshire, a further 20% on Deeside and the North Wales coast, and 10% scattered through Powys and into Dyfed. The Province is primarily a continuation of the Congregational Church (there were only three former PCEs within Wales in 1972). (There are about 40 congregations of the Congregational Federation within Wales). The traditions that make up the URC are also to be found in the Presbyterian Church of Wales and the Union of Welsh Independents, the membership of these two denominations together being larger than the total membership of the URC in Great Britain.

Membership has fallen from over 12,000 in 1975 to 5,581 in 1992. Only 9 of our congregations have over 100 members and 67 have twenty or fewer members. The decline in membership has been particularly marked in traditional industrial areas. We still have a long way to go to ensure that every congregation has ordained ministry as 44 of our congregations have not been scoped into pastorates. We have set ourselves a target of overcoming this by the year 2000 and steps have been taken enabling long-term vacant congregations to become part of new pastorates.

Ecumenically the Province plays an important part in the life of both CYTUN (Churches Together in Wales) and ENFYs (The Commission of Covenanted Churches in Wales) on behalf of the whole URC. We are involved in more local ecumenical partnerships than any other denomination in Wales despite our small size. Some of our concerns reflect the fact that our Synod covers a different nation from most of the URC; thus over a number of issues we are addressing the Secretary of State for Wales and his department the Welsh Office. The Synod has been involved, for example, through CYTUN Church Leaders on representations concerning the Welsh Language Act passed last year, and concerns over various community and social issues have been addressed to the Welsh Office. There is also an interesting shift in the pattern of Welsh speaking and two of our churches in two separate communities are the only congregations providing Free Church Welsh-language worship. Because the URC Housing Association (being London based) is no longer allowed by law to operate within Wales, the Province and the URC have played a significant part in establishing Aelwyd Housing Association as an ecumenical partnership with the Baptists and the Presbyterian Church of Wales.

The Province continues to be dogged by financial problems. We continuously recognise our dependence on the whole of the URC for funding ministry in the Province and are grateful for the partnership expressed through the Ministry and Mission Fund. Sometimes this dependency weakens our confidence as a church. The resources of the URC (Wales) Trust are extremely limited. This hampers our training and development.

As a Province, we feel we are articulating our present situation and the direction of our journey with increasing objectivity. We are engaged in a Confidence Building programme which is gradually influencing all areas of the life of the Province, both in terms of understanding the faith and in practical matters. In this process we seek to change the nature, atmosphere and agenda of our Church Councils; to equip the whole people of God in a more wholesome partnership of ordained and non-ordained; to direct our resources more to mission and less to maintenance; and to move forward perceptibly and positively from where we have been. We have dismissed easy answers to difficult questions, have set realistic yet challenging targets, and are beginning to restructure the way the Province operates in respect of its own councils, the General Assembly, and the ecumenical instruments in Wales in order to better serve our congregations as 'the primary instruments of mission for the church'. (Raymond Fung; *The Isaiah Agenda*).

ADVOCACY AND STEWARDSHIP COMMITTEE

Convener: Revd Julian Macro

Secretary: Revd Bill Wright

INTRODUCTION

1 This is the first report of this committee after last year's General Assembly brought Advocacy and Stewardship together.

We have found that the most immediate priority of local churches is to increase their income and **TRIO**, the financial challenge programme has been outstandingly successful in doing that. Churches which have used the programme have increased their giving by up to 80% and tax recovered from the Inland Revenue by over 100%. It has proved that people respond generously when they are shown clearly what the needs are and are helped to understand the Biblical basis of giving. However, we recognise that the long term future of churches depends on having a vision of what God is calling them to do and be and the Vision Workshop is designed to help them do that.

RESOURCES

2a) **TRIO - THE RESPONSIBILITY IS OURS**

In the majority of our churches most of the members are unaware of the cost of running the church. At the heart of **TRIO** is a presentation which shows the costs, explains the Ministry and Mission Fund and challenges people to give in proportion to their income.

The cost of the programme (£45) fades into insignificance when compared with the increase in giving, even in smaller churches. We are prepared to refund the full purchase price to any church which has used it as directed and has not found it a success.

There is a **TRIO** display in the Assembly Foyer together with leaflets for you to take and a copy of the programme for you to look at. If you would like someone to visit your church to explain and demonstrate **TRIO** please contact the Advocacy & Stewardship Secretary.

b) **VISION WORKSHOPS**

The purpose of these is to help churches look objectively at their lives; capture a picture of what God is calling them to do and be in the future and to make plans which will turn the vision into a reality. We recognise that help of this nature is available within some Provinces but where it is not the Committee will make arrangements to run a workshop.

c) **OUR RESPONSE**

This programme which was first published five years ago has been re-written and costs £2.50. It is intended as a resource for those churches which want to plan their lives and challenge their members to provide the human, financial and other resources to make their plans a reality. It contains three sections:-

- i) The Biblical basis of Christian Stewardship including sermon outlines and illustrations.
- ii) Planning and setting objectives including preparing a budget.
- iii) Making the challenge including sketches for use in worship.

PURPOSE

3 In the first eight months of our existence we have met twice and have focused our attention on how best to achieve our purpose.

- a) To communicate a vision of the work and needs of the wider church to the local church.
- b) To enable the local church to capture a vision of God's mission for itself, to plan its life, to challenge members about their financial and other responsibilities and to communicate local vision and needs to the Mission Council.
- c) To help the church at all levels to exercise real stewardship of the gifts entrusted to it.

ACHIEVING THE PURPOSE

4a) The Committee has split into three TASK GROUPS to work with the Secretary on specific aspects of advocacy and stewardship. The GROUPS will meet as necessary between the two committee meetings each year.

b) In bringing the Committee into being Assembly approved the establishment of a network of District Advocacy & Stewardship representatives through whom the Committee would communicate with local churches and vice versa. The Committee recognise the demands already made on members of District Councils and accepts that not every Council has been able to find a suitable person. Where this is so communication will be made through the District Treasurer. The Advocacy & Stewardship Secretary will endeavour to meet with District Representatives and Treasurers on a Provincial basis. To date two such meetings have already taken place.

ECUMENICAL DIMENSION

5 There is a new awareness in most denominations of the need for vision and planning and greater resources. Through the Council of Churches for Britain and Ireland Stewardship Network we are able to share experiences and expertise, and in order to share these further still an ecumenical conference entitled 'Vision into Reality' will be held from 18th to 21st July at University College, Scarborough. Each Province has been invited to send a representative and an invitation is extended to members of local churches.

ASSEMBLY PASTORAL REFERENCE COMMITTEE

Convener: Revd Alasdair Walker
Secretary: The General Secretary

1 A new Convener has begun by re-reading reports to the Assembly made in previous years, and finds that the report this year might well be made in almost the same terms as five or six years ago. That indicates that the problems and difficulties encountered by ministers, their families and churches, in the early 1980s have not significantly changed in character with the passing of the years.

2 The Committee continues to meet three times each year between Assemblies. In the interim, the officers consult on action to be taken on matters referred to the committee by District Councils and Synods, and they have the committee's permission to authorise in appropriate circumstances, for example, the payment of stipend for up to three months to a minister who is temporarily unable to exercise the ministry to which s/he was inducted. The Committee then carefully considers at its next subsequent meeting what other steps, if any, it is proper to take.

3 We are aware that other Churches have had to make arrangements to attempt to resolve similar pastoral difficulties in their corporate life, and we have been invited to explore the possibility of sharing the counselling expertise which the Baptist Union has identified in different parts of the country for the help of ministers and manse families.

4 We continue to be much indebted to the Westminster Pastoral Foundation for advice and practical help given to the committee and to ministers and their families when the need has arisen.

CHURCH AND SOCIETY COMMITTEE

Convener: Professor Malcolm Johnson

Secretary: Revd Peter Brain

1 INTRODUCTION

1.1 Our calling in Church and Society is to try to see things whole and to see them as a whole, to ask some of the deeper questions about policy trends, to relate our belief in the living Christ-like God with the ever-changing world of events. In this concern for the *oikoumene*, we find ourselves working ecumenically, working on economics and working for a true ecology, the well-being of humankind in creation.

The Church and Society report spells out this 'shalom' agenda: for people with HIV/AIDS, for people struggling to make sense of the 'church and society' agenda in their own situations, for people applying their specialist knowledge in the fields of environmental or peace studies, European or 'Third World' issues, for people wrestling with the general malaise that afflicts our society. We try to be ecumenical with the truth.



1.2.1 Practical *ecumenical partnerships* are evolving, under the broad umbrella of the Council of Churches for Britain and Ireland (CCBI). On politically sensitive issues, there are a number of ecumenical initiatives to report, mostly taken through the CCBI Social Responsibility Consultation, in addition to the items detailed later in this report or the two which are being brought as separate resolutions following CCBI decisions.

For example:

1.2.2 We secured Mission Council's support for the proposal to establish a Churches' Commission on Unemployment and the Future of Work and have offered nominations for a URC member on its Sponsoring Group. This is complementary to a proposal from Ken Coates MEP for a series of Europe-wide hearings on unemployment which would also involve the churches.

1.2.3 We have joined the outcry over the Green Paper in which the Government is (at time of writing) floating proposals to tighten the terms on which homeless people can receive help. Following debate at Mission Council a response was made, broadly in line with that from the Churches National Housing Coalition.

1.2.4 We supported the REST proposals of 'Keep Sunday Special' campaign during the progress through Parliament of the Sunday Trading Bill. At time of writing the almost universal practice of Sunday trading by large stores is still illegal.

1.2.5 We have encouraged the plans for some off-the-record conversations between churchpeople and politicians which may come to fruition this summer. This will tie in with our own work on values.

1.2.6 We have welcomed a proposed working group on genetic engineering and submitted some names of possible invitees.

2 NATIONAL NETWORKING

2.1 Pending the establishment of the electronic highway with the cabling of Britain, communication remains largely a matter of sending pieces of paper through the post on the cheerful assumption that people will actually read what is sent*. Our own *Network mailing* is founded upon such optimism. Three times a year the bundle of news, articles, booking forms, poems or cries for help reaches people who have opted to receive it, often because of a responsibility at Province, District or local level for Church and Society affairs. This network is one way of compensating for the lack of a national committee consisting of Provincial representatives. The quantity of the bundle is not large and reactions are generally positive. We have taken seriously our responsibility as a national committee to keep in touch and would welcome lots more participants on this Network.

2.2 Secondly, we have appointed a *Fieldworker* or 'animateur' to work on education and enabling in a number of Districts in central and north-west England, since that is nearest her home. Susan Flynn is the latest part-time Church and Society adviser, specialising not on an issue but on an area. 'Animateur' is not someone who works with puppets or cartoons! She is rather there to inform, encourage, support and generally breathe new life into those who are trying to get their church or District to tackle the kind of issues that appear on 'church and society' agendas. Initially she will be looking at two questions: Why is it that some churches and Districts are actively engaged in issues of social justice and the like, while others are not? And what are the advantages and disadvantages of working on such issues ecumenically?



2.3 Thirdly, we plan to hold a second *National Gathering* in May, following the successful one last year. Again, the intention is to strengthen links, to share facts and feelings, to recognise what God is doing, with whom, why and how.

2.4 *Those who *are* electronically connected, however, might like to know that the CCBI Social Responsibility Consultation, the denominational staff network, intends to establish a conference on *GreenNet* and invites anyone interested to meet them there..

3 PEACE WITH JUSTICE FOR THE WHOLE OF CREATION

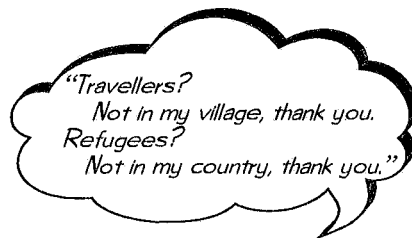
3.1 During the year we have maintained our involvement with the three aspects of JPIC (*Justice, Peace and the Integrity of Creation*) which remains the key to a theological and strategic framework for our work. Inevitably, this has been done both ecumenically and denominationally. For example, the publication of the Action Cards is a joint venture between the Methodists, Baptists and ourselves, with the monthly articles carried in all three denominational publications; these cards have sold much better than the former Action Calendar.

3.2 We have been represented on the CCBI *Environmental Issues Network* by David Pickering who in turn represents that Network on the European Environment and Ecology Working Group of EECCS, developing new approaches to 'sustainable development'. We shared in planning for the churches' participation in Global Forum '94, intended for Manchester in June 1994 but cancelled. We also published during the year a report on the 1992 Windermere consultation on development and the environment called *The Earth is the Lord's* which features a detailed case-study treatment of UK energy policy as well as some theological criteria for public policy.

3.3 We have been represented on the CCBI *Churches Peace Forum* by Malcolm Compston. The crucial matter of the renewal of the nuclear Non-Proliferation Treaty which is coming as a resolution to Assembly arises from their work. It is this Forum which is taking forward the World Court Project which was raised at Assembly last year; the negative reaction of the government to this proposal was reported to Mission Council. We are preparing to promote the observance of several peace-related anniversaries due in 1995, not least the founding of the United Nations Organisation.

3.4 We have been represented on the Churches Committee of World Development Movement (WDM) by the Secretary who currently chairs the administrative committee for *One World Week*. The Week in October continues to serve as a vital occasion for raising awareness about the state of the world and its peoples; the 1994 theme 'People on the move' is a potent reminder of human insecurity and transience as well as celebrating history as a process of *current* affairs.

3.5 These three strands of JPIC should come together as we begin to prepare for a second *European Ecumenical Assembly* (EEA) in 1997 which will do much more than look back at the gathering in Basel in 1989. With a general theme of Reconciliation, the second EEA will set our millennial count-down in the central context of God's purposes for all people and the whole of creation.



3.6 The same comprehensiveness of concern is apparent to those churches and individuals who have taken seriously the implications of the *'Commitment for Life'* programme. Round the central focus of the 1% appeal are calls to spend wisely as consumers, to act politically as citizens, to pray with greater understanding, and generally to think, speak and act for peace with justice for all. Giving money to the poor can be a means of distancing oneself from them; but, thankfully, it can also be a means of showing solidarity with them and dismay or even anger that systems remains in place which perpetuate (almost by design) that poverty which is so offensive. *'Commitment for Life'* seeks the latter path, more costly in time and money than casual 'charity' but surely more faithful. We hope that this message will get across. Sometimes the failure in communication is our fault and we acknowledge that, with a determination to improve the materials and the procedures. But sometimes it is the case that "there are none so deaf as those who will not hear" and none so ignorant as those who never open the mailings.

3.7 As part of the *'Commitment for Life'* programme, four URC members shared in a Christian Aid 'exposure visit' to South Africa and Zimbabwe where they looked at the work of Zimbabwe Christian Care, one of the three overseas core partners of *'Commitment for Life'*. These visitors have been invited to several local churches to tell of their experiences and would welcome further invitations. Two of them will be addressing an Assembly 'fringe' meeting, as will Dr Rukmini Rao, a Director of Deccan Development Society, another of the core partners of *Commitment for Life*.

4 A EUROPEAN CHURCH

4.1 Implementation of the 1993 Assembly resolutions on Europe has taken three forms. Two publications are intended to meet the call for more resources. The booklet *'The United Reformed Church: A European Church'* has been published and is proving a valuable reference document on the issues and institutions, on church links and other connectedness. A Briefing Pack has been produced ecumenically in advance of the European Parliamentary elections; this is an excellent guide to social and economic affairs which will be live issues long after the excitement of the actual election in June has passed.

4.2 Secondly some Provinces have appointed a Europe Link and there will be a gathering for them. Not all Provinces have yet made such an appointment (- one Province has written to say that it decided not to! -) but it is not too late. A background paper has been produced listing some possibilities for such Links.

4.3 Thirdly the number of visits, twinnings etc. has steadily increased. Most notable was the visit by the Assembly Moderator, joined this year by the General Secretary and Methodist leaders, to Strasbourg as guests of the European Parliament. This second meeting was much appreciated by Members and officials of the Parliament, as the articles in REFORM made plain. The 1994 visit will be to the Commission in Brussels in November; we hope this becomes an annual event with a mixture of church leaders taking part.

4.4 Our European Issues Adviser, Philip Woods, in addition to working on much of the above, has been increasingly involved with the European Ecumenical Commission for Church and Society (EECCS) and serves on their Advisory Committee on Political and Economic Union.

5 NATIONAL AIDS ADVISER

5.1 Revd Hazel Addy has continued her ministry, based in Manchester but travelling widely. This is her report.

5.2 The job description combines caring for people with addressing the issues. There is a bias towards educational work and this has been reflected in the work so far, in preaching and speaking invitations, workshops and awareness days, which are often ecumenical events. Work has been done in eight Provinces and wherever appropriate involves contact and participation with local health promotion people and others from HIV support agencies.

5.3 Unfortunately a weekend at Windermere to prepare for World AIDS Day had too few takers to run. Perhaps a lesson to be learned here is that events are more likely to be successful if they are initiated by and tailored to the needs of local church groups. The Adviser welcomes opportunities to work with local groups wanting to set up an event for their area.

5.4 One national event that was successful was the one day consultation last September organised jointly between the URC and the National AIDS Trust as part of their 'Women, AIDS and the Future' project. The main objective of the project is to encourage women to use the influence they have to raise awareness about HIV/AIDS. Follow-up indicates that the day has in fact led to action in several places: articles have been written for church newsletters, talks have been given to various church groups, and in one area a group has been set up to look at the issues. There is a proposal to run a similar event this autumn.

5.5 On a different educational level, the Adviser has since the summer of 1993 been part of an ecumenical group being funded through CARA (Care and resources for people affected by HIV/AIDS) by the National AIDS Trust to produce a *resource pack* for use by churches wishing to explore the idea of the 'HIV-friendly church'. The pack will concentrate on the social and religious attitudes which compromise the churches' caring and preventative role; it is hoped that this work can be recognised at Assembly in 1995.



5.6 Complementary to the educational work done in different locations is the *pastoral work* done locally. One half day per week is given to voluntary chaplaincy work in an infectious diseases unit. This gives first hand experience of the pastoral realities, involving befriending, pastoral support of people living with AIDS, their partners and families, the planning and conduct of funerals.

6 DIACONAL WORK SURVEY

6.1 During the year Church and Society commissioned a survey among local congregations to establish the extent to which the church is involved in various spheres of Christian service within the community. As a national denomination we have no tradition of organising diaconal work from the centre compared with, for example, the Methodist inspired National Children's Home. However, many local congregations are active in providing help for the communities in which they are based and this survey collects details of those activities which are officially sanctioned or sponsored in some way.

6.2 The research was conducted by means of a postal questionnaire. A representative sample of 500 local churches was selected from the Year Book.. Use of telephone follow-up brought the response to 413, a response rate of 82.6% - sufficient to give confidence in the survey results as descriptive of the whole URC. The survey was conducted and analysed by Abacus Research, an independent market research company. Church and Society will supply details of the survey findings and graphs on request. We believe they will prove useful in several ways.

The next few sections are based on the comments of the researcher.

6.3 *Working with children and young people takes precedence. More than half (52%) of local churches have Mother & Toddler groups, making this the most common of the activities held on church premises; a survey among Baptist churches found a similar situation. Although only half of these are officially run by or sponsored by the church, the vast majority (80%) have the involvement of church members in some way, even if informal. Rather fewer churches (42%) have guide, scout, brownie and/or cub packs. Most of these (79%) are sponsored by the church and they are more widespread than Brigades, found in only 22% of churches. Youth clubs are to be found in one church in every three (36%) and a similar number (35%) have a registered playgroup. Most of the youth clubs (85%) but few of the playgroups (34%) have official sponsorship from the church; the latter tend to be room-hirings.*

6.4 *Few churches run day centres for people in need: 1 in 4 have a day centre for pensioners, 1 in 8 have a similar facility for handicapped people and 1 in 10 have a luncheon club. Other day centres - for unemployed or housebound people for example - are even more scarce. Around a third of the day centres for pensioners have a set programme of activities. It is surprising to find that only one in three offers a hot meal to the elderly people and, in the case of day centres for handicapped people, this figure is as low as one in six.*

6.5 *Nearly all the activities on the premises had been started on the initiative of church members. Many of the playgroups (39%) and a few of the Mother & Toddler groups (14%) were set up in response to a suggestion from local people but it is perhaps surprising to find that this is so rare in the case of youth clubs, 97% of which were established by the church. Day centres for handicapped people were more often started through the auspices of a voluntary agency or local authority than by the church itself but many churches had set up the day centres for pensioners (65%) or lunch clubs.*

6.6 *Well over half the Baden Powell organisations and Brigades had been running for more than 25 years. The newer initiatives were Mother & Toddler groups and youth clubs (one third had been started within the past 5 years), and children's clubs (one in five started just in the last year or two). Most of the day centres for pensioners had been going for a long time but those for handicapped people, unemployed or other groups were more recent innovations.*

6.7 *Publicity for activities taking place on church premises is fairly limited and it seems that little effort is made to attract people from outside the church membership since posters and announcements in church and 'word of mouth' are the main forms of publicity.*

6.8 *Part of the survey asked about officially-supported activities away from church premises. The majority of churches surveyed give official support to some activity outside the church; housing or sheltered homes (24%), and hospice care (19%) being the most common. However, one in three has no official involvement with external projects in their area; it might be expected that these churches had limited resources and a small membership but 45% of them have 100 or more members.*



6.9 This basic survey could not ask about the involvement of individual members in community groups and diaconal organisations (usually secular ones). Indeed it is unlikely that churches could have supplied the information even if asked. The question of how to relate personal faith to one's work or 'good works' in society is a profound challenge. How much should be done incognito (as "salt of the earth") and how much with clear acknowledgement (as "light to the world")?

6.10 Around one church in eight provides little or nothing in terms of services for the community either on or off the premises. Most of these (68%) have fewer than 100 members, though one church with only 21 members has a wide range of activities on the premises to meet the needs of young, elderly and handicapped.

6.11 The results suggest that relatively little effort has been made to identify the changing needs of society in recent years. Few new initiatives have been started in the last five years or so and most of these are Mother & Toddler clubs. It seems likely that many more areas would benefit from centres for unemployed or housebound people, or services for OAPs.

More emphasis needs to be placed on publicising the activities which take place on church premises, using church magazines and local newspapers and noticeboards wherever possible, rather than relying on posters and announcements inside church or simply on 'word of mouth'.

6.12 Church and Society gathered a group from several areas of work and contrasting regions to take a first look at these findings. Our initial reaction to this survey is to worry about the *quality* of what is being done as well as the (relatively) small *quantity*. Diaconal work (tackling needs) can be a trigger for political action (asking why the needs are there), or it can be a means of avoiding the larger questions.

The mission of a local church is always in a particular context of need and opportunity. The relationship of church and society at the local level should be under constant review, just as it is at national level. Priorities change. The living church should be constantly concerned for the well-being of the whole community in every way. (e.g. Jeremiah 29,7)

6.13 These findings would also help Districts and Provinces in planning the sharing of resources, in developing new models of working, in fulfilling their responsibilities to help local churches reassess their role, their activities and their publicity.

7.1 ETHICAL INVESTMENT

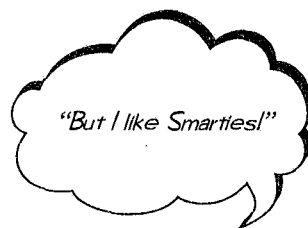
7.1.1 The informal Ethical Investment Group, including representatives of Church and Society and Finance with the General Secretary, has continued to meet and consider any recommendations to the two URC Trusts on an ethical approach to investment. We have benefited greatly from learning at first hand about the approaches of the Church Commissioners and the Methodist Board of Finance.

7.1.2 The Group looked at the Trusts' current guidelines, offered some amendments and recommended the addition of a clause relating to the production of armaments. It also noted the changing situation in South Africa, where a major factor in securing change was the application of economic and trading sanctions over the years. The United Reformed Church Trust, like many other bodies, had instructed its investment managers not to hold stocks in companies with a significant involvement in South Africa. Now, thankful at the outcome of so many years of struggle for democracy, we are encouraged by our partner churches in South Africa and by the World Council of Churches to lift this sanction, albeit prudently and mindful of the need to safeguard good employment practice and the needs of all the people. The Group therefore supported the intention of the Trusts to allow reinvestment in South Africa.

7.1.3 In conjunction with the Trusts, the Group is looking at ways in which the ethical management of the URC Funds might be strengthened without impairing financial returns.

7.2 Nestlé

7.2.1 In 1992 Assembly passed resolutions recommending a boycott of Nescafé and other Nestlé products. One result was the disposal of a small shareholding in Nestlé by the URC Trust. The circumstances in which a resolution to withdraw the recommended boycott might be brought are not some unimaginable change on the part of the company but the tabling of evidence that the company is abiding by its own declared intention to phase out all free and low-cost supplies.



7.2.2 That this had not happened by the company's own target date of June 1993 seems evident from reports by UNICEF. Such supplies are apparently still being made available by Nestlé and others in several countries whose governments have adopted official measures to achieve a ban, such as China, India, Indonesia, Thailand, Morocco, Brazil, Bolivia and Bangladesh.

We are therefore unable to recommend lifting the recommended boycott at this stage.

8 VALUES

8.1 The section in last year's report, together with considerable preparatory discussion, has led to the formation of a *core group* to oversee this work, with the following terms of reference:

- a to commission work of various kinds within five or more programme areas;
- b to set up the appropriate five 'work units' and monitor their work;
- c to bring together a wider group from time to time, representing the working 'units';
- d to determine at an early stage the format of any output from this work;
- e to report to the Committee and Assembly in 1995;
- f to oversee the preparation and production of output by autumn 1995.

8.2 The following *five areas of work* (at least) need to be tackled:

8.2.1 the *briefing* task, to read round and summarise what is already being done by others, e.g. the Borrie Commission, the BSR work on 'Family', the ecumenical Commission on 'Unemployment and the future of work', the recent papal encyclical, etc.

8.2.2 the *psychological or sociological* task, to examine current approaches to persons-in-relationship, persons-in-community, persons-in-role.

8.2.3 the *economic/political* task, to explore what is meant by sustainable development, what kind of society (national, European, global) are we constructing to a plan or by default, to pick up the JPIC trail.

8.2.4 the *institutional* task, to examine the actual formation of values and assumptions, the role of the media, the power of trans-national corporations, the validity of high-profile role-models.

8.2.5 the *theological* task, to look at Christian as an adjective 'to be attached to values, the dependence of behaviour on faith, the instincts for what is good and what is not.



8.3 Several people have expressed interest in working on this theme in some way, including one District committee. Other offers of help under any of these headings would be welcomed.

9 P.S.

9.1 Church and Society, out of necessity rather than any unique foresight, anticipated some of the structural change in central organisation which is now being proposed. Our relatively new committee has become an effective instrument. We meet five times a year, once residentially. During the year we welcomed a new member who embodies the link with FURY Council which we hope to strengthen. Our Secretary took ten weeks sabbatical study leave during the autumn.

COMMUNICATION AND SUPPLIES

COMMITTEE

Convener: Mr Christopher Wright

Secretary: Mrs Carol Rogers

During the past twelve months Communication and Supplies have concentrated particularly on the production of a special issue of *Reform* "A Week in the Life of the URC" (Paragraph 1); the updating and amending of the Ministerial Lists in the Year Book (Paragraph 2); and the subject of Press and Public Relations (Paragraph 8).

1 REFORM

The URC's monthly magazine *Reform* could have been subtitled 'Matters Arising' during the last twelve months, when issues raised in the 1993 General Assembly have been warmly debated in its columns. Assembly Moderator Donald Hilton's address with its challenging assertion 'Once you think you have the measure of God, you can be reasonably sure you are using the wrong ruler', set off a flow of correspondence and contributions from many concerned for the health of the Church.

Assembly issues such as the 65 retirement age for ministers and the invitation to Assembly of leaders of other faith communities also brought a vociferous response; the URC's place in the new Europe and the International Year of the Family were explored in *Reform*'s columns, and there was concerned discussion on the way ministers are called to churches, and the way churches can continue to support them.

The production of *Reform*'s 21st Birthday Extra in November 1993, with photographs eagerly contributed from large and small churches all over the country, helped to lighten the picture of a serious Church with smiles, celebration, song and dance.

Colourful, attractive and interesting are the adjectives we like to hear used about *Reform* — and important to the life of the Church. It could do a better job yet with more readers. We offer free introductory copies for churches to hand to new members (some churches give new members a year's subscription) and encourage churches to see that newly-elected elders read *Reform* — as well as those longer in office.

2 YEAR BOOK

The 1994 edition of the Year Book was published on 1st January 1994. The introduction of the loose leaf format has proved to be very popular. Whilst the information included is being constantly updated, there are still areas where gaps in information occur and any details to rectify these would be most welcome.

3 DIARY

The URC pocket diary was published in August and continues to be a popular item.

4 ANNUAL BOOK

"Sounds of Fury" edited by Donald Hilton will be published in time for the General Assembly. This anthology brings together new material from within the URC and will be a valuable resource for all.

5 DESIGN AND IN HOUSE PRINTING

The design and production of URC material continues to be under constant review. New equipment and desk top publishing programmes have led to heightened expectations and to more ambitious projects being undertaken. The results have been excellent and the material produced by the URC is now recognized as generally being of a high standard of production.

6 DISTRIBUTION AND SUPPLIES

The mail order distribution is continuing to work smoothly. The bookshop is stocking a comprehensive selection of resources for those involved in leading worship and those working with children and young people. An attempt is made to keep material published by authors from within the URC, and this would be aided if authors would send details of any material being published by a commercial publisher in advance of the publication date.

Material is supplied for special events and provincial synods on a "sale or return" basis and Barnes Close has now joined the Windermere Centre, the National Youth Resource Centre and the Arthur Rank Centre in having supplies of URC material and books.

7 INFORMATION SERVICE

The Information Service continues to be sent regularly to all churches through the church secretary. A personal subscription is available at a cost of £5 for one year. All retired ministers are offered a free subscription. The URC is indebted to the volunteers who collate, pack and despatch the information service. New volunteers are constantly being sought to lighten the work load of our regular helpers.

8 PRESS AND PUBLIC RELATIONS

The appointment of a "one day a week" Press and PR Officer has proved to be successful, even though the limitations of the work that can be undertaken are recognized. Links with the media are now becoming well established. There is still a good deal of work to be done in educating local churches into using the media effectively, and recognizing that such use is a means of evangelism. Details of media training courses arranged by various denominations and ecumenical bodies have been circulated to all Provincial Offices.

9 COPYRIGHT

Churches continue to seek help in obtaining copyright clearance for special services and for supplements of hymns and songs in regular use. Leaflets have been issued on Performing Rights and the Electronic Data Protection Act and distributed in the Information Service. Specimen forms are being prepared in regard of the Data Protection Act to help local churches to complete the registration forms in the most comprehensive way.

10 VIDEO

New titles have been added to the video library and the number of loans continues to increase.

11 ECUMENICAL LINKS

The Secretary continues to serve as a member of the Churches Advisory Council on Local Broadcasting and the Media Awareness Project. There has also been a small ecumenical group meeting on the subject of church statistics and computer resources available for mission.

CHILDREN'S WORK COMMITTEE

Convener: Revd Stephen Thornton
Secretary: Mrs Rosemary Johnston

- ◆ Are we really committed to children in the church and community?
- ◆ If so, are we ensuring the best care for children through using the **GOOD PRACTICE** pack.
- ◆ Are we therefore insisting that our workers with children have training opportunities?
- ◆ Use current resources: e.g. **URCHIN**, parenting courses
- ◆ Look for new in 1995 resources: eg CWM stories, **Children and the Church**

1 WHAT SORT OF PRIORITY ?

Talking with those responsible for children's work in the churches, in other denominations, and in agencies set up to care for the needs of children, we discover that all have the feeling that children have a low priority amongst us.

When the population is challenged by this they often deny it, but when it comes to the allocation of money, time and service, the needs of children come way down the list.

2 WHAT SORT OF CHILDHOOD ?

This raises the question, '*What sort of society do we want ?*.' With the vast majority of children estranged from any faith community, we cannot be happy that children are growing up greatly influenced by secularism and materialism but little touched by the Gospel. If this is the case how is the church to respond ? We ask '*What are we wanting for our children, both inside and outside the church ?*'. This is a good question for our Elders' and Church Meetings to thrash out and no doubt we will come up with a wide range of answers. Whatever responses we might encounter, we trust that they will include a desire for us to enable children to respond to the God who loves us all, and to develop and use their gifts and talents to the full.

Your committee has shared thinking with Church and Society and encourages churches to make links with agencies concerned with children in their local communities.

3 WHAT SORT OF RESPONSE ?

Not happy then with the present state of things, we shall all have to be ready to put a great deal more time, money and effort into work with children if the situation is not going to grow steadily worse.

Yet the cry from those concerned across the country is that it is increasingly difficult to get appropriate people to commit themselves to work amongst children, both on Sunday and during the week. Financial resources allocated to children's work are sometimes becoming scarce, nationally, regionally and locally, and our work becomes more difficult.

In spite of this we have been glad to hear stories of imaginative steps forward in some local churches, and to hear of dedicated service gladly given, from all parts of the land.

4 WHAT SORT OF COMMITTEE ?

Spurred on by the challenge, and inspired by the service of others, your committee works very hard to seek to stimulate the church into action; to support those in Districts

and Provinces who are trying hard; to provide resources to enrich the work; to help us cope with the implications of the Children Act, and the increased awareness of child abuse and what to do when it is revealed.

5 WHAT SORT OF CHURCH ?

With the Youth and Children's Work Training Committee and the Youth Committee we have sent a pack to all churches to help ensure that **Good Practice** is followed in all our work with children, both on Sunday's and during the week. It is essential that Elders' and Church Meetings give time to consider responsibly the issues of the pack, because they have legal implications. Of course, we know that only the best is good enough for our children, our churches and God.

6 WHAT SORT OF NETWORKS ?

The committee is grateful to Rosemary Johnston, who in a voluntary capacity is effectively more than a half time Children's Advocate, for the imaginative and careful way that she supports, resources and encourages workers with children across the country and to Pat Shapland for her work resourcing the Provincial Children's Work Secretaries. As editor of **URCHIN**, Rosemary makes available a rich resource for all workers with children. Contributions and suggestions from any source are always welcome for this publication which is sent to subscribers three times a year from Tavistock Place. (£3)

7 WHAT SORT OF YEAR ?

1994 has been designated the 'International Year of the Family' by the United Nations. We have been part of an ecumenical group which has worked to share together possible actions by churches. A leaflet has been produced and circulated to all churches setting out ideas. Material for use in local churches has been shared in **URCHIN**.

8 WHAT SORT OF PARENTS ?

Helped by the Methodist Church we have come to appreciate the Parenting Courses produced by the 'Family Caring Trust', 44 Rathfriland Road, Newry, County Down BT34 1LD. Courses have been set up around the land, and parents have been grateful for the experience. Being the agent by which these courses are set up is a splendid way for the church to serve the real needs of people concerning a central and vital task that millions share. The Committee will be glad to help any church or group set up a course.

9 WHAT SORT OF TRAINING ?

The Committee is very grateful for the work that the Youth and Children's Work Trainers (YCWT)s do in several Provinces. With the launch of **KALEIDOSCOPE** the need for more trained tutors in each area becomes apparent. Being material produced ecumenically, Kaleidoscope offers a golden opportunity for our workers with children to be resourced in the same way. However, if this is not possible it is still our hope that all who work with children will share in a Kaleidoscope course. All Churches Together groups and District Councils are encouraged to ensure that this happens.

10 WHAT SORT OF COLLABORATION?

The Secretary and Convener share in the life the Consultative Group on Ministry among Children (CGMC), a part of the Council of Churches for Britain and Ireland (CCBI). These ecumenical contacts are vital as we encourage one another, share each other's resources and plan future work. **Children and the Church**, a new development from **The Child in the Church**, is in the process of preparation, and when it is available will seek to point the way forward for our work amongst children in the next century.

11 WHAT SORT OF PARTNERSHIP IN MISSION ?

The Convener, with the help of the Council for World Mission (CWM), visited churches in South Korea, Taiwan, Sweden and Southern Africa in the Spring to see how people in other lands are seeking to develop worship, learning and mission with children. CWM intends to make findings available for the use of all local and member churches.

PILOTS PANEL

Convener: Mr Terry Clements

Master Pilot: Revd Derek Gardiner

12 We have so much to give thanks to God for! During this year we have seen the continued growth of PILOTS, with 24 new Companies being formed. We are encouraged by the interest expressed by many Churches in the opportunities offered by PILOTS for work with children and young people.

13 We give thanks for the time and effort of so many people whose enthusiasm for PILOTS enables it to function and grow. In particular we express our thanks for the many dedicated Officers who, week by week, continue to lead Pilots in a whole range of activities and interests and recognise the important contribution they make to PILOTS. We would wish to record our thanks to our sponsoring denominations, the United Reformed Church and the Congregational Federation, for their continued help and support.

14 We are grateful for all the work done by our Provincial Pilot Officers and are delighted to welcome the Revd Ian Jones, who is to serve the Thames North Province as Provincial Pilot Officer and the Revd Lysbeth Carrol as the new Provincial Pilot Officer for Mersey Province. Sadly Mr Bob Braddy, who was the Provincial Pilot Officer in the Thames North Province, died last year. Mr Braddy had faithfully served in Pilots for over thirty years, establishing the Company at Borehamwood. He had been a Provincial Pilot Officer for many years and also served on the Pilot Panel.

15 During the year 59 Pilots earned their Mariner Awards. These are awarded to Pilots who have completed five or more years work in the organisation. We extend our congratulations to each one! We believe that the growing number of these awards made each year are a testimony, not only to the hard work of the Pilots themselves but also to the interest and enthusiasm engendered by the material they are using in PILOTS.

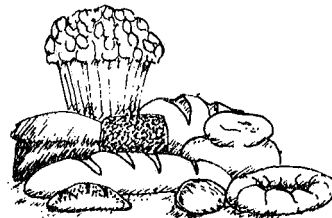
16 Each year PILOTS produces a pack on a different part of the world and the Church's role in that particular region. This year's pack, **African Adventure**, explores the history, culture and people of the countries of Central and Southern Africa. The pack is full of information, activities, games and worship suggestions and can be used with all ages.

17 Over 700 Pilots have taken part in the many Regional Camps which have been held during the year. There have also been many camps organised by individual Companies. We express our thanks to the many Officers and spouses who give of their time and energy to run these Camps.

18 The PILOTS PANEL continues to commend the work of PILOTS to the Church as part of its programme to reach children and young people in our communities. We believe PILOTS has much to offer and we are glad of the opportunity to serve our Lord Jesus Christ through our work with the children and young people within our various Churches.

YOUTH AND CHILDREN'S WORK TRAINING COMMITTEE

Convener: Revd John Oldershaw
Secretary: Mrs Eileen Sanderson



"THE LEAVEN IN THE LOAF"

This report:-

- ◆ gives a glimpse of the work of the team;
- ◆ shares some insights into the challenges and opportunities being faced in a time of change and development; and
- ◆ seeks to celebrate the greater co-operation between all the training areas within the United Reformed Church and the stronger links being forged with our ecumenical partners.

1 INTRODUCTION

This committee is responsible for the oversight of the wide range of developmental work carried out by the team of Youth Leadership Training Officers, Youth and Children's Work Trainers and the National Youth and Children's Work Training Officer (NYCTO). A great deal of commitment is demanded of the small number of committee members in carrying the responsibility for the full-time team and for Youth and Children's Work Training in the United Reformed Church.

2 "THE LEAVEN WORKING QUIETLY" - THE WORK OF THE TEAM

a) **A National Team serving the whole Church**

Much of the developmental work with young people, children and their leaders, as well as in the training area more generally will have input from members of the Team or their National Officer. Some specific examples are:

- Colin Capewell of Wales Province is working with the newly established Fury Council.
- John Quilter of Eastern/East Midlands Provinces is responsible for co-ordinating training for the Community Team at Yardley Hastings.
- Wendy Walker of Southern Province is working with the 11-14 Action Group as it gives fresh impetus to work with that age group.
- Ivan Andrews of South Western Province has worked with Eileen Sanderson (NYCTO) to develop a module of training for Ordinands at Mansfield College focussing on ministry among and with children and young people and the role of ministers in adult education.
- Wallie Warmington of West Midlands has completed a pack for youth workers to use to explore racial justice with young people.
- Sandra Ackroyd of Thames North Province continues to serve on the World Council of Churches working group on Justice and Service and, with Wallie Warmington, has completed the final report of their Youth Exchange project with the United Church of Jamaica and Grand Cayman and the Congregational Union of Guyana.
- The whole team has been involved in the development of the **Good Practice** pack launched at March Synods.

b) **A National team serving each Province**

During the last year; the work of Team members has begun to be focussed far more on the work in the Provinces as each team member develops their distinctive style with the help of increasingly aware Strategy Groups. There has been a slight shift in emphasis in some Provinces to a local church focus which has usually arisen as a result of decisions of Strategy Groups to target particular Districts within their Province for a specific period of time.

All team members work closely with their Province and District Youth and/or Children's Work Secretaries/Conveners to foster development, offer training, including **Kaleidoscope** and **Spectrum**, ensure good practice and to forge ecumenical links wherever possible.

Some examples of Province work are:

- Ann Martin of Wessex Province is successfully developing a long term strategy to ensure tutors are available to serve the increasing demands within the Province.
- Janet Turner of Northern and Yorkshire Provinces continues to represent Northern Province on Mission Council and is part of a project for development in Yorkshire Province, "Turning the Tide", which recognises the inter-dependence of all ages and elements of Church life.
- Jayne Scott of Mersey and North Western Provinces continues to play an important role in the development of the North Western Ginger Group and has devised a more exciting way of helping churches explore their work in relation to children and young people.

3 WHAT WILL THE LOAF LOOK LIKE? - CHANGE AND GROWTH

a) **Training Review**

The Committee and the Team have worked with apparently constant change for a number of years. Changes began with the Fury Project, Mission Council and now the proposed New Structure and the Training Review. The Committee welcome the review of training, aware of the increasing demand for training and of the general acknowledgment in the URC of the value of the Team.

b) **Province Review**

During this year, five out of the nine team members will have gone through their own job review as part of our established Staff Development Policy. During these processes, changes are being proposed which will extend Youth and Children's Work Training and which may offer a new model of partnership between Province and the national Church.

The process of review is currently being clarified to seek to avoid some anxiety arising from a process which takes place at the end of 5 year contracts and in which there is the possibility of no job.

4 "SHARING DIFFERENT LOAVES" - INCREASING CO-OPERATION

a) **Within the URC**

Examples of the increasing training co-operation across the different parts of the URC are:-

- Trainers' Network is now established as a means whereby all trainers of whatever background can come together and learn from each other. The Youth and Children's Work Training Team and the NYCTO have made a significant contribution to this development.
- The Committee is represented on the Integrated Training Group by Eileen Sanderson who has been involved in the production of **Developing Discipleship**. - An agreed statement on the training of Tutors/Trainers in all our varied areas of

church life has now been produced for consultation with Ministries, Faith and Life and ultimately all areas where adult education has a significant part in the programme.

- The Volunteer tutor network which is set to grow over the next few years is becoming increasingly essential to the growth of work in the Provinces.

b) **Ecumenically**

i) ***Spectrum***

Eileen Sanderson has chaired the Management Group of ***Spectrum***, the ecumenical youth worker training material, over the past two years. She has steered it through a difficult transition from English material for Church Youth Workers to being managed by a group representing churches and organisations in England, Ireland, Scotland and Wales. The material will now be re-written and re-launched in January 1996.

ii) . ***Kaleidoscope***

Launched last summer, ***Kaleidoscope*** is now being widely used. It has been well received and is stimulating a great deal of work across the URC.

iii) Tutor Training

The increased demand for training has prompted the ***Spectrum*** and ***Kaleidoscope*** Management Groups to seek to co-ordinate and unify tutor training programmes and standards.

iv) Time for God

The NYCTO has completed a review of the training offered to volunteers and staff by Time for God. A day conference will take place to explore the recommendations and their implications for the future of a growing organisation.

v) National Council for Voluntary Youth Services

The NYCTO represents the Churches on the Executive of this secular organisation. The most significant recent contribution made by the URC was to offer much appreciated input to the "Young People's Participation Project" through Pamela and David Leon, recent Fury Chairs.

5 IN CONCLUSION

The Youth and Children's Work Training Committee are very grateful to the people in the Provinces who support the Team members, and who make possible so much of what is in this report. Consultation with the Provinces will take place in April and September this year to develop the partnership more closely and to seek a way forward for the next few years. There is a hope that the Training Review will be responsive to the needs of Provinces and will enable the current strong position to be built on. Thanks are also expressed to the team members - for their commitment and continuing generosity of spirit in sharing their expertise and knowledge with those with whom they work.

NATIONAL YOUTH COMMITTEE

Convener: Mrs Ruth Clarke
Secretary: Mr Paul Franklin

POINTS OF SPECIAL INTEREST

- ◆ FURY Council is alive and effective
- ◆ FURY National deserves wider circulation
- ◆ ***Hitch-hiker's Guide to the Gospel*** - second printing
- ◆ Launch of ***Sounds of FURY***, Friends of FURY with Centre Supporters
- ◆ Walk of Life Youth Programme - challenge to Provinces and local churches
- ◆ Opportunities for service
- ◆ Yardley Hastings - challenge, comfort, fun and excitement, financial strategy, local church growth
- ◆ Young people's participation in our Church and with others. Challenge to Districts to choose under-25 General Assembly representatives
- ◆ Planning for Joint Churches' Youth Service

1 FELLOWSHIP OF UNITED REFORMED YOUTH (FURY)

1.1 FURY ASSEMBLY

This was the first time that the Assembly had been planned and run almost entirely by FURY members and it gave great excitement to those present who were over 25. Held in January, FURY's equivalent of General Assembly had delegates from 54 Districts converge on The Hayes Conference Centre in Swanwick. FURY Chair, Paul Ashworth, convened the Assembly which debated motions on subjects as diverse as the right to trial by jury to child abuse. A full list of motions can be obtained from the Youth Office. In addition to the debates, delegates took part in a wide range of afternoon workshops as well as the entertainment programme. On the Sunday afternoon, the 1994 FURY Chair, Andrew Jackson (Reading and Oxford District) took over for his year in office and his successor will be John Dryburgh (also from Reading and Oxford District - in fact they live just three miles apart!)

1.2 FURY COUNCIL

FURY Council is in its second year. There is now a continuing voice for young people in the URC, between FURY Assemblies. The Council is represented on the Mission Council and General Assembly. It is working with other committees and groups on issues important to young people, including their full participation within the life of the Church and many areas of Christian and social concern.

Its achievements over the past 18 months include the joint production of the Trade For Change Pack with Christian Aid, a very successful presentation to the AGM of the National Council of Voluntary Youth Services, the promotion of FURY Sunday, a major presentation at FURY Assembly, the control of its own budget, the production of FURY merchandise, the establishing of links with other major committees of the church, the continued relationship with the British Youth Council, planning events such as FURY Assembly and the What Do You Think? event, acting on the motions passed at FURY Assemblies, representing FURY at major URC and other denominational events on top of the work being done in the Provinces of the church. FURY Council certainly knows the meaning of pro-active.

1.3 **BRITISH YOUTH COUNCIL**

FURY representatives play a very active part in the debate with young people from many political, social and religious organisations. The delegation leader is Jocey Twine.

1.4 **FURY NATIONAL**

The three-times a year magazine for FURY also continues to flourish. Becoming bigger and better over the years, it is now a consistent magazine aimed at the 18+ age group. Readership is surprisingly low and it is estimated that only one in three churches receive it. With a variety of articles ranging from debates on topical issues to where the name FURY appears in the news, this seems surprising. Now with joint editors Andrew Jackson and Sarah Houlton, the magazine along with the rest of the FURY Information Service (FIS) provides an invaluable guide to what's happening in URC youth work. FIS also includes Inter-View, for workers with 11-14's, contributions from Christian Aid and Oxfam as well as events, news and information from the National Youth Resource Centre. YOU can sign up to be part of the FIS.

1.5 **TRADE FOR CHANGE**

A joint venture with Christian Aid, this is a resource pack crammed full of stimulating and creative ideas for young people to learn and then act upon issues surrounding unfair trading situations in Third World countries. It includes a cartoon, a petition, action sheets and things that can be done in groups.

1.6 **FURY SUNDAY**

Held on the 20th February this year, FURY Sunday aimed to promote youth work in local churches. It was backed up by resources made available from the Youth Office and was taken up by a number of churches, although sadly, not all of them. Reports from churches that did have a FURY Sunday, were encouraging. The next Sunday like this will be on 20th November which is the Ecumenical Youth Sunday.

1.7 **FRIENDS OF FURY**

The Friends of FURY is to be launched at this Assembly together with Centre Supporters and will be a support network for young people and youth work. Friends of FURY will be people who wish to help and encourage young people at all levels of the URC but with an emphasis on the local level. Whether it be pastoral or financial support (for example) the Friends of FURY (FOF) will also receive a special FIS mailing as well as having back-up from Provincial co-ordinators. More details will be available at the launch.

1.8 **SOUNDS OF FURY**

We are delighted that the Revd Donald Hilton was able, alongside so many other responsibilities, to edit **Sounds of FURY**, the URC Book for 1994. It is an anthology of writing by young people and about young people, based on the five words of FURY (Worship, Prayer, Giving, Learning and Involvement). Its good - buy it, read it.

1.9 **FURY FUND**

This fund is now available to cover all or part of the cost for FURY events which individual young people cannot afford. It is being well used. Young people can apply to the National Youth Secretary or the Chaplain to the Centre at Yardley Hastings - or others can ask on their behalf.

1.10 **FURY GUIDE**

The Hitch-hiker's Guide to the Gospel has gone into re-print. It has sold well in the United Reformed Church and in other churches, including the Methodist Church and the Salvation Army. It is a lively pack (print and audio) which enables young people to explore their own faith in relation to their commitment in the local church and in the community, helped on their journey by a leader/minister/friend.

1.11 11-14s

The FURY age group has been expanded to 11-25 and now a special action group is looking at the work for 11-14s in the church. The first major plan is a huge launch of renewed work with 11-14s alongside the March Synods next year. Then a new magazine for 11-14s will be produced as well as the creation of new and exciting events for that age group. The Inter-View magazine for workers with the age group is now included in the **FIS** and **URCHIN** mailings, the launch will be based on the Trade For Change Pack and a lot more work is being done to fully establish the work with this important age group within the church.

2 PROGRAMME AND OPPORTUNITIES

2.1 THE WALK OF LIFE

The Walk of Life is the national youth programme planned by the Programme Committee convened by David Shapland. The National Youth Committee is challenging every local church, which has young people, to send and, if necessary, sponsor at least **one** person a year to **one** Walk of Life event. We also ask every Province to send at least **three** to **every** event. Of course there is a risk that people's lives may be changed by challenging encounters with Jesus Christ - it has happened before and there are plenty who will testify. (See 1.4 FURY Fund)

2.2 CONNECT 93

Was held in London in October 1993 when over 900 young people enjoyed the many varied activities on the theme of 'Faith Links'. Connect 95 will be held from 27-29 October in Newcastle Upon Tyne.

2.3 GINGER GROUPS

We are particularly pleased that a Ginger Group consisting of four young people (two from the URC, one from Germany and one from Sweden) have been doing lively and challenging voluntary work with children, young people and others in the URC North Western Province, based in Manchester. Although this group has been part of the work of that Province, the opportunity is open to young people from the whole of the United Reformed Church.

Six into One a booklet on the development, progress and activities of the national Ginger Groups from 1985 -1991 has been published. We are very grateful to Revd Paul Quilter and to Mr Roger Tolman for writing this book, using their own experience and the recollections and reflections of local churches.

2.4 FURTHER AFIELD

Opportunities continue to be available for voluntary service in this country and elsewhere - at the Centre at Yardley Hastings, in the North Western Province Ginger Group and through World Church and Mission and other agencies.

2.5 EXCHANGE BETWEEN COUNCIL FOR WORLD MISSION MEMBER CHURCHES

A third exchange between young people in the United Church in Jamaica and the Cayman Islands, the Congregational Union of Guyana and the United Reformed Church is being planned for 1995 and 1996.

2.6 DEPARTMENT FOR EDUCATION

Continues to fund some of our programme. In 1993/4 the sum was £54,000.00 for two programmes to enhance the participation of young people in the United Reformed Church. One funded the setting up of FURY Council (including the appropriate training) and another enabled young people to take part in District Youth Forums.

3 NATIONAL YOUTH RESOURCE CENTRE

3.1

"The whole weekend was like a breath of spiritual fresh air..."

"The warmth of your welcome...the variety and inspiration of the worship...the stimulating discussions brought us so much closer to God."

"The challenge and comfort of the Gospel were shown to me as never before."

"I've discovered it's OK for young Christians to have doubts sometimes... Christians can have fun... the Bible really can come alive in your hands...!"

"Thank you for introducing me to Jesus - in the present tense..."

"What a week! What a place! What a team! Thanks, Yardley! We returned home refreshed and rejuvenated and full of new ideas - which for us older youth leaders is quite something...!"

The Yardley Hastings Centre has a book! It's big and green, full of cards and letters of appreciation and shows without doubt that the Centre is fulfilling its purpose as a vital resource for the young people of the United Reformed Church and their local churches. In its first two years, over 3,000 guests from around the world have visited the Centre. They have benefited greatly from the 50 national youth events, the high quality publications, training programmes, bible studies, retreats, holidays, school courses, leadership training, national presentations, visits to local churches, original prayers and worship resources.

3.2 "NOT TO BE SERVED BUT TO SERVE"

The Centre is faithfully staffed by the Chaplain, Martin John Nicholls; Chef/Domestic Supervisor, Karen Davies; Administrator, Jan Nicholls and Assistant Cook, Jill Sewell and a growing team of volunteer helpers. The staff, and their families, have committed themselves whole-heartedly to the project and have worked tirelessly to establish such a warm and welcoming community. This commitment is reflected in the friendly service, pleasant accommodation, competitive prices and the imaginative and practical resources offered to support local church youth work.

The Yardley Hastings Community Team of six young Christians is now well established and serves the Centre efficiently and with great enthusiasm! The team members provide an important identity group for young guests and help to run the many events which take place at Yardley Hastings.

As well as fulfilling their domestic and leadership roles, they also receive in-service training on many aspects of their work; meet together daily for prayer and live in the Centre as a Christian community. Seventeen young Christians have performed this important ministry since the Centre opened in June 1992 and through their experiences two of the team have felt God's call to explore candidating for the stipendiary ministry and many others to reconsider their future vocations. They all strive to live up to the calling of Jesus, "Not to be served, but to serve".

3.3 SIGNS OF GROWTH

Despite the economic climate and the considerable structural changes and demands placed upon the youth programme in recent years, there are now many marvellous signs of growth;

Second to None

The vast choice of national youth events now offered by the URC is second to none and, together with the excellent publicity, is attracting many more local youth groups and individuals. The new **Pick and Mix** weekends, run by the Centre staff, offer groups large and small a choice of exciting activities. These are proving very popular - especially as they allow the youth leaders the chance to relax and "take in" for a change!

Encouragement and Inspiration

The regular feedback from local churches endorses the fact that so many of these events are sound spiritual investments for the individual, group or the whole church family. Young people and their leaders return home encouraged and inspired to serve the Kingdom in new and exciting ways.

Overwhelming Support

Support for the work and witness of the Centre this year has been overwhelming! Churches have visited, made donations, bought useful equipment, offered plants for the garden, invited the Chaplain and Team to lead worship or make a presentation, sent letter of encouragement, sponsored young people to attend events, suggested young people to apply to join the Community Team, displayed and advertised the programme and resources and upheld the Centre staff in their prayers. A brand new initiative called Centre Supporters (together with Friends of FURY) will soon be launched allowing friends to help ensure that the prices of youth events remain low whilst the quality remains as high as possible!

Resurrection

Not only have visiting churches found new life at Yardley Hastings, but the local URC has also grown in two years from a faithful remnant of six retired folk to a church family of over 60, with a thriving junior church and creche, vibrant worship; house groups; active social life and a healthy ecumenical life with the local Anglican church. The chapel often proves far too small most Sundays, when guests and locals join together for worship. The church has committed itself to the life of the Centre as its main area of mission, and this includes the generous donation of over £2,000 per year. The villagers rejoice at the many signs of resurrection.

On Target

Schools and secular care services are discovering the value of the Centre and commercial bookings are on target for this year.

A brilliant new video has just been released called **Here for You!** It is a lively, informative and very professional film showing the resources offered by the Centre. Churches and groups can borrow the video FREE OF CHARGE (just postage) or buy their own copy for only £10!

3.4 AGAINST THE STREAM

Set up during a recession, the Centre was always going to have to "swim against the stream" in its early years. All credit must therefore go to the Centre Management Committee and the staff who have made such amazing progress in so short a time.

Everything possible is being done to reach the financial targets set by the national church. However, the burden of these targets must not restrict the creative and dynamic potential of the Centre. The real work of the Centre is beyond price; encouraging and equipping young people to reach their full potential as disciples of Christ.

4 YOUTH LINKS

4.1 WITHIN THE UNITED REFORMED CHURCH

a) GENERAL ASSEMBLY

For some years the Assembly has benefited from the policy of encouraging Districts to choose a person who is under 25 to be one of their representatives. We are concerned that some Districts are not identifying suitable people in good enough time for them to make arrangements to attend Assembly. We believe that all Districts should take this responsibility very seriously.

b) MISSION COUNCIL

Two representatives of FURY Council have made a distinctive contribution to the work of Mission Council. The North Western Province has chosen a member of FURY as one of its four representatives.

c) DISTRICT AND PROVINCIAL YOUTH SECRETARIES

We have published revised guide-lines for our District and Provincial Youth Secretaries. Our annual consultation with them was held at Yardley Hastings in 1994. The quality of youth work in Districts and Provinces so much depends on these voluntary officers and we thank them for their time and dedication. We would also encourage Districts and Provinces who lack Youth Secretaries to identify suitable people and appoint them as soon as possible.

d) CHILDREN'S WORK

We are working ever more closely with the Children's Work Committee, with cross representation. We are concerned that in any future work we should maintain the invaluable contribution by people who are under 25.

4.2 WITH OTHER CHURCHES

a) JOINT CHURCHES YOUTH SERVICE

From co-operation to clear commitment is the title of the second interim report from the consultation which has been taking place since 1991 with the Baptist Union, the Catholic Youth Services, the Church of England, the Methodist Church, the New Testament Church of God and the Salvation Army, towards the establishment of a more formal Joint Churches Youth Service in England. The aims are to manage the existing collaborative activities, to develop further collaboration in response to established need and to encourage inter-denominational collaboration at all levels.

b) FIRED UP

The URC National Youth Committee worked together with 19 other Christian Youth organisations for this unique ecumenical event at Pentecost 1994 which gave an impetus for evangelism and focussed young people's attention on the plight of street children throughout the world.

c) MAYC/URC LINKS

ALL ABOARD FOR LIVERPOOL '94 is the first ever joint national youth weekend between FURY and the Methodist Association of Youth Clubs. It will take place from 28/30 October 1993 and 2,000 young people are expected to attend.

d) STAFF

Sharon Kay has become Mrs Sharon Morley and we wish her well. She continues to serve as Personal Assistant to the Youth Secretary.

CHRISTIAN EDUCATION COMMITTEE

Convener: Mr Tony Ewens
Secretary: Mr Carew Satchwell

- ◆ The committee has been concerned with the preparation of new educational materials and the revision of items previously available for use by individuals and groups in our churches.
- ◆ Attention has been given to finding out what resources are needed by local churches,
- ◆ and opportunities have been given for evaluatory feedback on what has been provided.
- ◆ A major initiative has been the development of a link with the Methodist Open Learning Centre, to provide high quality distance learning.
- ◆ Other ecumenical links have been maintained.
- ◆ The Committee expresses a serious concern about aspects of communication within the United Reformed Church.

1 MATERIALS FOR PERSONAL AND GROUP LEARNING

1.1 Much of the committee's time has been spent in reviewing materials to promote discipleship and spiritual growth in individuals and groups.

1.2 Open Learning Centre

Collaboration with the Methodist Church has led to an Open Learning Centre serving the URC and the Methodist Church, and this will provide a very significant resource for members of the United Reformed Church. The committee has overseen an arrangement whereby the Centre's existing courses, which are mostly of ecumenical interest rather than specific to Methodism, will be available to members of the URC. It is planned that URC resources will be added to the Centre's extensive portfolio, and we look forward to a fuller partnership in the scheme in the future. Current provision through the Centre includes courses for groups and individuals, with support from tutors on a distance learning basis. The material is not restricted to those with strong academic inclinations - a number of 'easy to read' programmes are available. Participants have considerable control over the content and pace of their learning.

1.3 Learning about the URC

The committee consulted widely, through *Reform* and other channels, to establish what materials are needed by churches to promote learning about the URC. Respondents were strongly of the view that church members need sound knowledge of their own roots. "To work ecumenically, we need to know where we have come from," was a typical view. There is also a wish for materials to offer to other categories of reader. The committee has therefore arranged for the booklet *Tell Me About the URC* to be revised and re-issued mainly for use by church members. For those who wish to delve more deeply a Study Course will become available through the Open Learning Centre. Churches should find the leaflet *What is the URC?* suitable to hand to visitors and enquirers. The committee is also investigating the potential for an updated version of Kenneth Slack's book, *The United Reformed Church* for use in Religious Education in schools.

For elders, *Being an Elder* is currently being revised by a group from Wessex Province. The committee has recruited a panel of volunteer readers, some of whom will be invited to comment on the draft before final editing to ensure that the views of potential users of the material have been considered.

For members, **Members Together** has now been available for some time and we have begun an evaluation of the pack, inviting comment from users. Through the Integrated Training Working Party a new resource is being produced to help members to deepen their understanding of themselves, their faith, the church, worship and service. This material, **Developing Discipleship**, will be a helpful follow-on to **Members Together**.

2 ECUMENICAL LINKS IN BRITAIN AND BEYOND

The committee has maintained contact with appropriate groups and is keen to give their work added publicity. We have continued to support the work of SPIN, and have found **Adult Network** to be a valuable forum for the exchange of ideas and good practice. We approved financial help for two delegates to the Strasbourg Conference of the European Adult Education Association, with an understanding that their report on the event will be available widely.

3 COMMUNICATION WITHIN THE URC

The committee advises the church that, irrespective of its future organisational structure, it should give urgent attention to improving the chain of communication within the denomination. With regard to this committee's work, two aspects are particularly significant:-

- i) the need for thought to be given to the way in which the information pack is used within the local church. Much that can be done to promote Christian Education within our churches is dependent upon effective dissemination of materials distributed in the pack and we are concerned that these are comparatively little known and little used.
- ii) the need for more effective networking between national committees and those with particular responsibilities for training in the provinces and districts. The committee has resolved to organise a conference for those involved in these posts, because we have become aware of the extent to which tasks are duplicated and energies expended unnecessarily across the church as a whole.

A main reason for our being a conciliar church is the belief that the insights and experiences of any of our people hold potential as divine revelation. A constant care to ensure the openness of our channels of communication, in whatever direction, is therefore essential since, in listening to one another, we may be hearing the voice of God.

WINDERMERE POLICY AND PLANNING COMMITTEE

Convener: Mrs Rosalind Goodfellow

Secretary: Revd Graham Cook

1 With the end of the first Director's tenure of office the Windermere Centre comes to the close of the initial period of its life. It seems to be a good time to review those years.

2 THE OBJECTIVES

In 1985 the objectives of the Windermere were set out as follows:

- a) To enable the people of the United Reformed Church, along with others, to come together and learn from each other how to develop a faith which is relevant to their life and time.
- b) To enable local congregations to discover their role and function in the communities in which they are set and their people to be prepared for mission and evangelism. Such preparation would take place both within the Centre and in their own locality.
- c) To provide a place where Districts, Synods, denominational committees and departments can meet to consider policy and where ecumenical planning may take place.
- d) To provide a place in which vocational consultations may take place, where national issues can be considered and international conversations may be initiated.
- e) To be a place of prayer, refreshment and renewal for the whole church and of reconciliation for the nation.

3 WHAT HAS BEEN ACHIEVED?

- a) The creation of the Windermere Centre:
 - the raising of the required capital sum;
 - the conversion and extension of the original building;
 - the later addition of another extension, at no cost to the United Reformed Church.
- b) The setting up and selection of staff and operating systems.
- c) The creation of a welcome and peaceful atmosphere.
- d) Seven and a half years of successful operation.
 - Each year has brought in more money than bills to meet
 - Bednights (original aim 33%)

1986 - 26.50%;	1987 - 33.69%;
1988 - 32.00%;	1989 - 35.75%;
1990 - 39.03%;	1991 - 37.62%;
1992 - 40.03%	1993 - 38.86%;
- e) There have been 34,046 bednights. This means that by the end of 1993 something in the region of 14,500 people, largely from the United Reformed Church have met to develop their faith.
- f) There have been nearly 700 courses which have been designed, organised and mounted which have enabled this to happen.
- g) 85 different churches, from every Province in England, have been to the Centre, many of them more than once, to discover their role and function in the communities in which they are set and their people prepared for mission and evangelism.

h) Many Districts, Synods and denominational committees have met to consider policy, to hold retreats, to plan strategies. It has become one of the nerve centres of the United Reformed Church.

i) Ecumenical gatherings have included post-ordination training of young clergy from Roman Catholic, Anglican, Methodist and United Reformed Churches; Churches Together in England, looking at the national ecumenical future; meetings between URC/Methodist congregations; international gatherings including the Tri-National (Pfalz, Eglise Reforme and URC); training for Free Church SACRE members; Anglo-German theological consultation; the place of Dissent in our Society; ecumenical retreats and training for retreat leadership; Ecumenical Forum of European Christian Women.

j) There have been several vocational consultations.

k) The Centre has been a place of prayer, refreshment and renewal. The lives of people and of churches have changed. Scripture has been explored, skills have been shared and developed, new songs have been sung, new prayers uttered, stillness entered into. Elders have been trained and Ministers refreshed, theology has been explored, networks have been created and sustained. People have found rest, relaxation and healing.

l) The Windermere Centre has become an essential resource for the United Reformed Church. It is ...

- i) a major capital investment
- ii) a constant source of renewal from which a regular supply of adrenalin is pumped into the life-blood of the church
- iii) a strategic and spiritual tool for the church as it develops its missionary task.

4 THIS LAST YEAR

In addition to carrying on the general life of the Centre as described above, the Centre was chosen by the BBC to be the place, along with Carver Church Windermere, from which it was appropriate to broadcast its Radio 4 Morning Worship during the 21st year of our life as church.

The Centre has also taken on the management of the theological magazine ***Reformed Quarterly***.

We are currently working on the details of a counselling service to be operated in conjunction with the Centre.

5 THANKS

The Windermere Policy and Planning Committee thanks Graham Cook for his outstanding work as the first Director of the Windermere Centre.

HEALTH AND HEALING COMMITTEE

Convener: Revd R Hine

Secretary: Revd J Hollyman

1 HEALTH AND FAMILY

Partners in Learning had a three week theme on healing and wholeness. Week two called for the congregation to list people involved in healing. One girl rapidly called out 'mummies'. Quite right too. A great deal of our health and well-being is caught up in our close relationships. That can be for our healing or our harm. The people around us contribute as much as the technical skills of professionals, in the matter of health and wholeness.

Ill health impinges on the family. One member's slight indisposition makes an impact. A major illness or impairment can change life for several family members. Some households become dominated by that personal total caring for another person that is demanding on the health of the carers and sometimes strains relationships.

Relationships impinge on health. Sometimes the pain in my neck is another person. The strain of unresolved tension in relationships takes its toll on health too. Sometimes a burden of the past drags a family down, because forgiveness, reconciliation and healing have not been given a chance.

In a year of the family we can pray and work for the healing of the family, glimpsing in this example of mutual connection, something of the way God comes close to us. Where one member is broken, no one is whole. Christ too is present in the other person, and is present both to share the pain and heal and save.

2 MODULAR STUDY KIT

The major focus of the committee in the past year has been preparation of a study kit in modular form. Work is now well advanced on the first two stages. The intention is to publish an introductory module, and four packs of material for the second stage during 1994. The four themes are Biblical background to healing, Prayer and healing ministry, Pastoral care and visiting, Justice and health. This material will represent a core course. The intention is in future to provide a third stage of option modules on particular topics.

Once the work is done, individuals or groups will have a solid basic introduction plus freedom of choice in following particular interests.

3 EMOTIONAL DISTRESS

The experience of emotional distress - an update of the earlier paper on mental and emotional suffering, is now available. It attempts to give some insight into the experience of deep distress, and offers resources of prayers and readings for people going through such times of difficulty.

4 COMMUNITY CARE

The committee is still concerned for how care in the community is working in practice. We have heard some good stories, and some examples of the stress on unsupported individuals who don't fit the categories for which help is available. Extreme instances of poor community care make newspaper headlines, but there is a great deal of neglect in

our cities which we have almost come to accept. We appreciate how professionals in health and social services have been very much under pressure of change and pressures of demand in the past year.

We would still like to hear from local churches both of their involvement in care in the community, and their monitoring of it in their area. Those papers we have received will be made available to churches which have a specific interest, and request them.

5 ECUMENISM

We seek to work with ecumenical partners. Methodists have produced a study guide on Depression, and are encouraging use of our paper on ***Hymns for use in Healing Services***. Their network of local assistant secretaries for healing is becoming established, and may make a useful link (along with our own provincial consultants) for churches wishing to learn more of healing ministry. Another issue that the Methodists have been pursuing is genetic engineering. They have published a paper Human ***Genetic Engineering - Good or Evil?*** (by Revd Dr David Hardy), and planned a conference on the theme to be held at Luton College in May 1994. Methodists and Baptists have together published a study paper on the subject of Euthanasia.

6 THE CHURCHES COUNCIL FOR HEALTH AND HEALING (CCHH)

CCHH held one day conferences on ***What is wrong with Christian Healing and Euthanasia in the Judaeo-Christian Tradition***. A book of the day entitled ***What is wrong with Health and Healing*** has been published. It is hoped to publish the transcripts of the day on Euthanasia. CCHH will have celebrated a 50th anniversary in 1994, fifty years since its foundation by William Temple. One of its great strengths is the membership of the institutes of medical and nursing professionals. The 1994 Conference will be on ***New Age Medicine***.

7 THEOLOGICAL COLLEGES

CCHH has prepared a pack ecumenically for distributing to students at theological colleges. There is always an interest in healing ministry, and we remain willing to assist our college students learn about these issues.

DOCTRINE AND WORSHIP COMMITTEE

Convener: Dr David Thompson

Secretary: Revd Dale Rominger

1 As usual the Committee has held two residential meetings this year, though much work is handled by representatives and sub-groups who report to the full Committee. The main business has been:

- ◆ the Basis of Union
- ◆ marriage and authority
- ◆ resources for worship
- ◆ ecumenical discussions.

THE BASIS OF UNION

2 Assembly gave first approval to the revision of Schedule C proposed by the Committee last year after a discussion which by both its procedure and substance seems to have satisfied many members of the Church. The proposal will come back to this year's Assembly for final approval, after being considered by Provincial Synods. Some further suggestions for revision have been made to the Committee subsequent to last year's Assembly, but it is not appropriate to consider these until the present process is concluded. In the light of the form approved by the Assembly the Committee has decided that no revision of Schedule D is necessary at the present time.

3 The Committee has been working on an alternative version of the Confession of Faith which constitutes paragraph 17 of the Basis of Union. This paragraph, being a historical statement, was not revised when the rest of Basis of Union was amended to use inclusive language some years ago. At present the Committee envisages that such a version, if eventually approved, would not replace the existing paragraph but be available alongside it, very much like the alternative version of Schedule D on the Nature, Faith and Order of the United Reformed Church.

MARRIAGE AND AUTHORITY

4 The question of what constitutes a Christian approach to marriage is often in the news, but it is usually treated solely from an Anglican or Roman Catholic point of view. Two or three years ago the Committee encouraged one of its members, the Revd Susan Durber, to put together a book on the Theology of Marriage from a Reformed perspective. This is to be published by the Church and copies should be available at Assembly, entitled, *As man and woman made*.

5 Work has been continuing on the question of the authority of Assembly resolutions raised by the Mersey Province last year. The group considering this matter hopes to make a preliminary report to the Committee and the Province in July.

RESOURCES FOR WORSHIP

6 The third set of *Festival Services* should be available at Assembly. The Committee has also established its new Worship Reference Group with the task of identifying and publicising resources.

7 Two years ago the Joint Liturgical Group published a new four-year lectionary. The Committee did not propose its immediate adoption in place of the two year lectionary in the Service Book but suggested that ministers and churches might try it and report their views. The increasing use of the three-year Common Lectionary indicates the difficulty of reaching consensus on this question. Because of the ecumenical dimension and the implications for material for children's work, the Committee is exploring the possibilities for rationalisation.

8 The Committee has commissioned a Companion to *Rejoice and Sing*, with a target publication date of autumn 1995.

ECUMENICAL DISCUSSIONS

9 The Committee represents the Church on a number of ecumenical bodies. One is the Joint Liturgical Group, whose composition and nature has recently been reviewed. Another is the Theology and Unity Group of Churches Together in England, which has launched a programme of study in preparation for the 1997 National Assembly. The Committee also benefits from cross representation on the Methodist Faith and Order Committee.

10 The Fourth General Assembly of the Churches participating in the Leuenberg Agreement was held in May in Vienna. The Revd Donald Norwood has replaced the Revd Geoffrey Roper as the Church's representative on this body, and we are grateful to Geoffrey for his years of service. The Methodist Church is currently exploring how it might be linked to the Leuenberg group.

11 Three members of the Committee - the Revs Susan Durber and Donald Norwood and the Convener - were present wearing various hats at the Fifth World Faith and Order Conference in Santiago de Compostela last August, as well as the Church's official representative, Principal Martin Cressey, and the Revd Tony Coates. They are available to speak to congregations on request.

YOUR QUESTIONS

12 The Committee handles a number of questions and requests from local congregations and others by correspondence. Members of the Committee are always ready to visit Provinces and Districts to discuss matters of common concern.

PRAYER HANDBOOK

Secretary: Revd Terry Oakley

1 The 1994 book, edited by the Revd Kate Compston and with prayers written by Janet Lees and the Revd Bob Warwicker is entitled ***Edged with Fire***. A cassette tape, mainly for the partially sighted, is also available with selections from the prayers and editorial contributions. Thanks are due to Addie Redmond and a group in the Northwest who provided the voices.

2 The 1995 Prayer Handbook celebrates the 200th anniversary of the Council for World Mission (CWM). The prayers have been written by the Revd Bernard Thorogrood, (in retirement in Australia), and Ms Francis Brienen (a staff member of CWM). The CWM Prayer Leaflet will be incorporated within the Prayer Handbook. The Joint Liturgical Group's four year lectionary will again provide the foundation for the prayers, which also reflect mission themes. Stories and comments from the CWM partner churches and their other partners in mission will also be included.

3 Possible collaboration with the Methodist Prayer Handbook is being explored. It looks likely that this will lead to a more helpful complementarity rather than a conflation of the two publications. An anthology of prayers and other items from previous Prayer Handbooks is another possibility.

4 The 1996 Prayer Handbook is to be edited by the Revd Janet Wootton a minister of the Congregational Federation, one of our CWM partners.

FORUM

Co-ordinator: Revd Terry Oakley

The 1993 Forum celebrated the 21st birthday of the United Reformed Church, with the Moderator of General Assembly, the Revd Donald Hilton, leading the Bible Studies, the Revd Liz Byrne leading exciting all-age worship, and other major speakers reflecting on the past, present and future of the URC, under the title, ***Journeying***.

The future of FORUM itself became a matter of lively debate at Mission Council in the autumn. Over the last few years a loss of several thousand pounds per year has been incurred. As a result it was decided not to continue with FORUM. However, due to a strong lobby and continuing interest from many people, an independent group is organising FORUM after all. It will be on the theme of the International Year of the Family, with the title ***You, Me and God***. Although an independent financial enterprise, it goes ahead with the encouragement of Faith and Life. The theme leader will be the Revd Keith Forecast and there will be the usual stimulating group work, all-age activities, lots of learning and plenty of leisure-time too.

FINANCIAL MANAGEMENT COMMITTEE

Convener: Mr Alistair Black

Secretary: Mr Clem Frank

1 The Committee considered possible changes in the format of the URC accounts in the light of both the recently published "Statement of Recommended Practice (SORP 2) for the accounting by charities" as well as the desirability of making the URC accounts more comprehensible to church members. However, as further changes are to be made to SORP 2 it was decided to introduce minor changes in the 1993 accounts pending the need to consider more substantial changes for 1994.

CHURCH BUILDINGS FUND

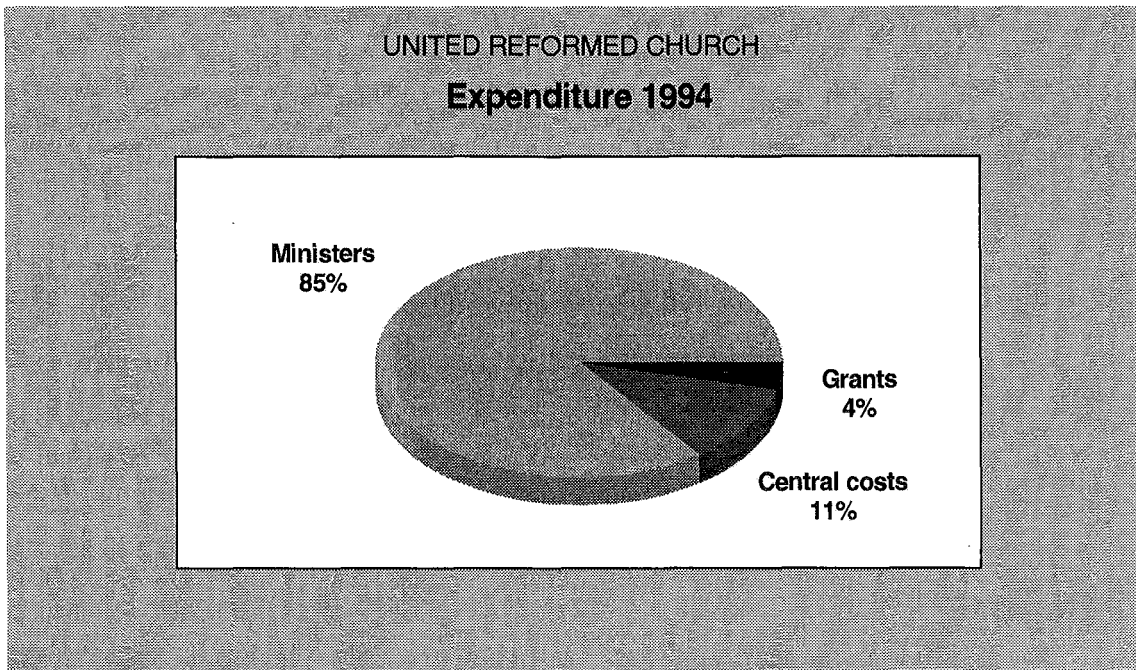
2 During 1993 the Financial Management Committee approved loans of £108,000 and grants of £24,000.

LEGACIES

3 It is with grateful thanks that we acknowledge the generosity of those who provided bequests out of their estates to the URC in 1993. These are shown on page 29 of the accounts in **Appendix IV**.

FINANCIAL RESOURCES COMMITTEE

Convener: Mr Alistair Black
Secretary: Mr Clem Frank



1 The overall result for 1993 was a small deficit of £32,000. This is encouraging in view of the overspend of £133,000 in respect of the Maintenance of the Ministry.

2 However, it is disappointing that despite the expenditure cuts to the 1994 budget, which were proposed by the Mission Council and approved by last year's General Assembly, the estimated deficit has risen from £38,000 to £53,000 due to an anticipated overspend of £337,000 by the Maintenance of the Ministry, which has been offset by the allocation of £248,000 from the Memorial Hall Trust Grant, coupled with a restriction on certain grants and items of expenditure to the 1993 level.

3 The Committee encountered problems in preparing a reasonably balanced 1995 budget for Mission Council's approval due to the limited rise of 3.39% in Provincial commitments, coupled with an unexpected increase in the number of stipendiary ministers. In response to this situation they supplemented the income of the Ministry and Mission Fund by transferring £235,000 out of the annual Memorial Hall Trust Grant and limiting certain grants and expenditure. However, these increases still resulted in a deficit of £90,000 despite the underlying assumption that there would be no unforeseen increase in stipendiary ministers.

4 This situation once again emphasises the need for urgent steps to be introduced to provide effective overall control of the number of ministers and other staff paid by the Church, taking account of the size of the Church and its future mission. Unless such action is initiated the Church's costs could run out of control.

5 This is underlined by the fact that, as illustrated in the above pie-charts, 85% of the costs paid centrally by the URC relate directly to ministers stipends and other associated costs, including training.

MAINTENANCE OF THE MINISTRY COMMITTEE

Convener: Mr Michael Harrison

Secretary: Mr Alan Taylor

1 The Maintenance of the Ministry Committee and its Officers have been much occupied in seeking to carry out the wishes of the 1993 General Assembly. The tasks have not always been possible. [**Resolutions 27-34** are part of this Committee's work].

STIPENDS

2 In our prime responsibility, namely the setting of the level of stipend, we were given the target of £13,200 plus inflation on 1st January 1995. (1993 Resolution 38a).

3 At our meeting on 8th February 1994 we decided to act on known historical RPI figures rather than guess at future ones. The figures for 16th November 1993 (the latest available for our meeting) gave an 18 month increase of 1.7%; by accepting the £13,200 base and inflating by 1.7%, we reached £13,428, which we have recommended as the annual stipend from 1st January 1995. The next RPI calculations will need to use the figures for 16th November 1993 as their base; the URC's lengthy procedures make this the only alternative to informed but risky guesswork.

PENSIONS

4 A valuation of the Pension Fund is being undertaken by the Consultant Actuary as at 1st January 1994. No final report upon this valuation has yet been made, although preliminary indications are that the expected shortfall on the long-term valuation basis will be in the region of £11.3 million. The Church has been advised by the Actuary that, based upon the current actuarial assumptions, it will be necessary for the series of annual subventions increasing by 10% per annum compound (the amount for 1993 was £825,000) to be continued until 2006 inclusive. The Maintenance of the Ministry Committee intend that these payments shall be made.

5 It will be recollected that the new Rules agreed at last year's Assembly effectively raised current pensions, and pensions yet to start, while tying future escalation to RPI limited to 5% per annum instead of to future stipends as under the old Rules. We report that only some 30 members elected to stay with the old Rules.

ECUMENICAL SUPPORT GRANTS

6 Whilst the payment of short-term ecumenical support grants will continue, the Committee is of the opinion that long-term grants are better dealt with through Province/District financial structures. It is impossible to foresee such long-term needs and make appropriate arrangements; local oversight is likely to be needed at any rate. In the circumstances we intend to phase out centrally controlled long-term ecumenical support grants by 31st December 1995.

STRUCTURES

7 It would be irresponsible of the Committee to set a stipend level without bearing in mind the budget implications. This year we found ourselves in the absurd position of not knowing for how many ministers we would need to provide. Estimated figures, which had proved a moderately effective guide in the past, were becoming increasingly

unreliable because of the lack of any mechanism to control the number of ministers taken onto the payroll. The unplanned, uncontrolled rise in the total number of stipendiary ministers, although at present only on a moderate scale, has been sufficient to cause huge budgetary problems. As the resolution of these difficulties lies outside our responsibilities and powers, the Committee passed the following Resolution:-

“The Maintenance of the Ministry Committee requests the General Secretary to take urgent steps which will enable the Church to formulate a human resource policy, taking account of the work currently being done on deployment and Patterns of Ministry. As an immediate step to safeguard the level of stipends, we request that the maximum number of stipendiary ministers (Full-time and Full-time Equivalent) in 1995 be determined and not exceeded.”

8 In view of the urgency of this matter, we hope that by the time this report is read, this section will be part of the history of a problem that the Mission Council has tackled.

RETIRED MINISTERS' HOUSING COMMITTEE

Convener: Revd David Hannen

Secretary: Mr Bob Carruthers

1 During the year 1993 14 retiring ministers and 2 ministers' widows were assisted with housing. All qualifying applicants were assisted and capital for property purchase was provided when required. In addition six tenants were rehoused in properties more suited to their needs.

Number of properties

As at 1 January 1993	278
Purchased in 1993	22
Received as legacies or gifts	1
	301
Less number of properties sold	12
	289

Number of properties as at 31 December 1993 289

Of Which	
Not occupied	1
For sale	7
Occupied by	
Retired ministers	175
Ministers widows	95
Sitting tenants or other Non URC tenants	11
	289

All the properties sold and those for sale at the year end were in localities in which no known applicant wished to reside.

2 At the year end 2 properties were in the process of purchase and no applicants were seeking properties.

3 It is anticipated that during 1994 housing will be provided for 17 applicants and 3 tenants will be rehoused.

4 During the year a survey of ministers due to retire in the period 1995 to 2002 was carried out. This revealed that 68 ministers consider that they can provide for their own retirement housing needs while 139 ministers will require assistance under the Scheme managed by the URC Retired Ministers' Housing Society Limited.

5 Purchase ceilings based on the "County" average prices for semi-detached properties in the county in which the property is situated applied throughout the year and this arrangement will continue for 1994. Information about the ceilings which apply is available from the Committee Secretary.

6 It should be noted that:-

- (1) The "purchase cost" of a property must be within the ceiling which applies: in joint purchase cases the ceiling is up to a maximum of county average plus one-half with the applicant providing not less than the excess above the county average.
- (2) The purchase cost is the purchase price plus the cost of repair, improvement and/or extension identified at the time of survey of the property prior to purchase.
- (3) The Committee maximum contribution (County average purchase ceiling) is not provided as of right to each applicant. Less than the Committee's maximum may be provided: the applicants contribution towards the purchase of a property depends upon the amount of capital available to the applicant and spouse.
- (4) An applicant who wishes to have a retirement property costing in excess of the joint ceiling should consult with the Committee Secretary.

7 In 1993 rental income was based on a standard monthly rent of £50.00 which provided an income for the year of £146,000. This was credited to the Property Management Accounts with the costs of maintenance and repair, both major and minor, and insurance £129,000 and administration £24,000 being met out of that account. In the year expenditure exceeded rental income by £7,000. For the year 1994 the standard monthly rent has been set at £52.00.

8 At the 1993 General Assembly a member asked whether retired ministers might be housed free of rent.

The Committee has followed a policy of providing for the maintenance and repair of the retirement properties at the times when the needs are identified. It has been assured from on-going contacts with the tenants that they are well satisfied with both the level of rent and the standard of maintenance and repair carried out. Indeed those tenants who own a share of the property in which they live have a particular interest and invariably expect early attention to any defect when it arises. There is a need therefore to ensure that funds are available to meet maintenance, repair and insurance costs.

In considering the question of providing housing free of rent, the Committee has been mindful that only a proportion of retired ministers and widows are housed under the National Scheme. In equity any assistance to relieve tenants of meeting maintenance, repair and insurance costs should also benefit those who own their own properties.

The Committee concluded that there is no alternative means of financing maintenance, repair and insurance costs and considers the present method is the most equitable and practical that is available.

9 The Committee is most appreciative of the contribution of £164,000 in gifts and donations, including the gift of a property valued at £110,000 and £89,000 received as legacies during 1993.

10 The Committee is grateful to those members who provide oversight to the retirement properties and the ministers and widows who reside in them. In the year the Principal Officers made visits to 13 applicants, 57 tenants, and to 11 properties untenanted.

11 The demand for the Pre-Retirement Course is such that two courses were held in November 1993 and a third course is to be held in April 1994. The three sessions of the Course which deal with "Housing" have been of equal benefit to all attending, whether or not they need financial assistance with housing.

WELFARE AND EMERGENCIES

COMMITTEE

Convener: Mr Ray Heritage
Secretary: Mrs Judy Stockings

1 The work of this Committee continues as we endeavour to use the resources at our disposal as wisely as we can. As we have said in previous reports, in spite of the increases made in stipends, there are still emergencies to be met. However carefully one plans, occasions such as the unexpected illness of a member of the family involve costs which have not been included in a family budget, and on these and other such occasions we are able to help.

2 Then there are the funds which may assist in meeting the costs of school uniforms for minister's children together, in certain circumstances, with some help for educational purposes.

3 It is also through this Committee that immediate grants are made to a bereaved spouse on the death of a minister. At Christmas time gifts are made to minister's widows and widowers.

4 These examples give an idea as to the nature of the work of this Committee, but there are many other ways in which we seek to help. Since the detailed work is of a confidential nature we are only able to provide a general outline.

5 We are helped greatly by the local knowledge that is supplied, usually by the Provincial Moderators, and as always we are grateful to them for their assistance.

UNITED REFORMED CHURCH TRUST

Convener: Mr Desmond Davies

Joint Secretaries: Mr Ian Neilson, Mr Anthony Lodde

1 It is with deep sadness that the Trust records the death of its Chairman, Mr J Alan Cumming CBE, CA, in November 1993. He had been Chairman for many years and his unique gifts of sagacity and humour are sorely missed. The Board are pleased that Desmond Davies has agreed to be appointed Chairman.

2 The Company which is limited by guarantee, not having a share capital, was re-constituted by Special Resolution dated 20 May 1993, by adopting new Articles of Association.

3 Following the approval of General Assembly 1993, the Trust transferred responsibility for the United Reformed Church Ministers' Pension Fund and its investments to the newly formed United Reformed Church Ministers' Pension Trust Limited.

4 The Trustees met regularly with their Investment Managers, HSBC Asset Management Europe Limited (formerly James Capel Fund Managers Limited) to review the performance of the Investment Pool. They also gave consideration to the ethical guidelines relating to these investments and, after taking account of the views of both the Ethical Investment Group and the Investment Managers, resolved that the embargo on the holding of shares in companies which have a significant involvement in South Africa be lifted.

5 The day by day work of the Trust in its continuing role as Trustee for very many United Reformed Churches throughout the country has involved a regular flow of property transactions in respect of redevelopment, purchases, sales and lettings, on which the Secretaries report to the Board.

THE UNITED REFORMED CHURCH MINISTERS' PENSION TRUST LTD

Chairman: Revd Dr Arthur Chadwick

Secretary: Mr Geoffrey Lunt

1 The company was appointed as Trustee of the United Reformed Church Ministers' Pension Fund by the Assembly in 1993, and assumed responsibility for the management of the Pension Fund and its investments.

2 The Board has continued the practice of the former Trustee by delegating responsibility for the management of the investment portfolio to HSBC Asset Management Europe Limited (formerly James Capel Fund Managers Limited), and meets quarterly with their representatives to review strategy and performance.

3 The Board has resolved that the embargo on the holding of shares in companies which have a significant involvement in South Africa be lifted, and has given the appropriate instructions to the Investment Managers.

INTEGRATED TRAINING WORKING PARTY

Convener: Revd Terry Oakley
Secretary: Revd Lesley Husselbee

1 The present focus of the Working Party is on producing a resource called *Developing Discipleship*, which is for members of the Church. It will consist of five modules:

Being, Belonging, Worshipping, Believing and Serving.

The material has been written by groups in Provinces and is now being edited by the Revd Catherine Middleton. It will be piloted later in 1994.

2 The Working Party has given serious consideration to the Scottish Churches course *Training and Learning for Service (TLS)*, operated from the Open Learning College. The Working Party commend it as a follow-on to *Developing Discipleship*. Other ecumenical courses are also being considered for possible recommendation as follow-ons. The collaboration between the Methodist and URC through the Open Learning Centre is warmly welcomed by the Working Party.

3 The group responsible for finding a replacement of *Exploring the Faith* - a course for Lay Preachers and others - are considering several options, amongst them is the TLS course. A special meeting of the Lay Preachers Committee and Exploring the Faith Group met at the end of March for this purpose.

4 A meeting to explore the development of effective Tutor Training was arranged by the Working Party, at which were the areas of ministerial training, province training and youth & children's work training were represented. A proposal was agreed offering a way forward to ensure common approach and standards of adult education throughout the URC. This is to be offered more widely for consultation.

5 The future of the working party depends on the outcome of the restructuring of Assembly committees and the Training Review, though it is clear that the concern for the co-ordinating and integrating of training belongs to the proposed new Training Committee.

MINISTRIES

Convener: Revd C Keith Forecast

Secretary: Revd Lesley Husselbee

VOCATIONS COMMITTEE

Convener: Revd Derek Gill

Secretary: Revd Michael Diffey

1 This has been a year in which financial pressures within the Church have given considerable urgency to the question of the number of ministers we should be employing. This naturally means that we are being asked to restrict entry into our ministry in a number of ways. At the same time long-term planning on these issues is very difficult in the period in which we await the Patterns of Ministry Working Party report and Assembly's decisions on it. In the meantime we must continue to do our best to ensure that our churches are served by ministers of the highest possible quality and that long-term interests are not damaged by short-term considerations. This requires very careful scrutiny of all applications for transfer into our ministry from that of other churches. It also means that Deployment Policy must be pursued more rigorously, as the only final control we have at the moment on the number of ministers employed is through the number of posts offered. This follows from the fact that there is no control of the movement of ministers in part-time posts or out of pastoral charge into full-time employment by the Church.

LOWER AND UPPER AGES ON ENTRY INTO MINISTRY

2 This matter was raised in the debate on our report in Assembly last year and has again been brought to our attention during the year. Common sense and the costs of training both demand that we make changes to the current rules. Mission Council has asked the Patterns for Ministry Working Party to look at this issue and we await their report.

ASSESSMENT BOARD

3 The Board has been very concerned that the criteria used in assessment are appropriate to the needs of the Church. They are consulting widely in order to arrive at criteria which will serve the best interests of the Church.

THE SUSPENSION AND RESIGNATION FROM MINISTRY AND DELETION FROM THE ROLL OF MINISTERS

(PASTORAL MEASURE)

4 Last year we stated our intention to bring proposals for the revision of the Pastoral Measure to Assembly this year. Most of the work on this is complete, but the issues have proved complex with the result that our final suggestion is not yet ready. We will have to bring this to Assembly next year.

APPEALS PROCEDURE

5 We took soundings with Provincial Ministries Committees so that we could see clearly whether any change was required. We have concluded that no change should be made.

RESEARCH ON MINISTERS LEAVING MINISTERIAL SERVICE

6 No information was available on the actual numbers leaving ministerial service other than by retirement, nor on their reasons for doing so. We believe it to be important for the long-term development of ministry in the URC that such information should be available. We are grateful to the Revd Peter Jupp for producing the figures for us for the period of the URC's existence. These reveal a surprisingly small loss. Of 730 ministers ordained between 1972 and 1993, 81 no longer appear on the Roll. Of these, 29 are deceased. We are researching the reasons for the 52 who have left the Roll. We hope the effect of this research will result in better use of our human resources.

VOCATIONS SUNDAY

7 We will again be sharing Vocations Sunday with the Methodist Churches on Epiphany 2, which falls in 1995 on January 15th. It is the turn of the Methodist Church to produce the material, which we hope will be widely used.

RECRUITMENT

8 We continue to provide information about the need and opportunities for ministerial skills and qualities together with training requirements, in the belief that the long-term health of the church requires continuing recruitment. Those recruited now will not come on to the pay-roll for several years, by which time we believe that the number of retirements is almost certain to exceed ordinations no matter how vigorously we recruit.

ROLL OF MINISTERS

9 (As reported to the Vocations Committee between June '93 and January '94)

ADMISSIONS TO THE ROLL OF MINISTERS

CRCWs

By Commissioning

Janine Lawley

By Ordination - Stipendiary

Peter Gray, Geoffrey Rodgers, Sally Thomas, Heather Gabbott, Fleur Houston, Hamish Temple, Kevin Jones, Peter Henderson, David Littlejohns, Eileen Springbett, Seth Brown, Neil Messer, Ruth Ball, Ian Smith, John Downing, Elaine Dunn, Adrian Skelton, Graham Knights, Timothy London.

By Ordination - Non-Stipendiary

Ronald Wilson, William Fraser, Paul Burton, Warren Landon, Douglas Watson, John Bassett, Jeffrey Hancocks, Angela Cotton, Irene Hinde, Mary Irish, Patricia Cemlyn-Jones, Rosalind Harrison, David Mapp, Dinah Whittall, Robert Damer, Christopher Dean, Patricia Crawshaw, Ann McNair, Jose Finlayson, Daphne Topple.

By Transfer from Other Churches

Revd Dr Margaret Yee (Presbyterian Church, Australia), Revd John Macauley (Methodist Church, Sierra Leone), Revd Albert Ferwerda (Reformed Church, Netherlands), Revd Keith Argyle (Baptist Union), Revd Michael Forster (Baptist Union), Revd David Dean (United Church of Christ), Revd Martha McInnes (United Church of Christ), Revd Donald Clarke (Baptist Union), Revd Amanda Harper-Massey (Baptist Union), Revd Patricia Anne Hall (United Church of Canada), Revd Dr Robert White (Presbyterian Church, USA), Revd Richard Dodds (UCC, USA) and Revd Margaret Dodds (UCC, USA), Revd Leonard Phelps (Presbyterian Church, USA), Revd Leslie Giller (Baptist Union), Revd Robert Fyall (Church of Scotland)

Ministers of Other Churches serving the URC

Revd Julian Templeton (Presbyterian Church, USA), Revd Dina Ferwerda-Arends (Reformed Church of the Netherlands/CWM).

DELETIONS FROM THE ROLL OF MINISTERS

By Resignation and/or Transfer to Other Churches

Revd Angus McCormick to the Presbyterian Church of Ireland
Revd Colin Johnson to the Church of England
Revd Alan Trafford to the Presbyterian Church, USA
Revd Ian Meredith to the Church of Scotland
Revd John Simpson to the Church of England
Revd Marlene Schwoebel to the Evangelical Lutheran Church of Nordelbien
Revd David Cave to the Baptist Union

By resignation

Theresa Mansbridge (CRCW), Walter Hartwell, Roger Jones, John Marshall-Evans, James Cairns Neary, John Turner-Knell, Stephen Skibniewski Woods, Ellen Thomas, Bob Gordon, Clive Thomson, Clive Moore.

CERTIFICATES OF ELIGIBILITY

19 Certificates have been issued which include five to ministers applying to come into the URC through the Overseas Recruitment Scheme. Four applications were approved from ministers of other churches offering to serve the URC.

TRAINING COMMITTEE

Convener: Revd Dr John M Sutcliffe
Secretary: Revd Dr Lesley Husselbee

1 The Training Committee is concerned with matters relating to Colleges, Courses, finance, students, lay preachers, Provincial In-Service Training Officers, Provincial Directors of Training, and the Board of Studies for the Non-Stipendiary Ministry. Underlying all the Committee's work are the central ecumenical debates about learning in ministry. Even the word 'training' in the Committee's title begs questions about the process with which we are concerned. Most of this Report reflects our being drawn into discussion and invites the churches and members of the Assembly to participate.

NEW TEACHERS

2 During the year we have welcomed into post the Revd Dr Janet Tollington at Westminster College, Cambridge, and the Revd Dr Walter Houston, the Revd Frances Ward and Ms Helen Bond at Northern College.

STAFF DEVELOPMENT

3 An enquiry has been held into programmes of staff development in the Colleges and Courses used by the church. It is hoped that the Report will encourage all staff to take a positive professional view of opportunities for development and assessment.

NEW COURSE

4 The new Course to be offered by Northern College and the Manchester Christian Institute has been welcomed by the Committee and is commended to the Assembly. It should be noted that from September 1994 this provides for stipendiary and non-stipendiary candidates to take the same course.

MINISTERIAL CANDIDATES

5 A number of concerns has been expressed.

5.1 In the past two years the flow of stipendiary and non-stipendiary candidates has significantly reduced. This raises serious questions about the number of Colleges and Courses used by the church and the constitution of a viable year or teaching group. There is much to be said for the church using only those Courses on which, as well as having high academic and practical standards, the following criteria apply:-

- ◆ Some of the courses/modules are taught by members of the URC.
- ◆ There is opportunity, within an ecumenical diet of worship, for participants to worship according to the traditions of the URC.
- ◆ Reformed traditions and history and URC polity are acknowledged in the wider teaching context.
- ◆ Enough URC students can be placed on the Course for them to have a feeling of collegiality and partnership.

5.2 We are told that some NSM candidates receive almost no attention from their District Councils or Pastoral Committees during the period of their training. Guidelines for District Council have been prepared by the NSM Board of Studies to assist them in offering appropriate pastoral support.

5.3 Concern has been expressed by college and course tutors that many candidates know little about the history and practices of the United Reformed Church. Candidates will be asked to take modules about the URC, but it is also reasonable to expect sending Districts to ensure that candidates know something about the church to which they profess commitment.

5.4 From time to time Provincial Committees insist on over-riding the views of the National Assessment Conference. Sometimes their judgement is proved right; sometimes it is wrong. We ask Provinces to bear in mind the vast expense of time and effort devoted to unsuitable candidates by College and Course staff when, against the judgement of others, they press the case of a particular candidate.

5.5 On behalf of your Committee, the Revd Graham Cook agreed to undertake research into the cost of training and the support of ordinands. The Training and Ministerial Training Fund Committees have found themselves with increasing frequency having to respond to students' financial crises. Because of the variety of courses available and the differing domestic circumstances of ordinands no comprehensive statistics were available. It is hoped that this research will enable the church to formulate a clear policy about the support of students.

CHURCH RELATED COMMUNITY WORK REVIEW OF TRAINING

6 A Review of Training has been undertaken and a report submitted. The Training Committee supports the CRCW Management Committee in its acceptance of the following Review resolutions:

6.1 The Salford Urban Mission should be the main centre of CRCW training for the time being. Reasons for this proposal are:-

- i) The small number of candidates, and the financial implication arising from this.
- ii) The integrated approach of the course.
- iii) The way in which the course relates to the actual work of CRCWs.

6.2 Where a candidate has a relevant theological or community work qualification, there should be flexibility of approach to planning a shortened form of training suited to the needs of the individual.

6.3 In the longer term, the Central Management Committee should explore the possibility of a locally based, tutored apprenticeship-style of training being developed for candidates for whom residential training is impracticable.

6.4 In view of projected or probable changes in the training of youth and community workers and community development workers which will involve the introduction of three year (degree or NVQ) courses, a further review of CRCW training should be held in 1997.

6.5 The Central Management Committee to continue to work on the meaning and implications of 'ministry' as it relates to CRCWs and to report to the General Assembly.

LAY PREACHING COMMITTEE

7 The Committee has considered issues arising from the Patterns of Ministry discussion and submitted comments to the Working Party. We acknowledge gratefully the work done by Lay Preachers which often extends beyond the role assumed in their training. This makes it even more important to give opportunities for in-service training. We welcome the initiative of Westminster College to provide some training for Lay Preachers. For such opportunities to be grasped, however, we rely on District Lay Preaching Commissioners to publicise them, and any work that they can do to encourage take-up would be invaluable. We hope District Councils will bear in mind the key communications role of Commissioners when making appointments.

CRITERIA FOR MINISTRY

8 This work, which was reported to the last General Assembly, continues to occupy the Committee. We are grateful to the many people who have helped in the preparation of 'The Collective requirements for the Ministry of the whole people of the church'. From this, we have begun to work on the profile of a minister. Draft papers are being circulated to Colleges, Courses and Training Officers for their comment.

PROVISION OF FUTURE SCHOLARS/SPECIALISTS

9 In consultation with the Ministerial Training Fund Committee the Committee is hoping to establish a URC Scholarship. Applications will be invited from serving Ministers and CRCWs who intend to serve within the URC at the end of their study. Candidates will be interviewed by a team appointed by the Training Committee and approval for the proposed course of study will be required from the applicant's Province. In certain instances, the Ministries Training Committee may suggest areas of study which are needed by the church. Awards will be for a maximum of three years.

SUPPORT COMMITTEE

Convener: Revd Dr David Cornick

Secretary: Revd Michael C Diffey & Revd Dr Lesley Husselbee

1 Mission has many shapes. Some of them involve people who are paid by the church to explore the borderlands between Christianity and economic life, or Christianity and education; others are taking the Gospel into new communities and helping the voiceless speak; yet others are probing the ways in which lay and ordained, black and white, women and men can collaborate together in ministry. Part of our responsibility as a committee is providing support for these people by managing the resources the church places at our disposal. This we continue to do through a regular pattern of review of 'Special Category' Ministries. A schedule of these ministers is included in **Appendix XIII.**

2 During the year we have become increasingly aware of the importance of providing support structures for all ministers, and to that end we would like to make three comments. First, the report of the working party on appraisal was received enthusiastically by Mission Council, and negotiations are now taking place with the West Midlands Province about a two year pilot scheme. At the end of that period proposals will be brought about adopting the scheme throughout the church. Second, we ask Assembly to endorse the recommendation of the Equal Opportunities Group that our equal opportunities policy be extended to cover disability and that it should apply to all whom the church employ, whether lay or ordained. Third, we have begun to think about strategies of support for ministers. We are convinced that this is of central importance to the life of the church and would ask that serious consideration be given to it somewhere in the proposed new committee structure.

3 Another area of our work is making sure that our church is properly represented on appropriate interchurch bodies. We, therefore, report to Assembly that we are now represented on the Committee for Collaborative Ministries of the Methodist Church by Barbara Brettell. This Committee is working in this area on behalf of the British churches.

4 We share the concern of many over the demise of the Churches Consortium on Industrial Mission and are active participants in discussions to ascertain the need for a natural ecumenical body to encourage, support and enable the development of industrial mission.

5 Work in progress includes collaboration with the North Western Province about 'Women in Ministry' and we hope that new guidelines for interim moderators will be published shortly.

MINISTRIES IN HIGHER AND FURTHER EDUCATION

6 Education has gone through and is still going through, tremendous and fundamental change. The once neat divisions between Vith Form Colleges, Further Education and Higher Education are all but gone. The Government still strives to reform the Student Unions and due to Government policy, many students are enduring severe financial hardship.

6.1 In amongst all this change is the Chaplain, trying to make sense of it all, and attempting to see where the Kingdom fits in. Change brings anxiety among other things, and the Chaplain's role of providing pastoral support and theological reflection has never been more greatly appreciated.

6.2 The URC continues to support four full-time Chaplains, and 100 part or half-time Chaplains. They not only care for URC students and members of Staff, but for all members on Campus. Chaplains often find themselves on the edges of Church life and their support is vital if they are not to feel isolated.

6.3 Kevin Swaine continues to co-ordinate this work. He also administers the Student Link-Up Scheme by which URC students going into Further or Higher Education can, on request, be put in touch with the URC Chaplain. Churches and individuals wishing to use this service are invited to write to Kevin Swaine at the Office at Tavistock Place.

CENTRAL MANAGEMENT COMMITTEE

7 The seven Church-Related Community Workers currently in post continue to work alongside churches and communities in areas of social and economic need, where unemployment, poor housing, family breakdown and poverty are endemic. They are working to develop activities and resources to bring about change in local communities; they are enabling people to have greater influence, power and control over economic, political, social, cultural and environmental factors in their lives; and they are working to develop the mechanisms for grassroots experiences to inform the prophetic stand of the Church. Their work has included: enabling tenants to influence plans for the regeneration of their area; work with women, helping them to develop new skills and confidence; the production of a community profile and the creation of a community forum; the development of community resources and activities, like parents and toddler groups, playschemes, pensioners groups, community business, craft and gardening projects, shopping co-operatives, credit unions and community festivals; enabling tenants to tackle powerful institutions; helping churches to redesign their mission and in some cases to grow.

7.1 The adoption last year of the Covenant setting out the relationship between the CRCW, the local management committee and the Central Management Committee has provided a proper framework from which this programme can develop and grow. The responsibilities of each of the parties have been clarified with more effective management, support and review systems now in place. At the Strategy Conference last September involving workers, local and central management committee members and representatives of the wider church, concerns and obstacles to the development of the programme were identified. These have been addressed by the Central Management Committee which has prepared a five year development strategy for discussion. During the year Vaughan Jones took on the role of convener of the Central Management Committee and his energy and sense of vision have contributed significantly to the progress made.

7.2 There are four students in training, three with the Salford Urban Mission and one at Selly Oak. A review of both training options has been prepared which acknowledges the strengths of both courses but recommends that future CRCW training should be undertaken at Salford with five candidates to be sent for training each year for the next three years.

PATTERNS OF MINISTRY

1 INTRODUCTION

1.1 The Patterns of Ministry Working Party was set up in response to resolutions of General Assembly in 1992. Its members are Sister Lavinia Byrne (of CCBI), Revd Dr David Cornick (Secretary), Mr John Ellis, Revd Malcolm Hanson (Convener), Revd Dr Lesley Husselbee, Revd Terry Oakley, Revd Graham Robson and Dr David Thompson. It began its work in March 1993.

1.2 The Working Party's task was to take forward the inconclusive discussions following the 1991 "Patterns of Ministry" Report. Apart from the request to "continue to explore" these issues, Assembly specifically

- a) referred to the ministry of the whole people of God;
- b) requested the Doctrine and Worship Committee to relate 'Baptism, Eucharist and Ministry' (the Lima text 1982) to paras 19-25 of the Basis of Union;
- c) asked for further study on the Presiding Elder suggestion;
- d) requested consultation with ecumenical partners;
- e) asked for a review of the number of new entrants to the stipendiary ministry;
- f) recorded its appreciation of the work of non-stipendiary ministers and accredited lay preachers;
- g) requested a report back to a future Assembly.

1.3 The 1991 report generated a great deal of discussion and response. The Working Party is attempting to review all that material as well as the contributions which continue to come in from a variety of sources.

2 METHOD OF WORKING

2.1 It will be clear that a great many interrelated issues have to be reconsidered. In the first instance these had to be identified and then a process found for looking at them afresh in some depth. It was decided to refer clusters of issues for further detailed consideration either by appropriate Assembly committees or by specially convened groups. These groups, which have included a range of representative and specialist people, have worked through the autumn 1993 and will have completed their tasks by April 1994.

2.2 It is intended that as soon as this material has been collated, it should be made available to the councils of the church so that the key issues can be more widely debated in preparation for a final report and recommendations to the General Assembly in 1995 (see section 5 below).

3 PRINCIPLES AND OBJECTIVES

It is the Working Party's intention to seek to bring proposals that are theologically sound, relevant to the life of the church today, appropriate to its mission and, as far as possible, acceptable ecumenically. Whatever patterns of ministry the church has should also have some degree of adaptability and simplicity.

4 SPECIFIC ISSUES

At this interim stage progress can be reported on some particular issues.

4.1 **Theology.** From the outset it was felt essential to do some major work on the theology of ministry as the foundation to any changes that might be recommended. That work, which is now nearing completion, has been undertaken in consultation with the Doctrine and Worship Committee, and much of the early material has been submitted for comment to "theological reflectors" drawn from our own tradition and from other churches. Amongst other things this work has sought to explore our understanding of the Basis of Union in the light of the 'Baptism, Eucharist and Ministry' text and also the Anglican-Reformed report 'God's Reign and Our Unity' (1984). It includes sections on ministry in the universal Church, ministry in the United Reformed Church, the ministry of the whole people of God, the nature of ordination and diaconal ministry. In this process we are seeking to grasp and express a URC understanding of ministry. Clearly, any decisions the Assembly may make about the practice of ministry will have wide and interrelated implications. For instance, any decisions about presidency at the sacraments will have implications in relation to ordination, ecumenism and our understanding of the ministry of the whole people of God. At the same time our discussion of current needs and changing insights, as well as our response to the Holy Spirit, may lead us to reinterpret our theological statements. Hence the need for thorough theological reflection and dialogue. This full theological paper should be available in the autumn.

4.2 **Statistics.** For many years we have had only an incomplete picture of the statistics and numerical trends as these relate to congregations and ministers. This has made it difficult to analyse, for instance, the changing age profile of our ministers, the relative significance of non-stipendiary ministry, and to project with any degree of confidence our recruitment needs. This has sometimes led to short term decisions being made on the basis of unsubstantiated impressions. In order, therefore, to aid the process of decisions about recruitment, financial planning and other policy issues, encouragement has been given to the process of gathering as much detailed information as may be relevant. Informed projections can then be looked at as decisions are made. A statistical group has worked on this material and it is hoped to publish some of the results together with interpretative comment later in the year.

4.3 **Deployment.** It is clear that the church needs to agree a long term deployment policy in relation to its use of stipendiary ministers. This has become a matter of some urgency over recent months. Consultations are continuing between the Vocations Committee, Finance and the Working Party to address the current pressures and to identify the implications for a longer term policy.

4.4 **Other issues.** Assembly will want to be assured of the wide range of other issues which are currently under consideration. Among these are -

- Presidency at the sacraments
- The nature and relationship of stipendiary and non-stipendiary ministry
- Lay preaching
- Lay pastors
- Eldership
- Authority issues
- Oversight ministries, eg Provincial Moderators, District Presidents
- Diaconal and other ministries
- Ordination

5 PLANS FOR WIDER DISCUSSIONS

The Working Party hopes to be able to bring a final report to the General Assembly in 1995. Prior to that, however, it is desired to have a full discussion of the key issues throughout the church. It is proposed, therefore, that a discussion document (analogous to a Green Paper in parliamentary terms) - which would include the theological material

referred to above as well as the results of current discussions - should be sent to the churches by early September 1994. This would be the basis for discussions and comment in District Councils and elsewhere. Comments would need to be returned to the Working Party by the middle of December 1994, so that work could begin immediately on preparing the final document (the White Paper) in time for circulation with the reports for Assembly in July 1995. Churches and councils may wish to plan their autumn meetings in expectation of discussing this material. (Some District Councils might wish to invite members of the Working Party to share in these discussions.) The proposed timetable is as follows -

July 1994	This report presented to General Assembly;
Sept 1994	First full report of Working Party sent to churches;
Oct-Dec 1994	Councils and churches have opportunity to consider the report;
30 Nov 1994	Responses to report from councils, churches and others to be received by the Working Party;
6-7 Jan 1995	A broadly representative consultation to review responses and shape report;
31 March 1995	Final report of Working Party completed;
May-June 1995	Councils and churches have further opportunity to consider the report in its final form;
July 1995	Final report of Working Party to General Assembly;
July 1996	General Assembly ratifies any decisions which affect the Basis of Union.

NOMINATIONS COMMITTEE

Convener: Revd Jessie Clare
Secretary: Revd Arnold Harrison

1 The Nominations Committee has been building on its experience gained last year in seeking names of possible nominees for vacancies on committees from District Councils and Synods. We are grateful for their help in this exercise.

The Committee, through its Officers is aware of possible new committee structures being presented to Assembly and is preparing accordingly.

Once again we record our gratitude to the Secretary, the Revd Arnold Harrison, on whom the bulk of the work of this committee falls.

2 Provincial Moderators - five Review Groups met during the past year. In exceptional circumstances the Mission Council approved 2 new appointments, the record of which appears in the Mission Council report. Resolutions concerning the other three appear in Nominations Committee Resolutions. One Appointment Group will meet this year. (Wessex)

3 Standing Committees - during the year the Revd Bill Mahood was appointed Convener of the Mission and Other Faiths committee and approved by Mission Council. (The Revd John Sutcliffe relinquished this post in order to become Convener of the Training Committee (Ministries).

We are indebted to the Revd Ray Adams for his work as Convener of the Personnel Committee (W C & Mission) and to Mrs Mary Marsden who retires this year from convenership of World Church and Mission. No new appointment is being made at present and meanwhile the Revd Ray Adams will fill this role.

4 Other appointments made since last Assembly.

- a) Windermere Centre, Appointment Group for Director to succeed Revd Graham Cook - Convener, the Revd David Jenkins, Secretary, Mr Hilary Gunn, the General Secretary, Mrs Rosalind Goodfellow and Mrs Elizabeth Roberts (Carver Memorial URC)
- b) Memorial Hall Trust - Mr Alistair Black to replace Mr Fred Brooman who has retired, and Mrs Christine Meekison to fill the vacancy caused by the death of Mr Alan Cumming.
- c) New Pension Fund Trust - the Revd Pat Ward (Fund Member)
- d) Resources Sharing Task Group - Mrs Fiona Smith
- e) Churches Group on Funeral Services at Cemeteries and Crematoria the Revd Peter Jupp.
- f) Mansfield College Trustee - Mrs Elaine Kaye
- g) Methodist Church Ecumenical Committee - Revd Sheila Maxey
- h) Widows Fund of Three Denominations - Mr Ken Meekison.



MISSIONARY AND ECUMENICAL WORK AT HOME COMMITTEE

Convener: Revd Murdoch MacKenzie
Secretary: Revd Sheila Maxey

1 The Committee continues to be well served by all its **Staff in Church House** and has welcomed in particular the **Revd Sheila Maxey**. Thanks are due to **Mr Desmond Curry** for his work as interim Ecumenical Officer.

2 **Communication with the 75 URC Districts** through duly appointed **Ecumenical Officers** is of the essence of the Committee's work. The Report **Consultancy for Mission** is recommended as an aid to the development of a **District Mission Strategy**. **Filings** and other material are sent regularly to **District Ecumenical Officers** whilst material on **Evangelism** is sent to **District Contacts** for the **Decade of Evangelism**. The April 1994 training course at Windermere for District Ecumenical Officers was fully booked and a parallel Windermere programme relating to **Mission Projects** and **Church Planting** was arranged. The May 1994 **Windermere Consultation for Provincial World Church and Mission Conveners** proved successful. Another attempt at better communication was the joint meeting of all the WCM Committees with input from the World Council of Churches via the Revd Elizabeth Welch.

3 **Grant Making** continues to be monitored by the Revd Roger Whitehead and members of the Advisory Group on Grants and Loans [**AGOGAL**]. The evidence of **District Mission Strategies** is important for grant applications as is **feed-back from projects** once grants have been made. Considerable thought is being given to **joint ecumenical expenditure** and to the possibility of a **URC 'Outreach Fund'**. The **New Enterprise in Mission Fund** is supporting 19 projects in 1994 and the **Mission Expenses Support in UK Fund** has 12 projects being funded. Both these funds have budgets of £35,000 in 1994 and have more calls upon them than there is money available.

4 **Rural Consultant**. After a very thorough review it was agreed to recommend to Mission Council that the **Revd Michael Cruchley** be invited to continue in the post of Rural Consultant for a further 5 years from 1 January 1995. It was thought desirable that the post become full-time without local pastorate responsibilities. Clear objectives for future work have been spelled out [see **Appendix XV**]. **More invitations from Districts** would be welcomed by the Rural Consultant. His work at the **Arthur Rank Centre** has been much appreciated and in March 1994 he travelled widely in the USA as a visiting lecturer and consultant on rural issues and rural ministry. **The Churches' Rural Group** of Churches Together in England has welcomed the **Revd John Salsbury** and **Mrs Wendy Powell** as the URC representatives.

5 **Council of Churches for Britain and Ireland.** The URC continues to play a full part in the work of CCBI. New guidelines for URC representation on CCBI Assembly and CTE Forum have been drawn up.

The Committee has discussed the probable application of the **Free Church Federal Council** for a change of status from a body in association to a full member including the changes in the constitution which might be necessary.

5.1 **England/Churches Together in England.** The URC study on **The Nature of the Unity We Seek** has been set aside in favour of ecumenical participation in the CTE study **Called to be One** which is examining the kind of unity God wills for the Church now. Professor Alan Sell is coordinating a survey of authority and decision making in all the denominations as part of the 'Called to be One' process. A group met in April 1994 to give a URC provisional response to CTE's **'Seven Questions on Visible Unity'**. We are pleased to note that **Ms Rachel Inglis** was elected to the **Enabling Group** by the Forum as one of its under-30 representatives.

The Group for Local Unity [on which the Revds Michael Hubbard and Sheila Maxey represent the URC] has produced **'Guidelines for the Review of Local Ecumenical Projects'**, revised **'Constitutional Guidelines for a Local Ecumenical Project'**, **'A Harmony of Church Finance'**, and **'Churches Together in Marriage - the pastoral care of interchurch families'**. Their purpose is to oil the wheels of local ecumenism.

5.2 **Ireland.** The meetings of the Committee have been stimulated by the presence of the **Revd Jim Campbell** from the Presbyterian Church in Ireland. Recognising that the affairs of Northern Ireland are our affairs we have been grateful to Jim for sharing both joys and sorrows. Particular thanks were expressed to the Irish Churches for the excellent material which they produced for the **Week of Prayer for Christian Unity**.

5.3 **Scotland/Action of Churches Together in Scotland.** Thanks were expressed to the **Revd Raymond Bade** from the Mid-Scotland District at the end of his 6 years of excellent service to the Committee. 1993 saw the formation of the **Scottish Congregational Church** which has a Liaison Committee jointly with the URC. A joint meeting of the Scottish Congregational Church and URC Northern Province Ministries Committees in 1994 and a joint Vocations Day in 1995 are planned. ACTS now has an **annual church leaders' meeting** which the Revd David Jenkins attends. Material about the URC has been provided for the next **European Area Council of the World Alliance of Reformed Churches** which will be in Edinburgh. The URC is represented on the **Scottish Ecumenical Encounter on Diaconate**.

5.4 **Wales/Churches Together in Wales [CYTUN].** Following on from the **Commission of Covenanted Churches'** report on and rite of baptism, there is now a report and rite on the theme of Commissioning to Christian service; to both of these we will be asked to respond as a denomination. The URC together with the Presbyterian Church of Wales is in process of revising their **Agreed Guidelines for Mutual Cooperation** and are expanding the Guidelines to include orders of service for the Induction of Ministers and the Inauguration of a Joint Church.

6 **Relations with other Denominations.** Mention has been made above of relations with the **Scottish Congregational Church**. A URC group is meeting with the **Baptists** to discuss issues of mutual interest and concern, especially in joint church/LEP situations. **URC/Methodist** relations continue to develop. The report requested by the 1992 Assembly is contained in the **Mission Council Report**. The **Methodist/URC Liaison Committee** has prepared a newsletter called **'Quickstep'**, and has prepared **'A Check List for Church Stewards and Elders'** and **'Model Constitutional Guidelines for a Joint Methodist and United Reformed Church'**. The latter is particularly recommended

to all joint Methodist/URC churches, especially those whose constitutions may now be rather old. The Committee welcomes all these publications. **Merseyside** and in the **West Midlands** Methodist and URC Synods are discussing ways of more meaningful cooperation. Closer links with the **International Ministerial Council of Great Britain** are being forged.

7 **Decade of Evangelism Working Group.** The Group has been following up the 1993 Assembly resolutions on **Church Planting** and **Mission Projects**. URC representatives to **DAWN** [Discipling a Whole Nation] are the **Revd David Tatem** [research], **Mrs Angela Scott** [prayer] and **Mrs Muriel Garrow** [training]. The **Revd John Hall** is also a member of the Council of DAWN. A coherent structure for a **Churches Advertising Network** is still being sought. The URC has expressed caution with regard to two projects in evangelism namely **JIM** and **Minus to Plus**. Comments have been submitted to CTE in relation to **Evangelisation 1997** and the **Millenium**. The possibility of appointing a national **Evangelism Enabler** is still being discussed.

8 **Sightings of Hope.** The Committee welcomes this publication and commends it to the URC. Its publication was delayed due to production difficulties.



MISSIONARY AND ECUMENICAL WORK ABROAD COMMITTEE



Convener: Revd Clabon Allen
Secretary: Revd Tony Coates

1 COUNCIL FOR WORLD MISSION

1.1 The major issue for the Committee in the last year has been the preparations for the 200th Anniversary of the founding of the London Missionary Society. This provides a natural opportunity to reconsider the URC's relations with CWM and to discover a new commitment to God's mission today.

1.2 Naturally we are not unaware that there is some criticism within the churches of the strategy and tactics of CWM. This is partly because some still hanker after the paternalistic ways of traditional missionary societies, looking for the previous pattern of "our missionaries" coming on furlough and "doing deputation" to report directly on the work. There is no denying that a direct personal link has attractions, and groups that provide such personal involvement will gain support at the expense of the different approach of CWM.

1.3 The four URC representatives who attended the CWM Council meeting in Jamaica in June 1993 were able to observe from the inside the partnership of thirty churches seeking to clarify its mission in the world, powered by a genuine sharing of experience. They are convinced that CWM is a model which can help the world Church to face the next century. Of course, like any other human organisation, CWM has its weaknesses and its limitations. But it is not an organisation apart from its member churches, so if it has weaknesses it is because the thirty churches have weaknesses. Sometimes it is weak because churches in the West, and the URC is not immune, have not learned how to be receiving churches, how to benefit from the enthusiasm and vision of the non-western churches. Then CWM may be weakened because some "third world" churches have not moved out of a dependency mode, seeing CWM as a sending agency providing

funds and personnel. There is still a long struggle ahead before all churches in CWM see themselves as genuine partners with a deep and committed involvement.

1.4 Because the Committee believes that the URC needs to rethink its commitment to CWM, we are bringing a proposed resolution to Assembly. The churches' fears and doubts about CWM need to be faced, discussed and resolved.

1.5 It is the hope of the Committee that the pack of materials which has been prepared will enable local churches, district councils and synods to explore their relationship with, and to strengthen their commitment to, CWM. We look forward, in the coming year, to facilitating that process.

2 RESPONSE TO CRISES

Another function of the Committee is to respond to particular crises. One example is the threatened eviction from the offices of the Reformed Church of Romania. Another is the on-going violence in Bougainville, which is a problem for the United Church of Papua New Guinea and the Solomon Islands. We heard about monitors observing elections in Malawi and South Africa. We rejoiced in the release of imprisoned ministers of the Presbyterian Church in the Republic of Korea. These are different aspects of being part of a world Church.

3 USE OF FUNDS

Requests are regularly received for funds. The Ecumenical Projects Fund is used to help networks and organisations which assist us in relating to the world Church. Grants to the Churches' Commission on Overseas Students and to Christians Abroad have been increased because of their financial difficulties.

4 REVIEW OF ON-GOING WORK

It is necessary to keep in touch with and understand numerous ecumenical networks. The Committee receives reports of each year's Swanwick CWM Conference. We received the report of the Guyana/Jamaica/Britain Youth Exchange and approved plans for a further exchange. As part of the Churches' Commission on Mission, we received feedback from the Forums on China, Africa, Asia and the Pacific, as well as the full Commission meeting. We were involved in nominating the new Secretary for the St Andrew's Hall Council, in which we share in mission training with CWM and the Baptist Missionary Society in the college at Selly Oak, Birmingham.



MISSION AND OTHER FAITHS COMMITTEE

Convener: Revd William Mahood

Secretary: Revd Brenda Willis

1 RACISM

During the past year the committee has continued to be concerned about the increasing racism to be found within our national institutions and even within our own denomination. We recognise that this is an issue that we share with Church and Society and with FURY. For our part we hear from those we know in other faith communities that racism is a recurrent and serious daily problem. In our privileged position it is a concern for them it is a harrowing experience. We believe that all church members, wherever they live, need to be aware of this. For every part of our country racism is an issue. Often we are involved in important decisions affecting the lives of many people, and yet we may have little or no contact with people from other faith communities and ethnic backgrounds. We would encourage everyone to reflect at some length about how best to witness and act in the face of this widespread evil.

2 APOLOGETICS

We are grateful to those committee members who have taken responsibility for maintaining contact with, and informing the committee of, particular faith communities. Their regular reports have indicated the importance of finding ways in which we can talk about the essentials of our faith. It is necessary for us to identify the meeting points at which barriers can be turned into bridges between the faiths. The committee sees it as important to produce material which would help Christians who are drawn into dialogue. While this will include some information about another faith, the major task will be providing information about how we articulate our own faith so that it may be understood by someone of another faith. For example, how do we speak of the death of Christ on the Cross to a Muslim? This material will be sent out on a regular basis to those who have indicated their interest in joining a Mission and Other Faiths Network.

3 NETWORK

In the Autumn Information Pack we invited interested people to join a network through which they would receive information about inter-faith relations. We have been greatly encouraged by an excellent response and would encourage others to join by contacting our secretary.

4 DEVELOPING DIALOGUE

A decade ago, our dialogue would have consisted of finding points of comfortable mutuality. As relationships of trust have been established, a stage has been reached where it may be possible to challenge people of other faiths on specific points. We recognise that there is still considerable variety in the ways in which relationships have developed and the stages they have reached. Nevertheless, we would assert that they are always helped by a specific challenge rather than a blanket condemnation or confrontation.

5 The committee thanks the Revd John Sutcliffe for his guidance and leadership as Convener and welcomes its new Convener, the Revd Bill Mahood, Director of Pastoral Studies at Westminster College, Cambridge. Our thanks also go to the Revd John Parry who led the committee in the interim period.

6 We have very close links with other denominations who share similar concerns through the Council of Churches for Britain and Ireland's Commission for Inter-Faith Relations and we are delighted that Mrs Rosalind Goodfellow has been appointed its Moderator.



PERSONNEL COMMITTEE



Convener: Revd Raymond Adams
Secretary: Revd Tony Coates

1 The Personnel Committee has continued to recruit and support United Reformed Church missionaries serving overseas through the Council for World Mission, and to encourage personnel exchange both with partner churches within the CWM family, and other churches with whom the URC has had long-standing relationships, e.g. in Ghana, Korea, Germany, Italy, Hungary, Romania, and the Czech Republic.

2 **The United Reformed Church as a Receiving Church:** The Committee has looked again at the implications of the Council for World Mission's vision of partnership "at a round table", where no member church is an absolute donor nor an absolute receiver of money or people. In a presentation to the Mission Council and provincial World Church and Mission representatives, the Committee challenged them to look for new situations in the URC where one of the five "special ministries" available to partner churches could take place. Mission Council encouraged the Committee to enable there to be more "face to face encounters" between visitors from overseas and local churches within the URC. Individuals who know of the presence of such visitors, whether short or longer-term, should share the information more widely, and partner churches should be encouraged to tell their members visiting the United Kingdom about the URC.

3 **Communication:** The need for effective communication about World Church and Mission issues between Church House and the provinces, districts and local churches led to a consultation at Windermere with provincial representatives. The Committee is concerned lest the reorganisation of staff responsibilities within World Church and Mission reduces the time available for advocacy throughout the Church. This would be counter-productive if more resources had then to be found to make communication more effective.

4 **Council for World Mission:** In 1995, to mark the 200th anniversary of the founding of the London Missionary Society, the United Reformed Church will be invited to recommit itself to the principles of the Council for World Mission. As part of the preparation for this event, the Committee will seek to clarify its own working relationship with the Council, help the Church understand better the different roles of **WCM** (World Church and Mission - part of the United Reformed Church) and **CWM** (the Council for World Mission - of which the United Reformed Church is a part), and raise awareness about the unique asset and relationship which exists among its member churches.

5 **Southern Africa Exchange Visit:** The Northern and Yorkshire Provinces were host to a group of visitors from Southern Africa in 1993. The second part of the exchange which had to be postponed because of the South African Government Elections, is planned to take place in 1995. Four people will represent the United Reformed Church and the Scottish Congregational Church.

6 **Appointments:** The Revd Gwen Collins has been appointed Secretary to the Council of St Andrew's Hall Missionary College, Selly Oak. Mr Simon Bound has been selected to represent the United Reformed Church on CWM's Training in Mission (TIM) programme in 1994/95. In return for a year's commitment, young adults experience at first hand the church in mission, through a unique programme of study, placements in local churches, and by living in multi-cultural Christian communities both in Birmingham and in Kingston, Jamaica.

7 **Welcome:** The Revd Tony Coates has taken over secretarial responsibility for the Committee; and the Revd Sheila Maxey, World Church and Mission Executive Secretary, is responsible for matters related to mission in the UK. Thanks are due to them and all the staff for bearing the increased workload caused by restructuring. The Committee continues to be concerned about the wide range of work undertaken by staff, and is investigating the possibility of specific programmes being organised ecumenically.

8 INTER-CHURCH EXCHANGE

Note: the following lists are not exhaustive, but contain only those positions facilitated through the Personnel Committee.

URC AS SENDING CHURCH

Missionaries in training at St Andrew's Hall

Mr John and Mrs Janny HARRIS, for service with the Kiribati Protestant Church

Returned missionary

Miss Gillian WHITING, having completed three years' service with the United Church in Papua New Guinea and the Solomon Islands

Short-term volunteers

Mr Anton BAKER, with the Reformed Church of Romania

Mr Edward COX, with the Church of North India

Mr Ian HARBOUR, with the Reformed Church in Hungary

Miss Leoncha LEAVY, with the Reformed Church in Hungary

Miss Penelope NEATE, with the Church of Jesus Christ in Madagascar

Miss Laura RICHMOND, with the Reformed Church in Hungary

Mr Paul WATSON, with the Reformed Church in Hungary

Note: all serving URC missionaries are included in the list of URC Personnel Overseas in the 1994 Year Book, pp 252-53.

URC AS RECEIVING CHURCH

Special ministries

Revd Derek-Sena DZANDU-HEDIDOR, Evangelical Presbyterian Church, Ghana, serving as Ghanaian Chaplain

Revd Dina FERWERDA-ARENDS, Reformed Churches in the Netherlands, serving in the Inter-Faith Project, Southall

Short-term volunteers

Ms Hope EVANS, United Church in Jamaica and the Cayman Islands, at Penrhys Local Ecumenical Project

Ms Ibolya POLUS, Reformed Church of Hungary, at the National Youth Resource Centre, Yardley Hastings

Ms Grace GIDDINGS, Guyana Congregational Union, at the National Youth Resource Centre, Yardley Hastings

(Note: Grace GIDDINGS, though appointed, was refused a visa by the British High Commission in Guyana, and did not come.)

STUDENTS

At Westminster College, Cambridge

Ms Viktoria BERLIK, Reformed Church in Hungary

At St Andrew's Hall, Selly Oak, Birmingham

Revd Eric DAKE, Evangelical Presbyterian Church, Ghana

Mr Bohdan KUSZAK, Evangelical Church of Czech Brethren

Ms Maria MALUNGU, Evangelical Reformed Church of Angola

Revd Daniel MATEIKA, Evangelical Church of Czech Brethren

Mr Markus MIHALY, Reformed Church in Hungary

Ms Ibolya NAGY, Reformed Church of Romania

Revd Kil Soo YOON, Presbyterian Church in the Republic of Korea

MRS MARY MARSDEN

Mrs Mary Marsden retires as World Church and Mission Convener at this Assembly after five years' service. In those five years she has attended nearly every committee meeting in World Church and Mission, taken a close interest in all our work and given valuable advice and comments. She has been a good friend and support to the staff, particularly during times of reorganisation of staff responsibilities. She has contributed to the URC centrally, well beyond World Church and Mission, and the church as a whole, as well as World Church and Mission, is grateful to her. She and David are settling in Kirkcudbright on his retirement, and the Assembly will wish to assure them of its good wishes. The formal thanks of Assembly will be recorded elsewhere in the Report of the Nominations Committee.

TONY COATES

PROVINCIAL MODERATORS' REPORT

1 "The United Reformed Church has been formed in obedience to the call to repent of what has been amiss in the past and to be reconciled. It sees its formation and growth as a part of what God is doing to make His people one, and as a United Church will take, whenever possible and with all speed, further steps towards the unity of all God's people".

Basis of Union

2 In October, 1972, the bells of Westminster Abbey rang out expressing the mood of pioneering optimism as Congregationalists and Presbyterians, believing that the Spirit of God had led them to unite, came together in thanksgiving and celebration to become the United Reformed Church. John Huxtable reminded us to "grow up into Christ" as a pilgrim people, and not let our small attainment in unity be anything but a first step to unite all Christians in our land. In 1981, there came another joyous moment when the Reformed Association of the Churches of Christ became part of the United Reformed Church.

3 The great hope was that other Churches would soon follow and unite. This has not been the case. It is time to reflect on what has happened in the past 21 years and on the contribution the United Reformed Church has made to unity and to consider in which direction the Church should now be heading. Does the United Reformed Church still believe that the day of denominations is fading or are we being shown that the formation of the United Reformed Church was, in fact, a unique phenomenon in these islands? Is God leading the Church in a new direction to a broader vision, where the search for structural and organic union should no longer be our goal?

4 The call to unity remains essential, and integral to mission. However, it is unlikely that the person in the street cares two brass buttons whether the Church is united or not. We are judged by quite different criteria. Do we, therefore, ask the wrong ecumenical questions? In particular, does the plea "**how can a divided Church speak to a divided world?**" need fresh examination? Perhaps there is a more pressing question: "**has not a diverse Church, that nonetheless lives in harmony, a powerful and effective message for a diverse world that currently lives in disharmony?**" Differences held in love may strengthen rather than weaken the example offered to the world.

5 As Churches have worked together, the joy and purpose of ecumenism have been discovered. The prayer of Jesus has been acknowledged, and in part, answered, as together fellowships have found a unity in him and as Churches have sought to focus on the common heritage of faith and to work for the same ends in the same Kingdom. United Reformed Church congregations have been renewed by those of other traditions, and in turn, we have been able to share some of our gifts within the lives of other Churches - e.g. the ministry of women and the conciliar nature of the United Reformed Church which has been drawn into the structure of Intermediate Bodies. We have also been given blessing and benefit from receiving the gifts of others - e.g. in worship and spirituality.

6 The United Reformed Church has much to celebrate, for its commitment and contribution to the Ecumenical Movement is of a significance far greater than its size. For instance, it participates fully in the 20 year old Covenant for visible unity, which encompasses the Church in Wales, the Presbyterian Church of Wales, the Methodist Church and covenanted Baptist churches through ENFYs (the Commission of Covenanted Churches in Wales). There has been widespread growth in Ecumenical projects, church premises and resources shared. Local Covenants have been signed by churches declaring a readiness to commit themselves to each other under God.

7 But there is a pain and cost to ecumenism of which we are all too well aware. Differences of opinion and emphasis have sometimes driven us apart as has a lack of openness and co-operation which has been, to say the least, discouraging. Financial strains and imbalances have sometimes led to disputes. In some places, ecumenical ventures have failed and some L.E.P.'s have come apart. Many people have declared they would rather stay as they are. There are too many examples of continuing denominational imperialism e.g. prison and hospital chaplaincy services.

8 There have also been other negative experiences which speak of the pain and cost of ecumenism - the frustrations of Local Ecumenical Projects as they live with joint membership rolls and the covenanted congregations which still have to give time, energy and finance to supporting the separate denominations which have brought them to birth. To those involved in these ecumenical ventures, the structures and necessary legalities to enable ecumenical action are ponderously heavy and slow and difficult to operate. It is no wonder that some ecumenical ventures have lost their first vision.

9 Provincial Moderators are caught up in these issues at every level, pastorally, financially, practically and strategically. Commitment to working in the "church leader" networks is demanding. Supporting and encouraging the operation of the new county ecumenical bodies and, where there are no intermediate bodies, gathering together various local ecumenical councils into more informal relationships, is draining of time and energy.

10 Maintaining the ecumenical vision is bound to be costly. There are several models of ecumenism, some are more suitable in some situations than others. Each needs evaluation.

- ◆ There are local unions that come about for economic reasons.
- ◆ There are local constitutions which allow for the interchange of ministry where a situation warrants one minister but not two, and where one is able to operate on behalf of others.
- ◆ There are the new community situations (e.g. Milton Keynes and Swindon) where the churches act together as the community grows.
- ◆ There are the more established situations where local churches have caught the vision that more will be achieved in mission and community service by working together rather than on their own.

Are churches being driven to recognise that there is the need for a more ad hoc and liberating approach to ecumenism?

11 There are some sharp questions that the United Reformed Church needs to ask itself as it thinks about the future. Has the United Reformed Church's ecumenical vision weakened as we have neglected to hear from and be fed by the tradition from which we come?

- ◆ A Reformed Church is committed to a sovereign God: "**By grace, you have been saved, through faith**". Our salvation is a gift of God.
- ◆ A Reformed Church is a Church of the Word, recognising that the Scriptures demand rigorous study and interpretation for each generation.
- ◆ A Reformed Church is a conciliar Church where people live and work together under the guidance of the Holy Spirit.

Does each fellowship recognise these statements as a vibrant truth for the life and work of the Church? Many of our claims need careful examination. Do local fellowships cherish our heritage enough to recognise it as a gift which can also be offered to other traditions?

12 District Councils and Provincial Synods need to ask questions too. Provincial Moderators and Ecumenical Officers have a key role in this and have a responsibility to stimulate and encourage ecumenical work within the Provinces but it is important to remember that ecumenical decision-making rests firmly in the Councils of the Church. All Councils of the Church need to see that there are clear lines of communication to ecumenical bodies. How far do the District Councils accept their responsibility to initiate the formation of ecumenical parishes, joint churches and so on? Do ecumenical concerns appear regularly on District Council and Provincial agendas?

13 It also needs to be recognised that ecumenism is not an end in itself. The issues of mission, evangelism and ecumenism are profoundly linked. The task is to proclaim the Gospel to the world. The fresh life that often results from congregations of different traditions coming together frequently leads to an attractive style of worship and fellowship which on many occasions has been the context of new lives coming to faith in Christ. Denominational structures must facilitate the process of shaping new and renewed fellowships for mission, without adding burdens they cannot bear. A healthy balance has to be struck between flexibility and conformity. This challenge can prevent difficulties, particularly in relation to finance, ministry and structures, all of which need to be tackled imaginatively by denominational and ecumenical bodies.

14 The United Reformed Church has many strengths, sometimes unacknowledged. It has a great heritage of faith within the Reformed tradition. It has a wealth of buildings, people, skills and finances. It has gifts of imaginative and creative experience in varying forms of ministry and projects. All these, offered to God, can be the basis for fresh adventures in faith and generosity and in service to the community. In this, the United Reformed Church has things to give, lose and gain. It needs a large heart, confident faith and deep commitment to recognise and accept that and to follow wherever the Lord of the Church leads.

What is the Spirit saying to the churches today?

15 We say farewell this year to two of our number - Michael Hubbard and Eric Allen. Michael has served the South Western Province as Provincial Moderator for sixteen years and has been greatly valued among us for his in-depth knowledge of the Church, his wise counsel and sense of humour. We wish him well as he continues in ministry. Eric has been Moderator of Mersey Province for seven years and we have been grateful for his experience and unfailing pastoral concern. He carries with him into retirement our affection and gratitude. We look forward to welcoming Ray Adams and Graham Cook. They bring with them wide experience of the Church in this country and overseas and we look forward to their friendship and fresh contributions.

RESOLUTIONS

**GENERAL
ASSEMBLY
1994**

RESOLUTIONS

Nominations

Resolutions

- 13 The Assembly re-appoints the Revd David Helyar as Moderator of the Southern Province until August 31, 1999.
- 14 The Assembly re-appoints the Revd David Jenkins as Moderator of the Northern Province until August 31 1999.
- 15 The Assembly appoints the Revd Barrie Scopes as Convener of the Personnel Committee (WC&M) until 2000 or until such time as Committee Structures are changed.

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 1993 are denoted by an asterisk. Assembly is invited to appoint for the first time those denoted by two asterisks.
- 4 In the light of the review of all committees coming before the Assembly, no nominations are submitted in this report for vacancies which might be affected by such review. If they are required they will be available at the Assembly on a separate paper. If the new committees proposed under the review are approved then the appropriate nominations will be submitted on a separate paper.

MINISTRIES

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

VOCATIONS

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

Mrs Margaret Carrick-Smith
Mr Sidney Hazlehurst
Mr Edward Bryson

Revd Dean Tapley
Mrs Shirley Rawnsley

Revd John Waller
Revd Jean Forster
Revd Hazel Martell

TRAINING

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

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

together with one stipendiary ministry student (Mr Mark Ambrose)

NATIONAL ASSESSMENT BOARD

Convener: Mr Raymond Clarke - 1997

Mrs Pat Peirce**	Mrs Marva Ward**	Revd Cecil White**
Revd Janet Sowerbutts	Dr Ron Lyle	Mr Alan Thompson
Revd Jean Forster	Revd Lesley Charlton	Revd Graham Long
Mrs Edith Tolley	Revd Christine Craven	Mr Peter Richards
Revd John Humphreys	Dr Fiona Liddell	Revd Dr Catherine Middleton

Panel for Assessment Conferences - CRCW Sub-Section

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

Nominations to Teaching Staff (Westminster College)

Convener: Revd John Sutcliffe - 1999**

Secretary: The Secretary of the Training Committee

Principal, Westminster College	Dr Clyde Binfield	Miss Ann Phillips
Professor Graham Stanton	Revd Robert Way	Revd Dr Ivor Jones (Cong. Fed)

SUPPORT

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

Revd Hazel Addy	Mrs Barbara Brettell	Mrs Fiona Woods
Mrs Doreen Courtney	Revd Chris White	Revd Dick Wolfe
Revd John Humphreys	(1 Vacancy)	

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 Alan Gaunt	Revd Wendy Baskett
Revd Donald Norwood	Revd David Fox	Prof Graham Stanton
Mr Bert Worrall	(3 vacancies)	

**RESOLUTIONS
NOMINATIONS**

CHRISTIAN EDUCATION

Convener: Mr Tony Ewens - 1999
Secretary: Mr Carew Satchwell - 1998

Revd Tom Arthur
Mr Jim Wilkinson
Mr Dilwyn Byles

Revd Harry Undy
Revd Tresna Fletcher
Revd Dr Bernard Holt

Revd Jean Forster
Miss Ruth Norton
(1 vacancy)

YOUTH

Convener: Mrs Ruth Clarke - 1995
Secretary: The Youth Secretary, Mr Paul Franklin

CHAPLAIN (National Youth Resource Centre)
FURY Chair:
FURY Chair Elect:
Two Elected Members of FURY Council
(25 or under)
Two Elected Past Members of FURY Council from 1994
(25 or under)
Convener, Programme Committee
Ex.Officio:, NYCTO,
Convener, Centre Management Committee

Revd Martin Nicholls
Mr Andrew Jackson**
Mr John Dryburgh**
Ms Shirley Dale**
Ms Karen Thomas
Mr David Downing**
Ms Catherine Rook**
Mr David Shapland
Mrs Eileen Sanderson
Revd John Slow

Revd Martin Henninger
Revd Ian Ring

Mr Nick Raggett
(1 Vacancy)

CHILDREN'S WORK

Convener: Revd Stephen Thornton - 1998
Secretary: Mrs Rosemary Johnston - 1998

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

Mr Richard Johnson
Mrs Patricia Hubbard

Revd Duncan Wilson
Mrs Sheila Flett

YOUTH AND CHILDREN'S WORK TRAINING

Convener: Revd John Oldershaw - 1996
Secretary: National Youth & Children's Work Training Officer

Revd Ian Ring

Mr Doug Fletcher

(3 Vacancies)

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

HEALTH AND HEALING

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

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

Dr Eileen Gorrod
Revd John Jenkinson
Revd Brian Coward

Revd Eglan Graham
Dr Allan Carswell
Revd Kate McIlhagga

WINDERMERE POLICY AND PLANNING COMMITTEE

Convener: Mrs Rosalind Goodfellow - 1995

Secretary: The Director

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

WORLD CHURCH AND MISSION

Convener: Vacant

Secretary: The Secretary for World Church and Mission

MISSIONARY AND ECUMENICAL WORK AT HOME

Convener: Revd Murdoch Mackenzie - 1995

Secretary: The Secretary for World Church and Mission

Revd Peter Arthur

Revd David Fox

Revd Rudolph Dixon

Mr Desmond Curry

Revd Dorothy Spence

(3 vacancies)

Mrs Claudette Binns

Revd Roger Whitehead

together with the Rural Consultant

MISSIONARY AND ECUMENICAL WORK ABROAD

Convener: Revd Clabon Allen - 1997

Secretary: The Secretary for World Church and Mission

Revd Gwen Thomas

Revd Norman Healey

Revd Leonard Bhagwandin

Mrs Marlene Hunter

Revd Philip Woods

Ms Alison Harvey

Revd Froukien Smit

Mr Ernest Dale

(3 Vacancies)

MISSION AND OTHER FAITHS

Convener: Revd Bill Mahood** - 1999

Secretary: Revd Brenda Willis - 1998

Revd Dr David Bowen

Dr Jack Thompson

Mrs Joyce Killick

Mr John Proctor

Mrs Cynthia Bailey

(3 Vacancies)

Consultant:- Revd Ron Lewis

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

PERSONNEL

Convener: Revd Barrie Scopes** - 1999

Secretary: The Personnel Secretary

Revd David Helyar

Revd Ken Graham

Revd Bernard Collins

Miss Judy Rogers**

Ms Bethan Galliers

Mrs Muriel Sleigh

Principal of St Andrew's Hall

(3 Vacancies)

Mr Kees Maxey

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 Erial Kirby

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

FINANCE

Convener: The Honorary Treasurer

Secretary: The Secretary for Finance

FINANCIAL RESOURCES

Convener: Mr Alistair Black

Secretary: The Secretary for Finance

Provincial Representatives

I Dr Peter Clarke

II Mr Reg Stelfox

III Mr Ray Holden

IV Mr Donald Lethem

V Mr Michael Harrison

VI Mr David Hibbard**

VII Mr Philip Wade

VIII Mr Geoff Lunt

IX Mr Jim Richardson

X Mr Maurice Dyson

XI Mr Bernard Edwards

XII Mr Ray Lacey

together with Full voting Members:-

Mr Alistair Black (Treasurer)

Dr Jim Brown (General Assembly Rep)

Revd Michael Hubbard (Provincial Moderators' Rep)

Mr Eric Chilton (General Assembly Reps)

Mrs Jane Tomlin (General Assembly Rep)

Non Voting Member

Rev Julian Macro (Advocacy and Stewardship, Convener)

The following are permitted to attend but are not members of the committee.

The Conveners of Ministry, Faith and Life, World Church and Mission and Church and Society, the Conveners of the Financial Management, Maintenance of the Ministry, the Convener and/or Secretary of the Welfare, Communication and Supplies and Retired Ministers Housing Committees, the Convener and/or Secretary of the Ministerial Training Fund, the Office and Personnel Manager and the Advocacy Secretary.

FINANCIAL MANAGEMENT

Convener: Mr Alistair Black - 1998

Secretary: The Secretary for Finance

Mr Gorden Bannerman

Miss Helen Marson

(2 Vacancies)

Ms Edwina Rockey

Mr Ron Turner

Revd Paul Bedford

Mrs Elizabeth Reeve

together with the Secretary for Church Buildings (Mr Tegid Peregrine - 1998) 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 Roger Pickering**	XII	Mr Brian Smith**

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

WELFARE AND EMERGENCIES

Convener: Mr Ray Heritage - 1995

Secretary: Mrs Judy Stockings

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

RETIRED MINISTERS HOUSING

Convener: Revd David Hannen

Secretary: Mr Bob Carruthers

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

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

NEW PENSION FUND TRUST - Trustees

Members of URC:	Mrs Gwen Hall	Mr Desmond Davies
	Mr Tom Swan	Mr Geoffrey Lunt
Members of Fund:	Revd Pam Ward**	Revd Tony Spring
	Revd Raymond Royston-Bishop	Revd Dr T Arthur Chadwick

OTHER COMMITTEES

MISSION COUNCIL

Convener: The Moderator of the General Assembly

Secretary: The General Secretary

Provincial Representatives:

The Moderator and three representatives from each Provincial Synod, 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.

**RESOLUTIONS
NOMINATIONS**

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	Revd Chris White**	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 Graham Spicer
Revd Peter Moth	Mr Alan Pinnell	Mrs Sue Brooks
Revd John Steele	(1 Vacancy)	

EDITORIAL AND MANAGEMENT BOARD OF REFORM

Convener: Revd Brian Baker - 1996

Revd Martin Camroux (3 Vacancies)	Mr John Rawnsley	Mrs Helen Young
--------------------------------------	------------------	-----------------

Youth Representative: Mr Andrew Jackson

ASSEMBLY PASTORAL REFERENCE

Convener: Revd Alasdair Walker
Secretary: The General Secretary

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

UNITED REFORMED CHURCH TRUST

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

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

ADVOCACY AND STEWARDSHIP GROUP

Convener: Revd Julian Macro - 1996

Secretary: Revd Bill Wright - 1999

Revd Stephen Thornton
Mr Stanley Griffiths
Mrs Clare Shepard

Miss Janet Turner
Revd David Netherwood

Mr Keith Webster
Revd Bob Maitland

REPRESENTATIVES OF THE UNITED REFORMED CHURCH ON OTHER BODIES

1 OTHER ASSEMBLIES

Church of Scotland

Rt Revd Donald Hilton*
Revd Duncon Wilson*

Presbyterian Church in Ireland
Congregational Union of Scotland
Congregational Federation

Rt Revd Donald Hilton*
General Secretary*

Union of Welsh Independents
Presbyterian Church of Wales

Revd Keith Forecast*
Revd Doris Leysham*

Methodist Conference
General Synod of Church of England
Reformed Church of France
Evangelical Church of the Palatinate

Mrs Ruth Clarke*
Revd Sheila Maxey*
Revd Christine Graven*
Revd Kenneth Summers*
Rt Revd Donald Hilton
and Mrs Ann Hilton

2 CHURCH BODIES

Churches Together in England - Forum

Revd David Helyar
Ms Rachel Burnham
Revd Richard Mortimer
Mrs Carol Rogers

Mrs Sheila Brain
Revd John Johansen-Berg
Revd Sheila Maxey
Revd Barbara Gates

Revd Roderick Hewitt
Mr David Butler
Revd Tony Burnham
Revd Elizabeth Welch

Churches Together in England - Enabling Group

Revd Tony Burnham
with Revd Sheila Maxey as alternate

Council of Churches for Britain & Ireland - Assembly

Revd Martin Cressey
Revd Greta Morgan
Revd Sheila Maxey
Mrs Mary Marsden

Ms Rachel Burnham
Mr David Butler
Dr Mary Ede
Revd Tony Burnham

Mrs Eileen McIlveen
Revd Murdoch Mackenzie
Revd Dr Peter Arthur
Revd Elizabeth Welch

Council of Churches for Britain & Ireland - Church Representatives Meeting

Revd Tony Burnham

Dr Mary Ede

Womens' Inter-Church Council:

Revd Rowena Francis

Mrs Ruth Clarke

Action of Churches Together in Scotland:

Miss Isobel Kidd

Revd Dr Peter Arthur

**RESOLUTIONS
NOMINATIONS**

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

Free Church Federal Council: Revd Peter Beaman, Tony Burnham,
Norman Healey, Eric Wollaston,
Revd Sheila Maxey, Mrs Rosalind Goodfellow
Chaplaincy Board: Revd Peter Beaman, Revd Brian Holroyd and
(1 Vacancy)
Education Committee: Dr Mary Ede Mr Penry Roberts**
Dr Stephen Orchard and John Sutcliffe also
serve as co-opted members
Joint Education Committee: Dr Mary Ede
Women's Council: Mrs Ruth Clarke

Methodist/URC Liaison Committee: Revd Susan Henderson, Revd Michael Hubbard,
Revd Sheila Maxey, Val Reed,
Miss Betty Vickerton and Mr David Butler

3 OTHER COMMITTEES AND NATIONAL ORGANISATIONS

Aged and Infirm Ministers Fund: Revd Kenneth French, Robert Richards
and Geoffrey Satchell and
Mr Laurence Macro (Honorary Treasurer)

Cambridge Federation Examination in
Theology Committee of Management: Revd Dr Lesley Husselbee
Christian Education Movement Council: Revd Terry Oakley
Churches Commission for Racial Justice: Mrs Sandra Ackroyd
Churches Community Work Alliance: Revd Tony Addy (Trustee)
Revd Vaughan Jones
(Management Committee)
Churches' Main Committee: Mr Clem Frank, Mr Hartley Oldham,
Mr Bill Nutley.
Congregational Fund Board: Revd Cyril Grant, Revd Dorothy Havergal-
Shaw, Revd Aubrey Lewis, Revd John Taylor
and Revd Geoffrey Satchell
Revd Susan Durber, Dr Colin Thompson
Joint Liturgical Group: Revd Kim Fabricius
Methodist Faith and Order Committee: Revd Keith Forecast, Terry Oakley
National Christian Education Council: Revd Peter Brain
National Council of Voluntary Organisations: Revd Peter Brain
National Ecumenical Agency for
Further Education: Revd Michael Diffey, Revd 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, Revd Dennis Friend,
Revd John Paull, Revd Philip Schofield,
Revd Tony Burnham

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

4 COLLEGE AND SCHOOL GOVERNORS AND COUNCILS

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

5 COUNCIL FOR WORLD MISSION

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

6 CONGREGATIONAL MEMORIAL HALL TRUST

Dr Philip Morgan	Mr Alistair Black	Mrs Christine Meekison
Revd Maurice Husselbee	Mr Fred Lodde	Mr Robert Hardie
Revd Geoffrey Satchell	Revd David Hannen	Mr Arthur Smith
Revd John Taylor	Revd Peter Grimshaw	Mr Hartley Oldham

7 NEW COLLEGE LONDON FOUNDATION TRUSTEES

Mr John Smethers

Revd Dr Robert Latham

Revd John Pugh

REPRESENTATIVES APPOINTED BY COMMITTEES

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

METHODIST COMMITTEE FOR LOCAL ECUMENICAL DEVELOPMENT:

The adviser for Local Ecumenism (Pro Tem):

Mr Desmond Curry

OTHER COMMITTEES AND NATIONAL ORGANISATIONS

BBC Central Religious Advisory Committee:
Church Hymnary Trust:

Revd Tony Burnham
Mr G R Barr,
Mrs Fiona Smith
Revd Kevin Swaine
Revd Michael Diffey
Revd Robin Hine
Mrs Connie Bunker
Revd Michael Playdon

Churches' Commission on Overseas Students:
Churches' Consortium on Industrial Mission:
Churches' Council for Health & Healing:

Mrs Carol Rogers
Revd Brenda Willis
Revd Michael Rees
Mr Paul Franklin
Revd Peter Jupp**
Revd Gillian Bobbett
Revd Terry Oakley
Mrs Carol Rogers
Mr Paul Franklin
Mr D Marshall-Jones

Churches' Advisory Council for Local Broadcasting:
Churches' Commission for Inter-Faith Relations:
Council of URC Boys' Brigade Companies:

Funerals, Cremations & Crematoria:
Guides' Religious Advisory Panel:
International Bible Reading Association:
Media Awareness Project:
Scout & Guide Fellowship (URC):
Scouts' Religious Advisory Group:

EQUAL OPPORTUNITY POLICY

Resolutions

16 The Assembly adopts an Equal Opportunity Policy as follows:-

- a) The Church affirms in its Basis of Union that 'all ministries shall be open to both men and women'. At Assembly in 1987 it adopted a Declaration on Racism and in 1990 adopted a Declaration of Equal Opportunities Policy in relation to ministers.
- b) This policy is not a statement of what the Church has already achieved; it is a declaration of the way it intends to move forward at all levels and in all aspects of its life within the limitations of its resources. In particular, it is an aid to appointing the most suitable people to all positions of responsibility within the church disregarding irrelevant considerations; it does not oblige the church as employer or otherwise to make appointments of people other than those most capable of fulfilling the responsibilities.

Assembly declares:-

- i) The Church will behave as an 'equal opportunity organisation' and not discriminate on grounds of race, gender or disability.
 - ii) The Church works to combat racism, sexism and prejudice against people with disabilities and is committed to positive action rather than containing the issues.
 - iii) The Church is aware of possible barriers, for example to women, black people and people with disabilities, within the structures of the Church in ministry and other posts; this has to do with expectations, position, role and status.
 - iv) The Church will therefore establish appropriate methods of monitoring the appointment, call, representation and position of women, black people and people with disabilities in the Church and take appropriate action where necessary.
- 17** Assembly resolves to appoint a Standing Committee of people with experience of Equal Opportunities, including two representatives of each category covered by the policy. The terms of reference shall be:-
- a) To develop detailed equal opportunities policies.
 - b) To have oversight of training programmes in equal opportunities.
 - c) To monitor the implementation of the equal opportunity policy.
 - d) To report annually to General Assembly on the implementation of the policy.

Introduction

1 General Assembly 1990 adopted a Declaration of Equal Opportunities Policy recommended by the Ministries Committee in relation to Ministers. The monitoring of that policy has shown its limitations and it is now recommended that General Assembly 1994 adopts a broader policy covering staff employed by the church and other activities as well as Ministries.

Coverage of Policy

2.1 The present policy relates only to ministers, not to the whole of the URC. This is a source of weakness and gives rise to many problems.

2.2 For example, the Monitoring Group noted the complete absence of black people from all the committees concerned with the assessment of candidates for the ministry at both national and provincial levels. This could not be viewed in isolation. It is closely related to more general problems, such as the underrepresentation of black people in Elders' Meetings, District Councils and Provincial Synods and their committees.

2.3 There have been other parallel initiatives. In 1987 the Church adopted a Declaration on Racism (sponsored by the Church and Society Department) which also makes provision for monitoring. We are aware of the work of the Urban Churches Support Group in the London area. These various initiatives need to be related to each other and co-ordinated.

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

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

Scope of Policy - Disability

3.1 The existing policy covers only race and gender. Most secular Equal Opportunity policies also include disability and it is also appropriate for the church to consider equal opportunities for people with disabilities.

3.2 While the popular image of a disabled person is someone in a wheelchair, there are many types of disability, including for example blindness and deafness. Many disabilities are no impediment to a person doing a job, although some forms of disability might make it difficult for a person to do a particular job. An equal opportunity policy helps to ensure that people with disabilities are employed in jobs suited to their aptitude, abilities, and qualification wherever practicable.

3.3 The treatment of disabled people is often a touchstone of the attitudes of an organisation or individual to disadvantage generally. It is therefore proposed that the policy be widened to cover disability.

Implementation of Policy

4.1 The adoption of a policy is not enough by itself. It requires effective implementation. The general statement set out in the resolution needs translating into detailed policies to deal with the different issue posed by prejudice against women, black people and people with disabilities. A first stage could simply be a review by each committee in the church of the steps needed to ensure that its work conformed to the policy.

4.2 The policy is, as the preamble states, a commitment 'to move forward at all levels and in all aspects of its life within the limitations of its resources'. This means, for example that when new buildings or alterations are under consideration, disabled access must be a priority issue but it does not commit churches to making all buildings instantly accessible for wheelchairs.

4.3 Monitoring - reviewing information in order to see how far a policy has been effectively implemented - is equally important and the resolutions therefore include provision for regular monitoring and report on progress.

RESOLUTION

Southern

EQUAL OPPORTUNITIES - MONITORING

Resolution

18 Assembly urges that the appropriate monitoring and review process, as pledged by the General Assembly in 1987, be initiated at the earliest opportunity and as far as possible ecumenically.

Proposer:

Secunder:

This resolution should be read in relation to the ones on Equal Opportunities and A Charter for the Church. If the resolution to establish the Equal Opportunities Committee is passed, this resolution may not be put.

RESOLUTION Southern & Thames North

CHARTER FOR THE CHURCH

Resolution

- 19 Assembly welcomes and adopts the document 'Charter for the Church' and encourages those responsible for the appointment or nomination of members of all the councils of the church to become more aware of the issues and to follow its recommendations.

Preamble to the Charter:

In 1987 the General Assembly, after debating various principles regarding racism, adopted the Declaration on Racism and commended it for study and action, and as a future point of reference, throughout the Church. In the same year the (London) Urban Churches Support Group took up the challenge and carried out a survey among the churches within Thames North and Southern Provinces to see how the churches were faring along the line of multiracial involvement within the life of our Church. The results gave us cause to celebrate the human wealth of our churches ever since then under the title "Cause for Celebration". Out of several such gatherings has come the Charter for the Church for our growth in non-racial, multi-ethnic discipleship in the United Reformed Church. In it we speak to ourselves as congregations, Districts and Provinces, as mixed and as monochrome churches, about leadership with black representation at all levels within the URC.

Text of the Charter:

SUMMARY AND TARGETING

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

- the structure of agendas and choices made regarding representation at all levels of the Church be reviewed and monitored for discrimination;
- there be a review of recruitment processes, and the encouragement of black participation in consultations, committees and councils, and appropriate people enabled to participate, such that the membership reflects, through deliberate choice, the real nature of our churches;
- there be a quicker recognition of the gifts of black people;
- training for recognised ministries be monitored, and leadership from black groups be encouraged and supported.

LOCAL CHURCHES

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

More training should be given to black people at all levels of ministry within the URC. It should be more widely known that money is available for this training equal with that for other candidates applying for training, at whatever level.

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

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

BLACK REPRESENTATION AT DISTRICT COUNCIL

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

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

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

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

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

BLACK REPRESENTATION AT PROVINCIAL SYNOD

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

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

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

BLACK REPRESENTATION AT ASSEMBLY

General Assembly embodies the unity of the URC and acts as the final authority in matters of doctrine and order and all other concerns of our common life: it is here that decisions and resolutions are made and approved for the running of the life of the URC. Since the Declaration on Racism was adopted by General Assembly in May 1987, and the promise, pledge and commitment were made that the URC would, in plain words, do something about the lack of involvement of black people in this Assembly, we have found no change or improvements.

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

RACISM

Resolution

20a) The URC General Assembly calls the URC to prayer and action so that ways are found to listen to people of different cultural backgrounds in our churches.

b) The URC General Assembly agrees to the allocation of a full-time special multi-racial ministry post with responsibility for monitoring and encouraging the involvement of people from different cultural backgrounds in the structures of the URC.

Proposer:

Seconder:

The Urban Churches Support Group, consisting of members from Thames North and Southern Provinces, in response to events in East London and the general increase in racist attacks wishes to do more than affirm its commitment to the URC declaration passed by General Assembly in 1987 by seeking to develop leadership and to increase representation of people of different cultural backgrounds in all areas of our church life.

This requires that individuals and churches listen to the voices of people of different cultural backgrounds within the churches and in wider society and that targets, agendas and timetables must be adopted so that the unity and equality so sadly denied by racism may become realities. It also requires the development of educational material and training courses, the adoption by the denomination of specific measurable goals and the allocation of resources of people and finance.

It is believed that the only way to ensure positive action is to allocate a dedicated resource to concentrate on the issues. Thames North Province has agreed to take action within their districts and churches in support.

RESOLUTIONS

Churches - Changes

1 CLOSURE OF LOCAL CHURCHES

Resolution

- 21** The Assembly receives notice of the closure of the local churches listed below and gives thanks to God for their worship, witness and service throughout their history .

1.1 West Woodburn

Northern

The United Reformed Church at West Woodburn was founded in 1894 by the then Presbytery of Newcastle as a part of its contribution to a nationwide scheme of evangelism decreed by the Presbyterian Synod of that year. Essentially a daughter church of the then large church in Bellingham, it served the villages and farms of lower Redesdale. That part of Northumberland was well served with Presbyterian churches and while West Woodburn looked in theory a good idea, the church suffered from being on the edge of two presbyteries and later two districts, Northumberland and Newcastle. It was fated always to be the smaller partner in a group of churches. Transferred backwards and forwards between the two districts it held its last service on Easter Sunday 1993 and was formally closed by Newcastle district in September 1993.

1.2 Ellesmere

West Midlands

The church at Ellesmere in Shropshire was closed on 28 November 1993.

It was founded in 1786 as a result of the work of students of the Abergavenny Academy - which had moved to Oswestry to be under the tuition of the Revd Dr Edward Williams. The influence of Dr Williams led to the founding of several churches in Shropshire at that time.

In recent years the church at Ellesmere has been part of the Gobowen group. A serious fall in numbers, allied to major problems with the building, led to the decision to close this church. The group maintains pastoral contact with individual members.

1.3 South Cheriton

South Western

South Cheriton was a small rural church in a small village. The five elderly members could see no possibility of growth and felt they could not continue. Revd John McMinn continues to give pastoral oversight.

1.4 Torrington

South Western

The elderly congregation decided that the responsibility of maintaining the day to day running of the church and of keeping an ancient building in good repair was beyond their powers. They were not willing to share other premises and the church was closed when the minister retired in September 1993.

1.5 London Chinese Church - meeting at Harlesden *Thames North*

The decision to leave the URC was taken at a church meeting held in July at which a District representative was present. This decision was endorsed at the October 1993 Synod.

1.6 Forest Gate, Ramsey Road *Thames North*

Decision to close the church taken at a meeting of Roding District in June 1993. Endorsed by Synod in October 1993.

1.7 St John's Wood *Thames North*

Notice to terminate the sharing agreement with Anglicans given in November 1993 and agreed by PCC and Diocese of London. Final service on 17 April 1994. Decision to close endorsed by Synod in March 1994.

1.8 Battersea Bridge Road *Southern*

By resolution of the Church Meeting and upheld by Wimbledon District Council, Battersea Bridge Road URC closed on 31 August 1993.

1.9 Goldcliffe *Wales*

Goldcliffe URC in East Wales District, formed in 1840, has for a number of years had a membership of four people, who, in a properly constituted Church Meeting, most reluctantly came to the conclusion that it was right to cease meeting as a congregation, because they felt it wrong to pour resources into a building in an area where there was no growth in population (in fact there is a decline in population) and where there is to be no housing development. The congregation therefore decided to close, and they have moved to become members of a nearby Baptist Chapel. When representatives of District and Synod visited the members of Goldcliffe prior to their coming to this decision, they were struck by the positive and committed way to the life of the whole church that they came to a painful conclusion. Goldcliffe URC was closed in July 1993.

1.10 Penally *Wales*

Penally URC in Pembrokeshire District (formed in 1857) decided in July last year to cease worshipping as a congregation as from the last Sunday in 1993. This decision follows an exhaustive survey of the building of Penally URC which indicated that, to put the building in order, resources were needed which would be too great for the local congregation of 7 people and it was not felt right to put that amount of money, if found, into these premises. Six of the members have transferred their membership to St John's URC/Methodist Church in Tenby; the other one person worships in the village at the Baptist Church. District and Synod representatives have been encouraged by the clear and honest thinking which has led this church to decide to cease worshipping, and as with Goldcliffe URC, rejoices that no person has been lost to the church catholic.

2.1 NEW CHURCHES

Resolution

22 Assembly receives St Peter's Church, Oxford Road, Manchester, as a local church of the United Reformed Church.

Proposer: C Keith Forecast

Seconder: Ruth A Wollaston

St Peter's Church is already recognised as a church within the Church of England and as a church within the Methodist Church. On Sunday 16th January 1994 a service of recognition was held at St Peter's Church, at which Revd Keith Forecast presided. The application received full agreement of the South West Manchester District Council. St Peter's is a lively congregation of staff and students of Manchester University, The Metropolitan University and U.M.I.S.T.

2.2

Resolution

23 Assembly receives Holy Trinity, Bradley Stoke, Bristol as a local church of the United Reformed Church.

Proposer: Hazell Martell

Seconder: Ray Herwig

Bradley Stoke is a new town on the outskirts of Bristol. The church is an Anglican/Methodist/Baptist/URC Local Ecumenical Project which began 4-5 years ago in the Anglican Curate's house, moved to a Portakabin and now has a new church building. A new primary school has been built on part of the site. The school and the church share a hall and the school uses the sanctuary for worship. The church is currently served by an Anglican Curate and a Methodist Deaconess, with Revd Stephen Fisher acting as link person with the Bristol District Council.

2.3

Resolution

24 Assembly receives Christchurch, Estover, Plymouth as a local church of the United Reformed Church.

Proposer: Roger Cornish

Seconder: Don Wilkins

Christchurch serves a large housing estate on the North East side of Plymouth. Anglican, Methodist, Baptist, and Roman Catholic Churches formed the Local Ecumenical Project in 1980 and in 1990 the United Reformed Church was invited by the Church Council to share in the LEP. The church is currently served by a full time Anglican who is recognised and regarded by the Methodist Church; a part-time Baptist minister and two Roman Catholic Sisters. The application from Plymouth & Cornwall District Council for a minister from a CWM partner church has been approved.

RESOLUTION Yorkshire & Thames North

STUDENT GRANTS

Resolution

25a) The General Assembly of the United Reformed Church notes with concern:

- i)** the effective reduction of student income in recent years to the present level which is below the official poverty line;
 - ii)** the withdrawal of state benefits to almost all students regardless of need;
 - iii)** the intention of the Government further to reduce grants to students as outlined in the last budget.
- b)** Bearing in mind the Government's intention to widen the availability of Further and Higher Education, the General Assembly
- i)** urges the Government (Secretaries of State for Social Security and for Education):
to reconsider the level of student grants and to raise the total available so enabling all students to receive grants above the official poverty level and to cover costs of necessary books and equipment;
to reinstate the benefit entitlement to vulnerable groups;
 - ii)** encourages members of local churches, district councils and provincial synods to write to members of Parliament expressing their concern;
 - iii)** encourages local churches in areas of student population to seek to provide practical support to students in their locality.

Proposer: Revd Elizabeth J Brown
(Yorkshire Province)

Seconder: Mr Richard Alford
(Thames North Province)

This resolution has the support of FURY as well as of the two Synods.

1 The typical student now has a guaranteed income that is less than it would have been if (s)he were on social security benefits. For those without additional sources of income this means existing below the official poverty line.

2 Comparative figures for Student Income (to cover maintenance and course costs) and the income of a Young Person on Benefit are as follows:

STUDENT INCOME (1993/94)

	London	Elsewhere
Grant	£2,845 p.a.	£2,265 p.a.
Loan	£ 940 p.a.	800 p.a.
	£3,785 p.a.	£3,065 p.a.
Total weekly income	£72.79	£58.94

INCOME OF YOUNG PERSON ON BENEFIT (18-24)

Income Support	£34.80 p.w.	£34.80 p.w.
Housing Benefit	47.50 p.w.	33.79 p.w.
	£82.38	£68.59

N.B. These are based on average private rented sector rents for London and outside London. Income Support rates quoted are for a single person, aged 18-24, without dependents, effective from April 1993.

The differential is £9.59 p.w. in London and £9.65 p.w. elsewhere.

3 Students who become seriously ill are a particularly vulnerable group. If they are unable to attend classes they continue to receive their grant as a matter of right for only 28 days. They cannot, however, claim housing benefit or income support until they have been ill for 28 weeks. This leaves a gap of 24 weeks during which they may be penniless.

4 There are particular difficulties for mature students, especially those with families to support.

5 There is evidence of an increasing number of students dropping out of university for financial reasons.

6 In a recent survey by the Times Education Supplement, 75% of academics responding said that financial hardship was damaging students' performance.

7 Some courses are "high cost" as students are required to buy their own materials to use in making presentations on which the final course grades are awarded. Student poverty is causing inequality.

8 The forthcoming decrease in the grant and corresponding increase of 10% in the student loan will only make student debt and hardship worse.

MINISTRY

Resolution

26a) The Assembly recognising the desire of all member churches to know who their "pastor" is resolves to provide all member churches with their own "pastor", that is a stipendiary minister, a non-stipendiary minister or lay leader authorised to administer the sacraments.

Proposer:

Secunder:

b) The Assembly, recognising the importance of leadership in all churches, resolves to review its selection, recruitment and training procedures to ensure that when they are called to pastoral charge all ordinands have a range of the appropriate leadership skills.

Proposer:

Secunder:

In March 1993 Thames North Provincial Synod agreed aspects of Ministry as one of the priority concerns for its member churches. Discussions were generated by Elders' and church meetings throughout the Province to determine the issues and at the October 1993 Synod these issues were brought out in group discussion. A series of resolutions were defined from this work and brought to the March 1994 Synod for debate. The Synod is aware that work is going on in a Patterns of Ministry working group but believes it is important to listen to the voice of local churches as input to any proposals on changes. The following resolutions spell out challenging and urgent matters for the future of the URC by expressing vision and addressing leadership, and they represent the overwhelming view of the churches within the Province.

RESOLUTIONS

Finance

1 Accounts

1.1 The audited accounts covering the United Reformed Church central funds for 1993 are shown in **Appendix IV**.

Resolution

27 Assembly adopts the accounts for 1993.

2 Ministry and Mission Fund

2.1 The 1993 result was a small deficit of about £32,000. However this result masks an increase in Maintenance of the Ministry costs over budget of about £133,000, which fortunately was offset by a reduction in other central Church costs.

2.2 It is encouraging that the contributions to the Ministry and Mission Fund from the churches increased by 14% over 1992, at a time of continued economic restraint and we express our gratitude for this response. Full details of the sums received from each Province are shown on page 14 of the accounts.

Resolution

28 Assembly gratefully acknowledges the giving of the churches in 1993 to the Ministry and Mission Fund.

3 Budget 1995

3.1 Estimate 1994.

The revised estimate is that the deficit will be contained at £53,000, (budget deficit £38,000) providing action is taken to avoid any unexpected increases in payroll numbers.

3.2 Budget 1995.

The budget deficit should be restricted to £90,000 subject to controls over the number of stipendiary ministers and lay staff being implemented.

Resolution

29 Assembly approves the budget for 1995, noting that expenditure is expected to be £16,872,000, an increase over 1994 of 5.1%, against which commitments have been made by Provinces of £16,122,000, an increase of 3.4% over the 1994 commitments.

4 Retirement of Ministers serving joint URC/Methodist pastorates

4.1 In implementing Resolutions 10 and 11 of the 1993 General Assembly, requiring the retirement of ministers no later than the age of 65 years and 6 months, the Maintenance of the Ministry Committee came upon a particular difficulty with regard to ministers serving joint URC/Methodist pastorates, where the normal date for a change of ministers is the 31st August. We therefore suggest a modification to **Resolution 10**.

Resolution

30 Assembly modifies Resolution 10, passed by Assembly in 1993, by the addition of the words "save that where ministers are serving in joint URC/Methodist pastorates at the time of retirement, ministers shall retire from full-time stipendiary service not later than the 31st August following the date on which they attain the age of 65."

5 Pension Fund Rule regarding Childrens' Awards

5.1 For many years the orphans benefit paid from the United Reformed Church Ministers Pension Fund has been £50 per annum per child under the age of 18 years. The Maintenance of the Ministry Committee feels that this figure has now become absurdly low, and recommends that it should be increased five-fold, and thereafter reviewed annually.

5.2 It is with some reticence that we propose any additional expenditure while the Fund continues to face such a huge deficit, but the overall cost will be minimal.

5.3 The amendment to rule 22 needs to be read in conjunction with the preamble to the rule "In the event of the death of a contributing member in service before normal pension age, there shall become payable the following benefits:"

Resolution

31 Assembly amends the Rules of the United Reformed Church Ministers Pension Fund (both the rules applying before Assembly 1993, for those who elected to be dealt with under these rules, and the rules adopted by Assembly 1993), as follows:-

Rule 22.3 to read:- "Where a member leaves one or more children below the age of eighteen years, a pension of £250, per annum until the child attains the age of eighteen years. This figure of £250 will be reviewed annually."

6 Discontinuation of the payment of Stipend Supplements through the central payroll system

6.1 Following the adoption of Resolution 9 by General Assembly in 1993, it was discovered that National Insurance regulations dictate that where a minister's stipend is paid by the central office, it is a requirement that the central office shall assume responsibility for National Insurance contributions on any additional stipend supplement that may be paid from other sources. In the circumstances, the Committee decided that Resolution 9 of the 1993 General Assembly could not be implemented, and that the Assembly should be asked to rescind it.

6.2 The Committee therefore decided that, in order to comply with the National Insurance regulations, the payment of supplementary stipends through the central payroll system should be made mandatory.

Resolutions

32 Assembly rescinds Resolution 9 passed by Assembly in 1993 as follows:-

"Assembly agrees to discontinue the payment of supplements through the central payroll from the 1st October 1993, except in exceptional cases that may be agreed by the Maintenance of the Ministry Committee".

33 Assembly amends the Plan for Partnership in Ministerial Remuneration by adding the following paragraph:-

6.2.2 Stipend supplements: General Assembly 1993 passed the following Resolution - "Assembly believes the payment of special stipend supplements by churches is no longer justified and calls upon ministers and churches to bring an end to this payment as soon as possible". Any continuing supplement payments will be required to be paid through the central payroll system, in order to comply with National Insurance regulations. The cost (including, for example, additional National Insurance contributions) will be an expense of the local church.

8 Ordination Loans

8.1 The Committee believes that it is now appropriate for proportional ordination loans to be made available to ordinands due to serve in part-time pastorates.

Resolution

34 Assembly adds the wording shown in heavy type to paragraph 8.2.1 of the Plan for Partnership which will now read:-

"An interest free loan (as shown in Appendix A) is available to ordinands for the stipendiary ministry; **where the pastorate to be served is part-time the loan shall be pro-rata according to the proportion of whole-time basic stipend:** this loan shall be re-payable by deduction from stipend over a period of not more than five years or such other period as the General Assembly, on the recommendation of the central MoM Committee, shall from time to time determine."

RESOLUTION

East Midlands

ASSEMBLY COSTS

Resolution

35 Assembly resolves that no member representing district council or synod be required to contribute financially towards the essential costs of their attendance at Assembly; and that the Financial Resources Committee be urged to meet the costs of the General Assembly entirely from central funds.

Proposer:
Seconder:

GOOD PRACTICE

Resolution

- 36** Assembly, recognising the value of the **Good Practice** pack, urges every local congregation to discuss the material as a matter of urgency and to implement the good practice suggested, as part of the church's obligations to take all reasonable steps to ensure the safety of children and young people involved in its life.

Proposer: Mrs Sheila Flett

Seconder: Revd Stephen Thornton

The Home Office Guidelines for voluntary organisations working with children recommend taking all reasonable steps to ensure the safety of children. When, in church and elsewhere, children and young people can learn and grow in safety there are reasons for hope and celebration. However, the abuse of children, which can happen even within the life of the church, is an example of the danger facing children, and of the pain which can be experienced.

The **Good Practice** pack has been produced by the Children's Work Committee, in collaboration with the Youth Committee and the Youth and Children's Work Training Committee, and in liaison with other churches, to help local churches fulfil their responsibility for the safeguarding of children and young people. It contains suggestions to help local congregations to explore the issues in elders' and church meetings, information for church officers, especially those involved with youth and children's work and samples of a Volunteer Helpers Form and a Medical Form. It also contains a copy of the Home Office leaflet which contains thirteen recommendations for good practice, and leaflets about training available to youth and children's workers.

The 1993 General Assembly learned about **Kaleidoscope** - the ecumenical children's workers' training material - which can play a significant part in the preparation and training of children's workers, and others with responsibility for children, e.g. elders and ministers. The use of Kaleidoscope or Spectrum, the ecumenical training material for youth workers, is one of the steps that can be taken to ensure that children, young people and those who work with them are protected.

In addition to local congregations, however, the whole church has an obligation to ensure the safety of children. Therefore, the Assembly is asked to declare its own commitment to the safeguarding of children and express its concern that action should be taken. This resolution is presented to make clear the whole church's commitment to ensure that children will be safe and sound within the life of the church.

ARMS AND THE ARMS TRADE

Resolution

37a) Assembly, noting that 1995 marks the 50th anniversary of the foundation of the United Nations Organisation and of the first use of nuclear weapons, and believing that the Non-Proliferation Treaty (NPT), due for renewal in 1995, represents an important step towards the effective international control and eventual elimination of nuclear weapons, therefore calls on the Government to work for this treaty to be reaffirmed and made permanent.

- b) i)** Assembly remains concerned over the continuing excessive dependence of British manufacturing industry on the arms trade;
- ii)** expresses its growing concern that revelations of possible linkages between the Aid and Trade Provision and arms deals are damaging the reputation of the British aid programme; and
- iii)** calls on the Government to publish applications for arms export licences so that, if necessary, there can be Parliamentary and public debate before approval is given.

1.1 The central points of the 1970 NPT include (i) a commitment by those states which already have nuclear weapons not to make them available to countries that do not have them, (ii) a pledge by those non-nuclear countries involved in the treaty not to acquire nuclear weapons, and (iii) an obligation on the part of those nations with nuclear weapons systems to enter into genuine negotiations for arms control and disarmament. It includes provision for a conference after 25 years to decide whether the treaty is to continue indefinitely or be extended for a period or (by default) cease. Hence the urgency for 1995.

1.2 Supporting this main political instrument for preventing the spread of nuclear weapons is an objective which can be supported by those who believe in multilateral disarmament and deterrence as well as those who oppose the possession and threat to use such weapons. It would be naive to ignore the 30 or so serious wars which are currently in progress. But the churches must still strive to answer their calling to be peacemakers and should seek to reinforce positive trends towards peace with security such as the NPT.

1.3 Previous church gatherings, such as the European Ecumenical Assembly in Basel 1989, have supported the NPT. The Church Representatives Meeting of CCBI last November commended this matter to the churches for 1994 so that full ecumenical representation to Government on the matter may be made. This representation should also be made to MP's at local and regional level.

2.1 European church leaders challenged the European Union and its member states to work towards much tighter control on arms exports. In the words of their February 1994 statement: "The churches' universal vision of humanity and our ecumenical relations with those who suffer the consequences of war mean that we cannot shut out eyes to

RESOLUTIONS

ARMS AND THE ARMS TRADE

the suffering which the proliferation of arms can cause. We cannot see the arms trade solely as a matter of national or economic interest. ...Arms are not like other exports; they are designed to injure and kill."

They also stated that "the ruling on the export of 'dual use' goods from the European Community which is currently being discussed falls short of what is required to restrict and control the export of such goods." Even without knowledge of the detail of a particular case or policy proposal, churches can articulate their concern over loose or non-existent (or secretly modified) export controls; we have seen something of this in the Matrix Churchill affair.

2.2 The member states of the Conference on Security and Co-operation in Europe (CSCE) including the United Kingdom, at their November 1993 consultation on 'Principles governing conventional arms transfers' agreed to avoid transfers, i.e. sales, which might "be used for the violation or suppression of human rights, in provoking or aggravating an existing conflict ... or be used for the purpose of repression ... or to encourage terrorism."

2.3 Two organisations supported by the United Reformed Church, the World Development Movement (WDM) and Campaign Against the Arms Trade (CAAT), have revealed how far that CSCE declaration seems to be disregarded.

2.3.1 CAAT have run a petition campaign, linked to the Scott Enquiry, calling for openness in this trade and a licence applications register. They produce regular briefings through a Newsletter (from CAAT, 11 Goodwin Street, London N4 3HQ) which lists recent contracts and deals involving British companies. *Church and Society may need to bring a supplementary resolution if Lord Justice Scott reports before Assembly meets.*

2.3.2 WDM benefitted from considerable media attention over the Malaysian Pergau Dam affair; it was in part due to their briefings that the Foreign Secretary was forced to concede that there had indeed been "some entanglement" between aid and arms sales. WDM also demonstrated how far the Government's Export Credit Guarantees Department has been subsidising arms sales, from 19.3% of the ECGD total in 1989/90 to 41.8% in 1992/93. WDM pointed out that, although a key priority of the aid programme is the promotion of 'good government' in recipient countries, some countries with much-criticised human rights records (such as Indonesia, Nigeria, Oman as well as Malaysia) have received aid and negotiated very large arms purchases.

2.4 The hoped-for and much-trumpeted 'peace dividend' following the end of the Soviet Union has not happened. Unemployment still remains a threat whenever a reduction in arms sales is advocated; serious structural readjustment of the industry ('conversion') has not been attempted. There is some evidence that with the scaling down of our own armed forces the pressure to promote overseas arms sales has increased. CAAT is planning a conference on Conversion this winter which will co-ordinate ideas and feasibility studies already in hand.

RESOLUTION

Church & Society

AMNESTY CALL BY CCBI

Resolution

38 Assembly endorses the call of the Church Representatives Meeting (CRM) of the Council of Churches for Britain and Ireland to the Government to institute a not-to-be-repeated amnesty for those who fulfil the following conditions and would otherwise face possible deportation from the United Kingdom:

- a) a person who has lived in the UK for at least five years; and either
- b1) who is the parent of at least one child born here who has lived in the UK for a minimum of two years; or
- b2) is self-sufficient in terms of income and housing.

AND encourages local churches and District Councils

- i) to support the petition on this matter prepared by the Churches Commission on Racial Justice; and
- ii) to respond favourably to any appeal for help, e.g. towards an appeal, from those who fulfil the above conditions and who are threatened with deportation.

1 This initiative was brought by the Churches Commission for Racial Justice (CCRJ) to the CRM and endorsed by them on behalf of the CCBI last November. The deportation of people from the UK has been a concern of the churches for at least a decade. The CCRJ and its predecessor body (the Community and Race Relations Unit of the British Council of Churches) have been involved in several types of case: asylum seekers from countries where there is civil war, individuals with families here who have lived here for several years, and whole families with children born and brought up here. Regretfully, but perhaps needless to say, almost all were from the black or ethnic minority communities.

2 It has recently come to light that the Home Office, alone and also with some other European governments, has been making changes to the regulations. The number of deportations has increased. For example, a local treasurer of a London United Reformed Church has been threatened with deportation after nine years living here and bringing up a family.

3 The CCRJ argues for an amnesty on a number of grounds. Tension and mistrust are high between the police who have to enforce the deportation orders and the black and ethnic minority communities. Such communities need a signal that, amid rising levels of racial violence, they are welcome as our fellow-citizens. Too much time is spent by the legal system in pursuing a small number of unregistered immigrants, thus exaggerating the perceived scale of the problem. People who have made this country their home and brought up children here for some years must be offered some peace of mind. There is an argument, needing to be tested through the courts, that the Government is failing to fulfil obligations regarding the right to family life under Article 8 of the European Convention on Human Rights. The International Year of the Family would be an appropriate opportunity for a one-off amnesty of this kind.

4 The resolution proposes representations to Government, which should be replicated locally in writing to MP's, and two actions open to local churches, one general and one exceptional.

MISSIONARY AND ECUMENICAL WORK ABROAD

Resolutions

- 39** The General Assembly looks forward with joyful anticipation to the 200th anniversary in 1995 of the founding of the London Missionary Society.
- 40** The General Assembly encourages the United Reformed Church as a whole to prepare for the anniversary by learning about the vision of "the glorious gospel of the blessed God" which gave rise to the founding of the London Missionary Society; and challenges the Church to discover how God is calling us today to share in God's mission in Christ's way and to strengthen our commitment to the Council for World Mission.
- 41** The General Assembly encourages every local church to celebrate 16 July 1995 as Council for World Mission Sunday.

1 The two hundredth anniversary of the founding of the London Missionary Society, the oldest of the mission agencies now combined in the Council for World Mission [CWM] falls in 1995. All the CWM member churches will be marking the anniversary and there will be major celebrations in the United Kingdom in July 1995.

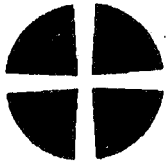
2 There will be a celebration event Wednesday 12 - Friday 14 July 1995 culminating in a service of thanksgiving and dedication in London on 14 July. All CWM member churches will be participating in this event and it is hoped that there will be a large URC presence at the service on 14 July. At the close of that service the overseas visitors will be travelling to all CWM member churches in the UK for the weekend. All our provinces will be asked to receive between four and six visitors for the weekend and some provinces are already making preparations. On the afternoon of Sunday 16 July the visitors will return to the London area as the CWM Council gathers at the High Leigh Conference Centre, Hoddesdon, Herts, for the 1995 Council Meeting. The Council is meeting at the joint invitation of the Congregational Federation and the URC.

3 The Missionary and Ecumenical Work Abroad Committee is concerned that the URC should prepare itself for these celebrations by considering its place in God's mission and its level of commitment to the Council for World Mission. Materials will be produced and introduced at Assembly. The Committee also proposes this resolution so that Assembly may communicate to the churches its concern that the 200th anniversary of the London Missionary Society be an occasion not only of celebration of the past but of commitment to God's mission today.

[Note: While world-wide 9 July 1995 has been designated "Council for World Mission Sunday" (to enable CWM Council members to participate in local celebrations before leaving for the celebrations in the UK), it is recommended that the URC observe 16 July 1995 as Council for World Mission Sunday, since many visitors from CWM member churches will be with us on that day.]

APPENDICES

**GENERAL
ASSEMBLY
1994**



APPENDIX I

METHODIST/URC RELATIONSHIPS



1 In 1992 Assembly instructed the Mission Council to report to the Assembly in 1994 on 'progress towards the integration of our denominational policies and programmes'.

2 There is little evidence of progress towards integration between the policies of the two denominations. Some synods are in conversation with the appropriate Methodist Districts about the possibility of integrating councils and/or committees. However there is evidence of increasing cooperation on programmes, some of which is indicated below.

3 As directed by the Assembly in 1992, the Secretary of Methodist Conference and the General Secretary of the URC have arranged a full day's meeting each year, for the President and Vice President of Conference and the Moderator of the Assembly, together with some of the senior staff. The meetings have been moderately useful in enabling the staff to meet colleagues with different responsibilities in the other church. Actual cooperation is largely between those who carry out the same responsibility and these relationships have developed outside such a meeting, either bi-laterally or in the wider ecumenical context. A third meeting has been arranged for 1995.

4 The Liaison Committee has continued its work, producing 'Model Constitutional Guidelines for a Joint Methodist and United Reformed Church', a simple leaflet on the roles of elders and stewards, and a broadsheet 'Quickstep' with news of local joint churches and relations at county level.

5 There is cross-representation on our Youth, Doctrine and Worship, Health and Healing, Children's Committees, the group responsible for retreats, and the SPIN core group.

6 Cooperation is developing in the following areas:

- ◆ Leuenberg Agreement : the Methodist Church has received encouragement and information about a closer association with other signatories;
- ◆ publicity for world development appeals and related matters;
- ◆ children's work : much continuing collaboration, with new developments in relation to the Children's Act, Methodist materials on parenting, etc.,
- ◆ The Opening Learning Centre now serves both churches and early indications are that the courses are arousing considerable interest amongst our members;
- ◆ Pentecost Awakening is a training event for leaders of quiet days and it is jointly led and open to members of both churches;
- ◆ Prayer Handbooks are published by both churches and greater collaboration is being explored;

- ◆ SPIN-OFF is distributing in the URC during 1994 a Methodist publication by women : MAGNET;
- ◆ MAYC/FURY : in October 1994 the first joint national event is being held in Liverpool and 2000 young people are expected to attend;
- ◆ youth programmes at all levels in relation to joint local churches are being discussed.
- ◆ Lay Preaching : two joint training events are planned for 1994.
- ◆ Vocations Sunday : joint material for the two churches (and the Scottish Congregational Church) was used in 1994;
- ◆ Enquirers' Conferences : possible cooperation is being discussed.

APPENDIX II

The General Assembly under its function (XII) adopts the Rules of Procedure printed in the Book of Reports 1994

RULES OF PROCEDURE FOR THE CONDUCT OF THE UNITED REFORMED CHURCH

GENERAL ASSEMBLY

- 1 (1) The Assembly shall meet at least once in every year. The scheduled meeting in each year, the place and dates of which shall be determined by a preceding Assembly, shall be the Annual Meeting of the Assembly. Any meeting of the Assembly other than the Annual Meeting shall be a special meeting.
- (2) A special meeting of the Assembly may be convened by the **Mission Council** or by the Moderator of the General Assembly.
- (3) All meetings of the Assembly shall be convened and held as provided by these rules.
- (4) The Roll of Assembly shall be made up by the **General Secretary**. District councils shall send to the **General Secretary**, either directly or through the synod office, the names and addresses of their representatives to the forthcoming Assembly so as to reach the **General Secretary** not later than 10 weeks before the meeting of the Assembly. Any necessary amendments to the list shall be notified to the **General Secretary** not later than 4 weeks before the meeting of the Assembly, at which time the roll shall be held to be complete.

When a district council cannot fill all its allotted places at Assembly, its vacant seats may be filled from other district councils within the province in consultation with the synod clerk and bearing in mind the need to balance lay and ministerial representation.

BUSINESS OF THE ASSEMBLY

- 2 (1) Notice of any meeting of the Assembly shall be sent by post to each member as defined by article 2 (5) (a) to (h) of the Basis of Union not less than 14 clear days before the date of meeting and shall contain a statement of the business to be transacted and the reports to be received. No business other than that specified in the notice calling the meeting shall be transacted except business accepted by the Assembly on the advice of the **Assembly Arrangements Committee**.
- (2) The General Secretary shall dispatch to every member with the notice of the meeting a registration card. No member of the Assembly shall speak or vote at the Assembly unless possessing such a card and unless, when required to do so by the Moderator or the Moderator's deputy, displaying it.

- (3) **The Assembly shall at its Annual Meeting appoint the members of the Assembly Committees all of which shall be constituted in accordance with the decision of the Assembly. Each committee shall discharge the functions assigned to it by the Assembly and report annually to the Assembly.**

MODERATOR

- 3 (1) The Moderator of the General Assembly shall be elected by ballot in accordance with these Rules. The Moderator shall serve for one year commencing at the Annual Assembly in the year following the Annual Meeting at which the report of the election is received in accordance with Rule 3 (10). The year of office shall be deemed to begin with the induction of the Moderator and shall continue until the Moderator's successor is inducted into office.
- (2) The Moderator of the General Assembly shall normally be a minister but any person who has been admitted to the full privileges and responsibilities of membership of the Church and whose name is included on the membership roll of a local church is eligible for nomination.
- (3) Nomination for election as Moderator of the General Assembly shall be made by a synod, the consent of the nominee not being required. The nomination shall be in writing under the hand of the clerk of the synod and received by the General Secretary not later than **the 31st March immediately preceding the Annual Meeting of the Assembly.**
- (4) The General Secretary shall forthwith send to each person nominated a list of the nominations. Any nominee may, within ten days of the receipt of this list, withdraw from nomination by notice in writing to the General Secretary.
- (5) If after the period for withdrawal there is only one nomination, this nomination shall be placed before the Assembly **and voted upon by secret ballot.**
- (6) If the number of those who have been nominated and have not withdrawn is or exceeds two, the election shall be by a secret ballot according to the principle of the single transferable vote. All members of the Assembly shall be entitled to vote. They shall vote by indicating their preference by figures 1,2,3 and so forth, but no voting paper shall be invalidated by the absence of alternative choices. If the tellers find that no name has an absolute majority of first choices, the second choices of those who gave as their first choice the name securing the smallest number of such choices shall be added to the first choices for other names. If necessary this process shall continue until one of the names has an absolute majority of votes cast.
- (7) Members of the Assembly shall vote by means of a voting paper containing the name, the usual designation and the church of membership of each of those accepting nomination which shall be sent by the General Secretary by ordinary post to each such member before the commencement of the Annual Meeting of the Assembly. Brief indication of the reasons for the nomination, as supplied by the synod, may be circulated with the ballot paper. **The General Assembly may in any case authorise further means of informing its members about those accepting nomination.**

APPENDIX II
PROCEDURES

- (8) The General Assembly shall vote to elect the Moderator of the Assembly by secret ballot as an item of business following prayer on either the second or third day of the meeting of the Assembly. The ballot boxes shall be delivered to the tellers by whom alone they shall be opened. They shall report the result of the ballot to the Assembly at a **later** session.
- (9) As soon as the voting papers have been examined and the result of the poll ascertained, the voting papers shall be closed up under the seal of the tellers or any two of them, and shall be retained by the **General Secretary** for one month after the election and shall then be destroyed.
- (10) At each Annual Meeting the Assembly shall appoint, upon the nomination of the Nominations Committee, three tellers to be responsible for the ballot for the ensuing year. The counting of the votes cast shall take place in secret under their supervision and control and they shall:
 - (i) inform the General Secretary of the name of the person elected and the General Secretary shall thereupon individually inform those nominated whether or not they have been elected.
 - (ii) report to the Assembly the name of the person elected, the number of papers received and the number of papers which were invalid.
- (11) If any of the tellers appointed by the Assembly shall become incapable of acting the Moderator shall fill any such vacancy or vacancies and report that action to the Assembly.
- (12) Upon receipt of the report of the tellers by the Assembly the person elected shall thereupon become duly elected Moderator for the year commencing at the next Annual Meeting of the Assembly.

GENERAL SECRETARY

- 4 (1) **The General Secretary who shall be a minister of the United Reformed Church shall be appointed after nomination in accordance with Part 7 of these Rules for a period of seven years renewable for the same term or such shorter period as the Assembly may determine.**

PROVINCES

- 5 (1) The area of the church in the United Kingdom shall be divided into such number of provinces as the Assembly on the recommendation of the **Mission Council** may from time to time determine.
- (2) In each province there shall be a provincial synod. A provincial synod may constitute such committees and subcommittees as are required for the conduct of its business and may delegate to those committees or subcommittees such of its powers as it considers appropriate.
- (3) Each province shall be divided into districts whose number and boundaries the provincial synod shall have power to determine for time to time, in consultation with the district councils and local churches concerned, all such changes to be reported to the General Assembly.

PROVINCIAL MODERATORS

- 6 (1) A moderator for each province who shall be a minister of the United Reformed Church shall be appointed by the General Assembly and be responsible to it. Moderators shall be nominated for appointment in accordance with Part 7 of these rules.
- (2) (i) Each moderator shall be appointed for such term not exceeding seven years as the General Assembly shall in each case think fit, beginning (unless the General Assembly in special circumstances determines otherwise) on the first day of September following the Assembly at which the appointment is made, subject always to the provisions of Rule 6 (2) (iii).
- (2) (ii) The General Assembly shall have power to determine any such appointment during its term or to renew any such appointment for successive terms of not more than five years each, subject always to the provisions of Rule 6 (2) (iii).
- (2) (iii) **Moderators shall not be eligible to hold office following the elapse of six months from their sixty-fifth birthday unless the General Assembly in special circumstances determines otherwise.**
- (3) The Moderators shall submit an annual report to the Assembly.

Note The amendment to rule 6. (2) (iii) shall take effect immediately, pending the determination of the constitutional amendment removing the sentence in the URC structure which refers to the age of sixty-seven years, except that a review group may until such determination propose to the General Assembly, in respect of special circumstances, that the previous wording of this Rule of Procedure and of the relevant paragraph of the Structure be followed to permit longer service.

NOMINATIONS

7 (1) General Secretary

The General Assembly shall constitute a special committee consisting of two representatives appointed by each provincial synod, the Moderator of the General Assembly, the conveners of each of the five departments*, the convener of the Nominations Committee and four persons selected by the Mission Council with authority to make a nomination for appointment as General Secretary to the Assembly. The Moderator of the General Assembly shall take the chair; the Committee shall appoint a secretary either from its own membership or in (non-voting) addition to its membership. In any emergency the Mission Council shall be empowered to set up this committee.

*Note: If a new committee structure removes the five department conveners, the persons "selected by Mission Council" shall be increased to "nine" with the addition after "Mission Council" of "five of whom shall be Conveners of Assembly Standing Committees"

(2) Provincial Moderators

All appointments by the General Assembly to the office of provincial moderator shall be made on the nomination of a committee consisting of ten members appointed by the provincial synod concerned and ten members appointed by the **Mission Council**. The **Mission Council** shall also name the convener.

In selecting this representation the provincial synod shall have regard to the need to make their selection as widely representative of the districts as possible.

Note: For the procedure to be followed in the appointment and reappointment of provincial moderators, see Reports to Assembly **1986 p.58-59.**

GENERAL

- 8 (1) The Standing Orders set out in Section 4 of the Manual shall apply to all meetings of the Assembly and, in so far as they are applicable, to meetings of provincial synods, district councils and their committees.
- (2) **The General Assembly may appoint a Clerk of Assembly as distinct from the General Secretary. In that case the Nominations Committee shall submit a name to the General Assembly for appointment as Clerk, for five years in the first instance, renewable for a maximum additional period of five years, but ensuring an overlap with a period of service of the General Secretary.**
- (3) If any church member wishes to appeal against a decision of any council in accordance with paragraph 5 of the structure the rules of procedure set out below shall apply.

RULES OF PROCEDURE ON APPEALS

- 1 Any church or church member wishing to appeal against a decision of any council shall within ten days of the making of the decision request in writing the secretary of that council to supply a written copy of the minute of the decision. This copy shall be supplied within ten days and within ten days of the receipt of such minute the appellant shall notify in writing the secretary of the body concerned of such desire to appeal.
- 2 Where an appeal is against the decision of any council, its effect shall be to stay the action of the council concerned pending consideration of the matter by the wider council to which it is referred and the decision of that council upon it.
- 3 An appellant shall have the right and may be required to appear at a meeting of the wider council when the matter is under review.
- 4 The council against whose decision there is appeal shall also be represented in support of its decision.
- 5 All appeals shall be accompanied by all relevant records and papers.
- 6 Appellants shall be entitled to see such papers as they deem necessary in order to bring the subject of their appeal before the wider council.
- 7 Councils hearing appeals proceed in the matter in the following order:
 - (i) call for and read minutes and papers relevant to the case
 - (ii) hear the parties to the difference or dispute, viz.
 - (a) every appellant,
 - (b) the appointed representatives of the council whose actions are under question.

- (iii) give members of the council hearing the appeal an opportunity of putting questions to the parties through the presiding officer.
 - (iv) consider and decide upon the matter in the absence of the parties.
 - (v) the parties being recalled, intimate the decision to them by the presiding officer who asks them whether they acquiesce.
 - (vi) through the clerk/secretary supply copies of the decision in writing to the parties.
- 8 Any such difference or dispute may with the consent of all parties concerned be referred to a committee or the moderator of the province for decision but if any of the parties refuses to accept such a reference the case must be heard by the full council.
- 9 There can be no appeal arising from decisions of the General Assembly whose decisions are final and binding upon the members and councils of the United Reformed Church.

RULES OF PROCEDURE FOR ACCESS TO ASSEMBLY BY NAMED PARTIES

When a resolution, which directly concerns the life, status or witness of a named member or minister of the United Reformed Church, a named local church or a church institution is brought to the Assembly by an assembly committee or provincial synod, and the individual or group feels aggrieved thereby,

- 1 the individual or group may request the Clerk, not less than seven days before the opening of Assembly, for a hearing,
- 2 the individual or two representatives of the group will be received, will be permitted to speak and will have their travel costs within the United Kingdom paid,
- 3 and the time allowance for speaking will be equal in aggregate to that of the persons proposing the motion. Those speaking will follow the proposers at the start of the debate and precede the proposer at the end of the debate.
- 4 **An individual appellant may be accompanied by one other person whose name and status shall be made known to the Assembly and who may be permitted by the Moderator to speak if the appellant requests this.**

APPENDIX III

COMMITTEES OF THE GENERAL ASSEMBLY

Background

1.1 The present Assembly committee structure was agreed in 1972 and took account of the committees and staff serving the Congregational Church of England and Wales and the Presbyterian Church of England. The committees were grouped into four departments: World Church and Mission, Church and Society, Finance and Administration and Church Life. In 1984 the latter was divided into Ministries, and Faith and Life. There have always been a number of committees outside the departments eg Executive, Nominations, etc. In 1972 there were 27 committees with about 400 members excluding officers and ex-officio members.

1.2 At the General Assembly in 1992 it was agreed to replace the Executive Committee and five departmental central committees by the Mission Council. At the same time there were significant changes in Finance, Youth and some non-departmental committees. These changes reduced the number of committees by five and the number of people involved in committee work by about 30%. However the disadvantages were that the direct links between the departments and the synods were lost. As yet the Mission Council has neither replaced that link nor has it fulfilled the central committees' role of coordinating work within each department. This weakening of the lines of communication to Assembly committees has made it more difficult to inform churches of all that is available to help them in life and mission. The proposals in this report therefore continue the work begun by the Assembly in 1992.

1.3 It has also been argued for a number of years by some people that our structure is too cumbersome for a church of our size, that no significant reductions had been made to take account of our shrinking size and increased ecumenical co-operation. The departmental system was also criticised for

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

1.4 In responding to these problems the fundamental question is how does a conciliar national church manage its resources and affairs in an open and efficient manner within the framework of our theology? These matters were discussed early in the life of the Mission Council and, in March 1993, a group was appointed to do some preliminary work. The task was defined as being

to create an integrated, flexible and effective committee structure that serves the local church, district council, synod and General Assembly in their mission; within the contexts of our ecumenical life in the United Kingdom and in the world.

1.5 At its meeting in October 1993, the Mission Council resolved unanimously:

"... to appoint a group who in the light of the discussion in Mission Council and the work already done, to bring to the January 1994 Mission Council a plan of Assembly committees which is relevant to the life and mission of local churches,

districts and synods; takes seriously the partnership of all councils of the United Reformed Church; and adequately recognises our ecumenical and world mission commitments."

1.6 The following were appointed as members of the group:
David Butler, Marlene Hunter, Malcolm Johnson, Mary Marsden, Mary Stacy and John Waller. Tony Burnham served as secretary and the group chose Mary Marsden to be the convener.

1.7 The group met four times and a preliminary report was prepared for the meeting of Mission Council in January 1994. Conveners and secretaries of present committees were invited to comment. There was also consultation with members of the staff. The group met again on two occasions. The revised report was presented to the Mission Council meeting in March 1994 and, with some amendments, it was agreed to forward it to the General Assembly

Some Principles

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

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

Note: Here and elsewhere in this document the word 'national' is taken to mean 'to do with the life of the whole United Kingdom'. The United Reformed Church is sensitive to the fact that it exists in more than one nation and allows each part of the Church in consultation with the whole to respond appropriately to the life of the nation in which it lives.

2.2 The Church lives under the authority of the Word of God and the promised guidance of the Holy Spirit, and its members seek to serve in the spirit of Jesus. Its ordering should reflect the Gospel and be governed by it, so that christian people may be able to behave with freedom and responsibility. Its conciliar and committee structure will reflect mutual responsibility and accountability. As a human organisation it can learn about structures from other human organisations.

2.3 There must be a clearly understood and agreed relationship between the councils of the Church. They are not separate nor are they rivals. The relationship is one of partners, or 'members of the same body'. Committees are also members of that same body. The Basis of Union states clearly what the United Reformed Church believes about such relationships:

"The United Reformed Church gives thanks for the common life of the Church, wherein the people of God, being made members one of another, are called to love and serve one another and all people everywhere and to grow together in grace and in the knowledge of the Lord Jesus Christ. Participating in the common life of the Church within the local church, they enter into the life of the Church throughout the world. With that whole Church they also share in the life of the Church in all ages and in the communion of saints have fellowship with the Church triumphant."
(Paragraph 16)

2.4 There is no reason why structures should be identical throughout the Church's life, but communication, co-operation, listening, and sharing are essential for any structure to succeed.

2.5 The misuse of power can be destructive of people and communities. The proper use of it will bring life and health. The reality of power needs to be recognised and allowed to be used within the checks and balances of the structures.

2.6 The Church should authorise and trust those it chooses to work on its behalf; expecting them to be accountable for what they say and do.

2.7 Wherever the Church meets it is part of the world Church which God has called into his service, and it lives and acts within the world-wide community on God's earth.

For the United Reformed Church this means continued commitment to participation in our Council for World Mission family and partnership, sharing people, ideas, prayer and money in mission; receiving and giving. It also means our participation in world and European church councils and action, and in the British and Irish ecumenical pilgrimage in the nations, regions and localities of these islands. Together in these groupings we will share in witness, prophecy and blessing in the wider community locally, nationally and internationally.

2.8 Most councils and committees will at times need to make decisions or recommendations about the life of the fellowship in their area of concern and its relationship and mission to others. At other times they need to act to train, support, encourage, or stimulate people in their discipleship. There will not always be a clear distinction between these functions. Assembly committees will have a variety of roles: administering some area of the church's common life; organising some programme activity; advising on some common concern, and the balance between roles will be different in each. Because the Church exists locally, in areas, regionally, and nationally, consideration needs to be given as to where decision-taking or action is most appropriate. Normally it ought to be as near as possible to those whom it most affects.

First Steps

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

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

3.3 As a result of the two steps above, it became clear that the committees of the Assembly must reflect the purpose of the church and the tasks that derive from it. For the United Reformed Church, the key statement of the purpose of the church is found in the Basis of Union.

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

- *to make its life a continual offering of itself and the world to God in adoration and worship through Jesus Christ;*
- *to receive and express the renewing life of the Holy Spirit in each place and in its total fellowship, and there to declare the reconciling and saving power of the life, death and resurrection of Jesus Christ;*
- *to live out, in joyful and sacrificial service to all in their various physical and spiritual needs, that ministry of caring, forgiving and healing love which Jesus Christ brought to all whom he met;*
- *and to bear witness to Christ's rule over the nations in all the variety of their organisation life." (Paragraph 11)*

A more recent but very significant statement is that endorsed by the 1991 World Council of Churches Assembly in Canberra, the opening paragraphs of which follow:

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

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

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

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

3.4 Discussions at the Mission Council suggested that the tasks of the local church may be expressed as:

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

All these elements to some degree, will be present in the life of all our churches through church and elders' meetings, acts of worship, corporate activity and through members as they live and work in the community.

3.5 The tasks of district councils and provincial synods, whether as part of their own mission or in support of other councils, also fall under these headings. In addition they have other tasks including having an overview of mission opportunities and the readiness to initiate new work. Districts also have responsibility for the care of local churches, developing, preparing, deploying and supporting people for ministry, for sharing financial resources and for stimulating specialist areas of church life. Synods have responsibility for the care of district councils, for vocations, candidates and ministerial training, for the care and development of financial and property resources and for the coordination and advocacy of specialist areas of church life.

3.6 However work should not be done by the Assembly and its committees which could be overseen more appropriately by one of the other councils of the Church. Some examples of this are (i) the management of Church Related Community Workers which ought to be closer to the community where they serve, i.e. by the district council; (ii) those who are responsible for training within a province ought to be accountable to the synod. This is the case with most of those involved with post-ordination, in service and lay training including the YLTO/YCWTs. Our aim has been to move the emphasis from the national, by having slimmer committees and looking for a more active involvement of the synods and districts in support of the local church and its mission. This ought to free people for service in district and synod.

The Structure

4.1 The proposal ends the division into five departments containing 20 committees, replacing them with nine standing committees and some sub-committees. In addition, four Assembly committees, presently outside the departments, remain; thirteen committees in all. Other work will be done in task groups and in the committees which advise Mission Council.

4.2 **Committees.** Committees are appointed by and are accountable to the General Assembly for particular areas of the common life of the United Reformed Church. They will support local churches, districts and synods in their ministry and mission, and they will help them act together to fulfil their witness in the world; enabling the United Reformed Church to act as a united body within an ecumenical context.

4.3 **Task Groups.** There are some pieces of work which would be better undertaken by a task group with a clear remit and a limited life. Such groups could be formed from people meeting regionally from a cluster of provinces. This might save some travelling time and allow meetings to take place in evenings. Busy people might be ready to serve on such a task group more willingly than on a committee. In order to keep a check on the number of such groups and to decide on priorities for the church, such groups would be established by Mission Council which would have a budget for such purposes.

4.4 **Consultations.** The church needs to develop the use of consultation in order to encourage involvement in decision making. Some possibilities:

- i) in the work of the Resources Planning Committee, it is essential that there should be the fullest consultation with those who are responsible in synods for financial and human resources;
- ii) other committees will need to establish links with the appropriate synod and district committees and key people in local churches. Rather than twelve people visiting London, these could be more effective if held on a regional (i.e. a number of synods collaborating) and perhaps multi-committee basis. The recent consultations held by Church and Society are an example of this on a national, single committee scale.

4.5 **Size.** The proposals indicate a reduction in size of most committees. The norm will be eight members, including a convener and secretary, with staff member(s) in attendance. It is proposed that members serve for four rather than six years. This shorter span will be a less daunting prospect for some people. Over a period it will also enable the gifts of similar numbers of people to the previous pattern to be used. This smaller size will require more careful induction of new members and greater encouragement to participate. The Nominations Committee ought to make provision for replacement of members in the event of non-attendance.

4.6 It is also assumed that committees will normally meet twice in one year and that, where appropriate, there may be one consultation.

4.7 **Budgets.** Each committee will have its own budget to carry out its own work, including consultation by networking or special meetings, and the work of sub-groups.

4.8 **Sub-Committees.** The authority of Mission Council will be needed for additional sub-committees which require separate budgets.

A GUIDE TO COMMITTEES

The number in brackets is the number of members, including convener and secretary.

5.1 Doctrine (8)

This committee leads the Church in its continual study of theology, helping it to reflect on and express the doctrines of the URC. It will participate in and respond to ecumenical, including inter-faith, discussions on doctrinal matters. It will also advise the Assembly, its officers and committees.

5.2 Prayer and Worship

(8, one of whom is also a member of Youth and Children's Work)

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

5.3 Discipleship and Witness

(8, one of whom is also a member of Youth and Children's Work)

This committee encourages growth in faith amongst people of all ages. It will support the work of exercising pastoral care, particularly by elders, lay preachers and members of local churches, and the work of district councils in their pastoral oversight of the local church. It will also challenge the local church to share the Gospel and stimulate districts and synods in the development of their own strategies for outreach. It will encourage churches in their participation in the Decade of Evangelism. The committee will listen to concerns raised, share information and provide appropriate support. It is responsible for the Windermere Centre.

5.4 **Church and Society**

(8, one of whom is also a member of Youth and Children's Work)

This committee seeks to serve local churches, district councils and synods, ecumenical and appropriate secular bodies, in raising awareness, sharing information and encouraging reflection and action on matters of justice and peace, healing and reconciliation. It seeks to represent the concern of the Church for such matters to government and others with power over the life of people in these islands, acting ecumenically wherever possible. It is responsible for Commitment for Life (including the 1% appeal) and will promote such other programmes as will help the above aims.

5.5 **Youth and Children's Work** (12)

This committee supports, encourages and promotes work among children and young people, giving oversight to Pilots, the National Youth Resource Centre at Yardley Hastings, the YLTO and YWCT programme and relating to FURY Council. It also ensures that its concerns are fully taken into account in committees 1, 2 and 3 facilitating the involvement of young people in all the councils of the church.

5.6 **Ecumenical** (8 plus one person sent from each of committees 1, 2, 3, 4, 5, 7, 8 and 9. In order to share the experience and the responsibility, it is proposed that these representatives will attend for one year, normally the third on their main committee)

This committee is a channel for the United Reformed Church's commitment to the world church, to the British and Irish ecumenical pilgrimage, to our European setting and the world in which we live. On behalf of Mission Council, it will examine the need for a body to oversee, coordinate and develop the church's involvement in Europe, in accordance with the Assembly resolution in 1993. It also seeks to ensure that wherever the URC meets in worship, council or committee, it is aware of its partnership within the world church and the whole human family. So its membership will include members from other Assembly Committees and part of its task will be to listen to those with experience of the world church and of current affairs. It will maintain official URC links with overseas churches and international church councils, and guide URC's participation in the Council for World Mission. Through it official contact will be made with British and Irish ecumenical bodies, and it will respond to national and international events making the URC voice heard in co-operation with other churches. It is responsible for the URC's involvement in St Andrew's Hall. Because its agenda is so wide its way of working may include breaking into groups to prepare work for decision by the whole committee; and more than one member of staff will be required to take forward these decisions. The work of selecting, training, and caring for missionaries and overseeing exchange of personnel will be undertaken by the Overseas Exchange Sub-Committee. (6)

5.7 **Ministries** (8)

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

- i) Accreditation. (6) Maintaining the Roll of Ministers, this sub-committee will accredit all those applying for inclusion after training or coming from other denominations.

- ii) Maintenance of the Ministry (6 including the Treasurer of the Church) will advise on the level of stipend and on ministers' conditions of service through the Plan for Partnership. It will also be concerned for pensions through its associated Pensions sub-committee.
- iii) Retired Ministers' Housing (6) will continue the work of the existing committee in association with the URC Retired Ministers' Housing Society Ltd.

5.8 Training (8)

This Committee will encourage and enable the integration of the training of the whole people of God and to this end will seek to influence the philosophy and methodology of learning; the core content of courses; and the deployment of resources. It gives direct support to, and acts in partnership with the Prayer and Worship, Discipleship and Witness, Church and Society, and Youth and Children's Work Committees, and synods and districts, as they respond to the needs of local churches in training matters. It collaborates with the Ministries Committee in the training of ministers of word and sacrament, CRCWs and Lay Preachers. It also supports all other committees and task groups, in particular the Doctrine and Ecumenical Committees and the Advocacy and Stewardship Task Group.

5.9 Finance (8)

This committee is responsible for the proper keeping of accounts and records, the oversight of all funds and properties, and will give advice to the Treasurer on all financial matters.

5.10 Communications and Editorial (8)

This committee is responsible for the setting and maintenance of standards of all publications. It acts as the Editorial and Management Board of REFORM, and is responsible for media relations.

5.11 Nominations (14)

This committee nominates to Assembly the names of people to serve as conveners and secretaries of all Assembly committees, and as members of those committees. It also suggests names of URC representatives on other bodies. It recommends the people to make up appointments groups for provincial moderators and Assembly appointed staff. No changes in this committee are proposed. (The Nominations to Teaching Staff at Westminster College will be set up by the Nominations Committee, as and when necessary. Its convener and secretary will be the officers of the committee responsible for ministerial training and will also include the Principal and appropriate members relating to the subject(s) to be taught.)

5.12 Pastoral Committee (8)

This committee will consider the cases of ministers which are referred to it by district councils or provincial synods their officers or committees. (See GA 1983 Reports, pp 5 and 6). By a Welfare sub-committee (2), it will also deal with all welfare and emergency matters including the use of welfare funds. Because of the nature of many of the cases, it is a confidential committee which will report, in general terms only, directly to the General Assembly.

5.13 Assembly Arrangements (8)

This committee plans and budgets for future assemblies. No changes in its role are proposed. However its place as a committee of the Assembly is confirmed.

A GUIDE TO TASK GROUPS

6.1 (These are given a clear remit and set up to meet a particular objective within a short period normally not longer than two years. The convener and secretary will be designated, and the convener instructed when to report, and to which council or committee. The convener will be invited to attend Mission Council or General Assembly as and when appropriate. The conveners of existing groups will remain members of Assembly for the duration of the group, and be invited to attend Mission Council when required if they are not already members. Normally the membership will be between 4 and 6. Those presently in existence will not be reduced in size. However retiring members will not be replaced until the agreed size has been reached.)

6.2 A. Advocacy and Stewardship

It is recommended that this is not a standing committee but continues with its present role until either 1 April 1999 or when the present Secretary of Advocacy leaves his post. As stewardship is a continuing task, the group will suggest an appropriate committee focus for the work at the end of its life as a task group.

6.3 B. Mission and Other Faiths

Over the years the Mission and Other Faiths Committee has played an important role both within the URC and ecumenically. Yet this agenda needs less of a denominational response than many others. Therefore it is proposed that a serious attempt be made to develop further the existing cooperation with other churches, in particular through the CCBIs Commission for Relations with People of Other Faiths and to explore how these concerns may be fed into the councils of the URC. In order to give this a high profile, it is proposed that this concern be carried forward, not by a standing committee, but by a task group. The group would, for the time being, continue the work of the committee but would report on the future, not later than General Assembly 1996.

6.4 C. Health and Healing

This group will complete outstanding work undertaken by the previous committee. In addition it will explore how the URC may continue to express its concerns in those matters ecumenically. This group will report not later than General Assembly 1996.

6.5 D. Patterns of Ministry

This group is due to make a preliminary report to the General Assembly in 1994 and a final report in 1995.

6.6 E. Resource Sharing

This group has been set up by Mission Council to make a preliminary report in 1995 suggesting a practical, radical and staged approach to resource sharing within the URC at national, provincial, district and local level, which has prospects of acceptance in all councils of the church.

A Guide to Mission Council Advisory Committees

8.1 Resource Planning (6)

This group will prepare a rolling five year plan which takes account of possible changes in society and in the life of the church on which the allocation of resources may be based. It will be responsible for preparing budgets. It will hold one or two consultations

with the financial representatives of the Synods each year. It will also consult with those responsible for human resources. Mission Council will make all recommendations to the Assembly about the use of resources.

8.2 **Staffing** (5)

The committee considers any Assembly post due to become vacant, or proposals for new posts and recommends to Mission Council whether this post should continue or be created. No changes are proposed in the role. However in the light of the creation of a Resource Planning Committee, the need for this committee ought to be reviewed by Mission Council after one year.

8.3 **Grants and Loans** (5)

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

8.4 **Mission Council Advisory Group** (8)

The group plans the meetings of Mission Council and the follow-up necessary and provides personal support and advice for the Assembly Moderator and the General Secretary. No changes are proposed in the role. However the five departmental conveners will be replaced by the treasurer and two committee conveners elected by Mission Council.

COMMITTEE OFFICERS

9.1 **Committee Conveners.** In the past, departmental conveners were responsible to the General Assembly and the Mission Council for the work of committees in their department. Together they have been a significant leadership group, comparable to provincial moderators. They have also had a close working relationship with senior members of staff. Under these proposals, conveners of Assembly standing committees would be members of the General Assembly and would be directly responsible there for the work of the committee. In addition, the conveners of all (except the Pastoral Committee) would be members of the Mission Council. This would not involve any significant change in the size of the Mission Council.

9.2 Conveners will:

- ◆ take the chair at committee meetings and, with the secretary and appropriate staff members, oversee the agenda and ensure that arrangements are made to follow up decisions;
- ◆ represent and speak for the committee at General Assembly and, where appropriate, at Mission Council;
- ◆ ensure that, whenever possible, there is full ecumenical involvement and consultation;
- ◆ encourage consultation and communication within the area of their remit with local churches, district councils and synods;

- ◆ seek to achieve full co-operation between the committee and other committees and between the staff;
- ◆ give regular support to staff members working in their area of responsibility.

9.3 **Committee Secretaries.** These need not necessarily be members of the staff. The use of others in this role will enable more people to take responsibility for the Assembly's work. It will also give the possibility of deepening the experience of those with particular concerns and it would ease the office work load of staff.

Under these proposals secretaries will:

- ◆ be responsible for the records, mailings and correspondence of committee meetings;
- ◆ liaise with the General Secretary over agenda items and time at General Assembly and Mission Council.

9.4 **Staff.** Following the Mission Council in January 1994 there has been general consultation with all the executive staff and more detailed discussions with those directly affected by the changes.

It has been noted that staff secretaries

- i) are accountable to the General Assembly, as represented by the General Secretary and, in relation to work for their key committee(s), to the appropriate convener(s);
- ii) are to work collaboratively a) with the conveners of the committees which they serve and b) with other staff;
- iii) will have a title to describe their role;
- iv) will be the lead staff person in relation to at least one committee. They will often play a subsidiary staff role on other committees;
- v) are expected to maintain relations with their ecumenical colleagues and to seek new ways for the denominations to work together.

ASSEMBLY COMMITTEES AND LOCAL CHURCHES, DISTRICTS AND SYNODS

10.1 The Assembly's committee structure ought to be related to those of the other councils of the church. Assembly committees undertake work for the whole church. Therefore there need to be opportunities for listening, consultation, stimulating and involvement. The proposals for task groups and consultations are, in part, aimed at achieving these ends. There are also other responsibilities:

10.2 Synods may collaborate together to share experiences and undertake joint work. Already there are often joint committees in the area of youth leadership training; there is also the meeting of PLATO (Provincial Legal, and Administrative Trust Officers) which deals with matters normally not directly the concern of the Assembly.

10.3. Staff should be encouraged to develop consultations and assist with regional task groups. On a rotating basis, they ought to visit synods for the purposes of listening, meeting people and offering assistance when this is requested. If these activities, which are already undertaken in some ways, are increased, then it may require a reduction in their present work load. It does not make the most effective use of staff time simply to fill pulpits on a Sunday.

10.4 There are four representatives from each synod on the Mission Council. In the two residential meetings, time will be set aside for groups to meet with conveners and staff to consider the work of particular committees.

10.5 In the proposals, the Prayer and Worship, Discipleship and Witness and Church and Society Committees focus on the main tasks of the local church. Through them is to be expressed a concern for Youth and Children's Work. All is within an ecumenical context in the widest sense. These three committees will also have a concern for the tasks of district, synod and Assembly but, from the perspective of the local congregation, these three are the ones to help them in their life and work.

10.6 The appropriate committee structure for synods and districts is a matter for those councils and outside our remit. There are also differences between provinces which make it better for some to focus on synod committees while others focus at district level. However it is important that synod and district committees can relate well to Assembly committees. The Mission Council will therefore consult with synods to achieve agreement on a common but flexible pattern, which must reflect our ecumenical context.

10.7 In any discussions, the group expects that the following would be among the possibilities considered:

- Synod Committees
- i) An Executive (General Purposes or Mission Council) which would support the work of the synod, co-ordinate the work of district councils, be responsible for ecumenical work and advise the synod.
 - ii) A Local Church Committee : a focus for Prayer and Worship, Discipleship and Witness, Church and Society and for our concern for our Council for World Mission partners.
 - iii) Ministries
 - iv) Finance

District Committees

- i) An Executive
- ii) A Local Church Committee
- iii) A Pastoral Committee (in some districts this work would be undertaken by the Executive).

**ASSEMBLY
STANDING COMMITTEES**

1. Doctrine
2. Prayer and Worship
3. Discipleship and Witness
- Windermere Policy and Planning
4. Church and Society
5. Youth and Children's Work
- FURY Council*
6. Ecumenical
- Overseas Exchange
7. Ministries
- Accreditation
- MOM/Pensions
- Retired Ministers' Housing
8. Training
9. Finance
10. Communications and Editorial
11. Nominations
12. Pastoral - Welfare
13. Assembly Arrangements

TASK GROUPS

- A. Advocacy and Stewardship
(1999)
- B. Mission and Other Faiths
(1996)
- C. Health and Healing
(1996)
- D. Patterns of Ministry
(1995)
- E. Resource Sharing
(1995)

**MISSION COUNCIL
ADVISORY COMMITTEES**

- (i) Resource Planning
- (ii) Staffing
- (iii) Grants and Loans
- (iv) Mission Council
Advisory Group

* FURY Council is not a committee of the Assembly; its members are not nominated by the Nominations Committee and approved by the Assembly. Placing it here emphasises the importance which the Church gives to this council and enables it to approach the General Assembly through the Youth and Children's Work Committee.

APPENDIX IV

ACCOUNTS - PAGE 1

THE UNITED REFORMED CHURCH

Central Office - 86, Tavistock Place, London WC1H 9RT.

ACCOUNTS FOR THE YEAR ENDED 31ST DECEMBER 1993

CONTENTS

	Note	Page
Note on Accounting Practice		2
Approval of Financial Statements		2
Auditors' Report		3
Accounting Policies		4 - 6
Central Funds Balance Sheet		7
Consolidated statement of Financial Activities (Consolidated Income and Expenditure Account)		8
Cash Flow statement		9
Capital Accounts	1	10
Income and Expenditure Accounts	2	10
Investment of Funds	3	11
Fixed Assets	4	12
Investments	5	12
Loans and Advances	6	13
Cash at Bank	7	13
Assets held in trust for other bodies	8	13
Commitments	9	13
Income and Expenditure Accounts		
Ministry and Mission Fund - Income		14
Ministry and Mission Fund		15
Ministerial Training Fund		16
Westminster College - General Account		17
Westminster College Funds		18
Church Buildings Fund		18
Homes for Retired Ministers Funds		19
Welfare Fund		19
Retired Ministers' Aid Fund		20
Retired Ministers' Fund		20
Memorial Hall Trust Grants Fund		21
Other Funds		21
World Church and Mission Funds		22
Windermere Fund		23
Windermere Centre - General Account		23
Yardley Hastings Centre Fund		24
Yardley Hastings Centre - General Account		24
Investment Pool		25
United Reformed Church Ministers		
Pension Fund		26
Funds held for Housing Retired Ministers		27 & 28
Legacies		29
Ministry and Mission Fund Budget		30

NOTE ON ACCOUNTING PRACTICE.

Good accounting practice requires the Financial Management Committee and the Trustees to prepare financial statements for each year which give a true and fair view of the state of financial affairs of the Church and its funds and of any surplus or deficit for the year. In preparing these financial statements the Financial Management Committee, on behalf of the Trustee, has;

- selected suitable accounting policies and applied them consistently;
- made judgements and estimates that are reasonable and prudent;
- followed applicable accounting standards;
- prepared the financial statements on the going concern basis.

The Financial Management Committee and the Trustees are responsible for keeping proper accounting records which disclose, with reasonable accuracy, at any time, the financial position of the Church and its funds, and to enable them to ensure that the financial statements comply with good accounting practice. They are also responsible for safeguarding the assets of the Church, and hence for taking steps for the prevention and detection of fraud and other irregularities.

APPROVAL OF FINANCIAL STATEMENTS

We confirm on behalf of the Trustee and the Financial Management Committee our approval of the accounts as set out on pages 4-25 .

A K Black
Treasurer.

D Davies
Chairman,
United Reformed Church Trust.

C M Frank
Chief Accountant and
Financial Secretary.

25th March 1994

The reports on pages 26-28 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 Central Office of the Church.

REPORT OF THE AUDITORS TO THE UNITED REFORMED CHURCH

We have audited the financial statements on pages 4 to 25 which have been prepared on the basis of the accounting policies set out on pages 4 to 6.

Respective responsibilities of the Financial Management Committee, and the auditors.

As described on page 2, the Financial Management Committee is responsible for the preparation of the financial statements. It is our responsibility to form an independent opinion, based on our audit, on those statements and to report our opinion to you.

Basis of opinion.

We conducted our audit in accordance with Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the Financial Management Committee in the preparation of the financial statements, and of whether the accounting policies are appropriate to the circumstances of the Church, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements give a true and fair view of the state of affairs of the Church as at 31st December 1993, and of the surplus or deficit on the various funds for the year then ended.

186 City Road
London EC1V 2NU

25th March 1994

ROBSON RHODES
Chartered Accountants and Registered
Auditor

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, The United Reformed Church Ministers Pension Trust Limited, 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 Finance report to Assembly 1994, have been prepared under the historical cost convention, as modified by the inclusion of investments at market value in the Investment Pool on page 25, and the United Reformed Church Ministers' Pension Fund on page 26. 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 1994 relating to 1993. However, where a Province had remitted more than the agreed contribution to the Fund by 31st December 1993, the excess is carried forward as an advance payment on account of the contribution for 1994. 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 4 at £5 million are insured for £9.6 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 since 1983, 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 £10.4 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 26, 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 Account, 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.

A valuation of the pension fund is being undertaken by the Consultant Actuary as at 1st January 1994. No final report upon this valuation has yet been made, although preliminary indications are that the expected shortfall on the long term valuation basis will be in the region of £11.3 million. The Church has been advised by the Actuary that, based upon the current actuarial assumptions, it will be necessary for the series of annual subventions increasing by 10% per annum compound (the amount for 1993 was £825,000) to be continued until 2006 inclusive. The Maintenance of the Ministry Committee intend that these payments shall be made.

The contributing members of the fund are not contracted out of the State Pension Scheme.

10 The Retired Ministers Fund.

The account of the Retired Ministers Fund was shown in the accounts of the Church as a separate Fund until December 31st 1992. The Committee feel it appropriate for the account of the Retired Ministers Fund to be incorporated with other accounts of the Church as from 1993, and the figures are shown on page 20 of these accounts. The comparative figures included in these accounts have been amended to take account of this change. The adjustment to the 1992 comparative figures is reconciled as follows:

	1992 Church Balance Sheet	1992 RMF Balance Sheet	Church Balance Sheet. Revised 1992 comparative
	£'000	£'000	£'000
Funds	<u>16,871</u>	<u>3,064</u>	<u>19,935</u>
Property	4,995	137	5,132
Investments	8,224	2,888	11,112
Cash	1,942	62	2,004
Creditors	(1,277)	(23)	(1,300)
Unchanged items	<u>2,987</u>	<u>2,987</u>	<u>2,987</u>
	<u>16,871</u>	<u>3,064</u>	<u>19,935</u>

CENTRAL FUNDS

BALANCE SHEET AS AT 31ST DECEMBER 1993

THE CENTRAL FUNDS OF THE CHURCH		1993		1992	
	Note	£'000	£'000	£'000	£'000
Capital Accounts	1		3,094		2,631
Income and Expenditure Accounts	2		<u>17,967</u>		<u>17,304</u>
Total	3		<u>21,061</u>		<u>19,935</u>
REPRESENTED BY					
Fixed Assets					
Property	4	5,310		5,132	
Cars, furniture and equipment	4	<u>225</u>		<u>242</u>	
			5,535		5,374
Investments	5		11,923		11,112
Loans and Advances	6		<u>3,208</u>		<u>2,787</u>
			20,666		19,273
Current Assets					
Stock		55		58	
Debtors		598		450	
Cash	7	<u>1,579</u>		<u>2,004</u>	
		2,232		2,512	
Creditors		(1,430)		(1,300)	
Advance contributions to the Maintenance of the Ministry Fund		<u>(407)</u>		<u>(550)</u>	
Net Current Assets			<u>395</u>		<u>662</u>
			<u>21,061</u>		<u>19,935</u>

APPENDIX IV

ACCOUNTS - PAGE 8

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (Income and Expenditure Account)
for the year ended 31st December 1993

	1993 Unrestricted	1993 Restricted	1993 Capital	1993 Total	1992 Total
	£'000	£'000	£'000	£'000	£'000
INCOME IN THE YEAR					
Ministry and Mission Fund					
Contributions	14,961			14,961	13,145
Dividends and interest	405	787		1,192	1,229
Grant from Memorial Hall Trust		385		385	385
Grant from New College, London Trust		196		196	197
Donations and other income	58	181	471	710	503
Gross receipts from other activities	<u>495</u>	<u>212</u>		<u>707</u>	<u>641</u>
	<u>15,919</u>	<u>1,761</u>	<u>471</u>	<u>18,151</u>	<u>16,100</u>
EXPENDITURE IN THE YEAR					
Cost of Central Departments	2,216			2,216	2,045
Costs of Maintenance of the Ministry	11,288			11,288	9,683
Costs of Ministerial Training		708		708	654
Grants					
From MoM Fund	275			275	299
To CWM	580			580	550
To pensioners		462		462	447
Other		321		321	308
Appropriation to the URCMPF	825	18		843	636
Direct cost of other activities	<u>515</u>	<u>294</u>		<u>809</u>	<u>667</u>
	15,699	1,803	-	17,502	15,289
Transfers between Funds	<u>250</u>	<u>(250)</u>			
	<u>15,949</u>	<u>1,553</u>	<u>-</u>	<u>17,502</u>	<u>15,289</u>
NORMAL (DEFICIT)/SURPLUS	(30)	208	471	649	811
Profit/(loss) on sale of investments		20	(9)	11	65
Profit on sale of property		5		5	
Legacies	<u>66</u>	<u>394</u>	<u>1</u>	<u>461</u>	<u>107</u>
NET SURPLUS	36	627	463	1,126	983
INCOME AND EXPENDITURE ACCOUNT					
Balance at 1st January	<u>5,005</u>	<u>12,299</u>	<u>2,631</u>	<u>19,935</u>	<u>18,952</u>
Balance at 31st December	<u>5,041</u>	<u>12,926</u>	<u>3,094</u>	<u>21,061</u>	<u>19,935</u>

NOTE There were no recognised gains or losses other than the surplus for the two years ended 31st December 1993.

All operations are continuing.

CASH FLOW STATEMENT for the year ended 31st December 1993.

	1993 £'000		1992 £'000
NET SURPLUS for year	1,126		983
Decrease/(Increase) in Stock	3	(18)	
(Increase)/Decrease in Debtors	(148)	168	
(Decrease)/Increase in Creditors	<u>(13)</u>	<u>(158)</u>	<u>118</u>
			268
Items not involving cash			
Depreciation	89	93	
Asset written off in the year	4	-	
Profit on Property Sales	(5)	(63)	
Profit on Investment Sales	(11)	(2)	
Interest added	<u>(48)</u>	<u>(40)</u>	<u>(12)</u>
NET CASH INFLOW FROM ACTIVITIES	997		1,239
Net proceeds of Asset Sales			
Property	25	185	
Investments	119	1,142	
Cars	20	10	
Loans Repaid	<u>458</u>	<u>622</u>	<u>445</u>
		<u>1,619</u>	<u>1,782</u>
			<u>3,021</u>
Investment of cashflow:			
Cost of Purchase of assets			
Property	(198)	(1,133)	
Investments	(919)	(634)	
Equipment	(96)	(131)	
Loans made	<u>(831)</u>	<u>(2,044)</u>	<u>(609)</u>
(DECREASE)/INCREASE IN CASH AND CASH EQUIVALENTS	(425)		<u>514</u>

APPENDIX IV

ACCOUNTS - PAGE 10

NOTE 1 - CAPITAL ACCOUNTS

	Balance 31/12/93 £'000	Balance 31/12/92 £'000
Ministry and Mission Fund	310	310
Maintenance of the Ministry Fund	289	289
Ministerial Training Fund	45	45
Westminster College Funds	479	479
Church Buildings Fund	184	184
Homes for Retired Ministers Funds	355	355
Welfare Fund	68	68
Retired Ministers' Aid Fund	40	40
Other Funds	1,241	778
World Church and Mission Funds	<u>83</u> <u>3,094</u>	<u>83</u> <u>2,631</u>

Changes in Capital Accounts are capital donations of £471,000, a legacy of £1,000, and the write off of a valueless investment, which was included in the 1992 balance sheet at a cost of £9,000.

NOTE 2 - INCOME AND EXPENDITURE ACCOUNTS

	Page	Balance 31/12/93 £'000	Balance 31/12/92 £'000
Ministry and Mission Fund	15	5,035	5,001
Ministerial Training Fund	16	1,052	1,243
Westminster College Funds	18	661	399
Church Buildings Fund	18	2,173	2,031
Homes for Retired Ministers Funds	19	899	883
Welfare Fund	19	171	164
Retired Ministers' Aid Fund	20	231	210
Retired Ministers' Fund	20	2,976	3,064
Memorial Hall Trust Grants Fund	21	1,993	1,620
Other Funds	21	1,539	1,484
World Church and Mission Funds	22	360	337
Windermere Funds	23	333	329
Yardley Hastings Centre Fund	24	<u>544</u> <u>17,967</u>	<u>539</u> <u>17,304</u>

NOTE 3 - INVESTMENT OF FUNDS AS AT 31ST DECEMBER 1993

	Total	Property	Cars Furniture & Equipment	Invest- ments	Loans	Current Assets
	£'000	£'000	£'000	£'000	£'000	£'000
Ministry and Mission Fund	5,345	1,974	96	4,377	151	(1,253)
Maintenance of the Ministry Fund	289	-	-	289	-	-
Ministerial Training Fund	1,097	-	-	534	117	446
Westminster College Funds	1,140	537	1	568	(117)	151
Church Buildings Fund	2,357	432	-	425	1,036	464
Homes for Retired Ministers Fund	1,254	1,391	-	-	-	(137)
Welfare Fund	239	-	-	201	3	35
Retired Ministers' Aid Fund	271	-	-	235	-	36
Retired Ministers' Fund	2,976	137	-	2,793	-	46
Memorial Hall Trust Grants Fund	1,993	-	-	-	1,993	-
Other Funds	2,780	62	39	2,105	25	549
World Church & Mission Funds	443	-	-	396	-	47
Windermere Funds	333	297	25	-	-	11
Yardley Hastings Centre Fund	<u>544</u>	<u>480</u>	<u>64</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>21,061</u>	<u>5,310</u>	<u>225</u>	<u>11,923</u>	<u>3,208</u>	<u>395</u>
Note		4	4	5	6	

APPENDIX IV

ACCOUNTS - PAGE 12

NOTE 4 - FIXED ASSETS

	Balance at 1/1/93	Additions £'000	Disposals £'000	Balance at 31/12/93 £'000
Property (at cost or original valuation)				
Freehold Property:				
Central Office	106	19	-	125
Houses	2,998	175	(20)	3,153
Westminster College additions	334	-	-	334
Yardley Hastings	<u>640</u>	<u>4</u>	<u>-</u>	<u>644</u>
	4,078	198	(20)	4,256
Leasehold Property:				
Long Leases				
Windermere Centre	297	-	-	297
Other	<u>530</u>	<u>-</u>	<u>-</u>	<u>530</u>
	4,905	198	(20)	5,083
Investment Property				
Freehold Ground Rents	28	-	-	28
Flats	137	-	-	137
Shop Property	<u>62</u>	<u>-</u>	<u>-</u>	<u>62</u>
Total property	<u>5,132</u>	<u>198</u>	<u>(20)</u>	<u>5,310</u>
Cars, Furniture and Equipment				
Cost				
Motor Cars	244	60	(51)	253
Furniture and Equipment	243	23	(15)	251
Computer Equipment	<u>103</u>	<u>13</u>	<u>-</u>	<u>116</u>
	590	96	(66)	620
Cars, Furniture and Equipment				
Depreciation		Charged	Released	
Motor Cars	124	59	(31)	152
Furniture and Equipment	131	23	(11)	143
Computer Equipment	<u>93</u>	<u>7</u>	<u>-</u>	<u>100</u>
	348	89	(42)	395
Net Book Value of cars, furniture and equipment	<u>242</u>			<u>225</u>

NOTE 5 - INVESTMENTS

	1993		1992	
	Cost	Market Value	Cost	Market Value
	£'000	£'000	£'000	£'000
Units in Investment Pool	9,746	16,154	8,929	11,668
Other Listed Investments	<u>2,030</u>	<u>2,598</u>	<u>2,036</u>	<u>2,015</u>
	11,776	18,752	10,965	13,683
Unlisted Investments at cost	<u>147</u>		<u>147</u>	
Total investments	<u>11,923</u>		<u>11,112</u>	

NOTE 6 - LOANS AND ADVANCES

	1993 £'000	1992 £'000
To the URC Retired Ministers' Housing Society Limited		
from General Fund	-	140
from General Fund (interest free)	35	35
from Memorial Hall Trust Grants Fund.	1,993	1,620
from Other Funds	20	16
from the Church Buildings Fund	<u>300</u>	
	2,348	1,811
To Churches from Church Buildings Fund	736	853
To Ministers from Maintenance of the Ministry Fund	<u>124</u>	<u>123</u>
Total loans	<u>3,208</u>	<u>2,787</u>

Loans are interest free, except that interest is charged at 1% below the Midland Bank base rate on the loans from the General Fund and the Church Buildings Fund 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, although some loans are charged interest at 1% below the Midland Bank base rate.

NOTE 7 - CASH AT BANK

	1993 £'000	1992 £'000
Cash on call and short term deposit	5,625	5,890
Cash at bank and in hand	<u>43</u>	<u>92</u>
	5,668	5,982
Less Sums held for other funds, Provinces, and Congregations	<u>4,089</u>	<u>3,978</u>
Total cash	<u>1,579</u>	<u>2,004</u>

NOTE 8 - ASSETS HELD IN TRUST FOR OTHER BODIES

At 31st December 1993 United Reformed Church Trust held the following assets on behalf of Provinces and Congregations.

	1993 £'000	1992 £'000
Investments (at cost or valuation) at short notice	11,106	10,100
Loans	25	26
Cash on deposit	3,399	3,592
Other cash	<u>53</u>	<u>202</u>
	<u>14,583</u>	<u>13,920</u>

These assets are the property of and held to the order of the Provinces and Congregations concerned.

NOTE 9 - COMMITMENTS

The United Reformed Church Retired Ministers Housing Society Ltd had not contracted to purchase any property at 31st December 1993 (1992 £108,000). The Housing Society has given approval for the purchase of further property which will cost £128,000. (1992 £320,000). 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 £149,000 (1992 £130,000) which were not paid at 31st December 1993.

APPENDIX IV

ACCOUNTS - PAGE 14

THE MINISTRY AND MISSION FUND

INCOME	1993	1992
	£'000	£'000
Province 1 Northern	974	923
2 North Western	1,385	1,200
3 Mersey	1,020	885
4 Yorkshire	975	875
5 East Midlands	943	860
6 West Midlands	1,102	979
7 Eastern	1,340	1,105
8 South Western	915	837
9 Wessex	1,650	1,387
10 Thames North	1,808	1,588
11 Southern	2,305	1,990
12 Wales	540	516
Non provincial contributions	<u>4</u>	<u>-</u>
Total receipts	<u>14,961</u>	<u>13,145</u>

INCOME AND EXPENDITURE ACCOUNTS FOR 1993

MINISTRY AND MISSION FUND

	1993		1992	
	£'000	£'000	£'000	£'000
INCOME				
Ministry and Mission Fund		14,961		13,145
Other Income				
Dividends on Investments	221		231	
Interest (net of allocation to other funds)	187		183	
URC Insurance Co. Ltd.	35		35	
Sundry Income	<u>19</u>		<u>22</u>	
		<u>462</u>		<u>471</u>
TOTAL INCOME		<u>15,423</u>		<u>13,616</u>
EXPENDITURE				
CENTRAL OPERATIONS				
Central Secretariat	91		96	
General Church costs	99		87	
Assembly	57		59	
Ecumenical Grants	102		81	
Moderators	317		287	
Ministries	209		140	
Faith & Life	361		322	
World Church & Mission	362		377	
Church & Society	60		60	
Finance	176		164	
Professional Fees	55		45	
Communication & Supplies	122		99	
Advocacy	38		40	
Information Service	4		10	
Central Office costs	<u>144</u>		<u>143</u>	
	2,197		2,010	
ALLOCATION				
Council for World Mission	580		550	
Ministerial Training Fund	270		206	
Welfare Fund	<u>20</u>		<u>20</u>	
		3,067		2,786
COSTS OF MAINTENANCE OF THE MINISTRY				
Costs of Ministers in local appointments				
Basic Stipends	9,291		7,799	
Other stipend costs	86		306	
Church Related Community Workers	82		65	
Employers contributions for Pension and National insurance	1,829		1,513	
Appropriation to URCMPF	825		615	
Grants and other costs	<u>275</u>		<u>299</u>	
		<u>12,388</u>		<u>10,597</u>
TOTAL EXPENDITURE		<u>15,455</u>		<u>13,383</u>
NET (DEFICIT)/SURPLUS FOR YEAR				
Profit on sale of properties		(32)		233
Legacies and major donations		-		46
		<u>66</u>		<u>16</u>
		34		295
INCOME AND EXPENDITURE ACCOUNT				
Balance at 1st January		<u>5,001</u>		<u>4,706</u>
Balance at 31st December		<u>5,035</u>		<u>5,001</u>

APPENDIX IV

ACCOUNTS - PAGE 16

MINISTERIAL TRAINING FUND

INCOME	1993		1992	
	£'000	£'000	£'000	£'000
Ministry and Mission Fund		270		206
General Fund		-		-
Dividends and Interest		70		93
Allocation from				
New College, London, Trust		196		197
Memorial Hall Trust monies		-		100
Proceeds of David Thomas				
Scholarship Fund		6		-
Other Donations		<u>22</u>		<u>50</u>
		<u>564</u>		<u>646</u>
EXPENDITURE				
Grants to Colleges				
Westminster College				
Bursary Fund		182		194
General Account (See Page 17)		<u>55</u>		<u>4</u>
		237		198
Mansfield College				
Bursary Fund		107		115
Northern College, Manchester				
Bursary Fund		187		158
Queens College, Birmingham				
Bursary fund		55		40
Other Colleges		<u>32</u>		<u>12</u>
		618		523
Cost of Training for the				
Non-Stipendiary Ministry		70		71
Other Costs		<u>68</u>		<u>64</u>
		<u>756</u>		<u>658</u>
NET (DEFICIT) IN YEAR		(192)		(12)
INCOME AND EXPENDITURE ACCOUNT				
Legacies		1		
Balance at 1st January		<u>1,243</u>		<u>1,255</u>
Balance at 31st December		<u>1,052</u>		<u>1,243</u>

WESTMINSTER COLLEGE - GENERAL ACCOUNT

	1993		1992	
	£'000	£'000	£'000	£'000
INCOME				
Students' Fees	162		171	
Conference Fees	28		30	
Federation Catering Receipts	<u>3</u>		<u>5</u>	
		193		206
Net Property Rents	14		12	
Donations and Sundry Income	<u>3</u>		<u>2</u>	
		17		14
Endowment Income	11		15	
Grant from Cheshunt Foundation*	<u>5</u>		<u>4</u>	
		<u>16</u>		<u>19</u>
		<u>226</u>		<u>239</u>
EXPENDITURE				
Lecturers' stipends	65		63	
Lecturers' accommodation costs	1		3	
Chair Endowments	(13)		(13)	
Allocation from the Maintenance of the Ministry Fund	—		(50)	
		53		3
Staff Salaries	80		85	
Household Expenses	41		38	
Water, light, heat and insurance	28		33	
Maintenance	<u>35</u>		<u>35</u>	
		184		191
University & Federation Fees, Internship Programme	22		22	
Library	<u>5</u>		<u>4</u>	
		27		26
Office costs	7		7	
Sundry expenses	<u>10</u>		<u>16</u>	
		<u>17</u>		<u>23</u>
		<u>281</u>		<u>243</u>
NET (DEFICIT)/SURPLUS IN YEAR transferred from the Ministerial Training Fund		(55)		(4)

* 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.

APPENDIX IV

ACCOUNTS - PAGE 18

WESTMINSTER COLLEGE FUNDS

	1993		1992	
	£'000	£'000	£'000	£'000
INCOME				
Other receipts		5		31
Dividends and Interest		<u>69</u>		<u>41</u>
		74		72
EXPENDITURE				
Bursary Account Grants	7		7	
Chair Endowments	13		13	
General Endowments	11		15	
Other Grants	<u>51</u>		<u>2</u>	
		<u>82</u>		<u>37</u>
NET SURPLUS IN YEAR		(8)		35
Legacies		<u>270</u>		<u>-</u>
		262		35
INCOME AND EXPENDITURE ACCOUNT				
Balance at 1st January		<u>399</u>		<u>364</u>
Balance at 31st December		<u>661</u>		<u>399</u>

CHURCH BUILDINGS FUND

	1993		1992	
	£'000	£'000	£'000	£'000
INCOME				
Donations		7		2
Dividends and Interest		118		132
Income from houses		5		5
Income from Ground Rents		<u>36</u>		<u>24</u>
		166		163
EXPENDITURE				
Grants		<u>24</u>		<u>44</u>
NET SURPLUS IN YEAR		142		119
Proceeds of sale - Bangor properties		<u>-</u>		<u>14</u>
		142		133
INCOME AND EXPENDITURE ACCOUNT				
Balance at 1st January		<u>2,031</u>		<u>1,898</u>
Balance at 31st December		<u>2,173</u>		<u>2,031</u>

HOMES FOR RETIRED MINISTERS FUNDS

	1993		1992	
	£'000	£'000	£'000	£'000
INCOME				
Special rents	1		1	
Sundry dividend	-		-	
Income from Harrison				
Longhurst Will Trusts	<u>10</u>		<u>7</u>	
NET SURPLUS IN YEAR		11		8
Surplus on sale of properties		<u>5</u>		<u>17</u>
		16		25
INCOME AND EXPENDITURE ACCOUNT				
Balance at 1st January		<u>802</u>		<u>777</u>
Balance at 31st December		<u>818</u>		<u>802</u>
PROPERTY MANAGEMENT				
Rents received		24		21
Less Property Costs	22		19	
Estimated management expenses	<u>2</u>		<u>2</u>	
		<u>24</u>		<u>21</u>
NET (DEFICIT)/SURPLUS IN YEAR		-		-
Balance at 1st January		(18)		(18)
Balance at 31st December		(18)		(18)
FUND Balances at 31st December				
General Income and Expenditure Account		818		802
Property management account		(18)		(18)
Nidalla Account		<u>99</u>		<u>99</u>
		<u>899</u>		<u>883</u>

WELFARE FUND

	1993		1992	
	£'000	£'000	£'000	£'000
INCOME				
Donations		2		2
Dividends and Interest		17		19
Allocation from General Fund		<u>20</u>		<u>20</u>
		39		41
EXPENDITURE				
Grants		<u>32</u>		<u>37</u>
NET SURPLUS IN YEAR		7		4
INCOME AND EXPENDITURE ACCOUNT				
Balance at 1st January		<u>164</u>		<u>160</u>
Balance at 31st December		<u>171</u>		<u>164</u>

APPENDIX IV

ACCOUNTS - PAGE 20

RETIRED MINISTERS' AID FUND

	1993		1992	
	£'000	£'000	£'000	£'000
INCOME				
Investment Income		38		37
Allocation from the Sir William Dunn Trust		<u>2</u>		<u>2</u>
		40		39
EXPENDITURE				
Grants Paid	33		23	
Allocation to Ministers' Pension Fund	<u>18</u>		<u>21</u>	
		51		44
NET (DEFICIT)/SURPLUS IN YEAR		(11)		(5)
INCOME AND EXPENDITURE ACCOUNT				
Legacy		32		50
Balance at 1st January		<u>210</u>		<u>165</u>
Balance at 31st December		<u>231</u>		<u>210</u>

THE UNITED REFORMED CHURCH RETIRED MINISTERS'
AND MINISTER'S WIDOWS' AND WIDOWERS' FUND (The Retired Ministers' Fund)

INCOME AND EXPENDITURE ACCOUNT for
the year to 31st December 1993

	1993		1992	
	£'000	£'000	£'000	£'000
INCOME				
Investment Income (net of interest paid)		200		210
Allocation from the Harrison Longhurst will trust	23		22	
Income from the Clark estate	3		1	
Sundry Income	<u>4</u>		<u>4</u>	
		30		27
		230		237
EXPENDITURE				
Grants Paid		<u>429</u>		<u>424</u>
NET DEFICIT IN YEAR		(199)		(187)
INCOME AND EXPENDITURE ACCOUNT				
Surplus on realisation of Pool Units		20		-
Legacy				1
Further appropriation from the H. N. Clark Will Trust, after provision for possible claims from Non Uniting Churches		91		-
Balance at 1st January		<u>3,064</u>		<u>3,250</u>
Balance at 31st December		<u>2,976</u>		<u>3,064</u>

MEMORIAL HALL TRUST GRANTS FUND

	1993 £'000	1992 £'000
INCOME		
Grants from the Memorial Hall Trust	385	385
EXPENDITURE		
Grants	<u>12</u>	<u>112</u>
NET SURPLUS IN YEAR	373	273
INCOME AND EXPENDITURE ACCOUNT		
Balance at 1st January	<u>1,620</u>	<u>1,347</u>
Balance at 31st December	<u>1,993</u>	<u>1,620</u>

OTHER FUNDS

	1993 £'000	1992 £'000
INCOME		
Dividends and Interest	210	202
Donations and Other Receipts	<u>54</u>	<u>59</u>
	264	261
EXPENDITURE		
Grants	<u>209</u>	<u>166</u>
NET SURPLUS IN YEAR	55	95
Profit on sale of investments	-	2
Legacies	-	30
INCOME AND EXPENDITURE ACCOUNT		
Balance at 1st January	<u>1,484</u>	<u>1,357</u>
Balance at 31st December	<u>1,539</u>	<u>1,484</u>

APPENDIX IV

ACCOUNTS - PAGE 22

WORLD CHURCH AND MISSION FUNDS

	1993		1992	
	£'000	£'000	£'000	£'000
<u>GENERAL FUND</u>				
INCOME				
Dividends and Interest	51		52	
Donations	<u>—</u>		<u>2</u>	
		51		54
EXPENDITURE				
Contribution to Departmental Expenditure	32		30	
Grants	<u>4</u>		<u>6</u>	
		<u>36</u>		<u>36</u>
NET SURPLUS IN YEAR		15		18
INCOME AND EXPENDITURE ACCOUNT				
Balance at 1st January		<u>238</u>		<u>220</u>
Balance at 31st December		<u>253</u>		<u>238</u>
 <u>OTHER WCM FUNDS</u>				
INCOME				
Dividends and Interest		14		14
EXPENDITURE				
Grants		<u>6</u>		<u>6</u>
NET SURPLUS IN YEAR		8		8
INCOME AND EXPENDITURE ACCOUNT				
Balance at 1st January		<u>99</u>		<u>91</u>
Balance at 31st December		<u>107</u>		<u>99</u>
FUND Balances at 31st December		<u>360</u>		<u>337</u>

WINDERMERE FUND

	1993		1992	
	£'000	£'000	£'000	£'000
INCOME				
Donations and Other Receipts		2		-
INCOME AND EXPENDITURE ACCOUNT				
Balance at 1st January		<u>325</u>		<u>325</u>
Balance at 31st December		<u>327</u>		<u>325</u>

THE WINDERMERE CENTRE GENERAL ACCOUNT

	1993		1992	
	£'000	£'000	£'000	£'000
INCOME				
Fees	110		107	
Budgeted appropriation towards salary costs	32		30	
Sundry receipts	<u>10</u>		<u>11</u>	
		152		148
EXPENDITURE				
Director's and Administration salary costs	34		31	
Secretarial, Office and General costs	26		28	
Centre Costs	<u>90</u>		<u>85</u>	
		<u>150</u>		<u>144</u>
NET SURPLUS IN YEAR		2		4
Net balance brought forward		<u>4</u>		<u>-</u>
Balance carried forward		<u>6</u>		<u>4</u>
Total Windermere Funds		<u>333</u>		<u>329</u>

APPENDIX IV

ACCOUNTS - PAGE 24

YARDLEY HASTINGS CENTRE FUND

	1993 £'000	1992 £'000
INCOME		
Donations and other receipts, less fund raising costs	5	195
INCOME AND EXPENDITURE ACCOUNT		
Balance at 1st January	<u>539</u>	<u>344</u>
Balance at 31st December	<u>544</u>	<u>539</u>

THE YARDLEY HASTINGS CENTRE - GENERAL ACCOUNT

	1993 £'000	1993 £'000	1992 £'000	1992 £'000
INCOME				
Fees	58		19	
Budgeted appropriation towards salary costs	17		8	
Sundry receipts	<u>4</u>		<u>5</u>	
		79		32
EXPENDITURE				
Chaplain's and Administration salary costs	21		14	
Secretarial, Office and General costs	26		18	
Centre Costs	<u>66</u>		<u>34</u>	
		<u>113</u>		<u>66</u>
NET SURPLUS/(DEFICIT) IN YEAR		(34)		(34)
Net deficit transferred to General Fund		(34)		(34)
Balance carried forward		<u>—</u>		<u>—</u>

INVESTMENT POOL

BALANCE SHEET at 31st December 1993

	1993		1992	
	1000 Units	£'000	1000 Units	£'000
CAPITAL				
Units in issue				
at 1st January	5,348	18,245	5,181	18,779
Units issued in year	408	1,784	248	943
Units cancelled in year	(41)	(186)	(81)	(311)
Management fees		(53)		(23)
Underwriting commission		2		-
(Loss) on sale				
of investments		1,976		(1,143)
At 31st December	<u>5,715</u>	21,768	<u>5,348</u>	18,245
Unrealised Surplus in Market				
Value of Investments				
against Cost		<u>6,918</u>		<u>4,577</u>
		<u>28,686</u>		<u>22,822</u>

REPRESENTED BY

	Cost	Market	Cost	Market
	£'000	Value	£'000	Value
		£'000		£'000
Investments	<u>21,326</u>	28,244	<u>17,142</u>	21,719
Cash and Short Term Deposits		413		1,349
Net balance with the				
United Reformed Church		29		(246)
		<u>28,686</u>		<u>22,822</u>

Based on the underlying market value of investments and uninvested cash, the value of each unit in issue was

£5.019

£4.267

Distributions in respect of all investment income in the year were made as follows:-

	Rate per	£'000	Rate per	£'000
	Unit		Unit	
3 months ended 31st March	4.93p	276	7.42p	390
30th June	5.61p	318	5.01p	267
30th September	7.63p	434	7.40p	396
31st December	7.94p	453	7.34p	392
Total income distributed	<u>26.11p</u>	<u>1,481</u>	<u>27.17p</u>	<u>1,445</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.

APPENDIX IV

ACCOUNTS - PAGE 26

UNITED REFORMED CHURCH MINISTERS PENSION FUND

Resources of the Fund as at 31st December 1993

	£'000	1993 £'000	£'000	1992 £'000
INCOME				
Contributions from ministers and central funds	1,306		1,084	
Transfer values received	<u>-</u>	1,306	<u>3</u>	1,087
Investment Income	1,156		1,192	
Underwriting Commission	<u>4</u>	1,160	<u>1</u>	1,193
Allocation towards the actuarial deficit	853		639	
Donations	<u>4</u>	<u>857</u>	<u>5</u>	<u>644</u>
		3,323		2,924
EXPENDITURE				
Benefits Paid	2,377		1,894	
Transfer Values paid	<u>-</u>		<u>27</u>	
	2,377		1,921	
Management expenses	<u>126</u>		<u>102</u>	
		<u>2,503</u>		<u>2,023</u>
NORMAL INCREASE IN RESOURCES IN YEAR		820		901
Realised Profit/(Loss) on Sale of Investments		3,109		(805)
Increase in Unrealised Surplus on Investment Revaluation		<u>3,832</u>		<u>4,348</u>
TOTAL INCREASE IN RESOURCES IN YEAR		7,761		4,444
Balance of Resources at 1st January		<u>30,192</u>		<u>25,748</u>
Balance of Resources at 31st December		<u>37,953</u>		<u>30,192</u>
Represented by				
Investments		37,247		28,362
Net Current Assets		<u>706</u>		<u>1,830</u>
		<u>37,953</u>		<u>30,192</u>

Accounting policy 9 on page 6 forms an integral part of the accounts of this fund

This account is a summarised account of the United Reformed Church Ministers Pension Fund.

The full accounts of the United Reformed Church Ministers Pension Fund have been subject to audit by Robson Rhodes, who have given an unqualified audit report.

The full audited accounts of the United Reformed Church Ministers Pension Fund 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.

BALANCE SHEET
as at 31st December 1993

	1993	1992	1992	1992
	£'000	£'000	£'000	£'000
Property at cost or valuation		9,150		8,387
Current Assets				
Cash	650		539	
Current Liabilities	(486)		(504)	
Net Current Assets		<u>164</u>		<u>35</u>
		<u>9,314</u>		<u>8,422</u>
FINANCED BY				
Loans		2,354		1,817
Revenue Reserves	6,605		6,250	
Capital Reserves	<u>355</u>		<u>355</u>	
		<u>6,960</u>		<u>6,605</u>
		<u>9,314</u>		<u>8,422</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 full accounts of the Homes for Retired Ministers Funds of the United Reformed Church, with the United Reformed Church Retired Ministers Housing Society Limited have been subject to audit by Robson Rhodes, who have given an unqualified audit report.

The accounts of the Homes for Retired Ministers Funds shown on page 19 of these accounts, and the full audited 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 1993

	1993 £'000	1992 £'000
Rents	146	134
Less Property costs	<u>129</u>	<u>107</u>
Net Surplus from property	17	27
Less Administrative costs	<u>24</u>	<u>19</u>
NET SURPLUS IN YEAR	(7)	8
Balance at January 1st	<u>21</u>	<u>13</u>
Balance at December 31st	<u>14</u>	<u>21</u>

GENERAL REVENUE ACCOUNT

Income and Expenditure for the year ended 31st December 1993

	1993		1992	
	£'000	£'000	£'000	£'000
Donations, Dividends, and Sundry Income	164		119	
Legacies and gifts of houses	89		297	
Profit on property sold	<u>130</u>		<u>217</u>	
		383		633
Less Professional fees	3		5	
Committees	2		1	
Rents paid	4		4	
Interest on money borrowed	<u>12</u>	<u>21</u>	(11)	<u>(1)</u>
NET SURPLUS IN YEAR		362		634
Balance at January 1st		<u>6,229</u>		<u>5,595</u>
Balance at December 31st		<u>6,591</u>		<u>6,229</u>
<u>TOTAL REVENUE RESERVES</u>		<u>6,605</u>		<u>6,250</u>

LEGACIES

The Church acknowledges, with gratitude, the receipt of the following legacies:

	£	£
<u>Ministry and Mission Fund:</u>		
<u>General Fund</u>		
The late W. T. F. Johnson	700	
M. E. Leavesley	20,000	
A. M. Cooper	100	
K. Little	31,252	
J. Pope	2,500	
M. J. Baker	100	
R. G. M. Hardy	<u>1,000</u>	
	<u>55,652</u>	
<u>Maintenance of the Ministry</u>		
The late T. Hughes	9,599	
K. G. Ray	<u>746</u>	
	<u>10,345</u>	65,997
<u>Ministerial Training Fund.</u>		
The late J. M. Plowright		1,000
<u>Westminster College (General)</u>		
The late I. E. Ferguson	200	
<u>Westminster College (Special trust)</u>		
The late F. G. Healey	<u>270,360</u>	270,560
<u>Retired Ministers Aid Fund</u>		
The late A. Peter	12,183	
B. M. I. Cameron-Rose	<u>20,000</u>	32,183
<u>The Retired Ministers Fund.</u>		
The late J. C. A. Bohn-Davis (additional)	35	
H. N. Clark will trust	<u>100,000</u>	
	100,035	
Less provided for possible claims from non Uniting Churches	<u>9,000</u>	<u>91,035</u>
		460,775
<u>The United Reformed Ministers Pension Fund</u>		
The late A. M. Fox		300
<u>The United Reformed Church Retired Ministers Housing Society Ltd.</u>		
The late K. Gray (additional)	867	
E. C. Young	33	
V. M. Bagshaw	5,000	
D. Barnsley	27,324	
D. K. Humm	45,000	
D. E. Jutson	1,000	
R. M. Fenwick	9,513	
E. M. Wakely	<u>500</u>	<u>89,237</u>
Total		<u>£550,312</u>

APPENDIX IV

ACCOUNTS - PAGE 30

MINISTRY AND MISSION FUND BUDGET FOR 1994

	Actual 1993 £'000	Revised Budget 1993 £'000	Budget 1994 £'000	Estimate 1994 £'000	*Draft Budget 1995 £'000
INCOME					
Ministry and Mission Fund	14,961	14,957	15,591	15,594	16,122
Memorial Hall Trust	-	-	-	248	235
Sundry income	462	419	418	413	425
TOTAL INCOME	15,423	15,376	16,009	16,255	16,782
GENERAL EXPENDITURE					
Central Secretariat	91	91	97	97	99
General Church costs	99	105	115	118	116
Assembly	57	62	65	61	61
Ecumenical Grants	102	99	99	101	105
Moderators	317	330	354	342	354
Ministries	209	253	264	226	232
Faith and Life	361	369	383	384	413
Advocacy	38	41	44	42	45
World Church and Mission	362	373	393	404	417
Church and Society	60	74	80	77	79
Finance	176	171	177	173	177
Professional Fees	55	41	42	51	49
Communication and Supplies	122	137	127	114	110
Information Service	4	5	7	6	6
Central Office costs	144	141	148	143	147
	2,197	2,292	2,395	2,339	2,410
ALLOCATIONS					
Council for World Mission	580	576	591	576	576
Ministerial Training Fund	270	270	302	302	316
Welfare Fund	20	20	20	20	20
TOTAL GENERAL COSTS	3,067	3,158	3,308	3,237	3,322
MAINTENANCE OF THE MINISTRY EXPENDITURE					
Cost of Ministers' stipends	9,377	9,289	9,573	9,914	10,220
Employer's contributions to National Insurance and Pension Schemes	1,829	1,813	1,902	1,948	2,004
	11,206	11,102	11,475	11,862	12,224
Church Related Community Workers	82	120	142	*	*
Grants and other costs	275	208	215	301	328
Grants to Ministers' Pension Fund	825	825	907	908	998
TOTAL MoM EXPENDITURE	12,388	12,255	12,739	13,071	13,550
TOTAL EXPENDITURE	15,455	15,413	16,047	16,308	16,872
NET SURPLUS/(DEFICIT) IN YEAR	(32)	(37)	(38)	(53)	(90)

* Note In the event that the Assembly of the United Reformed Church amends the Committee structure of the Church at its meeting in July 1994, the structure of the budget for 1995 will be amended to take account of the changed structures, within the total costs shown.
Costs for Church Related Community Workers budgeted under the head of 'Ministers'

APPENDIX V

MINISTERS HOLDING ASSEMBLY APPOINTMENT STIPENDS AND CONDITIONS OF SERVICE FROM JULY 1993

1 Provincial Moderators, Staff Secretaries and Academic Staff at Westminster College, receive a basic stipend of £13,008 per annum. In addition all ministers holding Assembly appointments receive a compensation allowance of £2,000 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 VI

APPROVED RATES UNDER THE PLAN FOR PARTNERSHIP IN MINISTERIAL REMUNERATION AS AT 1/7/94

para 6.1.1	Basic Stipend, whole time Maximum Stipend, part time	£13,008 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 VII

WESTMINSTER COLLEGE, CAMBRIDGE

1 This year's theme word is "refurbishment". A large notice of T Butler, our Contractor, is currently attached to the front railings announcing the refurbishment of the Westminster College buildings. Most of this work will not leave any obvious effect on the building since we are repairing gutters, repointing chimneys, replacing coping stones, etc. Nevertheless the renewing of the building fabric is a very important part of our gratitude for 150 years of opportunity. Since 5th November, 1844 when the Presbyterian College was opened in London, successive members of staff and generations of students have been able to contribute to the life of Reformed Christianity in England.

THE HEALEY ROOM

2 One aspect of the refurbishment, which does have a strong impact, is the putting together of two ground floor classrooms to create an enlarged Healey room within which we still have the Elias Library. This room, newly curtained and carpeted and equipped with new lecture room chairs by the generosity of the Cheshunt Governors, is now a most suitable location for lectures, the Students' Society meetings and other gatherings. The inclusion of this item in the refurbishment programme is a tribute to the fact that Professor Healey's legacy has been a major source of help in the work as a whole. We have also been permitted to draw forward by loan the regular URC grants for building maintenance, so that work needed over the next several years could be done in one contract and thus benefit from the competitive tendering of this recession period in the building industry.

THE COLLEGE COMMUNITY EVENING

3 We have also refurbished the regular programme of the College. The fact that so many of our students are now weekly commuters, with spouses and children resident away from Cambridge, has led us to shift the College community evening from Friday to Thursday. The pattern of the evening is still the same with a preaching service at 6.10 pm, usually with a visiting preacher, the guest supper and the Students society meeting afterwards. The big difference is that the students who have to travel for the weekend are no longer on edge during the community evening and can leave after lunch on Friday, unless they have classes or personal interviews that afternoon.

THE CAMBRIDGE THEOLOGICAL FEDERATION

4 there have been changes in the Federation. It is now called the Cambridge Theological Federation because not all its component units are Colleges. Our new partners are the East Anglian Ministerial Training Course, an ecumenical training programme for those who cannot come into term-long residence at a College. The other new partner is the Margaret Beaufort Institute of Theology which is to provide a programme of study for Roman Catholic women, particularly from the religious orders. The Institute presented its aims and led a Roman Catholic form of evening prayer for the Federation on one of the Tuesday evenings this term.

THE DIRECTOR OF OLD TESTAMENT STUDIES

5 Another extension of the denominational spectrum for the Cambridge Theological Federation is the fact that a Baptist minister has joined the staff of Westminster College. As most of you will know, Dr Walter Houston moved to a post at Northern College when his wife Fleur became minister of St Andrews URC, Sheffield. As on several recent occasions of appointment to the College staff, the special Nominations Committee decided to advertise the post ecumenically. Just as John Proctor came to us from the Church of Scotland for our New Testament post, Dr Janet Tollington came from the pastorate of

Keynsham Baptist Church and a part-time tutorship at Bristol Baptist College. Her book on the prophets Haggai and Zechariah was recently published by Sheffield Academic Press. She was appointed as Director of Old Testament Studies, from the 1st January 1994 to the 31st December 1997, at the meeting of the URC Mission Council in October. Her formal induction was on the 27th January 1994. She will remain a minister of the Baptist Union and this will give us new contacts.

ADMINISTRATION

6 Refurbishment administration is carried out by our bursar Mrs Valerie Sinclair and by our new job-sharing secretaries Mrs Janet Brown and Mrs Marilyn Russell. Ann Tasker has left the office and become the Clerk to the Senior Tutor at Queen's College. We are very grateful for the hard work of those who sustain the administration, the catering and the domestic arrangements of the College.

7 The General Assembly of the URC at its Portsmouth meeting in July 1993, authorised a review of the work of Westminster College as a major resource of the Church. This work will begin in early 1994 and a report will be submitted to the Assembly in 1995 so that the appointment of a new Principal in 1996, and other staff re-appointments or changes, can be based on a plan for the College approved by the Assembly. No detailed remit has yet been prepared for those who carry out the review. The Mission Council intends to appoint a consultant or consultants to gather information and opinions so that the whole Council can reflect on these. It is already clear that questions about use of the College for lay training, for URC conferences, in support of non-stipendiary ministry and in the continuing education of ministers will be on the agenda, together with all those issues about training which will spring from the current consideration by an Assembly working party of the "Patterns of Ministry" in the URC. The College community looks forward to sharing in this refurbishment of its usefulness to the Church.

SETTLEMENTS

8 These last two paragraphs abandon the notion of refurbishment and turn to the newly minted. In the first place we have sent out into the Church seven newly minted URC ministers. These are the Revd Allan Blue to Higher Bebington, Tranmere and Rock Ferry; the Revd Seth Brown to Ottery St Mary and Plymtree; the Revd Geoff Rodgers to Clitheroe, Barrow and Newton-in-Bowland; the Revd Fleur Houston to St Andrews, Sheffield; the Revd David Littlejohns to Hockley and Hawkwell; the Revd Neil Messer to Maidenhead and the Revd Ian Smith (with his wife the Revd Liz Byrne) to Hornchurch and Upminster.

THE REID LECTURES

9 Also newly minted are the three Reid Lectures given at Commemoration time by Professor Dr Gerd Theissen, Professor of New Testament in the University of Heidelberg. The theme of the lectures is "Gospels and Church Politics in Early Christianity" with particular treatment of Mark, Matthew and Luke. Details of the lecture arrangements and all other celebrations for the one hundred and fiftieth anniversary of the founding of the College in London are coming out by letter to all friends and former students.

MANSFIELD COLLEGE, OXFORD

1 There are 27 ordinands and 13 others in theology. In total there are 230 students in the college, which is about to be made a full college of the University, the first non-conformist foundation to do so in Oxford. Training for the ministry and the chaplaincy to Reformed and Independent people in the University are the two entrenched portions of the new Statutes.

2 The college is in good financial shape, finishing a new student building last summer and getting ready to put up a new one for students and staff with modern lecture facilities. The new *Oxford Centre for Environment, Ethics and Society* is forging ahead and now has four full time appointments. Plans are being finalised for the *American Studies Centre* to be shared with Rhodes House. These new institutes have religion as part of the make-up of what is offered which is good for ministerial training and helps integrate theology to the world around us.

3 Staffing remains the same as last year with six on site theological tutors. The Revd Tony Tucker has been made Associate Director of Ministerial Training. We are to appoint a new Associate Chaplain mainly for undergraduates. There is are lively inter-discipline relations between all subject tutors in the college a swell as with our Anglican, Roman, Baptist and Methodist colleagues in other colleges. Mansfield organised a university class on *Radical Theologies* which had a large attendance even at 5 pm on Fridays. It was open to town and gown.

4 The twelve Oxford theological colleges are drafting a new statement of co-operation and there is much interchange between the colleges with shared teaching and functions.

5 The new *International Inter-faith Centre* has opened in Oxford with broad support from the UK churches and the major world religions. There is to be integration of some Theology Faculty members with the Centre as well, and Charles Brock and a Sikh are co-chairs of the Advisory Committee. The *Oxford Centre for Hebrew and Jewish Studies* has three Mansfield people involved and the *Oxford Islamic Centre* has one. A new course for the University on *Jews, Christians and Muslims - mutual understandings* is to be offered next year by the Mansfield tutors with international experts helping. We feel this is an important area of work not only for ministerial training but in the whole University for the future of humankind.

6 The Revd Tony Tucker is Chairman of the BTh Examiners; the Revd Dr John Muddiman is Secretary of the Theology Faculty; Dr Donald Sykes continues extensive teaching for the university; Ms Peggy Morgan has published various articles on Buddhism and Christianity; the Revd Dr Andrew Linzey now teaches ethics for the college and has a new book *Animal Theology* emerging this summer from SCM and is completing the co-editing of the 5 year project *A Dictionary of Theology and Society*; the Revd Charles Brock has completed a book *America as New Israel* (which traces the Puritan influence on the founding of the United States and tries to bring it to the present day) for a conference of 5000 in New York this summer. Ms Elaine Kaye, the Convener of the Ministerial Training Committee and College Historian, is a member of the National Executive of the Council for Christians and Jews. Our Lutheran Tutor, Scott Ickert, teaches church history and theology also organised an international conference on *Christian Freedom in retrospect: Lutheranism in the Aftermath of Communism*.

7 Interesting Spirituality classes this year had the Bursar, Duncan Forbes, on Carmelite spirituality for today and Rabbi Prof Dan Cohn-Sherbok on Jewish spirituality. We also looked at our own roots through discussions and students and staff Cell Groups. There is a staff retreat, an ordinands retreat, and a one for the whole college as well. There is a lively college choir and a long tradition of worship in what one may call a "high Genevan reformed tradition". Detractors say "if you are coming to Mansfield bring your rosary". Styles vary with student led services weekday mornings.

8 Our great loss this year was the death of former Principal John Marsh at the age of 89. Much has been said about John elsewhere, but suffice it to say that he had the vision for what the college could be - bringing out the best in both ministerial and secular education and enhancing a common site (the only one in England?) for the dialogue.

NORTHERN COLLEGE, MANCHESTER

1 There are twenty-eight students on our roll, with ten offering themselves for ordination in the URC this summer. They are as diverse as they are lively: twenty are men and eight women; twenty-one are married and seven single or divorced; only five are full-time residents in Luther King House; fourteen have or will gain degrees in theology during their time with us; the average age is nearer forty than thirty.

2 The new Principal, the Revd Dr David R Peel, and three new members of staff were received by the college at a service of Recognition and Welcome in September. Ms Helen K Bond comes to us from the University of Durham where she has been engaged in doctoral studies under the supervision of Professor James D G Dunn. She shares the post of Tutor in Biblical Studies with the Revd Dr Walter J Houston who has joined the college from Westminster College, Cambridge. Our new Tutor in Practical Theology is the Revd Frances E F Ward, an Anglican priest with a wide range of skills in spirituality, group-work, theological reflection and social analysis. Plans are in hand at the time of writing to seek a replacement for the Revd Dr Stanley H Russell, who has served the College faithfully since his appointment in 1976. We are thankful for his contribution to our life and work and offer our warmest good wishes for a long and happy retirement.

3 The College has been well served by its chaplain, the Revd Jean Forster. The provision of a chaplain who is outside the College teaching and assessment procedures has been an unqualified success. The occasion of Jean's retirement this coming summer has therefore been the moment for the Northern Baptist College to express an interest in sharing a new joint appointment and discussions are now in hand to effect it. Meanwhile, we thank Jean for her sensitive and supportive work and we wish her joy in retirement.

4 The year has been dominated by the attempt to mount a new modular course which will become the main means of preparing people for ordination. It will lead to either an Undergraduate Diploma in Theology or a Bachelor of Theology degree. The course will be accessible to both full-time and part-time students. It will consist of a core element which we anticipate will represent common and mandatory requirements for both non-stipendiary and stipendiary ministry. We hope that it will also be used in whole or in part by lay people seeking to equip themselves for their distinctive ministries. The outcome will be to bring more closely together the work of the Manchester Christian Institute, the Northern Baptist College and our own College inside the Northern Federation for Training in Ministry, which has applied to the University of Manchester to gain Affiliated Institution Status to mount the new course.

5 Following the recommendations of the recent Review Group report, *Enhancing Effective Ministry*, the new course will take seriously the experience of the participants. It will seek to integrate experience and learning, lay people and ordinands, life in the world and life in the church, theoretical attachments in community agencies and churches throughout a course in which they will be treated as student ministers in training rather than academic undergraduates. We have benefited in planning the new course from the educational wisdom of the Director of the Manchester Christian Institute, the Revd John Sutcliffe, who has chaired the Working Party which has devised it, and we thank him warmly.

6 The staff and students launched an appeal to raise funds to buy a car for a former student, the Revd Albert Nagy of the Reformed Church in Romania, whose ministry was being hindered through lack of transport. It brought an enthusiastic response, with over £7000 being donated, and a very successful conclusion.

7 Our ongoing contacts with the world church remain a rich source of blessing and benefit. A group of staff, students and governors are planning a visit this summer to former students and friends in the Reformed Churches of Hungary and Romania. Meanwhile, we continue to enjoy the presence of the Revd Laurent Ramambason, from the United Church of Jesus Christ in Madagascar, who is now in the second year of PhD studies.

8 Particular attention is being paid to the provisions we make to enhance the spirituality of students during their time with us. Ways are being explored by which individuals can obtain spiritual direction, thereby starting to address a common complaint of students that, while we pay particular attention during training to enhancing their knowledge and skills, we do not attend adequately to their personal and spiritual formation.

9 With attachments and placements now figuring so centrally in our programme, we are seeking to develop ways in which supervisory ministers and the members of placement congregations can be better equipped for their important roles in training our students.

10 This summer will see the start of a pilot project of end of session reviews in which student progress is assessed and future learning objectives are agreed. Each review will involve a member of the college staff, the supervisory minister, a provincial representative, a student friend and the student reflecting fully on what has been achieved and planning future goals.

QUEEN'S COLLEGE, BIRMINGHAM

1 The last year has been one of change for Queen's. The Principal, the Revd Dr James Walker, left at the end of August 1993 to take up a post as Chaplain at St Andrew's University, and the Revd Dr Alan Billings, the Principal of the West Midlands Ministerial Training Course, was appointed as Acting Principal for the first two terms of the current academic year. Queen's has been well served by this arrangement, which has strengthened links between the College and the Course in a way which promises well for future co-operation. We nevertheless look forward to the arrival in April of our new Principal, the Revd Peter Fisher, who is currently the Rector of Houghton-le-Spring, and who is a past vice-Warden of Lincoln Theological College. The Revd Dr Peter Fulljames joined the staff in September on a temporary basis to cover the Systematics teaching done by the former Principal; this is a further College-Course link, since Peter teaches also on the Course.

2 The other staff change this year has been the arrival last September of the Revd Dr David Bryan, as New Testament Tutor, in succession to the Revd Dr David Parker. David Bryan, who has a special interest in Second Temple Judaism, has joined us from an evangelical Anglican parish in Abingdon. David Parker has moved only 'down the road' to a lectureship in the University Department, and we are pleased that already close relations between University and College are further strengthened by this link.

3 Exciting progress has been made this year in the field of Black Theology, following the appointment of Mr Robert Beckford in 1992. As well as developing the College's Black Christian Studies programme, and working with colleagues to incorporate black theological approaches within the curriculum in general, Robert has begun an Access course for black students, and is organising a number of conferences aimed at empowering black people in ministry. We hope that this will be part of a more general development

of the College's work in lay training. We have made a commitment as a college to this, but substantive developments await the arrival of the new Principal - and we are conscious that this is an area in which we need to bring together concerns and insights from all our sponsoring churches.

4 Two members of staff have had books published this year: Dr Stuart Weeks, our Old Testament tutor, has written *Early Israelite Wisdom* (Clarendon Press), and the Revd John Wilkinson, Robert Beckford's colleague in Mission and Pastoral Ministry, has published *Church in Black and White* (St Andrews Press). A forthcoming publication (due later this year) is one by the Revd David Butler on John Wesley and the Catholic Church. We are also very pleased to report that Richard Goldring, a URC student in his final year, has been awarded a PhD by the University of Birmingham for a thesis on church attitudes to marriage and divorce.

5 Student numbers this year are marginally down on last year's (76 as against 78); URC numbers are seven (six last year). Two of these are interns, and the other five are all working for the BTheol, an ordinary degree (with the possibility of further study leading to an honours degree) taught at Queen's but validated by the University. We are grateful both to the internship supervisors, and more generally, to the West Midland Province and its Moderator, for providing that oversight from within the URC which the Queen's staff cannot provide. We remain convinced, however, of the value to our URC students of the ecumenical setting for their training, which encourages not only a genuine mutual acceptance of differences, but a readiness to give account of denominational identity.

6 In addition to students from our three sponsoring churches (roughly in the proportion 50% Methodist, 40% Anglican and 10% URC), our community has been enriched by students from our link seminaries in Tamilnadu and in Leipzig; in the former case a Queen's student has spent a term in India in exchange. Other student travels during the past year have included a term in Ghana by a URC student now in ministry and a placement in Hong Kong. We have two Research Fellows this year, both Methodist ministers: the Revd Robert Dolman is considering the impact of Tractarianism on Methodism, and the Revd Jonathan Kerry is working on theological aspects of AIDS.

7 We remain conscious of the questions being raised in all our sponsoring churches about theological education. We seek to respond to the opportunities within the present situation, as well as to the concerns, financial and otherwise; and look forward to a year in which we can begin to make this response under our new Principal.

APPENDIX VIII

BOARD OF STUDIES FOR THE NON-STIPENDIARY MINISTRY

1 The number of students in training for the non-stipendiary ministry was 55 on 28th February 1994. This represents a drop of 21% NSM's in training since last year.

2 We are encouraged that 66% of URC NSM students are training on recognised courses around the country (**Appendix X**). The Hereford Report to the House of Bishops of the Church of England, on theological colleges and courses, published in July 1993, recommends further ecumenical working together of these courses, and 'clustering' of theological college provision in regions. We see the development of new ecumenical courses in several areas with great interest. We are pleased to see that the United Reformed Church is represented on a large number of these courses as tutors and/or Boards of Management, but we would like to see further development in this area.

3 We continue to use the courses and facilities of the Windermere Centre.

4 The Committee has been delighted to issue 22 Certificates of Completed Study during the last year, February 1993 - February 1994.

5 We would like to record our grateful thanks to Mr Barry Wakefield for all the work that he does in administering the non-stipendiary ministry training scheme.

APPENDIX IX

CHURCH RELATED COMMUNITY WORKER TRAINING REPORTS

(a) Salford Urban Mission Training Programme

Salford Urban Mission's Training Programme is becoming increasingly recognised as an important resource for those wanting to enhance their knowledge and skills in various forms of community ministry. The aim of the training is to build and integrate the disciplines of theological reflection, social analysis and community development. The methods used derive from "praxis": using experience and action as the basis for learning. Our first two CRCWs URC and Anglican, have completed the three-year course, are now accredited in community work and reflections skills.

Currently we have seven full-time participants, three of them URC alongside an ordinand of the Congregational Church of Scotland, a Methodist and an Anglican. The Programme, designed on a modular basis, is proving increasingly accessible to members of church and community groups, who come on specific short courses and add a challenging and fresh dimension. Twenty-five have joined in over the last year. We can call on a bank of over fifty tutors.

Essentially this is "in-service" training, with participants active in real work engagements rather than on placement, but under supervision and with the backing of a personal consultant. Their experience is integrated with three eight week terms in which they

have systematic modules over two days each week, progressing to a Salford Urban Mission Certificate in Community Work and Theological Reflection. This incorporates the National Youth Agency Certificate in Community Work from the Greater Manchester Accreditation Unit.

The SUM Training Programme is an opportunity for giving space to reflect and confidence in how to act, for those engaged in God's mission through the church in the community.

(b) Selly Oak Training Option
St Andrew's Hall

We continue to offer the opportunity for the training of CRCWs and we shall be glad during the year to have taken part in the process of review of training possibilities and needs.

Our current package involves using a wide range of courses and programmes through Selly Oak Colleges and combining that with placements and a two year course with the Westhill College Youth and Community Work Department. This is a field based approach to training and has the advantage of offering a recognised professional qualification. Recent curriculum developments within the Selly Oak Colleges Federation mean there is now a wide range of potential courses and programmes on which we can draw, including the possibility of degree and post graduate courses. There are also exciting developments in the proposal to create the Centre for Race, Ethnicity and Democratic Citizenship.

Our one remaining CRCW student, David Gray will be leaving us in July and sadly there are no others set to join us for the academic year 1994/95. We support the Church in its involvement and commitment to Church Related Community Workers and hope very much we can be of service in their training in the future. St Andrews continues to be a lively, international and ecumenical community with many different kinds of participants.

APPENDIX X

STUDENTS IN TRAINING 1993-1994

NORTHERN PROVINCE

Stipendiary

Neville Husband (Northern/NEOC), Norma Johnson (Westminster), James McAulay (Westminster), Alan Morris (Northern/NEOC), Margaret Robb (Northern), 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), Peter Jordan (Northern), Richard West (Northern).

Non-Stipendiary

Joyce Ashworth (URC - Shorter), Shirley Farrier (MCI), David Ireland (MCI), Brenda Moore (MCI), Michael Storr (MCI), Christopher Tonge (MCI), Jane Weedon (CDTI).

MERSEY PROVINCE

Stipendiary

Andrew Dawson (Northern/Mansfield), Jean Seddon (Northern/MCI), Pamela Smith (Northern), Ivor Smith (Northern).

Non-Stipendiary

Barbara Exley (MCI), Mark Houghton (MCI), Graham Mercer (MCI), Ian Prentice (MCI), Ronald Reid (MCI).

YORKSHIRE PROVINCE

Stipendiary

Philip Hanson (Northern).

Non-Stipendiary

Sandra Griffiths (MCI), Nancy Haslam (MCI), Angela Hughes (MCI), Tjarda Murray (MCI), Hilma Wilkinson (URC).

EAST MIDLANDS PROVINCE

Stipendiary

Adam Britten (Northern), Michael Burrell (Westminster), Philip Gray (Westminster), Simon Helme (Northern), Robert Jones (Westminster), Kathryn Louch (Westminster/EMMTC), Sally Martin (Northern), Lesley McNeil (Westminster), Jeffrey Tunningley (Northern).

Non-Stipendiary

Mair Bradley (URC - Shorter), Maureen Buxton (URC), Barry Drake (EMMTC), Leslie Gill (EMMTC), John Hayton (Start delayed), Barry Hutchinson (URC - Shorter), Brian Russell (EMMTC), Rosemary Smith (URC), Geoffrey Townsend (URC).

WEST MIDLANDS PROVINCE

Stipendiary

David Cassidy (Northern), Barrie Cheetham (Queens), David Coleman (Mansfield), Timothy Key (Northern), Stephen Lewis (Queens).

Non-Stipendiary

Mary Buchanan (WMMTC), Meriel Chippindale (URC), Deidre Lee (WMMTC), Aileen Walker (WMMTC), Bill Young (WMMTC).

EASTERN PROVINCE

Stipendiary

Mark Ambrose (Westminster), Peter Ball (Westminster), Robert Canham (Westminster), David Coote (Westminster), Simon Franklin (Westminster), Donald Macalister (Queens), Ruth Maxey (Mansfield), Nicholas Percival (Westminster), Kathryn Taylor (Westminster), Rosemary Tusting (Westminster).

Non-Stipendiary

Colin Hunt (OHMTC).

SOUTH WESTERN PROVINCE

Stipendiary

Tim Clarke (Mansfield), Graham Hoslett (Northern), Peter Phillips (Northern).

Non-Stipendiary

John Evans (SDMTS), Ivan Fowler (West of England Ministerial Training Course), Geoffrey Glead (SDMTS), Maureen Roberts (SDMTS).

WESSEX PROVINCE

Stipendiary

Vernon Broomfield-Payne (Westminster), Patricia Clamp (Mansfield), John Du Bois (Mansfield), Barry Griffin (Queens), Monica Mills (Queens), Peter Norris (Mansfield).

Non-Stipendiary

Alan Clarredge (SDMTS), Gillian Jackson (SDMTS), Heather Morgan (SDMTS).

THAMES NORTH PROVINCE

Stipendiary

Richard Alford (Westminster), Pauline Barnes (Mansfield), Janet Conway (Mansfield), Nigel Douglas (Westminster), Mark Elvin (Westminster), Richard Goldring (Queens), Brian Harley (Westminster), Maggie Hindley (Mansfield/Kings), Trevor Jamison (Mansfield), Alistair Jones (Westminster), Alex Mabbs (Northern), David Miller (Westminster), Andrew Sellwood (Westminster), Rosalind Spencer (Mansfield/OMC), Margaret Thomas (Mansfield).

Non-Stipendiary

Wilf Bahadur (URC), Robert Calderan (URC), Elizabeth Davies (URC), Roger Orme (SADMTS), David Simpson (URC), Fiona Thomas (URC).

SOUTHERN PROVINCE

Stipendiary

Dawn Baiden (Westminster), Delia Bond (Westminster), John Danso (Westminster), John Gordon (Northern), Carol Lanham (Westminster), Michael Meachin (Mansfield), Martin Smith (Mansfield), Robert Street (Mansfield), Jane Wade (Mansfield), Michael Whitfield (Westminster), John Young (Westminster).

Non-Stipendiary

Margaret Collins (URC), Susan Marsh (URC), David Sturt (URC), Bryn Thomas (URC), Jean West (SOC), Maureen Wilson (SOC).

PROVINCE OF WALES

Stipendiary

Sarah Bevan (Northern), Jennifer Davies (Mansfield/URC), Alison Davis (Northern), Ian Kirby (Mansfield), Diana Lewis (Queens), Shelagh Pollard (Mansfield/Cardiff), Kathryn Price (Northern), Kirsty Thorpe (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.

APPENDIX XI

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 XII

TRAINING STATISTICS

	Students in Training		Anticipated entry into URC service			
	February 1993	February 1994	1994	1995	1996	1997+
Stipendiary						
Colleges						
Mansfield	24	21	4	8	5	4
Northern	28	25	10	9	3	3
Queens	6	7	1	2	2	2
Westminster	27	30	14	7	3	6
<i>Total</i>	94	83	29	26	13	15
Non-Stipendiary						
Courses	71	57	24	14	14	5
Church Related Community Workers						
Selly Oak	1	1	1			
Salford	4	3	1	2		
	170	144	55	42	27	20

APPENDIX XIII

THE "SPECIAL CATEGORY" MINISTRIES AS AT 1ST APRIL 1994

Province	Category	Place	Scoping	Minister
North Western	3	Salford	1	Keith Argyle
North Western	1	Wythenshawe	1	Bob Day
Mersey	2HE	Liverpool Higher Education Chaplaincy	1	Sandra Dears
Yorkshire	2IM	South Yorkshire Industrial Mission	1	Elizabeth Nash
Yorkshire	2IM	Selby Industrial Mission	0.5	Michael Wear
Yorkshire	2HE	Leeds Higher Education Chaplaincy	1	Elizabeth Brown
Yorkshire	2IM	Leeds Industrial Mission	0.5	Helen Drummond
East Midlands	1	Radford/Hyson Green	1	Vacant
East Midlands	1	Milton Keynes Watling Valley	1	Dorothy Spence
East Midlands	1	Peterborough	1	Tony Bradshaw
West Midlands	1	Winson Green/Lodge Road	1	Vacant
West Midlands	2IM	Coventry Industrial Mission	1	Dick Wolff
Eastern	1	North and East Springfield	1	Brain Shirley
Eastern	2IM	Norwich Industrial Mission	1	Chris Warner
South Western	1	West Swindon Local Ecumenical Project	1	George Gibson
Newquay	1	Newquay	1	Leonard Phelps
Wessex	2IM	ITEM Reading	0.5	David Clark
Thames North	2HE	London University Chaplain	1	Kevin Swaine
Thames North	3	Southall Inter Faith	1	Albert Ferweda
Thames North	2IM	Herts and Beds Industrial Mission	1	Tony Ruffell
Thames North	3	Canary Wharf	1	Barry Thorley
Thames North and South	1	Urban Churches Support	0.5	Harry Undy
Thames North and South	2CH	Chinese Chaplaincy	1	Kah Geh Chong
Southern	2IM	South London Industrial Mission (SLIM)	1	Raymond Singh
Southern	2IM	Kent Industrial Mission	1	Dave Dunster
Southern	1	Thamesmead	1	Harry Lanham
Wales	1	Penrhys	1	John Morgans
General Assembly	4	National AIDS Advisor	1	Hazel Addy
TOTAL			26	
			Number of Posts	Numbers in Post
Category 1	New and Priority Areas of Outreach requiring Priority Work		11	8.5
Category 2IM	Chaplaincies in Industrial Mission		9	7.5
Category 2HE	Chaplaincies in Higher Education		3	3
Category 2CH	Chaplaincies to Chinese		1	1
Category 3	Innovative Ministry in Unique Situations		3	2
Category 4	One Off		1	1
TOTAL			28	23

APPENDIX XIV

ST ANDREW'S HALL MISSIONARY COLLEGE

Principal: The Revd David Grainger

1 It has been good to see steady numbers of URC scholarship holders studying at Selly Oak Colleges, on courses such as Mission, English, Church Management and Church Education. Particularly important is the way in which the Church has enabled participants from Eastern and Central Europe to join us, and also with them, others from churches outside the immediate CWM family.

2 Crowther Hall, the College of the Church Missionary Society, was unable to continue its experiment in bursarial sharing with us. However, we are still examining ways in which closer cooperation can enable more efficient and economic ways of working together between the units of the Selly Oak Colleges Federation. In the Department of Mission the newly created MA in Mission is attracting a good number of participants and in the curriculum adopted last year has ensured we pursue a balance of academic and practically based courses in mission education.

3 We said farewell during the year to Sheila Rudofsky, who had been our Council Convener, and to Angus MacNeill, its Secretary. The new Chairman of Council is Revd Tom Bowman, representing the Baptist Missionary Society and the Secretary to the Council is Gwen Collins, representing the URC.

4 At the close of the current academic year we will be saying farewell to one of our tutors, Revd Verna Cassells from Jamaica. We look forward to receiving Revd Fei Janette Taleausumai, from the Presbyterian Church in Aotearoa New Zealand, as the new tutor.

5 We are renewing and expanding our collection of worship material, song books and hymn books for use in our chapel and are very grateful to all the UR churches in our region and beyond who have contributed a splendid collection of Rejoice and Sing.

APPENDIX XV

RURAL CONSULTANCY OBJECTIVES

- 1 **The Consultant will continue to be the national rural missionary of the URC.** There is a vital task to be done which affirms and encourages the rural churches, and helps them develop appropriate styles and forms of mission in their community. With the continued decline in many rural services, the church must take on the role of leadership in the community, so that proper care may be given to all. Such action will enable the rural church not just to survive into the next century, but to grow into it with confidence and enthusiasm.
- 2 **Invitations from Provinces, Districts and local churches to visit and speak at meetings and services will be actively sought in order to fulfil objective 1.** A newly formed strategy group will assist in promoting this area of work. An additional purpose of these meetings will be to assist the church, either urban or rural, to understand the nature of the rural community and the appropriate style of church leadership and mission within it. At present, the Consultant has been unable to initiate many such meetings and engagements due to local pastoral commitments.
- 3 **The promotion of ecumenism in rural areas, which is no longer a luxury but a necessity, will be a major objective.** The newly formed Churches' Rural Group, part of Churches Together in England, will be an important player in this, and the Arthur Rank Centre team provide the secretariat for this group. The Consultant will therefore have a major part to play in this work.
- 4 **The Consultant will continue to act as a rural consultant within the Methodist Church alongside the Revd John Clarke.** This is the only national post currently supported by both denominations, and is therefore an important ecumenical commitment in itself.
- 5 **The Consultant will continue to be a member of the Arthur Rank Centre staff team.** The Arthur Rank Centre is recognised as *the* ecumenical centre for rural church and community matters, with the Methodist and Anglican Rural Officers also part of the team. It has an established record of work in this country, particularly on housing and employment issues, and also has a world agricultural development concern. The Arthur Rank Centre is the representative of the churches on 'Rural Voice', which is a coalition of major agencies in rural matters. The centre acts as the English 'voice' in the Agricultural and Rural Affairs Working Party of the European Ecumenical Commission on Church and Society. Wider international links are being developed so that a growth in understanding of issues affecting rural church and community can be seen in their widest geographical and religious context. The Consultant is the representative of the 'reformed' church tradition in the team.
- 6 **The Consultant will continue research into and leadership in training for ministry in rural areas.** The need for some specialist training for ministry in rural areas is widely acknowledged. Agencies other than the Arthur Rank Centre are involved in this work, and a more comprehensive range of resources is being developed co-operatively, both for induction courses and for specific issue courses. Some of these will be central - such as at the National Agricultural Centre - and others regional. The former will concentrate mainly on ordained ministry, the latter on both lay and ordained leaders in local churches. The Consultant is the co-ordinator for the conference and course programme of the Arthur Rank Centre, and will continue to develop this work.

7 **The Consultant will encourage the rural church to offer its experience and wisdom within the wider councils of the church.** At present, the small rural congregations often feel that they are the 'second eleven' in church affairs. Strategies for listening to the rural church, and then using the lessons learned, will be encouraged.

8 **Working with and through Provinces and District, and especially Provincial Rural Consultants, where such have been appointed, he will remind the whole church of its rural constituency and constituents.** The exact figures are not available, but evidence thus far gathered indicates that some 25-28% of churches, and approx 20% of members and adherents of the URC, are involved in churches in villages and small country towns - more than that if the Rural Development Commission's definition of rural as populations of up to 10,000 is used.

APPENDIX XVI

COUNCIL FOR WORLD MISSION

General Secretary: Dr D Preman Niles

1 The CWM Council met in Ocho Rios, Jamaica, last June as guests of the United Church in Jamaica and the Cayman Islands. Our meetings were held at the Madge Saunders Centre and it was a privilege to meet Madge Saunders in person. She was the first ordained woman minister of the United Church and, after her retirement, she decided to give her life's savings for the building of the Centre, which is used for training and other events. I will just quote two remarks she made to the Council at the opening reception: 'Everything we have is God's and it's a privilege to give him something back'; 'People outside the Church just don't know what they're missing!'

2 All in all, women played a prominent part at the meeting and not just because for the first time over a third of the Council members were women. The Revd Maitland Evans, General Secretary of UCJCI, stepped down as Chairman of CWM and Council elected Mrs Andrea Adams, of the Congregational Federation, as Moderator for 1993-95. Then, towards the end of the meeting, we were shown that skill in debate and handling Standing Orders are not the only contributions of value in a meeting such as ours, when our worship was enriched by the beautiful singing and dancing of one of the representatives from the Church of Bangladesh, Ms Dipika Simsang.

3 The revision of Standing Orders was one of the earliest items on the agenda in Jamaica. Among other changes, we now have a 'Moderator' rather than a 'Chairman' and arrangements for electing the other honorary officers (Deputy Moderator and Chair of Corporations) and the ten other members of the Executive Committee have been streamlined giving more influence to the regional groups. The representative of the European Region on the Committee is Mr Hans Schravasande of the Reformed Churches in the Netherlands.

4 In December, the Presbyterian Church of Wales hosted a meeting of the Executive Committee at Llandudno; the Revd Dafydd Andrew Jones, Mission Secretary for PCW, is CWM Chair of Corporations for 1993-95. The sermon at the opening worship was preached by the Revd Edea Kidu, General Secretary of the United Church of Papua New Guinea and the Solomon Islands and Deputy Moderator of CWM for 1993-95. We spent Saturday afternoon visiting PCW's projects at Maesgeirchen and Noddfa and ended the day at Coleg y Bala watching young people rehearse their Christmas play in Welsh. On Sunday, the Committee followed its usual practice of going out in pairs to local churches for morning worship and members visited PCW, URC and Union of Welsh Independent churches in and around Llandudno.

5 In 1994 the Executive Committee will meet in Taiwan in June and in New Delhi in December.

6 Increasingly, however, our minds are concentrating on 1995 when the next Council meeting will take place at the High Leigh Conference Centre from 16-21 July; the joint hosts for that meeting are the URC and the Congregational Federation. In addition to the seventy members of Council, there will be two representatives from the Congregational Christian Church of American Samoa, which is hoping to join CWM in 1995; and two from the Netherlands Reformed Church, whose long awaited reunion with the Reformed Churches in the Netherlands is now nearing completion. At that meeting, we will also be receiving the Six Yearly Review of the Council (1989-95) at present being carried out by a group convened by Sheila Rudofsky.

7 1995 is much more than just the Council meeting, important though that is, for the London Missionary Society was founded in 1795, and so we will be marking two hundred years of mission work and witness. There will be three days of celebration in London from 12-14 July, which will include workshops; a market place for member churches and others; a debate and symposium; and culminating with celebratory worship. Churches throughout the UK are being asked to host members of the Council and others coming for the Celebration over the weekend of 15-16 July and we expect that many local churches will make this an opportunity to plan their own special CWM events and services for that weekend. I hope that those who are unable to do so at that time will plan to mark the Bicentenary at some other time during the year.

8 In addition to the Celebrations in London, events and exhibitions are being organised throughout the UK. World-wide, 9 July 1995 has been designated CWM Sunday when all the member churches will pray for the Celebrations, the Council and the continuing work of CWM.

9 Lastly, CWM, in conjunction with Harper-Collins, will be publishing an anthology of prayers, prose and poems gathered from partner churches in time for the Celebrations in July.

INFORMATION

**GENERAL
ASSEMBLY
1994**

SCHOOLS LINKED WITH THE URC

1 In 1993 Heads, Governors and members of the teaching staffs of the Six Schools met for their Annual Conference which was held at Eltham College on 7th and 8th October. The theme was "What it means to be a Christian Community" and its sub-themes ("The Individual and the Community", "The Changing Community" and "The Bitter Harvest") were addressed by Father Dominic Milroy, formerly Headmaster of Ampleforth College, the Revd Stuart Taylor, a former Director of the Bloxham Project, and Mr Tony Ralls of the Stepping Stone Trust.

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 but they can also contribute to the education of children of women and men preparing for ordination.

3 Acknowledgement is also made of the grant to the Six Schools by the Leverhulme Trade Charities Trust towards sixth-form scholarships.

4 The Schools 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 Governors have approved the merger of Caterham School with Eothen, an Independent Girls School in Caterham. The new school will be established at Caterham School's 80 acre site in September 1995, and the Eothen premises will be sold. Caterham will join the Church Schools Company, which runs Eothen and will release £3 million for a capital development plan to provide the facilities needed for a co-educational school from age 3-18. This includes new classrooms, sixth form centre, and sports complex (sports hall, swimming pool and astroturf pitch). The two schools share the same values based on their Christian foundations. Caterham will maintain its links with the United Reformed Church and bursaries for ministers' children.

This past year has thus been an eventful one for Caterham School. Much has been achieved. Once again the school featured prominently in the league tables for advanced level results and found itself in the first division of schools. Caterham, however, believes that there is more to education than achieving good academic results and places an emphasis on the full development of each child. The school is proud of its wide reaching community service programme of helping homeless people at St Botolph's Church in Aldgate in the City of London. Teams of sixth formers have regularly visited the church to help with its work of feeding and befriending homeless people.

Our church connection was enhanced in an ecumenical way through the guest speaker at Speech Day. He was Father Dominic Milroy OSB, former Headmaster of Ampleforth and Chairman of Head Masters' Conference.

The School Chaplain, the Revd Derek Lindfield, was invited to take part in the Joint Observation Group under the auspices of the United Nations and representing BCCI in the Malawian Referendum. As a result of his involvement the school was pleased to receive a visit from the former Archbishop of Central African, the Rt Revd Donald Arden.

The Headmaster and Mrs Smith attended the British Education Conference in Taiwan last Easter and took the opportunity to visit a number of Presbyterian churches in Taipei, stayed at Tainan Theological College and visited Chang Jung School, founded by the early Presbyterian missionaries to Formosa.

In return we were delighted to receive two Headmasters from Presbyterian schools in Singapore during June when they visited a number of URC schools. Mr David E K Low is Headmaster of the Kuo Chuan Presbyterian School and Mr David M H Wang is Headmaster of the Presbyterian High School, Singapore.

Music and Drama came together at the end of the autumn term in what is generally accepted as one of our finest productions put on at the school in Lionel Bart's *Oliver*.

On the sports front David Sales was chosen as the most promising young cricketer under 16 in England in 1993. He received his award from the President of MCC at Lords after managing to achieve a batting average for England U15 of 102 and taking a good number of wickets.

Ministers' children continue to play a leading role at Caterham. We are particularly proud this year of Christopher Adams, Purley URC, our Deputy Senior Prefect, who has been awarded a choral scholarship to Cambridge.

The number of ministers' and missionaries children in the school this year is fifteen, comprising of eleven URC, three Baptist, one Anglican.

6 Eltham College: With so much Government and press excitement over academic "league tables" and the increasingly competitive nature of education in this country, it was a great pleasure to us to be able to host the Six Schools' Conference at Eltham College this year. The theme of the two days, "What it means to be a Christian Community", drew us into the most central aspect of our lives together and the need to inter-relate on a personal and spiritual level.

None present will forget the impact of Father Dominic Milroy's opening address. As former Headmaster of Ampleforth and Chairman of HMC, his experience of community living and his grasp of the deeper issues facing schools raised our awareness and set the tone for what followed. The Revd Stuart Taylor, former Director of the Bloxham Project, has spent many years advising on the spiritual dimension of education, while Mr Tony Ralls drew upon his experience of helping young people salvage their lives amongst the "bitter harvest" wrought by the pressures and temptations of late twentieth-century living. The speakers did much to help delegates return to their schools refreshed in spirit and broadened in perspective.

Other events tumbled on top of each other with stimulating colour and energy throughout the year. Some first rate scholarships (including thirteen places at Oxford and Cambridge), an astonishing variety of musical and dramatic activity (including tours to Bavaria and France), a plethora of artistic and technological exhibitions, sporting success, and some outstanding lecturers, including the Lord Chancellor, Sir Rex Richards, Sir Geoffrey Chandler and the poet Wendy Cope, contributed to a memorable year.

With the complete renovation and enlargement of the Science and Technology block behind us, we have set our constructive energies towards the building of a new sports complex linked to the indoor swimming pool. The Appeal Fund to accomplish this has produced a highly encouraging response, and it seems likely that building will commence in June on this exciting new project.

Our Chaplain, Robert Draycott (a former BMS missionary), introduced a series of speakers from churches of different denominations which has been interlaced with our own offerings from staff and pupils at daily assemblies. We have also maintained the tradition of occasional Parents' Association services in the Chapel on Sundays, graced by some fine preachers.

On one occasion, however, the Chapel was a focus for a particularly large gathering of Old Elthamians reunited to give thanks for twenty-nine years of Geoffrey Turberville's Headmastership. This great man died last summer aged 94. His legacy of a caring and stimulating community lives on.

7 **Silcoates School:** Now fully co-educational and predominantly a day school, Silcoates continues to flourish, with pupil numbers approaching 600.

John Finney, an Old Silcoatian, was installed as Bishop of Pontefract in York Minster last May, and he renewed his association with the School when he came to preach in January. His Old Silcoatian contemporary Peter Johnson has become Chairman of the Governors, succeeding Dr Clyde Binfield whose distinguished tenure met the challenge of change during an exciting decade.

In January, St Hilda's School, Horbury, one of our two tied feeder schools, moved into splendid premises, the Convent which was formerly the home of the Anglican Order which used to run the School. Sunny Hill House, also under the aegis of Silcoates, enjoys a high reputation and there is a waiting list for all age groups.

Highlights of the past year include a fine production of *Oliver*, with over a hundred names on the programme; a delightful concert given by Castleford Male Voice Choir and musicians from the School; national awards won by our cyclo-cross team; and the first Open Championship played on our golf course. A good catholic - small "c" - mixture in a busy programme.

Four children of ministers (three United Reformed Church and one Anglican) are in receipt of bursaries.

8 **Taunton School:** Taunton School's academic year 1992/93 was dominated by the planning for a new co-educational Preparatory School to replace the two single sex Junior Schools, with building starting in July 1993 for opening in September 1994. Amidst these preparations the staff continued to provide a full programme of academic and extra-curricular activity.

The highlights in the sporting scene were provided by Sarah Duncton, who represented England in the Under 18 Hockey team; Katherine Guernsey, who won the South West Foil in Fencing; and Mark Luckett, who was a member of the Independent Schools Golf team that went to the USA. In addition, the Under 14 Cricket team won the honour to represent Somerset in the Lord's Taverners competition in the 1994 season. Four plays were produced during the year and the debaters made a major impact on international competition in Canada.

The Chapel Choir not only sang Evensong in Bath Abbey and Bristol Cathedral but also led the School congregation in providing a Sunday Half Hour.

The outstanding event of the year, however, was the presentation by the Sixth Form radio astronomers of the School's project at the Summer Soiree of The Royal Society in Carlton Terrace, London.

Of twenty-one senior pupils in receipt of ministerial bursaries, one is a Congregationalist and two are URC. Of nine junior pupils who receive such bursaries, one is a Congregationalist.

9 **Walthamstow Hall:** We might have expected a year of calm after the exceptional activity of the merger of St Hilary's School with Walthamstow Hall. In fact, school life grows busier and busier.

Special events have included our triennial Careers Convention at which representatives of over sixty careers and professions gave individual advice to interest girls and parents. This is but a part of a full and continuous programme of careers education.

For the first time, we entered the Lloyds Bank Theatre Challenge, with a Greek comedy, *Women in Parliament*, by Aristophanes. It was a lively, topical production and we were delighted to reach the short-list after appraisal by the National Theatre's adjudicator. The Advanced Level Theatre Studies group gave an intelligent performance of Steven Berkoff's *Metamorphosis*, based on a Kafka story about a young man who becomes a beetle. The Junior School's *Narnia*, a musical version of C S Lewis's *The Lion, the Witch and the Wardrobe*, was a magical experience for both children and audience.

The Ship Theatre has also been the venue for regular concerts and recitals, some "in house" and some from outside artists such as Alexander Ardakov, the Russian pianist, and Tinuke Olafimihan, the soprano, in her eve-of-competition recital before the Cardiff *Singer of the World* contest. Our choir combined with that of Tonbridge School for a concert of American music.

Distinguished visiting speakers have included Baroness Cumberlege, Under Secretary of State for Health, Professor Alex Boksenberg, Director of Observatories, and Bettina Selby, explorer and travel writer.

It has been an academically successful year with, again, GCSE and Advanced Level pass-rates of 95 and 96 per cent. University offers so far include one Choral Scholarship at Jesus College, Cambridge.

We enjoyed participating in the Six Schools' Conference at Eltham with its stimulating talk, fellowship and worship, and we are pleased to have been asked to host again the Synod of the Southern Province of the United Reformed Church.

There are the daughters of three missionaries and one URC minister at the school.

10 **Wentworth Milton Mount:** On roll at present are 260 girls, of whom ten are the daughters of URC ministers. We continue to provide for them all that stimulating, caring and Christian environment in which every girl can be helped to identify her personal resources, to develop as a distinctive individual and to achieve her potential in as many areas as possible.

The thirty members of last year's UVI between them took eighty-seven subjects at Advanced Level; achieved a 94.25 per cent pass rate and gained the ISIS score of 18.4 points per candidate - a slight increase on last year's score. They each have gained a place for further studies - with the exception of one; and she is taking her GAP year in the USA before starting her training next autumn.

The education we provide is not confined to the classroom and it goes well beyond the range of information and skills with which the academic courses equip the girls. Thus, forty-eight girls have been working for the Bronze, ten for the Silver and four for the Gold Duke of Edinburgh's Award. The skills at present developed under this award scheme include those associated with various musical instruments, new languages, photography, desktop publishing (to produce our news letter *Wentworth Matters*) and bee keeping. Some participants are involved in a police service course; others serve the local community as hospital volunteers, assistants in charity shops and young leaders with the Girl Guides - one has helped serve "meals on wheels" to the elderly in Japan.

During the winter season seven senior girls were selected from our 1st lacrosse team to play for Dorset, including the school captain, who was chosen to captain the team. One was invited to trials for the junior West of England squad; so not only have we increased the number of players moving on to county standard, but we are now establishing ourselves as competitors for regional team places. Of course, it helps that the Head of PE enjoys international success herself - in the summer she was one of the England squad for the World Cup Lacrosse Tournament in Edinburgh.

Musicians attended a variety of productions, while the school orchestra, various ensembles, the choir and many soloists enjoyed a busy year performing at various school or church functions. Four members of the sixth form joined the Bournemouth Youth Orchestra's tour of the Netherlands. Many girls continue to learn to play one or more instruments and the success rate in the Associated Board Examinations has been consistently high.

Towards the end of the summer term members of the fifth form enjoyed perfect weather for their overnight camp during the Sixth Form Induction Programme. The programme of activities fosters team-work among the group (which forms the next lower sixth); encourages the development of their personal resources; initiates them into Advanced Level study skills and gives them some fun together after their GCSE examinations.

As usual during the summer break, the fourth form had an opportunity to experience two weeks of work possibly - but not necessarily - allied to a future career. Some placements were in Europe: in a travel agency in Italy and a toy retailer's in France. Other placements offered unexpected excitement: one person assisted in an operation to wire-up a deer's jaw bone and another, through her work with a museum, was involved in the first Dorset well-dressing.

We continue to believe that our pupils are entitled to find themselves in a community which will introduce them to their own culture, support them in their journey towards adulthood, teach them habits of true learning and give them a balanced sense of values.

URC HISTORY SOCIETY

1 The Society held a successful Study Day and Annual Meeting at Newport Pagnell URC on 2nd October 1993, when Professor Patrick Collinson gave the annual lecture, commemorating the Separatist martyrs, Henry Barrow and John Greenwood. In the afternoon the parish church and Cowper Museum in Olney were visited, followed by tea at Olney URC.

2 With the co-operation of the Revd Ronald Bocking and the University of East Anglia a scheme for transferring films of local URC events to videotape was inaugurated. It is also hoped to collect tape-recordings of URC people and events.

3 The Library continues to attract visitors and written enquiries. The various lists and indexes have themselves been listed and the store room tidied. We are grateful to the volunteers who continue to make the Library's services available.

4 The Society will hold a Study Weekend and Annual Meeting at Pershore September 9th-11th. There will be an informal meeting on Saturday 9th July 1994 over lunch during the Assembly in Lancaster. This will take the form of a joint meeting with former students of Mansfield College and a video relating to the late Revd Dr John Marsh will be shown. Those not attending Assembly are invited to contact Revd Dr Stephen Orchard for details.

URC MUSICIANS' GUILD

"Any organisation which can make a Day of Celebration out of its AGM must have God on its side". So said Canon Royle when he welcomed the Guild to Southwark Cathedral for their Celebration Day last October. Members and friends from all parts of the country gathered for a day of organ and choral music, talks, fellowship and worship. It was a day of much joy in the pursuit of fine music. The relatively brief AGM resolved to offer Honorary Life Membership of the Guild to Mrs Margaret Routley, (now returned to England and the widow of Erik Routley our original President), and this has been graciously accepted.

The usual branch meetings have continued during the year which has seen a renewal of activity in the West Midlands branch. A meeting is planned this spring at St Albans which it is hoped may lead to the formation of a committee to promote the presently dormant Thames North branch. This would mean that the only Provinces without active Guild branches would be the South West, Wales and Yorkshire and it is pleasing that some interest seems to be apparent in the last two.

Last October our Chairman, Revd Caryl Micklem, presented an inscribed copy of the Dramatised Bible to Ponders End URC on behalf of the Guild in memory of Don Gray, who had served as Honorary General Secretary from 1978 to 1992.

The Guild Review continues to be published three times a year and contains much of interest to Church musicians in addition to notices and reports of Branch meetings.

Last spring posters were distributed to all UR Churches and this produced quite a number of enquiries for membership and also many enquiries for the Organ Advisory Service. Membership now stands at 420 - including a number of churches as corporate members. However, this number represents less than 0.4 per cent of church membership and the committee, believing that many more people would find interest in the activities of the Guild, will continue to pursue appropriate publicity.

The Organ Advisory Service has had a very active year and from all reports seems to have offered helpful advice to many churches. Nevertheless the committee is very concerned to hear of the apparently needless loss of some historic or interesting instruments. To this end we shall continue to advertise the Advisory Service and are planning to undertake a simple survey of organs in our churches, part of the aim being to try and pin-point any valuable instruments in danger. The Guild is always ready to try and advise whenever a church is giving consideration to restoring, acquiring or disposing of an organ.

The Guild continues to be involved with other bodies concerned with music in worship - The Royal School of Church Music, CHIME (The Churches' Initiative for Music Education), the Methodist Church Music Society and an Ecumenical Group concerned with arranging a conference at Swanwick in October 1995. Some of these bodies contain representatives of many denominations and we are pleased to find that our objectives have so much more in common than otherwise and that differences are largely those of detail.

In general, it has been a year of much activity and we are looking forward to continuing and developing our work in the service of those involved with music in worship and in helping to create opportunities for the continued improvement of the music performed in our churches. We ask for Assembly's encouragement, support and prayers as we seek to enrich our worship through music.

SILENCE AND RETREATS CORE GROUP

Convener: Revd Henry Gordon

Secretary: Dr Joan Holliday

It has been quite a heartening year for the group in that there is more and more evidence of churches and Districts engaging in Quiet Days and/or retreat type groupings. We are always pleased to hear stories of experiences of such events as hopefully, we will be able to develop further resources to help. Sales of the starter-pack **Exploring Stillness** have been encouraging and it is good to see it on Book-stalls at Synod etc.(£2). We feel that this is a good introduction to help churches, ministers and others wishing to find out or begin. We would value any feedback from users as to its value and/or where improvement or further help could be given. Another publication well worth the read is **Silence Why and How** by the late Revd Stella Beare. Published by Faith & Life (£1).

The network which we are endeavouring to establish has a membership of some 270, who receive **Vision** - the annual journal of the National Retreat Association which lists retreats for the forthcoming year along with interesting and relevant articles. They also receive the two publications of **Windows** - our own in-house journal.

We have almost complete representation throughout the Provinces each of which have a link person. The Silence & Retreats Core Group has seven members and acts as a steering committee. It meets throughout the year and arranges training courses for retreat leaders and support for the Provincial links. We are also drawing up a list of personnel who have had experience in training in the leading of Quiet Days or Retreats and may be willing to help. We are always pleased to hear of more but caution that it is NOT an official list of accredited leaders. Nonetheless, it could be a useful resource for churches or groups seeking someone near to hand. We note with satisfaction that the Windermere Centre also includes retreats in its varied programme.

Provision was made at the General Assembly last year offering a quiet room for any who just felt a desire to reflect and pray. The geography of the venue was a bit of a handicap but those who did find it were grateful for the room which was laid out with 'corners' furnished with artefacts to help engender stillness and peace. We hope to offer this again this year.

SPIN

(Sharing People in Network)

Joint Co-ordinators: Janet Lees and Peter Colwell

1993 saw the halfway point in the WCC Ecumenical Decade for the Churches in Solidarity with women. The Annual Gathering, a celebration of that fact, was held at St. Paul's Hammersmith, and was much enjoyed by all who attended.

SPIN is currently exploring ways whereby it might co-operate with other denominations. Peter Colwell now attends an ecumenical group concerned with sexual violence within the church community.

Our publication **SPIN-OFF** continues to give a wide and stimulating range of articles and features, and we have recently welcomed a new editor, Hugh Graham.

We are currently exploring the possibilities of co-operation with the Methodist publication **Magnet**.

SPIN attempts wherever possible to link up internationally. Janet Lees has recently returned from South Africa where she has spent six months at the University of Natal. We also look forward to a proposed team visit from the World Council of Churches to look at the progress made on the Ecumenical Decade.

WOMEN'S WORLD DAY OF PRAYER

URC Representative: Mrs Ruth Bowyer

GO, SEE and ACT was the challenge presented to us by Palestinian Christians on the Women's World Day of Prayer Friday 4 March 1994. The writers of the Order of Service represented women of Lutheran, Episcopal, Latin, Malakite, Catholic, Armenian and Arab Orthodox Churches. They had written according to their experience, which they shared with me when I met them personally in Jerusalem.

The Women's World Day of Prayer motto is 'Informed Prayer leading to Prayerful Action', so through Conferences held throughout Northern Ireland, Wales and England much prayer and learning of the situation in the Holy Land lead to a very meaningful service and full Churches. 400,500 copies of the service were printed. ***Together in Prayer*** can still be obtained from the office (WWDP, Commercial Road, Tunbridge Wells, Kent YTN1 2RR).

Let us continue to pray for peace with justice in the troubled Holy Land and throughout the whole world.

**STANDING
ORDERS**

**GENERAL
ASSEMBLY
1994**

Resolution

- 1** The General Assembly under its function (XII) adopts the Standing Orders printed in the Book of Reports 1994.

STANDING ORDERS OF THE ASSEMBLY

Notes

- a) **These standing orders are amended in accordance with suggestions made by the Clerk of the Assembly under rule 12b after discussion by the Mission Council. They are subject to decision by the Assembly at its opening session in 1994.**
- b) **It seems best to use "motions" throughout these rules, rather than "resolutions"**
- c) **References to Departments have been removed; any motions from Departments as consortia of committees are covered by the reference to "committees". In this respect the Mission Council is a committee of the General Assembly.**
- d) **Amendments are in bold type, except the changes explained in b and c.**

1. The Agenda of the Assembly

At its meetings the Assembly shall consider reports and draft motions prepared by its Committees or by Provincial Synods, and motions 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 motions arising from any report or section thereof shall be taken in the following order:

- (i) **motions by the relevant Committee or Synod of which due notice has been given under rule 2a or 2b.**
- (ii) **motions of which due notice has been given under rule 2c, related to the report.**
- (iii) **duly seconded motions submitted by individual members of the Assembly under rule 2d or 3b, related to the report.**

If notice has been given of two or more motions on the same subject, or two or more amendments to the same motion, these shall be taken in the order decided by the Moderator on the advice of the Clerk.

Motions under rules 2b, 2c and 2d which are not related to any report shall be taken at a point determined by the Assembly in considering the draft Order of Business, or on a motion from the Convener of the Assembly Arrangements Committee to amend their place in the Order of Business.

2. Presentation of Business

- 2a. All reports of Committees, together with the draft motions 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 shall 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 the Synod so decides**, 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 a 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 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. Motions and Amendments

- 3a. **A report presented to the Assembly by a Committee or Synod, under rule 1, shall be received for debate, unless notice has been duly given under rule 2d of a motion to refer back to that Committee or Synod the whole or part of the report and its attached motion(s). Such a motion for reference back shall be debated and voted upon before the relevant report is itself debated. To carry such a motion two-thirds of the votes cast must be given in its favour. When a report has been received for debate, and before any motions consequent upon it are proposed, any member may speak to a matter arising from the report which is not the subject of a motion.**

RESOLUTION
STANDING ORDERS

- 3b. During the meeting of the Assembly and on the report of a Committee, notice (including the names of proposer and seconder) shall be given to the Clerk of any new motions which arise from the material of the report, and of any amendments which affect the substance of motions already presented. The Moderator shall decide whether such motion or amendment requires to be circulated in writing to members before it is discussed by the Assembly. During the course of the 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 motions presented on behalf of a Committee, of which printed notice has been given, do not need to be seconded.
- 3d. A seconder may second without speaking and, by declaring the intention of doing so, reserve the right of speaking until a later period in the debate.
- 3e. It shall not be in order to move a **motion** 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 **reverses** a decision reached by the Assembly **at its** preceding two **annual meetings** 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 Committee and has not been the subject of 21 days' notice under 2d.

The decision of the Moderator (**in the case of i, ii, iii, and v**) and of the Moderator with the Clerk and the 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 the motion or amendment 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 in order for any member to speak upon it after the proposer has asked permission to withdraw unless such permission shall have been refused.

4. **Timing of Speeches and of Other Business.**

- 4a. **Save by the prior agreement of the officers of the Assembly, speeches made in support of the motions from any Assembly Committee, including the Mission Council, or from any Synod shall not in aggregate exceed 45 minutes, nor shall speeches in support of any particular Committee or Synod motion exceed 12 minutes, (e.g. a Committee with three motions may not exceed 36 minutes).** 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 **any** debate shall be allowed 5 minutes unless the Moderator shall determine otherwise; **it shall, in particular, be open to the Moderator to determine that all speeches in a debate or from a particular point in a debate shall be of not more than 3 minutes.**
- 4b. When a speech is made on behalf of a Committee, it shall be so stated. Otherwise a speaker shall begin by giving name and accreditation to the Assembly.
- 4c. Secretaries of Committees and full-time **Executive Secretaries** who are not members of Assembly may speak on the report of a Committee for which they have responsibility at the request of 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 to reply, but must strictly confine the reply 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.
- 4f. **When the Order of Business includes the presentation of reports or sections of reports concerning past work of Committees or Synods which are to be open to question, comment or discussion but without introductory speeches, the Convener of the Assembly Arrangements Committee shall propose at the beginning of such a presentation a maximum time for the consideration of the group of reports and of any particular report (e.g. 60 minutes for the group and not more than 15 minutes for any particular report). Such a motion from the Convener shall be open to amendment or to an extension of the timings by the Moderator.**

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 motion takes precedence over every motion before the Assembly. As soon as the member has given reasons for proposing it and it has been seconded and the proposer of the motion or amendment under consideration has been allowed opportunity to comment on the reasons put forward, the vote upon it shall be taken, unless it appears to the Moderator that an unfair use is being made of this rule. Should the motion be carried the business shall immediately end and the Assembly shall proceed to the next business.
- 5b.** In the course of any discussion, any member may move that the question be now put. This is sometimes described as "the closure motion". If the Moderator senses that there is a wish or need to close a debate, the Moderator may ask whether any member wishes so to move; the Moderator may not simply declare a debate closed. Provided that it appears to the Moderator that the motion is a fair use of this rule, 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. This rule does not apply to debates on amendments since the Assembly needs to decide the final form of a motion before it can responsibly vote on deferral. The motion then takes precedence over other business. As soon as the member has given reasons for proposing it and it has been seconded and the proposer of the motion under consideration has been allowed opportunity to comment on the reasons put forward, the vote upon it shall be taken, unless it appears to the Moderator that an unfair use is being made of this rule or that deferral would have the effect of annulling the motion. To carry this motion, two-thirds of the votes cast must be given in its favour. At the discretion of the Moderator, the General Secretary may be instructed by a further motion, duly seconded, to refer the matter for consideration by other councils and/or by one or more committees of the Assembly. The General Secretary shall provide for the deferred motion to be re-presented at the next Annual Meeting of the General Assembly.
- 5d.** The motions described in Standing Orders 5a, 5b and 5c 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. Precedence as between motions under 5a, 5b and 5c is determined by the fact that after one of them is before the Assembly no other of them can be moved until that one has been dealt with.

6. Voting

- 6a.** Voting on any motion whose effect is to alter, add to, modify or supersede the Basis, the Structure and any other form or 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 motions 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 or 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 is necessary, the Nominations Committee shall appoint tellers for each Assembly.

7. Questions

- 7a. A member may, if two days' notice in writing has been given to the General Secretary, ask the Moderator or the Convener of any 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 and call attention to a point of order, and immediately on this being done 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 censure of the Assembly.
- 8b. A member feeling that some material part of a former speech by such member at the same meeting has been misunderstood or is being grossly misinterpreted by a later speaker may rise 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 the Moderator 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 a manner as the Assembly Arrangements Committee 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. **Concerning the minutes of the closing day of the Assembly the Clerk shall submit a motion approving their insertion in the full minutes of the Assembly after review and any necessary correction by the officers of the Assembly.** Before such a motion is voted upon, any member may ask to have read out the written minute on any particular item.

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 as regards any particular business at such a meeting, provided that three-fourths of the members of the Assembly present and voting shall so decide.

12b. Motions 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 Mission Council). 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.