

UNION COMMISSION

Convener: Rev Dr S A MATTHEWS

Secretary: Rev Dr IAN HART

EXECUTIVE SUMMARY

This report deals with the following:

- The continuing debate on the issues outlined in the document “Ministry Finance and Mission” which challenges PCI to think through how the limited number of ordained ministers and the finance available to support ordained ministry can best be used in Congregations to further the mission of the Church (pp 79-80)
- The working relationship between the Commission, BMI and the Board of Finance and Personnel (pp 80-81)
- A list of leaves to call a Minister granted (pp 81-82)
- Terms of linkages and amalgamations (pp 82-85)
- Work of Commission Committees: Reviews, Additional Pastoral Personnel, Expenses and Fees, Manses (pp 85-89)
- Guidelines for a Scheme for Part-Time Ministry (pp 90-93)

INTRODUCTION

1. The period covered by this Report is from March 2010 – February 2011.

MINISTRY, FINANCE AND MISSION

2. In 2009 The Commission set out to stimulate a Church-wide debate concerning the wise use of (a) the limited number of ordained Ministers and (b) the finance available from the Central Ministry Fund for the support of ordained ministry where that cannot be funded from local sources. After the 2009 Assembly the document “Ministry, Finance and Mission” which explored these issues was sent down to Presbyteries for discussion. After the 2010 Assembly a version of this document was sent down to Kirk Sessions so that the spiritual leaders in each Congregation might have an opportunity to reflect on this new situation in which PCI finds itself. A response to the document was not obligatory but 32 Kirk Sessions did respond and the Commission would acknowledge the serious way in which these matters were debated and the helpful comments which were made.

3. The responses clearly demonstrate that there is a growing awareness of the challenge the Church faces with regard not just to mission but also to ministry and finance. In that the Union Commission is made up of Elders and Ministers it is not surprising that the responses from Kirk Sessions also reflected the tension felt by Commission members when they meet delegations seeking Leave to Call. Not only by direction of the Assembly but also through the conviction and vision of its members, the Commission is committed to supporting and encouraging Congregations to develop their mission to the community around them no matter what the context. Clearly that means that in

some situations financial support for ordained ministry from the Central Ministry Fund must be provided. Isolated Presbyterian communities in any part of Ireland where there may be an absence of an alternative Reformed witness in the immediate area are a matter of particular concern.

4. However the Commission also has to take seriously the strong feeling throughout the Church about the need to address the issue of assessments. The amount of augmentation or support for ordained ministry being paid from CMF is directly related to the level of one of the assessments applied to the finances of every Congregation. The Commission has to ensure that the time and energies of our limited number of ordained Ministers are fully used. As one Session put it: "It is a waste of a Minister's talents to serve such a small number of families that he or she is not fully occupied". Decisions made should not be seen as a negative comment on past ministries where responsibility for a smaller number of families was acceptable and where very faithful service was given.

5. God has now brought us to a different place and in some situations there has to be openness to a reconfiguration of ministry rather than simply trying at all costs to maintain the former pattern of ministry. There rightly is a concern that all Congregations coming to the Commission should be treated fairly. As one Kirk Session responded: "Whatever principles are applied it would be important that they are consistently applied". Sessions rightly pointed to key questions at the heart of the debate: "What is a reasonable number of families for one Minister to serve?" "What constitutes a strategically significant missional situation which merits financial support?" Sometimes the answers to those questions involve very difficult decisions. Given the wide variety of circumstances in which different Congregations exercise their ministry the Commission has to balance all kinds of factors; it cannot do its work in a standardized or formulaic way.

6. The Commission believes that this is one of the particular tasks delegated to it by the Assembly, namely to apply one consistent policy to the allocation of ordained ministry and the allocation of augmentation from the CMF throughout the Church. The Commission endeavours to do this in a way which will not only be visionary but which will also have the support of the broad membership of the Church. In rendering this service, Union Commission members come each month to Commission meetings as representatives of their Presbyteries, they read the documents produced by each Congregation, they listen to the case presented by each delegation, they prayerfully consider the matter and then they decide, sometimes by majority vote, acting on behalf of the General Assembly. The Commission would echo the words of one Kirk Session. "We recognise that the Union Commission is in a difficult and often unenviable position and we trust that God will guide all of us to the right outcomes as we seek, as a denomination to be good stewards of the personnel and financial resources that he has put at our disposal".

CO-OPERATION WITH BOARDS OF THE CHURCH

1. The phrase, "Ministry, Finance and Mission" points up the fact that the Commission has a close working relationship with several Boards of the Church.

2. **Ministry:** In trying to create solutions for situations where leave to call a full-time ordained Minister is not appropriate, the Commission has become aware of the need to explore other forms of ministry. Members of the Commission have served on the Ministries Panel which has produced proposals concerning Part-Time Ministry, and Auxiliary Ministry. These schemes were adopted by the General Assembly in 2010. This year the Commission agreed “Guidelines for the implementation of the Scheme for Part-Time Ministry”, which are published as an appendix to this report.

3. **Finance:** A representative of the Central Ministry Fund sits on the Commission and the Commission is conscious that its decisions have implications for that Fund. Representatives of the Commission serve on the Tyrone Memorial Review Panel and the Commission this year provided the Panel with a response indicating the potential impact of the proposed new scheme for the remuneration of Ministers would have on the process of granting leave to call if approved by the Assembly. There have been consultations with representatives of the Board of Finance and Personnel concerning a number of Congregations now defaulting on quarterly assessment and stipend payments. There has been reflection on possible changes to the Code which might be brought to the Assembly for decision to address this difficult issue.

4. **Mission:** The Commission benefits from the presence amongst its membership of representatives from the Board of Mission in Ireland. Those representatives have opportunity to bring their particular insights to all the meetings at which Leave to Call is considered. The Board also has particular responsibilities for one group of Congregations in the General Assembly – the Home Mission Congregations. The Commission sees its work as bringing together the priorities of these different Boards, sometimes balancing different emphases and applying them in a practical way in the lives of different Congregations.

LEAVE TO CALL A MINISTER

Note: This is only a summary; there may well be conditions attached to the Leave to Call which are not recorded here (e.g. Reviewable Tenure, Restricted List, additional income for the Minister). Expenses are “Initial Ministerial Expenses” and are to be kept under review and paid in accordance with the procedures agreed by the Board of Finance and Personnel.

Congregation	Stipend		Expenses
Cooke Centenary	£28,000	[2010]	£6,600
Ebrington	£32,000	[2010]	£7,200
West Kirk	£26,000	[2010]	£6,600
Dunmurry	£26,000	[2010]	£6,500
2nd Dromara	£22,417	[2010]	£7,000
Albany	£3,825	[2010]	£1,088
Brigh	£11,475	[2010]	£3,262
and 1st Stewartstown	£10,200	[2010]	£2,900
Harryville	£32,000	[2010]	£7,200
Alexandra	£27,000	[2010]	£7,000
Immanuel	£30,000	[2010]	£7,200

St James's, Ballymoney	£35,000	[2010]	£7,505
Waringstown	£37,000	[2010]	£7,500
Clogherney	£16,800	[2010]	£4,500
and Sixmilecross	£11,200	[2010]	£3,000
Ballycastle	£20,000	[2010]	£5,200
and Croaghmore	£5,600	[2010]	£2,250
Letterkenny	€32,500	[2011]	€7,375
and Trenta	€8,000	[2011]	€4,000
Garryduff	£19,000	[2011]	£5,000
and Dunloy	£9,000	[2011]	£2,500

LEAVE TO CALL AN ASSOCIATE MINISTER

Wellington	AMM	£3,500
1st Portadown	AMM	£3,000
1st Comber	AMM	£4,000
Mourne	£25,000	£7,200

(Note: AMM = Appropriate Ministerial Minimum)

STATED SUPPLY ARRANGEMENTS

During the past year the Commission, in co-operation with the appropriate Presbytery, has nominated a Minister as the Stated Supply in 1st Castleblayney, Frankford and Corvally; and Crumlin. Also, a number of previous nominations were extended for a further period.

CONGREGATIONS LINKED

Clogherney and Sixmilecross

The Union Commission linked these Congregations on the following terms:

1. That the Congregations of Clogherney and Sixmilecross be linked as from the date when Leave to Call is granted by the Union Commission.
2. Each Congregation shall maintain its separate identity with its own Kirk Session, Congregational Committee and Finances.
3. Each Congregation shall have the right to appoint representatives to the Superior Courts of the Church.
4. In the choice of a Minister the two Congregations shall act as one Congregation and the two Kirk Sessions as one Kirk Session.
5. There shall be stated services each Sunday as follows: Sixmilecross at 10.30 am and Clogherney at 12 noon or at such other times as the two Kirk Sessions acting together shall determine.
6. That the Stipends (2010) be: Clogherney £16,800 and Sixmilecross £11,200; and initial ministerial expenses: Clogherney £4,500 and Sixmilecross £3,000.
7. That Holiday Supplies, and other shared expenses not included in 6. be borne in the proportions 60% Clogherney and 40% Sixmilecross.
8. The cost and ownership of a new manse shall be shared in the proportions 50% Clogherney and 50% Sixmilecross.

9. That Rent, Rates, Taxes and Maintenance of the manse (or residence for the Minister) be borne in the proportions 50% Clogherney and 50% Sixmilecross.

10. That the Minister shall reside in rented accommodation until a permanent manse is provided.

11. That the directions of the Union Commission be observed in respect of the manse and manse property.

12. With regard to sale of the manses: That the Congregations agree in principle to the proposal as outlined in the correspondence between the landlord and the Education Board of the Omagh Presbytery to place both properties on the market and the net proceeds to be split equally between the Personal Representatives of the Late CNM Rountree and the Education Board of the Omagh Presbytery.

CONGREGATIONS AMALGAMATED

Ravenhill and 1st Ballymacarrett

The 2010 General Assembly amalgamated these Congregations; the Union Commission set the following terms:

1. That the Congregation of First Ballymacarrett be amalgamated with the Congregation of Ravenhill from 31 October 2010, or some other suitable date agreed by Presbytery under the name Ravenhill.

2. That the two Kirk Sessions become one Kirk Session and the two Congregational Committees become one Congregational Committee until new Committee elections are held.

3. The assets to be dispersed are defined as First Ballymacarrett Church building and surrounding grounds, First Ballymacarrett manse, any other property owned by First Ballymacarrett Congregation and any investments and bank accounts in the name of First Ballymacarrett Congregation.

4. Dispersal of assets:

10% Presbytery's continuing expenses

(any surplus to be transferred to BMI)

5% Board of Mission in Ireland

35% amalgamated Congregation

(25% without stipulations + 10% "for additional pastoral support for as long as the Kirk Session deems it necessary")

50% Presbytery Mission Fund in BMI

(25% without stipulations + 25% "for work with Youth and/or families in the Ballymacarrett/Ravenhill area")

5. That all future assets including legacies and bequests subsequent to the amalgamation become the property of the amalgamated Congregation.

6. That the amalgamated Congregation will remain responsible for any First Ballymacarrett liabilities following dispersal of the assets.

7. If any of the assets referred to in clause 3 are not in place for dispersal prior to the amalgamation, on the date of the amalgamation those assets will be transferred to the ownership of the Presbytery, who will be responsible for any liabilities up to the point at which the dispersal of assets in 4 is complete. The

Amalgamation Commission, appointed by Presbytery, will then become responsible both for the sale of such assets and the subsequent distribution, following the proportions in clause 4.

8. That the Stipend and initial ministerial expenses of the new amalgamated Congregation will be set by the Union Commission.

2nd Derry (Strand and Buncrana) and Carlisle Road

The 2010 General Assembly amalgamated these Congregations; the Union Commission set the following terms:

1. That Second Derry (Strand and Buncrana) Congregation be amalgamated with Carlisle Road Congregation from 11th October 2010, or other suitable date as agreed by the Presbytery of Derry and Donegal, under the name Carlisle Road.

2. That the two Kirk Sessions become one Kirk Session and the two Congregational Committees become one Congregational Committee until new elections are held.

3. (a) That the assets to be dispersed as a consequence of the amalgamation are estimated to be:

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|---|---------|
| (i) PMS – held by Second Derry | £48,400 |
| (ii) PMS – held by Presbytery Education Board | £23,943 |
| (iii) War Stock (Second Derry) | £4,394 |
| (iv) Presbytery Education Board Investments | £2,863 |
| (v) PMS – Buncrana Trust | £89,000 |
| (vi) War Stock (Buncrana) | £1,600 |
| (vii) Manse – 24 Bridgewater, Caw, Londonderry - holding trustees being the Education Board of Presbytery | |
| (viii) Congregational Property at Strand Road - School Hall, Church and Church Hall on 999 year lease from the Honourable the Irish Society, with a reversionary clause - holding trustees being the Education Board of Presbytery. | |

(b) All the above assets to be transferred to the Presbytery of Derry and Donegal and to be managed by the Education Board of the Presbytery from the earlier date of either (i) the discontinuance of services of worship in the Church building at Strand Road from the 11 October 2010 or (ii) the amalgamation. When the market conditions are favourable the manse at (vii) is to be sold and the net proceeds added to the other investments, (i) – (vi), until such time as they can be dispersed, after the Central Ministry Fund is reimbursed for the deferred assessments in 2010, as follows:

- (i) 25% to the amalgamated Congregation formed at 1. above
- (ii) 5% to the Board of Mission in Ireland (BMI) as a direct contribution
- (iii) 10% to fund mission approved by the Kirk Session of Fahan Congregation in the enlarged parish area of Fahan, Inch and Buncrana; monies to be held and managed by Fahan Congregational Committee

- (iv) 10% to fund mission approved by the Kirk Session of Burt Congregation; monies to be held and managed by Burt Congregational Committee
 - (v) 25% to be transferred to a special account in the name of Derry and Donegal Presbytery Mission Support Fund (or its successors) to support mission under the direct supervision and management of the Presbytery, especially in the Strand Road, University and Business Districts of Londonderry. This fund to be managed by the Education Board of the Presbytery of Derry and Donegal.
 - (vi) 25% to be held by the Presbytery for continuing expenses (e.g. insurance, maintenance, legal and advertising fees) – any surplus on completion of the transfer/disposal of assets to be transferred to the amalgamated Congregation.
 - (vii) That the future use of the property at Strand Road be explored by the holding trustees, the Education Board of the Presbytery, in consultation with the Honourable the Irish Society.
4. All other accounts in the name of Second Derry (Strand and Buncrana) or associated organisations are to be closed and proceeds transferred to the amalgamated Congregation.
5. That all future assets including legacies and bequests subsequent to the amalgamation become the property of the amalgamated Congregation.
6. That the amalgamated Congregation will remain responsible for any liabilities following dispersal of the assets.
7. That the stipend and initial expenses of the new Congregation be the present stipend and expenses of Carlisle Road with no increase (apart from the Tyrone Memorial increase) until a review by the Union Commission of the 2012 Stipend and Expenses. Arrangements in the Union with Crossroads remain unchanged.

REVIEWS COMMITTEE

The Rev Dr Michael Barry reports:

The Reviews Committee of the Union Commission is tasked with examining the stipends of Congregations after each seven years of ministry (Code 236(2)). Also included are retrospective reviews of Congregations, and Congregations which request a review.

8. 7 Year Reviews:

Congregation	Stipend
Sinclair Seamens's	No Change
Irvinestown	No Change
Pettigo	No Change
Tempo	£3,600
Downshire Road	£24,600
Crumlin Road	No Change

Congregation	Stipend
Kirkpatrick	No Change
Duneane	£11,208
First Randalstown	No Change
First Ahoghill	£32,004
Grange	No Change
Dunboe Second	No Change
Ringsend	No Change
First Larne	No Change
Killymurriss	No Change
Drumreagh	No Change
Dromore	No Change
Ryans	No Change
Brookvale	No Change
First Donegore	£24,600
Portavogie	No Change

9. 14 year review:

Second Broughshane	£32,004
Newmills	No Change
Hydepark	No Change
Lylehill	No Change
Garryduff	Vacant
Dunloy	Vacant
Kilbride	£32,400
Carryduff	£33,000

10. On-going Reviews:

Bessbrook	No Change
Carnalbana	No Change
Glenarm	No Change
Tobermore	No Change
Draperstown	£4,200
Castlereagh	No Change

11. Reviewed under new legislation:

Ballycrochan	No Change
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Congregation	Stipend
Ballygilbert	No Change
Ballywalter	No Change
Shore Street	£33,600
Helen's Bay	No Change
Millisle	No Change
Ahorey	No Change
Clare	No Change
First Armagh	No Change
Richhill	No Change
First Broughshane	No Change
Cloughwater	No Change
Harryville	No Change
First Portglenone	No Change
Abbey	£28,008
Abbots Cross	No Change
Ballysillan	No Change
Eglinton	£26,400
Woodvale	No Change
Gt. Victoria Street	No Change
Newtownbreda	No Change
Saintfield Road	£30,600
Windsor	No Change
Orangefield	£34,248
St Andrews Belfast	No Change
Ballycarry	No Change
Ballyclare	£34,200
Loughmourne	No Change
Woodburn	No Change
First Dunboe	No Change
Main St Garvagh	No Change
Killaig	No Change
New Row	No Change
Kilfennan	No Change
Magheramason	No Change
First Ballynahinch	No Change

Congregation	Stipend
First Dromara	No Change
Railway St	No Change
Sloan St	No Change
Newcastle	No Change
Annalong	No Change
Tyrone's Ditches	No Change
First Newry	No Change
Kingsmills	No Change
First Drumbanagher and Jerrettspass	No Change
Trinity Ballymoney	£33,240
Second Donegore	No Change
Lucan	No Change

ADDITIONAL PASTORAL PERSONNEL COMMITTEE

The Rev Peter Gamble reports:

1. The past year has seen approval given for the creation of 16 new posts and the extension of two others in a variety of roles. Some Congregations have availed of the Irish Mission Fund to support their applications.

2. Failure to follow the Union Commission Guidelines issued in 2008 remains a problem. This often leads to unnecessary delays in approval for posts. The Union Commission has adopted new Request Forms. All future requests for the creation of new APP posts, or the extension of existing posts, will require the completion of the appropriate form. These have been designed to help Congregations and Presbyteries to provide the documentation and approvals necessary in accordance with the Guidelines.

3. New Guidelines are being drawn up to help Congregations and Presbyteries in the process of employment of Additional Pastoral Personnel. When used in conjunction with the Peninsula Business Services website the creation or extension of APP posts should be more straightforward.

4. Each year a number of Ministers make requests to undertake part-time work outside their normal pastoral responsibilities. The Union Commission has defined extra-parochial work as: "Remunerated work outside of the Presbyterian Church in Ireland undertaken by a Parish Minister that amounts to more than six hours in any week." Approval for paid work in excess of six hours in any week will be required for every occasion that this will happen. Since all Ministers are under the authority of their Presbytery, it will be the responsibility of Presbyteries to inform the Union Commission of any such occurrences.

EXPENSES AND FEES SUB-COMMITTEE

The Rev Robert Bell reports:

Travel Expenses

1. The Commission, through its Expenses and Fees Sub-Committee, gives guidance to Congregational Committees about Travel Expenses. This is informed by information available from the motoring organisations, and based on an average of 14,400 business miles per year. For 2011, in the context of increases in motoring costs, the recommended figures were set as follows:

Northern Ireland: £6,000 Republic of Ireland: €9,100.

Ministers doing a higher mileage should be paid more, and those doing a lower mileage should be paid less.

Supply Fee

2. The level of the Supply Fee is determined by the Code, Par 238, and for 2011 this remains at £60 (€100) single, and £90 (€150) full.

Travelling expenses should be paid in accordance with the rate set for attendance at Assembly Boards, currently 14 p (22 cents) per mile.

MANSES COMMITTEE

Mr A J Giffen reports:

1. Decisions on manse issues are generally made by the Commission after the required permissions from other bodies have been obtained and assurances given that the appropriate guidelines have been observed.

2. Through its Manses Sub – Committee, the Commission dealt with a wide variety of manse issues of which the following are the most significant.

3. The Congregations of Ballygowan and Scrabo were both given permission to sell their existing manses, and either to purchase or build a suitable replacement.

4. The Congregation of Second Killyleagh was given permission to sell its existing manse.

5. The Commission re-affirmed that, in view of difficulties caused in the past by a lack of certainty among some vacant Congregations regarding the future of their manse, it should be understood that generally Leave to Call will be delayed until firm decisions on this matter have been agreed. However for the exceptional circumstances where there cannot be certainty about the manse in a vacancy – such as, for example, when a complete redevelopment or relocation of the entire Church property is being considered – the Commission approved and adopted a guidance policy.

6. Waringstown Congregation was given permission to proceed in accordance with this policy.

7. The Congregation of Saltersland was given permission to change the way in which rental income from the redundant manse is distributed.

8. In addition, the Manses Convener gave advice on a variety of other matters relating to manses or manse land.

9. Finally, the Commission would remind Presbyteries that in the case of a major building or refurbishment scheme involving a manse, even where there is not a vacancy in the Congregation concerned, it is strongly recommended that another Minister of Presbytery should chair all meetings relating to manse issues until the work is completed and the manse is ready for occupation.

GUIDELINES FOR THE IMPLEMENTATION OF A SCHEME FOR PART-TIME MINISTRY

The Commission agreed the following guidelines:

A. Introduction:

1. In June 2010 it was resolved, “That the General Assembly adopt the Scheme for Part-Time Ministry”, (2010 General Assembly Minutes p 71, res 35). The scheme referred to was included as Appendix 1 of the report of the Ministries Panel of the General Board, (2010 General Assembly Reports, pp 93-94), and is included in full as an Appendix of this report for ease of reference.

2. At the outset it should be clearly noted that, while there are lots of ways in which individuals can exercise a ministry which might be described as part-time in nature, e.g. Stated Supply or under Par 81(3) of the Code, the ‘Scheme for Part-Time Ministry of Word and Sacrament’ is the scheme as approved by the General Assembly in 2010. The following therefore apply:

- (a) The Union Commission has been authorised, after appropriate consultation, to declare a particular charge to be a “Part-Time charge” (Appendix 1, 2.1).
- (b) Such changes to the status of a charge can only be made at the time of a vacancy or of realignment (2.3).
- (c) The Union Commission has the responsibility of granting Leave to Call to such a charge (2.2).
- (d) Such charges are not open to licentiates but only to those “who are already ordained as Ministers of Word and Sacrament” (2.4).
- (e) Such charges are not open to those who have retired from the Ministry of PCI, in that a retired Minister is not eligible to be called to any vacant charge – once a pension has been taken a Minister cannot ‘un-retire’. However, a Minister could apply for a call to a Part-Time charge immediately prior to retirement, and indeed work in it until the age of 70 (the current compulsory retirement age for Ministers), not taking their pension until eventual retirement from that Part-Time charge.

B. Guidelines

1. In considering the creation of a Part-Time charge, the Union Commission shall consult with:

- The Presbytery concerned;
- The Congregation, or Congregations concerned;

- Any other appropriate bodies e.g. the Board of Mission in Ireland in the case of Home Mission Congregations, Urban Mission Congregations or 'Church planting' type situations.

Such consideration may be initiated either by the Presbytery or by the Union Commission.

2. After the conclusion of consultations, the Union Commission, in situations where it is clearly deemed appropriate, may declare a Congregation, or a linkage, to be a Part-Time charge. In doing so the Commission should specify the following:

- The proportion of appropriate Ministerial Minimum which would be paid to the Minister;
- The amount of pastoral and other work to be carried out;
- Any other necessary matters e.g. clarity regarding occupancy of the manse, holidays, other supplies etc. Particular attention needs to be given to envisaged arrangements for emergency cover outside the part-time hours period and the Presbytery will be required to ensure that the detail of this is fully understood and agreed prior to any eventual call being sustained.

3. The Congregation, or linkage, should then follow the normal vacancy procedures i.e. filling in vacancy forms, under the supervision of the Presbytery Commission, and seeking Leave to Call from the Union Commission. Where representatives of a charge have already appeared before the Commission, and Part-Time Ministry subsequently emerges from the ensuing consultations as the best way forward in the situation, then Leave to Call may be issued by the Commission if the details have been communicated to the representatives and they have been given opportunity to comment before a final decision is made by the Commission.

4. The Union Commission may grant Leave to Call for Part-Time Ministry as either 'reviewable tenure' or 'unrestricted', though it is envisaged that the former will be the norm. Terms will be set, as with a normal Leave to Call, taking account of all the details agreed when the charge was declared Part-Time.

5. Once a charge has been given leave to call for Part-Time Ministry, any qualified ordained Minister of the Presbyterian Church in Ireland, who has not retired from the ministry, shall be eligible to apply for such a Part-Time charge. A Minister called to such a charge shall be a full member of the courts of the Church.

6. If a Congregation or linkage, which has obtained leave to call for Part-Time Ministry, but has not yet called a Minister, wishes to seek to have ministry delivered in another way e.g. by a Stated Supply or by a temporary assistant under Par 81(3) of the Code, the Congregation shall first apply to the Union Commission for withdrawal of the Leave to Call a Part-Time Minister before progressing any such arrangement.

Notes:

(a) Financial

- Both a Minister in a Part-Time charge and the Congregation(s) will pay the usual percentage of stipend as a contribution to

pension. The anticipated level of pension will obviously reflect the fact that only a part time salary will be paid. All other assessments will be paid as normal by the Congregation i.e. currently based on the level of stipend paid.

- A Part-Time Minister will only have the right to claim augmentation, or incremental grant, to bring his/her stipend up to the proportion of appropriate Ministerial Minimum set for the charge in which they serve.

(b) Extra parochial work

- It is recognised that a Part-Time Minister may be involved in part-time extra parochial work to supplement his/her income. This employment would require the approval of the Union Commission, through the Additional Appointments Committee, following normal procedures. The Additional Appointments Committee will consider the nature of the work and the time commitment involved. While common sense will prevail, clearly some types of employment would not be appropriate for a Minister of Word and Sacrament.
- Where information about the extra parochial work is available before the Call is issued this permission must be obtained before the Presbytery proceeds to issue the call.
- Acceptance of a call involves acceptance of the authority of the Union Commission to determine these matters, including the right to decline to authorise particular types of employment.

APPENDIX 1

Towards a Scheme for Part Time Ministry of Word and Sacrament in PCI

1. Introduction

1.1 Over the past number of years it has become apparent that PCI needs to have more flexibility in its use of Ministerial resources. One such change that could prove helpful would be to permit the Union Commission to give leave to call for 'part-time Ministry of Word and Sacrament' to a charge where that was the most appropriate way to proceed.

1.2 While it is not envisaged that a large number of such positions would be created, such posts could be attractive to a number of Ministers and may prove a useful option for Presbyteries and the Union Commission to have available for specific situations. Such a part-time Congregational ministry could also be linked to a part-time non-parish ministry.

2. The Basic Scheme

2.1 After consultation, with the Presbytery concerned and other relevant bodies, the Union Commission, in situations where it is clearly deemed appropriate, should be authorised to create a position which is deemed to be a 'part-time charge'.

2.2 The Union Commission in granting 'leave to call' to such positions should both set the stipend at a suitable proportion of appropriate Ministerial Minimum and also specify the hours to be worked etc.

2.3 No current full-time position would be permitted to 'evolve' into a part-time position during a ministry. Such changes to the status of a charge can only be made at the time of a vacancy or realignment.

2.4 It should be clearly understood that any provision of posts in PCI which were deemed to be part-time Ministry of Word and Sacrament would be open only to those who *are already ordained as Ministers of Word and Sacrament*.

2.5 The Union Commission should exercise due care in creating such positions, taking into account not only the local need, but the use of ministry personnel throughout PCI.

**ASSESSMENTS ON FULLY CONSTITUTED CHURCH EXTENSION
CHARGES — 2011**

Under Par. 234 (3)(a) of the Code

<i>Church</i>	<i>Fully Constituted</i>	<i>Families (†)</i>	<i>Assess 2011 £</i>	<i>Spec. Sources £</i>	<i>Income £</i>
Movilla	2001	236 (176)	264	70,588	132,605
New Mossley	2005	110 (85)	127	28,435	102,642
Ballysally	2007	159 (65)	97	38,666	82,806

† Families contributing at least £5.00 per annum

ASSESSMENTS ON CHURCH EXTENSION CHARGES — 2011

<i>Church</i>	<i>Building £</i>	<i>Spec. Srs. £</i>	<i>Stip. £</i>	<i>C.M.F. £</i>	<i>Ch. Ext £</i>	<i>H.M. £</i>	<i>Total £</i>
Taughmonagh	—	13,435	4,031 (30%)	2,015 (15%)	1,343 (10%)	806 (6%)	8,195 (61%)

LICENTIATES — 2011

Licentiates are paid 75% of the ministerial minimum = £16,812 plus House Allowance p.a. (single — £702; married — £1,002) if applicable. House Allowance is shared equally between the Congregation and C.M.F.

FIRST YEAR — From 1st January, 2011

<i>Congregation</i>	<i>Assistant</i>	<i>Date of Licensing</i>	<i>Ministers Stipend</i> £	<i>Congregations Contribution</i> £	<i>C.M.F.</i> £
Whiteabbey	* PA Bovill	30.05.10	36,137 (30%)	11,342	6,472
Stormont	* J Boyd	15.05.10	40,974 (30%)	12,793	5,021
Kilfennan	† J Cowan	20.06.10	31,526 (s/a)	9,809	13,871
Bangor - West	* P Douglas	20.06.10	39,000 (30%)	12,201	5,613
Ballygowan	† DTR Edwards	25.06.10	36,750 (30%)	11,376	6,138
Abbots Cross	* WI Ferris	27.06.10	29,452 (30%)	9,337	8,477
Harmony Hill	* HM Freeburn	06.06.10	35,840 (30%)	11,253	6,561
High Kirk	† RH Houston	06.06.10	36,484 (30%)	12,249	5,265
Second Comber	* GJ Maclean	06.06.10	41,100 (30%)	12,831	4,983
Carrickfergus - First	* G McConville	20.06.10	39,948 (30%)	12,485	5,329
Kirkpatrick Memorial	† WDS McCullagh	27.06.10	35,000 (25%)	9,101	8,413
First Newtownards	* DC Millar	06.06.10	31,170 (30%)	9,852	7,962
Cunningham Memorial	* NG Mulholland	13.06.10	37,822 (30%)	11,848	5,966
Newtownbreda	† PJ Nelson	27.06.10	34,270 (30%)	10,632	6,882
Legacurry	* M Proctor	13.06.10	34,072 (30%)	10,723	7,091
Ballyclare	* NL Smyth	20.06.10	34,200 (30%)	10,761	7,053
Kilbride	* JA Spence	13.06.10	32,400 (30%)	10,221	7,593
Ballywillan	* JP Stanbridge	06.06.10	33,201 (30%)	10,461	7,353

* Married House Allowance † Single House Allowance

s/a Special Arrangement

LICENTIATES — 2011

Licentiates are paid 80% of the ministerial minimum = £17,932.80 plus House Allowance p.a.
(single — £702; married — £1,002) if applicable. House Allowance is shared equally between the Congregation and C.M.F.

SECOND YEAR — From 1st January, 2011

<i>Congregation</i>	<i>Assistant</i>	<i>Date of Licensing</i>	<i>Ministers Stipend £</i>	<i>Congregations Contribution £</i>	<i>C.M.F. £</i>
McQuiston Mem (to 7/4)	* NRA Cooper	05.06.09	32,000 (32%)	2,891	2,206
Hill Street, Lurgan	* A Faulkner	05.06.09	35,676 (27%)	10,134	8,801
Rathcoole	† SWK Glendinning	21.06.09	25,703 (s/a)	0	18,635
Hamilton Road	* MWJ McKeown	07.06.09	41,520 (32%)	13,787	5,148
West Church, Ballymena	* RM Moody	21.06.09	39,900 (32%)	13,269	5,666
Ballygilbert	* I Steen	01.06.09	33,481 (s/a)	6,600	12,335
Fisherwick	* + K Viner	21.06.09	38,999 (32%)	2,163	2,856
First Comber	† L Wilson	31.05.09	32,807 (32%)	10,849	7,786
The Mall, Armagh	* MB Wilson	26.06.09	34,280 (27%)	9,757	9,178

* Married House Allowance

† Single House Allowance

No House Allowance — House provided by congregation

s/a Special Arrangement

+ On maternity leave — no charge to the Congregation during the leave period

LICENTIATES — 2011

Licentiates are paid 85% of the ministerial minimum = £19,053.60 plus House Allowance p.a.
(single — £702; married — £1,002) if applicable. House Allowance is shared equally between the Congregation and C.M.F.

THIRD YEAR — From 1st January, 2011

<i>Congregation</i>	<i>Assistant</i>	<i>Date of Licensing</i>	<i>Ministers Stipend £</i>	<i>Congregations Contribution £</i>	<i>C.M.F. £</i>
Glengormley	* TJ Bruce	08.06.08	34,475 (32%)	11,533	8,523
Ballymena - First	* WE Chestnutt	22.06.08	36,000 (32%)	12,021	8,035
Newtownards – Regent St	† G Fowles	13.06.08	36,157 (32%)	11,921	7,835
First Larne	*// LM Keys	22.06.08	36,484 (32%)		
Mourne (to 26/3)	# AD Mullan	25.05.08	43,510 (32%)	3,312	1,221

* Married House Allowance

† Single House Allowance

s/a Special Arrangement

No House Allowance - House provided by Congregation

// On Sick Leave

ORDAINED ASSISTANTS — 2011

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From 1st January, 2011

<i>Congregation</i>	<i>Assistant</i>	<i>Date of Ord.</i>	<i>Ministers Stipend</i> £	<i>% Min.</i>	<i>Salary</i> £	<i>House Allow.</i> £	<i>Total</i> £	<i>Cong. Cont.</i> £	<i>C.M.F.</i> £
Newcastle	B Reid	20.10.06	33,459	95	22,295		22,295	10,707	11,588
Finaghy, Lowe Mem	BC Bower	01.10.00	35,885	90	20,174		20,174	9,689	10,485
Ballysillan	D Clawson	09.05.10	26,566	100	22,416	1,002	23,118	2,000	21,118

ANNUAL REPORTS, BELFAST, 2011

ASSOCIATE MINISTERS 2011

<i>Name</i>	<i>Congregation</i>	<i>Salary</i>		<i>House Allowance Paid</i>	<i>Annual Assessment Recovery</i>
		<i>Paid</i>	<i>Recovery</i>		
		£	£	£	£
BJ Walker	Knock	25,000.00	25,000.00	n/a	1,727.00
DW Leach	Hamilton Road	22,416.00	22,416.00	2,000.00	325.00
DM Spratt	First Bangor	22,416.00	22,416.00	1,000.00	325.00
AJ Dunlop	First Portadown	22,416.00	22,416.00	1,000.00	325.00
AD Mullan (from 27/3)	Mourne	19,092.47	19,092.47	n/a	1,318.91

RESOLUTIONS

1. That the Report be received.
2. That CMF be authorized to pay inadequate expenses grants towards expenses incurred by Ministers, up to a limit of NI £6,000 or RI €9,100, within the terms of resolution 3, p 70 General Assembly Minutes, 1988.
3. That the Union Commission be appointed for the ensuing year in accordance with par 128 of the Code as follows:

OVERTURES ON THE BOOKS

Anent Par 57 of the Code

It is hereby overtured to the General Assembly to enact that Par 57 of the Code be deleted and the following paragraph substituted in its place:

57(1) **Subject to sub-paragraph (3) below, it shall be the duty of congregational trustees** to carry out the lawful directions given to them on behalf of the congregation by the Congregational Committee and, in giving such directions and in administering the property of the congregation, the Committee shall be bound by the subsequent provisions of this paragraph.

(2) Subject to sub-paragraph (3) below, transactions creating, transferring or affecting any estate or interest in congregational property shall not be entered into without the authorisation of the congregation and the sanction of the Presbytery being first obtained; save that the Kirk Session may, subject to this Code and to rules, authorise what meetings shall be held in or on congregational property.

(3) When deciding upon the terms of any amalgamation or dissolution the Union Commission shall have power to determine the future ownership or dispersal of property and assets belonging to both or either congregation and congregational trustees shall carry out such directions given to them on behalf of the Commission.

(4) All leases, declarations of trust or other assurances relating to the acquisition, disposal or use of congregational property shall before being executed be submitted to the Presbytery and shall not be executed without the prior approval of the Presbytery. It shall be the responsibility of the minister and the representative elder to ensure that this submission is made.

(5) The site and plans of all new buildings proposed to be erected on congregational property and of all proposed demolition, structural alterations of or structural additions to existing buildings thereon (including all proposals and designs for memorials, windows, artificial lighting and for seating and furnishings requisite for public worship) shall be submitted for the approval of the Committee on Church Architecture and of the Presbytery and, without such approval, and without the approval of the congregation, no such erection or alteration shall be undertaken or made.

(6) In all situations where augmentation or incremental grant is being paid to the minister of a congregation the Presbytery shall consult with the Union Commission and obtain the Commission's consent before authorising any project under section (5) above.

(7) Notice of the convening of a meeting of the congregation for the purpose of giving an approval required under sub-paragraphs (2) or (5) or paragraph 46(f) shall be given from the pulpit on the two Sundays immediately preceding the date of the meeting.

Anent Par 106(g) of the Code

It is hereby overtured to the General Assembly to enact that in Par 106(g) of the Code the word “unite” be deleted and the word “link” substituted in its place, and that the word “unions” be deleted and the word “linkages” substituted in its place.

Anent Pars 128(3), 128(5)(d) of the Code

It is hereby overtured to the General Assembly to enact that in Pars 128(3), 128(5)(d) of the Code the word “united” be deleted and the word “linked” substituted in its place.

Anent Par 128(5)(a) of the Code

It is hereby overtured to the General Assembly to enact that in Par 128(5)(a) of the Code the word “union” be deleted and the word “linkage” substituted in its place, and that the word “unions” be deleted and the word “linkages” substituted in its place.

Anent Par 128(6)(b) of the Code

It is hereby overtured to the General Assembly to enact that in Par 128(6)(b) of the Code the word “union” be deleted and the word “linkage” substituted in its place.