

# COUNCIL FOR GLOBAL MISSION

Convener: Rev SE HUGHES

Secretary: Rev WS MARRS

## EXECUTIVE SUMMARY

1. The Council for Global Mission (CGM) is tasked by the General Assembly with enabling the co-ordination and delivery of global mission where it is beyond the ability of the local Congregation and not being handled by other PCI Councils, partners or agencies. In many respects the Council provides a threshold or bridge between local congregational life and its global context, not least the mission of PCI's partners around the world.

2. In their first full year of activity, the Council's Assembly Committees, Panels and newly formed Task Groups have sought to take forward their work creatively, with the faithful and able support of the Mission Department staff team.

3. What has provided distinctive flavour to PCI's global engagement in the past year?

- Looking back to the 'Listening to the Global Church' session at General Assembly 2015, a particular emphasis on the persecuted Church not only struck a chord with those in attendance but provided much food for thought for the Council moving forward. It led to the Global Concerns Committee encouraging the Council to set up a task group to examine PCI's role in relating to the plight of Christian persecuted minorities. This was followed up by a very valuable 'Faith in the Furnace' event, in conjunction with Open Doors.
- As the year unfolded PCI's generosity was highlighted in the response to the Moderator's Appeal for emergency relief in the aftermath of the Nepal Earthquake, followed by undiminished support for the World Development Appeal 2015 'Forecast:hope' focusing attention on climate change.
- Initiatives in leadership development meant that Leaders in Training (LITs) from Kenya, Malawi, Pakistan, Zimbabwe and Hungary have been practically and prayerfully supported in their studies in the UK, together with many other LITs around the world.
- Focus events on Africa and Europe have highlighted and encouraged support for outreach ministries both long-standing and new.

4. As preparations have been made for the launch of the **2016/2017 Fit For Purpose Theme, 'A Community of Global Concern'**, the Council for Global Mission has been collaborating closely with the Council for Congregational Life and Witness, through its Global Mission Involvement Committee, tasked with giving a lead in unpacking this important theme. It is eagerly anticipated that significant elements of both existing and new work being undertaken by CGM will be highlighted as this theme unfolds during the coming year. The goal is that this will take place in a way that envisions and equips the wider Church to more

fully encompass global horizons, and to continue prayerfully and practically to share in PCI's global engagement, not least through the much valued support of the United Appeal that makes so much of this work possible.

5. The Council for Global Mission met on 11th June and 7th October, 2015 and 16th March 2016 and reports to the General Assembly on the work of its Committees, Panels and Task Groups as follows:

**Outreach Ministries Committee (OMC) Pars 6 to 13**

Main Issues: Developing partnerships; encouraging mission personnel; the challenge of mission in Europe; reviewing priorities.

**Leadership Development Committee (LDC) Pars 14 to 20**

Main Issues: Supporting Leaders in Training; encouraging vision for global mission amongst local Church leaders.

**World Development Committee (WDC) Pars 21 to 31**

Main Issues: World Development Appeal; Moderator-supported special appeal (Nepal).

**Global Concerns Committee (GCC) Pars 32 to 39**

Main Issues: Syrian conflict and refugee crisis; migration; Islam; environment.

**Business & Finance Panel (BPL) Pars 40 to 52**

Main Issues: Fit for Purpose Theme; Finance; Staffing; Overseas Visits; Task Groups for Vision Building, Persecuted Church and Principles of Partnership.

**Grants & Projects Panel (GPPL) Pars 53 to 55**

Main Issues: Distribution of grants to partner Churches and organisations.

**Personnel Panel (PPL) Pars 56 to 71**

Main Issues: Memorial Minutes; Appreciations; Call to missionary service; Member Care Development.

## OUTREACH MINISTRIES COMMITTEE

6. **Great Challenges, Great Opportunities:** In 1792 William Carey wrote that “there are thousands in our own land as far from God as possible, I readily grant, and that this ought to excite us to ten-fold diligence in our work”, yet he argued, that ought not to “supersede all attempts to spread the gospel in foreign (sic) parts”.

7. In seeking to persuade the Church to become involved in Global mission, Carey's challenge to the Church was to “Expect great things from God, attempt great things for God”. The world has changed much since Carey's day, but two thirds of the world still either do not know Christ or make no claim to follow Him.

8. **Developing partnership, encouraging mission personnel:** In the past year, 32 of PCI's mission personnel have been involved in one form of outreach or another in ten countries around the world. Their work covered a number of focus areas: evangelism and Church planting, mission through education, medical mission, sustainable development, and peace building. The Outreach Ministries Committee seeks to have strategic oversight for this mission activity and in this regard to meet with mission personnel and partners, either during their visits to Ireland or in the field. This is an opportunity to offer encouragement and prayerful support. In the past year the Committee were incredibly encouraged to hear of doors that have opened for the gospel to be proclaimed in word and deed, yet also made aware of the tremendous challenges faced by partner Churches and mission personnel.

9. The Outreach Ministries Committee continues to relate to and encourage support of a number of Specialist Service Agencies: Wycliffe Bible Translators, The Bible Society of Northern Ireland, FEBA and SAT-7.

10. The Committee acknowledges that many PCI members are involved in a great variety of mission endeavour in different parts of the globe, and encourages PCI to more adequately recognise and prayerfully support all those serving with other mission agencies. Through the Mission Agencies Partnership (MAP), PCI relates to many mission agencies and societies and values the opportunity that MAP provides for mutual support and encouragement. These relationships will continue to be developed and strengthened, and this will be carried out in collaboration with the Council for Congregational Life and Witness, through the Global Mission Involvement Committee.

11. A further role of the Committee is to ensure information about mission personnel engaged in outreach is appropriately publicised, primarily to encourage awareness and vision for the role played by the wider Church, and not least to strengthen prayerful support. The aim is to ensure news items and articles are prepared for the PCI website and publications, and also that monthly bulletins are promoted.

12. Over the past year, the Outreach Ministries Committee have been particularly exercised by the immense challenge of Church planting and evangelism in the European context. One Committee member described this work as being rather like 'digging with a teaspoon in ground that has not seen water for months'. The Church in Europe and our mission personnel need our prayers that God may tear open the heavens and pour out His Holy Spirit to water this dry ground. Just as Europe has come under dreadful terrorist attacks in this last year, so we realise that it is also a spiritual battleground, and prayer is our vital weapon for defence and attack.

13. **Planning for the future:** In the year ahead the Outreach Ministries Committee plans to look afresh at its focus areas of involvement in global mission. It is important that key priorities are highlighted, especially when it comes to sending personnel and supporting PCI's partners in mission. The Committee calls on PCI as a whole to continue to resource outreach work, both prayerfully and financially, so that we continue as a denomination to "Attempt great things for God" in global mission.

DAVID STEELE, Convener

## LEADERSHIP DEVELOPMENT COMMITTEE

14. The Leadership Development Committee sees leadership development as a process that includes the leader's personal and spiritual attributes as well as their professional and practical knowledge and skills. It encourages leadership development amongst PCI's partners by providing scholarships for Leaders in Training and sending leader-trainers from PCI. It also seeks to encourage leadership development within PCI by contributing to the global envisioning of local leader-trainers.

15. Following an exploratory visit by Helen Johnston, Mission Support Officer (Member Care) the Committee recommended to the Council that a partnership be formed with the Jordan Evangelical Theological Seminary (JETS). At its March meeting the Council issued Calls to Colin and Marjorie Dickson to serve as leader-trainers with JETS.

16. The Committee has been working closely with the Council for Congregational Life and Witness on the General Assembly theme 'A Community of Global Concern', with several events being planned for 2016-17.

17. **Leaders in Training Panel:** The Leaders in Training Panel receives applications for scholarships for potential Leaders in Training from partner Churches and organisations. Scholarships may be awarded for study in the UK/Ireland or within the partner's region. Funding for the scholarships comes from the United Appeal allocation and specific bequests, most notably the Lindsay Memorial Fund which provides funding designated for African Christians to study in the UK.

18. In 2016 scholarships totalling £42,926 from the United Appeal allocation and bequests were approved for ten new Leaders in Training studying outside the UK. One grant of £20,000 was made by the Lindsay Memorial fund for study in the UK. This is in addition to four Leaders in Training continuing their training from previous years, all of whom are studying in the UK.

19. The Panel continues to monitor and develop the criteria by which scholarships are awarded. Particular issues currently being addressed are the benefits and relative costs of study in the UK/Ireland as opposed to studying within the partner's region, the increasing number of requests for PhD study and ensuring an appropriate spread of scholarships across PCI's many overseas partners.

20. **Global Envisioning Panel:** The Global Envisioning Panel seeks to encourage an increasing global vision among leaders within PCI. In the past year the Panel has provided a global input to the missiology course for ministry students at Union College and raised the awareness of opportunities for ministry students to incorporate summer placements into their time at college. The Panel has also discussed various ways in which the global vision of PCI Leaders can be developed. It is actively exploring how the experience of particular Congregations and leaders might provide models of best practice that can be replicated by others.

MARIE KANE, Convener

## GLOBAL CONCERNS COMMITTEE

21. The Prophet Jeremiah highlights that the way in which God's people relate to God and uphold justice for the vulnerable in their society is the indicator of their covenant obedience: *"If you really change your ways and your actions and deal with each other justly, if you do not oppress the foreigner, the fatherless or the widow and do not shed innocent blood in this place, and if you do not follow other gods to your own harm, then I will let you live in this place, in the land I gave to your ancestors for ever and ever."* Jeremiah 7:5-7 NIV

22. This scripture presents a significant challenge to PCI in the context of the estimated 20 million refugees and a further 40 million displaced people worldwide. With 5 million refugees and a further 7 million displaced people as a direct result of the Syrian conflict, the newly established **International Relations Panel** is focusing on the Syrian conflict; looking in particular at the perspective of our partners in Syria and Lebanon. In this regard, an invitation has been extended to the National Evangelical Synod of Syria and Lebanon (NESSL) to send a representative to the General Assembly in June, providing them an opportunity to tell their story and so give PCI a greater understanding of the challenges they face.

23. Responses to the refugee crisis have been mixed. Germany in particular has welcomed large numbers. Other countries have attempted to reinforce their borders. The UK's response has been limited but public pressure led the Prime Minister to offer to accept 20,000 programme refugees over 5 years. The Republic of Ireland has also increased the number of refugees it is prepared to take. The whole issue has exposed deep divisions in the European Union. The viability and legality of the new agreement between the EU and Turkey also poses questions.

24. Among the general population, misunderstandings regarding migration, the asylum system and who is entitled to protection are rife. Misleading articles in some parts of the press have not helped the situation. This has been compounded by irresponsible rhetoric by some politicians.

25. In his call to prayer the Moderator clearly spelt out PCI's commitment to "welcome the stranger, love our neighbour and open our arms to those who come to our shores". He also encouraged Church members to contribute to the relief efforts of PCI's development partners Christian Aid and Tearfund.

26. 51 refugees arrived in Northern Ireland in December 2015 as part of the Government's resettlement programme. While the majority of these are, as expected, Muslim, the group includes one Orthodox Christian family. Further groups of families are expected to arrive and be dispersed to provincial centres of population. Although the first group have been shielded from media intrusion, there will undoubtedly be opportunities for Churches to be involved with further arrivals of refugee families.

27. While there has generally been a positive response to the small number of programme refugees arriving, this is in marked contrast to UK government policy towards those seeking asylum through the system. There is anecdotal evidence that this has become more difficult. There is also concern among charities about the number of people whose asylum application has been rejected but who cannot be returned to their country of origin. They are not entitled to any benefits and have effectively been made destitute.

28. How PCI welcomes people in local communities and Congregations is a cross-cutting issue of concern and forms part of the remit of the **Intercultural Relations Panel** which has now been established.

29. Immigration has contributed to a greater number of people of other faiths living on this Island. However, it's clear that there is a great deal of ignorance, misinformation and sometimes prejudice in the wider community and within PCI. The **World Faiths Panel** is seeking to find ways to help PCI better understand these diverse faiths and guide and equip Presbyterians to engage with people of other faiths. PCI's understanding of and engagement with Islam will surely be a priority.

30. The World Climate Change Summit took place in Paris from 30th November to 11th December 2015. Significant agreement was achieved with 195 countries adopting a legally binding climate deal. In tandem with the Summit a number of parallel events took place in Dublin and Belfast. These were organised by, among others, our development partners Tearfund and Christian Aid and PCI were invited to be represented and to contribute. This did not prove easy, however, as PCI has no established position as a denomination on climate change or its causes. Given PCI's Christian responsibility to be good stewards of God's creation, this appears to others – both inside and outside the Church – to be a significant anomaly. Developing a Biblically thought through position on climate change will be part of the remit of the new **Stewardship of Creation Panel**.

31. The Fit for Purpose theme “a people of Global Concern” is obviously one which is particularly relevant to the focus and work of this Committee. The respective Panels are committed, in collaboration with the Council for Congregational Life and Witness, to exploring ways in which they can contribute to this theme during the coming year.

RICHARD KERR, Convener

## WORLD DEVELOPMENT COMMITTEE

32. Under the theme '**Forecast:hope**', the 2015 World Development Appeal took as its starting point the serious effects of climate change which are already being felt most severely in some of the world's poorest countries. The Appeal then highlighted some of the initiatives which are helping people to adapt to their rapidly changing circumstances, and raised for PCI's own Congregations the question of what it might mean for people on the island of Ireland to take climate justice seriously, as a response to the gospel.

33. The projects and partners highlighted in 2015 were in Bangladesh (**Bangladesh Nazarene Mission**) and Ethiopia (**Ethiopian Evangelical Church Mekane Yesus – Development and Social Service Commission**). Both projects focus on the creation of sustainable new livelihoods in areas of climate instability, made possible through the establishment of Self-Help Groups and other cooperative efforts in local communities.

34. The Committee is delighted to report that at its meeting held on Thursday, 11th February 2016, it was able to disburse £440,000 from the 2015 Appeal (£220,000 to Tearfund and £220,000 to Christian Aid). The Committee

expresses warm gratitude to the Congregations and individuals whose generosity and interest have once again given a public account of the hope that is in God's people, and are bearing a powerful witness to Presbyterians' trust in God's grace and sustaining care for all people and all creation.

35. The Committee extends very real thanks also to all Presbytery agents, whose role is crucial in enabling the church-wide witness of the World Development Appeal, and to the Mission Department Staff for their practical and moral support.

36. The Committee are also pleased to report that an additional £145,000 was disbursed in connection with the Moderator-supported Special Appeal for Nepal, launched on 29th April 2015. This Special Appeal has now raised a total of over £600,000. The Committee has been inspired by the gracious and generous response of the Church to this appeal, and can confirm that the funds have been disbursed in equal proportions to Tearfund, Christian Aid, and the United Mission to Nepal.

37. Four PCI partner projects were also supported with Appeal funding in the past year. The Inter-faith Peace Building project (United Mission to Nepal) and the Livingstonia Synod AIDS Programme (CCAP, Malawi) each received £10,000. Hungarian Reformed Church Aid received £5,000 for its work with Syrian Refugees in Budapest, and £2,603 was given to the Presbyterian Church of East Africa's Tuum Girls' Secondary School Bus project, Northern Kenya, to cover short-term costs towards repair, maintenance and employing a driver.

38. Committee members continue to welcome opportunities to deepen their own understanding of development issues, and a number of members attended an inter-church workshop on Effective Development, facilitated by Christian Aid, in October 2015.

39. Finally, the 2016 World Development Appeal will feature projects in El Salvador and Brazil, and will continue to highlight the complex but crucial issues of climate change and climate justice, as all aspects of sustainable development continue to be affected, and in some cases threatened, by ongoing climate change. The World Development Committee is grateful for the prayers of the Church in taking forward the work entrusted to the Committee by the General Assembly, and this interest is welcomed.

KATHERINE MEYER, Convener

## BUSINESS AND FINANCE PANEL

40. **PCI Fit for Purpose theme 2016/2017 "A Community of Global Concern."** The Council for Congregational Life and Witness has been given responsibility to take forward this theme for 2016/17 and in doing so have sought to work closely with the Council for Global Mission. In this context it is important for Congregations to recapture new vision for God's mission globally. In developing the theme, there are existing global mission resources that will be given a higher profile as the wider Church are more fully envisioned, equipped and engaged for global mission. An overview of events and resources that will advance key themes shared by the two Councils has been drawn up. As far as possible, the ongoing work of the Council for Global Mission will be worked through the lens of this Fit For Purpose theme.

41. **Vision Building Task Group:** In follow-up to the Council's Vision Building Day Away at Templepatrick Presbyterian Church on 11th June 2015, a Vision Building Task Group was set up and met on two occasions with a view to reporting to the General Assembly in 2017. It is anticipated that ongoing discussions with the Council for Congregational Life and Witness on the current Fit for Purpose theme would not only feed into the Council for Global Mission's future strategy but also into the work of the General Council's Priorities Committee.

42. **Mission Council conversations:** The Council Convener and Secretary represented CGM in conversations between the Mission Councils with a focus on how they should best relate to one another moving forward under the new structures, the process for how missional priorities should be established, and how cross-cutting issues might be handled.

43. **Persecuted Church Task Group:** The Persecuted Church Task Group that reports directly to the Council and is convened by the Rev Liam Rutherford, held its first meeting on 3rd December 2015, engaging in wide-ranging discussion. The Task Group's remit focuses on "how PCI best responds to the Persecuted Church." In discussing this, the importance of prayer, the providing of financial assistance, and advocacy all came to the fore. These responses depend on PCI being well informed about and having good working links with the Persecuted Church.

44. Defining the 'Persecuted Church': How do we define 'the persecuted Church'? Where should it be placed in PCI's priorities in global engagement? There needs to be more information about the needs and opportunities for assistance, and openness to learning from the persecuted Church, through various agencies and PCI's partner Churches.

45. Agencies and Partner Churches: It was agreed that a number of agencies that work with the persecuted Church should be approached in the course of 2016: Open Doors, Release International and Christian Solidarity Worldwide. Reference was also made to Church in Chains, a Republic of Ireland based agency. It would be important to identify PCI's partner Churches who are experiencing persecution, once a definition of 'the persecuted Church' has been agreed.

46. Strategy: The Task Group is not yet ready to bring a full report to the Council, however initial consideration is that a two-pronged strategy should be considered:

- (i) To link individual Congregations (or Presbyteries) with agencies/persecuted partner Churches.
- (ii) To promote awareness of the persecuted Church centrally by means of an events strategy for the whole Church, albeit that this may fall to the agencies themselves to facilitate.

Further consideration needs to be given to the role that may be played by central funding in supporting the persecuted Church e.g. grant funding and/or emergency funding.

47. An invitation was extended by the Rev Farouk Hammo for a small team to visit the Presbyterian Church in Baghdad, and this would need to be given further consideration. The 'Christ at the Checkpoint' Conference took place in Bethlehem, 7th-10th March 2016, under the theme: 'The Gospel in the Face of Religious Extremism'. The Rev Liam Rutherford represented PCI at this conference.



48. **Principles of Partnership Task Group:** Concerns have been expressed regarding developments in the Spanish Evangelical Church in relation to human sexuality, in particular their Mamre statement agreed at their Synod meeting in October 2015, and in the light of these concerns the Council has been asked to review partnership relations with the Spanish Evangelical Church. The Council identified this as potentially being a cross-cutting issue that could have profound implications for PCI's partnering in global mission. Accordingly, the Council agreed at its March 2016 meeting that, prior to a review of partnership with the Spanish Evangelical Church, a task group be set up by the Council to review the principles by which PCI engages in global mission partnerships and report back to the Council. This task group will be convened by the Very Rev Dr Ivan Patterson.

49. **Finance Update:** The Council records its deep appreciation for the United Appeal funding received each year that makes possible so much of its work, together with the enthusiastic support and generous grant received annually from Presbyterian Women. Council for Global Mission accounts for the year 2015 indicated a net deficit for 2015 on the Income and Expenditure Account of £76,841. This, coupled with the fact that £65,448 of realised gains on the sale of properties will not be available in 2016, highlights the importance of identifying potential new sources of income and of cost-cutting measures in the coming year, unless additional funding can be secured from existing sources for 2017.

50. **Mission Department Staffing:** The Rev Dr Peter McDowell joined the Mission Department Staff on 3rd August 2015 as Mission Support Officer (Partnerships). Mrs Kathryn Anderson was appointed as Administrative Assistant (part-time) in the Mission Department from 1st December 2015. A team-building day for all Mission Department staff and Council Conveners was held on Monday, 30th November 2015. Task lists are in the process of being written up for each member of staff to complement job descriptions. In addition to the Departmental Staff Meeting an Executive Staff Meeting has now been introduced. The Council is deeply appreciative of the dedicated service of all Mission Department Staff, and not least for their ability to deal with a lengthy period of transition following the establishment of new structures.

51. **Leadership Development Committee Convenership:** Marie Kane has notified the Council of her resignation as Leadership Development Committee Convener effective from the General Assembly 2016. She has been involved as a member of this Committee since 2008, serving as its Convener from 2013, and again from when it was newly constituted on 1st January 2015. Marie came to the Committee with a rich experience of congregational involvement in global mission, brought a deep commitment to the broad range of leadership development activities, and a special concern for the practical and pastoral support of those who have come from partner Churches to study in the UK and Ireland. The Council expresses its deep gratitude to Marie for her commitment to PCI's global mission, both through the Leadership Development Committee and the broader work of the Council.

52. **Visits to overseas partners:** The following overseas visits have been made since the General Assembly 2015 or are in the planning:

- Rev Uel Marrs to Lebanon, at the invitation of Open Doors, 29th September - 2nd October 2015.
- Rev Uel Marrs to Spanish Evangelical Church Synod, Madrid, 9th - 12th October 2015.

- Sandra Stokes, PW President, together with a PW team, to Coram Deo, Porto Mantovano, Italy, 29th September - 6th October 2015.
- PW team to the Porto Church plant, Portugal, 29th October - 2nd November 2015.
- Helen Johnston to Jordan Evangelical Theological Seminary, Amman 4th – 8th January 2016.
- Rev Liam Rutherford to the ‘Christ at the Checkpoint’ Conference, Bethlehem, 7th – 10th March 2016.
- Rev Liz Hughes to Church of North India, Gujarat Diocese, Ahmedabad, 11th – 15th April 2016.
- Rev Uel Marrs to the National Evangelical Synod of Syria and Lebanon Partners Conference, Beirut, 10th – 15th April 2016.
- Revs Liz Hughes and John Hanna to partner Churches in Sumba and Timor, Indonesia, 25th April – 5th May 2016.
- Helen Johnston to the General Assembly of the United Mission to Nepal, Kathmandu, 23rd May – 3rd June 2016.
- The Moderator hopes to visit Nepal during the second half of November 2016, a timely visit in the aftermath of last year’s earthquake.

LIZ HUGHES, Convener

## GRANTS AND PROJECTS PANEL

*The Rev Liz Hughes, Convener, writes:*

53. The Grants and Projects Panel reports directly to the Council. It distributes individual grants of up to £5,000 per year to partner Churches and organisations for projects of strategic importance. It should be noted that all applications for study scholarships are now dealt with by the Leaders in Training Panel.

54. Grants are distributed from the United Appeal allocation and from bequests designated for specific purposes. In 2016 the Grants and Projects Panel will be allocating grants totalling £53,100 to a range of partners across the regions of Africa, Asia, Europe and the Middle East.

55. The Panel is reviewing the grant application process, including the funding criteria to ensure that they are in line with the Council’s priorities and that they provide a robust framework within which the Panel can assess applications.

## PERSONNEL PANEL

*Miss Valerie Clarke, Convener, writes:*

56. The newly constituted Personnel Panel met for the first time on 22nd May 2015, and subsequently on 17th September 2015, and 18th February 2016, reporting directly to the Council. The first meeting introduced all the new members, agreed the normal pattern for panel meetings and task group work. The Panel has no executive power, but has professional knowledge and experience. All significant issues requiring decision-making will be presented to the Council and, as appropriate, to the General Assembly.

57. The Panel is responsible for matters relating to the mission personnel of the Council. Specifically: strategic planning for placement of PCI members to partner Churches/organisations; initiating and conducting procedures needed for “Confirmation of Call/Selection Procedures” for all applicants for service with the Council; ensuring appropriate training and ongoing professional development for all appointed to serve with a partner Church/organisations; developing and reviewing policies and guidelines for PCI mission personnel in line with the Code of PCI. The Panel is also responsible for the member care of PCI global mission personnel, specifically to develop and implement member care ‘best practice’ covering the three distinct areas of pre, current, and post, overseas service. Finally the Panel will serve as an advisory body to the Convener and Secretary for matters relating to personnel procedures and member care practice for those under the care of the Council.

58. **Mission Personnel:** Memorial Minutes recording sympathies expressed in respect of the following former mission personnel were recorded by the Panel: Mr Donald McNutt, who served in Malawi 1989-2000, and died 25th March 2015; Dr John Breeze, who served in India 1952-1967, and died 26th April 2015; Dr Anne Watts, who served in Malawi 1973-1984, and died 25th August 2015; the Very Rev Dr John Ross, who served in Malawi 1961-1966, and died 31st August 2015; Mrs Diane Carson, who served in Kenya 1995-2001, and died 25th November 2015.

59. Active participation in the Great Commission and obedience to the Great Commandment are core to the work of the Personnel Panel and the bedrock of thanks to God for His enabling and provision of support for all mission personnel. The Panel give thanks for those currently serving, for those who have recently completed overseas service, and for those about to embark on such service with the Council. Appendix 1 details the varied roles occupied by those sent out by the Council, including the partners in mission with whom they share their lives and service.

60. Appreciation was recorded for Matt Williams who served in Malawi from March 2011 until February 2016, following his resignation as a Missionary. On behalf of PCI the Panel thanked Matt for his humble, hard-working, sensitive and self-sacrificing service in Malawi.

61. Under the Inspire category of service (less than one year) Ivan and Maureen Patterson, members of High Street Antrim, were interviewed, commissioned and served, from September 2015 to January 2016, in Budapest with the Hungarian Reformed Church in roles of theological education.

62. Under the Integrate programme of service (more than two years), interviews were conducted for applicants seeking to enter two new spheres of service. The first of these was with Diane Cusick who, having completed 20 years of service in Malawi, has been called to serve with the Synod of Zambia of the Church of Central Africa Presbyterian in the role of Early Childhood Development. Diane hopes to depart for Lusaka during the summer of 2016. The second interview was with Colin and Marjorie Dickson who have been called to serve in the Middle East in theological education and resourcing. They hope to depart to take up these roles during May 2016. At the time of writing, Presbytery confirmation and dates of commissioning have not been finalised.

63. **Human Resources/Personnel and Member Care Development:** The work of the Panel has been progressed by the formation of a number of task

groups, each meeting more than once during the past year between the Panel's scheduled gatherings.

**64. Mission Personnel Handbook Task Group:** Due to the changes resulting from PCI's structural re-organisation, the Panel established this task group to review and update the Handbook for use by the Council and mission personnel so as to be relevant for 21st century living and service. The Panel agreed a direction paper as an overview of the development of this work together with a comprehensive index, presented in sections, to act as a guide and marker of the work completed and for prioritising future effort. Papers on Categories of Service, Allowances, Expenses, Other Provisions, Education of Missionary Children, and Guidelines for Mission Personnel Intending to Marry, were all reviewed and adopted by the Panel. Ongoing work will be completed in conjunction with other task groups and with the direction and approval of the Council.

**65. Terminology to describe mission personnel serving overseas Task Group:** As explained under the Mission Personnel Handbook, the PCI structural re-organisation highlighted the need to review the terminology used to describe or refer to those working in mission with overseas partner Churches and organisations. Examining this was deemed important as it will enable the Council to ensure that the terminology used will be "fit for purpose" and relevant to life both within PCI and in other global locations, and appropriate for 21st century living, language and understanding.

66. The Panel recognises PCI's long tradition of sending personnel to serve in other countries and the value of this work in fulfilling her "*Missio dei*" calling. Fundamentally there are two distinct roles held by our mission personnel overseas: Ministers (e.g. Church planters, pastors or theological educators) and Deacons (e.g. medical professionals, relief workers, educationalists and community development workers – traditionally PCI have used this term for Deaconesses who are based in Ireland). The nature and extent of these roles has changed significantly over time and the term "missionary" has presented difficulties for mission personnel in some countries to the extent that alternative names have to be used in certain circumstances, for example in Central Asia and Pakistan. This inconsistent approach may lead some to question PCI's integrity as it uses a number of different terms within PCI documentation which is widely available both internally and externally via the worldwide web. For these reasons the Panel wish to examine the use of term "missionary".

67. The early considerations of the Task Group led the Panel to conclude that there is more work to be done not only to develop the case for change but also to identify appropriate options for consideration. It has been highlighted that consultation is an essential element of the work to be undertaken and Council members, particularly those representing the 19 Presbyteries will be a key vehicle for ensuring that everyone in the wider Church is involved in the process. This process will also aid understanding at Presbytery level that the case for change is not merely about conforming to worldly expectations but rather a professional obligation at this time of organisational change in PCI. In order to give the task due attention a number of key steps have been identified and outlined as follows:

- Involvement of wider Church via Presbytery representatives as Council members.
- Time for consideration and reflection at Presbytery level during the consultation process.

- Opportunity for review and evaluation by the Personnel Panel at key stages.
- Consultation and learning from others in the global mission field.
- Facilitates presentation of a robust case for change prior to submission to the Council for final decision.

It has been shown that the process to be carried out is comprehensive and requires time and attention by many people. At the outset the Panel sought the Council's view and approval to proceed with the task. This was presented and discussed by the Council during its meeting on 7th October 2015. The first stage of consultation with Presbyteries and other Council representatives is under way and the Panel look forward to presenting these views and deliberations to the Council and, if appropriate, the General Assembly during the 2016/2017 Church year.

**68. Deputation Task Group:** Due, once again to the changes enacted by the structural re-organisation the 'baton of deputation' has passed from the 'old' Board of Mission Overseas Mission Involvement Committee to the Personnel Panel. Building on past practice, previous discussions, existing purpose statements and strategy the Task Group considered both the purpose and expectations side of deputation together with pattern, frequency and optimum months for it to take place aspects. Combining these considerations the Panel agreed that work needs to continue and should: consider name options that better describe 'deputation' to member of today's PCI; develop guidelines that aid linking Congregations and mission personnel's expectations for sharing stories and influence for global action; and agree and co-ordinate with others, particularly those in the Council of Congregational Life and Witness, appropriate training for mission personnel and guidelines for those in the wider Church wishing to hear and engage with them.

**69. Safety and Security Guidelines Task Group:** Again the changes experienced in PCI have affected the current provision of enacting the Council's Safety and Security Guidelines, including critical incident and crisis management and prevention, should they be needed. This inadequacy was emphasised during the awful earthquakes experienced in Nepal during April and May 2015. For those in Nepal this was a crisis, for the support team in PCI it constituted a critical incident and as such was managed within the Mission Department. The Panel adopted the draft updated Safety and Security Guidelines which embrace the new structural way of working within PCI. During its March meeting, the Council agreed to the budget needed to engage the services of a security expert and to conduct simulated training to test and refine the new Guidelines. The Panel plan to complete this work during 2016.

**70. Pastoral Advisors Group:** The Panel discussed the situation presented partly by the changes in PCI's structure but also partly due to a natural moving-on of a number of the 'old Board of Mission Overseas' appointed Pastoral Advisors. The Panel gives thanks to God and celebrates this model of providing Pastoral Advisors and their often under-acknowledged but much appreciated support for mission personnel for many, many years. The Panel also give thanks for the last 11 years (2002-2013) of Annual Retreats (Ireland based) organised by the Board. These Retreats and the Pastoral Advisors and leaders who provided a safe space for mission personnel to be 'pastorally' cared for is much appreciated by the Council. The Panel will express their gratitude with a small get-together with the former Pastoral Advisors.

71. **Future Pastoral Provision Task Group:** The Panel is developing a new category of ‘Pastoral Companion’. This is someone whom the individual or couple serving with the Council identify as their pastoral companion for their journey from candidacy to resignation or retirement. Clarification and guidelines required for this new provision and for use by the ‘companion’, Congregations, the Council and individual mission personnel will be developed and implemented during 2016. In addition the Panel will employ the concept of ‘regional retreats’ for mission personnel and their families with pastoral oversight and input from the Council. This together with the development, in partnership with the overseas partner Church or organisation, of an initial in-country accompaniment for mission personnel and their families when they first arrive in a new location, will strengthen the overall provision of member care for mission personnel and their families.

## APPENDIX 1

The names, spheres and category of service of the Council’s overseas mission personnel are listed below and are to be taken together with this report.

### INTEGRATE PROGRAMME – service of two or more years

#### BRAZIL

Naomi Keefe	2004	Outreach Programme, The Presbyterian Church of Brazil (IPB), Recife
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#### GREAT BRITAIN

Christopher & Nivedita Benjamin	1989	Ministry among Asians in Wembley, London
Edwin & Anne Kibathi	2009	Ministry among East Africans in East London

#### ITALY

Alan & Tracey Johnston	2014	Associate Pastor, Sola Grazia Church, Coram Deo Ministry Church Plant, Mantova
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#### KENYA

Stephen &	1985	Outreach and Development Work, Presbyterian
Angelina Cowan	1989	Church of East Africa (PCEA), Tuum
Naomi Leremore	1991	Educational resource development, PCEA, Nairobi
Gary & Mary Reid	2000	Outreach and Development Work, PCEA, Olkinyiei

**MALAWI**

Neil &	2008	Consultant Pediatrician, Queen Elizabeth Central Hospital and Senior Lecturer, College of Medicine of the University of Malawi
Sara Kennedy Volker &	2010	Teaching, Blantyre Executive Director, Theological Education by Extension in Malawi (TEEM), Zomba
JinHyeog Glissmann Lyn & Johnny Dowds	2011	Teaching, Blantyre Doctor, David Gordon Memorial Hospital, CCAP Livingstonia Synod, Livingstonia
David & Pamela McCullagh	2013	Ministry Co-ordinator Resources Co-ordinator Scripture Union of Malawi, Lilongwe

**NEPAL**

Stephen & Laura Coulter	2014	Mental Health Peace Building Adviser United Mission to Nepal (UMN), Kathmandu
Peter & Valerie Lockwood	2012	Programme Advisor (UMN), Kathmandu

**PAKISTAN**

Ron & Hilary McCartney	2007	Teaching, Forman Christian College, Lahore
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**PORTUGAL**

James & Heather Cochrane	2008	Church Planting, Igreja Christiã Presbyteriana de Portugal, Porto
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**ROMANIA**

Csaba &	2001	Co-ordinator – SERVANT Mission of Diakonia, Cluj
Ilona Veres	1993	Mera Children's Project, Diakonia, Cluj

**SPAIN**

Steve Anderson	2014	Community Development and Outreach, Andaluc�a Presbytery, Iglesia Evang�lica Espa�ola, Torre del Mar
Derek & Jane French	2000	Student outreach with Grupos Biblicos Unidos (GBU), Bilbao

**CANDIDATES****MIDDLE EAST**

Colin & Marjorie Dickson	2016	Academic Co-ordinator and Lecturer in Practical Theology, Jordan Evangelical Theological Seminary (JETS), Amman Academic Department: Assistant Librarian (JETS)
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**ZAMBIA**

Diane Cusick	1995	Early Childhood Development Officer, Church of Central Africa Presbyterian (CCAP), Zambia Synod, from mid-2016. Pre-school teacher training and Early Childhood Development, CCAP Livingstonia Synod, Malawi from 1995 to 2016
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**RESOLUTIONS**

1. That the General Assembly, while appreciating the complexity of the Syrian refugee and wider migrant crisis, as recipients of God's generous grace, reiterate their commitment to the value of all people created in God's image, to the right of people to refuge from conflict and to PCI's responsibility to be people of generous hospitality.

2. That the General Assembly, in giving thanks to God for PCI's global mission partnerships both longstanding and new, request the Council for Global Mission to give special attention to PCI's support of and learning from the persecuted church, reporting to the General Assembly in 2017.

3. That the General Assembly, deeply concerned that so many around the world do not know Jesus Christ, urge the Council, in collaboration with the Creative Production Department, to communicate effectively the story of God's global mission and in a manner that encourages renewed commitment by the wider church to resource PCI's global engagement both prayerfully and financially.

4. That the Council for Global Mission, through the Stewardship of Creation Panel, take forward the development of a Biblical position on the causes and effects of climate change and report to the 2017 General Assembly.

5. That the General Assembly, acknowledging the dedicated endeavours of PCI's global mission personnel, give thanks for the faithful, much appreciated and often unseen service to them rendered by former Pastoral Advisors.

6. That the General Assembly give thanks for the exceptional and continuing generosity of the congregations and members of PCI in supporting both the 2015 World Development Appeal and the Special Appeal for the Nepal, and commend the 2016 Appeal to all congregations.

7. That the report of the Council for Global Mission be received.